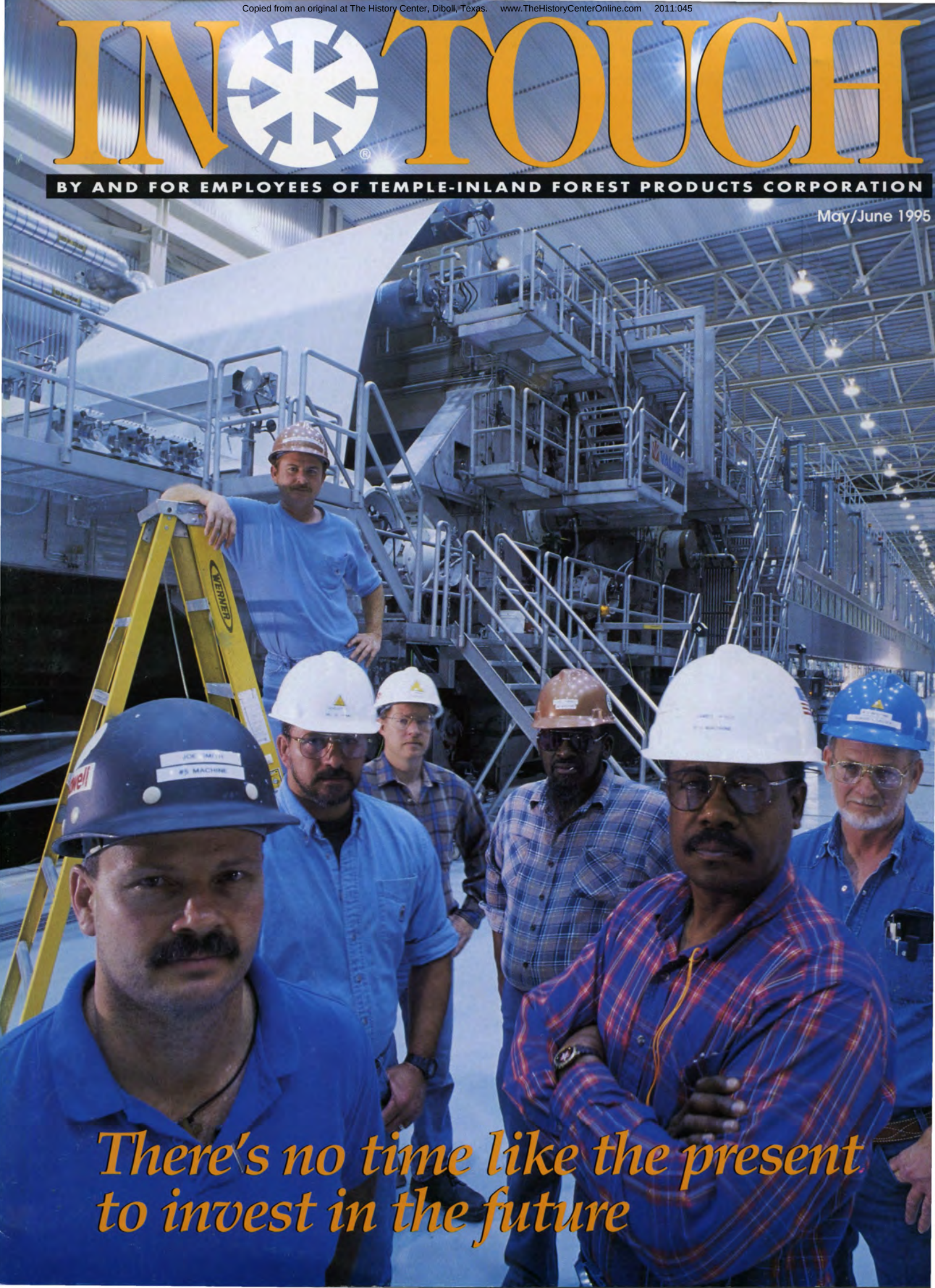
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IN TOUCH

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

May/June 1995



There's no time like the present to invest in the future

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An In Touch interview with David Ashcraft

Is #5 paper machine on schedule for its start up late in the third quarter, 1995?

No. 5 machine is several months ahead of its contractual start-up date; it is approximately one month ahead of the budgeted start-up date. The start-up of the paper machine is occurring in phases; as the contractor completes work on various portions of the machine, those areas are turned over to operations. The new coater kitchen has been in service since March, supplying coating for No. 2 paper machine. The wet end of the paper machine was checked in late March and the first reel of paper was produced April 20.

The early start-up of the paper machine will allow for an orderly qualification on the new grades scheduled for No. 5 machine during a period of time when total mill production is curtailed by the outage of No. 3 recovery boiler. With the return of the boiler to operations in mid October, total mill production should begin to reflect the impact of the start-up of No. 5 paper machine.

How will our marketing strategies change as a result of the new machine and how do market trends support those changes?

The No. 5 machine is targeted for high end packaging grades requiring good printing characteristics and low density. The paper machine has more sensors than any of our other machines in order to ensure minimal variations both in the cross machine direction and the machine direction.

The coating plant is the most modern of any in the country and allows for excellent control of the printing surface. The new paper machine will provide a very lightweight product for the market.

Products manufactured from the paperboard off No. 5 machine include cigarette board, folding carton and coated one side cover applications such as greeting cards and paperback book covers.

With timber removals exceeding growth in the forests of the U.S. South, explain the company's plans for fiber furnish for the new machine.

Temple-Inland and Simpson are involved in a joint venture in Mexico, and we will begin processing eucalyptus shortly after the turn of the century. Though short-term aberrations in paper and building material markets have skewed what is actually happening, pressure is continuing to build on the forests of the U.S. South to make up the fiber lost as a result of federal timber reductions.

Because of the worldwide increase in demand for paper and paperboard, there has been a corresponding increase for recycle materials. We believe over time both virgin fiber and recycle fiber will be in short supply keeping the pressure on for cost increases.

We have heard reference to the "new Evadale." How do the paper mill operations differ today from those of say, five years ago?

Evadale's vision is to be the world's supplier of bleached paperboard. After the start-up of the new paper machine, we will have the capacity to supply about 10 percent of the world demand.

Our mill today is organized around teams. We have increased our emphasis on training. One good example is the training that was available for the No. 5 machine team. We spent $5 to $10 million training the crews for the new machine. We are beginning to see the trends of some changes in compensation. The crews in the No. 5 machine team will be paid for skills. We are also utilizing the "pay for skills" concept in our new extruder operation which will start-up in early 1995.

Looking 10 to 20 years out, what trends are emerging that affect paperboard consumption domestically and internationally?

We believe the outlook is very positive for bleached paperboard and the converters who use bleached paperboard. World markets are growing. Forecasts for the next two years show increases in GDP throughout the world. In addition, the world's population is moving to urban areas at a rate that is four times that of the overall world growth rate. It is the urban areas of the world where our product is utilized.

In the year 2010 there will be seven billion people on this earth. Today's consumption of bleached board



David L. Ashcraft,
Group Vice President
Temple-Inland Forest Products Corporation

ON THE COVER
Temple-Inland's Team No. 5 includes (clockwise from left) Joe Smith, Larry Osborne, Terry Davis, Jeff Murphy, Earl Dabney, Elwood Spurlock and James Kyle.

