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InTouch

By and for Employees of Temple-Inland Forest Products Corporation



SPRING '92

FIBERBOARD: *A Product For All Times*

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Cover Photo
Helping perpetuate the success of Fiber Products Operation are Felix Tamez, Roberto Esteves, David Vasquez, Plant Manager Fran Eck, Jerry Porter and John Minsinger. Products displayed include fiberboard sheathing, Trimcraft™ and CedarTex™ siding and hardboard lap siding.

photo by Jay Brittain

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MY TURN



JAY BRITAIN

Mary M. Cooper
Employee Benefits Manager
Temple-Inland

I'm tired of hearing about rising health care costs. No matter where I look...any newspaper, magazine, or television newscast...I hear over-ambitious politicians quote overused statistics that overwhelm me with a sea of numbers, trends and percentages. I hear employees say they are tired of being reminded about rising health care costs. I hear employers say they are tired of paying for rising health care costs. I hear physicians and hospitals say they are tired of being blamed for rising health care costs.

And I'm not alone. People everywhere are frustrated no matter what role they play in the health care chain...whether they buy, provide or pay for health care services. We have a serious problem with health care costs in this country. But we're not going to get anywhere if we just talk about it.

We're also not going to get anywhere if we think the cost problem only happens to someone else, somewhere else. The fact is that health care costs are just as much a problem for Temple-Inland as they are for any company in any major metropolitan area. That's because we don't just pay for health care when we pay the physician or hospital. We pay for health care every time we buy a tank of gas, or a loaf of bread, or a car, or furniture. And we pay for health care when we pay the electric, gas or telephone bill. Any organization, of any kind, that offers health care coverage to its employees must try to pass those increased costs to its customers. And all organizations are getting tired of watching those costs increase.

So what can we do besides talk and watch? The consumers and providers of health care must work together to find ways to reform the health care system. If not, the politicians will put their hand in...and we don't need the federal government trying to solve this one on its own. The government's attempts to control its own costs for Medicare have generally been unsuccessful. In addition, legislated programs do not focus on the quality of care. All the while, taxes to support these programs increase.

That's why Temple-Inland is taking steps to control health care costs. Over one-third of the total Temple-Inland expense for health care benefits goes to provide these benefits just for our Forest Products employees. We must start somewhere and in analyzing East Texas locations where our employees reside it simply made sense to start right here where we are headquartered. Temple-Inland has joined with other employers in Angelina County to work directly with medical providers for the delivery of high quality medical care...to avoid unnecessary expenses...and to bring the cost of health care under control. That sounds like a big mission, and not unlike the mission we hear from many politicians. But we aren't talking to ourselves in a vacuum. We're talking with people who use health care services...and we started by surveying employees and their families, who represent about 20,000 health care consumers in Angelina and surrounding counties.

We used the survey results as a first step to evaluate localized solutions to the health care situation. With our partners in the health care community, we are working to...

Improve the quality of appropriate care provided locally.

We hear a lot in business about the "continuous quality improvement" process and we think this concept should be applied to health care as well. We are concerned that our employees will always have access to quality care, so we are working with our health care partners to improve the quality and perception of appropriate care available locally. This will include evaluating medical care...the effectiveness of treatment and the quality of services provided locally and at specialized centers of excellence.

Find ways to manage the cost of health care for the long term.

Health care is a complicated industry, perhaps the most complex in America today. Historically, those who provide care have not only determined the array of services and their prices, but have usually dictated what services we buy as well as the quantity and quality. Because no one is accountable, we get no warranties!

Our cost of health care is fully reflected in the benefits, or claims, we pay. We have hired insurance carriers simply to administer claims according to the rules we design in our benefit plans. This "self-insured" approach requires us to carefully account for all the money we spend on health care. We want to use our strength as an employer to insure that physicians and hospitals are accountable for delivering the highest quality care at reasonable prices.

Promote competition among quality medical providers.

From a consumer's point of view, purchasing medical care is different from purchasing other goods and services. At the point of purchase, most health care services become highly personal. Especially in a "crisis" situation, our emotions often rule over logical or educated approaches to buying. As a result, we pay whatever we are told to pay. To avoid this "crisis" approach, perhaps some of these buying decisions could be better made well ahead of when we need health care...through an "informed" approach.

Our efforts include methods to assist employees in understanding the value of quality care before making health care decisions. Plans to identify and encourage the use of efficient, high quality providers will create distinct advantages for employees as well as for the employer/provider partnership.

All of us want the best medical care whenever we need it. Shouldering the cost to pay for health care is a commitment Temple-Inland has made to its employees and we want that care to be the best it can be.

After all, things are changing in health care across the country and solutions are hitting all over the map. At Temple-Inland we're taking a stand. This community approach is one of our strategies and our belief in how to confront today's health care issues. We just happen to be starting right here at home working with the physicians and hospitals in Angelina County.

But this is only the beginning. We will continue to refine our approach so we can find solutions that are right for all our locations where Temple-Inland employees reside and operate our businesses. ■ *-- Mary Cooper*

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Temple-Inland's entry into the fiber board business was driven by a need to utilize the tons of wood waste created by the town's sawmill. The plant, built in 1958 , was one of Temple-Inland's first efforts at recycling. Today, the operation has two successful products: fiberboard sheathing and hardboard siding. The horizontal siding on this year-old Dallas area home is Temple-Inland's 8" smooth lap hardboard siding. Smooth lap siding is also available in 6", 9 1/2" or 12" widths by 16' lengths. The factory-primed siding has a variety of uses and is compatible with any architectural style at an economical price.



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Fiberboard Sheathing started diversification era.

Clustered around a scrapbook of old photographs, they remembered the days when Diboll's "blackboard" plant started an era of diversification for Temple-Inland.

• Howard Mullins: "In the 1950s, there was a lot of waste wood, like slabs and ends, all over the sawmills. So someone came up with the idea of making fiberboard sheathing from the wastes."

• Delmer Lawson: "The trouble was after they built the plant, nobody was sure it would work. So we learned right on the job how to make fiberboard sheathing."

• Roosevelt Hulett: "In those days, we had to do almost everything by hand. It was a long time before we even got our first forklift to load the board in the railcars."

• Billy Frank Jones: "In the beginning, some of us in the plant didn't have any faith in the board we were making. We wouldn't even use it in our own houses. But all of that soon changed."

When Howard Mullins, Delmer Lawson, Roosevelt Hulett and Billy Frank Jones came to work at Diboll's fiberboard sheathing plant in the late 1950s and early 1960s, the plant was still in its infancy, the culmination of a dream by Arthur Temple, Joe Denman and others to utilize the tons of wood waste created by the town's sawmills. Built in 1958, it was one of Temple-Inland's first efforts at recycling.

Today, the company's Fiber Products Operation—the first to make fiberboard from southern pine fiber—is one of the company's most successful manufacturing facilities, and today has two successful products: fiberboard sheathing and hardboard exterior siding.

The Diboll plant began production with one board machine to produce fiberboard sheathing,



JAY BRITTAIN

Howard Mullins, Delmar Lawson, Billy Frank Jones and Roosevelt Hulett reminisce about the early days of Fiber Products Operation. The facility has a great future, according to Temple-Inland Building Products Operation Vice President Jack Sweeny because of its flexibility in serving a changing marketplace.

the "black board" used behind brick on many homes and as roof insulating materials.

Another machine was added in 1970 to produce hardboard exterior siding, also used in home construction. The sidings are now marketed in a variety of textures, designs and colors.

In the beginning, almost everything made by the Diboll facility was sold through another building products supplier, but that changed when the company broadened its own sales staff to market the plant's products, which in the early days included insulation, ceiling tile, acoustical tiles, roof insulation, and a board for manufactured homes.

"When we first started making fiberboard sheathing, we were really trying hard to produce the best product in the industry, and we culled a lot of products," recalled Delmer Lawson, who came to work here in November, 1958. "When Mr. C.H. Shepherd came out as the manager of the plant, he said we were too tough in our culling. He said the stuff we were making wasn't made to eat, it was made to sell. So we relaxed a little."

