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IN TOUCH®

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

September/October 1995

WATER

Natural Resource Conservation extends from forest to factory

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An InTouch interview with Jerry Fischer

Economic forecasters are saying Americans should rely less on Social Security and corporate retirement plans as they approach retirement. Does this represent a new era for Americans?

Yes, it does. Unlike previous generations of Americans who generally had a strong sense of self-reliance, the American people, as a whole, have become less independent since World War II. Over the last three decades, we have become a society that relies heavily on broad Social Security retirement and medical benefits along with additional benefit programs provided by employers. As we approach the end of the century, it has become apparent that Social Security benefits are inadequate to maintain a reasonable standard of living at retirement.

What is likely to happen?

People will have to begin shouldering more of the responsibility for their healthcare and retirement needs and rely less on programs funded by government and private employers. Individuals who do not adequately prepare for retirement will most likely end up having to work far past their intended retirement date.

But aren't many Americans better off today than ever before?

In many ways, yes. Healthcare is better. Living and working conditions have improved dramatically, and people are better educated. But a significant number of older Americans have financial problems. This problem is expected to grow in the future as studies show that most individuals save only one-third to one-half of the amounts that they need to maintain their standard of living into retirement.

Are the Social Security and Medicare programs in trouble financially?

Yes they are, and both programs will need large infusions of additional money within the next few years if current benefit levels are to be maintained. What will most likely happen, though, is that Congress will somehow modify these programs to reduce benefits. This means that those of us who retire in the future will probably have lower Social Security benefits than we might have expected.

What do you recommend for Temple-Inland employees?

All of us must recognize the necessity of putting aside savings for our retirement. We all have a responsibility to take care of ourselves and our families. In the future, we cannot expect either the company or the government to completely provide everything we might need for a secure retirement.

Can you offer some specific ways in which employees can prepare for the future?

Employees should take a long-range view of their spending habits, recognizing the ultimate impact on retirement goals. Participation in the company's 401 (k) savings plan develops financial independence. All employees who are eligible should be participating in the plan even if they can only afford to initially contribute 1% or 2% of pay.

The company also makes very significant contributions to the plan; therefore, the overall investment return for employee contributions, when company matching contributions are added in, is quite substantial. No employee could realistically expect such a return on any other type of investment.

For example, suppose an employee's contributions together with company matching contributions total $3,000 each year over a 30-year career. Assuming these contributions earn 8% annually, this employee would have $350,000 in the 401 (k) plan at retirement. What is the best advice I can offer to our employees? "It is thrifty to prepare today for the wants of tomorrow."



Jerry Fischer
Director, Employee Benefits

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By Tony Bennett

Vice President, Public & Government Affairs

An issue that will have a long-term impact on timber supplies for companies like Temple-Inland is gradually working its way through Congress.

Because of the risks involved in growing trees, the U.S. tax code has treated timber as a capital asset since 1944, enabling tree farmers to qualify for the capital gains tax rate. In 1986, however, Congress eliminated the lower capital gains rate for corporations and individuals.

In April, the House of Representatives passed legislation to reduce the corporate capital gains rate from 35 to 25% and the individual capital gains rate from 28 to 19.8%—which was good news for timber growers.

Republican Senator Orrin Hatch of Utah has introduced legislation identical to the House measure, and consideration of the Senate bill began this summer. Because the Republican-controlled Congress has made tax relief a high priority, hopes are high that the capital gains measure will make it all the way through Congress, eventually to be signed by President Clinton.

Lower rates of tax on timber are the key to maintaining a long-term supply of wood fiber. While corporations like Temple-Inland supply about half of their fiber needs from their own lands, the remainder must be procured from private landowners. And, as public forests become more inaccessible to loggers, private lands will become increasingly important, especially in the South.

Taxes are a significant factor in deciding whether to invest money in an activity such as growing timber, which can take anywhere from 15 to 50 years to mature for harvest in the South. The investment takes a strong commitment by the landowner since the capital is literally locked in the soil during the long growing period with little market activity.

Investing in timber not only necessitates a very long wait, but it's also a risky business. Trees are at the mercy of fire, storms, diseases, and insects which can wipe out a forest in a matter of weeks. At the same time, timber investors are subject to economic and market fluctuations associated with holding any asset for a long period of time.

Because we feel strongly that a low capital gains rate will encourage individual landowners to continue to plant and grow trees, Temple-Inland supports the House-passed tax bill and is part of a coalition of timber owners working to educate the Senate about the need for capital gains relief.▲

Quality effort leads to better fiberboard product.

By focusing on a better way to apply paint, Temple-Inland engineers have developed a new and improved window stool in the TrimCraft line at Temple-Inland's Fiberboard Operations in Diboll.

Window stools, or sills, are made from medium density fiberboard (MDF) and bonded with an interior resin. The combination, however, sometimes caused paint to crack and the MDF to swell when condensation from windows gathered on the surface of the sill.

In a focus session, customers approached Richard Kenley, marketing manager for New Product Development, with their concerns about the product and a desire for the company to develop a more water resistant window sill.

"At the time, the existing products were composed of water soluble resins, resulting in little protection against moisture," Kenley said.

Fiber Products Operation produced prototypes of a new window stool, and plans were soon set into motion to improve the appearance and durability of the company's new water resistant window sill. Samples of existing solid wood and MDF sill were forwarded to John Wallace, finishing superintendent in Fiberboard Operations, so he could begin work on the new product.

Wallace then coordinated efforts with Gary Martz, product manager for Fiber Products, to develop a bevelled edge for the sill that would perform the best in the field.

After some initial trial product runs, the result is a new trim TrimCraft® window sill product that is improved in both stability and appearance.

"The new TrimCraft® Window Stool has answered another need for a more moisture resistant product for the construction trade," Martz said.



John Wallace, Finishing superintendent, shows the new TrimCraft® window stool made from medium density fiberboard and bonded with an interior resin.

The new TrimCraft® window stool was introduced to the market in January and has been distributed and used in cities across the country, Martz said, with the first sales of the product in Dallas.

"We were able to take advantage of the high quality of workmanship in John Wallace and Gary Martz to improve the product and get the results the customers desire," Kenley said.▲

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WATER REDUCTION

AN ON-GOING CHALLENGE AT FIBER PRODUCTS OPERATION

Since opening in 1958, Diboll's Fiber Products Operation employees have been determined to improve the amount of water discharged during the fiberboard process. And with the recent installation of a $70,000 filter press in the Finishing Department, another dramatic milestone has been crossed in the process of continuous improvement.

