Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

InTouch

By and for Employees of Temple-Inland Forest Products Corporation



SPRING '94

Copied from an original at The History Center, Diboll, Texas www.TheHistoryCenterOnline.com 2011.045

CONTENTS



MyTurn 1
David Ashcraft, Vice President of Temple-Inland's Bleached Paperboard Group, says 1993 was a year to remember in the paperboard markets. How to remain successful facing the challenges of the 1990s is the subject of his article.

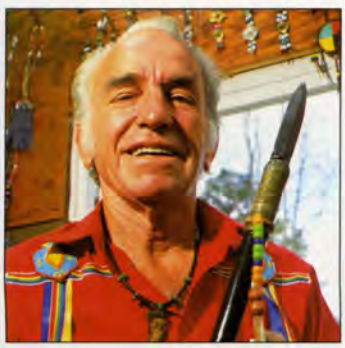
The Future of Paper 2
The paper industry is facing a myriad of challenges. As domestic demand inches upward, paper producers must consider rising costs, environmental issues and a world-wide economic playing field to determine the future of paper.

This 'n That 10
Hardwood bottoms** need special consideration. **Clifford Grum** urges new definitions of forest management in a speech to the Texas Forestry Association. **Fletcher Wallboard Operation** closes the loop on water and board waste. Ray Nevels, **modern medicine man.** A look at the **Northern Chip Mill.



Perspectives 20
Capitol View reviews President Clinton's Executive Order on Recycling and its affect on the paper industry.

Insiders 24
Building Products Group salespeople are honored at annual banquet. UEC and winter storm damage. Hope, Arkansas is the site for a new particleboard plant. Temple-Inland Accounting Employee Endowment presented to Stephen F. Austin State University.



Spring, 1994
Volume 10, No. 1 *©1994 Temple-Inland Forest Products Corporation*
Temple-Inland is a registered trademark of Temple-Inland Forest Products Corporation

In-Touch is printed on recycled paper.

Cover Photo
An abstract interpretation of a roll of Evadale's paperboard artfully represents a futuristic view of paper in America.
photo by Ken Childress

Public / Government Affairs

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

Carolyn C. Elmore
Director, Corporate Communications
InTouch Editor

Jay Brittain
Creative Services Manager
InTouch Designer

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011.045

A year to remember...

There was a time in America when success meant making large quantities of durable product the same way over and over again. The industrial revolution is best exemplified by the Model T car. You could have any kind you wanted as long as it was black.

In today's fast-paced, information-based, global economy, success is better defined by customization and continuous innovation.

The auto industry was slow to make the massive equipment and cultural changes needed to keep it alive. This face-off with change took courage, but it was accomplished with American ingenuity's unique will to survive.

The paper industry is facing just such a challenge today. The old standards of long production runs, emphasis on tons, multi-layers of supervision and confrontation between supervisor and worker have given way to flexibility which allows quick grade changes, an emphasis on quality as defined by the customer, minimal layers of supervision and supervisor/worker teams.

Today and for the next few years, there will be adequate capacity to supply the demand for bleached paperboard. Customer satisfaction will be a given. Companies must, therefore, adopt strategies that best enable them to compete in this new environment.

Success will be determined by those products which create the highest value for the customer. For the products manufactured in Evadale, the emphasis will be on printing and packaging grades which will have less fiber and higher strength and a lower smoothness than today's comparable grades.

The quality revolution has produced a "New Evadale" committed to meeting the structural changes in the marketplace with a new way of working, new equipment, and new products.

The centerpiece of the new way of working is a new attitude that thrives on excellence, and an operating environment that is almost fanatical about removing waste. Our long-term success will depend on people who individually share the vision of the "New Evadale" as the *preferred supplier of bleached paperboard.*

Our new paper machine and improvements to existing equipment will make Evadale the envy of other paper mills. No. 5 will be the best machine in the world with the best-looking installation. More important to Temple-Inland shareholders, the new equipment will allow Evadale to be one of the most efficient paper mills in the world.

New equipment and a new attitude about work will set Evadale on a course of producing new products that will better satisfy the customer. Our success can then be measured by a return to high profitability.

OUR COMPASS POINTS ARE THESE:

- Align with key suppliers to focus on improvements in our manufacturing processes.
- Develop strategic partnerships with key customers for each of our major grades.
- In production, our philosophy will be continuous improvement by identifying, quantifying and eliminating waste as defined by the customer.
- Production teams will help us become more quality and market driven. Training will become an ongoing activity for formal mill-wide education and career development.

We mark 1993 as a year to remember for crystalizing our resolution to become the *preferred supplier of bleached paperboard.*

David Ashcroft



David Ashcraft
Group Vice President
Bleached Paperboard Group

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

The FUTURE Of PAPER

PAPER INDUSTRY FACES A MYRIAD OF CHALLENGES

Domestic paper demand continues to grow, but producers must face the issues of rising costs, environmental pressures and a world-wide economic playing field in order to remain a profitable business.



Temple-Inland's Bleached Paperboard Mill, Evadale, Texas.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

Paper producers who were once faced with the fairly simple task of providing enough product for an insatiable marketplace have a new set of complicated challenges on their hands today. And, according to Temple-Inland officials, those challenges are quickly changing the way the company produces and markets its products. "The status quo is changing. Volume used to be crucial, now it's quality, followed closely by customer service," said David Ashcraft, Bleached Paperboard Group vice president.

"The quality of paper and paper products we produce is shaping the future of the paper industry," said Ashcraft. " After quality comes customer service. If competing companies have equal quality, service to customers will make the difference."

Framing the industry's new challenges are issues like recycling, environmental demands in the marketplace and in the paper mill, growing competition for fiber from domestic and overseas suppliers, new alternative fiber sources, and the need to hold down production costs.

Recycling—the conversion of used paper products into new products—is likely to have the greatest impact on the industry.

Driven by environmental groups and consumer demands, President Clinton has signed an executive order setting recycling standards for paper purchased by the federal government.



Photo by Jay Brittain

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



Aubrey Barlow, Bleached Paperboard's vice president, Sales & Marketing, displays a paper cup produced at the mill.

At the same time, Congress has dozens of recycling bills now under consideration and state legislators are introducing recycling bills in almost every state. It is at the state level that the fastest changes are expected to occur. In fact, a number of states have adopted legislation pertaining to mandatory recycled content paper this year.

The challenge confronting the paper industry is to achieve recycling standards that will permit the industry's existing mills to produce recycled grades with current technology instead of scrapping current machinery and replacing it with massive, expensive equipment that could endanger the industry's cost effectiveness.

"There are two big trends affecting the solid bleached paper market, a move toward recycled content in products and substitution for other boards for solid bleached paper," said Aubrey Barlow, Bleached Paperboard Group Sales & Marketing vice president.

The move toward recycled content is having its greatest effect on Temple-Inland in the food service line where virgin fibers were traditionally seen as sanitary and safe. One competitor is now producing a 25-percent recycled content cup stock which meets the the standards of the FDA.

"We are moving in that direction," said Barlow, " but it will take us about six months to get to where we want to be on recycling."

There is continued movement in the cup market to poly-coating and away from wax. Aesthetics is the number one reason for the movement.

Substitution for other boards for SBS (Solid Bleached Sulfate) is driven by costs and environmental issues, said Barlow. Coated newsback, used typically in the formation of cereal boxes, and coated natural kraft are increasing their share of the market.

Temple-Inland customers have four characteristics they look for in paper: printability, formation, conversion and low density. The companies that succeed will be able to provide that type of product, Ashcraft said.

Like recycling, environmental manufacturing issues will continue to be present in the paper industry.

For 1993, U.S. pulp and paper mills reported $1.4 billion total spending on environmental improvements, according to **Pulp & Paper** magazine. However, proposed regulations by the Environmental Protection Agency could require increased spending by mills. The new rules will be especially tough on mills using elemental chlorine and chlorine products (except chlorine dioxide).

According to **Pulp & Paper**'s January 1994 issue, "...an industry sponsored study predicts that they (new EPA cluster rules) could result in the closure of 30 mills, cost an additional $10 billion in capital expenditures and eliminate 275,000 jobs, including 19,000 at the mill level."

To meet the challenge of the changing paper market, Temple-Inland is changing, both in terms of equipment used in the process and in the way its employees think and work. "There is more of an emphasis on people skills. There are no more heroes. Heroes mean volume. Working in teams means quality," Ashcraft said.

Ashcraft feels that Evadale's No. 5 machine will put the mill into a good premium grade market. "It is a much better commodity markets, and we should quickly see improved profitability," he said.

Another non-traditional avenue for the Evadale mill is the export market. World-wide paper markets are growing as certain regions of the world continue to move toward industrialized, capitalistic societies, such as China.

"THERE IS MORE OF AN EMPHASIS ON PEOPLE SKILLS. THERE ARE NO MORE HEROES. HEROES MEAN VOLUME. WORKING IN TEAMS MEANS QUALITY."

Barlow expects Evadale's export market to grow to 50,000 tons per year, concentrating in Latin America, South America, the Carribbean and Pacific Rim countries. He anticipates "good volume" overseas and the mill's location to play a part in its success.

Structural changes in the marketplace also pose a challenge for Temple-Inland. For coated grades made at Evadale, the demand is still good.

Within the industry, Ashcraft said there is excess capacity among uncoated grades, producing a weak market for some mills. In the past, Evadale has been able to produce market pulp when paperboard grades became slow, but lately the price of market pulp has been so low that pulp production has been halted for now.

Another challenge facing the paper industry in the future will deal with tight fiber supplies.

And with more and more pressure on Southern forests for production, fiber prices are expected to remain at high levels. Tight supplies are due to reduction of federal timber purchases due in part to the cut-back in logging activity in the

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

Pacific Northwest. Concerns for habitat retention for the Northern Spotted Owl and other endangered species have virtually eliminated federal timber, forcing many small sawmill owners to shut down. In addition, many overseas pulp and paper producers, such as those from Japan, have increased U.S. fiber purchases, resulting in competition, both foreign and domestic, for Southern forest timber.



JAY BRYAN

Challenging the paper industry in the future will be tight fiber supplies as a result of pressure on Southern forests to provide more of the nation's fiber needs. David Ashcraft, Bleached Paperboard Group vice president, displays chips in the control room of the new fiberline at the Evadale mill.

Even with challenges facing the industry, Ashcraft feels there will always be a good demand for paper products—if the industry can continue to address the issue of rising costs. "Demand for the product is not the problem, the problem is cost," he said.

Looking to the future, Ashcraft feels Temple-Inland must make changes in a number of ways to keep pace with the growing challenges in the industry.

"Odor, for example, is a major environmental concern," he said. "We've got to find a way to eliminate sulphur from the process yet still retain high quality, and we must reduce the mill's consumption of fresh water and find a way to phase out the use of any chlorine-related products. And we need to find a more energy efficient way of drying paper."

Ashcraft feels the company must also concentrate on the costs of value-added work. For example, he says, every step of the papermaking process, from converting hardwood trees into chips, converting chips to pulp, pulp to paperboard, paperboard to consumer products such as cups, plates and greeting cards adds value.

"In the future, we will see the industry's technology changing, its culture changing, and higher-skilled employees working in systems where continuous training will become mandatory to produce quality products. It's going to be quality versus volume tomorrow," he said.

The paper industry engine is driven by chips. Fiber is the number one cost in papermaking, one of the country's most capital-intensive industries.

