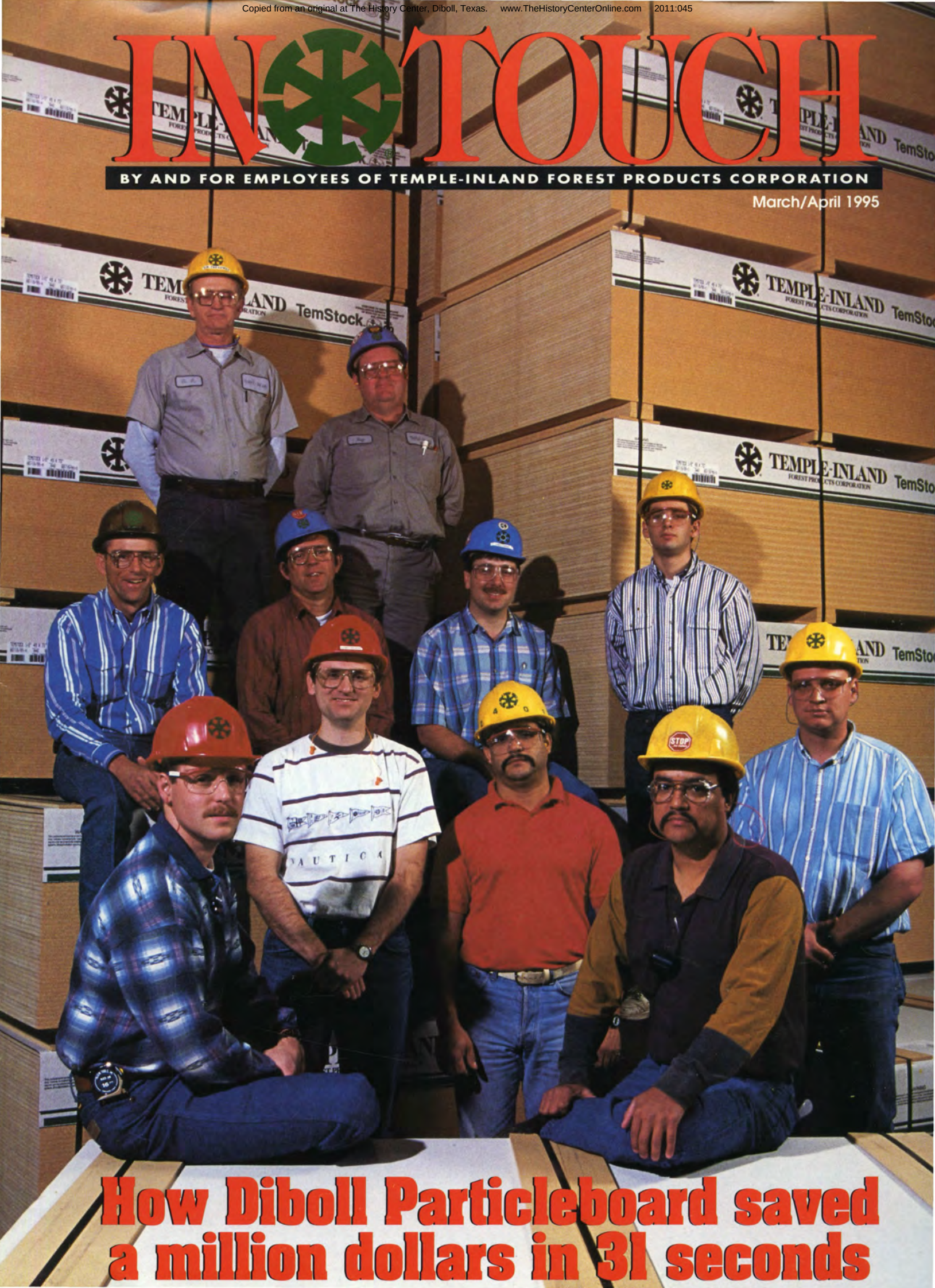
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IN TOUCH

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

March/April 1995



How Diboll Particleboard saved a million dollars in 31 seconds

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An In Touch interview with Clifford Grum



Clifford Grum,
Chairman and Chief Executive Officer
Temple-Inland Inc.

IN TOUCH: Industry analysts are predicting a good year in 1995 for paper producers. Considering our product and business mix, will Temple-Inland Inc. follow the predicted 1995 trend?

MR. GRUM: *Analysts are continually upgrading our earnings estimates to above our previous earnings record of $4.20. If the momentum of our paper markets continues, we should establish new record earnings this year.*

IN TOUCH: What is the status of TIN expansion outside the U.S.? Will we see increased exports/expansion? If so, please explain the economic, market, and other conditions which make foreign investment advantageous for TIN.

MR. GRUM: *Temple-Inland has a selected strategy of expansion outside the U.S. We are particularly interested in those developing countries whose growth rate is expected to exceed those of our domestic economy. We will make selected investments in those countries. Currently, we have chosen Mexico, Argentina, and Chile and are exploring certain other opportunities.*

In addition, we have begun to grow a second forest in Mexico and will be looking for other locations where trees can be grown substantially faster than in the southern U.S. In our traditional areas, pine trees grow up to one and a half cords per acre per year. In some of the areas we are considering, growth rates approach three times this multiple.

Naturally, when you expand beyond our domestic economy, there are substantial risks, such as those imposed by the current devaluation of the Mexican peso. Therefore, we expect above average returns to compensate for other factors.

IN TOUCH: Are any domestic expansions planned for TIFPC in the near future?

MR. GRUM: *We are just completing the largest expansion which the company has ever incurred in our $500 million program at the Evadale paper mill. We will spend the next few years bringing this new paper machine into full production. Basically, this investment is the complete modernization of the mill, and when completed and successfully operating, it will allow the paper mill to make additional higher valued products.*

In the building materials area, we have several projects of smaller magnitude, including a new particleboard mill, a medium density fiberboard plant, an increased finger-jointing manufacturing capability, upgrades at most of our lumber operations, and a modernization project at our three existing particleboard plants. They have several other opportunities under consideration. As a result, this division will stay very busy.

IN TOUCH: Are high wood prices here to stay? If so, do you anticipate changes in our product lines (TIFPC)? And, considering this environment, which TIFPC product has the "brightest future"?

MR. GRUM: *The price of sawtimber in Texas has doubled since 1988, and the current trend shows no indication that the rate of increase will lessen. We are reaching a point where wood is too valuable to be used in certain commodity lumber products. Therefore, our strategy must be to use our wood in applications where we achieve premium prices, and then develop wood substitutes from the wide group of engineered wood products what will serve to replace solid wood. The "Trimcraft" use of fiberboard, the use of scrap wood to make engineered studs, the upgrade of wood with our new shop grade lumber, and medium density fiberboard are all examples of how to replace lumber in certain usages. These areas will be equally as important in the future for our building materials segment as our current product categories.*

Our bleached paperboard group whose previous mill configuration prevented them from serving roughly half of the market can now serve the remaining 50 percent. They are almost like a teenager who has now become an adult and has complete freedom to live in the world.