Billy Frank Jones, who joined the plant in August that same year, said he looked over some of the fiberboard sheathing being made at the plant and thought to himself: "I won't dare put that stuff on my house." But Jones soon changed his mind. "It turned out to be as long-lasting as any other material on the market."

Roosevelt Hulett, who came on board in April of 1958, remembers the days when he wrapped and stacked the products by hand. "The board came off the dry end, and we had to wrap six sheets to a bundle, using heavy wrapping paper. And then we had to stack the board 16 bundles high. That meant you had to use some heavy labor to get the bundles up on the top."

Howard Mullins, who came here in December of 1961, said he saw the plant as an excellent way to reuse a waste that was being burned.

Joe Denman, retired Temple-Inland president, says the plant started the company on its way toward diversification and greater utilization of wood fiber. "We not only were able to use logs that were not suitable for paper or lumber, but we also made use of scrub hardwoods that otherwise had no commercial use."

Denman recalls that the plant had some early management challenges. "One day, Arthur told us to go out and find the best plant manager in the business. That was C.H. Shepherd. After he arrived, the fiber products plant started making a profit, and soon became one of our best facilities."

Eventually, the plant's use of its own wastes, such as wood sugars, led to the development of a byproduct now sold to agricultural producers as an additive to livestock feed.

"One of the best things we ever did here was to develop a system for recirculating and reusing

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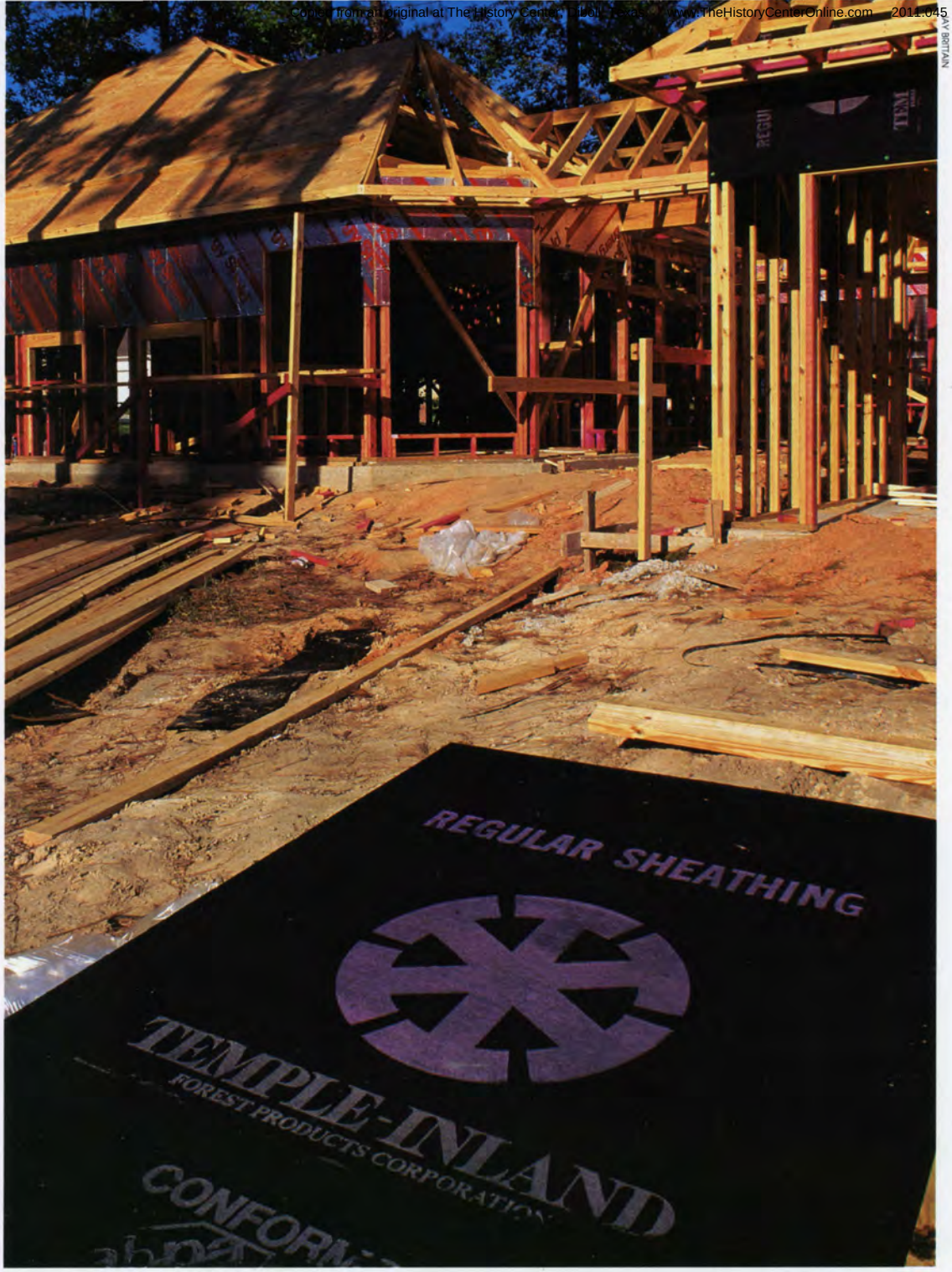

JAY BRITAIN

"We're still selling sheathing today because builders love the product."

Temple-Inland's fiberboard sheathing is a familiar material at building sites around the country.

most of our water," said Jones. "There was a time when we sent the waste water to the river. The system has really paid off in lower water costs and less waste water."

The markets for the Temple-Inland's fiber products today cover most of the U.S., excluding the northeast and northwest.

Marketing Product Manager Gary Martz says the marketing strategy for fiberboard sheathing has been to reduce the company's dependence on single-family home construction and to move more into industrial uses and roofing insulation. "We're still selling sheathing today because builders love the product. We added exterior siding to our product mix in the 1970s and expanded our geographic territory," he said.

While the competition is tough for all products, Martz said the outlook for 1992 is better than 1991. "Builders have more choices for exterior coverings today, such as vinyl and brick, but our products are holding their own in the market," he explained.

"The Diboll plant has a great history of innovation in making both fiberboard sheathing and hardboard siding. It also has a great future because of the the plant's flexibility in making products that have the capability of serving a changing marketplace," said Jack Sweeny, vice-president of the Building Products Group.

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The first run of hardboard following the plant's opening in 1958.



A run of fiberboard in 1992.

Diboll's Fiber Products Operation turns out about 13 percent of all the exterior fiberboard sheathing made in the U.S. and about 13 percent of the medium density hardboard siding in the country.

Fiberboard output

Enough products for all of Georgia.

How much fiberboard and hardboard siding is produced by Diboll's fiberboard plant?

If you gave a housing contractor all the board produced by the plant since it started up in 1958, he would be busy for a long, long time.

In fact, he would have enough board to supply six million homes—one for almost every resident of Georgia. Since 1958, the plant has generated 9,488,000,000 surface feet of product.

Gross sales of the plant in 1991 were $49 million.



Products like Temple-Inland's Point Five™ siding and the traditional fiberboard sheathing exemplify Fiber Products Operation's ability in making products capable of serving a changing marketplace.

Fiberboard technology

Fiberboard plant is a "small paper mill."

With 300 employees, Diboll's Fiber Products Operation turns out about 13 percent of all the exterior fiberboard sheathing made in the U.S. and about 13 percent of the medium density hardboard siding in the country. One of the last fiberboard sheathing mills left in the country, the plant is essentially a miniature paper mill, explains manager Fran Eck.

The process for making fiberboard and paper are, in many ways, similar.

Pine wood chips are cooked under steam pressure in a thermo-mechanical system and fed through a refining process to become pulp.

The pulp is then fed onto "the wet end" of a fourdrinier machine,where binders, additives and waxes are added.