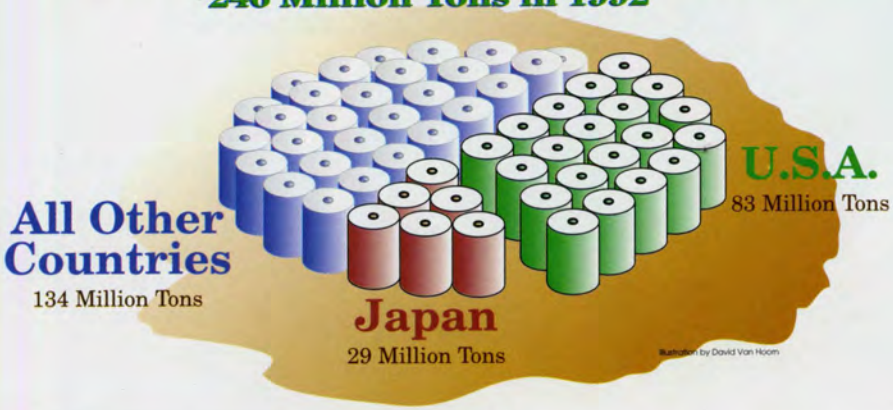


JAY BRYAN

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

World Paper Production

246 Million Tons in 1992



American producers are world leaders when it comes to paper and paperboard, accounting for approximately one-third of the 246 million tons produced worldwide in 1992.

Approximately 83 million tons of paper and paperboard were produced in the U.S. in 1992. Japan was the second largest producer, manufacturing approximately 29 million tons, according to figures from the American Forest & Paper Association.

The industry is also the most capital intensive of all manufacturing industries, and accounts for about 7 percent of the GNP.

In the U.S. there were an estimated 547 paper and paperboard mills and 203 wood pulp mills in 1992.

The paper and allied industries employ about 681,000 people nationwide, with 233,000 of those in pulp, paper and paperboard production.

SPEEDING UP RECYCLING

A new paper recovery goal, committing to recover for recycling and reuse 50% of all the paper Americans use in the year 2000, has been announced by the American Forest & Paper Association. The announcement comes on the heels of the industry's successful completion of its objectives under a previous goal to recover 40% of all domestic paper by the year 1995.

The new goal includes paper recovered for recycling as well as other uses such as hydromulching and composting.

Of the paper recovered, roughly 78% of it will be recycled in U.S. mills, 15% will be exported to foreign paper recyclers, and 7% will be reused to make products other than paper and paperboard, including animal bedding, insulation, hydromulch and compost.

During the balance of the decade, the industry plans to invest nearly $10 billion in new manufacturing capacity to meet the goal.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

A story about the success of paper producers and paper users working together to recycle corrugated boxes would fit right in the environmentally charged 1990s. The only problem is, the story would be about 20 years too late.

"Recycling is something the paper industry has been involved in for years. It's not anything new to us," said Daniel Bordenet, Inland Container Waste Procurement and Development manager.

OCC MODEL RECYCLING

In 1993, Inland's containerboard mills converted 1.2 million tons of old corrugated containers (OCC) into linerboard and corrugating medium which was then shipped to its 39 box plants for conversion into new boxes.

"That's a million tons that didn't go into landfills," Bordenet said. Of all the trash put into landfills in the U.S., more than half is paper.

"A long time ago, paper companies understood the need to recycle corrugated board. Fortunately, so did some of the major consumers of corrugated, like grocery stores," he said.

Grocery stores, for example, were having to pay to put their old boxes in the landfill. When paper companies began looking for recyclable fiber sources, a successful partnership between major paper consumers and paper companies was born. It wasn't long before other major consumers realized that paper companies were a perfect market for their old boxes.

"It's better for the stores to sell the boxes to us than pay to have them put in the landfill. It's also a cleaner product we receive at the mill straight from the consumer," Bordenet said.

And there is a tremendous market for OCC; over 14 million tons of old corrugated containers were recovered by the paper industry in 1993. Six of Inland Container's mills utilize OCC, four of which use it exclusively.



Old corrugated containers (OCC) bundled for recycling.

Linerboard and corrugating medium which utilizes OCC is a product comparable to board made from virgin fibers.

"From a quality standpoint, there's no difference. There may have been some differences years ago, but with the technology available today, making a quality product isn't a problem," Bordenet said, "and Inland has been a leader in this technology."

The paper industry originally set a goal of recovering 40 percent of all the paper produced by the year 1995. That goal has recently been revised to 50 percent of all paper recovered by the year 2000.

ADVANCED RECYCLING

After two decades of hard work and discovery, Inland Container developed a new generation of recycling technologies, a process called Advanced Recycling.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



A Food Container Success Story

Editor's note: Clint Fultz, formerly with Progressive Paper, is a consultant to Temple-Inland Food Service Corporation.

It was a breath of air that led Clint Fultz and Perry Thatcher to their latest paperboard food container success.

Standing before a group for McDonald's, Fultz placed Thatcher's latest design, a corrugated clamshell box made from sugar packet paper and F-flute corrugated, on his hand. To demonstrate how light-weight the box was, Fultz simply took a deep breath and blew the box across the room.

Before the box hit the ground, he and Thatcher had landed the account.

The corrugated clamshell was designed to be used as a container for fast food. It holds a large sandwich, yet is lighter in weight than paper foil wraps with collars currently in use, allowing McDonalds a source reduction item along with the outstanding recycle aspects this container has.

Fultz and Thatcher, who live in Ohio, have been partners for about 15 years. Both have a background in the box business; Fultz formerly worked with another paper company and Thatcher was with Inland Container for 30 years.

The two met when Fultz was looking for a warehouse for his company, Progressive Paper. Thatcher had a warehouse that Fultz rented, and that led to friendship.

But they didn't become business partners immediately. Fultz was busy with Progressive Paper, where he made french fry and sandwich boxes from solid bleached sulfate. One of his most successful products was an E-flute corrugated sandwich box that was used extensively at Dairy Queen. The box was run on Temple-Inland machines at Progressive Paper in Ohio. After several years, Thatcher joined Progressive Paper, and the two started another business, Corroc International.

They sold Progressive Paper to Temple-Inland in 1991, and turned all their attention to Corroc. Their main product was food boxes for fast food restaurants like Kentucky Fried Chicken. In early 1994, they sold Corroc to Burrows Corp.

With the success of the 60-pound E-flute box at Dairy Queen, the men pitched their product to Perseco, the buyer for McDonald's. Perseco officials, however, weren't interested, saying the product was too heavy and would take up too much landfill space.

"The fast food folks are really conscious of the landfill space and what is happening in America. The environment is important to them," Fultz said.

It was Thatcher who came up with the idea to use paper normally used to wrap frozen ice pops as the basis for a 15-pound corrugated food box.

"We believe it's the lightest corrugated board made," Fultz said.

The F-flute clamshell is easily identified by the paper it's made of, 15 pounds per 1,000 square feet.

It wasn't anything to blow the box off his hand during the McDonald's demonstration.

"It's so lightweight you can do that easily," he said.

John Sorenson of Perseco developed the lock on the box that keeps it closed. The boxes are now in use at McDonald's nationwide.

The trend in the food industry is lighter boxes made with more recycled materials. Fultz himself always believed corrugated board had a future in the food industry, "but I never thought it would go to 15 pounds per thousand weight board."

The two are busy with their own interests these days —Thatcher with consulting and Fultz with farming — but they still find time to talk about projects they hope to work on together.

"We have a couple of projects...but not at any point where we can talk about them," Fultz said.

Their partnership works. Thatcher provides the technical know-how, and Fultz provides the marketing expertise.

"I always just say I'm here to drive Perry around. We're friends. That works for us," Fultz said.



Clint Fultz



Perry Thatcher

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

Recycled content food containers

One segment of the paper industry that has seen an increase in the use of recycled paper is the food service industry. Companies such as Perseco who represents fast food giant McDonald's are requiring recycled content in food containers such as hamburger clamshells. To meet customer needs, paperboard suppliers such as Temple-Inland must meet product safety guidelines.

According to Don Cox, Temple-Inland's manager, Chemical Control and Health Programs, recycled food service containers are regulated from the mill (which produces the paper) to the food server.

"Product safety protocols are instituted up and down the product line," said Cox.

To ensure consumer confidence in food which comes in contact with a recycled content container, the Food and Drug Administration (FDA) regulations state that paper "generally recognized as safe" may be used. Within its life history, the paper may not have come in contact with "poison or deleterious substances," or used as a container for oil or oily substances (this eliminates most fast food containers), pesticides, herbicides and other materials listed by the regulation. Bacterial content may not exceed 250 colonies per gram of paper, and no coliform (colon bacillus) may be present.

"We certify our products to be in compliance with FDA regulations. However, our customers are responsible for anything they may add to the producer, such as a printed design," said Cox.

In addition to the FDA regulations, producers must comply with all other state and federal regulations that may exist.

"Most pre-consumer waste and paper mill broke can be recycled into food service containers without much problem," said Cox. "The problems lie in post-consumer recycled papers, where contaminants such as heavy metals may show up."

Metals, such as lead, chromium, and phosphates can be transmitted to post-consumer recycled paper in the most innocent ways. For instance, using paper for surface protection or clean-up where these metals may be present as a result of break-down or migration from other sources can cause contamination of the recycled fiber.

JAY BRITAIN



A sampling of Evadale's paperboard after conversion to consumer products

Many recycled content food service containers do use post-consumer waste, either blended with virgin fibers and pre-consumer waste or 100 percent recycled content. Paper coatings, such as wax, act as barriers to keep contaminants from migrating from the paper to the food. Two- and three-ply papers utilize a virgin fiber layer between the recycled ply and the food.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

HARDWOOD BOTTOMLANDS NEED SPECIAL CONSIDERATION

By Norman Davis

Meandering through the piney woods of East Texas and Southwest Louisiana are hundreds of miles of creeks and rivers flowing toward the Gulf of Mexico. Associated with these creeks and rivers are relatively narrow floodplains that are in a continual dynamic balance between the building of structure through deposition of alluvial material and the downcutting of surface geology by the seasonal flow of water.



JAY BRITAIN

***Norman Davis** is the Forest Group's Hardwood Management Forester overseeing the implementation of the hardwood management program for Temple-Inland on fee lands. Prior to joining the company in October, 1991, he served as hardwood management forester for a six state area where he managed hardwoods in the Mississippi River alluvial plains. Norman graduated from the University of Tennessee in 1977 with a bachelor's degree in forest resource management. He is chairman of the Lufkin/Nacogdoches chapter of the Society of American Foresters.*

Research conducted in the past few years has revealed that these forested bottomlands function as natural water purifiers trapping sediment and toxins from upland runoff. Regulation of flooding and stream recharge are also important functions provided by these bottomland forests.

In addition to the functions provided by these systems are the values that we derive from them. The combination of water, organic matter, sediment and nutrients interact to stimulate a diverse plant community. The plant community, in turn, supports complex wildlife communities which are highly valued by people of all interests. Many of the tree species that grow in these alluvial bottoms are sought for their quality whether the end product is firewood, pulp or furniture. It is clear that the health and productivity of the bottomland resource is an important link in the ecological chain.

Some 160,000 acres of Temple-Inland's forest ownership in Texas and Louisiana are composed of bottomland hardwood stands. Generally, the dominant trees in these stands are mature and reaching over-maturity. This fact led company foresters in the early 1980s to encourage and support hardwood research looking into management options and regeneration techniques.

The research also pointed out that no single management option would be right for



JAY BRITAIN

Temple-Inland's hardwood management plan leaves wildlife corridors, SMZ's and non-convertible areas in an uneven-aged state.

Copied from an original at The History Center, Diboll, Texas www.TheHistoryCenterOnline.com 2011:045



A mature East Texas hardwood bottom. Temple-Inland is managing these bottoms on a sustainable basis while maintaining wildlife habitat and environmental integrity.

each stand and site, given the complex nature of the bottomlands along with the wildlife populations that depend on them for food and habitat.

