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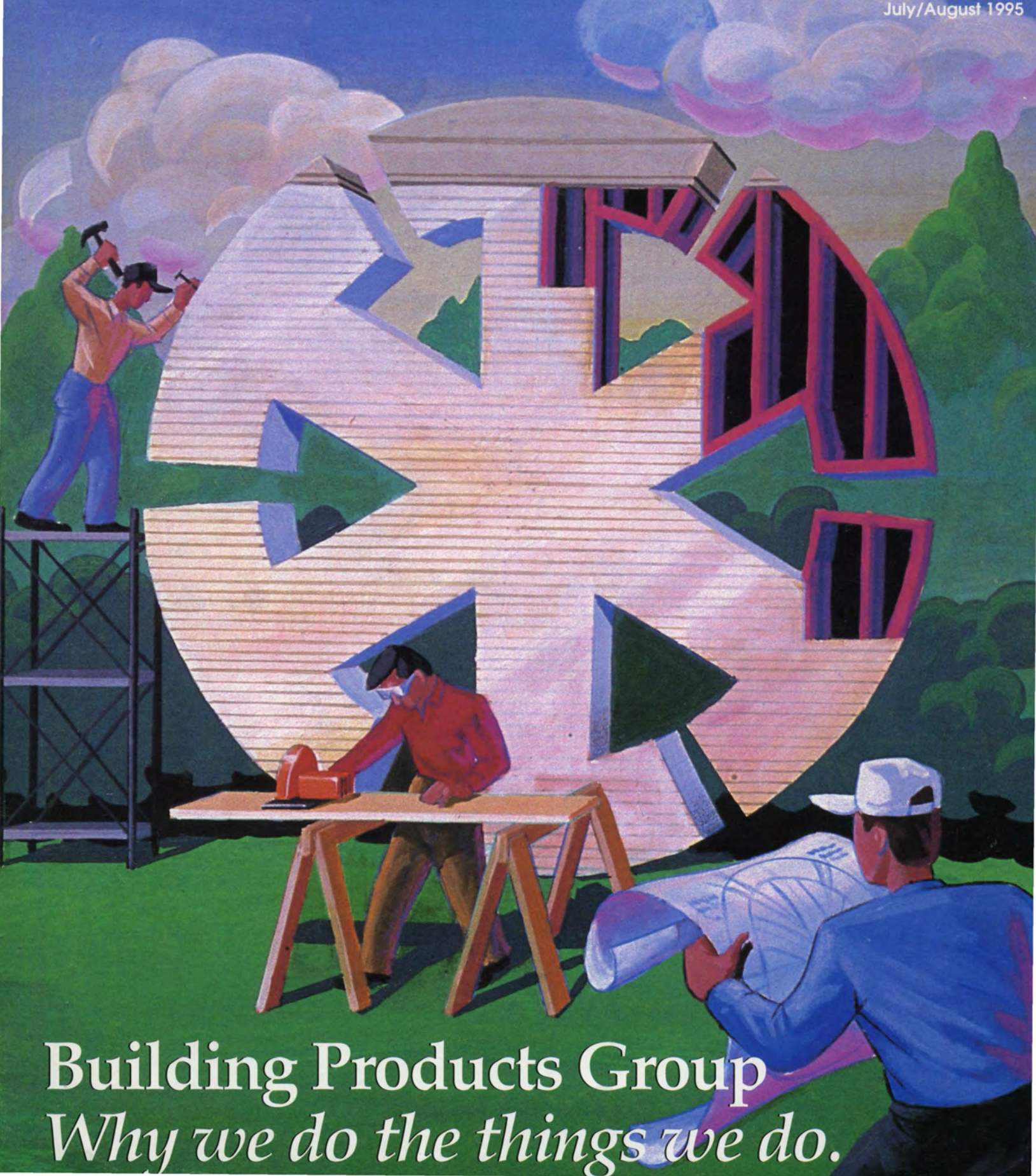
IN TOUCH®

BY AND FOR EMPLOYEES OF TEMPLE-INLAND FOREST PRODUCTS CORPORATION

July/August 1995



Building Products Group

Why we do the things we do.

