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

IN TOUCH

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

Vol. 12, No. 1



Better trees through genetics

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

An InTouch interview with Joe Sample

What is the outlook for housing and building products for 1996?

We enter 1996 with positive conditions in the housing market. Interest rates are among the best we've seen in decades, job growth in our primary market is respectable, and housing inventories are manageable in most regions.

The latest information indicates total housing starts could reach 1.4 million units in 1996. Single-family starts should account for about four-fifths of the total starts with multifamily starts improving, but still far from the levels reached in the 1980s. Residential remodeling will rise moderately in real (inflation adjusted) terms.

Now for the rest of the story. 1996 will be a very challenging and competitive year for Building Products. We will be in competition with unprecedented volumes of imports and a flood of alternative building products. Market shares for engineered wood, steel framing, structural insulated panels, and masonry will continue their slow but sure climb.

How are Canadian lumber imports affecting U.S. markets?

The market share for Canadian lumber in the U.S. for 1995 will run as high as 36%. This level of shipments causes an imbalance in supply and demand. A recent agreement between the U.S. and Canadian governments should reduce this level of shipments and bring supply and demand closer into balance.

What will be our response?

With these dramatic changes in solid wood, we are focusing on value- added products such as shop and moulding grade lumber, 1" boards, finger jointed products, and industrial (kitchen cabinet) grades of plywood. Our best forest resources are designated and processed for clear fiber applications such as doors, windows mouldings and export. We will provide products and creative services that will meet the expectations of the Do-It-Yourself markets, and the increasingly sophisticated "Saturday morning " home center buyer.

We will be even more aggressive in developing new products and applications like our highly successful Stretch54 in the gypsum group and TrimCraft® in fiber products. Stretch54 allows the user to cover a 9 foot wall using two pieces of 54" gypsum creating only one seam. TrimCraft® is an engineered wood alternative trim product which competes favorably with lumber.

We have greatly enhanced our situation in the particleboard market with our new facility in Hope, Ark. Hope will be a great compliment to our three existing plants with its 9ft. x 25ft. press. This larger press will give added product flexibility and efficiency for the furniture, kitchen cabinet and other industrial applications. The new capacity will also increase our production of particleboard to over 500 million feet annually.

What is the biggest change you have experienced in recent years ?

There have been two major changes. The first and most powerful is the change in our customer base. The second is that we have truly become a global market. When I first came on board, we were almost 100% retail lumber dealers. We were very good at selling and servicing this type account. We often asked our salesmen to mail in their orders and availability was seldom a problem. The customer was happy with knowing his order would be shipped at some future week. Today our customer has grown up with McDonalds and Burger King, they want it "now" and "they want it their way".

We still have a very large contingent of traditional retailer dealers and distributors, but today's mix also includes the industrial buyer, the dealer co-ops buyer, export accounts and mass merchandisers. We now customize our sales and service to meet the requirement of each of these groups.

We have developed a state of the art order entry and inventory management system to the meet the fast paced markets of the 90s. We currently provide bar coding, electronic data interchange , and we are now developing tools for the internet to better service our customer. Along with all this technology, we believe we have the best people in the industry interfacing with our customers on a daily basis.



Joe K. Sample
Vice President, Marketing
Building Products Group

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



By Tony Bennett

Vice President, Public & Government Affairs

A deregulation issue that has far-reaching implications for Temple-Inland and its manufacturing facilities is gathering steam in the halls of Congress and several state legislatures.

The issue is electricity deregulation, which would create the climate and ability to move power supplies from industry to industry, community to community, and state to state whenever the consumer desires. It's an issue that affects everyone--from homeowners to the largest industries.

If approved, this process--sometimes called "wheeling--would make it possible for Temple-Inland's Evadale paper mill to move its excess electricity to Inland Container's Orange mill or for Diboll's manufacturing complex to transfer its surplus power to Pineland or Buna by using existing power lines owned by the utility companies. This type of activity is called affiliate wheeling, and could save Temple-Inland's Texas operations as much as $1.5 million a year.

Another type of wheeling, wholesaling, would not only reduce the amount of electricity purchased by Temple-Inland's manufacturing facilities, but would allow the company to purchase power from low-cost suppliers in other parts of the country rather than having to depend entirely on higher cost producers in our own region.

A third type of wheeling, retail wheeling, would allow Temple-Inland to sell its excess power to any utility or another industrial facility in need of the power.

The deregulation issue will not only impact Temple-Inland, but could eventually affect everyone. Some deregulation proposals would allow homeowners to buy their electrical power from any number of suppliers, much like homeowners now shop for their long-distance telephone carrier.

The deregulation issue will not only impact Temple-Inland, but could eventually affect everyone. Some deregulation proposals would allow homeowners to buy their electrical power from any number of suppliers, much like homeowners now shop for their long-distance telephone carrier.

Wheeling will not be easy to achieve. Many of the country's largest utility companies will resist any changes and, in Texas alone, electricity deregulation will be one of the hottest issues in the 1997 session of the Texas Legislature.