IN TOUCH: What is the status of the modernization project at Evadale?

MR. GRUM: *Although our new paper machine is now scheduled to start up in the second quarter, the rebuild of the #3 recovery boiler will not be complete until the fourth quarter of this year. Consequently, the major benefits of this expansion will not be available until this is completed, and we expect to bring on the new capacity in increments, reaching full capacity in 1996.*

ON THE COVER
Representatives from Diboll Particleboard illustrate the teamwork involved in eliminating lost sales opportunities through continuous process improvement. Pictured are (front, from left) Joe Gage, process technician; Cory Thomas, process technician; Anibal Jasso, saw operator; Ramiro Perez, press operator; Jeff Miller Shelving Department lead man. Also (middle row) C.W. Loftin, production superintendent; Robert Johnson, master mechanic; Andy Parish, lead electrician; and, Richard Mosely, production aide. Back row includes G.B. Treadway, sander lead man; and Roy Johnson, chief electrician.

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By Tony Bennett
Vice President, Public & Government Affairs

All over America, people are losing their patience with governmental bureaucracy that dictates what they may do with their private property because of state and federal regulations.

The result is that a nationwide movement has sprung up among farmers, ranchers and other property owners who contend that rules protecting the environment too often become unfair and economically stifling once written down and enforced.

Nationwide, at last count, at least 32 state legislatures have debated bills that demand compensation when environmental regulations diminish property values. If the state wants to build a highway across a family's forestland, it pays market value for the land. But it is less clear what happens after a "taking" by government regulation, such as habitat set aside for endangered species.

A good example of environmental "protection" gone bad happened recently in the forests of East Texas. When an epidemic outbreak of southern pine beetles occurred on the Indian Mounds Wilderness Area near Hemphill, enyironmentalists protested control of the beetles, even when they threatened adjoining private forests. The result has been an economic disaster for local landowners who are now suing the federal government for their timber losses.

In Washington, a group of Congressmen, led by Rep. Bill Tauzin of Louisiana, has introduced the Private Property Bill of Rights, which requires compensation to landowners who, because of federal regulations, lose 50 percent of the value or economic use of their property.

Advocates of the Tauzin bill believe the Constitution is in their corner. The Fifth Amendment prohibits taking private property for public use without just compensation.

Yet, most who have attempted lawsuits against regulatory takings have found it too difficult to prove that regulations can deprive an owner of all or reasonable use of his property. These difficulties are the focus of the Tauzin bill.

The private property rights issue appears destined to be a big environmental battle in 1995, and at this writing private property owners appear to have public sentiment on their side.

Some environmental groups, in fact, are saying privately that the issue is but one leg of "the unholy Trinity," legislation that the green movement fears the most from Congress (the other legs are unfunded mandates to local government and environmental risk assessments).

So much is at stake in the debate that major environmental groups are paying closer attention to legislation in Washington, Austin and elsewhere. They fear a backlash could damage other environmental laws such as the Endangered Species Act and the Clean Water Act, both of which are due for reauthorization in 1995.

This aerial photo of the Indian Mounds Wilderness Area shows the devastation the southern pine beetle epidemic inflicted on the area. Local landowners, whose lands adjoin Indian Mounds, are suing the federal government for their timber losses.



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WOOD PRODUCTS, FIBER SUPPLY MARKETS FORECASTED

The housing boom of the 1990s has peaked and will not begin an upward trend again until 1999.

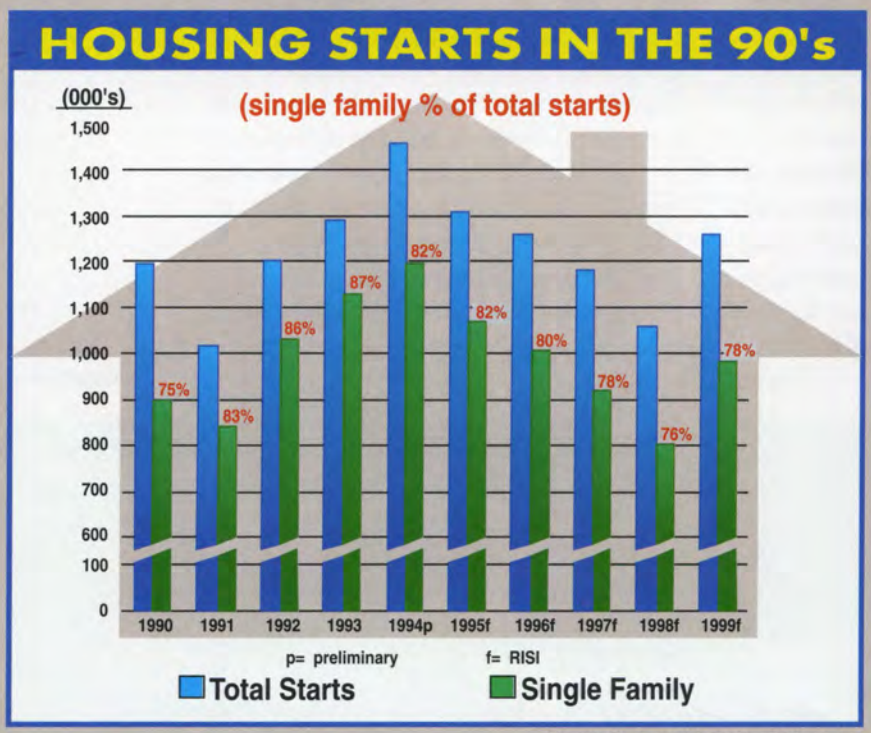
This was the message delivered by Bernard Fuller, vice president, Wood Products, for Resource Information Systems, Inc. (RISI) to approximately 75 company representatives attending the presentation in conjunction with the winter meeting of Building Products Sales and Marketing.

Following a recap of the Group's 1994 results, Joe Sample, vice president, Sales and Marketing, introduced Fuller, a market analyst and economist specializing in the North American forest products industry.

"Already this year, we are seeing a downward trend in the housing market and less single-family starts," said Fuller.

Fuller explained that while housing starts remained at a relatively stable 1.3 million average starts annually over the past few years, the percentage of single-family units to multi-family units to total starts was much greater. (See chart below.)

"More wood is used in single-family units than in multi-family units, resulting in the boom for all of our product lines in 1993-94. However, the mix is changing. The total number of starts is decreasing, but single-family starts are less a percentage of that total than in 1994, the best year for single-family housing since 1978."



Source: Resource Information Systems, Inc.