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"Evadale's vision is to be the world's supplier of bleached paperboard. After the start-up of the new paper machine, we will have the capacity to supply about 10 percent of the world demand."

is five pounds per person per year. If this usage increases by one pound per person as a result of people moving to the urban areas, then the demand for bleached board or its equivalent will be 21 million tons in the year 2010. That is an increase of eight million tons from today, or almost 3 1/2 percent per year between now and the year 2010.

There are some challenges ahead of us particularly in the area of regulations. Over time, we must learn how to manufacture pulp and paperboard using less resources (fiber and water.) We must also develop a new bleaching technology.

The other major challenge that we face is internal. Will we be willing to take the risk to create the organizational structure and redefine our processes so that we are able to provide customer satisfaction. The emphasis for the next few years will be on total customer satisfaction; quality, competitive prices and continuous improvement are givens.■



By Tony Bennett

Vice President, Public & Government Affairs

Few Temple-Inland employees are likely to have a working knowledge of tort reform, but it's an issue with an increasing impact on American businesses and their employees.

Tort reform is a broad term describing the movement which seeks to produce relief from a barrage of lawsuits—many of them frivolous—filed against corporations and individuals in recent years.

Both Congress and the Texas Legislature, responding to a growing public clamor over "lawsuit abuse," have directed their attention toward the issue this year.

The Texas Legislature recently passed and sent to Govenor George W. Bush a package of four tort reform bills. One changes the percentage of liability of a defendant in a civil suit; another allows judges to sanction attorneys for filing frivolous lawsuits; a third caps punitive damages; and a fourth bill requires that civil suits be filed in the county where the wrongful act took place.

Similar tort reform measures are being debated in Congress.

Some groups of lawyers—particularly those who specialize in consumer lawsuits—have labeled the tort reform effort as an excuse by big corporations to shield their products and services against consumer complaints, but their allegations mask a serious problem in the marketplace.

In recent years, liability suits have almost killed several industries in the U.S., including the small-plane business. Last year, fewer than 500 single-engine planes were built in this counry, compared to 13,000 two decades ago. The small planes, used by pilots for years, were considered among the safest in the world, but in the courtroom the plane manufacturers had the kind of deep pockets sought by plaintiff attorneys.

At the same time, the potential of new lawsuits over new products is likely to discourage American industry from trying anything new—one of the traits which has set American enterprise apart from the rest of the world.

Imagine, if you will, that Temple-Inland researchers are considering a new product that could revolutionize the home-building or paper industry. But there are some risks. The product is new and there may be some undiscovered aspect the researchers have not considered.

In the past, the risks have usually been worth the chance of producing something innovative and beneficial to the overall public. But under the rules of today's nightmarish legal system, the risks may be too great. A potentially beneficial product—which might create thousands of new jobs and millions of dollars in new investment—might be doomed to a researcher's shelf.

That's not the way American enterprise should work.

While manufacturers should always be held liable for shoddy products, there should also be fairness and reasonableness in the legal system, and entrepreneurs should not be browbeaten by a legal system that somehow has gotten out of hand.■

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Coming Soon: Hardwood Fiber from Mexico.

On the coastal plains of southern Vera Cruz, Mexico, a plantation of young eucalyptus trees, stimulated by ample rains and a warm sun, are pushing their green and slightly purplish leaves toward the sky at the rate of an inch a day.

By the turn of the century, they'll be 70 feet high or taller—and ready to become a part of the fiber mix for Temple-Inland's Evadale paperboard operations.

Sprawling over thousands of acres near the village of Las Choapas, the eucalyptus plantation, jointly managed by Temple-Inland and Simpson Mexico, Ltd is expected to produce a fifth of Evadale's fiber requirements when harvesting begins in the year 2001.



Jointly managed by Temple-Inland and Simpson Mexico Ltd, the eucalyptus plantation is planted with seedlings grown in this nursery near the village of Las Choapas.

The Mexico project is a cornerstone of Temple-Inland efforts to assure the Evadale mill of sufficient hardwood fiber in the coming century, says Glenn Chancellor, group vice-president of the forests division for Temple-Inland Forest Products Corporation.

"While we can do a lot of things to make our forests in East Texas and Louisiana more productive, we still face certain restrictions long-term in generating enough hardwood fiber for Evadale, where 65 to 70 percent of the fiber mix must be hardwood to generate the kinds of products that will serve our customers' needs," said Chancellor.

To assure Evadale of a long-term hardwood supply, Temple-Inland turned to Mexico and eucalyptus trees two years ago.

The soft, short fiber of the eucalyptus is regarded as a premier hardwood pulp. It is widely used in paper manufacturing in Africa, Spain, South America and other tropical areas.

But because of its susceptibility to cold temperatures, the tree has never been widely used in the United States, even in the warmer South. "Foresters experimented with eucalyptus plantations in Texas years ago, but most of them were wiped out by freezing temperatures," recalls Chancellor.

Today, more companies like Temple-Inland are turning to Latin and South American countries to produce hardwood fiber in supplies sufficient to meet growing paper demands.The reasons can be summed up in a single word: growth.

In Vera Cruz, the growing season for trees lasts almost the entire year, rain falls in amounts up to 100 inches a year, and long dry spells are rare. At Coatzacoalcos, seedlings that were planted less than a year ago are already more than 12 feet tall. At the end of a seven-year rotation cycle, they should be over 70 feet tall.

"The growth is remarkable," said Chancellor. "You can almost see the trees growing."

The Coatzacoalcos plantation sprawls over 7,000 acres and will be doubled in size by the end of the year. When the trees are harvested in seven years, they should provide about 600,000 tons of wood a year.

Temple-Inland and Simpson, who operate the plantation through a separate company, Planforsur, have planted two species of eucalyptus and are experimenting with two others.

With an aggressive forest genetics program, Chancellor believes the eucalyptus growth rates can be accelerated by as much as 50 percent. "We will soon undertake an effort to develop an enhanced tissue culture with the eventual goal of planting seedlings that come only from improved orchards," he said. "This has tremendous potential."



Eucalyptus seedling at two to three weeks old...

When the eucalyptus trees are ready for harvesting, they'll be shipped by unit trains to Mexican ports, some 50 miles from the harvesting sites including Coatzacoalcos, and then brought to Texas ports by sea-going barges. Whether the wood is transported as chips or logs is a decision to be made later, said Chancellor.

"As the competition for wood fiber, particularly hardwood, becomes more intense in the South, places like Vera Cruz and fast-growing tropical woods like eucalyptus will become more important to the paper industry," said Chancellor.



...and, six months old.

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GETTING MORE FROM OUR PINES.

While fast-growing eucalyptus trees will provide an increasing amount of hardwood for Temple-Inland in the next century, a simultaneous effort is underway to make the company's forestlands in Texas and Louisiana more productive.

The effort is focused on three fronts:

➤ Sudden sawlogs. On some company lands, pines are being thinned to 100 to 110 trees an acre, hand-pruned to a height of 24 feet each, fertilized and most vegetation controlled to maximize growth. At age 30, the result will be larger trees with a clearer wood, suitable for shop grade lumber made at Temple-Inland sawmills.

➤ Intensive pulpwood. Pine plantations in close proximity to Temple-Inland paper mills at Evadale and Orange are being intensively planted and allowed to grow unthinned until they reach 23 years. All of the trees will then be harvested at once to provide a maximum amount of fiber for paperboard products.



This stand of 14-year-old loblolly pine is part of the Temple-Inland and Stephen F. Austin State University sudden sawlogs experiment researching differing stocking densities. The site is located in the Renfro Hunting Club near Diboll.