If Texas is to be globally competitive, we must have competitive energy. The stakes are high for all of us.▲

VIDEO FOCUSES ON PRIVATE LANDOWNERS.

A new Temple-Inland video is helping private, non-industrial forest owners learn more about growing trees as an investment.

The video's principal target audiences are landowners who control as much as three-fifths of the South's commercial forests. In Texas, non-industrial private landowners own about 61 percent of the commercial forestland while companies like Temple-Inland own 32% and government owns the remaining 7%.

As the South makes up most of our nation's shortage in wood supplies caused by the shut-down of Pacific Northwest forests, the individual owners of commercial forestlands will play an increasingly important role in supplying wood to companies like Temple-Inland.

To help landowners meet this challenge, Temple-Inland foresters are broadening their traditional forest management roles to work closer with people who grow and sell timber on their own lands.

The video features Ron Stone, the host of the popular Texas program, "The Eyes of Texas." Also appearing in the video are Dr. Hiram Arnold, a landowner from Hemphill; Bruce Miles, director of the Texas Forest Service; Glenn Chancellor, Group vice-president of Temple-Inland's Forests Division; and Kelly Bell, a forest economist with the Texas A&M Agricultural Extension Service. Copies of the video are available from Public Affairs.▲

Hackler joins Building Products Group



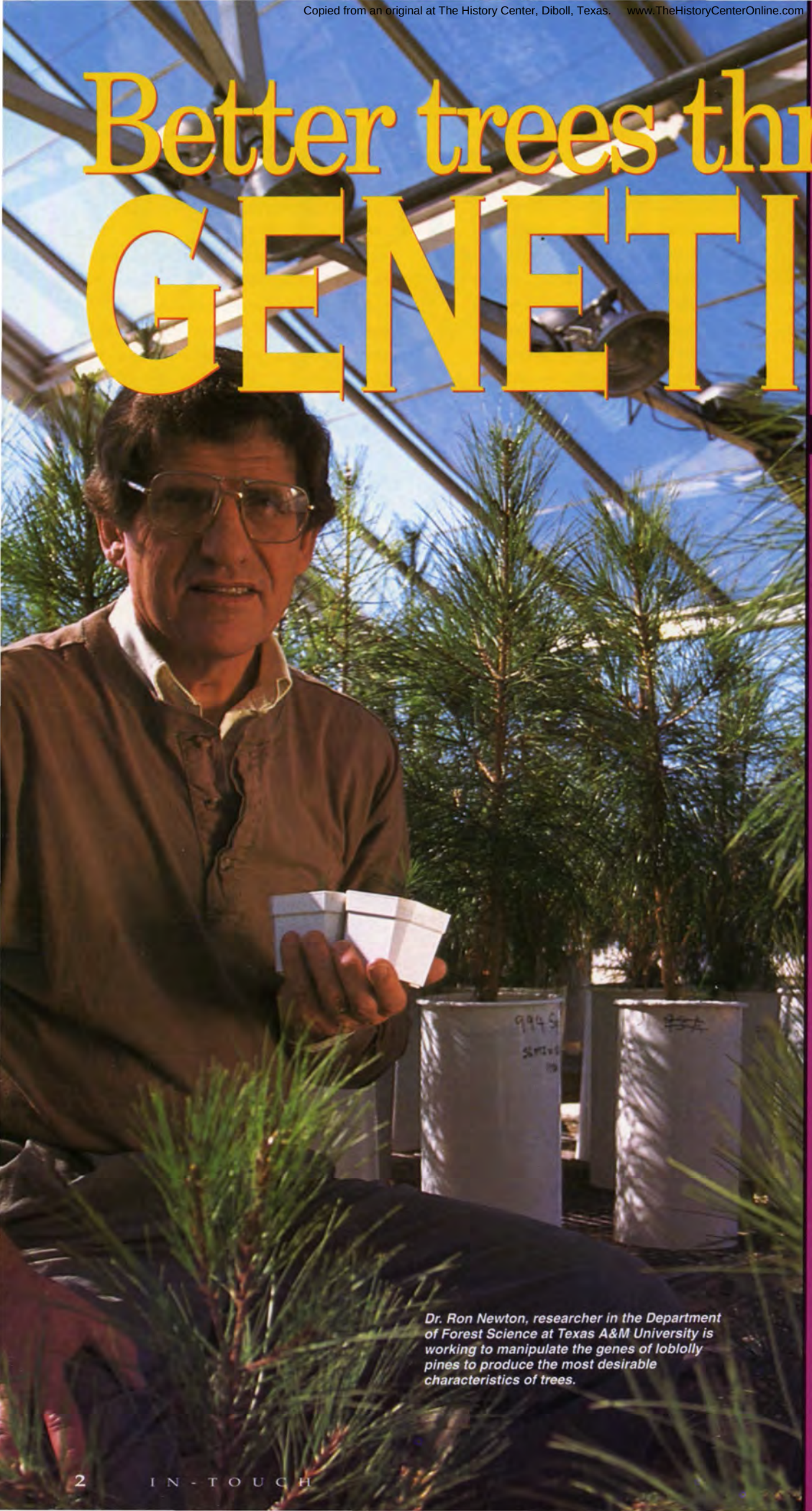
Dan Hackler, formerly of Inland Container Corporation, has joined the Buildng Products Group as Human Resource Manager. He assumed his new duties in mid-January.