Over the next five years, Fuller expects timber prices to continue to squeeze profitability for wood products manufacturers, especially in the South.

"West Coast timber continues in short supply due to environmental restraints on harvesting," said Fuller. "As a result, pressure continues to build on the South to provide the wood needed for today's products. Forecasted southern timber prices will continue to approach those of West Coast timber to the end of the century."

Fuller emphasized the need for forest products manufacturers to diversify from commodity grade products to specialty products.

"Temple-Inland has been working toward this goal for a number of years," said Sample. "The recent successes of our product development group include Trimcraft, window stool, Stretch 54, and shop/moulding grade lumber.

"We anticipate another one to two years of high demand for particleboard. Our new mill in Hope, AR is the only particleboard mill under construction in the U.S. to help meet the demand for this popular product," said Sample.

Temple-Inland products under development for specialty markets currently include cabinet grade plywood and fiberboard door core.

In addition to the presentation by Fuller, the winter meeting included seminars on team building issues. ■

Temple-Inland FPC to partner with Conway Quality, Inc.

As an on-going commitment to continuous process improvement and waste reduction, Temple-Inland Forest Products Corporation is partnering with Conway Quality, Inc.

"The Conway way of doing business is a way to help recession-proof our business," said Jack C. Sweeny, vice president, Building Products Operations. "The savings realized from continuous process improvement and waste reduction don't go away."

He continued, "Ours is a cyclical business, dependent on numerous external and internal factors generating the peaks and valleys of our performance. We have just experienced a peak in the building products business cycle. Some of our success is due to strong markets for our products. However, credit is due to the waste reductions in our operating processes."



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Temple-Inland's new particleboard plant in Hope, Arkansas is expected to start up during the fourth quarter this year. The plant will produce 175 million square feet of 3/4-inch basis particleboard annually.

Additionally, Sweeny stressed the need for alignment of all business segments to make the Conway way of doing business work.

"We have learned that much of the waste in our business occurs as our operating groups interact with one another. Aligning all departments and divisions to a common language of problem-solving and an understanding of our philosophy from group to group are the goals of this program," said Sweeny.

"We are focusing on the process rather than the people in the process. People can only do as well as the process. It is important to identify and break down the barriers to continuous improvement," he said. "By doing our best internally to make our business recession-proof, we can insulate our workforce during poor business cycles and, at the same time, out-perform our competitors."

Some 111 participants attended the Conway "Right Way to Manage" seminar February 28 -March 2 at the Lottie & Arthur Temple Civic Center in Diboll. Included were employees from Building Products, Environmental Affairs, Financial Reporting, Human Resources, Information Services, and Forests.



Work proceeding on new particle-board plant in Hope, Arkansas

Work is proceeding on schedule for Temple-Inland's new $62 million particleboard manufacturing plant at Hope, Arkansas.

Construction is well underway and the facility—the fourth particleboard plant in the Building Products Group— is poised for a startup in the fourth quarter of this year.

Harold Maxwell, Temple-Inland's group vice-president, said the plant will serve what the company foresees to be a growing demand for quality industrial particleboards.

"The Hope facility will enable us to broaden our product mix for our existing customers and expand our lines into the Midwest, which is expected to be the fastest growing market for particleboard in the next decade."

The Hope facility will provide direct employment for about 100 workers with an additional 150 to 200 jobs expected in indirect trucking and related plant services.

Utilizing the latest technological advancements, the plant will produce about 175 million square feet of 3/4-inch basis particleboard annually and will join other Temple-Inland particleboard manufacturing operations at Monroeville, Alabama; Thomson, Georgia; and Diboll, Texas.

The Hope plant, however, will be the largest of the group and will have the capacity to produce 40 percent more product than the largest of the company's existing facilities.

The Hope facility will use technology developed from a Temple-Inland team's visit to Europe, where it explored a new line of particleboard presses. "Our main press at Hope will be a new and more efficient size, measuring 9 feet by 25 feet, instead of the 4 by 24-feet presses at our other operations," said Maxwell.

Equipped with 10 openings, the press will produce ten 9x25 sheets every time it opens. When completed, the plant will produce in excess of 200 truck loads per week.

Jack Beene, product manager for particleboard, said the Hope plant will enable Temple-Inland to focus on three market segments; ready-to-assemble furniture manufacturers, kitchen cabinet makers, and laminators/fabricators.

Dale Arnold, industrial sales manager for the particleboard group, feels the Hope plant will be a key player in Temple-Inland's efforts to broaden its markets in the Midwest. "We'll be uniquely positioned to serve one of the most promising markets in the country," he said.

Particleboard is made primarily of sawdust and wood shavings, byproducts of the lumber manufacturing process.

With the completion of the Hope plant, Temple-Inland will expand its particleboard output to about 500 million square feet, or 60 times the production of the company's pilot particleboard plant built at Pineland, Texas, 30 years ago.
That plant was a small facility with a design capacity of 7.5 million square feet of board a year. The plant was later closed, but it enabled Temple-Inland to develop the technology and the early markets for using particleboard as an early replacement for plywood in housing.

Maxwell said the Hope facility will utilize a new Temple-Inland approach to starting up manufacturing facilities "We're identifying ways to shorten the time it takes to put a facility of this kind into production. Normally, it would take 15 to 16 months. We're trying to cut that cycle down to 12 months," he said.

The shortcuts, he said, will not only save money on interest borrowed to build the plant, but will enable the company to move into the growing Midwest markets faster.

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What 31 seconds means.

What's the value of 31 seconds?

At Temple-Inland's particleboard plant in Diboll, it's $1,525,407 a year.

By reengineering the time spent in loading and unloading a particleboard press, workers at the plant have been able to shave 31 seconds of the 66 seconds normally consumed as "dead time."

That means the press is now able to produce enough additional board feet of particleboard to generate new profits of about $1,525,407 a year, according to John McClain.

"I believe the profit estimate is very conservative since the additional footage should lower our board cost and increase our profit margin," said McClain.

McClain said the dead time on the press was achieved by changing the logic in the opening and unloading cycle. "We have two other active projects that have the potential of saving this much time again," he said.

He said the improvments made thus far were done without additional downtime or captial expenditures. "They were the result of people working the right way," he said.