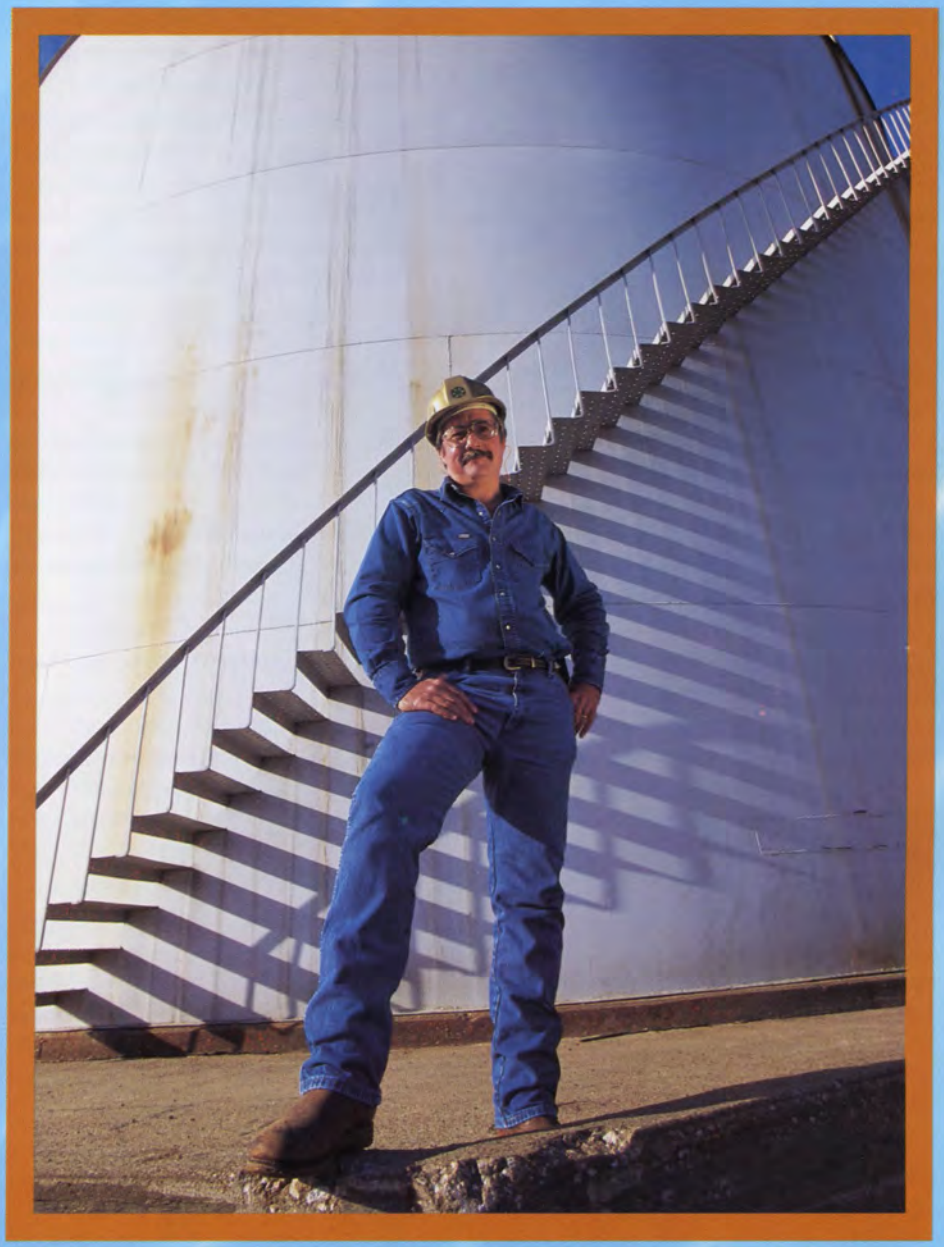
Between 1958 and 1972, the Fiber Products was discharging 694 gallons of water per minute to the effluent water treatment facility. Changes over the years occurred to help the plant reduce its water discharge, now at a record low of 9.4 gallons per minute. That is less than what a common household water hose can expel in the same time frame.

The history of the plant's attempt to reduce water involves many process improvements and equipment changes before reaching this new level of water conservation.

In 1972, the plant cut back on water discharge to 285 gallons per minute with the addition of a one million gallon clarifier, a settling tank designed to separate sludge from the process water and contain surges in the water system.

The next improvement was made in 1978, when water discharge dropped to 95 gallons per minute with the addition of a wood sugar evaporator facility, a unit designed to remove wood sugars from the process water, enabling the water to be returned to the process as "fresh water."

With this tightening of the water system, the water discharge dropped to 60 gallons per minute by 1989, a



Royce Shaw, Power Department superintendent, says he doesn't look at Fiber Products Operation's water as waste. "We spend lots of time monitoring it, adjusting the pH and extracting wood sugar to make molasses for cattle feed and industrial uses."

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Demonstrating the steps in the filter press process are Keith Capps, Finishing foreman; David Massey, process engineer; and Jason Kartye, Finishing leadman. Jason is holding a beaker of water as it appears after leaving the paintline. The milky water is processed through the filter press to remove the paint solids by mixing the waste water with burned rice hulls. This mixture is run through a filter screen which allows the clean water to pass through, but traps the rice hulls and paint. The rice hulls and paint are formed into a cake as shown by David. Keith holds a beaker of water as it appears after filtering.

considerable reduction from 1958's discharge of 694 gallons per minute.

Still more improvements were made, principally in the way the operating departments use water to make fiberboard, and water usage for 1994 dropped to 9.4 gallons per minute.



Steve McClintock, board handler, shows the new filter press installed at Fiber Products Operation.

According to Royce Shaw, Power Department superintendent, this 9.4 gallons per minute is sent to the effluent water treatment facility after it is used in the wet processing of fiberboard. But even though this water is sent to the effluent treatment facility, it is not considered waste water by Shaw.

"I don't look at this water as waste water," he said. "We spend lots of time monitoring it, adjusting the pH and extracting wood sugar to make molasses for cattle feed and industrial uses."

Still, with as much improvement in water reduction that has occurred, Shaw said the water usage could be reduced even more, especially with the new filter press installed.

"We are still trying to manage it at the level it's at, but it should be able to go much lower than 10,000 gallons per day," he said. "The filter press should take care of that."

Though technology helps with accomplishing major improvements such as these, Shaw said that none of this could have been done without the cooperation of Temple-Inland's employees.

"I don't know how to single anyone out," he said. "It's taken the awareness of every single person in every area to make it happen."

Each department has created its own waterflow diagrams, and each employee has come up with his or her own idea for saving water, he said.

"Simply put, the improvements that have been made have been because of enlightened people," Shaw said. "Sure, there have been a lot of different process changes and equipment additions. But the most drastic changes that occurred in the past five years have been because of the people."▲

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STREAM MONITORING TO PROTECT WATER QUALITY

In keeping with the Temple-Inland tradition of perpetual forestry and stewardship of its natural resources, a new program has been initiated to ensure the protection of water quality in the company's forests.