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An InTouch interview with Mike Harbordt

"Proof of performance" is a new environmental theme in the industry. Why is this important?

Our industry is viewed by some to lack environmental credibility. They judge that improving this credibility is a necessity if this industry is to be recognized for its environmental improvements and contributions in forest management, and manufacturing wood products and pulp and paper. The documentation of environmental performance or "proof of performance" is believed by the industry to be the foundation for this long-term process of gaining credibility. Only peer reviewed and similar scientific information accurately reflecting our environmental behavior is likely to persuade the public of the industry's favorable activities and true impacts.

This documentation, while already available in some of our processes, is either unavailable or poorly organized in some areas and requires new thinking, patience and resources. Simply gathering data will not suffice. Our operations managers must commit significant personnel and monies to cooperative efforts if the information is to be collected and to be productive. These efforts will increase the workloads of our technical, engineering, information services, and public affairs staffs. However, the credibility improvements will be vital to our industry in global competitiveness and to the public's acceptance of our activities and products.

Also, agency rulesetting and program emphases for a new working relationship with industry will only succeed if industry can scientifically manage and effectively report its environmental impacts. Credibility with the agencies will be as important as with the public. Our industry intends to build these relationships with improved programs and documentation.

As popularly said, industry must "walk the talk," showing with documentation that its actions live up to its words.

One of the principles of the Temple-Inland Inc. Environmental Policy states the company will "...continually monitor progress toward environmental goals." Explain how the TIFPC Environmental Affairs Department meets this principle.

The TIFPC environment and industrial hygiene audit program was begun in the summer of 1993 as a collaborative effort of senior management, the Legal Department and the Environmental Affairs Department. The program has evolved over the past twelve months to its present form, but it continues to be revised with experience gained in the process and from the assistance and guidance of others. The program is also being reviewed by an outside consultant, and this may result in further revisions. The audit program satisfies the company's Environmental Policy of continually monitoring progress toward its environmental, industrial hygiene, safety and Environmental Principles goals. It also provides operations and senior management with a systematic review of all plant, mill and forest environmental management activities and identifies areas for attention or supplemental training. Periodic progress reports assist operations and senior management to plan and monitor any corrective actions identified in the audit.

The modernization program at Evadale includes certain environmental improvements. What are these?

The Evadale modernization reflects management's concerns for environmental and employee health as well as the safety of our products. These issues are a portion of the total quality profile of the Evadale mill.

When fully operational and start-up is lined out, the new Evadale manufacturing process will reduce discharges impacting all aspects of the environment, including industrial hygiene, waste water discharges, air emissions and solid waste disposal while improving resource utilization efficiencies (energy, water, fiber).



Mike Harbordt
Vice President, Environmental
Temple-Inland Forest Produc
Corporation

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The new fiberlines for example are expected to reduce waste water discharges by 20% while conserving resources. Air emissions will be improved as we collect and incinerate malodorous air emission sources beyond those already controlled. While the mill cannot be "odor free," there will be even fewer sources of emissions compared to only a few years ago. The new pulping and bleaching equipment was designed to substitute other bleaching chemicals for elemental chlorine and thereby reduce the discharge of certain chlorinated organic compounds. The new equipment and processes are important commitments to environmental quality improvements. They also require a higher level of operator expertise and attention.

What environmental improvements has Temple-Inland made in the way we manage our company timberlands?

Temple-Inland Forests managers have always assured that our forests will be there for the future -- a sustainable forest -- by planting trees and promoting stand regeneration. But while this restocking, with improved genetics and tree selections, has been a long-standing Temple Inland practice for assuring these forests of the future, this will not be sufficient for the next generations of forests. We will need to double the production rates of our forests if we are to compete globally, and we will do this in an environmentally sound manner.

Productivity can be improved with relatively new procedures, such as soil improvements and the control of competing vegetation for two years, which give newly planted seedlings an important boost in growth. Thinning increases intermediate growth productivity and use of smaller diameter sawlogs shorten harvest rotations. Some areas previously given little attention, such as hardwood forests, can be productively improved. There must be an intensity to our efforts, for Latin America can regrow a forest three time as fast as we can with our present techniques.