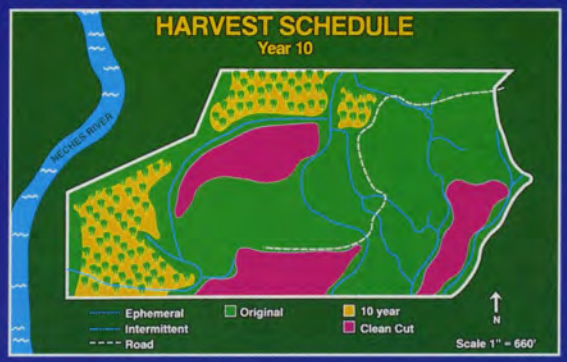
A hardwood management plan which endeavored to take all of the above into consideration was presented to and accepted by Temple-Inland in 1990. The Hardwood Department, staffed with people trained and experienced in hardwood management, was formed specifically to implement the plan.

Bottomland hardwood acreage across the South has seen a dramatic decrease in the last generation. Estimates in Texas are as high as 60 percent acreage loss due to various factors. This situation has been a call to arms for those who see bottomland forests as disappearing.

Temple-Inland has committed to perpetuating hardwood stands on bottomland sites through intensive management. The company's hardwood forests of the future will be a mosaic of small even-aged, naturally regenerated stands surrounded by older growth, uneven-aged forest.

We are proving that our bottomland forests can be providers of hardwood products on a sustainable basis while maintaining diverse wildlife habitat and environmental integrity.











Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

HARDWOOD MANAGEMENT CLOSEUP



A 40-year-old naturally regenerated stand of hardwood timber.

Hardwood bottomlands are a diverse and complex system of stand types. Unlike upland areas where pine is mixed with hickory, sweetgum and red oak, bottomlands species tend to stratify as elevations drop, even as little as 12 inches. Certain types of trees usually grow together in groups, and species composition varies from level to level. At one level, red oak and sweet gum dominate. Twelve inches lower, the stand is composed of overcup oak and water hickory. In the lowest range are found cypress and tupelo gum. The zonation and hydrology of each individual stand means that no one management method fits all stand types.

Minimal harvesting has occurred in the bottomlands of Temple-Inland in the past 35 years. Now, these forests are declining in vigor, according to inventory data. Downed trees due to wind or sickness, and mortality because of the thickness of the forests' composition are inhibiting new, desirable forest growth.

To save the hardwood forest from further decline and to encourage new growth, the Hardwood Department makes assessments of individual tracts which may contain as many as 30 tree species. A breakdown of the volume, species and vigor is made. Then, a management plan is determined based on adequate and desirable regeneration traits of the stand. Thinnings or improvement cuts are made throughout the hardwood stands to reduce the density of the stand and improve the health of the forest.

"It is important to leave tops as microhabitats for wildlife and erosion control, and to leave den trees for other wildlife," said Davis.

If the management plan requires regeneration, Davis and his crew first determine if the next forest is on the ground."

"Hardwood regenerates naturally better than we can plant and grow it," said Davis. "So we must open up the bottoms to let the light in for both the seedlings sprouting from stumps and established regeneration."

A 30-acre site is regenerated with special consideration given to stream-side management zones. Wildlife corridors (200 feet in width) are placed between regenerated areas and adjacent stands. Adjacent stands will not be regenerated for at least 5 years.

Wildlife corridors, SMZ's and non-convertible areas will be perpetually managed in an uneven-aged state.

The 30-acre regeneration areas will be managed on an even-aged, 40-year rotation.

"The assessment of our bottomlands indicates that approximately 40 percent of a tract will be in a mature, uneven-aged state at the end of the 40-year rotation," said Davis.

Mast producers (trees bearing fruits such as acorns and other nuts) will dominate the forest if managed properly, Davis explained. Now, the undesirable species dominate by a 5 to 1 margin based on stem count. Desirable species take over by age 10.

"We are there to make sure that the next forest will enhance wildlife and our fiber needs," he said.



Michael Best, hardwood forest supervisor, and Randy Rhyne, hardwood management technician kneel beside a naturally regenerated hardwood seedling.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

GRUM SAYS INDUSTRY MUST REDEFINE FOREST MANAGEMENT

When it sailed off on its maiden voyage in 1912, the Titanic was thought to be invincible. History has shown that wasn't true. Experts say had the captain chosen to steer the ship into the iceberg it would have been the iceberg that broke into pieces and not the ship.

The forest industry has reached a position much like the Titanic. Improper steering could lead to disaster, but correct handling of obstacles can result in benefits for the public, the forest industry and the private landowners.

Clifford Grum, Temple-Inland Inc. chairman of the board and chief executive officer, used the Titanic analogy in his speech at the annual meeting of the Texas Foresty Association held in Galveston. Grum told the more than 300 people representing industry, foresters and private landowners, the forest products industry must re-define forest management.

Among the obstacles Grum predicted the forest industry will face in the future: public opinion, increased government regulation and decreasing timber supplies.

His assessment of the situation clearly pinpointed areas the forest industry must address, said Mike Legg, Ph.D. Stephen F. Austin State University College of Forestry recreation professor.

"I think Clifford has come very close to hitting the nail on the head in that he recognized the profession of forestry has changed very little to meet the public's expectations today," Legg said.

Temple-Inland's Forests General Manager John Monk said Grum gave the industry plenty to consider.

"Mr. Grum understands the necessary balance between what the industry is capable of doing in timber management and what the public perceives we're capable of doing," Monk said.

Grum told the TFA members gathered in Galveston that the public sees the forest industry as reluctant to change. The public wants to use forest products, but has a problem with the appearance of timber harvesting.

"We can't forever be doing something the public doesn't want," Monk said.

Legg agreed, adding that the forest industry needs more salesmanship to reposition foresters as the good guys of the forest, not the bad.

"For years we were seen by the public as protectors and managers, now we are largely perceived as harvesters," Legg said. "I think the field of forestry has two choices, rise up and meet the challenges Grum spoke of... or find itself legislated right out of existence."

Grum also touched on the decreasing timber harvests expected in the future, saying the harvesting levels of the late 1980s will be hard pressed to maintain. The forest industry will have to steer directly toward obstacles like public perception, decreased timber supply, increased legislation and advancing technology.

The choice and challenge he gave the forest industry: "... Can we steer our ship for the future, creating forest management systems which are the most advanced in the world, and enjoy record pricing and more productive forests?"

The alternative could mean the same results for the forest industry that the Titanic realized.

Next time you're driving down a highway, look closely. You may be in the midst of a wooded area that has been landscaped to look natural, despite the active forest practices occurring along the road.

Landscape architecture isn't just for city scapes. As part of aesthetic forestry, landscaping has been around for years, said Gordon Steele, a landscape architect who retired from the U.S. Forest Service in 1989.

In the 1960s, foresters realized that the public didn't like the square-cut harvesting practices that dotted the countryside.

"The truth is people didn't like them because the cuts were so harsh. They were unnatural and just looked bad," Steele said.

So the industry responded and began cutting irregular shapes to blend in with the natural landscape.

"Cuts were made to look more like a natural opening in the forest. If you make harvest cuts like a checkerboard it's not hard to spot," he said.



Gordon Steele, landscape architect and U.S. Forest Service retiree, says aesthetic forestry can help motorists by creating openings in long stretches of road where the tunnel effect (roadways with uninterrupted trees) can cause drivers to increase speed without being aware of the effect.

Using the principles of aesthetic forestry, a harvest cut can be made to blend in with the characteristic landscape and appear to be a natural opening. By using existing natural features of the landscape, (i.e. contour, drainages and shapes generally seen within the area) harvesting of timber can be made to blend rather than to contrast.

"Size of the cut is not as important as shape. It is possible to have a large harvest area which is shaped so that the entire cut area cannot be seen from one vantage point, except of course by airplane. Even then the cut can be made to appear as a natural opening," Steele said. "Casual observers aren't the wiser that what they see is really a harvest cut, especially in East Texas where the terrain regenerates so quickly. Within a year's time the area greens up with vegetation and new life."

Aesthetic forestry is also used to help motorists on long stretches of roadway that are bordered by timber. Roads flanked by trees often create a long tunnel effect, where the driver goes faster and faster without realizing he's increasing the speed of his vehicle. On occassional opening breaks, the tunnel effect causes the driver's eye to move from the fixed state he has on the center of the road, thereby making him aware of movement and speed, Steele said. "The layman might leave a buffer strip along the travelway to hide harvest cuts with the end result being the tunnel effect. We should bring the harvest cut right up to the road, using natural characteristics of the landscape to make the opening appear to be a natural opening. Within a few years the cut will close in with the regeneration of new trees. At that time it becomes necessary to create another opening up to the road - thus the onging practice of growing and harvesting trees."

Most timber companies own land that borders public roadways which creates the perfect opportunity to use aesthetic forestry. With timber practices a hot topic, companies need to pay attention to what they're doing.

"If the public doesn't like it, they can stop it. Private industry is facing increasing opposition, so if they use aesthetic forestry in their land management they have a better chance of being able to continue managing their own land," he said.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

GUARANTY™ FEDERAL BANK F.S.B.

Although Temple-Inland has been in the financial services business for more than 30 years, it wasn't until 1987 that it entered the banking business through the acquisition of a small ($100 million in assets) but profitable savings and loan in Kilgore, Texas.

From these modest beginnings, the Financial Services Group has watched its banking dream grow in part through a series of acquisitions into an $8 billion Dallas-based savings bank which is the largest savings bank in Texas and the state's largest Texas owned independent bank.



Clifford Grum, Temple-Inland Inc. chairman of the board and chief executive officer, provided the vision and leadership that has created a larger, more diverse Temple-Inland Financial Services group. TIFS, as it is more commonly known, has significantly enhanced TI's shareholder value through its investments in the banking and mortgage banking business. Timberline, TI's risk manager and multi-line insurance agency, and Lumbermen's Investment Corporation, TIFS's real estate development arm, also fall under the TIFS umbrella and are valuable parts of the TIFS's group. In 1992, TIFS' earnings accounted for 25 percent of the combined TI operating groups' revenue.

"Most of the bank's initial growth has come in the form of acquisitions of existing franchises, rather than through internally generated growth," said Bob Adelizzi, TIFS chairman and CEO. "We originally targeted institutions for their deposit base. Today we are interested in both sides of the balance sheet - both deposits and loans. The institutions we originally acquired were often insolvent, but recently we've targeted healthy institutions that have an asset base that can help us achieve our goal of having 80 percent of our assets invested in loans.

Guaranty is a unique "new generation" bank focused on housing and deposit gathering. "Our deposit gathering system operates exclusively though our 123 branches in Texas," said Adelizzi. "On the lending side, we are a housing specialist, not only serving Texas but select national markets, as a single-family and multi-family construction lender, a commercial lender to the mortgage banking business and a mortgage originator through our principal subsidiary, Temple-Inland Mortgage Corporation (TIMC)."

"As a result of our housing-focused strategy, we have been able to develop joint programs with TIFPC because we are not only in the same business but consequently we serve many of the same customers and markets," he continued.

"As the bank matures, we see increasing opportunities for TIFS and TIFPC to work together to better serve our customers and the housing markets."

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011

Fletcher Wallboard Plant closes loop on water & board waste.

In what may be Temple-Inland's first closed-loop manufacturing facility, Fletcher Wallboard Operation has initiated a scrap wallboard recycling effort that, coupled with its water recycling program, has effectively closed the mill's manufacturing cycle.

The purchase of a crusher has enabled the plant to reprocess scrap wallboard produced at the beginning and end of a production cycle and test material deliberately broken for strength testing. The waste wallboard is crushed and re-entered into the production process.

"This new piece of equipment allows us to completely contain our manufacturing process," said Joe Brown, plant manager. "Our employees are already recycling waste paper and aluminum cans, and waste water is recycled back into the production process."

The plant uses about 90,000 pounds of recycled material a week in the production of its gypsum wallboard. Used newspapers, magazines and other paper products are also used in the process.

The crusher and a baghouse for containing dust were installed in September.

The gypsum wallboard plant in Fletcher, Oklahoma produces wallboard for the new construction and commercial building markets. The plant opened in 1987 and employs about 110 people.



JAY BRITAIN

Joe Brown, plant manager for Temple-Inland Gypsum Wallboard Operation in Fletcher, Oklahoma, commends the plant's employees for helping take the initiative to close the loop on the plant's waste.