In 1994, Glenn Chancellor, vice-president for the Forests Group, and Mike Harbordt, vice president of Environmental Affairs, challenged the Forest Environmental Issues Committees to develop a program to monitor and evaluate the effects of forest management activities—such as harvesting or forestland improvements—on the water quality of streams on Temple-Inland forest holdings.

In order to implement this program, the Environmental Affairs Department added Brian Gowin to its staff in 1994 to monitor the implementation and effectiveness of Best Management Practices (BMPs) on Temple-Inland's forestlands. BMPs help landowners, foresters and loggers protect water quality during forest management operations.

Gowin, who received his bachelor's degree in aquatic biology from Stephen F. Austin State University in 1993, works directly with district foresters in Texas, Louisiana, Alabama and Georgia, as well as with Bernie Buckner, audit forester, to identify and evaluate streams associated with management activities.



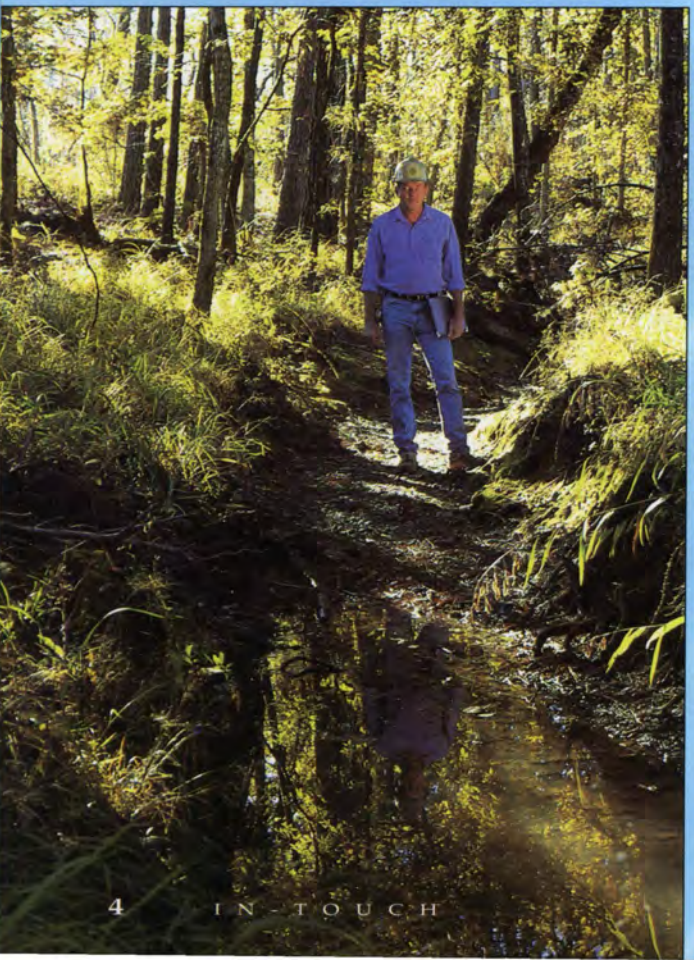
Brian Gowin, environmental specialist, conducts measurements in a stream in East Texas.

Gowin travels to selected forest locations and conducts tests to monitor the health of the streams by utilizing a series of physical, chemical, biological, habitat and hydrologic evaluation techniques.

"The monitoring will tell us whether or not we have been effective in protecting the stream," Gowin said. "If we detect problems that occur as a result of forest management activities, we can then take a pro-active approach and present the solutions to management."

Gowin said plans are to monitor approximately 30 streams a year in all four states.

"Team work and communication between Brian Gowin, the BMP forester and the district foresters is essential to identify the tracts with streams," said Linda Syler, chairperson of the Forest Environmental Issues Committees. "The success of the cooperative efforts of each of these individuals results from the desire to reach one common goal: Ensure the protection of water quality."



Bernie Buckner, audit forester, identifies and evaluates streams associated with forest management activities.

Agencies, consultants and academia were also consulted during the developmental stages of the program to guarantee that the program was correctly and effectively designed. The Texas Forest Service, Environmental Protection Agency, Texas Natural Resources Conservation Commission, Stephen F. Austin State University and the National Council for Air and Stream Improvement have all contributed insight into the program to make it the most effective for Temple-Inland's purposes.

As one of the first private industries in the South to implement such a pro-active program, the idea of teamwork has proven beneficial to the program and the streams it preserves.

"The result is clean water for people and wildlife," Gowin said.▲

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Arthur Temple receives Perry R. Bass Medal for lifetime conservation efforts

Citing a conservation legacy in Texas that spans five decades and encompasses a multitude of natural resource interests, Texas Wildlife Expo '95 selected Arthur Temple as this year's recipient of the Perry R. Bass Medal for lifetime contribution to conservation in Texas.

"Arthur Temple's leadership has been instrumental in efforts to restore and protect wildlife and habitat resources throughout the eastern half of the state," said Lee M. Bass, chairman of the Texas Parks & Wildlife Commission and a member of the selection committee. "He has been a guiding force behind initiatives which ensure quality wildlife habitat, while providing sustainable economic return for the timber industry."



Arthur Temple receives the Perry R. Bass medal from Perry M. Bass and Lee Bass.

Temple's contribution to Texas wildlife dates back to the 1950s when he led efforts to restore a diminishing whitetail deer herd in East Texas by creating habitat for the deer on company land. His work inspired a movement that has restored the deer population in the Pineywoods. Today, deer are plentiful and hunting is as good as it has ever been.

Temple, former chairman of the Temple-Inland Inc. board of directors, provided early leadership in other restoration and preservation initiatives, including protection of nesting sites for the red-cockaded woodpecker, a project initiated even before the bird's listing as an endangered species.

> "Arthur Temple's leadership has been instrumental in efforts to restore and protect wildlife and habitat resources throughout the eastern half of the state"

The eastern wild turkey's successful return to the East Texas woodlands also is due in part to the efforts of Temple who supported the first programs to reintroduce the turkey and made significant contributions to the National Wild Turkey Federation--money that was earmarked specifically for Texas restoration efforts.

His efforts to provide public access to the company's lands is considered the forerunner for Texas Parks & Wildlife's (TPW) public lands hunting program, which currently includes some 100,000 acres of Temple-Inland land holdings. He helped create some of the first-ever public hunting lands guide books, which were distributed to over 250,000 people and provided information on free hunting opportunities on company land.

Arthur Temple's vision and determination resulted in wildlife sanctuaries that will stand forever. He was instrumental in creating the Big Thicket National Preserve and the Texas Nature Conservancy's Roy Larsen Sandylands Preserve. These now are part of the Temple-Inland legacy that will be enjoyed by Texans for generations to come.