The particleboard contribution to sales

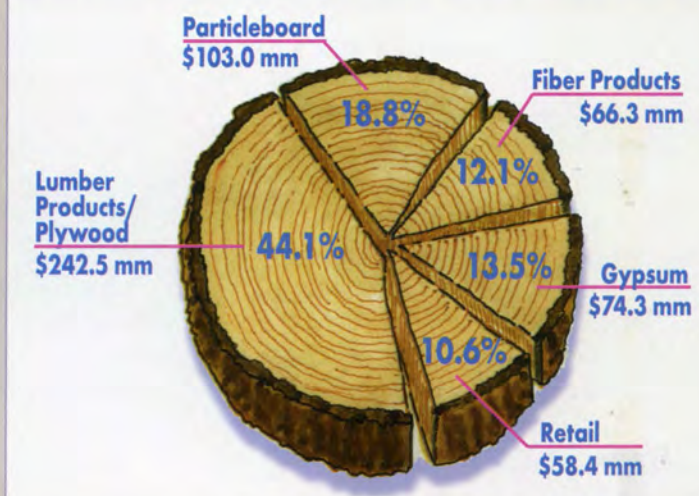
Particleboard contributed about $103 million to Temple-Inland's total building product sales in 1994.

The total accounted for 18.8 percent of the division's total net sales.

Solid Wood products accounted for $242.5 million or 44.1 percent of total net sales. Fiber products totaled $66.3 million in sales or 12.1 percent of the total.

Gypsum products produced revenues of $74.3 million, or 13.5 percent of net sales.

Building Products 1994 Net Sales



Some end uses of Particleboard

Two of Temple-Inland's major market end uses for particleboard include the kitchen cabinet industry and ready to assemble furniture. Temstock™ industrial grade particleboard is the ideal substrate for cabinets, shelving and furniture, offering a mix of smoothness and consistency. Because Temstock™ is available laminated and cut-to-size, it offers maximum assembly-line savings and inventory control.





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FOUR NEW BRIDGES CHALLENGE ROADS DEPT.

Temple-Inland has hundreds of thousands of acres of timberland in Texas, but accessing all the land can be difficult at times.

To handle these challenges, the Forest Division Roads Department recently completed four new bridges in Texas to access these thousands of acres of land. These projects were all challenging, according to Steve Milauskas, Forests Roads supervisor.

"Employees were involved in complicated design and construction on the four bridges near Evadale, Jasper and Lufkin," he said. "Two of the bridges were on sites prone to flood after significant rains forcing quick construction time."

The Evadale bridge at Boat Lake was a two-span, 120-foot bridge allowing access to nearly 3,000 acres. Working against daily thundershowers and temperatures around 100 degrees, this project involved building a temporary fill into the slough, driving piling, pouring concrete footings and columns, installing steel bridge girders, welding and installing the CCA treated wooden deck and curbs.

The crew finished the project on-schedule despite the weather. Assistant Roads Manager Jim Stringer said, "The men showed great team work and the result is one of our best bridges."



Boat Lake Bridge under construction.

Road crewmen on this project were Doyle Rhame, Buddy Pate, James Whitton, and Jerry Tatom. Bob Lindsey and Thomas Mathis of Southern Region Forests also assisted. Shorty Laird, Royce Grissom, Pete Witmer and Kenneth Young hauled fill material.



Concrete bridge under construction by the Roads Department, Jasper District. Pictured is Buddy Pate, C.R. Bailey, Doyle Rhame, and Dan Davis.

At Jasper, a 45-foot precast-prestressed concrete box beam bridge was built, which replaced a bridge that was unstable. Dan Davis, Central Region Roads supervisor, and his crew battled seepy banks and wet weather to keep on schedule. Road crewmen were Doyle Rhame and Buddy Pate. Also contributing were Steve Bailey, C.R. Bailey, James Ryan, Donny Impson and Jimmy Folsom.

At Boggy Slough, near Lufkin, two 52-foot single span bridges with CCA treated wooden decks and curbs were built. Construction involved driving 30-foot timber piling, placing caps and steel stringers, welding braces, and installing the timber deck and curbs. Allison Moss, Northern Region Roads supervisor, said the crew battled alligators in a slough where one of bridges was built. Constructing these bridges were Dan Davis, Doyle Rhame, Buddy Pate, Ray Mason and Willie Capps. Assisting were Gene Fenley, John Curtis, Johnny Bingham and J.L. Carroll.

— *Steve Milauskas, Forest Roads Supervisor*

OSHA Logging Safety Training Held

In preparation for the approaching deadline for OSHA required logging safety training, a training workshop was held at Jasper's Ramada Inn on Saturday, January 28.

The training session was attended by logging contractors from Temple-Inland's Forests Central Region, their foremen and other key personnel, as well as Temple-Inland employees engaged in the administration of harvest contracts. Some 44 local loggers were present.

The Texas Logging Council sponsored the workshop which was conducted by its coordinator, Bob Currie. Currie was assisted by Bruce Alt, division forester of the American Pulpwood Association's South Central Technical Division.



Clifford Currie of the Texas Logging Council displays some of the safety equipment required by the new OSHA logging safety standards.

The new OSHA logging safety standards were published in the Federal Register on October 12, 1994. Key to the new standards is the requirement that all employees and supervisors of businesses concerned with the logging of forest products in any form must receive safety training prior to February 9, 1995.

Those attending were provided with training materials produced by the American Pulpwood Association, including a training video and logger's guide to the new safety standards.

Documentation and record-keeping ideas were discussed in regard to demonstrating compliance in the event of an OSHA inspection.

The professional attitude of area loggers was evident by 100% attendance.

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BLEACHED PAPERBOARD

MONROE, LOUISIANA — Patricia Collins was recently promoted to shift supervisor after working as a tray machine inspector/packer.



Funding from Kamtech, the general contractor for Temple-Inland's modernization of the Evadale plant, is used to develop a specialized vocational classroom housed at Silsbee High School.

EVADALE, TEXAS — Proceeds by the general contractor of Temple-Inland's new mill at Evadale are producing a new opportunity for residents in Southeast Texas. Kamtech, the general contractor for modernization of the Evadale mill, initiated a new industrial crafts training center to help improve skills in the construction industry. The Center offers comprehensive training in electrical construction and construction welding. Initial financing for the program came from Kamtech, which is contributing 10 cents per man-hour while working on the mill. The estimated cost for operating the training site will be $25,000 per year. Kamtech's work at the mill should continue through mid-1995 and contribute as much as $130,000 to the training project. Other Temple-Inland contractors will continue supporting the program after the Kamtech project is completed. Richard Stine, vice-president of Kamtech, says, "Thanks to Temple-Inland, we've had the privilege of working in this area since 1990. We wanted to make a contribution to the community that will last after our construction work is completed at the mill."

BUILDING PRODUCTS

BUNA, TEXAS — The Buna Lumber facility recently completed a beneficial supervisory seminar at the mill. "Supervising by Design," conducted by Dot Saari, Human Resource coordinator, took five weeks for completion, with four hourly sessions per week.



Here's a look at employees who participated in the "Supervising by Design" at Buna. Kneeling, in front, from left, are Carl Davis and Terry Palmer. Standing, from left, are Steve Rashall, Bobby Peppenhorst, Don Wallis, Tommy Best, Dennis Marks, Phillip Pate, David Davenport, Terry O'Dell, Marty Rutherford, Mark Stone, and Randy Byrom.