➤ 35-year-cycle. The balance of the company's forestlands are being managed on a 35-year rotation to produce sawlogs, but with periodic thinnings for pulpwood.

"Our goal is to maximize the use of all of our pine forestlands to fit the fiber demands of the future," said Glenn Chancellor.

TEXAS FOREST PRODUCTS: A $14.6 BILLION BUSINESS—AND GROWING.

A new study by the Texas Agricultural Extension Service and Texas Forest Service shows that forest-based businesses make up a $14.6 billion economy employing 61,000 people with wages and salaries totaling $1.6 billion.

The study was conducted by Dr. Kelly Bell, assistant professor and extension forestry specialist for the Extension Service, and Roger Lord, staff forester for the Forest Service. Both agencies are members of the Texas A&M University System.

The study—the first complete economic review of the forest products economy since the late 1980s—showed that the delivered value of timber harvested in 1993 was a record $744 million with timber ranking fifth among all agricultural commodities in Texas. Timber is expected to move up to third place when 1994 statistics are tallied, behind beef and cotton.

"As a result of higher prices and increased harvests, timber has also become the most important agricultural commodity in East Texas, surpassing beef and crops," said Bell and Lord. "In 1993, the value of timber harvested was highest among all agricultural commodities in 17 of 43 counties in the pineywoods region and ranked second in eight others."

The study said the prices for southern sawlogs in East Texas have doubled during the 1990s, largely due to reduced wood supplies in the Pacific Northwest and improved regional economic conditions. The standing timber inventory in East Texas is an asset with a current value of $14 billion.

Bell and Lord said the forest products industry is the ninth largest manufacturing employer in Texas with 61,000 workers in 1993. In East Texas, the industry is first and when compared to other southern states Texas ranks third in industry employment

The industry is divided into four principal sectors. Lumber and wood products is the largest sector, representing 48% of employment. Paper is second with 38%, wood furniture is third with 9%, and forestry and logging accounted for 5%.

The lumber and wood products sector contributed wages in excess of $800 million, paper accounted for $600 million, and the furniture, forestry and logging areas added $200 million.

The average income per worker in the industry in 1993 was $26,120 or 14% greater than in 1990.

Other statistics from the study:

➤ The timberland ownership of East Texas is made up of non-industrial private owners, 7.2 million acres (61% of the commercial forests); forest industry, 3.7 million acres (32%); and public lands, 783,000 acres (7%).

➤ Five out of every 10 acres in East Texas is considered commercial timberland.

➤ The forest products industry grew at a rate of 5.1% during Texas' troubled 1980s.

➤ For every dollar of industry output, 42 cents of value is added through manufacturing, which is higher than the state's overall average.

➤ Among southern states, Texas ranks fourth in forest industry output.

➤ Since 1986, 17 new mills or major expansions have occurred or are planned in the East Texas area.

➤ Secondary processing—such as furniture, wood flooring and envelopes—now contributes seven out of 10 Texas forest products industry jobs.

Copies of the study are available from the Texas Agricultural Extension Service, the Texas Forest Service, or the Texas Forestry Association.■

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INDUSTRY'S GROWTH WILL DEPEND ON ABILITY TO GROW FIBER.

The sustainability of the U.S. forest products industry will depend on its ability to grow new wood fiber, to obtain recycled fiber at reasonable costs, and improve timber production on non-industrial private lands, according to the chief executive officer of Texas' largest forest products corporation.

Addressing the national convention of the American Pulpwood Association, Clifford J. Grum, chairman and CEO of Temple-Inland Inc., said the industry faces three key challenges;

- A willingness to make financial commitments to produce high yield forests on its own lands;
- A need to expand recycling recovery efforts to put more used fiber in the manufacturing stream; and
- The need to encourage private, non-industrial landowners to grow more trees on their lands.

Mr. Grum said the availability of wood fiber for paper and building products is being impacted by ongoing reductions in public timber supplies, increasing government regulation for fiber, rising wood costs, and declining inventories on private lands.

He said the battle to restore harvests on federal lands to levels of the 1980s has been lost.

"The public will not allow a total return to past harvest levels," he said. "Our national forests, for all intents and purposes, have become off limits to timber harvesting as their primary purpose."

He explained that the new order for the industry is the use of smaller size timber including sawmill wastes and wood residues to produce reconstituted wood products.

"These products produce greater net returns and enable the wood product manufacturers to pay more for small timber and residues and still reap acceptable margins," Mr. Grum said.

He predicts the competition for this fiber will do nothing but increase.

Grum said the forest products industry, by applying more intensive management to its lands, should be able to increase its yield from one cord per acre to 1.5 cords per acre per year.

"However, this is not going to be a cheap investment for our industry," he said.

Grum noted the increase in domestic forest yield pales when compared to the production of Latin American and South American countries.

"Long term, we must face the possibility that production and jobs will follow the wood and move to cheaper, more plentiful supplies in these countries," he said.

Mr. Grum said the industry must also continue to find and integrate fiber substitutes at reasonable prices.

"Our industry has done an excellent job of converting old corrugated containers, and we are probably recycling over 80 percent of the boxes from the wholesalers," he said.

However, recycling is only part of the answer to the country's fiber supply dilemma.

"We cannot resolve the timber supply problem without addressing the non-industrial private landowners who own two thirds of the nation's timberlands," he said.

"Whatever we've tried hasn't worked; we must be able to attract the woodlot owner to the advantages of forest management."

Mr. Grum asked the assembled industry representatives, "Are we willing to educate, communicate, motivate and even compensate the non-industrial landowners to improve productivity on their lands?" ■



The reformer at Monroeville, Alabama produces a mediu grade BTU gas from wood waste.

MONROEVILLE FACILITY UTILIZES BIOMASS TECHNOLOGY TO MAKE PROCESS IMPROVEMENTS

By TJ Murphy
Monroeville InTouch Correspondent

During the last 20 years, the world's attention has focused on the availability and rising cost of energy. Finding alternative forms of energy is a concern for today's environment as stockpiling and landfilling are no longer solutions for waste material.

Temple-Inland Forest Products Corporation, along with Synfuels Corporation of Baton Rouge, LA has developed a system to process a medium-grade gas from excess sanderdust that was formerly landfilled at significant cost to Temple-Inland's particleboard facility in Monroeville, AL. The project is estimated to save the facility over $300,000 annually.

The process, called "gasification," utilizes high temperature steam to carry wood waste through the tubing that

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Employees at the Medium Density Fiberboard Operation are (first row, left to right) Ricky Wilkins, electrician; William Gulley, millwright; Steve Williams, electrician; Bo Kimbro, milling & drying operator; and Alvin Royster, milling & drying operator. (Second row) Ron Turberville, milling & drying operator; Fred Blair, millwright; Tom Hall, engineer; Anthony Morrissette, milling & drying operator; Rickey Till, engineer; and Jr. Fails, millwright. Not pictured are Jeff Brooks, engineer and Ron Flowers, lead millwright.

makes up the reformer. First, the wood waste is introduced into the reformer system via airlock equipment, which prevents any additional oxygen from entering the system. This is critical for safety reasons.

As the material travels through the reformer, its temperature increases rapidly and is broken down into its basic elements of carbon, hydrogen and oxygen. The result is a medium-grade BTU gas that is sent to the boiler for consumption.

According to Dale Mayes of Synfuels, this process actually offers the ultimate in recycling.