JAY BRITAIN

(Above) *Jay Davis, maintenance superintendent, stands beside one of the Fletcher plant's many recycled paper bins.*
(Below) *Fletcher Wallboard's crusher enables the plant to reprocess scrap wallboard eliminating landfill waste.*



JAY BRITAIN

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

MEDICINE MAN

When Ray Nevels walks into a forest, he's in the world's largest pharmacy. Where some people see trees, shrubs and weeds, Nevels sees the cures for what ails man, including the common cold, a sore tooth and upset stomach.

For centuries the Indians depended on herbs for medicine. Early settlers in this country, as well as natives from other countries, didn't have pharmacies to buy drugs, so they looked to where medicine was prevalent — the woods. With the advent of modern medicine, many of the secrets of medicinal herbs were forgotten and replaced with manufactured medicine.

Many of medicine's basic ingredients, however, still come from nature. Powdered acorns, for example, contain tannic acid, a main ingredient in over-the-counter hemorrhoid medicine. Root of blackberry is often prescribed by doctors for infants with diarrhea. Prickly ash, also known as Hercule's club, is a natural deadner for tooth ailments. The menthol found in peppermint leaves helps heal open sores.

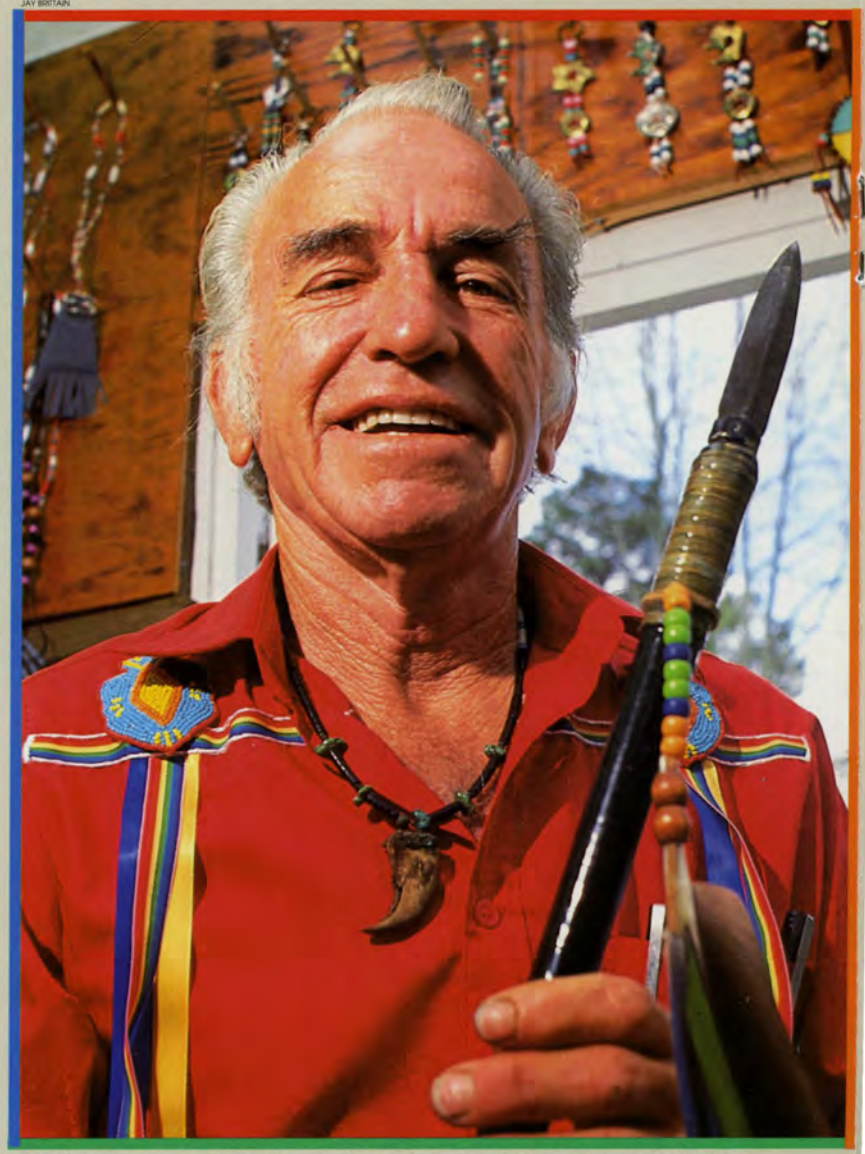
Another common herb is the Purple Cone Flower, planted in connection with Lady Bird Johnson's highway beautification program. The powder from the plant, which is an immune system enhancer, sells at health food stores for about $8 to $15 an ounce.

"It's all right there growing on the ground," he said. "You walk right over it and don't know what it is."

Nevels, who is a carpenter by trade, spends all his spare time these days familiarizing himself with the herbs that once healed nations. He and his wife Norma have thus far identified some 170 plants in the East Texas woods that Indians have used for medicinal purposes. While herbs can be found in all areas of the forest, areas that have been harvested make excellent herb grounds, because the canopy no longer prohibits the sun from reaching the ground, Nevels said.

"We're living in the world's largest pharmacy. Everything you need is at your fingertips and free for the taking," Nevels said.

JAY BRITAIN



Ray Nevels of Jasper teaches a continuing education class at Angelina College in Lufkin, Texas on medicinal herbs which he says are plentiful in East Texas regeneration harvested areas.

"WE'RE LIVING IN THE WORLD'S LARGEST PHARMACY. EVERYTHING YOU NEED IS AT YOUR FINGERTIPS AND FREE FOR THE TAKING."

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



JAY BRITAIN

Root of blackberry, growing here at Boggy Slough, is often prescribed by doctors for infants with diarrhea.

Nevels didn't realize there were so many medicinal herbs in the East Texas area until he began looking. The herbs grow well in this area, he's learned, because the winters aren't too harsh to kill off the plants. They turn brown and dry up, but the roots are alive, allowing the plant to rebud every year.

Nevels grew up in New Mexico on a Yaqui Indian Reservation. His mother is an Apache. As a child he learned the importance herbs play in the Native American culture.

"Most people pull it up in their backyard, throw it away, and then go down to the pharmacy and buy it back," Nevels said.

He has formed the Native American Herb Society, a group that meets every month at a Jasper bank. Most of the members bring examples of herbs they've found, hoping that Nevels can identify it. He cautions against just going into a wooded area and pulling up plants. Some landowners don't like trespassers on their property and many plants are protected by law. Most owners, however, don't seem to mind losing a few weeds when they're asked, Nevels said.

"I've never had an East Texas farmer tell me 'no' when I've asked to take a few samples. But I've been reminded a lot of times it's against the law to pull up some plants, so everyone needs to know that," he said.



JAY BRITAIN

Purple Cone flowers, like these at Scrappin' Valley, are immune system enhancers.

He's also battled the stereotype that people who use herbs are either "witch doctors, hippies or dope dealers."

"I have a hard time explaining it to people sometimes. A lot of people jump to conclusions. But my only vices are coffee and cigarettes," Nevels said.

There are mind-altering plants found in forest areas. "Anyone who's not familiar with herbs and mushrooms, however, shouldn't be messing around with them," he said.

Ray Nevels and wife Norma have formed the Native American Herb Society in Jasper. Though they grow many of their own herbs, they enjoy discovering plants in the forest.



JAY BRITAIN

"Sometimes I should keep my mouth shut. These teen-age kids, they want to know what they can smoke," he said. "Well, you only make one mistake with an anameda (mushroom), you don't get a second chance. If you see them, leave them alone. Period."

While he and Norma grow many of their own herbs, they still enjoy discovering plants in the forest. He was amazed to find that there are a number of people in East Texas who also share an interest in herbs. Besides the herb society, Nevels has taught a continuing education class on medicinal herbs at Angelina College for several semesters. The first class was supposed to be limited to 30 students. When he got 35 and more waiting, Nevels had to close the class.

"I had never been so pleasantly surprised in my life," he said. His evaluations give a glowing recommendation not only for the class topic but also for Nevels.

"There is an interest here. And that's good, especially since the herbs are so abundant," Nevels said.

"MOST PEOPLE PULL IT UP IN THEIR BACKYARD, THROW IT AWAY, AND THEN GO DOWN TO THE PHARMACY AND BUY IT BACK."

Copied from an original at The History Center, Diboll, Texas. - www.TheHistoryCenterOnline.com - 2011.045



JAY BRITTAIN

The Northern Chip Mill employees include (from top) Billy McGuire; Ray Sanders (Mill manager), Randy Collins, Chuck McRae, Nathan Shoemaker. Also, Tom Anderson, Harry Taylor, Craig Ebarb, and Dianne Standley. And seated in front, Mike Brittain, Ron McCrary, Darren McCaa, Garland Bates, Ron Pavlic, and Gregg Foster.

NORTHERN CHIP MILL

"OUR EMPLOYEES ARE WHAT MAKE THIS MILL A SUCCESS. THEY'VE TAKEN THE CHALLENGE AND MADE IT WORK."

It is one of the least known of Temple-Inland's new manufacturing facilities but it turns out a product essential to the production of quality paper.

The 15 employees at the year-old Northern Chip Mill near Lufkin do everything from running the chipping machines to cleaning the breakroom. That kind of teamwork helps produce high-quality chips used by the Temple-Inland paper mill at Evadale.

"Our employees are what make this mill a success. They've taken the challenge and made it work," said Ray Sanders, mill manager.

Just over two years ago Sanders was one of the people who planned and designed the 40-acre facility located off Highway 103 west of Lufkin. After a year of planning and construction, the mill shipped its first load of chips to Evadale Dec. 4, 1992. The plant continues to ship chips daily by the truckload.

According to the initial feasiblity study, the mill was expected to process 160,000 cords of wood a year. Even without a full staff, in the first year of operation the mill produced more than 70 percent of the plant's capacity, 125,000 cords.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

"This mill was built to use pulpwood which was previously located too distant from Evadale to economically purchase. Simply put, it's more economical to ship chips than it is to ship logs," Sanders said.

The logs for chipping are stored in woodpiles ensuring bad weather (which can prohibit harvesting) won't slow production at the chip mill. From the start of chipping to final shipping, the chips are sent through the process via conveyor belts.

"This is a straight forward and simple process," Sanders said.

Two by-products at the mill - wood "fines" or chips too small for the quality needed at Evadale, and bark - are sent to one set of silos for shipment to other facilities for use as fuel. The chips are sent to a storing area, or if a truck is waiting, loaded immediately for distribution. All of the chips and fuel are shipped from the facility via truck. The process helps ensure that only the highest quality 3/4-inch chips are shipped from the facility.

One employee operates the crane loading the logs into the debarker drum and another controls the chipping and loading of chips.

"They communicate by radio all the time so they know what each other is doing. Communication is important because it keeps the process running smoothly," Sanders said.

The Fulghum chipping equipment runs about 10 hours a day, four days a week. The employees also maintain the equipment and clean the grounds and office buildings.

A computerized maintenance schedule which keeps track of spare parts is helpful in keeping up with maintenance on the equipment.

"We stress preventative maintenance. The computerized maintenance program is a big help. It will tell you what kind of maintenance or inspection you have to perform on what machine that day," Sanders said.

JAY BRITAIN



The Northern Chip Mill sits on a 40-acre site. In the first year of operation, the mill produced more than 70% of capacity, 125,000 cords. Ray Sanders is Northern Chip Mill manager.

This computerized program has been used at other mills that Sanders is familiar with, but never with such success.

"I'm proud of all the innovative things we've done out here, including having operators and employees responsible for their own maintenance and clean-up. We're proud of how well we maintain the site and the mill," Sanders said.

JAY BRITAIN



The debarker is one of the first steps in producing high quality chips at the Northern Chip Mill. The chips are shipped by truck to the company's Bleached Paperboard mill in Evadale.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



By Tony Bennett

President Clinton's executive order likely to affect paper industry standards.