Alejos Salais received the Grader of the Quarter at the Diboll Lumber Operation.

DIBOLL, TEXAS — Congratulations to Alejos Salais, who recently was named Grader of the Quarter at Diboll Lumber Operation. A 22-year veteran of the company, Alejos has been a grader for seven years. The contest is based on daily inspections and grade percentages from packages inspected during grading classes by quality control technicians. According to Doug Robertson, Process Control supervisor, the Grader of the Quarter system has proven top results recently. "This is a great incentive for our graders," Doug says. "But more importantly, it has improved the grading accuracy of our product."

LUFKIN, TEXAS — Through hard work and consistency, 13 employees at the Northern Chip Mill were part of a record-setting week recently. The employees produced 10,755 tons of chips during the second week of January. This record breaking production of chips is the equivalent of 4,502 cords of wood. Team leaders were Gregg Foster and Ronnie Pavlic. Other participants were: Chuck McRae and Nathan Shoemaker, maintenance technicians; Mike Brittain and Randy Collins, line cab operators; Garland Bates and Billy McGuire, crane operators; Harry Taylor, scaler; Jimmy Henderson, utility; and Tim White and Norman Deal, woodyard operators...A point of pride: Northern Chip Mill employees have completed more than 736 consecutive days without a lost time accident. For this achievement, the employees will participate in the Forest Division's Safety Awards Banquet.

INS
TEMPL

DIBOLL, TEXAS — Jim Farrell has joined the Fiber Products Operations as the new logistic manager, replacing Jack Phillips who left the position late in 1994. This position was create in 1993 to help better focus on our customers through improved production scheduling and on profitability by determining the best produ mix and distribution. Jim has a BBA degree from Stephen F. Austin State University and h been with Corporate Information Systems Group since 1991. Jim and his wife Teresa an son Blake live in Nacogdoches...A retirement for one employee leads to an opportunity for another for the Press Department Superintendent position. Bill Weatherford retired at the end of February and Junior Grandgeorge has accepted the challenge to replace him as press superintendent. Bill joine the plant in 1970 at the time Temple-Inland started making hardboard siding products. He was a major contributor to the continued success of the mill over the years. With 23 years experience in the company (18 of those under studying Bill), Junior is the new press superin tendent. For the past 5 years, Junior has successfully improved the mechanical maintenan of the press and wet end departments.



First Responder training participants were, front row, from l Allan Wells, safety coordinator; Linda Murray, formaldehyde technician; Pete Lokey, master mechanic; Ray Cummings, mechanic; and J.J. Cooper, milling and drying aide. Back ro from left, are Al Smith, press operator; Richard Hathcock, saws forklift operator; Jimmy Haywood, shipping forklift ope tor; Bobby Burleson, sander forklift operator; Lloyd Roberts Jr., electrician; and Marvin McLin, saw operator.

THOMSON, GEORGIA — Training was held recently to certify a group of dedicated Particleboard Operations employees in First Responder, a first aid training program. This certification is awarded for a three-year perio by the National Safety Council. The 40-hour course was completed by 11 employees and provides 24-hour a day coverage at the facilit "Many people do not recognize the dedicatio required by this group of employees," said

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IDE -INLAND



The Deadtime Reduction Task Team are, from left, Calvin Ivery, press operator; Steve Smith, production superintendent; Bill Ansley, electronics technician; Wayne Watkins, finishing supervisor; Clay Holbrook, lead electrician; and Harry Gill, production supervisor. Not pictured is Allan Wells, safety coordinator.

Safety Coordinator Allan Wells. "They have taken the initiative to be trained to help others in a time of dire need without expecting anything in return."...What started out as a great idea has proven to be a huge success in the press area. A press deadtime reduction task group began meeting in Feb. 1994 to eliminate deadtime from the process. By Feb. 1995, their efforts have paid off with the elimination of 17 seconds. While 17 seconds doesn't seem like that much of an accomplishment, the bottom line means the production of more than 6 million board feet per year. It has truly been a team effort. "The help we needed has come from all departments in our plant working together from maintenance to production to finishing," says Steve Smith, production superintendent.



As part of the CPI process, Arthur Haberstroh tests thickness on a TemStock particleboard sample.

Shift Foreman Paul Suarez, a supporter of CPI, checks the furnish quality that goes into industrial grade particleboard made in Diboll.



DIBOLL, TEXAS — Continuous Process Improvement (CPI) is becoming more and more a common goal within the production area. These efforts are quite visible with the members of the "B Shift" at the Diboll Particleboard plant. According to Arthur Haberstroh, employees are responding to CPI mentality, and the resource groups are also pursuing a proactive position toward the process. Several employees have been working diligently in the process, including Charles Pierson, Lester Rhoden, Marshall Rogers, Paul Suarez, Charles Basham and Robert Johnson. The bottom line? CPI creates a smoother working relationship between departments and a better product is the final result.



The Building Products Group introduced its new 30' x 30' exhibit at the National Association of Home Builders Convention in Houston, TX in February. The booth was entirely constructed of condition dried lumber, a new product that is enhanced by precise conditioning. Temple-Inland representatives at the booth included Robert Booker, Solid Wood Products manager; Roger "Pete" Smart, Marketing Communications manager; and Jim Rush, Gypsum Products manager.

FORESTS

COOSA, GEORGIA — Employees at the Georgia Forests Division will take part in a special event this May to help children in need. The "Log-A-Load for Kids" golf tournament, scheduled for Saturday, May 10, raises money for five children's hospitals in Georgia. This project is sponsored by Temple-Inland and the Georgia Forestry Association. Employees working on the big event are Ken Gibson, district supervisor; Tom Ritch, operations administrator; Bonnie Holden, executive secretary; and Shirley Howard, management secretary. Shirley, by the way, won the longest drive contest at last year's event.

ROME, GEORGIA — The Rome Forest Division completed 1994 without lost-time or sub-major injuries and only six first aid cases. To realize the magnitude of this accomplishment, the division had worked 836,108 safe manhours, or 659 safe days, as of Dec. 31, 1994. The last lost-time injury occurred on May 11, 1992, and the last sub-major sustained was Oct. 4, 1993...After 40 years and five months with the company, Clayton Chester officially retired on Feb. 28 this year. Clayton retired as a D-4 Equipment Operator in the Dawsonville District of the Gainesville Region. Clayton joined the company on Sept. 13, 1954.



DIBOLL, TEXAS —Darrin Lee (left), Forests Division survey crew instrument man, saved the life of Jack Greene of Lufkin, in January. Darrin and his supervisor Mike Cook were traveling east of Lufkin when they noticed a man fall at his mailbox. After stopping and determining the seriousness of Greene's condition, Darrin began to administer CPR while Mike radioed for help. Greene gives Darrin full credit for keeping him alive until paramedics arrived. Lee received his CPR training as part of the Forests Division's safety training.