"When the product gas is burned, the products of combustion are water vapor and carbon dioxide. Both of these elements are essential to the growth of trees," he said.

Mayes said this does not upset the atmosphere since none of the carbon dioxide comes from mineral fuel sources, such as coal, oil or natural gas.

Plant manager Chris Russell said the reformer is the only one of its kind in the world.

"While we have encountered some problems during the initial phases of the project, the results thus far are very promising," he said.

Russell said the product from the reformer may eventually be used to generate electricity and steam by using a combustion turbine. The turbine will produce approximately 1.5 megawatts of power per month, which will satisfy about 30 percent of the electrical demand for the Alabama facility.

Russell also said that project has truly been a team effort.

"This project has enlisted every aspect of improvement through teamwork. The key teams from the milling and drying, electrical and mechanical departments have worked like world-class teams," he said.■

Waste Reduction Cuts Costs at Evadale

A trio of efforts known as reduce, reuse and recycle is helping to redirect the flow of waste products generated at Temple-Inland's Evadale mill from the company's landfill. Temple-Inland hopes to reduce, reuse or recycle 95 percent of its waste by the end of the year.

So far, the company is recycling its skids, pallets and waste woods as boiler fuels, thus generating an alternate fuel, said Lee Odom, coordinator for the Resource Recycling Team. A cardboard recycling program was recently started also.

"We've placed collection bins throughout the mill for cardboard. It will be baled and sold to our sister mill, Inland-Container, in Orange" Odom said.

Temple-Inland plans to recycle its short paper fibers as well, or "sludge," that comes from the machinery during down-time conditions, cleaning or repairs. The short paper fiber usually ends up in the effluent system, and, so far, the company has reduced its daily fiber loss by 65 percent. Odom said this reduction in lost fiber will save the company several million dollars a year. Currently, workmen reclaim the short paper fiber and haul it to the company's landfill.

"The fiber is reusable, and instead it for use in various end products, such as flushable kitty litter and non-food grade paper," he said. "It's a good alternative to throwing it away."

Efforts to recycle the company's boiler ash has been hindered by the quality of the ash. The Team is seeking ways to improve the boiler ash quality, thus making it more attrractive to vendors.

The company is also in the process of signing contracts permitting the recycling of plastic, including paper machine wires and belts, and is currently implementing a barrel and drum policy. Plans indicate the empty barrels will either be sold to a vendor or, in certain circumstances, given to employees.

Future recycling plans include glass recycling, an office-waste recycling program and the addition of a wastepaper shredder and baler. The wastepaper baler is expected to play an important part in the recycling efforts. The shredder/baler will be used to shred and bale all waste from the paper machines, the finishing and shipping operations, including the core in the rolls of paper.

Odom said recycling is important to Temple-Inland's future. "By stepping up our recycling efforts, we are helping Evadale become a waste-free, world-class facility, as well as assisting with resolving environmental problems," he said. Credit for the success of the mill's recycling efforts goes to the company's dedicated employees, said Odom.■



Lee Odom, equipment operator in the Maintenance Department, is coordinator for Evadale's Resource Recycling Team, says the mill hopes to reduce, reuse and recycle 95 percent of the mill's waste by the end of the year. Here, he shows collection of old corrugated containers which are baled and sold to the company's sister mill, Inland Container, in Orange.

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What's Cooking?

by the Coating Plant Team / Bleached Paperboard Group

The smell of starch and protein cooking, the hum of mixers, and the sounds of percolating coffee fills the air. No, it's not Paul Prudhomme's Cajun Kitchen making roux; it's the beginning of a new tomorrow.

Whether you call it a kitchen or a plant, it is more like something from a futuristic novel. The appearance of the new facility is something to behold, with all its bright, shiny stainless steel and royal blue inside and out. We're located just west of the No. 5 machine, on the outskirts of the mill. You can find us by looking for the silos in the sky.

The new Coating Plant has begun to start up. We are in the process of commissioning our mixers using raw materials, and the results are promising so far. Our start-up will occur in three distinct phases.

Phase one consists of making coating for No. 2 paper machine and providing Pearl/Ethylated starch slurries to all paper machines. Phase two begins when No. 5 starts and begins to need all wet end additives and cooked starches for the size press/water boxes. Phase three occurs when we begin to coat on the machine. At that time, the Coating Plant will be in full operation.

The CP was designed and built by GAW, a firm based in Graz, Austria. Their equipment is of the latest technology and put together with old world craftsmanship. All the equipment is controlled through the use of a DCS computer. The use of load cells and mass meters to put batches together is extensive. These instruments allow for excellent precision in preparation. The CP has over 2200 input/output points. That is more than it takes to run the fiberline! The level of automation is phenomenal.

To run all this whiz bang stuff still requires people, though. The Coating Plant Technicians (CPt) have been put through extensive training in preparation of operating the equipment. Several months were spent at the "Curve" working on fundamentals and skill training. They have been in the field since November of last year. Everyone is working as a team and is ready to do their part to make this a successful operation. Each of the CPTs has also been working on other projects.



Interior of coating kitchen

They were in charge of line labeling, developing a raw materials testing program, quality assurance testing program, housekeeping, boilout scheduling, etc. They've all done a terrific job on those tasks. Our maintenance group wasn't left out either. Both the E/I and Mechanical teams have received specific classroom and hands-on training in the repair and upkeep of all the new equipment.

Speaking of raw material testing, we're now getting in the habit of doing just that. When a delivery of product is brought in, a sample is taken to our lab and screened against the mill specifications for that product. Once the product passes inspection, it can be off-loaded into storage. If it fails, it goes back to where it came from, and our system has not been contaminated with defective products. The CPTs have quite the array of tools at their disposal for testing products. One instrument we're particularly proud of is our Sedigraph. It allows us to measure the pigment particle size and their distributions. Now we can know more about the pigments (which comprise 65 to 80 percent of the coatings) and produce a better product for our internal and external customers. We've also borrowed a polarized light microscope from the maintenance group so we can easily and rapidly verify cooked starch quality from our three jet cookers. Thanks, Beckie May!

All the information gathered isn't useful unless you have a way to package it. The mill's Information Technologies group fixed us up on that one. All the CP information is gathered and collated into a user friendly environment. With a few simple query commands, anyone needing information will have it at their fingertips. Not only data, but SPC control charts on raw material properties and mixed product parameters. Usages and inventories will be there also. Now the only thing a pencil is needed for is to fill out time cards. Done Good!

So far the No. 1 coating mixer is producing batches with a +/- 0.05 percent accuracy for solids. That's pretty darned good in our book. We will continue to test our other product mixing systems for repeatability and quality. If the rest goes like the first few, I doubt there is a Coating Plant in the United States that will stack up against the equipment and the talent located here in the "New" Evadale.

Many thanks need to go out on this project. To the No. 5 Project Team, GAW, ISI, Henry Swearingen, Rusty Herbst, GPS, Valmet Automation, Claude, and the many others involved that have made this possible.■

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New company will serve paperboard needs

Spurred by increased activity in the coated paperboard market, Temple-Inland has formed Temple-Inland Paperboard Speciality Co.to provide plastic coatings for paperboard used in the production of items such as drink cups and milk cartons.

Site work for the new company is under way in Hardin County, about five miles from Evadale which is adjacent to Jasper County. The $17.5 million project is part of the $500 million modernization project at Evadale.