In this position, Hackler will direct the activities of the Human Resource group which supports 14 operating plants, the Marketing Department, Forests Division and various other groups of Temple-Inland Forest Products Corporation.

He began his career with Inland in 1988 as Labor Relations Manager. In 1995, he served as manager of Inland's New Jersey box plant.▲

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

Better trees through GENETICS



Dr. Ron Newton, researcher in the Department of Forest Science at Texas A&M University is working to manipulate the genes of loblolly pines to produce the most desirable characteristics of trees.

In the future, Temple-Inland foresters may be able to grow trees much like agricultural scientists are growing today's tomatoes - through the use of applied genetics.

Funded by a $400,000 research grant from the Temple-Inland Foundation, biotechnology researchers at Texas A&M University are working to manipulate the genes of loblolly pines to produce the most desirable characteristics of trees, such as drought hardiness, a higher specific gravity, allowing shorter growing times.

The researchers at A&M's Department of Forest Science have already determined that it is fundamentally possible to influence the genes of certain trees by replicating the cells of superior pines and growing identical trees.

Their current efforts are focused on ways to make gene management actually work in the forest. "At this time, we don't understand much about genes in pine trees, and the idea is to determine from research how genes are responsible for the growth of wood in trees and how they respond

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



Shoot clones of loblolly pine in a growth room located in the TAMU Forest Science Laboratory.

said Ron Newton, a researcher in the Texas A&M Department of Forest Science.

"The work has progressed to the point that some seedlings which have evolved from the A&M research have already been planted on some experimental plots on Temple-Inland lands," said Glenn Chancellor, vice-president, Forests. "What happens on these plots should provide us with a wealth of insight and knowledge."

The seedlings came from a tissue culture, which produced shoots of a potential tree. The shoots were, in turn, transplanted into a greenhouse environment and then into the forest experimental plots. The next step, says Newton, is to isolate certain genes and develop the technology to put the DNA into pine tissue.

"The work isn't too different from other research which has produced a tomato that doesn't spoil as quickly or, in the case of Texas A&M, carrots that have a maroon color," said Chancellor. "We think it is very likely that some of the gene-manipulation techniques used in agriculture may have an application in forestry."

Chancellor said the prospect of being able to grow bigger trees in less time and in dryer weather "could pay big dividends" for the forest products industry in the future. He said some researchers believe that certain genes in pine trees, such as the one which influences drought resistance, are similar to those in other plant communities.

The A&M research funded by Temple-Inland has attracted widespread interest in the forest products industry, as well as in other areas. Additional funding has come from the U.S. Department of Agriculture and the Environmental Protection Agency. The State of Texas has also shown its interest in the gene-manipulation research by allocating $179,000 to Texas A&M through the Texas Higher Education Coordinating Board's Advanced Technology Program.

"We're excited about the work," said Chancellor. "And, some day in the future, it may be possible for a forester to actually order the type of tree he wants to produce for a sawmill or paper mill, based on the manufacturing needs and the growth conditions in a certain geographic area."▲



Research worker, Kitty Sen transferring tissue cultures of loblolly pine in a containment-free sterile, transfer hood located in the TAMU Forest Science Laboratory.



These two plantlets of loblolly pine that were recently potted in soil are now ready to be transferred from the laboratory to the greenhouse. They will be maintained in the greenhouse for several months and allowed to adapt and increase in size prior to planting in the field.

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

INS TEMPLE

BUILDING PRODUCTS



Richard Geldernick (left) presents a plaque to Joe Brown for Temple-Inland's donation of wall board to the La Sill Optimist Club in Lawton.

FLETCHER, OKLA. -- The Lawton Chapter of the La Sill Optimist Club presented Joe Brown and Temple-Inland with a plaque in November to show appreciation for wall board donated to the Club. The board was used to remodel a warehouse building that is used by the Club. "We could not have done it without Temple-Inland," said Linka Cokley, president of the club.

The building has a meeting room, kitchen and storage room. Temple-Inland is proud to be of help to a worthy organization such as the Optimist Club.



From left, unknown, David Cain, Curtis Price, Charlie Smith and Davitt McAteer, assistant Secretary of Labor (presenting the award) to the members of the Temple-Inland Gypsum Quarry that received one the state's most distinguished awards in safety for the third consecutive year.

The Temple-Inland Quarry recently was recognized at the 5th Annual Oklahoma Mine Health and Safety Conference in Oklahoma City. Five hundred quarries vied for recognition, and the Gypsum Quarry was one of 25 recipients honored for its excellent safety programs. This is the third straight year that the Quarry has received this special recognition.