The pulp mat then moves through an eight-deck board dryer and emerges at "the dry end" of the machine as a dry mat.

Here, the plant's two separate products—fiberboard sheathing and hardboard siding—take different directions in order to assume their final shape.

The fiberboard sheathing is either coated with asphalt or left untreated, and packaged for shipment.

The hardboard siding mat goes to a high-pressure 4x18-foot multi-opening press that produces a 45-pound density board embossed with several textures. The board is then rehumidifed, fabricated and painted.

The hardboard can be finished in a number of surface textures, colors, widths, and lengths. ■

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The Environmental Department

A never-ending job:

Environmental oversight

If you think that a city regulation against burning leaves in your yard is an environmental hassle, consider the plight of Temple-Inland's Environmental Affairs Department.

With responsibilities for environment, health, safety and energy, the department deals each day with thousands of complex laws and regulations from local, state and national levels at each of Temple-Inland's facilities throughout the United States.

"It's our responsibility to assist each plant and facility to operate in accordance with the regulations, whether the regulations are applied by a local community, the state or the federal government's Environmental Protection Agency, OSHA or the FDA," said Mike Harbordt, vicepresident.

"At times, it is a very time consuming process," says Harbordt in an understatement.

The process is compounded by the fact that new legislation affecting the environment—and Temple-Inland facilities and forestlands—are passed by various government entities every year.

While Temple-Inland has thousands of regulations to follow, it has gone one step farther by establishing its own policies to keep the environment around its mills as clean as possible.

"In essence, it's our goal to be a good neighbor," Harbordt said. "After all, it's our environment, too."

The Environmental Affairs Department was created in 1971 at a time when environmental issues became more commonplace through the U.S.

"Even before then, the company had always looked at what it put back into the environment," Harbordt said. "But now, we're even more careful. We try to leave a site as clean as when we first established a mill or production facility."

JAY BRITAIN



Temple-Inland's Environmental Affairs Department includes Mike Bintliff, Linnea Samford, Wayne Hardy, Jack Matthews, Mike Harbordt, Herb Couture, Shirley Brant, Patti Jones, Buzz Patrick, Louise Johnson, John Orynawka, Linda Syler, Pat Moore and Sharon Kennedy. Not shown is Bill Goodrum.

To get the job done, it takes the coordinated effort of the 16-employee department.

Here's an overview of each department and how it works:

• **Water Quality & Waste Disposal Programs.** Headed by E.E. (Buzz) Patrick, this team of five professionals handles issues dealing with water quality and waste disposal. Linda Syler is the manager of forestry & solid waste programs. Pat Moore and Bill Goodrum are engineers and Shirley Brant is the secretary of the department.

• **Safety and Health Programs.** Directed by Jack Matthews, safety and health programs are evaluated at each job site. Industrial hygiene, managed by Don Cox, is part of the program, which ensures that Temple employees conform with OSHA and corporate standards at each location. The safety and health department is developing a company-wide safety and health manual, which will help to standarize programs at each plant location. Mike Bintliff is an industrial hygienist and Linnea Samford handles all secretarial duties of the department.

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• **Energy & Air Programs.** Directed by John Orynawka, this program works with the U.S. Environmental Protection Agency and state regulatory boards such as the Texas Air Control Board. Employees include Herb Couture, manager of utilities utilization & development; Wayne Hardy, supervisor of air programs; and Louise Johnson, secretary.

Harbordt is assisted in the department by executive secretary Patti Jones. The department is also assisted by secretary Sharon Kennedy, who works with the Safety and Health Group as well as the Water and Waste Group. ■



KEN CHILDRESS

Environmental testing is routinely performed on the Neches River near the company's Bleached Paperboard mill.

Scrappin' Valley:

a region steeped in Texas history.

Scrappin' Valley. It's a name that intrigues even the oldest of East Texans—a name that seems more western than eastern Texas.

It's also a name entrenched in the rich history of Temple-Inland, which is approaching its centennial in 1993.

Located in north Newton County about a mile and a half from the Sabine County line, Scrappin' Valley is best known today for a Temple-Inland Forest Products Corporation wildlife research and conference center.

But there was a time, shortly after the turn of the century, when Scrappin' Valley was a small, independent settlement deep in the longleaf pine forests. A logging front stood here and bootleggers and other lawbreakers were known to hide out in the woods.

The origin of Scrappin' Valley's name is disputed. According to one local historian, Virgie Scurlock, the town's name came from a blood feud between two families, a long-running conflict that led to several deaths.

Another story is that the town was named for a 1910 incident in which a boy supposedly tore up his girlfriend's photograph at a church box supper, and she gave him a thrashing. The couple was later married, but their fight in church was remembered for years, according to the story.

Joe Hamrick, who manages the Scrappin' Valley area for Temple-Inland, says the 10,400-acre forest is filled with history, legends, and landmarks, including Dees' Cave, located on a one-time wagon trail known as the old Hemphill-Newton road. The grotto, partially hidden by a small waterfall, was used by the Dees, a family of pacifists, to hide from Confederate sympathizers during the Civil War.

Scrappin' Valley's forests are also characterized by several hundred acres of mostly virgin longleaf pines, including one aging sentinel that was a sapling in 1776, according to a bore and ring count.

Hamrick and Clayton Wolf, Scrappin' Valley's wildlife biologist, oversee a diversity of wildlife, including whitetail deer, Axis deer, North American elk, the eastern wild turkey, quail, and the endangered red-cockaded woodpecker.

"The woodpecker has five colonies here, and we're pleased that they're in primary condition," said Hamrick.

Scrappin' Valley's turkey population got its start several years ago as one of the original restocking areas for the bird in East Texas. Today, Scrappin' Valley has one of the highest turkey populations in the pineywoods. ■

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Dees' Cave, located in Scrappin'Valley, was once used to hide Confederate sympathizers, a family of pacifists named Dees who lived in the area. The grotto is partially hidden by a waterfall, and it is located on a one-time wagon trail known as the old Hemphill-Newton road.

photo by Jay Brittain

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LEAFCUTTING ANT CAUSES HAVOC IN YOUNG FORESTS

"We discovered a colony that had stripped several of our young seedlings, and found the remnants of many of our seedlings eight feet under the ground, where their main food supply was stored."



JAY BOITAAN



JAY BOITAAN

Damage to young pine seedlings from the Texas leafcutting ant often means the loss of the tree for any production purposes.

It may not have the reputation as its feared cousin, the fire ant, but the Texas leafcutting ant has a way of causing a havoc of its own on Temple-Inland forests.

Colonies of the ants, who seem to have an affinity for newly-planted pine seedlings, last year damaged about 1,200 acres of seedlings planted on company forests throughout East Texas.

A typical colony of two million workers, in a 30-foot by 30-foot area, collect more vegetation each day than the average cow, and in the winter and early spring much of that vegetation is pine needles and buds of seedlings, according to Larry Miller, manager of Tree Improvement and Research for Temple-Inland.

Ants may have brains the size of pinpoints, but Miller says they have evolved the ability to communicate and carry out complex tasks, mostly by dividing the labor among various castes (foragers, soldiers, groomers, fungus gardeners, and so on).

The ants, which range in size from 1/10 to 3/4 of an inch long, often build huge towns, or colonies in the forests, according to Miller, where they have easy access to all types of vegetation.

The ants will attack hundreds of plant species, but they are most attracted to pine seedlings in the winter when other green vegetation is unavailable, according to Dr. Scott Cameron, an ant specialist and entomologist of the Texas Forest Service. And that's when most young pine seedlings are planted by landowners like Temple-Inland.

The ants strip a young seedling of all its needles and buds—often girdling the seedling—and then carry the greenery to their food storehouse in the colony. This often means carrying the needles and buds several hundred yards.

"We've seen huge colonies that are spread out over a very large area," Dr. Cameron said. "Ants are capable of building underground tunnels 100 yards or more away connecting to the main colony."