An executive order by President Clinton could have far-reaching consequences on the pulp and paper industry, including Temple-Inland.

The presidential Executive Order on Recycling requires the federal government to purchase certain grades of uncoated printing and writing paper to contain 20% post-consumer recycled content by December 31, 1994, with the level rising to 30% by the end of 1998.

An additional 50% recovered material requirement applies to "other uncoated printing and writing paper," but the Order does not apply recycled-content standards to coated paper.

The Executive Order does not require federal purchases of totally chlorine-free (TFC) paper, as originally proposed, but the Order seeks to minimize the overall use of paper. One example requires double-sided printing of government documents.

The presidential push toward recycling started last April when President Clinton pledged to issue an order committing the federal government to buy recycled-content printing and writing papers. The original draft of the proposal called for a post-consumer waste content of 1% in some grades, and a plan for procurement of chlorine-free paper products.

In conferences with the White House, the paper industry argued that 15% post-consumer content would be costly and impractical. Studies at one mill concluded that a 10% post-consumer content produced a weaker sheet that tended to break on high-speed papermaking machines, and added $55 to the cost of manufacturing a ton of paper.

Executive Orders are not regulatory or mandatory, and the amount of printing and writing papers purchased by the federal government is relatively small, but the paper industry feels that standards set in the Executive Order will eventually be adopted by other customers.

Here are the highlights of the Clinton Executive Order

- The 20% post-consumer content standard effective December 31, 1994 (increases to 30% December 31,1998) applies to the following grades of paper: high-speed copier paper, offset paper, forms bond, file folders, computer printout paper, carbonless paper and white woven envelopes.
- The federal government can procure non-recycled content printing and writing papers only if the contracting officer determines that a satisfactory level of competition does not exist, that items are not available within a reasonable time period, that the available items fail to meet reasonable performance standards established by the agency, or that they are available only at an unreasonable price.
- Despite the deadlines established above, the order requires all printing and writing paper solicitations to seek bids for paper meeting or exceeding recycled standards-effective immediately.
- Post-consumer material is defined as material or finished product that has served its intended use and has been discarded for disposal or recovery, having completed its life as a consumer item.
- Recovered materials are waste materials and by-products that have been recovered or diverted from solid waste, but the term does not include those materials and by-products generated from, and commonly used within, an original manufacturing process.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

KAY HENSON

The files in the Land Department vault at Temple-Inland headquarters are more than just legal records to landownership. They represent pieces of history spanning back to the mid-1800s.

And one of the people who knew these records and the stories behind them best was Kay Henson.

Kay retired from Temple-Inland in 1991, and he passed away this past spring. With him were his 40 years of company service and his vast knowledge and understanding of the company's land ownership history, judicial procedure and law. Shortly before his death, Kay was interviewed for this article. Here are his remarks.



Kay Henson

Kay's first job was cutting brush on a survey crew with one of Temple-Inland's predecessor companies, Eastex Incorporated.

"I always had a desire, after I cut brush for about six months that is, to do something else," he remembered.

In the 1950s, the question of legal title to land was one of the most important issues the company faced, with land ownership at about 650,000 acres.

"There was always someone trying to take a piece of land from us," he said.

If a person fenced off and worked land for a period of 10 years, under adverse possession laws, that land was his. Eastex, which merged with Temple Industries in the mid-1970s, worked hard to maintain records and accurate surveys of its property to ensure none of the land was lost through squatters.

Houston Oil Co., which owns the mineral rights on the land, helped the company maintain proper records, because what Temple-Inland lost, so did Houston Oil. In land dispute cases which make it to court, Temple-Inland is required to show proof of ownership or forfeit the land. The company through the years has acquired land titles tracing back to the sovereignty of the soil, or the beginning of ownership of the land.

"If we can't trace it back by either producing the documents or showing where they are on record at the courthouse, then we automatically lose the court case," Henson said.

The search for proof of ownership turns up a lot of history about the people who owned the land.

"You've got to nose around in their family history...know who married who, who left what to whom. You get to asking a lot of questions they don't want to answer. You end up finding out more about a family than you ever wanted to know," Henson said.

Most of the land can be traced back to Spanish land grants, dating from around 1829. While land plots in the West were typically square, the government allowed homesteaders in Texas to mark off their own property lines in an effort to attract people to the area.

The land, once deeded to the person, was entered into the records using the person's name as the permanent land name. Today, Temple-Inland plots retain the name of the original owner, like "Anson Jones," one of the residents of the Republic of Texas.

Henson has spent hours researching records in the Land Department, pouring over files that fill the fireproof vault. Filing cabinets, some antiques themselves, all hold the answers to land ownership questions. They hold the key to the biggest asset the company owns — land, Henson said.

"Without ownership records, people would have taken the land away from the company. It's as simple as that."

As Temple-Inland approaches its centennial, one of the richest sources of history about the company is likely to come from the company's old land records.

Housed at Diboll, the records flow with historic names like Sam Houston and Anson Jones, both early governors of Texas.

In 1860, when Houston was governor (he also served as President of the Republic of Texas before Texas joined the union), he signed a patent of land in Anderson County from the state to James C. Ross, who granted the 319.8 acres to Thomas Perry.

The old record, considered an original patent deed, became a part of the Temple-Inland files when the land was purchased years ago by Southern Pine Lumber Company, Temple-Inland's forerunner.

Another early land record, part of a Spanish land grant, granted a league of land (4428.4 acres) to Candice Sanchez in 1875. Located in Trinity County, the grant was signed by George Antonio Nixon.

The Temple-Inland land records also contain a document signed in 1846—the year Texas joined the United States—by then-Governor Anson Jones. The document contains the state seal and a ribbon.

Danny Cryer, who oversees the old land records, said they contain "a wealth of history and early information about the lands" which made up the early holdings of Southern Pine Lumber Company.

To read the records, Cryer has to be familiar with the early Spanish land measurement system. For example:

- A vara is 33.3 inches (or 2.7778 feet).
- A league is 4428.4 acres (or 5,000 varas square).
- A labor is 1,771.1 acres (or 1,000 varas square or 2788 feet square).
- A section is 640 aces (or 1,900 varas) square, 5,280 feet square, or a mile square).



Danny Cryer, Forests Land Department, shows the land deed signed by Sam Houston, then governor, in 1860.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

HOO

If you're puzzled by a street named Hoo Hoo in Lufkin, Texas, consider the bewilderment of a traveler in Gurdon, Arkansas.

The name Hoo Hoo is as much a part of Gurdon as the pines that circle the town. It enhances buildings, streets, monuments, even a local newspaper.

But it's really very simple, according to Gurdon residents.

Their town was the birthplace of the Concatenated Order of Hoo Hoo, a half-jest, half-serious lumberman's fraternity, in the 1890s.

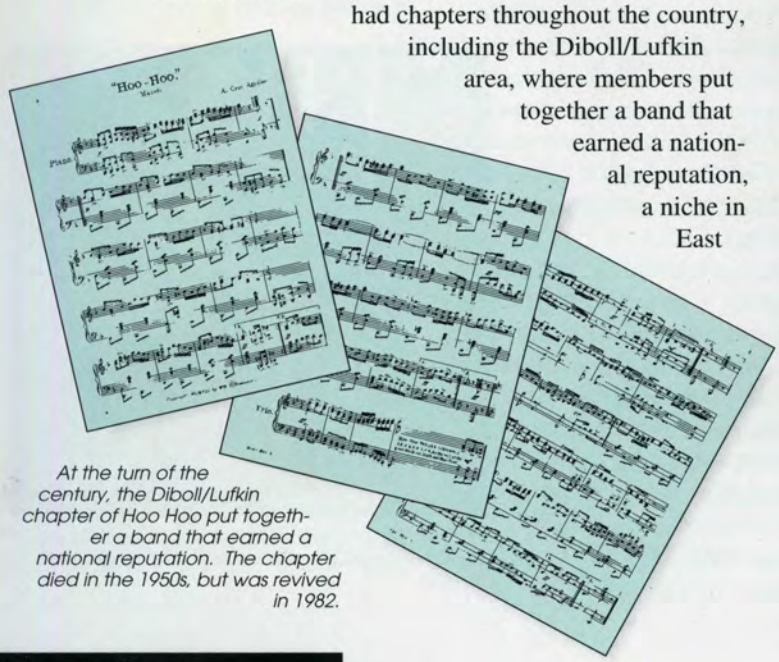
The fraternity still has deep roots in the lumber industry and many Temple-Inland retirees recall the days when they kicked up their heels in fun as Hoo Hoo members. Joe C. Denman Jr., a former Temple-Inland executive, remembers his days as a Hoo Hoo member.

"We got together and had a chance to visit about some of the industry problems and concerns of the day," he said. "We'd listen to what other people were doing and capitalize on some of the things."

At its peak around the turn of the century, Hoo Hoo had chapters throughout the country, including the Diboll/Lufkin area, where members put together a band that earned a national reputation, a niche in East Texas history, and a street sign and Texas historical marker to memorialize its musical achievements.

The Diboll/Lufkin Hoo Hoo chapter died in the 1950s, but was revived with Lufkin's centennial celebration in 1982. East Texas Hoo Hoo Club No. 135 has about 50 dues paying members who meet the third Thursday of the month at the Wurst House in Lufkin, always starting at 6:29 p.m., said Jim Brody of Temple-Inland, president of the chapter.

"Our goal is to educate the public on the social and economic importance of the forest products industry, particularly with respect to the products we produce," said Brody,



At the turn of the century, the Diboll/Lufkin chapter of Hoo Hoo put together a band that earned a national reputation. The chapter died in the 1950s, but was revived in 1982.



Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

HOO

ILLUSTRATION BY JAY BRITAIN

Solid Wood Operations manager of resource utilization.

A newsman's fertile mind hatched the idea of Hoo Hoo on a chilly night on January 21, 1892, while he and others were waiting for a train at Gurdon. Two of the men, Bolling Arthur Johnson, a journalist for a lumberman's trade journal, and George K. Smith, secretary of the Southern Pine Association, found themselves wandering around Gurdon killing time.

As they sat on a stack of lumber near the railroad, Johnson raised the idea that lumbermen should have some bond of affiliation on a national level.



The name Hoo Hoo was also suggested by Johnson, but really originated as a sobriquet for a skimpy tuft of hair on the otherwise bald head of a lumberman. The name caught on with other lumbermen.

In the original order of the Hoo Hoo, the membership was limited to 9,999. Each lodge meeting was to begin at nine minutes past nine o'clock on the ninth day of the ninth month each year.

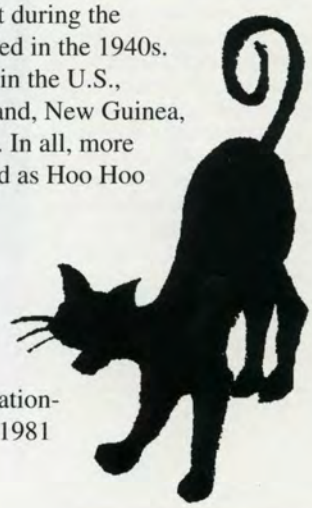
Hoo Hoo's chief officer is called the Grand Snark of the Universe—from Lewis Carroll's "The Hunting of the Snark."

Nine other officers known as the Supreme Nine help the Snark manage the organization. They include the Supreme Hoo Hoo, the Senior Hoo Hoo, Junior Hoo Hoo, the Scrivenoter, the Bojum, the Jabberwock, the Custocatian, the Arcanoper, and the Gurdon.

During its inception, Hoo Hoo was considered a joke, even by many of its lumbermen members, but as the years passed the organization evolved into what its founders intended: a closely-knit fraternity of lumbermen.

The group adopted the Golden Rule and the Square Deal as its basic ideals, but had no formal written code until 1921 when Charles D. LeMaster, the 30th Snark, supplied the missing dimension. Not surprisingly, the Hoo Hoo code of ethics had nine sentences.