Presenting the award was Davitt McAteer, assistant Secretary of Labor. David Cain, Curtis Price and Charlie Smith from Temple-Inland received the award. Other members of the team at Temple-Inland Quarry are Leslie Austin, Jerry Cooper, Bret Derryberry, Ollie Price and Victor McKee.

THOMPSON, GA. -- David Cummings, maintenance oiler at Georgia Particleboard, has a lot to cheer about when it comes to watching college basketball on television this year. In particular, his television stays tuned to University of Pittsburgh basketball games where his son, Vonteego Cummings, is a star player for the Panthers. In his first game against intracity rival Duquesne, the freshman sensation scored 18 points.

Vonteego has already lived what many would consider to be a sports dream come true. He was named to the McDonald's All-American Basketball Team during his senior year at Thomson High School where he graduated this past June. He also played on the High School All-American Team that toured Finland this past summer, as well as participated in the 1995 Magic City Roundball Classic in Detroit.

"Each of his accomplishments are the result of the hard work and effort he put forth to earn them," David said.

Vonteego said that life away from home has been busy since the start of the season, "but college life is better than what (I) expected."

Also in Thomson, a Temple-Inland Foundation check for $10,000, the first payment of a $50,000 commitment during the next five years, was presented to the August Technical Institute at a recent Thomson Rotary Club meeting. The donation will be used to provide equipment for the technical school campus to be completed in early 1997. The Thomson Technology Center will be a satellite campus of the Augusta Technical Institute in nearby Augusta and part of a statewide network of more than 25 schools.

A local community goal of $1 million was set for private funding to provide the Technology Center with the latest equipment to make the center fully functional for on-site instruction. A 50-acre tract of land was donated by a local family and the state of Georgia is funding the $6 million facility. Including the Temple-Inland Foundation donation, $636,000 of pledges have been received so the $1 million goal looks to be reached within the coming months. Ground breaking is set for February 1996, with the first students enrolled in Spring 1997.

"The school is a very worthwhile project that will improve both the education opportunities and quality of life in our community," said Larry Thompson, plant manager at Georgia Particleboard.

WEST MEMPHIS , AR.-- The West Memphis Gypsum plant hosted an emergency rescue drill for the West Memphis Fire Department. The West Memphis Gypsum plant depends of the fire department for emergency fire response, immediate emergency response for injured employees and any other disaster that might occur.

The drill consisted of an injured person (mannequin) falling unconscious on top of a 40-foot high storage tank. Paramedics arrived on site first and gave immediate care for injuries. A specially equipped truck, known as the Haz-Mat Team and Equipment, had to be dispatched for the actual rescue of the injured employee.

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

IDE -INLAND



The West Memphis Fire Department provides emergency rescue along with the help of Milton Sims.



The West Memphis Fire Department discusses the best alternative for getting the injured victim to ground level.

The drill proved to be beneficial for both West Memphis Gypsum and the West Memphis Fire Department. The entire rescue drill was videotaped for future training with other shifts at the fire department. The fire department has requested the assistance of West Memphis Gypsum in the training of other shifts as well.

FORESTS

ROME, GEORGIA --The following service awards are being presented in the first quarter 1996, to the following Rome Forest Division employees: 25 years: Dennis L.Williams, R-1 Equipment Operator, Newnan Woodyard, Whitesburg District. 20 Years: Charles R. Stewart, R-1 Equipment Operator, Alexandria Woodyard, Pell City District. Steve L. Busby, Timber Technician, Whitesburg District. Marian L. Ware, Senior Inventory Technician, Information Services Department. 15 years: Robert D. Hulsey, Forest Technician, Homer District. 5 years: Rexton L. Dunson, R-1 Equipment Operator, Newnan Woodyard, Whitesburg District.

Steve M. Raper was promoted to chief forester effective Nov. 1, 1995. Steve came to the company on June 1, 1992. Prior to his promotion, he was a research forester in the Technical Services Department.

Duane K. Truslow was hired as a timber technician in the Gainesville Region in the Homer District in October. Todd R. Reeves was hired as a forest technician in the Cedartown Region of the Cave Spring District in November. Angela C. Anderson was hired as a district scaler for the Hardcash Chip Mill in the Gainesville Region of the Homer District in November.

As of period ended Nov. 26, 1995, the Rome Forest Division had worked 1,122,339 safe manhours, or 894 safe work days, since the last disabling injury which occurred on May 11, 1992.

On July 7, 1995, the Division completed one million man hours without a disabling injury. In commemoration of this event, each person in the Rome Forest Division was presented a gift.



Some of the Rome Forest Division group enjoyed cake and coffee prior to the presentation of gifts in recognition of the Division reaching one million safe manhours. From left to right, Syd Kinne (general manager), Richard Green, Alvin Ginn, Norman Alter, Jerry Richardson, Wade Chapman, Mary Dean Caldwell, Bonnie Holden, Steve Harp, Marian Ware and Shirley Howard.



The Rome Forest Division enjoyed a cake decorated in their honor for recognition of the completion of one million safe manhours.