One queen will generally start a colony in early spring by digging into the ground, sometimes as much as 20 feet deep, to lay her eggs.

"We discovered a colony that had stripped several of our young seedlings, and found the remnants of many of our seedlings eight feet under the ground, where their main food supply was stored," said Miller.

Dr. Cameron said worker ants carry the cut foliage and other vegetative material back to the nest, where it is used to culture a fungus, the ants' primary food.

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JAY BRITTAIN

Larry Miller, manager of Tree Improvement and Research, shows the damage the Texas leafcutting ant can do to a seedling. The ants strip a young seedling of all its needles and buds and then carry the greenery to their food storehouse in the colony. The ants are attracted to pine seedlings in the winter when other green vegetation is unavailable.

Dr. Cameron said ants cooperate so well because otherwise nothing would get done. The older a colony, the more specialized the roles of the various castes, and the more interdependent the social relationships between individuals.

At the colony's founding stage, a queen lays trophic, nonviable eggs for nourishment and eggs that will grow into nonreproductive workers, devoted to colony enlargement, food gathering and feeding. Once the colony becomes established, the queen's attention turns entirely to reproduction.

But lest you be deceived, some ants work harder than other ants. Somewhere along the way, ants have developed behavior similar to people. They spend a good deal of their time looking busy but not in fact doing much of anything at all. Despite their legendary reputation for hard work, they are known to loaf. Some even sleep.

In all, the Texas leafcutting ant is a minor pest, but it's certainly a damaging pest. "It's been estimated that the Texas leafcutting ant damaged between 11,000 to 12,000 acres of trees last year," Dr. Cameron said.

Controlling the ants has long been a controversial subject and many chemicals have been pulled off the shelf because of their potential dangers. But Miller said a new generation of chemicals that are safe and effective are currently being field tested. One of the chemicals acts as a form of sterilization to the queen, making it impossible for her to lay fertile eggs.

"It's important that we find ways to control the problem on our forestlands," Miller said. "The ants are capable of doing a lot of damage." ■



JAY BRITTAIN

Texas leafcutting ants find the fruit-bearing yaupon especially tasty. Here, one of the worker ants totes his load to the ant colony.



JAY BRITTAIN

"Ant condos" such as these may go as deep as 20 feet underground with connecting tunnel systems of over 100 yards.



JAY BRITTAIN

Photographer Jay Brittain observed the ants carrying pieces of pine needles and yaupon to the main colony. It seems the ants had built a "highway" of pine needles, he said, from the seedling food source to the mound. The ants carry the needles deep into the colony where the needles are stored to culture a fungus, their primary food source.

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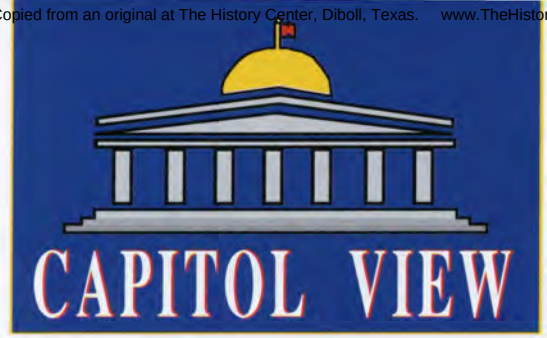

"Texas is moving inexorably toward the creation of a super-environmental agency"

Piece by piece, month by month, Texas is moving inexorably toward the creation of a super-environmental agency and, with it, a stronger environmental climate. By September of 1993, all the pieces will be in place for the new **Texas Natural Resources Conservation Commission**, an EPA-style agency that is likely to be one of the state's most aggressive agencies.

The agency was formally created last year when the Texas Legislature, acting at the request of Gov. Ann Richards, Lt. Gov. Bob Bullock and other state leaders, approved a law merging most of the state's major environmental functions into the existing Texas Water Commission.

Essentially, the bill by Senator Carl Parker (D. Port Arthur) will bring together under one roof most of the state's major environmental programs, including **water, air and solid waste**. Some functions—such as **pesticides** and certain **agricultural environmental roles**—will remain under the Texas Agricultural Commission for now.

The TNRCC's umbrella approach has its advantages and disadvantages. The agency could provide efficient, one-stop services to industries who previously have had to make stops at the Water Commission, Air Quality Board, Department of Health and other agencies, but there is uncertainty over how the agency will respond to the traditional Texas approach of balancing environmental needs with economic needs.

One thing is certain about the umbrella approach. Governor Ann Richards, who campaigned on a stout environmental platform, will be firmly in control. She hand-picked the new chairman of the Water Commission, John Hall, last year. And, because of a death and resignation, she had the opportunity to pick the other two members of the Commission, former Travis County commissioner Pam Read and former Upton County judge, Peggy Sue Garner.

At the same time, recent actions of the state reflect a growing tendency to be tougher on environmental offenders:

- Hall announced that the Water Commission's old policy that it would never pull a discharge permit on an industry will be changed.
- Hall announced a far-reaching set of environmental goals by the year 2,000, including the reduction of **hazardous wastes** by 70% and the reduction of **non-hazardous wastes** by 50%.
- The Commission sought and won from Atty. General Dan Morales a decision that overturns the 50-year legal position that basically gave landowners control of the **groundwater** under their land.
- Gov. Richards signed an executive order creating an environmental SWAT team composed of seven state agencies to help prosecute **violations of environmental laws**.
- In April, the Commission will consider a $10 million fine—the **largest ever levied** by a state agency—against a Bryan agricultural products company for illegal discharges.

It's no secret that a tougher environmental climate is shaping up in Texas. If it will produce a cleaner environment while still balancing the economic needs of the public, it will be well worth it.

A new rule approved by the Texas Railroad Commission may help bring about more **recycling** of paper products in Texas.

The rule, the result of a provision contained in the Texas Legislature's 1991 omnibus recycling law, is designed to make the transportation of recyclable products more accessible and more readily available.

The rule approved by the Commission created a **special permit** for those carrying recycled goods, such as paper products, aluminum, glass and plastics, and established regulations on how the permit should be administered and who is eligible for it.

The rule also requires that the rates for transporting recyclable goods be set at a maximum no higher than the interstate rate, which, shippers say, are much lower than intrastate rates.

An important consideration in recycling is getting the recyclable materials to the recycling plant. The lower the transportation cost, the more impetus there is for the creation of new recycling programs and recycling plants, according to transportation officials.

Those supporting the rule included the Texas Chemical Council, the Texas Agricultural Chemicals Association, Ecology Action, the **Sierra Club**, and the General Land Office of Texas. ■

-- by Tony Bennett

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



Behind the headlines:

An issue with impact.

Recent headlines throughout Texas have focused the public's attention on proposals to export hardwood chips to Japan through a new loading facility at the Port of Beaumont on the Texas Gulf Coast.

Behind the headlines is a serious problem with long-term consequences for Temple-Inland, its employees, and the company's long-term prosperity. Here are some of the key issues behind the export proposal:

- Hardwood chips—an essential raw material to expansions at Temple-Inland's Evadale bleached paperboard mill—are in short supply in Temple-Inland's procurement area.
- The export of hardwood chips to Japan would produce very few jobs in the U.S. while utilization of this raw material as finished paper products in East Texas could create hundreds of new jobs, both in the mills and in the woods.
- The export of hardwood chips to Japan and other countries could lead to a shortage of hardwood chips in East Texas and threaten existing paper mills. The shortage could also lead to the over-cutting of hardwood creek and river bottoms, which are among the most environmentally sensitive areas in East Texas.

Although wood has been exported from the South for several years, it has increased significantly in recent years because of restraints placed on West Coast exports as the result of logging bans on federal lands where the northern spotted owl is considered an endangered species. As a result, countries like Japan, Taiwan and Korea have begun to shift their wood purchase operations to the South.

In 1990, these three countries bought more than 2.5 million metric tons of hardwood chips from U.S. markets, a dramatic jump from about 1.25 million metric tons in 1988.