CPI CHRONICLE

CONTINUOUS PROCESS IMPROVEMENT

Fletcher, Oklahoma

(For January, 1995)
Most square footage produced in a four-week month 37.869 mmsf

Most square footage shipped in a four-week month 36.879 mmsf

Best plant total time utilization ever 99.12%

(February 17, 1995)
Fletcher employees were able to speed up the 8 ft. Long 1/2" regular board by 10 ft. per minute. Result: $281,000 in added profit.

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Service Anniversaries

SECOND QUARTER, 1994

Investment

5 years
Richard Matza

Corporate

30 years
Sue Johnson
James Wash

25 years
Ossie Chavis
Evonne Nerren
Donnie Stephens

15 years
Tony Bennett
Carol Lambing

10 years
Sabita Reddy

5 years
Stephanie Jennings

Diboll Building Products

40 years
Elliott Gordon

35 years
Kenneth Capps

30 years
Pat Barton
Charles Fuller
Gary Hurley
Algie Kilgore
James Minton

25 years
Rogelio Prieto

20 years
Frederico Alvarez
Lynn Havard
Pat Patranella .
Clifford Thompson

15 years
Billy Blalock
Bernardino Castillo
Mario Castro
Jerry Coker
Raymon Concha
Dennis Liebegott
Javier Martinez
Arturo Meza
Jesus Meza
Joseph Perkins

10 years
James Bray Jr.
Charlie Diets
Ismael Enriquez
Bill Hardin
Hansford Lee
J.W. Mettlen Jr.
John Oates
Michael Ramsey
Javier Salais

5 years
Jackie Ancira
Billy Avriett
John Barefield
Jeffery Capps
Mike Fletcher
Alex Forrest
Aniceto Hernandez Jr.
Leslie Kilgore
William O'Quinn
Stephen Raley
Eric Roe
Mark Shupack
Dustin Smith
Javier Trevino
Frank Wallace IV

Pineland Building Products

30 years
Ivy Ferguson

25 years
Bobbie Bozeman
Billy Donahoe
Lillie Roberts
Jesse Young

20 years
James Jones
Harold McCallie
Raymond Nelson

15 years
Ledia Black
William Gates
Robert Hamilton
Joseph Pridgen

10 years
Lynn Leone
Bill Whittington

5 years
Robert Emmons

West Memphis Building Products

10 years
Darryl Johnson

5 years
James Barnes
Alan Scroggins
David Sherrill

Thomson Building Products

20 years
Robert Finch
Alex Florence
Robert McGahee
Leon Newsome
Glenn Stephens

15 years
Eulas Meadows Jr.
Dana Rogers

10 years
Kenneth Cartledge
Willie Cummings
Walter Lokey Jr.
David Roberts

5 years
David Bradshaw
Kenneth Moore
Francis Parr Jr.

Monroeville Building Products

20 years
Johnny Womack

15 years
Vondell Clark
Alonzie Kidd Jr.
Linda Jennings

5 years
Kenneth Fuqua
Jeffery Gunn
James Ward

S.W. Louisiana Building Products

5 years
Gordon Labus

Buna Union

5 years
Bobby Deal
William Jowers

Bleached Paperboard

40 years
Marie Bond

35 years
James Cochran
Charles Messer
Monroe Hare
Glen Thornton

30 years
Lewis Lynch
Howard Midkiff
Allan Morain
Clyde Overstreet
Ruth Swearingen

25 years
Kenneth Chandler
Dennis Dickson
Alfred Fountain
Orval Landis
John Lewis
Steven Moody
Everall Odom

20 years
Lorenza Cheatham
Kenneth Hawthorne
Debra Riepl

15 years
Ronald Clements
George Molandes Jr.
Glenda Vaughn
Charles Wade

10 years
Michael Adams
Dale Clark Sr.
Patricia Dalessandro
Bert Groves
James Hawkins
Michael McCann

5 years
Reva Barrett
David Cheshire
Helena Ferencik
Rebecca Grimmer
William Herbst
Robert Harris
Scott Kullberg
Larry McKinley
Ted Mitchell Jr.
Anna Munoz
Lakshmi Bae Pal
Elsy Sanchez
Mark Stroming
Preston Taulbee
Hieu Van Thai
David Wallace
Joseph Watkins Jr.

Forests Division

25 years
Robert Baccus

20 years
Michael Cook
Emile George Jr.
James Nichols
David Williams

15 years
Billy Anderson
L.R. Blackerby
Anthony Folsom
Oscar Kennedy
David Robinson
Boyd Turner

10 years
John Curtis
Sharron Ivie
Jerry Tatom
Arbella Woods

Big Tin Barn

15 years
Danny DuBose

5 years
Robert Frisch

3RD QUARTER 1994

Corporate

15 years
Donna Gardner
Viress Helton
Darlene Hensley

10 years
George Vorpahl

5 years
Sharon Brown
Mark Bush
Myra Coffman
Phillip Genualdi
Barbara Goins
Ernest Patrick

Diboll Building Products

35 years
Earl Fransaw

30 years
James Eldridge
Larry Morris
Jerald Porter
Carl Willis

25 years
Beatrice Furgurson
Richard Kuehn
Alton McDonald
Willis Norris
Russell Skoug
Corene White

20 years
Sherman Allen
Barry Mills
Urbano Salazar Jr.
Ignacio Serratos Jr.

15 years
Russell Derrow
Judy Reisner
Eddie Shaw

10 years
John Carver
Willie Childress
Randy Chumley
Wesley Franks
James Goodwin
Robert Hutts
Manuel Martinez
Stephen McCoy
Helen Temple

5 years
Charles Basham
Gerald Bentley
Stephen Carroll
Blake Dugat
Gilbert Guerrero
Christopher Haschke
Fred Loche
David Matcek
Darel Thompson

Pineland Building Products

30 years
L.C. Holman
Guy Forse

25 years
Rafael Vasquez Jr.