What was a rustic office setting nestled deep inside a forest now looks like a war zone. Buddy Corn, forest technician at the Cave Spring District in Georgia, surveys the damage from Hurricane Opal. Buddy said during the past three years, the Cedartown Region Office has endured a blizzard dumping 18 inches of snow, two vicious tornadoes and now a hurricane. What's next? An earthquake?

BLEACHED PAPERBOARD

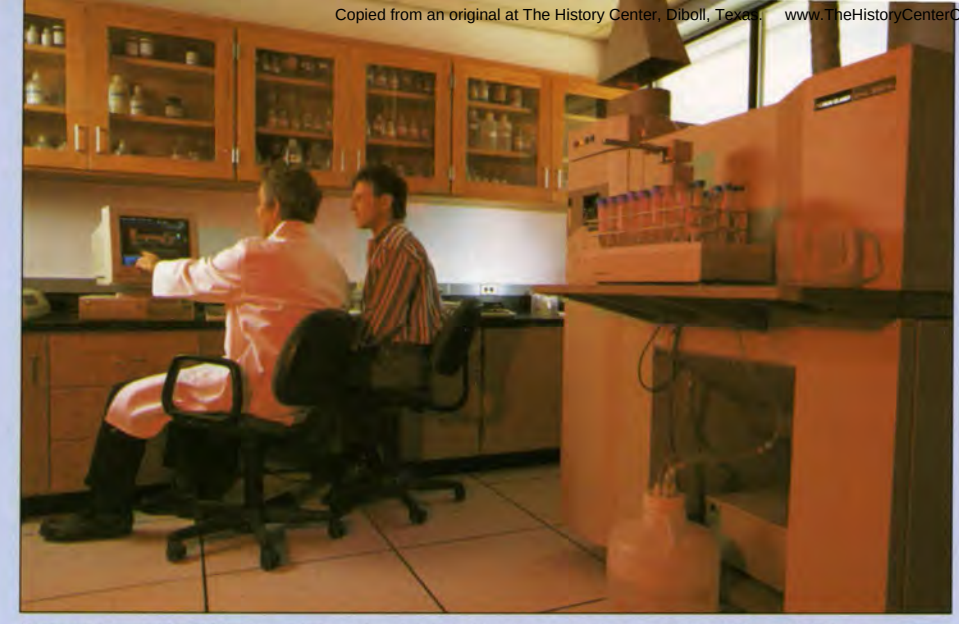


From left to right, Jerry Taylor, member service director, Claiborne Electric; Mayor Willie Davis; Keith Brown, Farmerville resident manager; David Ashcraft, Temple-Inland president; Everett Brown, Temple-Inland vice president and C.E.O.; and Tommy Futch, Union Parish Economic and Development representative all gathered fro the ribbon cutting ceremony of the Farmerville Food Service Division previously located in Monroe.

FARMERVILLE, LA. -- An official ribbon cutting ceremony was held recently for this Food Service Division, previously located in Monroe, La.

Town and civic leaders came out to join Temple-Inland officials in the ceremony. Farmerville Mayor Willie Davis Jr. officially cut the ribbon during the ceremony.

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



Material chemist David Lewis and cheif chemist John Parigi operate the new state-of-the-art ICP instrument that will enhance the accuracy and efficiency of chemical analyses at the Bleached Paperboard Mill.

Evadale adds new instrument to Technical lab

The technical lab at the Evadale mill recently obtained a state-of-the-art instrument that will enhance the accuracy and efficiency of chemical analyses.

The new instrument, referred to as an Inductively Coupled Argon Plasma Emission Spectrometer, or ICP, will allow the chemists in the lab to analyze 68 possible elements present in the products produced by the company. Simply put, it allows metal profiles to be run on the production processes. And, according to chief chemist John Parigi, the new analytical instrument will shorten turn around time by about 30 percent.



The green glow of an argon plasma surrounds the crimson strontium (bullet) as seen through the viewing window of the Optima 3000 emmission spectrometer located at Evadale.

"The new ICP will be able to determine 68 elements at the same time, whereas other instruments can only determine one element at a time in a three to five minute period," he said. "So the instrument is essentially 68 times faster."

The ICP has the ability to expose metals that may interfere with the bleaching process, for example, alerting the chemists when adjustments need to be made to keep the process running correctly. The ICP also monitors the quality of effluent and rain water runoff at certain facilities, and monitors the safety of paper that may come in contact with food products.

"Overall, the ICP will allow us to run tests faster and more efficiently for customers, and just as easily analyze products for other metals," he said. "Not only that, but it ensures we are doing what is required by the government. The ICP helps to make our products even safer because we have the time and the means to monitor for other harmful metals and eliminate them."

The ICP was acquired from Perkin-Elmer, a company that manufactures analytical instrumentation for all types of chemical analysis. And it came with a $120,000 price tag. The Evadale mill is the only paper mill with an ICP at the mill site, which allows, again, for faster turnaround.

"We can do everything now on a more timely basis," he said.