"He has taken some stands that weren't popular in the timber community to try and do what's right for the resource," said TPW commissioner Susan-Howard Chrane, who also served on the selection panel.

Governor George W. Bush also congratulated Temple. "He's a great Texas businessman. He's been providing jobs for Texans for many, many years. Arthur Temple also understood that there is the responsibility to be a good steward of the land...and the thing I love about it is that it didn't require one single federal mandate for him to want to make Texas a better place."

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INS TEMPLE

BUILDING PRODUCTS

DIBOLL, TX -- Temple-Inland's Particleboard Operation recently offered summer internships to students from local colleges that proved beneficial to both the students and Temple-Inland.



Christy Connor works at ARC.

Chris Wells and Jason Burton conduct a thickness study.



Also at Diboll Particleboard, the installation of a Raw Material Preclassification system has provided a way to size and classify all incoming wood material to the process. Large pieces of 2x4 lumber, concrete and foreign objects are removed, then all remaining wood is broken down to usable stock.



Standing on the new Raw Material Preclassification system at Diboll Particleboard are: (front, from left) Joe Gage, Greg Capps, Mike McGuire, Roy Johnson and Thed Easley. (Middle, from left) Steve Massey, Evan Davis, Leymoin Wiggins, David Thelen and Steve Adams. (Top, from left) Robbie Fletcher and C.W. Loftin.

CPI CHRONICLE

CONTINUOUS PROCESS IMPROVEMENT

Particleboard Facility

MONROEVILLE, ALA. -- Temple-Inland's Particleboard facility in Monroeville has something to be proud of: It has been recognized as one of the safest operation mills in the Building Products Group over the past 15 years. In fact, it went over six years during the 1980s without a lost time accident, which has yet to be equaled by any other mill in its division.

The Monroeville facility is again working on another superlative safety record. In 1994, the facility went an entire year with no recordable, or lost time, accidents. This accomplishment earned the mill the prestigious National Particleboard Association (NPA) award as having the best safety record during the 1994 year of all 54 reporting mills.

This July, the facility again reached another milestone by operating another year with no lost time accidents, stretching the current record to two full years. What has contributed to Monroeville's successful safety program?

"According to the 1992 NPA Statistical Report, the Monroeville facility ranked well above other reporting mills in OSHA recordables," said Cliff Farish, Safety/Health director at the Monroeville facility. The facility took the team approach to solve its problems and several task teams were formed in an effort to identify causes, review procedures and re-establish practices that would help revitalize safety awareness.

The Safety/Health Committee aligned itself with a new and stronger mission which is to "uphold the integrity of the safety program while modifying procedures as necessary to protect each individual who enters the plant site."

The entire safety and health manual was overhauled to reflect current work methods, and the reward program has been modified to ensure that employees are rewarded for participating in safety without undermining safety rules.

Linda Lowe, Panel Products safety director, said that Monroeville's success should serve as a model for other facilities. "Unless an employee fully understands that it is to his or her own benefit to work safely, any program is sure to fail," said Lowe.

After receiving the National Particleboard Association award, the employees of the Monroeville facility competed for a theme slogan for the 1995 year. More than 60 suggestions were received before the committee chose one entered by Lab Technician Diane Jennings: T.O.P.S., or Temple's Outstanding Plant for Safety, is now a plantwide symbol of excellence, appearing on tee-shirts, caps, hardhats and banners.

Momentum is behind the employees of the Monroeville Particleboard Operation as they continue to reach milestone after milestone in safe working hours.



Thomson's community volunteers include Steve Smith, production superintendent; Lloyd Roberts, shift electrician; and Reggie Doughty, saw operator.

THOMSON, GEORGIA -- While all of our employees know a lot about being on a winning team, three have taken to the baseball diamond to show their stuff. Lloyd Roberts, shift electrician; Reggie Doughty, saw operator; and Steve Smith, production superintendent, spent their time this summer coaching the local 9-10-year-old Thomson Little League All-Star Team. The team played well in the state tournament in Vidalia, in which they won the first two games.

Roberts has been doing volunteer work in the Thomson Recreation Department for 12 years, including many stints in youth football, basketball and baseball programs as well as being a chaperone on Recreation Department field trips to Atlanta Braves baseball games.

"The kids are very well disciplined, making them both a joy to coach and travel with," Roberts said.

Doughty has been volunteering his time in the baseball program for six years while Smith has been helping out for four years. And since the plant recently adopted a new modified 8/12 shift schedule, it allows more time for recreation such as coaching and spending time with family.

"With 12 days scheduled off during a four-week shift rotation, there is more free time for both family and community service," Doughty said.

Another employee, Joe Usry, a process aide, has also spent time working with the baseball program the past two years.

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IDE -INLAND



Thomson's Safety Committee(front row, from left): J.J. Cooper, Milling & Drying aide; Jimmy Haywood, Shipping forklift operator; Judy Hampton, general laborer; James Norman, RMS driver. Top row (from left): Ray Cummings, shift mechanic; Jeff Hanna, process engineer; Matt McColley, CPI technician. Not pictured: Lloyd Roberts, electrician; and Joe Usry, process aide.

The 1995 Safety Committee has been working diligently this year to help in our endeavor of accident reduction. The committee makes rounds throughout the plant on a monthly basis in an effort to find and eliminate any safety hazards that may exist. The committee also researches new equipment and process revisions, as well as modify or create safety-related policies (in relation to plant upgrades or equipment changes) in order make the plant a safer one. The committee is also a valuable way for the employees to be involved in making decisions that improve on the already high level of safety awareness at Georgia Particleboard.

Boyd Lake, Human Resources director for the plant, said that safety programs have tended to take the back seat in the past.

"Safety programs have historically been treated as a secondary requirement in the traditional business environment," he said. "I am proud of our Safety Committee's use of the Conway approach in making safety a way of life, because it is the right thing to do."

The Safety Committee also had the opportunity recently to tour a local lumber operation enrolled in the OSHA Voluntary Protection Program. Many good ideas were brought back that helped in cultivating new suggestions for improvement in the safety program.

Thomson's Particleboard Operation suffered a tragic loss on Sunday, October 1, when long-time employee Alfred Harlemon was killed in an automobile accident in Warrenton, Georgia. Alfred began work with Temple-Inland on January 15, 1985 and assumed his position as a Milling & Drying aide during August 1985. During his 10 years of service, he received Excellent Attendance awards for several years including 1993 and 1994 as well as being named Employee of the Month.



Alfred Harlemon

Alfred was remembered by co-worker and close friend Bill Grissom as "a peaceful man who had his priorities in order by placing highest priority on church and family. He never had a harsh word for anyone." Tim Purdy, Alfred's shift supervisor, added, "Alfred was always dependable and could work with anyone. I wish I had 20 employees like Alfred on shift. He will be missed as much for his friendship as his job abilities."