Until about 1987, hardwood chips to Asia were limited in the Southeast and Gulf Coast, but since then they have risen considerably, surpassing West Coast imports in 1990.

Japan is the biggest buyer of hardwood chips on the world market. In 1985, about 65% of the country's hardwood chips came from Australia and about 11% came from the U.S. In 1990, however, the U.S. exports rose to 25% while Australian exports dropped to 40%.

Overall, the quantity of fiber exported to Pacific Rim countries has jumped from zero to 1.4 million metric tons in four years, which is more wood than required to run the Evadale paper mill. Forecasts show this volume surpassing 2 million metric tons during the next two years, with the Southeast Texas region a major supplier.

Countries of the Far East are emerging as major players in the market for Texas wood as evidenced by chip exporting facilities in Savannah, Georgia; Mobile, Alabama; Lake Charles, Louisiana, and soon to be constructed facilities in Houston and Beaumont.

Although Japan must rely on foreign suppliers for a significant amount of the raw materials used in paper production, relatively little finished, higher value-added paper is imported. Imports accounted for only 3.7% of Japanese paper and paperboard consumption in 1990, compared with 31% in the European Community and 15% in the U.S.

David Ashcraft, group vice president, Temple-Inland Inc. said that on a world-wide basis, exporting raw material endangers the growth potential of America's forest products industry.

"Exporting our precious raw material endangers the industry's growth potential and expansion possibilities. Current industry jobs and long-term potential for expanding job availability can only be ensured by an adequate local fiber base.

"The U.S. paper industry is a global competitor and is the low cost paper manufacturer world wide. We should keep our raw materials in America and export value added products. We must make a choice; keep these jobs in America or export them."

In a recent speech, Temple-Inland Chairman Clifford Grum explained Temple-Inland's concern with the hardwood export issue:

"As we and others in our industry plan our future in East Texas, it will take joint cooperation from all parties if fiber is to be available for future expansions of jobs and facilities. This is why we have voiced our concern over the potential export of wood fiber in its raw form, rather than finished paper goods, from the Southeast Texas region.

"It is interesting to note that most other countries of the world with similar constraints have enacted laws to protect their own natural resources and require the export of finished products only." *(continued on page 14)*

"Exporting our precious raw material endangers the industry's growth potential and expansion possibilities."

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(continued from page 13)

Temple-Inland has spent almost $600 million in the last 10 years in improvements to its Southeast Texas mills and contributes another $300 million each year in payrolls and local purchases.

Foreign purchasers of hardwood fiber will have nothing invested in the region, will pay no taxes to support schools and local governments, and will be in the forest products business only for the short-term, said Glenn Chancellor, Temple-Inland group vice president, Forests.

"We have been a major economic force in this area for over 90 years, and our deeds have demonstrated our commitment to Southeast Texas," said Chancellor. "We have over 1,000 people employed in our mill at Evadale and many more who are indirectly employed providing raw materials and support services," he said.

While several government studies indicate that hardwood growth is exceeding volume lost to harvesting and mortality, the net surplus is expected to be only 347,000 cords annually in the Temple-Inland operating range which includes 28 Texas counties and 11 Louisiana parishes.

With the Port of Beaumont expected to export 200,000 cords each year, and another project under construction near Madisonville to export an additional 200,000 cords a year for Korean paper mills, the surplus will soon become a regional deficit, even without the additional cords needed to expand our Evadale paper mill.

Do Yourself A Favor

By saving in the 401(k) Plan, Temple-Inland matches your savings. You can actually see your savings grow and grow, and grow.

For more information, or to obtain an enrollment package, contact your local Human Resources representative.

Banks announce merger

Temple-Inland Inc.'s two thrifts, Guaranty Federal Savings Bank and Kilgore Federal Savings & Loan Association, have merged following the approval of Guaranty's principal regulator agency.

The combined thrift will take the Guaranty name.

Temple-Inland Chairman and CEO, Clifford Grum, said, in announcing the merger, "This is an important step in our plan of creating a premier Texas banking institution that provides high quality products to the nearly 70 Texas communities and 500,000 account holders we serve."

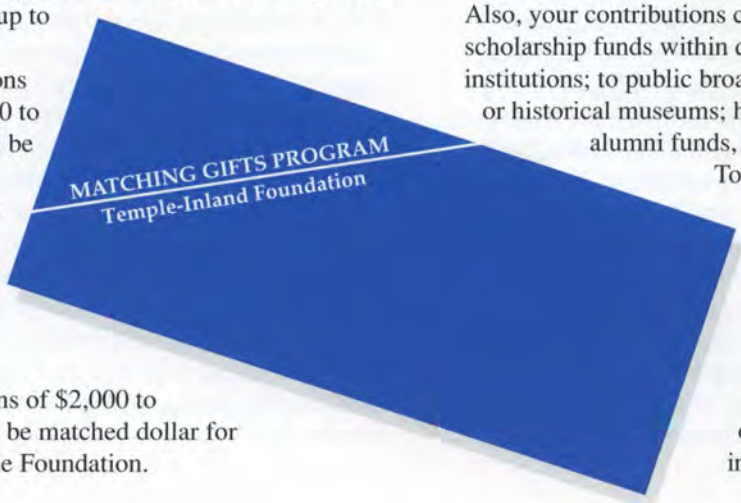
Rex Whitten, president of Kilgore Federal Savings & Loan Association, will continue with the combined institutions in the expanded role of managing director of all East Texas banking centers including those in Kilgore, Marshall, Atlanta and Tyler.

Approval of the merger will enable Guaranty Federal Savings Bank to eventually offer customers access to all Texas locations, and to provide a broader array of financial services to include both traditional and non-traditional services.

"The approval enables us to move ahead with our planned March conversions and the resulting customer benefits," said Grum. ■

You can make a difference in your community

Charitable and/or non-profit organizations in your community can benefit from your Matching Gifts contributions. The Temple-Inland Foundation, through its Matching Gifts Program, will match your contribution to qualifying organizations $3 for each $1 gift you contribute up to $1,000. Contributions from $1,000 to $2,000 will be matched $2 for each $1 of employee giving.



Employee contributions of $2,000 to $3,000 will be matched dollar for dollar by the Foundation.

Full time, permanent employees of Temple-Inland and subsidiaries having at least one year of service are eligible to participate. Qualifying educational and other organizations are outlined in the Matching Gifts application form, which may be obtained from your Human Resources representative or by calling Evonne Nerren at (409) 829-1721.

Your contribution my be used in lieu of flowers to honor the memory of the deceased. Also, your contributions can be matched to scholarship funds within qualifying educational institutions; to public broadcasting services, art or historical museums; health care institutions, alumni funds, and many others.

To take advantage of the Matching Gifts Program, simply fill out the application form and send it with your payment to the qualifying organization or institution. ■

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Temple-Inland earnings down 40 % from 1990

1991 earnings of Temple-Inland Inc. were down 40 percent from 1990 with net income for the year of $138.4 million on revenues of $2.5 billion. Earnings per share for 1991 were $2.51 compared with $4.20 per share earned in 1990.

Combined operating earnings of the forest products and financial services company were $215.8 million, down 30 percent from the previous year. Lower earnings from the manufacturing groups were somewhat offset by the financial services group's record performance.

The company's container and containerboard group had operating earnings of $75.4 million for the year, down 50 percent from the previous year. Despite records in both production of containerboard and shipments of corrugated boxes, margins eroded as selling prices deteriorated for most of the year. However, selling prices did begin to improve in the fourth quarter as the group began implementation of a price restoration program.

Earnings for the bleached paperboard group were $79.9 million, down 19 percent from 1990. Demand for bleached paperboard products weakened in the fourth quarter and for the entire year, and prices appear to have stabilized at depressed levels. A two-month project to rebuild and upgrade a large recovery boiler adversely affected operations during the third and fourth quarter and lowered earnings by about $15 million.