Hoo Hoo ceased to exist during the Depression, but was rejuvenated in the 1940s. Today, there are 250 chapters in the U.S., Canada, Australia, New Zealand, New Guinea, Singapore, and the Phillipines. In all, more than 91,000 have been enrolled as Hoo Hoo members since 1892.



Gurdon is today the national headquarters of Hoo Hoo, operating from a log building on Main Street, adjacent to the International Hoo Hoo Museum. The international offices were moved here in 1981 from Boston.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011.045



JAY BRITAIN

The Building Products Group recognized outstanding sales people at the annual Sales and Marketing Banquet held in February. Recognized for the Marketing Achievement Award was Natalie Crowson (third from right); the Account Representative Award, Todd Overhultz (fifth from right); and Salesman of the Year, Ron Massa (fourth from left).

Speakers and presenters at the banquet were (from left) Jack C. Sweeny, vice president, Building Products Operations; Dale Arnold, Account Representative manager; Brenda Elliott, Field Sales manager and sales meeting coordinator; Massa; Overhultz; Harold Maxwell, group vice president, Building Products; Crowson; Joe Sample, vice president, Sales and Marketing; and Pat Patranella, General Sales manager.

JAY BRITAIN



Temple-Inland's Building Products Group was recognized by Payless Cashways Inc. as its supplier of the year for 1993. The honor not only recognized Temple-Inland for top quality building materials, but also considered service and shipping efficiencies. Pictured with the award is the Group's National Accounts sales team including Allen Stringer, Carl Burchfield, Avery Bradley, Lisa Dotson and Pat Aldred.



Universal Electric Construction Company crews were out in force repairing ice storm damage in early March. Crew members working this job are David Hildebrand, Ron Bolton, R.C. McMillan and Dale Waller.

UNIVERSAL ELECTRIC CREWS REPAIR ICE STORM DAMAGE

Dozens of powerline crews are returning to normal following several weeks of emergency work in Texas, Louisiana, Arkansas and Mississippi. Over 200,000 utility customers were without power after an ice storm hit states from Texas to the Atlantic coast, February 9 and 10.

Universal Electric Construction Company (UEC) rushed crews and equipment to affected areas as soon as the call for help was received. Emergency calls began locally as the storm moved through the Lufkin/Nacogdoches, Texas area eastward. At the height of the restoration effort, UEC had over 200 workers and 150 units of equipment assigned to trouble spots in four states.

"In some ways, damage caused by this ice storm was worse than Hurricane Andrew," said Ron Foy, UEC's Operations manager.

"Transmission structures that stood up under Hurricane Andrew buckled from the weight of the ice, in some cases up to 6 inches thick."

A total of 26 counties in Mississippi and 13 counties in Arkansas were declared federal disaster areas.

"Though power is back on for most people, it will be months before the power system is restored to pre-storm conditions," said Foy.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 20111045



To help mark the 100th anniversary of the founding of Southern Pine Lumber Company, the oldest predecessor company of Temple-Inland Forest Products Corporation, 50 Famous and Historic Trees were donated by the company to the Diboll Garden Club. The Club presented the trees to organizations throughout the City of Diboll, including the Katherine Sage Temple Day Care Center. Each tree is a direct descendent of trees growing in famous or historic places throughout the country and is accompanied by a certificate of authenticity. Day Care students are seen here planting the President Woodrow Wilson hackberry. Pictured are members of the Diboll Garden Club and students attending the Day Care Center. At far left, back row, is Carolyn Elmore, Temple-Inland's director of Corporate Communications, who coordinated the donation.



Officers of the Temple-Inland Accounting Employee Endowment presented $12,650 collected in 1993 to administrators of Stephen F. Austin State University in Nacogdoches, Texas. Three scholarships totaling $2,000 were presented in April. Pictured are Jerry Holbert, SFASU vice president, Advancement; Sarah Donald, Temple-Inland Accounting Department; Sammie Smith, chairman, SFASU Accounting Department; Dr. Dan Angel, SFASU president; John Dichard, Temple-Inland assistant controller; Teresa Hassell, Temple-Inland Accounting Department; and Roy Spradley, Temple-Inland retiree.

HOPE, ARKANSAS SITE FOR NEW PARTICLEBOARD PLANT

Temple-Inland will add a fourth particleboard plant to its operations during the first quarter, 1996. The announcement, made in mid-December, named Hope, Arkansas as the location for the new facility.

Building Products Group Vice President Harold Maxwell said, "We continue to see a growing demand for quality southern particleboard. The facility at Hope will enable us to broaden our product mix for our existing customers and expand into the Midwest which is expected to be the fastest growing particleboard market in the next decade."

John McClain, operations manager for panel products, contrasted the planned facility with the existing ones.

"Capacity for the new plant is 170 million square feet compared to 100 million each for the other three. Although the board produced at the new facility will have the same applications as existing board, the new facility will produce a lighter weight board, 45 pound density compared to 50 pound density," McClain said.

In addition to the growing Midwest market, the region was attractive as a plant site because of the abundance of raw material.

McClain said half the plant's raw material will be shavings and half sawdust, with all furnish coming from sawmills and planer mills in the area.

The plant will cost an estimated $62 million to build and will utilize the latest environmental and technological advancements in the industry.

Temple-Inland's presence in Arkansas is strong, with the gypsum wallboard operation located in West Memphis and an Inland Container Corporation box plant operating in Fort Smith.



Temple-Inland's Jim Brody, manager of Resource Utilization, accepts Keep America Beautiful's Public Lands Stewardship Award on behalf of Angelina Beautiful/Clean's "Great Forest Trash-Off." Presenting the award was Keep America Beautiful spokesman Iron Eyes Cody. As chairman of the Trash-Off committee, Brody helped Paige Polk of Angelina Beautiful/Clean, left, organize the nation's first forest trash-off. The 1993 Trash-Off drew 375 volunteers and the 1994 Trash-Off drew over 650 volunteers to clean up East Texas' national forests.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

TEMPLE INLAND
100 YEARS
AND STILL GROWING

IT WAS THE RIGHT PLACE FOR A HISTORIC BEGINNING

Tom Temple seemed to know instinctively it was a good place for a sawmill...and a town.

The forests along the Neches River were thick with tall pines, and the fertile land of Angelina County seemed a likely place to test his "sustained yield" theory that pine trees could be harvested, the land replanted, and a new crop of trees grown for the future.

The Houston, East and West Texas Railroad, less than two years old, stretched south toward Houston and north toward Shreveport, providing the means to ship lumber to Texas' growing cities and seaports.

And finally, there were the people...gentle, hard-working, and honest. Coming from a family of ministers, Tom Temple shared their beliefs, and their dreams.



T.L.L. Temple, Sr. *circa 1885 at approximately 26 years of age.*

It all came together a hundred years ago in a forest clearing in Angelina County a few miles north of the Neches River.

Thomas Lewis Latane Temple—Tom to his family—had organized Southern Pine Lumber Company in Arkansas as early as in 1881. Two years later, he reorganized the company under Texas law as a capital stock enterprise with a share value of $50,000.

Stepping off an HE&WT train in 1893 with a satchel and a dream for building a new business in the thick pine forests of East Texas, Tom Temple bought the timber rights on his first 7,000 acres through negotiations with attorney Joseph Copes Diboll, who represented the Copes-Diboll families.

Diboll once referred to the land as "hog mill terrain," explaining that it was so untouched by man that wild hogs had to be run out of the area before a sawmill could be built.

By June of 1894, Temple had built a sawmill and a town, which he named for Diboll. Buying pine timber for about 75 cents a thousand board feet, Temple often wrote out purchase deeds on paper sacks and pieces of 1x12 lumber in the rush to get the mill rolling.

"The mill was a right smart ways from the pond. The mill and the boilers were near the brick house, by the machine shop, and the mill sat back towards the pond from there," remembered Bob Weeks, an early mill employee.

As the railroads expanded in Texas, the state's principal cities began to grow, and Temple's sawmill prospered by cutting boards and shipping out lumber 24 hours a day, 365 days a year.

Realizing his mills would require more resources, Temple bought more forest land and increased Southern Pine's timber holdings to 85,000 acres by 1908. In a few more years, the holdings had grown to 209,000 acres.

Temple turned to his family and friends to shape the early success of his sawmill. A brother, Bill Temple, became the company's president. L.D. Gilbert was the secretary and general manager, and H.A. Carpenter was the treasurer.

Another old friend, Watson Walker, ran the mill, Jodie Kirby served as woods superintendent, and Emmett Massingill and Major Norman were team foremen.

DIBOLL ITSELF WAS LITTLE MORE THAN A WEED PATCH WITH A DOZEN HOUSES BUILT AROUND THE MILL.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



White Oak & gum timber in Trinity County, Texas 16 miles Northwest of Diboll, 1907.

Pratt Hines was typical of the men who cast their lot with Temple to shape the company's early success. Hines started at age 11 by hauling pine knots for locomotive boilers during school vacations.

By 1895, Diboll was little more than a flag stop on the railroad. The main stop was at Emporia, another sawmill town closer to the river, and the train only stopped long enough at Diboll to let families on and off. Diboll itself was little more than a weed patch with a dozen houses built around the mill.

But by 1897, the town had its own post office with William Rutland as the first postmaster.

In 1902, a writer for the Angelina County Weekly Tribune described the town this way: "Diboll Junction and its sawmill is another mill village, with its tall smoke stacks, big log lakes and singing saws. There are several hundred people here and they all seem busy."

"When you needed a little groceries, you'd go get a check. You'd use them just like you would money. They were good. They wouldn't cash it for you, but at the company's office you turned in what checks you hadn't spent on the 20th of each month. They'd give you a due bill and on the first of the month, they'd cash that. It didn't cost a third as much to live then," recalled Weeks.

For Tom Temple, his business ethics and his social ethics were cut from the same fabric. The list of his business achievements is as clear, and as uncontested and daring, as the details of his own life.

Born on March 18, 1859, in Essex County, Virginia, he was the son of Henry W.L. Temple and Susan Jones Temple, both from the stock of pioneer Virginia families. His father was an Episcopal minister.

But Tom Temple's parents died when he was young, and until he was 13, he attended Aberdeen Academy in Essex County. At the age of 17, he migrated to Little River County, Arkansas, where he farmed and worked as a deputy county and circuit clerk.

In 1877, Temple found himself in Texarkana, the home of several pioneer lumber families. There, he worked in a commissary store and later became a partner in Grigsby, Scott and Temple, which operated a sawmill at Atlanta. He was 28 at the time.

A few years later, he organized his first Southern Pine Lumber Company with a planing mill at Kingsland, Arkansas, but it was discontinued in 1891.

His new Southern Pine Lumber Company in Texas allowed the debts of the old company to be repaid, which had bothered Temple for years.

Temple's descendants describe him as a Christian Scientist, who practiced the church beliefs. He was stingy with himself, but generous with those around him. His social concerns turned the fledgling sawmill town of Diboll into a model community for the times.

While other sawmill towns of the 1890s were little more than clusters of clapboard houses, poor schools and few amenities, Temple insisted on something better for Diboll.

"Diboll Junction and its sawmill is another mill village, with its tall smoke stacks, big log lakes and singing saws."



School house and pupils; J.W. Hogg, teacher, Diboll, Texas, 1907

Temple, it has been said, wanted a community where his employees and their families would have places to spend their evening socially and educationally. There were tennis courts, a library, fraternal orders, a movie house, a band, schools, and a baseball field.

"We played Lufkin one Sunday evening and in the middle of the game, there was drinking going on and they all got to fighting. And they

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



Southern Pine Lumber Company tennis court and club at play, showing lumber yard in background, 1907

While other sawmill towns of the 1890s were little more than clusters of clapboard houses, poor schools and few amenities, Temple insisted on something better for Diboll.

had the devilest fight around here. Old man Tom came in that night from Texarkana. He heard about the fight and closed our baseball down. He took our baseball park and got two old Englishmen to put in a garden there...a truck farm. Our baseball season was soon over," remembered Weeks.