The mill also expanded its floor space by 600 square feet to accomodate the ICP. Parigi said the extra floor space relieved the overcrowdedness and gave the chemists the badly needed space, with room to grow. And, the new lab also makes a better impression on potential customers and current customers as well.

"During the mill tours, our top-of-the-line lab will impress upon customers the quality of work available at Temple-Inland," he said.

The PPRC

Protecting jobs in the pulp and paper industry is the driving force behind a national grassroots organization, the Pulp and Paperworkers' Resource Council (PPRC).

Two Evadale paper unions, United Paperworkers International Union Local 825 and Local 801, are represented in the PPRC by Billy Lamb, Evadale Maintenance Department, and Tim LaHaye, No. 5 Paper Machine DET.

"We all watched what happened to the industry as far as being able to cut timber when the spotted owl became an issue in the North several years ago. Thirty thousand jobs were lost. This group is working to stop that from happening anywhere else," Lamb said.

The non-partisan, politically active group is designed to educate legislators, school children, community members and other industry members about the paper industry, the environment and how those two affect the industry and the workers' jobs.

Under the PPRC, the nation is divided into six regions. Temple-Inland's Bleached Paperboard Group

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

is part of the Southern Region, which is comprised of the states of Texas, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Oklahoma and Tennessee.

"The biggest thing we are working to protect is our jobs. We're trying to do that by getting people from all across the country to be proactive in addressing these issues. The industry and the environment are not at odds. We at Temple-Inland do work toward improving our environment," Lamb said.

Lamb and LaHaye were the only two representatives from the State of Texas that traveled to Washington, D.C. in November. Their goal — to talk to as many legislators as they could about issues such as the Endangered Species Act and the Cluster Rules.

"We talked to 30 Congressmen in two days. It was quite an experience," LaHaye said.

This is the first time Lamb and LaHaye have been involved in educational efforts that involve both the company and the employees.

"In the past, this has been left up to the companies. But when companies are affected by legislation, so are the workers," LaHaye said.

Temple-Inland was the first company in the state to actively support the council.

"This is the first time in my 31 years that I've really seen the companies and the unions get together on one common cause," Lamb said.

For years, environmental groups have lobbied to legislators and the public.

"They've been very good at it, for years. The PPRC is the paper industry's voice now. Better late than never. Better now than before we lose more jobs," LaHaye said.▲

Bleached Paperboard's new way of serving customers.

Houston, Texas -- The Bleached Paperboard Group sales team doesn't just have a new headquarters in Houston, Texas, it has a whole new way of servicing customers, with sales people now focusing on a particular product line rather than a geographic area.

The change, which has been implemented over the last five months, is expected to take a sales group from "very good" to "industry leader" in providing customers with service and quality products, said John F. Barnes Jr., Vice President, Sales.

"In the past we were very successful, so it raises the question, 'Why change success?' The answer is simple, we are a company in transition. We have talked about the new Evadale, and now with the modernization projects completed, we have entirely new product capabilities. We now have a new sales force organized to compliment the new Evadale," Barnes said.

In years past, the Bleached Paperboard Sales Group called on customers located in the following geographic areas: West Coast (Mission Vejo, Calif. office), Southern (Silsbee, Tx), Midwest (Chicago, Ill.) and Eastern (Danbury, Conn.). Each of these regional areas was headed by a regional sales manager.

Today the sales people are split into five basic product lines: Commercial Printing, Packaging, Food Service, Export, and Office Products. The regional sales managers, now called National Sales Managers, are all located in Houston. The sales reps, with one exception, have remained stationed where their previous office was located.

"This change brings a singular focus by a sales rep. Instead of knowing about several different product capabilities, our sales reps now focus on one," Barnes said.

"Using a product base instead of a regional base for a sales force is not a new idea. Many companies already do this. Many of Bleached Paperboards' customers understood the logic behind the change, but some wondered how the transition would work," he said.

"The quality of our sales group made this change possible. We didn't lose a single customer, and the transition from one sales person to another also went extremely well," Barnes said.

In order to place the sales reps in new product sales positions, the national sales managers looked at each sales person's strengths, where he or she lived, and several other factors.

"Sales people adapt to change very well. And in as many instances as we could, the former sales rep went with the new sales rep on an initial call to a customer," Barnes said.

With many sales people who had handled clients a number of years, that personal touch was important, both for business and personal reasons.

"When you call on a client, not only do you sell to these people as customers, in many cases they become business friends, and even in some cases, personal friends. So naturally you keep following your former account," he said.

What Barnes is hoping to see from this reorganization is for Temple-Inland Bleached Paperboard Group to become its customers preferred supplier.

"And I'd like to see growth in the products the mill was designed to produce. But you don't do that with the sales department alone. It takes an effort from everyone from the wood yard, through production to the shipping area."

Service Anniversaries

January/February 1996

Bleached Paperboard

35 years
Robert Flowers

30 years
Charles Gilbert
Floyd Hargrove
James McDonald
Nathaniel Scott, Jr.