20 years
James Crow
Clenest Crowell
Kathy Welch

15 years
William Bluford
Arlon Cooper
Thomas Pivonka
James Traylor

10 years
Terry Brittain
Byrle Williams

5 years
Ezekiel Brooks
Tyrone Butler
Thomas Jones
Terry Scott
Tommy Singleton
Kevin Sooley
David Williams

West Memphis Building Products

20 years
Pamela Henson

15 years
James Allen

10 years
Peggy Kelsey

Thomson Building Products

20 years
James Hawkins
Joe Lokey

10 years
Kim Oliphant

5 years
Dewie Cowart Jr.
Harry Gill
Judy Hampton

Monroeville Building Products

20 years
John Beckham
William Farish

S.W. Louisiana Building Products

5 years
Bryan Felts
Danny Heard

Alabama Union Building Products

20 years
Robert Davison
Dave Gardner

5 years
Paul Luker
William Brooks
Dinah Thomas

Buna Union

5 years
David Dans
Mark Gilder
Freeman Hancock
Gary Harris
Rayford Herrington
William Scott

Bleached Paperboard

40 years
Samuel Tobey III

35 years
Marlen Bierhalter
Thomas Drake
Walter Gore
Oscar Loftin
Ysidro Rodriguez
Vance Walters

30 years
Clinton Booker
Truman Crawford
Gary Hammond
Louis Johnson Jr.
Larry Tatom
Robert Webb
John White

25 years
Bobby Biddle
Vernon Caillier
Kenneth Cude
Jerry Collier
Ronald Crouch
Lillie Darbonne
Barbara Morris
Carl Powdrill
James Stephens
Jerry Stephenson
Neal Stevens
James Vandver
Rickey Wood

20 years
Donald Arinder
Noel Davis
Hubert Davis Sr.
Tommie Howard
Larry Kyles
Gerald McDonald
Marlon Maricle
L.A. Philmon Jr.
Vell Reliford
Ronnie Roberts
Fred Samford Jr.
Ethel Simmons
Marion Wilson Jr.
Michael Yarbrough

15 years
William Bausmith
Doris Cooper
Mark Cox
David Ferguson
Jerald Fontaine
Joe Jones
Larry Middleton
Ted Mitchell
Brenda Pigott
Jimmy Seaman
Joe Turner
Jeffrey Vaughn
James Watkins Jr.
Michael Whitehead
David Wolcott

10 years
William Chasteen
George Markline
Ruben Santana
Jack Wilson

5 years
Wendy Brashears
Robert Brown
Steven Caswell
Rodney Engle
Sherman Hare
David Hargrove
Bryan Kay
Redenia Long
Alex Low Jr.
Deborah Miller
Anthony Smith

Forests

35 years
Spencer Knutson

30 years
Laurice Impson Jr.

20 years
Carlton Bush
Clarence Fenley
Henry Mason
Ray Meleton
Elwin Poncho
Donnie Shofner

15 years
Ray Davis
John Forse
Edward Levens
Ruffian Stanley

10 years
Beverly Kenney
Tommy Mullins Jr.
Carmen Wright

Monroe Carton

5 years
Robert Whitehead

Big Tin Barn

15 years
Juan Barrera
David Ray

10 years
George Durham Jr.

5 years
Danny Hall

4TH QUARTER 1994

Corporate

25 years
Herbert George

20 years
Linda Syler

10 years
Judy Cook
Cindy Jones
James Ulmer
Melissa Chumley

5 years
Pamela Capps
Mike Holloway
Denise McCary
Henry Shuck

Sabine Investment

10 years
James Brasse

Texas Southeastern Railroad

5 years
Barbara Goins

Diboll Building Products

30 years
Carl Burchfield

25 years
Johnny Clark
Pedro Moreno
Hector Guerrero
Ignacio Hernandez
Ramiro Ordaz
Pantaleon Tobias
Glenn Wells

20 years
Catarino Perez Jr.
Martin Torres

15 years
Carroll Nash

10 years
Earl Taylor

5 years
Joann Anderson
Ernesto Aguilar
Todd Belschner
Raul de la Cruz
Juan Gonzales
Edmond Overhultz
Cynthia Parish
Ray Paulsey
Doyle Watson
Joel Withem

Pineland Building Products

25 years
Thomas Smith

10 years
Bobbie Caver
Pamela Hardy
Todd Malone

5 years
Herman Anders
Steven Barnett

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Kirk Bowie
Johnny Jones
Michael Porter
West Memphis Building Products
5 years
James Stowe
Thomson Building Products
10 years
Billy Gay
S.W. Louisiana Building Products
5 years
William Townson
Buna Union
5 years
Simmie Gibson III
Bleached Paperboard
40 years
Freddie Barclay
Bobby Breithaupt
Walter Glenn
Kenneth Nevills
35 years
Melvin Brooks
Cleo Collins
Doy Swan
Bobby Taylor
Charles Wright
30 years
Ray Bright Jr.
Floyd Corley
James Scroggins
25 years
Thomas Beatty
Steve Bebee
Wiley Brown
Joseph Guidry
Robert Morse
20 years
Herbert Sapp
15 years
Elbert Bilbo
Mark Davis
Jack Flowers
Maria Gomez
Clifton Hargrove
Robert Herbst
Janet Long
Deborah McClelland
Sharon Moody
Julian Nixon
Donald Vaughn
Joe Richardson Jr.
Tony Smith
10 years
Michael Collier
William Gibson
Lee Jett
Ragene Manning
Charles Roman
William Sheppard
5 years
Clarence Alvoid
Jeffrey Arp
Phulmati Autar
Brenda Bailey
James Baltad
Steven Bender
Nirmala Brij
Lisa Brown
Sheila Bruce
Scott Combs
John Dayton
Beverly Gilder
Jose Lopez
Rennie Lopez
Tammy Midkiff
Mohini Prasad
Jessie Smith
Dora Spicer
Andrea Thorn
Orfa Vernon
Kao Vue
Reva Watkins
James Williams
James Wilson
Forests Division
30 years
James Smith
20 years
Bennie Lane
15 years
Nancy Casey
Joseph Morris
Marion Poncho
10 years
Clyde Giles Jr.
Barry Hillin
Big Tin Barn
5 years
Paul Smith
Brian Taylor