A large commissary store provided Diboll families with almost everything they needed, from ice for their kitchens to feed for their livestock.

The **American Lumberman** magazine of 1908 described the commissary store as a thriving mercantile business with 13 employees. Branch stores were set up in boxcars at logging camps to accommodate residents there, and it wasn't unusual for the store to attract farmers from 30 miles or more.

To provide medical care, Southern Pine hired two physicians and established an Employees Hospital Association.

The Southern Pine payroll had grown to 710 by 1908. To house his employees, Temple built housing that was superior to other sawmill towns in East Texas. The homes included electricity, wallpaper, running water, garbage pick-ups, and regular cleaning of the outhouses.

Diboll began as a community of churches. One building served several denominations until they had grown large enough to build their own churches, and the town's fraternal orders, such as the Woodmen of the World, the Oddfellows and Knights of Pythias, often shared quarters in other buildings which doubled as a movie theater and lecture hall.

A book club met once a week and its members bought a new volume once every four months. There were also youth organizations such as the Boy Scouts. Dibollians enjoyed tennis and baseball as members of the Diboll Athletic Society and the women of town had a literary club.

Annie Chandler remembered Diboll's school. "The Diboll school was located in the southeast part of town. It burned at one time. The lumber it was built out of had knot holes in it. The girls would stick notes in there to hide them, and once a boy saw one sticking out. He stuck a match to it and it went off just like powder. The school burned to the ground."

Tom Temple wanted his workers to have fresh vegetables and fresh meat, so he made sure they had the space and time to grow gardens, livestock and chickens. Daylight savings time, in fact, may have been invented at Diboll when

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



The new Knights of Pythias Castle Hall and group of members and visitors present for dedication, Diboll, Nov. 15, 1907.

Tom Temple insisted that the mill blow its whistle an hour earlier after spring plowing to give workers an extra hour of daylight during seed time and harvest.

An employee could buy a head of cattle on credit by repaying the company a dollar a month, and cottonseed was shipped to Diboll by the carload and sold at cost to the mill's workers.

Next issue: Diboll and Southern Pine continue their evolution.

DAYLIGHT SAVINGS TIME, IN FACT, MAY HAVE BEEN INVENTED AT DIBOLL WHEN TOM TEMPLE INSISTED THAT THE MILL BLOW ITS WHISTLE AN HOUR EARLIER AFTER SPRING PLOWING TO GIVE WORKERS AN EXTRA HOUR OF DAYLIGHT DURING SEED TIME AND HARVEST.

There was another town before Diboll.

As Temple-Inland marks the centennial of its founding at Diboll in 1894, another sawmill community is likely to be lost in the celebration.

It isn't a well-known part of East Texas history, but an earlier sawmill existed in the Diboll area before T.L.L. Temple stepped off the Houston, East and West Texas Railroad and founded Diboll.

The settlement of Emporia and its only employer, the Emporia Lumber Company sawmill, were located about a mile south of Diboll and existed from 1893 until 1906, largely through the efforts of Samuel Fain Carter and his younger brother, J. Press Carter.

Coming to Sherman, Texas, from Alabama with his family in 1858 when Sherman was barely a year old, the brothers became two of Texas' best known lumbermen around the turn of the century.

Unlike W.T. Carter, who continued the sawmilling legacy of his father at nearby Camden, Sherman and J. Press Carter had no early upbringing in the pineywoods.

In fact, Sherman grew up in the newspaper business, working 10 years as a typesetter for the Galveston Daily News, where he experienced firsthand the prospects offered by burgeoning Texas lumber industry in the early 1880s. The railroads were beginning to haul out

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

of East Texas the "green gold" and opportunities in the forests seemed unlimited.

Seeking to better his life, Carter secured a bookkeeping position with the shingle mill of Long and Company at Beaumont in 1881. Two years later, he owned a working interest, on credit, in the Texas Tram and Lumber Company's Village Mills plant in Hardin County. After working at the mills until 1885, he was transferred back to Beaumont, where he was promoted to business manager and sales agent for the company.

In Beaumont, Sherman won the friendships of several prominent lumbermen. In 1892, he left Texas Tram, moved to Houston, and formed a manufacturing partnership with M.T. Jones, the famous Orange lumberman and Houston lumber dealer. Jones was the uncle of Jessie H. Jones, the long-time financier and owner of The Houston Chronicle.

With Jones' financial backing, Carter bought nearly 10,000 acres of timberland in southern Angelina County from W.H. Bonner and Charles L. Kelty.

About a mile south of what is now Diboll, Carter and Jones built a sawmill, around which the town of Emporia was established. Emporia had a post office as early as July, 1893, and it is possible that Emporia was where T.L.L. Temple stepped off the Houston, East and West Texas Railroad in 1893 with his own "satchel and a dream."

The Emporia sawmill soon became one of the largest in Texas with a daily cutting capacity approaching 85,000 board feet. Only a mill at Michelli on the Angelina River likely rivaled its capacity in Angelina County.

A logging railroad, the Emporia and Gulf, was built to a point known as Crooker, named for Emporia's auditor, about 15 miles east of the sawmill. A 1901 railroad map showed Crooker to be situated about where the Manning sawmill town was later established in Angelina County.

By 1898, the Emporia mill was essentially a Carter family business. Samuel Carter had purchased the interests of M.T. Jones and began selling shares of the company's stock to employees, including J. Press Carter, who had followed in his brother's footsteps and joined the firm in 1893.

The first postmaster at Emporia was Joseph P. Carter in 1894. In 1900, he was also recorded as the mill superintendent at Emporia. Other key mill employees included F. Hollenbeck, planer mill foreman; Gus Clemons, steel gang foreman; S. Perkins, hotel keeper; and Arthur Asplet, shipping clerk.

About 125 employees worked for Emporia sawmill in the mills and woods, and one page of the 1900 Precinct 2 census was titled "Emporia Log Camp."

The Emporia mill began with a daily cutting capacity of only 40,000 feet and employed fifty men. The railroad's list of its sawmills reported in January, 1900, that the Emporia mill was cutting 75,000 feet daily. The sawmill specialized in bridge timber and crossties, car decking, car roofing, and car siding.

Press Carter revealed in his biography that when he arrived at Emporia in 1893, he served at first as bookkeeper and commissary manager, but eventually he worked his way up to mill superintendent.

A 1934 interview with S. F. Carter, Jr. indicates that Emporia, because of its relatively short life as a mill town, lacked most of the conveniences of the older and larger mill towns.

Employee housing, except for a few cottages, consisted of unpainted, clapboard construction with no inside conveniences. There was a commissary, a community church and hall, and a school. The town's population probably numbered about 500 people.

In 1904, a newspaper reported that "water is reported very scarce with the Emporia Lumber people at the mill on the H. E. and W. T. Railroad in Angelina County. In order to run on full time, water has been hauled in tanks from the Neches River, a mile distant..."

Between 1900 and 1902, the Carters' Emporia Lumber Company purchased timberlands in Tyler County and began operating a mill at Doucette under the name of Sunset Lumber Company. J. Press Carter became superintendent at the mill, as well as at Emporia.

By 1905, however, Samuel Carter's interests had shifted to banking and when the Emporia mill burned in March of 1906 he decided not to rebuild it. He then sold the Doucette mill and its timberlands to the Thompson lumbering family, took the proceeds, and organized the Lumberman's National Bank in Houston (later known as the Second National Bank). J. Press Carter used his profits to continue in the lumber business in the 1910's with mills at Baber in Angelina County and at Mayo, Mahl and Sacul in Nacogdoches County. He also maintained lumber interests in Tyler and San Augustine counties.

Samuel F. Carter was a trusted spokesman for Southern lumberman throughout his life. He plunged into trade association work for the industry and until his death in 1928 he worked hard to advance the interests of Southeast Texas.

The sawmill and town of Emporia was short-lived and by the 1920's, little was left at the site.

But just up the road, another sawmill and another town was giving birth to a new legacy: Diboll and Temple-Inland.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045

THE ROLE OF PACKAGING IN DISTRIBUTION

(Third in a series based on "Packaging in America in the 1990s," by Dr. Robert Testin and Peter J. Vergano.)

The distribution system in the United States is an important element in the standard of living enjoyed by American consumers.

But the American-style distribution systems exist in only a small portion of the world. Many countries do not enjoy the advantages of the U.S. distribution systems that provide consumers with the products they want, when they want them, at convenient shopping locations, in the quantities they desire, and at reasonable prices

The local weekly marketplace is still the key part of the distribution system in many developing countries where producers transfer their products directly to consumers. Very little packaging is required. For example a farmer may bring live chickens to market in small cages and the consumer may bring these home in other cages or slung dead over a shoulder.

The marketplace system of distribution has a great many deficiencies, including limited storage life, limited availability, quality limitations, and poor sanitation.

By contrast, in a modern distribution system, finished goods are produced in a limited number of locations and shipped regionally, nationally and internationally. Often the manufacturer does not ship directly to retail outlets, but may, instead, utilize distributors or warehouses as a means of inventorying goods and shipping them to retail outlets.

A key component of today's distribution system is transportation. By using rail, truck, air and water, the U.S. has made possible the rapid transport of goods from manufacturer to retail outlets in every corner of the country.

In the United States today, retail outlets for the distribution system include relatively small, specialty shops, medium sized stores that "specialize" in one area, but carry a fairly wide array of goods (e.g., modern drug and hardware stores) and larger, less specialized stores such as supermarkets, discount stores and department stores.



Modern packaging and distribution allows producers to utilize distributors or warehouses as a means of inventorying goods to ship directly to retail outlets.

Packaging is an essential component of the distribution system in the United States. Without protective packaging, the distribution system in the United States would cease to exist.

One entire area of packaging development is devoted to developing and testing packages to ensure that they can withstand the rigors of the distribution system and protect goods on their way to the final consumer.

For many products, package/product combinations have resulted in revolutionary changes in the way goods are distributed.

A good example is vacuum-packed beef, which prolongs the quality life of the meat by preventing oxidation. If the supermarket finds its display case depleted of a certain cut of meat, extra cuts can be obtained readily from an inventory of vacuum packed subprimal cuts.

The waste normally resulting from larger inventories is avoided because vacuum packaging allows longer storage while retaining quality. In fact, vacuum packaging allows the beef to improve by aging without losses due to dehydration and oxidation.

Another good example is chicken in modified atmosphere packages.

Without protective packaging, the distribution system in the United States would cease to exist.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



Package/product combinations have produced revolutionary changes in the way goods are distributed, such as modified atmosphere packages for chicken. This packaging solves the age-old problem of who in the family gets white or dark meat. Like portions are now packaged together for customerconvenience.

Because of packaging such as this, consumers can purchase a lawnmower at their local discount store as easily as they can buy a bar of soap.

The age-old problem of who gets the white meat and who gets the dark meat when a family gathers for a chicken dinner has been eliminated by changes in poultry distribution and packaging. Supermarkets now offer packages of chicken legs, packages of chicken breasts, and other choices ranging up to the traditional whole chicken—all because new packaging methods preserve the quality of the chicken at a high level for a longer time.

The corrugated box has become an almost universal shipping container for a vast array of products and is used at all levels of commerce and industry as both a shipping and display container.

Because of packaging such as this, consumers can purchase a lawnmower at their local discount store as easily as they can buy a bar of soap. Here's why:

♦ The price on the lawnmower is low because the amount of labor needed to get the product from the factory to the store is minimized by packaging.

♦ The lawnmower has been designed for convenient assembly by packaging the parts in a corrugated box.

♦ The lawnmower in a box is easily handled and not damaged as it is transferred from the manufacturer's warehouse to the central warehouse or distribution center to the retail outlet.

♦ The lawnmower can be sold by people who need not be experts on lawnmowers because the consumer receives expert guidance on the assembly, use and maintenance of the mower from the instructions provided by the manufacturer.