"This new facility will allow Temple-Inland to pursue markets that it does not participate in currently," said Gus Henry, operations manager.

The extrusion coating process applies a low-density polyethylene coating to paperboard that can be used in a variety of products such as beverage and food containers. The polyethylene coated paperboard industry produces in excess of 1 million tons per year.

"This is a viable market for Temple-Inland," Henry said.

Building of the facility is expected to begin in May, with the machines being installed in July and the first commercial orders ready by the end of 1995.

The bleached paperboard will be shipped to the Specialty Co. in rolls of up to 12,000 pounds. The rolls can be prepared, coated and ready for shipping within an eight-hour shift.
The coating process involves extrusion of a polymer at temperatures in excess of 620 degrees Fahrenheit and application of a thin layer to the paperboard.

The plant will eventually operate 24-hours a day and employ 70 people.

TEMPLE-INLAND FOUNDATION ANNOUNCES 1995 EMPLOYEE SCHOLARSHIP PROGRAM RECIPIENTS

DIBOLL, TX -- Robert G. Luttrell, president of the Temple-Inland Foundation, has announced the recipients of the Foundation's 1995 Employee Scholarship Program.

Twenty graduating seniors were selected by a scholastic committee consisting of collegiate faculty and administrative representatives.

The recipients were among 81 applicants who are sons and daughters of active and retired employees of Temple-Inland Forest Products Corporation and Temple-Inland Financial Services, subsidiaries of Temple-Inland Inc.

Final selections were based on each applicant's scholastic achievement and leadership abilities.

Receiving scholarships from the Foundation are the following:

Denise Kelly Berryman, of Pineland, TX, daughter of Don K. Berryman, Building Products Group, Pineland, TX;

Nancy Christine Biddle, of Silsbee, TX, daughter of Bobby R. Biddle, Bleached Paperboard Group, Evadale, TX;

Damond Blueitt, of Kirbyville, TX, son of Dennis Blueitt, Bleached Paperboard Group, Evadale, TX;

Ronda Michelle Butler, of Hemphill, TX, daughter of Thomas R. Butler, Building Products Group, Pineland, TX;

Chikia Antionette Collier, of Jasper, TX, daughter of Anthony Collier, Forests Division, Jasper, TX;

Christi Lyn Cryer, Pineville, LA, daughter of Frank C. Gordy, Jr., Building Products Group, Alexandria, LA;

Jeremy H. Fails, of Excel, AL, son of Eliott Fails, Jr., Building Products Group, Monroeville, AL.;

Barbara Elizabeth Fielder, of Buna, TX, daughter of Robert R. Fielder, Bleached Paperboard Group, Evadale, TX;

Stephanie Ann Harwell, of Silsbee, TX , daughter of Richard L. Harwell, Bleached Paperboard Group, Evadale, TX;

Jeffrey Martin Hendricks, of Carrollton, TX, son of William T. Hendricks, Temple-Inland Mortgage Corporation, Dallas, TX;

Kaela Renee Kenley, of Lufkin, TX, daughter of Richard E. Kenley, Building Products Group, Diboll, TX;

Alicia Ann Lightsey, of Bryan, TX, daughter of Bill M. Lightsey, Guaranty Federal Bank, F.S.B., Caldwell, TX;

Matthew Douglas Mitchell, of Carrollton, TX, son of Beatriz Mitchell, Temple-Inland Mortgage Corporation, Carrollton, TX;

Christy Lynn Sanders, of Silsbee, TX, daughter of Thomas L. Sanders, Bleached Paperboard Group, Evadale, TX;

Amy Ruth Smith, of Diboll, TX, daughter of Edwin Earl Smith, Building Products Group, Diboll, TX;

David Earl Strother, of Silsbee, TX, son of Robert E. Strother, Bleached Paperboard Group, Evadale, TX;

John Burian Sullivan, of Lufkin, TX, son of Ronald L. Sullivan, Corporate Group, Diboll, Tx.;

Terry Eugene Vaughn, Jr., of Buna, TX, son of Terry Eugene Vaughn, Sr., Forests Group, Silsbee, TX;

Natasha Gail Williamson, of Merryville, LA, daughter of Kerry S. Morrison, Bleached Paperboard Group, Evadale, TX;

Amanda K. Zeller, of Warren TX, daughter of Michael W. Zeller, Bleached Paperboard Group, Evadale, TX

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BLEACHED PAPERBOARD

EVADALE, TEXAS — The Bleached Paperboard Group hosted officials from Jasper and Hardin Counties to preview the expansion and modernization program at the mill. More than 100 officials were in attendance at the event, called Progress '95.



Ralph Fournier led guests through the mill in Evadale to observe the wet end of No. 5 paper machine, the dryer section and test rolls of bleached paperboard during Progress '95.

Guests heard from Bleached Paperboard Group Vice President and CEO Clifford Grum. Following a barbecue luncheon, guests toured the No. 5 paper machine and the adjacent coating and additive kitchen.

Since Progress '95, one more piece of the mill modernization project is now in place. The new Kamyr-designed fiberline is up and running and will produce 1270 TPD of bleached softwood pulp.



Officials entered the coatings and additives kitchen, which is housed in a building near the No. 5 paper machine during Progress '95

The start-up began on March 29 when chips hit the digester for the initial batch cook.

All has gone as expected with some mechanical and operational problems; however, operation is improving every day. Currently, No. 2 Bleach Plant is being held at stand-by, but the machines are selling on all grades using only fiberline-produced pulp.

A "Done Good" goes out to all the pulp mill operators who have been on double shifts during those long weeks insuring a successful start-up.

EVADALE, TEXAS — Ahlstrom Kamyr Inc.'s Chemical Recovery group has been selected to design the rebuild of the No. 3 Recovery Boiler for the Evadale Mill.

The project is being performed by Ahlstrom Kamyr on an Engineer-Procure-Construct (EPC) basis and is part of the major modernization program underway at the Evadale mill. Ahlstrom Kamyr will remove the existing 28-year-old boiler from inside the boiler building and install a new state-of-the-art single drum recovery boiler in the same building. The new boiler is to be designed to process 2,400,000 pounds of ds/d of black liquor, which is 50 percent more than the original boiler design capacity.

Ahlstrom Kamyr Inc. combines the system's engineering, procurement and construction capabilities of its business units to provide chemical pulp fiberlines, chemical recovery systems, recovered fiber systems, effluent treatment systems and equipment for fiber treatment and transfer in pulp and paper mills.

EL CAJON, CALIFORNIA

The Consumer Division of Food Service in El Cajon, CA., and Denver, CO. converted 30,798 tons of bleached board in 1994 and 30,025 tons in 1993. This translates into sales amounting to $32.1 million (55.4 percent of Food Service) in 1994 and $32 million (57.5 percent of Food Service) in 1993. The consumer Division — formerly Fleetwood Pacific Corp. — is primarily involved with the production of paper plates and has shown a steady growth rate over the last 25 years.

BUILDING PRODUCTS

BUNA, TEXAS — Twenty-five percent of the Buna Lumber Operation's employees received perfect attendance awards for 1994. Those employees were: Jerry Andrews, Bob Barrett, Tommy Best, Randy Byrom, Lee Cannon, Robert Cheatham, Blake Childress, Bill Cravey, David Dans, David Davenport, Tim Drake.

Also Jack Evans, Steve Franklin, John Freeman, Mark Gilder, Larry Gray, John Harding, Thomas Harris, LaDerek Harris, Rusty Herrington, Darrell Hicks, Jimmie Holoman, Rodney Holoman.