Alfred was an active member of Lithonia Baptist Church of Camak, Georgia, serving both as a usher and church deacon. He is survived by his wife of 23 years, Audrey, and four children; Alfreda, Alfred Jr., Andrea, and Andre.



David Cain, Quarry superintendent (left) and Ron Cunningham, director of the Oklahoma Miner Institute, lead a MS&HA training session for 30 of Fletcher Wallboard's employees.

FLETCHER, OKLAHOMA -- Thirty employees of Fletcher Wallboard received Mining Safety & Health Administration safety training. These classes were presented by Ron Cunningham, director of Oklahoma Miner Training Institute from South Eastern State College in Willburton, Oklahoma. This training is required before employees can work in the quarry.

Linda Lowe-Schneider is celebrating her 10-year anniversary with Fletcher Wallboard operations as of August 12.

Twenty employees at the Fletcher Wallboard Plant recently completed 9 weeks of computer training. The Great Plains Area Vo-Tech in Lawton conducted training in Microsoft Office, including Microsoft Word, Excel, Access and PowerPoint.



West Memphis employees participating in the Haz Mat training in conjuction with Dupont's Transportation Community Awareness and Emergency Response are (from left) Kim Spencer, safety coordinator; Maurice Gunn, Clayton Stewart, Bryan McKinney, Gary Russell, Frank Keys and James Stowe.

WEST MEMPHIS, ARKANSAS

The West Memphis Gypsum Wallboard Operation hosted Haz Mat (Hazardous Materials) training for the West Memphis fire department in conjunction with Dupont Transportation Community Awareness and Emergency Response (CAER). The training included Dupont's CAER car, which is equipped with a classroom and leak simulators.

Five fire departments, members of the West Memphis police department and employees of West Memphis Gypsum were represented in the West Memphis class.

Three OSHA Haz Mat Awareness classes were conducted in which 38 firefighters and Temple-Inland employees received training.

Training concentrated on hazardous materials that are transported daily through West Memphis. Equipment skills were practiced, and hands on exercises were provided.

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MORE INSIDERS

FORESTS

DIBOLL, TX -- Despite an overall reduction in the deer harvest, the 1994-95 season will go down as one of the best deer seasons ever in the Pineywoods, as far as quality is concerned.

At least three Boone & Crockett-quality bucks were taken in East Texas counties, including one on Temple-Inland's Scrappin' Valley Wildlife Management Area in Newton County.



Joe Hamrick, area biologist for Temple-Inland, and Sam Morrow of Sunbelt Wholesale Supply of Mississippi, show the 22-point non-typical buck taken on Temple-Inland's Scrappin' Valley Wildlife Management area on November 12, 1994.

The 22-point, non-typical buck was taken by Mississippi hunter Sam Morrow. It had a "green" score of 196 3/8 to qualify for the Texas Big Game Awards program, where it ranked No. 1 in Region 6. However, because the deer was taken behind a high fence, it doesn't qualify for listing in the B&C Book of Records.

"Morrow took the deer with a .270-caliber rifle at 7:45 a.m. Nov. 12, the second Saturday of the north zone rifle season," said Joe Hamrick, area biologist for Temple-Inland.

In a dream come true, the massive buck appeared just 75 yards from the permanent stand site where Morrow was hunting.

"The buck was walking at a fast pace through a dense stand of hardwoods adjacent to a half-acre food plot," Hamrick said. "Morrow waited patiently for about eight minutes for the opportunity at a sure shot."

Morrow, an employee of Sunbelt Wholesale Supply of Mississippi, was hunting as a guest of the Temple-Inland Building Products Sales Group.

ROME, GEORGIA -- Service awards are being presented in the third quarter, 1995 to the following Rome Forest Division employees: 40 years: Jimmy F. Grier, heavy equipment operator, Jasper Site Unit. 35 years: Gerald D. Anglin, heavy equipment operator, Fruithurst Site Unit. 20 years: W. Dale Bates, timber technician, Coosa District; W. Gerald Whitman, timber buyer, Dallas District; Kenneth R. Stansell, district supervisor, Homer District.

To date this year, the Rome Forest Division has had no lost-time injury, one sub-major injury, and one first aid case. As of July 7, the Rome Forest Division completed one million manhours without a disabling injury. The last lost-time accident occurred on May 11, 1992. This is the fourth time in its history the Forest Division has reached the one million manhour mark without a disabling injury, the other dates being February 1975, October 1976 and May 1981.

Congratulations to all Rome Forest Division employees for an outstanding job. The Forest Division is now working toward two million safe manhours.

New at the Rome Forest Division is Mac D. Glover, employed as a forest worker in the Douglasville Region, Franklin District, on May 30.

John L. Williams, forest worker, Coosa District, retired May 1 after 18 1/2 years with the company. We wish John the very best in his retirement.

Sheri Leigh Trapp, daughter of Brenda Trapp, Coosa District secretary, graduated from the University of Georgia in June with the distinction of First Honor Graduate. She is one of 15 students to earn this recognition.

On May 12, Regions II and IV and the Division Office, Rome Forest Division, celebrated Safe Day at Bartow-Carver State Park, Cartersville. This is an annual event to reward employees for displaying a safe work attitude.

The day began at 9 a.m. with the health fair manned by Gail Garland and her staff from Redmond Regional Medical Center, Business Health Services. Employees and retirees had the opportunity to receive health checks such as height, weight, blood pressure, body fat, pulmonary function tests and blood work. A total of 42 persons participated in the services. Gail coordinated her program with Tracy Jose of Inland Container's In-Well Program.

The speaker for the day was Tina Rowland of Life Link of Georgia. Rowland explained the need for more individuals to be organ donors and dispelled many myths about the organ donor program.

The remainder of the afternoon was spent socializing and playing games. Dr. Syd Kinne, general manager, Forest Division, thanked everyone for coming, for their safe work habits and attitude, and hoped everyone enjoyed the day.



At the Safe Day fellowship, employees gathered for a health fair, lunch, and general socializing. From left, Dale Bates, Randall Carter, Ted Everett, Dean Henson, Mac McCarson, James Camp, Ronald Hill, Courtney White, Zeb Berry, and Jerry Richardson.



At the health fair, from left, Teri Smith, Carolyn Williams, Doyle Lanham, Richard Green, Ken Gibson, and James Camp.



Relaxing before lunch are Mary Dean Caldwell, Bonnie Holden, Teri Smith, Carolyn Willis, Stanley Terrell, and Shirley Taylor.

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BLEACHED PAPERBOARD

MONROE, LOUISIANA -- Food Service Corp. The first section of Zerand 6-Color Flexo press was set in Farmerville, Louisiana on July 22. The press was purchased in Winnipeg Manitoba, Canada, taking six truckloads to bring it to its new destination.