One important effect of packaging in modern distribution systems has been its direct linking of the producer and consumer.

Producers retain responsibility for their products by putting brand names on the package. Consumers quickly learn to rely on particular brands for the quality they want. The intermediaries between the producer and the consumer, the wholesalers and retailers, do not determine the quality of the product.

Products which are packaged, but unbranded, are taking up a smaller and smaller portion of supermarket shelf space. Fresh poultry is now almost universally branded. Branded fresh fruits and vegetables are becoming the norm. Other products such as fresh red meats and fish are now also appearing as packaged, branded products.

(Next issue: Packaging's role in our quality of life).



A corrugated box has become a universal shipping container because of its utility and efficiency in serving customer needs.

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011.045

SERVICE ANNIVERSARIES

THIRD & FOURTH QUARTER, 1993
FIRST QUARTER, 1994

Big Tin Barn, Inc.

25 years
Nelda Ruby

15 years
Philip Langford
Don Sharry

10 years
Frank Gordy Jr.
Glenn Lachney
Clyde Phillips
Hardy Pippen Jr.

5 years
Elias Cantu
Mary Coward
Steven Dernehl
Daniel Peet
Robert Shelton
Forrest Washington

Bleached Paperboard

35 years
Bryant Coe
O.L. Collins Jr.
Edward Davis
Gerald Davis
John Frazier
Tommy Goins
Paul Gonzalez
Hamp Holmes
Wayne Hudson
Charles Hulett
John Lowe
William Neff
John Norton
James Powers
Norman Reddell
Jerry Rice
El R. Rush
John Simmons
Clinton Spence
Walter Stokes
Maurice Williams

30 years
George Allen Jr.
Harold Bean
Wayne Best
Fred Bozeman
Robert Carter
Bobby Clegg
John Cofty
Robert Dean
Jerry DeWitt
Alexander Dodge
Larry Ford
William Fuller
Jerry Goins
Joe Hinson
Charles Jacobs
Billy Kellum
Roy Langston
Anthony Linscomb Sr.
James McClain
Henry Moulder
Mavy Palmer
Joe Pattarozzi
Kenneth Quave
Henry Stanton
James Terrell
Benjamin White
Chester Williams
Richard Worley
Walter Wright Sr.
Lamonte Young

25 years
Charles Adkins
Tommy Anders
Charles Anderson
Charles Arline
Trentice Armstrong
David Ashcraft
John Barrow
James Bearden
James Boughan
Harry Brown
Glenn Burns
George Buxton
Kenneth Byrum
Thomas Clakley
Bonnie Cone
Aubrey Crane Jr.
Bruce Cravey
Prentice Cravey
Arnold Crawford
Earl Dabney
Dudley Denmon
Freddie Dorsey
William Dubose
Woodrow Dugas
Ivy Ferguson
Ernest Green
Eddie Holmes
Grace Holmes
Thomas Jacks
Jimmy Kay
James Kelley
Douglas Kerr
Emmett Lack
J. E. Martindale
James Martinson
Ronald Miears
Grady Miller Jr.
Carl Moore
Roy Moore
William Moore
Johnny Morgan
James Neel
Franklin Nelson
Presley Nolen
Gary Pitts
James Phillips
Leslie Ross
Aubrey Sandefer
Thomas Sanders
Mae Semien
James Shofner
Ernie Sirmons
Clifton Smith
Elbert Smith
Ernest Smith
Albert Stark
Marvin Strickland
James Stringer
Denzil Stuart
Ira Sykes Jr.
Dennis Wheeler
Ricky Willis
Everett Wright
Billy Ybarbo

20 years
Terry Ayres
Charles Bailey
Kenneth Bell
Delbert Bryan
Billy Burns
Edwin Denmon
Terry Denmon
Roy Eddins
Richard Fetterolf
William Graham
Lawanda Hebert
Timothy Herrington
Willie Huff
Rebecca May
Marshall Merrill Jr.
Jean Pierce
Mark Plaunty
Yolanda Ollie
Tommy Overstreet
Herbert Rawls
Michael Robbins
Jose Rodriguez
Travis Smith
Richard Stephens
Dorman Walters Jr.
Terrell Weir
Charles Williams
Charles Willis

15 years
Gilbert Alston
Ricky Adams
Mickey Beard
Kenneth Booker
Morris Cole
Burk Cooper
Michael Cox
Wanda Davis
Danny Flowers
Betty Ford
Ralph Fournier Jr.
Howard George
Gary Goats
Andrew Graham Jr.
Garland Hogan
Nickolas Keeler
Andy Moody
Michel Olds
Robert Oliver
Le Ann Parker
Herbert Presley
Stephen Ringo
Debra Roberts
Eddy Roby
Carl Samuel
Michael Samuel
Robert Sasser
Lewis Shelton
Eddie Sims
Edward Smith
Ray D. Smith
Gary Sterling
Henry Storm
Douglas Unger
Thomas VanWinkle Jr.
Hilda White
Jordan Wilkins
James Williams
Roy Wilson

10 years
Lydia Duncan
David Lewis
Thomas Manley
Kathy Rice
Ruby Scott
Garry Smith

5 years
Doris Cearley
Dennis Brookshire
Lisa Ellis
Judith Giordano
Sherry Gibson
Richard Harwell
Ramona Johnson
Martha Paine
Fred Patterson
Herbert Ruckett Jr.
Sonja Sumner
Susan Tillman
Kathy Woods

Building Products
Buna

5 years
Michael Block
Michael Bolton
Vincent Farr
Brent Flower
Joseph Francis
Lloyd Harris
Ollie Haynes
Jimmie Holoman
Byron Johnson
Albert Love
Jason Marks
Clifford Moore
Frank Parker
Scott Spears
Patricia Stanley
Arthur Stark
Kevin Upshaw
John Verrett II
Bruce Whitehead
Roy Worsham

Diboll

45 years
Vernon Burkhalter

35 years
Billy F. Jones
Delmar C. Lawson

30 years
Jack Beene
Avery Bradley
Gilberto Guerrero
Harold Maxwell
Joe Sample

25 years
Wilma Berry
Linda Fulmer
Benjamin Goins
J.W. Mettlen
Paul Mossenton
Jack Richardson
John Wilson

20 years
Gilbert Allen
Mike Bintliff
Milton Browning
Ramiro Diaz
San Donjuan
Brenda Elliott
James Harris
Jim Havard
Charley Osborn
Carl Price
Lester Rhoden
Miguel Rosales
Helen Russell
Robert Sanchez
Ricardo Sandoval
Larry Thompson
David Vasquez Jr.
Pedro Zapata

15 years
Jesus Alanis
Pat Aldredge
Camilo Betancurt
Jerry Burnette
Manuel Concha
Lupe Dominguez
Gary Flenoy
Baldemar Gaitan
Rose Jasso
Billy Junge
Calvin Lofton
Roberto Lopez
Dave Martinez Jr.
Dewey Matchett
Cecil May
James McClintock
James McGuire
Oscar Padilla
Darrell Roberts
Juan Rojas
Gonzalo Sanchez
Alvin Saxton Jr.
Gonzalo Serrato
Carlos Tapia
Horace Terrell
Melvin Thompson Jr.
Timothy Windsor

10 years
Carl Burchfield Jr.
Ronnie Cook
Lisa Dotson
Rojelio Esteves
Anthony Grover
Luther Hudgins
Harry Hulett
Ramiro Jasso
Gary Keeling
Norman Poteet
Jimmy Runnels
Vernon Sanford

5 years
John Arnold
Robert Cook
James Cotton
Bill Eckmann
Jesus Garcia
Joe Henderson
Neal Hunt
Jeffery Lee
Tony McFarland
Michael Murry
William Parish
Paul Perkins
William Pettit
Charles Pierson
John Presnall II
Melissa Robinson
Rhonda Shivers
Morris Smith Jr.
Jay Tabb
David Wier
David Wilson
James Wilson
Karen Wilson
Jeff Zwolinski

Fletcher

20 years
Teddy Neighbors

10 years
Curtis Price

5 years
Tamala Julian
Robbie Osborn
John West Jr.

Monroeville

15 years
Willie Bowie
James Gallery
Larry Mason
Robert Wilson

5 years
Herbert Cosper
Mifford Hill Jr.

Pineland

35 years
Willie Moore

30 years
Harvis Wade
Albert Washington Jr.

25 years
C.A. Crow
Leroy Ward Jr.

20 years
Orvile Fair
Anita Hamilton
Shirley Hunt
Richard Joy
Arthur Pickens
Angela Weatherspoon
Theodore Williams

15 years
Kenneth Berry
Gary Cox
Ronald K. Lewis
Johnny Myers
Gordon Scott
Larry Singleton
Ruby Weatherred
Davison Williams
Everest Wood
James Wood

10 years
Bruce Garrett
Greg Kilcrease
Charles Mitchell
Dora Roberts

5 years
Don Berryman
William Brooks
Debbie Brydson
Steven Coody
Rudolph Davis Jr.
Woody Dorsey
Ella Gilbert
Willie Goodwin
Patrick Haskell
Michele Meleton
Doris Parks
Phillip Remedies
Murphy Ross
Charles Sidney
Alfred Southwell
Timothy Stewart
Kenneth Taylor
Claudette Ward
William White
David Williams

Southwest Louisiana

20 years
Gary Frost

West Memphis

20 years
Edwin Bone
Daniel Bowden Jr.
Charles Campbell
Huril Redmon
Lee Tipton

10 years
Alfred Clark
Susan Marconi
Abel Martinez
Jerry Stewart
Randal Wilbanks

5 years
Edgar Brooks
Gary Burke
James Campbell Jr.
Francis Frego
Roger Morris Jr.

Thomson

10 years
Joe Usry

5 years
Donald Bales
Stacy Greene
Jimmy Haywood
Leon Lazenby
Eris Meadows
Matt McColley
Randall Rohde
Joseph Wells

Corporate

40 years
Charlene Minton

20 years
Judy Hales
Pat Jackson
John Orynawka

15 years
Chris Capps
Melvin Durham
Patti Jones

10 years
Linda Chandler
Ruth Oates

5 years
Henry Fleniken
Traci Goodman
Tammy Trevino

Forest Division

40 years
B.L. Forse

30 years
Billie Bergman
John Burch
Lethern Craft
Samuel Eberlan
Daryl Ward

25 years
Johnny Bingham
Mary Clark
20 years
Chester Bailey
Raymond Brown
Robert Davis
Donald Nevins
John Shadow
Winfred Stewart
Kenneth Young

15 years
Edgar Crager
Royce Frissom
Benton Hawthorne
Mikeal Justice
Harvey Laird
Theresa Lyles
Henry Parnell

10 years
Bobby Davis
Daron Lee
James Whitton
Marc Kasher

5 years
Stanley Cook
Baerbel Groom
Bob Samford
Scotty Ward

Free Press

15 years
Mary Roach

10 years
Keith Harper

Investment Division

25 years
Clifford J. Grum

20 years
E. Wayne Carr
Roger Ericson
Steve Slaton

10 years
Mary Sims

5 years
C. Lynn Pavlic
Jeff Ammon

Sabine Investment

5 years
Elmo Taylor

TSE Railroad

30 years
Charles Mills

25 years
Jerry Goins

15 years
Samuel Tucker

Universal Electric Construction Company

30 years
Nita Wellman

15 years
Derwana Jo Hall

10 years
Noah Bacon Jr.
Pamela Brandon
Terry M. Green

5 years
Craig Brown
Howad Robinson
Martin Sasko

Copied from an original at The History Center, Diboll, Texas. www.TheHistoryCenterOnline.com 2011:045



Photographer Jay Brittain caught these playful companions at rest. Though spotted in both the rural and urban setting, squirrels are most prolific in the hardwood bottomlands where mast producers (trees bearing fruits and nuts such as acorns) abound.

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

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
PERMIT NO. 145