Temple-Inland's building products group earned $5.2 million for the year, down from $9.4 million the previous year. Pricing in 1991 ranged widely for most building products as demand was relatively weak throughout the year. Pricing began to strengthen late in the year as optimism grew over prospects for a housing recovery in both new construction and remodeling.

Temple-Inland Financial Services had another excellent year with earnings of $54.2 million, up 5 percent from 1990's record level. Both the mortgage banking operation and the consumer bank contributed to the improvement in earnings. The bank's total assets are now over $7 billion, reflecting growth of approximately $2 billion during 1991, primarily through acquisitions from the Resolution Trust Corporation. Mortgage banking generated about $1.8 billion in mortgages, a new record.

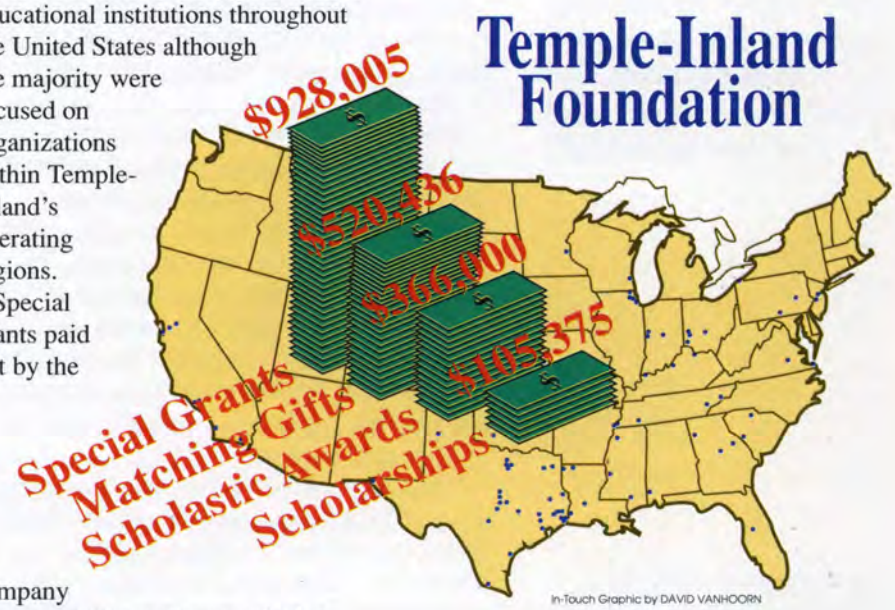
The rate of recovery of the U.S. economy continues to be below expectations, and our markets reflect the lower level of activity. However, momentum appears to be building slowly. ■

Foundation pays out $1.8 million

The Temple-Inland Foundation paid out nearly $1.8 million in special grants, scholarships, scholastic awards, and matching gifts during 1991, the Foundation's administrators reported.

The company's matching gifts program accounted for $520,436 in gifts. The matching gifts program provides funds that double or triple an employee's gift to a charitable organization.

Most of the matching gifts went to educational institutions throughout the United States although the majority were focused on organizations within Temple-Inland's operating regions.



Special grants paid out by the company for community projects and other causes totaled $928,005.

The Foundation paid out $105,375 for scholarships for children of company employees and retirees, and another $366,000 for Scholastic Awards. ■

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South's potential is key to country's fiber supply

The South can no longer be isolated from events in other parts of the U.S., Canada or much of the forest products producing nations of the world. In fact, the South's potential as a forest producing region will become more important as fiber users look southward to make up for fiber losses in other parts of the nation due to environmental impediments.

"It is easy to see why the South is viewed with favor by the consumers of fiber as a raw material"

That was the message Forest Group Vice President Glenn Chancellor delivered at the annual conference of Resource Information Systems, Inc.

"We must look with global perspective on events impacting the forest industry and relate their repercussions to present and future southern forest productivity," said Chancellor.

Chancellor believes that fiber supply limitations, in the form of government policy and regulation will continue to shrink the nation's federal lands resource base. However, the demand by the consumer for paper products and building materials is expected to increase over the next 10 years.

"The decade of the 1990s will be pressed to accommodate normal capacity growth and the West's reduced harvest volumes," said Chancellor. "Our greatest challenge — and opportunity — is in finding the means to realize a significant increase in actual versus potential production of fiber."

Chancellor and other fiber supply specialists in the industry believe the key to unlocking the South's forest producing potential lies with better management of the non-industrial private forests (NIPF).

"In the 12 states that constitute southern forestland, commercial timberland totals 182 million acres, about 40 percent of the nation's total. These lands are among the most productive in the world, have an excellent infrastructure in place, and are 90 percent privately owned," said Chancellor.

According to **The South's Fourth Forest: Alternatives for the Future**, published in 1988 by the U.S. Forest Service, the forest industry owns about 25 percent of the land, and other private landowners own 65 percent. Public lands, mostly federally owned, account for only 10 percent of the acreage.

Industry ownership in the region amounts to over one-half the nation's industrial land base and about eight percent of all U.S. timberland. These numbers contrast sharply with the two western sections of the U.S. where industry ownership is 2 to 12 percent and public ownership is 35 to 45 percent.

"It is easy to see why the South is viewed with favor by the consumers of fiber as a raw material," Chancellor noted.

Net growth on southern forest land is well below potential because few NIPF landowners can afford the time and investment required to replant and nurture future forests, Chancellor noted.

"To my knowledge, the only positive evidence of increased forest investment among NIPF landowners resulted from some sort of subsidized, up-front assistance," said Chancellor.

"In Texas, we developed the unique TRe (Tree) Foundation; 100 percent industry funded by assessments based on the consumption of raw fiber," he explained.

Established in 1981, the TRe Foundation's purpose is to respond to the lack of reforestation by NIPFs and has distributed almost $3 million to area landowners.

"98 cents of every dollar has gone to getting trees in the ground," said Chancellor.

"Reinstatement of favorable capital gains tax for timber sale income and assurances of markets and a fair price for raw wood are ways independent owners can be encouraged to manage their timber for long- term gain," he concluded. ■



JAY BRITTAIN

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Spotted owl kills jobs in Northwest

Logging restrictions on nearly 7 million acres of land in the Northwest is likely to put some 33,000 forest products workers out of jobs.

The government's decision to restrict timber cuts on federal lands it considers critical to the northern spotted owl, an endangered species, will affect lands in Oregon, Washington, and northern California.

The U.S. Fish and Wildlife Service predicted that logging bans in old-growth forests, which the owl prefers, could cost about 33,000 jobs, but claimed that many of the jobs would be lost anyway because of other market forces.

The government's plan to save the endangered owl was criticized by both forest products and environmental groups.

Industry officials said the plan to save the owl was excessive and that it will cost more jobs than the government predicts. Environmental groups said the new habitat boundaries set by the government are inadequate to ensure the owl's survival and will allow half of the estimated remaining pairs of the bird to die.

The habitat boundaries announced by the government came under a federal court order won by environmentalists last April. ■

News you can use:

HOW TO MAKE A PRESENTATION.

Other than being dipped in boiling oil, nothing strikes as much fear in a person's heart as standing before an audience to speak.

But you don't have to be afraid of making presentations. With practice and the right help, they can be a lot easier than you think.

Here are some tips on making presentations:

1. Remember that 55% of your talk is based on your facial expression, 37% is based on the tone of your voice, and only 8% is based on the meaning of your words.

2. Make sure you know your audience. What do they expect from you? What are their interests?

3. Before making your presentation, arrive early at the site and check out the speaker system, the lights, the seating, etc. Get comfortable with your surroundings. If you need a microphone, arrange for one. If you plan to move around, use a laveliere mike.

4. When you speak, tell your listeners what you're going to talk about. Then say things simple, be direct, don't mumble, and summarize well and often.

5. Look your audience in the eye. Sometimes, it is easier to pick out one or two persons and talk directly to them.

6. Be positive and be enthusiastic. How you say something can be more important than what you say. Move purposely and deliberately to the lecture. You begin to communicate before you speak the first word.