The new Zerand 6-Color Flexo press in Farmerville, Louisiana.

On September 20, the first cartons came off the line to be packed for shipments to California. Project Manager Walt Jacks coordinated the purchase, installation and startup of the press.

The first piece that was set was the Turret Unwind Section, weighing approximately 12,000 pounds. The press has an in-line die cutter and an automatic stacker, and will be used primarily to run full line trays, food tray blanks and Chinese food pails.

This Food Service Operation is currently located in Monroe, but is scheduled to move 35 miles to Farmerville over the next few months, and will soon become a major distribution center for the southeast and southwest regions. Renovations to an existing building are currently underway. The new building measures approximately 71,000 square feet compared to the current location of 34,000 square feet.

Al LeBrun, who is coordinating with contractors working the project, estimates the new facility will be fully operational by the end of 1995.

Plant Manager Keith Brown said that the new location will allow the plant to compete in new markets.

EVADALE, TEXAS -- Congratulations to Temple-Inland's Bleached Paperboard employees for their combined efforts with Silsbee Doctor's Hospital in completing the mock disaster drill staged at the mill recently.

The drill simulated an explosion and a small chlorine gas release by the old #3 Bleach Plant bleaching tower (no longer in use), resulting in 12 injured employees and one fatality. The simulation Began at 9 a.m.



Participants in the disaster drill recently held by Temple-Inland's Bleached Paperboard operations in Evadale carry a "wounded" employee down the stairs by the old #3 Bleach Plant bleaching tower. Top to bottom are Randall Stephens, Paula Middlebrook, Bruce Willis, Tom Hardy, Jimmy Gallier, Joe Racy, and patient Steve Hooks.

as the mill alarm system sounded a rescue warning. The Fire/Rescue squad reached the scene within seconds, accompanied by the Medical Department nurses and mill EMTs. The fire chief set up the Incident Command System and directed the rescue squad, and a triage area was set up in the "warm" zone, ensuring that the most critical patients were treated and transported first.

The Fire/Rescue team members and EMTs packaged the patients on-site and either walked the less critical patients to the base of the tower or carried them down on stretchers.



Participants load an injured person on a stretcher to be transported to Silsbee Doctor's Hospital by Transtar Ambulance.

Outside ambulances then transported them to Silsbee Doctor's Hospital for further treatment. The first patient was dispatched in an ambulance 12 minutes into the simulation, with the last patient arriving at the hospital within one hour and two minutes from the beginning of the drill. The response time speaks well for all involved and indicates some well-orchestrated teamwork.

This type of training is necessary to bring a team together to successfully manage a real emergency or disaster situation. Mill security also did an outstanding job in keeping the scene clear and staging the outside ambulances.

The following is a list of participants: Victims—Lee Worley, Tony Brown, James Brooks, William Ward, Rachael Pierson, Steve Hooks, Heather Woods, Melissa Hale, Aaron Allen, Roy Lackey, Bubba Miller, Kerry Bankston and Damon Holland.

Medical/Safety—Diane Etue, Jane Sitton, Lea White, Oma Watley, Herb Conway, Robert Ault and Nicole Westbrook.

EMT—Douglas Baker, Paula Middlebrook.

Rescue—William Hoke, Bruce Willis, Hardy Hargroves and Nick Keeler.

EMT/Rescue—Howell Barclay, Tom Hardy, Mike Zeller, Dale McInnis, Marshall Lavender, Jimmy Gallier, George Molandes, Randal Stephens, Buz Lemons.

Also in Evadale, the Temple-Inland Foundation, on behalf of the Bleached Paperboard Group, donated $15,000 for the purchase of a new vehicle for the Jasper County Committee on Aging Inc. The vehicle is used for the "Meals on Wheels" program to transport food to Kirbyville and Buna for the elderly. The program was in dire need of a new vehicle because of the worn condition of the old vehicle.

Five days a week, prepared nutritious meals are made ready in Jasper and transported in heat-retaining containers to Kirbyville and Buna. A cook and RSVP volunteers complete the meals and prepare 40 or more for home delivery to elderly shut-ins.

The program is 60 percent funded by the federal government through the Deep East Texas Council of Governments, with the other 40 percent from volunteer contributions.

(Continued on next page)

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MORE INSIDERS



Claudia Sherman of Temple-Inland Forest Products Corporation Bleached Paperboard Group in Evadale presents a check for $15,000, on behalf of the Temple-Inland Foundation, to Mitch McMillon, JCCOA director, for the purchase of a new "Meals on Wheels" vehicle. Shown also are K.W. McCants, board president (far left) and Ray Adams, vice president and Temple-Inland retiree.



Kicking off the enterLink program in Southeast Texas are co-sponsors (front row from left) Silsbee Doctor's Hospital's David Cottey, and Temple-Inland's Walter Glenn, enterLink's James Franz, Silsbee State Bank's Nelson Long and Randy Stuart. Also (back row) James Lang, Larry Dickerson James Cook, and Fred Morgan (superintendents of Silsbee Kountze, Evadale and Lumberton, respectively).

(Continued from previous page)

The generosity of the Temple-Inland Foundation is a reminder to Buna elderly citizens that there are those who care. They extend a big thank-you to Temple-Inland for the generous donation.



Temple-Inland's Claudia Sherman (left) and Tammy DeGaravilla, counselor at Kirby Elementary, helped promote the "I Can" program.

The Bleached Paperboard Group is sponsoring two programs to benefit local school children in Southeast Texas.

The first is **enterLink**, a program geared toward improving communication among students, parents and teachers by offering access to classroom information via a touch tone telephone. Parents hear specific information regarding today's class activities, homework assignments and upcoming events. Parents can interact with teachers by leaving a message.

Temple-Inland is participating in the **enterLink** sponsorship with Silsbee Doctor's Hospital and the Silsbee, Evadale, Kountze and Lumberton school districts.

The second education program sponsored by Temple-Inland is the "I Can" program at Silsbee's Kirby Elementary campus. The program was created by Dr. Mark Cooper of Lamar University in Beaumont.

CORPORATE

A touch of East Texas.

There's a touch of East Texas in the old west these days.

The new Southwestern Bell Yellow Page telephone directory for Fort Worth is printed on 10 pt. TexCover® made by Temple-Inland's Evadale mill and features a Temple-Inland employee on the cover.

The employee, however, may not be immediately recognized. He's Jay Brittain, Creative Services Manager for the Public Affairs Department, who is shown dressed as a cowboy standing in the doorway of a barn, but with his back to the camera.

The shot came about through Jay's friendship with Ken Childress, a free-lance photographer who shot the directory cover for Southwestern Bell. Childress was looking for a location that would fit the cowboy motif, and Jay suggested the Brittain family farm in Angelina County.