TEMPL



Planer Mill and Shipping



Maintenance



Sawmill and Filing Room

Also Quang Hua, James Keith, Davi Love, Dennis Marks, Dick McGillivray, Sammy Miller, Terry O'Dell, Kevin Owe Kevin Rose, Nathaniel Scott, Johnny Sco Artie Shankle, Glenn Sharp.

Also Foster Shoulders, Mark Stone, Archie Watts, Jimmy West, Wesley West, Crockett Whitmire and Clinton Wiliams.

IMC employees with perfect attenda are Robert Ard, Danny Hess, Larry Jones J.L. Mustgrove, Bobby Peppenhorst, William Peterson, Harry Dale Roberts, Marty Rutherford, Lee Sparkman, Jane Wade, and Don Wallis.

DEQUINCY, LOUISIANA — Southwest Louisiana Lumber is using two program

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achieve continuous process improvement by involving the experts and hands-on experience of the employees that deal with targeted problems daily.

One such program is the Operations Improvement Program, or OIP. In this program, employees identify a problem in their area and describe the problem on a special OIP form. Employees also write a description of their suggested solution, which is discussed at the monthly OIP Committee meeting to determine feasibility, cost and effectiveness. If an OIP suggestion is accepted, it is then assigned a level (I, II, III), and the employee is given a recognition award and the suggestion is implemented.

Another program the company is using is called the Quality Improvement Program (QIP), which involves the hourly employees and a "team" approach. The QIP consists of one Lead Team, an Area Team for each shift in the Planermill and Sawmill, and various Task Teams from each shift.

Each Area Team holds a meeting, facilitated by a Process Technician, Safety Coordinator or Project Engineer, once per month. Through a brainstorming session several areas for improvement are listed. The team then votes on which area it wants to work on.

After the team has selected a problem to solve, they may invite other employees to participate on a task team that is specific to the problem at hand. Together, team members will attempt to break down each problem to a root cause, then fix or eliminate the problem.

Solutions are reviewed by the Lead Team, which includes the plant manager and his direct reports. Once approved, the suggestion is implemented and evaluated.

Once the problem is solved, the Task Team is dismissed and a new problem area is targeted.

DIBOLL, TEXAS — Diboll Particleboard reports the following promotions: Chris Hascke, from payloader driver to M&D aide "B"; Mark Withem, from M&D Aide "A" to lab technician; Randy Capps, from forklift operator to payloader driver; Richard Mosley, from production aide "B" to production aide "A"; Steve Massey, from millroom labor to electrician "C" class; Craig Chamblee, from millroom labor to millroom forklift operator; Steve Paulson, from assistant QC director to Process Improvement director; Danny Cosby, from Process Analyst to assistant Process Improvement director; Philip Burnette, from class A electrician to laminator lead man electrician.

DIBOLL, TEXAS -- Fiber Products Operation's Shipping Department is improving the load times of rail cars.

The first Texas South-Eastern railroad center-beam rail car to roll out of the plant last year took 9-plus man hours to load. The loading required two lift operators and one bander over three hours to load the 274,000 ft. of materials (64 units of TrimCraft™ and 4 units of 1/2" regular sheathing).



Ken Holt, Project coordinator at Diboll Particleboard Operation, retired recently.

Based on an average of two rail cars per week, this results in over $11,000 cost to the company.

How long does it take now? About a third of that.

Through a little "imagineering" the shipping team at Fiber Products Operation has cut the time required to load the cars to 2.5 man hours without compromising safety or quality.

How was it done? According to Judy Reisner, Fiber Products Operation shipping foreman, teamwork was the key.

Coordination of the efforts of rail car delivery, lift availability, rail car loading, staging of the load the night before, and truck loading are the major factors in the time reduction.

The staging of the materials occurs the night before the rail car is due for shipment and now requires two men approximately 45 minutes. The load effort, where most of the improvements were realized, now requires the two lift operators 20 minutes to load the rail car, and two banders 10 minutes to band the load down.

Based on the same two rail cars per week, the cost for loading rail cars now is about $3,000 for a net savings of some $8,000 annually.

The next step for this project is to improve the staging process.



Bobby Smith, center, retired from Diboll Particleboard Operation.

THOMSON, GEORGIA — Thomson Particleboard Operation is fortunate to have a bona fide hero among them.

Andrew Collins, A-shift's M&D operator and employee for 13 years, noticed a fire beginning in his neighbor's basement and was able to extinguish it before any major harm or damage was done to either the home or family members present.

Harry Gill, Collins' shift supervisor, said that it's no surprise to see these heroic efforts come from Collins.

"He is ever observant of safety and other concerns in his work area on a daily basis," said Gill.

The Georgia hero remains bashful about the whole matter.

"What I did was what anyone else would probably do in the same situation," he said. "You don't really think about helping someone out in an emergency until after you've already done it."



Andrew Collins, M&D operator, saved a family and their house from going up in flames in Georgia.

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Thomson Particleboard Operation has teamed up with the local Chamber of Commerce in an effort to reduce the amount of drugs in the workplace.

The plant is serving as a founding partner in the "Drugs Don't Work" program in the local community, and through donations of both time and money, businesses will be able to band together to have a drug-free workforce in McDuffie County.

Donna Boggs, president of the Thomson-McDuffie Chamber of Commerce, said, "We appreciate the contributions that Temple-Inland has given, not only in dollars and cents, but in volunteer time in the community."



Alternative work shcedules at Thomson Particleboard are discussed by committee members (from left), Tim Purdy, shift supervisor; Mike Sims, shift mechanic; Jeff Dent, shift electrician; and Calvin Ivery, press operator. Other members not pictured are Al Smith, press operator; Robert Finch, sander operator; Larry Thompson, plant manager; and Allen Wells, safety coordinator.

A task force has been meeting over the past two months to review possible alternative work schedules. The group reviewed more than a dozen shifts before choosing a modified 12/8 work schedule similar to the plant's in Fletcher, Okla. The tentative changeover date is April 23.

Steve Dwyer, facilitator for the Shift Improvement Task Group and CPI director, said the new schedule should have several positive effects on the employees.

"This new schedule should improve employee morale and sleep habits, as well as allowing more time with their families," Dwyer said.

FLETCHER, OKLAHOMA — Temple-Inland FPC has implemented a training program for new hires called "Work Fit," which includes 40 hours of physical conditioning, injury prevention instruction and stress management in order to curtail the high rate of injuries among new employees.

Linda Lowe, human resource coordinator for Temple-Inland in Fletcher, told the "Workforce" newsletter, "If a new worker is going to be injured, the injury usually occurs within the first 90 days, when the worker is getting used to the new schedule and the physical work."



Dave Schachter leads a training session at Temple-Inland FPC in Fletcher, Okla. that focuses on the 40 hour "Work Fit" curriculum.

Dave Schachter, a professional trainer who is well known at Temple-Inland FPC, is currently conducting the training that will further the team concept and decrease injuries at Fletcher. He first visited the plant in 1988 and set the foundation for the task-team approach to solving problems. Schachter's program focuses on the 40-hour "Work-Fit" curriculum, teaching safety training and procedures, and plant policies and procedures, up front. The training also incorporates the introduction of plant culture and company philosophy, which helps the new employee to understand his or her importance as a team member, and how he or she fits into the big picture at Fletcher.