25 years
Jerry Paul
George Safer, Jr.

20 years
Tommy Blakley
Bill Cecka
Linda Fincher
Jessie Hoke
Luvenia McDonald
Wayne McFee

15 years
Carlton Drake
John Grass
John Lamey
Alan Mayes
Frank McDonald
Harold Rawls
Chris West

Food Service Corp.

10 years
Pamela Bertiller
Bob Rodman
Onetta Schepis

Building Products

Diboll

35 years
Melvin Thompson

25 years
Jesus Reyna
Bobby Ryan
James Welch

20 years
Arturo Morado
Ramiro Perez
Kenneth Ricks
James Stephens
Martin Tamez

15 years
Gerald Bamburg
Alfonso DeJesus
Lazaro Robles
Urbano Sarmiento

10 years
Phillip Burnett
Fran Eck
John Lyons
Doug Robertson
Jim Rush
Louy Thompson

Fletcher

10 years
Larry Bookman
Monroeville

15 years
Deborah Carroll

Pineland

30 years
Howard Johns
J.B. Simmons, Jr.

25 years
Danny Crustner
James Driver
Alfred Stewart III
Michael Wood

20 years
Otis Watts

15 years
Joe Napier
Marvin Parks

10 years
Fredrick Davis
Jimmy Dickerson
Gary Fore
Robert Hamilton
Mary Joy
Jimmy Smith
Esther Thomas

Thomson

20 years
Earl Collins

10 years
Steven Turner

West Memphis

20 years
Donald Smithson

Corporate

20 years
Marva Rhone

15 years
Lisa Crager

10 years
Michael Boyette
Melva Cauley
Susan Stutts

Forests

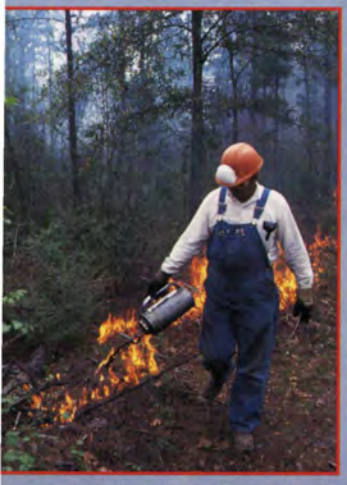
15 years
Anthony Collier

Our apologies to
Charles R. Caraway
who celebrated 40 years with Temple-Inland's Bleached Paperboard Group in November 1995.

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

Prescribed Burning

To generations of Americans conditioned by Smokey Bear to prevent forest fires, it seems strange that foresters sometimes deliberately set fire to the woods.



Keeping the forest floor relatively free of litter buildups is essential to controlling wild fires.

But such fires--known as "prescribed burns" or "controlled fires"--are essential to the management of the forests, as well as the wildlife living there.

Low-level, slow-burning fires are used to remove accumulations of leaves, pine needles and other litter on the forest floor, exposing the bare mineral soil to seeds--which grow into new trees.

In addition to preparing sites for reforestation, prescibed burns remove undesirable and competing vegetation, expedite nutrient recycling, and control or eliminate things which may cause diseases in the forest.

The removal of the litter by fire also prevents a buildup of burnable materials which could feed a wild fire. Keeping the forest floor relatively free of litter buildups is essential to controlling wild fires.

Fires also create new wildlife food. When berry or nut-bearing bushes grow beyond the reach of animals, controlled fires are used to knock back the existing growth, forcing it to resprout within easy reach of wildlife.

Controlled fires help maintain open areas and specific resource values for state parks, preserves, and other public areas.

In ranching and agricultural areas, prescribed fires improve the quality and quantity of herbaceous vegetation necessary for livestock production and help prepare lands for new crops.

Controlled fires have been an integral part of forest management since the last century, but as the population of East Texas has grown, prescribed burners have become more sensitive to public concerns, so a great deal more planning is now required to make sure a burn and its smoke will have a minimal off-site impact.

In recent years, the role of prescribed fires in forestry, ranching and agriculture has been seen as widely beneficial.

In a rare show of solidarity, many Texas groups that normally hold opposing viewpoints--conservationists, preservationists, foresters, ranchers, wildlife biologists, and public agencies--are now joining forces to promote and protect the use of prescribed fires in Texas.

A special task force organized by the Texas Forestry Association is working together to help define the benefits and uses of prescribed fires and plans so the public will have a greater understanding of the issue.

Ike McWhorter of Silsbee, East Texas manager for the Nature Conservancy, says the continued use of prescribed fires is essential to environmental protection. "Many of East Texas' natural communities, such as longleaf pine stands, require periodic fire for maintenance of their ecological integrity," said McWhorter. "Significant loss of the region's biological diversity could occur if fire is excluded from fire-dependent communities."

Legislation passed in Florida to set up a training program for prescribed burners and to protect them from liability issues has worked well, says Ron Hufford, executive vice-president of the Texas Forestry Association. "We're interested in the Florida law because it was supported by a wide range of groups interested in keeping prescribed fire as a management tool," said Hufford.