InSiders incorrectly reported in the July/August edition that the Accounting Department Employees Scholarship was presented by Temple-Inland's Particleboard Plant. Our apologies to John Dichard and the Accounting Department employees who have endowed the scholarship to Stephen F. Austin State University accounting students.

PEOPLE

New Human Resources System Puts Employee Data Online

You may have noticed that some of the people you normally deal with have disappeared. It only seems that way. A group of hard-working high energy people have been re-assigned to work on a major project for Temple-Inland Forest Products Corporation and Temple-Inland Financial Services. The project is PeopleSoft.

PeopleSoft is a new Human Resources Management system which will replace the current human resources system in place at all locations mentioned above. According to Herb George, vice president, Human Resources, the project stemmed from requests by the various business units for an on-line, immediate update, single database environment for commonly used employee data.

Many dedicated individuals are involved in this project along with additional support from Ernst & Young. Phase I of this project - the basic Human Resources portion - is slated for implementation in September. This phase includes employee general information, employment/job data, reporting and ensuring that human resources, payroll and benefits systems can all "communicate" with each other.

Phase II will include additional Human Resources functionality such as applicant tracking, recruitment, training administration and health and safety. In the past, much of this type of information has been handled by various unrelated and non-integrated software packages, as well as a tremendous amount of manual record-keeping and maintenance. This phase, as yet, does not have a firm implementation date.

So What's New?

"What's so special about PeopleSoft?" you may ask. Below are a few of the improvements offered by this system:

- **Innovative Technology**
  PC-based rather than mainframe Windows application.
  State-of-the-art client-server technology.

- **Business Solution**
  Increased efficiency through access to information.

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SOFT

Increased quality of information. Information not previously available (such as detailed Human Resources history).

PeopleSoft will provide the timely information necessary for managers to make informed decisions. When fully implemented, managers will be able to access up-to-date information with little more than the touch of a button instead of searching through file cabinets full of paper documents or waiting for reports to be generated.

What does this mean to me?

For most employees, the changes introduced by PeopleSoft may not be visible, but their effects on work processes will be significant. It will provide Human Resources departments with a tool that allows them to become more efficient and effective. Specifically, it will provide a more efficient method of tracking and updating employee information and allow for increased access to employee data by the Human Resources' departments. In short, PeopleSoft will provide better information in a more usable and timely format.



PeopleSoft team members include (front row from left) Susan Riley, GFB; Lori Durham, TIMC; Nicole Ellis, Building Products; Deneice Marshall and Kathy Weeks, Corporte. Second row, Jean East, Corporate; John Yoder, E&Y; Sue Stanford, Pam Wilkerson and Donna Gardner, Corporate; Debbie McClelland, Bleached Paperboard. Third row, Bill Boucher, E&Y; Matt Denman and Jim Ulmer, Corporate; Jim Havard, Building Products; and Bruce Harrell, Corporate.

If you would like more information about PeopleSoft, contact any member of the project team.

Service Anniversaries

September / October 1995

Bleached Paperboard

30 years
Dee Hall
Roy Herrington
William Lamb
William Martin
Donald Martinez
David Smith
Elwood Spurlock

25 years
William Williams

20 years
Douglas Baker
Joyce Barnett
Thomas Bertrand
Tony Biggs
Gale Brammer
Russell Champagne
Jim Collier Jr.
Virgle Fancher
Kenneth Ferguson
Lucien Hilderbrand
Dustin Jones
Joe Williams

15 years
Jimmy Balla
Joseph Broussard
Wade Davis
Randall Hebert
Michael Hillin
Robert Johnson
John Maxwell
Ellen McKinley
Greg Morgan
Chris Murphy
Michael Psencik
Marvin Willis
Tony Wilson

10 years
Jeffrey Burris

5 years
Billie Butler
Jessie Coleman Jr.
Lela Duke
James Falls Jr.
Gregg Gray
David Moore
Dildred Perkins
Larry Rhodes
James Taylor Sr.
Donal Windon

Building Products

Diboll

35 years
James McGuire
Leroy Lazarine

30 years
Jack Beaty

25 years
Lora Oliver
Rodolfo Salazar
Bobbie Strain
Jack Sweeny

20 years
Arturo Alvarez
Jerry Bounds
Elbert Johnson
Marshall Lee

15 years
Richard Roig
Villa Spurlock

10 years
Jose Chavez
Bill Gerland
Robert Grissom
Jerry Loftin
Pedro Nava
Emerchel Pate
Frank Ybarra Jr.

5 years
Roland Brock
Jeffrey Goodier
Lee Schiffhauer

Monroeville

20 years
Eliot Fails Jr.
Robert Weaver

Pineland

25 years
Dollie Ezernack

20 years
Ronald Fuller
James Hoyle

10 years
James Bolt

5 years
Joseph Bourghs

S.W. Louisiana

5 years
Travis Jackson
Shawn Knapp

Thomson

20 years
William Ansley

Corporate

25 years
Bob Luttrell

10 years
Randall Doyle
Dee Dee Groom

5 years
James Wilson

Food Service Corporation

10 years
Robert Coughlin
Melvin Ray

5 years
Willie Jones
Stephen Lacey
Mui Thi Nguyen

Forests Division

35 years
Gerald Miller

25 years
J.W. Hanks

15 years
Charles Mott
Roland West

10 years
Wilburn Ener Jr.

5 years
Walter Davis
Charles LeBlanc
Julie Smith

Texas South-Eastern Railroad

25 years
John Baxter

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Health Care Benefits are Changing for Temple-Inland Employees

When Flex was introduced in 1990, less than 3% of Temple-Inland employees were eligible for a Managed Health Care Plan. Until then, these cost-effective medical plans that emphasize preventive medical practices had been available only to Financial Services employees in Austin, Texas.

Now 60% of employees at Temple-Inland operations nationwide are enrolled in some type of managed medical plan. With additional managed care offerings planned for January 1996, 9 out of 10 Temple-Inland employees will have a managed health care choice next year.

Temple-Inland's commitment to managed care was the result of management's awareness that this approach to medical care was defining the future of health care in the United States. "We realized health care reform would have a big impact," said Mary Cooper, Benefits Manager. "Congress failed to act, but we stepped up efforts to make managed care available wherever possible."

"The pace of change in the way medicine is being practiced through these health plans is staggering," Ms. Cooper added. "We see medicine changing like other industries to a much more customer-driven business and employee response to the benefit coverage these plans promote has been great."

Managed care plans continuously measure effectiveness and quality by monitoring medical treatment. "The networks we select meet certain quality criteria that provide a benchmark for continuous measurement," said Ms. Cooper. "Member doctors and hospitals are required to practice according to national treatment guidelines and standards of care that have, in many cases, become 'best practices' for the medical industry."

"With additional plans and network expansions into more rural areas," said Ms.Cooper, "more than 91% of Temple-Inland employees will be able to choose a managed health care plan in 1996."