7. Use humor sparingly, if at all. Make sure it is relevant to the subject.

8. As you speak, look for audience understanding. If you don't get it, open the floor to questions and answers at the end. Be direct and sincere with your answers. If you can't answer a question, promise that you'll get the right answer later.

9. Use visual aids, slides, flip charts or anything else to make you comfortable with your subject.

10. Know your subject well. Rehearse, rehearse, and rehearse some more. Try to use an outline rather than a written narrative. You'll sound more natural.

11. Avoid clothing that distracts from your subject. Dressing extravagantly is just as bad as dressing shabbily. Standard business clothing works best.

12. If you want feedback, ask for it. Tell people you value their opinions and that their feedback will be helpful to you. If negative feedback comes from only one source, ignore it. If it is widespread, heed it. ■



Well, our last question was harder than I thought. No one responded! The answer to the question was "the forest" or "the office".

This quarter, we return to a question of Temple-Inland history. This one concerns Southern Pine Lumber Company's early operations in Diboll. If you think you know the correct answer, call Corporate Communications at 409/829-1430 or FAX your response to 409/829-1329. You'll win a gift certificate to the Company Store. Good luck!

In what year did Southern Pine Lumber Company begin using trucks in its logging operations?

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Two salesmen from Big Tin Barn, Katy, John Leslie and Scott Clements, along with two Houston builders, Monty Schier and Alan Kent, tied for first place in the National Association of Home Builders Golf Tournament of Champions in January in Las Vegas, Nevada.



A sample of Smead products that use Temple-Inland's bleached paperboard are hanging green and tinted file folders.

Customer Profile: SMEAD

Smead Manufacturing Company, recognized throughout the world as one of the foremost producers of filing supplies, filing systems and stationery products, began its operations at Hastings, Minnesota, in 1906. From six employees manufacturing a single product, the tiny organization has grown steadily through the years into a multi-factory giant creating thousands of allied items and employing nearly 2,000 people.

The company pioneered the "bandless file," an envelope on which metal clasps replaced the rubber band. The product marked the beginning of a complex line of products to be sold by office supply dealers throughout the world. Today's major product lines include top tab and end tab folders, file guides, hanging folders, file pockets, expanding wallets and files, pocket portfolios and brief covers.

The privately held, family owned business has operated under the direction of Mrs. E.C. Hoffman for the past 36 years. Her daughter, Sharon Avent, is executive vice president. As a large customer of Temple- Inland's, Smead purchases manila file folder, recycled manila file folder, white file folder, green hanging folder and tinted folder grades.

In addition to Smead's headquarters factory in Hastings, branch factories are located in Logan Ohio; Pico Rivera, California; McGregor, Texas; and Locust Grove, Georgia. ■



JAY BRITAIN

Since 1989, Fiber Products Operation has provided a great deal of time and effort for maintenance training through Angelina College in nearby Lufkin, Texas. According to Billy Junge, Fiber Products Operation trainer/PM engineer, plant employees have participated in needs assessments used to establish a mechanical maintenance program, revised an existing electrical maintenance program, and improved curriculum in the welding program.
Employees from the Diboll mills are attending courses each semester, which are paid for through the company's Aid to Education program. These courses, some of which are taught by Junge (standing), are providing skills training that are crucial in the development and upgrading of our maintenance personnel.



JAY BRITAIN

The Building Products Group held its annual sales meeting and banquet in February and honored those who distinquished themselves with outstanding performance during 1991. Those whose achievement was honored includes (starting second from left) Gary Flenoy, Top Trimcraft® Sales Representative; Rhonda Shivers, Marketing Achievement Award; Allen Stringer, Customer Service Achievement Award; and Steve McCoy, Salesman of the Year. Presenting the awards were Joe Sample, vice president, Building Products Marketing and (far right) Pat Patranella, general sales manager.



JAY BRITAIN

Outstanding quality employee 1991

Felix R. Tamez has been named Outstanding Quality Employee 1991 at Fiber Products Operation. Criteria for selection requires a candidate to submit a Zero Defects letter which outlines a change toward improvement in a manufacturing process. With Felix are David Howell (left) Press Line supervisor and Bill Weatherford, Press Department superintendent.

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JAY BRITAIN

The Commercial Group of Temple Associates built the Port of Houston's new office building. The 105,000 square feet featured Italian marble in the receiving, and elevator areas. Doyle Watson was project manager and Hank Hill was superintendent.

TA Commercial Group builds quality reputation.

- Nearly $10 million in improvements at the Astroarena in Houston.
- A new $5.4 million state-of-the-art office building for the Port of Houston.
- Two new modern elementary schools for Conroe's schools costing $8 million.

All of these projects are the recent accomplishments of Temple Associates' Commercial Division, a Temple-Inland Forest Products Corporation subsidiary.

Despite a recessionary economy, the Commercial Group is making money—and a large reason lies in its strong reputation for quality work completed on a timely basis throughout Texas and the South.

"I hear about that all the time from our repeat customers," said Randy Johnston, Commercial Group Manager, who's been with the company for three years. "Temple Associates is a results-oriented company that delivers to its clients the highest quality product for a reasonable cost within a specified time frame."

For example, when Lufkin-Conroe Telephone Exchange wanted a new office building built at Conroe in six months, Temple Associates delivered and the LCTX staff was in a new, scenic office building in less than six months—within a budget of $3.2 million.

Johnston credits TA employees for establishing the company's reputation. "Our results are rooted in a long-standing commitment to attract experienced, dedicated, and creative people to the company. With this commitment, we've been able to inject innovative construction and maintenance methods into the companies we serve."

The Commercial Group—which handles customer-service projects like retail outlets, hospitals and schools—relies heavily on project managers like Jack Smith, Doyle Watson, Tom Gregory, Jackie Campbell and Ed Nelson, who oversee Commercial Group projects.

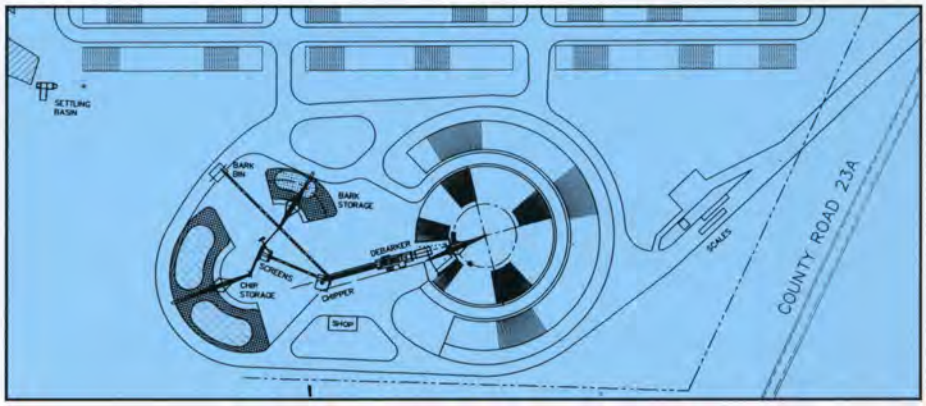
At the job site, superintendents like Gene Foy, Bob Gable, Butch Lollar, Sammy Martin, Henry Hill, Vance Sherrod and Les Phelps, oversee day-to-day operations.

Assistant project manager Eric Kopycinski and Commercial Group secretary Belinda Gay also play a key role in the success of the group.

For more than four decades, Temple Associates has grown and expanded its capabilities from a small specialty contractor into turnkey construction of multi-million dollar industrial plants, water facilities, and commercial facilities.

Today, Temple Associates is a diversified, full-service merit shop company with three major operating groups — industrial construction, commercial construction, and water facilities.

Johnston says many companies repeatedly select Temple Associates for major projects because they benefit by receiving the advantages available from both small and large firms. ■



Chip mill will be built near Lufkin.

Temple-Inland has announced plans to build a new chip mill about eight miles west of Lufkin on Texas Highway 103.