1ST QUARTER, 1995

Corporate
10 years
Dwayne Clark
Jimmy Thomas
Randall Wash
5 years
Sarah Donald
Jack Matthews
Gary Willmon
Diboll Building Products
30 years
Joyce Bray
PeteSmart
25 years
Joe Cruz
Alicia McGuire
Jacinto Perez
20 years
Jose Castillo
Robert Johnson
Jorge Moreno
Solomon Moses Jr.
Jose Reyes
Jose Serratos
15 years
Jose Castaneda
Carlos Gurrola
Jose Reyes
Filiberto Silva
10 years
Betty Avriett
Harold Cordell
M.M. Grissom
Cynthia Molandes
Thomas Morgan
Kathleen Oschwald
Royce White Jr.
5 years
David Alvis
Keith Anderson
Bradley Busler
Pamela Haltom
Scott Hamilton
Charles Ray
Roy Myers
Anthony Russell
Domingo Prieto
Donna Smart
Carl Smith
William Stewart
Lee Tamez
Pineland Building Products
30 years
Jean Jones Jr.
20 years
Mack Cooper
Bertha Garner
Henry Garner
Nettie Hunt
Joyce Kegler
Wilburn Parnell
10 years
Guy Joy
Frank Peeler Jr.
Albert Woods
5 years
Kenneth Austin
James Craig
James Evans
Harold Faver
Charles Grisby
Elizabeth Hardin
Claude Lindsey
Kenric Oden
Barry Rivers
Jimmy Swindle
Thomas Townsend Jr.
Elouise Winberley
West Mephis Building Products
5 years
Dudley Echols
Frank Keys
Thomson Building Products
20 years
Walter Watkins
10 years
Alfred Harlemon
Marion Kendrick
Michael Sims
Fletcher Building Products
5 years
Bobby Hendricks
Eric Lovett
Ralph Velasco
Thomas Whittenberg
Buna Building Products
5 years
Arthur Batiste
Janet Brewster
David Farr
Robert Stark
Clinton Williams
S.W. Louisiana Building Products
5 years
Gary Blair
Kenneth Bourgeois
Darrell Elston
Regina Farris
Nathan French
Elisa Holliday
Jessica Karr
Kevin Lavergne
Gerald Penn
Wilbern Smith
Alabama Union Building Products
20 years
Mervin Baggett
Otha Mobley
5 years
Lloyd Knight
Bleached Paperboard
40 years
Henry Adams
Williams Adams
Louis Carruth
Johnny Hicks
Herschel Ratcliff
James Ricks
Henry Stout
30 years
James Cawley
Sam Cooper Jr.
Steven Kirkland
Leslie Landry Jr.
Charles Lockett
Jimmy Reeves
25 years
Minnie Murphy
20 years
Alfred Davis
Elton Grubbs
Oliver Jones
Carol Mills
Gloria Taylor
15 years
Robert Black
Weyman Brown
R.J. Carter
James Cotton
Michael Davenport
Joseph Grignano
Brian Hancock
Dorris Linton
Michael Lovins
Patrick McCoy
Kennon Perry
Charles Smith
10 years
Leonard Dibble
Carl Johnson
Donald Johnson
William Martin
Kenneth O'Connor
5 years
James Bailey Jr.
Glenda Barnwell
Garnet Butler
Letcher Carl
Guillermo Castillo
Mary Dickson
James Easterling
Robert Fairchild Jr.
Jody Gandora
Daisy Helms
Fred Hogan
Benjamin Johnson
Athony Lattuga
James Martz
Linda Matthews
John Olds
Derrell Parker
Diane Picklesimer
Sue Porath
William Tipton
Michael Youngblood
William White
Bobby Willis
Forests
35 years
Glenn Chancellor
25 years
Garland Byerly
Daniel Davis
15 years
Theresa Collier
Steven Milauskas
Brent Parker
Charles Russell
10 years
Ernest Camp
5 years
Richard Capps
Richard Leeper
Food Service
10 years
Everett Brown
Walter Jacks
Big Tin Barn
20 years
Roy Ramos Jr.
15 years
Debbie Mannion
10 years
Louis Conway Jr.
John Leslie
5 years
Rafael Luna
Barbara Nagao
Enrique Telosa

2ND QUARTER, 1995

(April anniversaries only)
Investment
25 years
Chester Winger
5 years
Beth Durham
Teri Hohimer
Corporate
30 years
Travis Groom
10 years
Bruce English
5 years
Bradley Colwell
Pamela Wilkerson
Sabine Investment
20 years
Judy Eldridge
Diboll Building Products
30 years
Jose Mott
Hazel Mullins
Earline Vinson
20 years
John Lowther
10 years
Dale Arnold
Brett Badeaux
Brian Badeaux
Agustin Enriquez
Kenneth Gilbert
Ernesto Jasso
Nathaniel Perry
Troy Perry
Rafael Tovar
Rene Villagrana
5 years
William Eldridge
Bryan Jackson
Pineland Building Products
25 years
James Foster
20 years
Frances Williams
10 years
Gregory Knopp
5 years
Patrick Holman
Thomson Building Products
10 years
Edgar Harris
Perry Sturgis
Fletcher Building Products
10 years
Coletha Moss
S.W. Louisiana Building Products
5 years
Orellian Adams Jr.
Danny Burge
Wilson Chapman
Vernon Crawford
John Davis
Sheldon Hitchens
Norman Johnson
Randle Johnson
Perry Lewis
Thurman Messer
John Perry
Autumn Ray
Robert Thompson
Stanley Thompson
Van Vantassel Sr.
Anthony Steele
Alabama Union Building Products
15 years
Jerry Moffett
5 years
Ricky Till
Johnny Green
Buna Union
5 years
William Robinson
Bleached Paperboard
40 years
Joe McLemore
30 years
Jimmy Cryer
25 years
Leslie Holland
10 years
Michael Abosamra
Kevin Walker
5 years
Prentice Beaty
Oscar Horton
Michael Franklin
Richard Kemp
Mark McKinley
Jeffrey McKinney
Garrett Robinson
Ora Rolfe
Angel Simmons
Joanne Weaver
Forests
25 years
Raymond Sanders
15 years
Scott Washburn
5 years
Curry Perkins
Big Tin Barn
15 years
Jerry Farmer



You're holding in your hands a new and improved issue of ***InTouch***. Although we thought the old magazine was great and served its purpose as a leader in industry communications, the new magazine will focus on two objectives -- timeliness and promoting our operations and business lines. The difference is a philosophical movement toward improving our work processes through information sharing.

As a result, we have re-invented the magazine -- making it more people friendly and more important as a communications tool to the business goals of TIFPC. We will publish six times each year, and have assembled a motivated group of correspondents who will report news from their respective locations. A list of correspondents is on the back cover.

Our mission is to provide each TIFPC employee and retiree with a magazine that contains timely information and reflects the hard work and dedication of our 4,000 employees.

We hope you will think of this new magazine not as a one-way communication vehicle, but an intra-company information exchange, one which reflects the input of all opertations and locations.

We encourage your comments, suggestions and inquiries. For input, contact your local correspondent or leave a voice message by dialing (long distance) 1/800-9INTOUCH , or (local calls) 829-7333.

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The new #5 SBS paperboard machine in Evadale is on schedule to start up in the third quarter, 1995. The new 550 ton per day machine, which is the length of three football fields, is part of the Bleached Paperboard Group's $500 million expansion program that also includes the addition of two new fiber lines, extensive upgrades to the mill's three existing fourdrinier paper machines, new lime kiln and causticizing plant, and complete rebuild of #3 recovery boiler.

InTouch is published 6 times a year by Temple-Inland Forest Products Corporation. Richard A. (Tony) Bennett, Vice President, Public & Government Affairs; Carolyn C. Elmore, Director, Corporate Communications and InTouch Editor; Jay Brittain, InTouch Designer and Manager, Creative Services.

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