Fletcher has used this new training program since June 1994, and reports that since then, the accident rate of employees with less than 90 days has decreased to almost zero.

FORESTS

ROME, GEORGIA — Service awards are being presented in the second quarter, 1995, to the following Rome Forest Division employees: For 35 years of service, Bonnie S. Holden, executive secretary; Ted P. Swope, regional manager; and Ronald G. Cockrel, operations manager. For 25 years of service, J. Wayne Angel, district supervisor, Dallas; and Eugene E. Rowland, field maintenance supervisor. For 20 years of service, Joyce Owens-Rowland, senior inventory technician. for 10 years of service, Kenneth B. Gibson, Jr., district supervisor, Coosa. For 5 years of service, Allen R. McCreless, timber buyer; and for one year of service, Jeffrey D. Kastle, forest worker.

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Ervin Boyd, crew leader in the Whitesburg district, was promoted to the position of Division Scaler, effective in March 1995.

Rome employees have worked almos three years in an accident-free environme when the last period ended on Feb. 29. T division had no lost-time or sub-major injuries, and no first-aid cases. Employee also worked 886,132 safe manhours, or 69 safe days since the last disabling injury th occurred on May 11, 1992. Rome reports last sub-major injury was sustained on Oc 4, 1993.

Anne Anderson, wife of Jerry Anderson, forest worker in the Coosa District, graduated from Jacksonville State University in December 1994. Anne graduated magna cum laude with a degree in Early Childhood Education.



Joey Garza, safety director, presents the Award of Excellenc plaque to Frank Hyatt at the annual Safety Awards dinner, he at the Scrappin' Valley Lodge or March 16.

Sherri Trapp, daughter of Brenda Tapp, secretary in the Coosa District, was named Presidential Scholar for the fall quarter 1994 at the University of Georgia.

Inland Container Corporation recentl announced that it will construct a chip mi in Elbert County, Georgia, upon environmental permitting and Board approval.

The facility will be located in the Hardcash Community, and will produce approximately 360,000 tons of pine chips annually for Inland's Linerboard Mill nea Rome, Georgia.

The mill will be constructed by Fulghum Industries, Inc., of Wadley, Georgia, and is expected to begin production during the first quarter of 1996. Raw materials for the plant will be drawn from 50-mile radius of the site.

JASPER, TEXAS — Congratulations to Fran

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Hyatt, district supervisor in Kirbyville, who recently received an Award of Excellence plaque in recognition of his unparalleled efforts and hard work in the Forest Division Safety Program. Hyatt was safety coordinator from 1988 to 1994.



Steve Killion (left) district forester in the Rusk District, and Scott Cockrum stand near their newly built district office 3 miles east of Rusk. The office will accommodate six district employees who oversee some 105,000 acres of timberland primarily in Cherokee and Anderson Counties.

SILSBEE, TEXAS — Turner Evans, supervisor for the Silsbee District, was presented with a plaque for his active participation in the organizing of the Hardin County-Beautiful-Clean Program. Evans received the plaque on Feb. 9 from Mr. Fred Kellum of the Lower Neches Soil & Water Conservation Board.

DEQUICY, LOUISIANA — James Karr, Sr., fiber administrator for the DeQuincy District Office, presented a math lesson on subtracting fractions to a 5th grade class at the DeQuincy Elementary School. Karr, a school board member for District 10 in Calcasieu Parish, was invited to participate in the "Walk a Day in My Shoes" program during American Education Week held recently.

"I found out very quickly the shoes of a teacher do not fit my feet," he said. "My appreciation of all educators has always been high, but my participation at this level only enhanced my gratitude."



Chad McClung was recently hired as forest supervisor for the Woodville District/Southern Region. He graduated from Louisiana Tech University with a master's degree in Forest Management.

CORPORATE

Who's on the move . . .

John Zenkner — from Building Products Human Resources to Timberline Insurance in Austin.

Kenneth Reaves — from Building Products Human Resources to Pineland Operations Human Resources.

Mike Griffin — from Sales & Use Tax to Forest Fiber Accounting.

DIBOLL, TEXAS — Communication is something we all do every day. However, our methods of communication are continuously improving. A recent example of this is GroupWise, (a.k.a. E-mail), a windows-based network software package which provides the tools you need for electronic messaging, as well as time and task management.

Visually descriptive icons display in box, out box, trash can, calendar, send mail, schedule, assign task, write note and phone message options. The calendar is a personal planner and time management tool, similar to an automated day-timer. Send mail is your basic messaging tool. Mail you send to someone else resides in your out box, while incoming mail appears as an envelope in your in-box. Schedule is your personal and group appointment tool.

These items may sound familiar, as they are similar to items available in PROFS. However, GroupWise is a step into the next technological level and provides many more options and opportunities for efficient, effective communication. Some of the areas which have GroupWise already installed are listed below, as well as those scheduled for installation in the near future:

All of Building Products in the Corporate office has been installed, as well as most of Corporate itself. Bleached Paperboard implementation should take 3 weeks to complete and test, but no target start date is available at this time.

Should you have more detailed questions about GroupWise, communicate with your PC/LAN coordinator.



Jay Sargent (right), manager in the Southern Region, congratulates Turner Evans (right), supervisor for the Silsbee District, on his recognition received from the Lower Neches Soil & Water Conservation Board.

Transfers:

Bill Anderson, new scaler for the Evadale Papermill, recently transferred from the DeQuincy Sawmill in DeQuincy, LA, where he was also a scaler. Gill Carter, also a new scaler at the DeQuincy Sawmill, recently transferred from his position as auditor at the Buna, TX sawmill.

New Hires:

New hires for this quarter include Chad McClung, new forest supervisor for the Woodville District/Southern Region. McClung recently graduated from Louisiana Tech University in Ruston, LA, with a master's degree in Forest Management. McClung's responsibilities in Woodville are to "ensure that Temple-Inland's forest assets are harvested in such a manner to maximize profitability and environmental stewardship," he said. McClung is presently working under Ray Davis, Woodville District supervisor.

Kevin Coffman was also recently added at the Buna Sawmill as a fiber analyst. Coffman graduated from Stephen F. Austin State University in Nacogdoches, TX with a degree in forestry. Coffman's previous job was with the Texas Forest Service from 1991 to 1994. Coffman said his job is to "monitor the quality of sawtimber delivered to the Buna sawmill."

CPI CHRONICLE

CONTINUOUS PROCESS IMPROVEMENT

Southwestern Louisiana Lumber Operation
DeQuincy, Louisiana

(For March 1995)

Record lowest manufacturing cost	$91.66 / MBF
Highest shipments	14,794,685 BF
Highest sawmill production	14,577,484 BF
Highest planer mill average	40,441 BF / hour

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Mike Shorter (left), Temple-Inland Financial Services executive vice president, is overseeing the construction of the new Temple-Inland Financial Services building in Austin. With Mike is Chip Heath, project manager, of Dal-Mac Companies.



The new Temple-Inland Financial Services building in Austin on South MoPac Expressway is one of the largest building projects underway in Texas. The $30 million building is the first construction project to be built under strict environmental guidelines in the City of Austin's Save Our Springs (SOS) ordinance. Though the legal status of the ordinance is in question, the building project proceeded under the restrictions of the SOS ordinance. The 275,000 square foot building will house about 1,000 employees of the following Temple-Inland operations: T-IFPC Data Center, Guaranty Federal Bank, F.S.B., Temple-Inland Mortgage Corp., Lumbermen's Investment Corp., and Timberline Insurance Agency.