The facility, expected to cost in excess of $7 million, will create about 16 new jobs at the mill with an an additional 70 logging and 42 transportation jobs to result from the plant's operations. Construction of the project will produce 25 to 50 construction jobs.

Known as the Northern Chip Mill, the facility will produce wood chips for delivery to Temple-Inland's bleached paperboard plant in Evadale. The chips will come from hardwood logs with the bark transported to Temple-Inland's Diboll complex for use as fuel. ■



JAY BRITAIN

Frank Shockley, Temple-Inland division forester, has received the Silver Beaver Award, the highest award given to a volunteer by the East Texas Area Council, Boy Scouts of America. Frank is currently serving as Scoutmaster of Troop 136 in Lufkin, Texas and in the past four years, Troop membership has increased 300 percent and seven Scouts have earned the Eagle Award. Frank's leadership in the Pine Forest District includes Roundtable chairman, Camporee chairman, organizing quarterly district courts-of-honor, and chaired Pinewood Derby. In December 1991, Frank was presented with the Pine Forest District Award of Merit, the district's highest award given to its volunteers.

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SERVICE AN

FIRST QUARTER, 1992

Bleached Paperboard

35 years

Joe Cansler

25 years

Bobby Brewer
Glen Cook
Gilbert Gore
Larry Green
Herman Kelly
Earl Odom
D. C. Powell
Jesse Rogers
DoloresSchaefer
JackTousha
Lawrence Woods
Wallace Woods

20 years

Bobby Fielder
Delbert Matthews
Larry Neal
Erskine Reliford

15 years

William Fussell
Bob Lippincott
Donna Martin
Nancy Williamson

10 years

Pete Begnaud
Stacey Booker
Sadie Hodge
Tom Landry
Travis Merka
Arnold Smith
Daniel Williams Sr.
Bernadette Ziemba

5 years

John Shaw

Building Products

Diboll

30 years

Donald Hamilton
Charles Havard
Arnold Sweetser

25 years

Manuel Acosta
Johnnie Maxey
Arthur Powell

20 years

Walter Church
Arturo De Jesus
Raymundo De Jesus
Rejinaldo De Jesus
Dwain Fairchild
Dick Kenley
Felipe Sanchez
David Scarborough

15 years

Atansio Arias
Luis Caballero
Acencion Compean
John Homan
Darlene Romine
Conrad Stevenson
Joseph Wilcox

10 years

James Cowan Jr.
Jorge Jasso
Juan Lozano Jr.
Antonio Ramos
Jesus Salais
Debra Schmit
Juan Silva

5 years

Robert Beaty
Sam Childress
Natalie Crowson
George Landrum
Raymond Lenderman
Joseph Parish
Brijido Pena Jr.
Juan Reyes
Jimmy Thompson

Pineland

25 years

Nancy Clay
Billy Murray
Harry Setters

20 years

Joyce Mott

15 years

Jannie Burrell
Linda Edwards
Donnie Garrett
Eunice Jessup
Lorine Lewis
Michael McCroskey
L. J. Smith

10 years

Julie Lowe
Lathaniel Miller

5 years

Charles Smith
Gary Smith
Johnny Stewart

West Memphis

20 years

Jim McNeer

15 years

Kenneth Bradford
Winston Hudson

5 years

Bret Derryberry

Thomson

15 years

Willie Haynes

10 years

William Poss

5 years

Thomas Adams
Willie Hampton

Monroeville

10 years

Charles Atkins
Ricky Wilkins

Fletcher

5 years

Ronnie Jones
Larry Stinson
Martin Tsatoke
Ted Williams

Corporate

25 years

Jack McCuistion

20 years

Ruby Gordon

15 years

Sandra Bradbury
Diane Smith

5 years

Gary Antley
Karen Clark
Philicia Ervin
Jule Fenley
Mark Green
Karen Lenderman
Charlie Neel

Forests

40 years

Emanuel Jordan

25 years

Willie Capps
Thomas Locke Jr.
Jim Tullos

20 years

Paul Lakey

15 years

Charles Hilton
Larry Miller

5 years

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NIVERSARIES

Ashton Dupre
Bill Newman

FOURTH QUARTER, 1991

Bleached Paperboard

35 years

Marvin Freeman
Mac McCloud
Floyd T. Talbert

30 years

John D. Gilbert
Bob. Jordan,
Frances M. Nida
Marvin M. Richardson
Paul H. Swearingen

15 years

Penny Cannon
Dennis Dace
John Elliott
Willie M. Jackson
William Malone
Marvin J. Martin
Penny Molandes
Harold Moore Jr.
Jesse L. Rosemon
Mitchell Vincent

25 years

Fred Arline
Dan E. Cox Jr.
Acy E. Creel
Stanley L. McAnelley
Elbert A. Midkiff Jr.
Shirley Morris
Melvin L. Pierce
Conrad R. Scoggins
Carolyn Simmons
Charles H. Simmons

20 years

Terry Albritton
Ricky Brunner
Max Ellison
Roy Gravis
John T. Hale
Geneva Mancill
Larry Martin
Johnny Traylor
Bruce. Willis

10 years

Derek Bendy
Michael Branch
Billy Burcham Sr.
Marvin Church
Margie Crabtree
Lewis Gilbert
Dolores Jordan
Richard Judalet
Yvonne Kirk
Forrest Kyle
David Matthews
Bobby Sanders
Donald Smith
Lynn Willoughby

5 years

Doug Thompson

Building Products

Diboll

40 years

Quinton Williams

30 years

Stacy Cooke
Thurman Harrell

25 years

Darrel Richardson

20 years

Glen Humphreys
Juan Villagrana
Charlie Weber

15 years

Ricardo Cortez
Fay D. Henson
Mary Shattuck

10 years

J. M. Enriquez
Janis Evans
Dan Fenley
George Moulton

5 years

Clarence Bass
Janice Davidson
Tina Hance
Michael Homan
Charles Petree
Stuart C. Samford
Steve Smith

Pineland

30 years

Bobby White

25 years

Bernice Dowden
William E. Jones

20 years

Larry Kilcrease

15 years

William Erwin
Carolyn Grant
Martha Kirk
Ralph Lord
Linda Wade

5 years

Mark Bohac
Barbara Jones
Michael Weatherspoon

Thomson

10 years

Andrew Collins

5 years

Stephen Dwyer

Monroeville

10 years

Jimmy Morris

Fletcher

5 years

George Clymer
Leonard Foster Jr.
Jimmie Henderson
Johnny Hendricks
Billy Holden
Mark Ingle
Billy Isom
Larry Ludwig
Raymond Summit
Danny Wehunt

Corporate

25 years

G. Wayne Hardy

20 years

Aniseto Hernandez

10 years

Bennie Moye

5 years

Otto J. Brittain
Marla Cryer
Pat Moore

Forests

25 years

Chester Jourdan

20 years

Jimmy Harman

15 years

Ron Billingsley
Orvis Pate
Troy Vaughn

10 years

Vinson Calhoun

5 years

Bill Newman

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Before the age of plastics, dogwood was used for pulleys, spindles, mallet heads, hay forks, rake teeth, golf-club heads and jeweler blocks. Indians and early settlers used the dried bark to treat fevers. Frayed twigs were sometimes used as toothbrushes because the sap was said to inhibit dental problems. Indians obtained red dye from the roots and spear shafts from the stems. Texas agricultural experts say the dogwoods have bloomed in east Texas two weeks early this year because of the extremely wet winter of 1992.

JAY BRITAIN

Considered to be one of Texas' most beautiful native flowering trees, the Flowering Dogwood, (Cornus florida) is small and graceful with its trunk rarely reaching over 10 inches in diameter. Found mainly in central and upper east Texas, the tree thrives in moist woods and along streams as a shade tolerant understory tree in the pine forests. In the spring, the tree is covered in clusters of small flowers (which are really showy bracts) with 4 or 5 petals. The wood is hard, close grained and shock resistant, and becomes smoother with wear.

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