"This approach to health care may be new, but it certainly is a familiar concept to Temple-Inland employees. Throughout the Company today, employees approach their work using techniques to continuously measure and improve the quality of Temple-Inland's products, eliminate wasted effort and thus recognize true costs. In a very similar assessment of value," Ms. Cooper concluded, "the medical care we buy through a managed plan makes more effective use of the money we spend for health care benefits at Temple-Inland." ▲

History of Managed Care at Temple-Inland

1990 - Managed Care option offered to Financial Services employees in Austin only.

1992 - Flex added managed care opportunities in Minneapolis, Minnesota, and in Texas at Dallas, Waco, Galveston and Houston.

1995 - HMO eligibility was expanded to Beaumont, Texas and to the Central Texas communities of

Brenham
Bryan/College Station
Kerrville
Killeen
Madisonville
San Antonio
San Marcos
Sequin
Temple

Managed health care options were also introduced since January at Temple-Inland locations nationwide ---

Fletcher, Oklahoma
Los Angeles, California
Denver, Colorado
Memphis, Tennessee
West Memphis, Arkansas
New York City, New York
Baltimore, Maryland
Washington, D.C.
Monroeville, Alabama

The largest managed care introduction to date was recently accomplished in September when a POS plan was offered to nearly 1,200 East Texas employees. Over 850 employees enrolled in the plan.

A Point-of-Service choice plan (POS) lets employees choose between two types of benefits at the time medical services are needed. They can have HMO benefits covered up to 100% if they use their designated network of member doctors and hospitals, or they may get treatment outside the network and have more restrictive benefits with higher employee out-of-pocket costs.

1996 - Thomson, Georgia employees join other Flex participants who can choose a managed health care option.

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Temple-Inland employees work to meet community needs in Oklahoma.

Three days a week, Teddy Neighbors slips on his jogging shoes and makes five laps around a mile-long trail running through a park at Fletcher, Oklahoma. He usually passes kids playing baseball on three lighted fields, two or three family outings, and ducks swimming on a small pond.

"For a town of 1,200 people, it is a wonderful addition," says Neighbors. "And it's the most popular place in town."

The park is a source of pride to Neighbors for two reasons. He's a member of the Fletcher City Council, which oversees the park, and the production general foremen for Temple-Inland's Fletcher Wallboard Plant, which made the park possible.



Six employees of Temple-Inland's Fletcher Gypsum Wallboard Operation were among those who helped bring about a new city park in the community. Left to right are Ron St. John, Dexter Stockstill, Teddy Neighbors, Joe Brown, Ron Hodge, and Jim Cook.

Among the 121 employees at the Fletcher plant, the park has become a symbol of community involvement.

While the Temple-Inland Foundation contributed grants totaling $52,000 to help pay for the park's completion, it was the citizens of Fletcher, including Temple-Inland employees, who made it possible, says Joe Brown, plant manager of the wallboard facility. "They saw the need, they developed the concept, and they raised most of the money with garage sales, auctions, and other efforts," he said.

Throughout Fletcher and the Oklahoma plains region, there are other examples of how Fletcher employees are impacting the quality of life in their communities.

- *When Fletcher needed a new building for its volunteer fire department, Temple-Inland gave $20,000. The result will be one of the most modern fire departments in the region.*
- *When Cyril, a community four miles away, needed a heart monitor for an ambulance that serves the region, Temple-Inland provided another $10,000 and a number of employees volunteered to undergo training as certified emergency medical technicians to broaden the usefulness of the program.*

Tom Lindley, a Temple-Inland employee who serves on the Fort Cobb/Broxton school board, is typical of the plant's involved employees. "I feel that it is important for the communities around the plant to see us as concerned employees," he says. "After all, this is our home, and we want to give it our very best."

The Fletcher plant is also deeply involved in education. Each year, the Temple-Inland Foundation provides two $1,000 scholarships to the valedictorian and salutatorian of Fletcher High School, provides employee time to help students with science projects, opens up its plant for student tours, supports the Special Olympics program, and has worked closely with the nearby vocational-technical schools in Lawton to develop several training programs. The latter has been so successful that Angelina College of Lufkin, Texas, is considering a similar program for Diboll employees.

Ron Hodge, a Temple-Inland employee who serves as Fletcher's assistant fire chief, believes the involvement of his fellow employees has been a principal reason for the success of the fire department. "When the new fire station is finished, we'll have one of the most modern fire-fighting units in the region and you can be assured that a lot of Temple-Inland employees will serve as volunteers."

Because employees at the Fletcher facility come from such a broad area—representing communities like Chickasha, Anadarko, Verdon, Fort Cobb, Stecker, Elgin, Apache, and Rush Springs—Brown feels the company needs to have a regional approach to community involvement.

"The folks here feel very strongly about their communities, and we want to support their efforts," he said. "Good communities, after all, create good employees."



Temple-Inland employees Teddy Neighbors, left, and Ron Hodge inspect a new fire station at Fletcher, Oklahoma, built with the assistance of Temple-Inland and its employees. Neighbors is a city councilman and Hodge is the assistant fire chief.

Focusing decisions at the floor level.

Much of the success of Temple-Inland's Fletcher facility in community involvement comes from the management style of the company.

The concept of focusing on cooperation and decision making at the lower levels has taken root at the plant. "As problems come up, whether they're plant issues or community issues, we address them all together," says plant manager Joe Brown.

Over the years, employee teams have addressed everything from the break room to absenteeism to problems in loading trucks. Now, a team is responsible for submitting the plant's capital investment budget to corporate headquarters.

"Who knows better how to run the plant than the experts?" said Brown. "And who are the experts? It's the people who run the plant, the folks out on the floor."

The Fletcher management style has been so successful that in 1993, when the Oklahoma Alliance for Manufacturing was created by the state legislature, the first stop for the Alliance's team of brokers was Fletcher. ▲

Fletcher profile.

Location: Fletcher, Oklahoma, about 18 miles northeast of Lawton.
When built: 1986
Products: Six lines of gypsum wallboard for residential and commercial applications.
Capacity: 415 million square feet of board a year. 71 truckloads daily. Enough to build 300 single-family homes a day.
Markets: 600-mile radius, including Oklahoma, Texas, Kansas, Missouri, Arkansas and Louisiana.
Employees: 121

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White-tailed deer in East Texas benefit through Temple-Inland's habitat assistance programs which provide food plot support to cooperating company hunting clubs. Other species that benefit from these efforts are the Eastern Wild Turkey, Northern Bobwhite, water fowl and other small game species such as rabbits and squirrels. Some neo-tropical migrating birds also benefit from the food plots. These white-tails are foraging off a spring/summer food plot, recommended to help bucks that are developing horns and doe that are nursing fawns.

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