While no such legislation has been proposed in Texas, Temple-Inland foresters are focusing on proper training in the use of prescribed burning to ensure maximum benefits and protection for the public and on public education to make sure people are aware of the public safety, resource and economic benefits of prescribed burning.



On the scene at a controlled fire site in Newton County are (left to right) Newton Forest Supervisor John Napier, Newton Procurement Supervisor Luke Corum, Forest Leaderman Vinson Calhoun (now retired), Forest Aide Clyde Giles Jr., and Forest Technician Keith Williams.

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

DIBOLL PARTICLEBOARD MILLROOM ATTAINMENT UP 5%

Utilizing Conway methods and ideas, attainment at the Diboll Particleboard millroom was up over 5% in 1995 from 1994. By tracking items like the regulators, saw blades and down time, problems became identifiable.

Tracking problem areas and consistent documentation contribute to the process improvement of the millroom. By tracking down time, problems with regulators and plugged filters showed up as the major cause of down time. The mentality of Conway tools allowed the problem to be easily identified and solved to increase attainment.

Last autumn, reporting became electronic, and all information on production, downgrade, down time saw blades and fab edge use is now stored in a database system. Now as information is reported on a daily basis, it is stored so that any type of tracking form millroom equipment can be related to actual production information. Tracking information creates a map to find problems and provides people with facts to solve problems.

Collaboration with suppliers resulted in a better fab edge system. Fab edge is the cosmetic product on the face of shelving to give the edge a smooth finish. Safety and environmental concerns dictated working with the fab edge suppliers to utilize a water based fab edge material rather than the acetone based product. From problems detected by tracking down time, regulators, and filters, information was passed on to fab edge suppliers who changed the filtering process of the fab edge. Currently, the tracking system will ease decisions on the most cost effective fab edge as well as evaluating performance.



Jimmy McDonald, Jeff Miller, and Todd Graham have played a big part in improving the Diboll Particleboard Millroom processes, and they continue to work with the entire department on current CPI projects.

Most of all, teamwork among the millroom employees created the increase in attainment. Without the cooperation of all people associated with the millroom, correct tracking could not happen, problems would not be identified, and positive changes could not be made. This has happened through more cross training, communication, and employee involvement. For example, the operators who input the production and tracking data worked with the process analyst to design the software to be efficient, simple, and easy to use. This spirit of teamwork also aided equipment upgrades and modifications since millroom people could help the maintenance department make the changes effectively and quickly. These things have all contributed to the positive attitude that drives continuous process improvement within the millroom area.▲

Thompson mill's products, services recognized.

Customer service efforts by Temple-Inland's Thomson, Ga., particleboard plant have led to two awards at the annual Vendors Conference of American Woodmark Company.

Temple-Inland was honored with a supplier award by American Woodmark for having shipped 99 percent quality products to the company during fiscal year 1995. A second award also went to Temple-Inland for shipping products 100 percent on time during the year.

The Thomson plant produces industrial particleboard for kitchen cabinets made by American Woodmark. "Everyone at Thomson did an outstanding job in producing quality products and in shipping them on time," said Dale Arnold, Industrial Sales Manager of Temple-Inland's sales force in Diboll, "and we're honored that American Woodmark decided to recognize the plant's efforts."

"Steve Dwyer, Glenn Stephens and Doug Lawson from Thomson worked closely with Clyde Maxey, Industrial Account Representative, and Gerald Smith of American Woodwork, and it was this team effort that helped make the awards possible," added Arnold.

"The American Woodmark awards represent the kind of products and service we want to give all of our customers in the future, this is the way we'll separate Temple-Inland from the competition and continue to be a first-class company."

The American Woodmark vendors conference, known as "Vencom," is held annually to evaluate the company's suppliers' quality and service. All of the company's major suppliers attended the conference, which focused on the state of the cabinet manufacturing industry. The conference was held in Winchester, Virginia.

"The American Woodmark awards represent the kind of products and service we want to give all of our customers in the future," added Arnold. "This is the way we'll separate Temple-Inland from the competition and continue to be a first-class company."▲

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



Morning steam rises from this lake at Scrappin' Valley in Newton County.

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

1996 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

Melissa Chumley
Corporate Headquarters
Diboll, TX

Kim Spencer
West Memphis Gypsum
West Memphis, AR

Robert Wilson
Jasper Forests Office

Steve Haverin
Silsbee Forests Office

Gayle Davidson
Building Products Operations
Diboll, TX

Sharron Ivie
Diboll Forests Office

Ray Meleton
Pineland Forests Office

Deb Carroll
Monroeville Particleboard
Monroeville, AL

Linda Lowe
Fletcher Wallboard Operation
Fletcher, OK

T.J. Murphy
Monroeville Particleboard
Monroeville, AL

Bob Barrett
Pineland Operation
Pineland, TX

©1996 Temple-Inland Forest Products Corporation Temple-Inland is a registered trademark of Temple-Inland Forest Products Corporation

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

Address Correction Requested

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