After a 12-year search, Jeannetta Wheat and her birth mother Lorene Robinson, were reunited recently in Odessa, TX. Jeannetta's coworkers at Temple-Inland Corporate chipped in to help pay her airfare for the reunion.

Jeannetta Wheat, Corporate Information Services administrative assistant, recently made an important discovery in her life. After 12 years of searching for her birth mother, Jeannetta found her in Odessa, Texas. She and her sister were taken from their parents, both deaf and mute, in 1960. Jeannetta, at age one and a half, and her sister were adopted. However, according to Jeannetta, "As far back as I can remember, I have always had a yearning to find and meet my mother."

When Jeannetta did finally find her mother, she was surprised to find out that she was 80 years old. She called and, through a new-found aunt, learned her mother's "prayers had been answered."

She hurriedly put together a trip to Odessa and friends at work chipped in on the expenses to help pay for her flight.

Jeannetta and her mother were able to communicate through signing, written notes and expressions of love.

"As a mother myself, I know there is nothing else like a mother's love. I feel complete and whole, a peacefulness in my heart that only my mother could give."

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Service Anniversaries

MAY / JUNE 1995

Big Tin Barn

20 years
Jose Salazar

10 years
Joseph Gregory

5 years
Rebecca Clark

Bleached Paperboard

40 years
Horace Cleaver

30 years
Dawson Giroir
Harry Guedry
Milford Ratcliff
Joseph Roberts

25 years
Willie Tolar
Michael Ward

15 years
Gary Braley
Gay Hays
Greer Parr
Debra Richardson

10 years
Brian Boles
Daniel Dawson
Mark Stout
Kathy Wilkerson

5 years
Doyle Brewster Jr.
John Chevalier
Danny Hanks
Damon Holland
Deborah Hollifield
Mark Lee
Billy Renfro
Daryl Smith
George Smith III

Building Products

Buna Union

15 years
Johnny Spears

5 years
Michael Freeman

Diboll Building Products

30 years
Scott Higgins

25 years
Santos Aguilar
Darin Simpson
Malcolm Still
Hector Trevino
William Wright III

20 years
David Clark
Morris Kelly

15 years
George Hales
Miguel Molina
William Thompson

10 years
Roger Cheney
Jesus Concha
Octaviano Concha
Elton Foster
Hal Hawthorne
Jose Hernandez
Emilio Lopez
Santiago Martinez Jr.
Cathy Mason
Walter Terrell
Myron Thompson

5 years
Andrew Archer
Randal Brister
Richard Collmorgen Jr.
Douglas Day
Russell Lee
Darryl Moses
Richard Mosley
Bruce Thompson
Myrton Thompson Jr.

Fletcher Building Products

10 years
Mehdi Falizi
Robert Holden
George Pinkley
Mark Riceman
Ralph Rowe
Robert Trout

Monroeville Building Products

5 years
Ricky Horton

Pineland Building Products

30 years
Marvin W. Fuller
Lonnie Worry

20 years
W.C. Bluford
Ruby Johns
Sylvester Mosley
Mattie Nelson

10 years
Wilson Martin Jr.
Kelvin McCary
Vivian Scott
Elvis Williams
Curtis White

5 years
Eddie Coleson Jr.
Carl Kennebrew
Ted Land
Jacqueline Price

S.W. Louisiana Building Products

5 years
Joseph Ardoin III
Paul Colflesh
Lealon Foshee Jr.
Billy Harper
Ronnie Jeans
Franklin Reid
Patsy Samuel
Roger Thibodeaux

Thomson Building Products

15 years
Calvin Ivery

10 years
Raymond Cummings

5 years
Robert Jenkins
Tim Purdy
Timothy Sullivan

West Memphis Building Products

20 years
Buford Walton

10 years
Randy Morris

5 years
Gary Connerly

Corporate

20 years
Linda Knight

15 years
Becky Childers

10 years
Carolyn Elmore
Linda Parrish

5 years
Shirley Brant
Stacy Russell
Charles Thompson

Food Service Corporation

10 years
Jerome Endsley
Bradley Gran
John Martin
Jerry Morris
Carl Peters

5 years
Kent Baudour
Quang Duong
Florencio Espinosa
John Gilbert
Raymond Henson
Lauro Jimenez
Royce Johnson
Lydia Loyola
Janet Morris
Susan Neff
Gerald Pangborn
David Peters
Mouang Saephan
Shari Williams

Forests Division

15 years
J. Allison Moss
Paul Pitts
Robert Wilson

5 years
Gary Brock
Mary Sterling

Sabine Investment

5 years
Victoria Thomas

Texas Southeastern Railroad

20 years
Gary Smith

Texas Attorney General Supports Private Property Rights

I read with interest your "Capitol View" essay regarding the conflict between private property rights and federal government regulations in the March/April issue of **InTouch**.

As you may know, last year my office filed suit against the United States government for its expansive interpretation of the Endangered Species Act. Our lawsuit was filed against th Department of Interior's Fish & Wildlife Service because we thought a cadre of mid-level federal bureaucrats were illegall restricting the ability of property owners to manage and mair tain their land.

We also filed an amicus brief with the United States Supreme Court in the Sweet Home v. Babbitt Endangered Species Act appeal. Oral arguments were presented to the Supreme Cour on April 17, and a ruling is expected later this spring.

Our lawsuit on behalf of Texas property owners, and our ami cus brief in the Sweet Home case, are really about the same thing. In the final analysis, we are fighting the arrogance of power - power that is unelected, unresponsive, and openly hostile to citizens.

My greatest regret is that this controversy has been cast as a fight between those who care about the environment and those who don't. Nothing could be further from the truth. The issue before us is finding a way for our people and our wildlife, endangered or otherwise, to live together without th improper and indeed illegal intrusion of federal agencies. I am confident we will meet with success.

Dan Morales
Attorney General
State of Texas

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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Temple-Inland's Frank Shockley, division forester, helps distribute green ash seedlings in Austin, TX for the Texas Forestry Association (TFA) in conjuction with the biennial legislative session.

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1995 InTouch Correspondents

Claudia Sherman
Bleached Paperboard Group
Evadale, Tx

Dianne Standley
Northern Chip Mill
Lufkin, TX

Allen Wells
Thomson Particleboard
Thomson, GA

Steve Paulson
Diboll Particleboard
Diboll, TX

Tom Ritch
Georgia Forests Operations
Coosa, GA

Bonnie Holden
Georgia Forests Office
Coosa, GA

Nora Sheridan
T-I Food Service
Monroe, LA

Gerry Dye
T-I Food Service
El Cajon, CA

Leah Fontenot
Southwest Louisiana Lumber
DeQuincy, LA

Dot Saari
Buna Lumber Operation
Buna, TX

Jim Cumbie
Pineland Operation
Pineland, Tx

Melissa Chumley
Corporate Headquarters
Diboll, TX

Ray Meleton
Pineland Forests Office

Robert Wilson
Jasper Forests Office

Steve Haverin
Silsbee Forests Office

Gayle Davidson
Building Products Operations
Diboll, TX

Sharron Ivie
Diboll Forests Office

Deb Carroll
Monroeville Particleboard
Monroeville, AL

Linda Lowe
Fletcher Wallboard Operation
Fletcher, OK

T.J. Murphy
Monroeville Particleboard
Monroeville, AL

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

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