In doing this, Temple-Inland will be implementing sound environmental programs and performance. We will be supporting important research on environmental topics related to silviculture, such as wildlife, water quality, wetlands and other impacts.

Our professional foresters, therefore, face new challenges as we seek these gains in productivity along with environmentally compatible procedures. Just as the industry evolved from the "cut-out and get-out" philosophy of the 1800's, to reforestation, and then to more scientific methodologies, our foresters' responsibilities are becoming even more complex as they must meet many goals beyond growing and regenerating trees. The leadership of our Forests management team, together with the assistance of Environmental Affairs, is providing the guidance; however, the environmental results and our proof of performance will fall on the shoulders of our professional foresters.■



By Tony Bennett

Vice President, Public & Government Affairs

"Cluster Rules," a term coined by the Environmental Protection Agency to describe the merging of clean air and water standards, seldom finds its way into the vocabulary of Temple-Inland employees.

But the term could have a far-reaching impact on the pulp and paper industry in the next several years.

When first proposed by EPA in 1993, the Cluster Rules promised a new era in regulatory history. It provided a framework for the implementation of a coordinated, coherent regulatory approach. They were expected to give the pulp and paper industry the opportunity to integrate environmental planning and to tackle both air and water standards at once.

But, nearly two years later, the Cluster Rules proposed by the EPA have the potential of shutting down about 30 paper mills, costing the industry billions of dollars in capital expenditures, possibly leaving thousands of paper mill workers without jobs, and threatening the global competitiveness of the U.S. paper industry.

Industry concerns about the rules have been so heightened that the EPA last year opened up an extended comment period to receive more information about the rules.

This fall, the EPA is expected to issue its final Cluster Rules and, by 1998, all pulp and paper mills will be required to meet these new regulations.

As the rules now stand, the EPA's discharge requirements for air and water are so arbitrary that the industry estimates it will have to pay more than $10 billion in new capital costs and another $4 billion in new technology for what industry officials feel are insignificant environmental improvements and no health benefits beyond those achieved by the approach to which the industry has already committed.

Some pulp and paper mills, like Temple-Inland's Evadale mill, have recently made considerable capital expenditures that will, in many cases, meet the demands of the Cluster Rules. Other industry mills, however, have not had the capital in recent years to install the new equipment.

There is little doubt that the Cluster Rules will also make pulp costs higher for American papermakers while foreign manufacturers will not have the same cost burden.

Ours is not a question of meeting the environmental goals of the EPA. Rather, we question the inflexibility and unnecessarily costly approach the EPA has proposed for achieving those goals.▲

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Why we do the things we do.

Continuous process improvement. Order to cash. Design of experiments. Waste reduction.

Taken together, these terms are part of a system of work that is changing the Building Products Group

From the press line at Monroeville to the woodyard at Buna. From the telemarketing center in Diboll to the field sales representatives who criss-cross the southeastern U. S., people are working in a different way.

The reason?

"We are committed to meeting the needs of our customers," said Harold C. Maxwell, group vice president, Building Products. "That commitment means creating a new culture of work that reaches every skill and process in our group."

Some are describing the cultural changes as leading to a "learning" organization -- one that is constantly learning ways of doing business that lead to customer satisfaction.

"All components of our Group revolve around learning how we can best satisfy our customers' needs," said Maxwell. "At the operations level, the marketing level, and supplier level -- each is becoming smarter at recognizing trends and reacting and responding quickly to do the things necessary to please our customers."

Jack Sweeny, vice president - Operations, says these efforts are crossing all product lines. "It is important to explain how all of these programs fit together, especially on the operations side of the business," he said.

"Our future in the Building Products business holds many challenges, and in order to meet these challenges, we must be sensitive to new product trends, and streamline our processes by reducing waste and improving manufacturing efficiencies. In order to do this, each employee must be aware of the changes that are taking place. Our employees need to know how their place in the organization affects the entire organization."

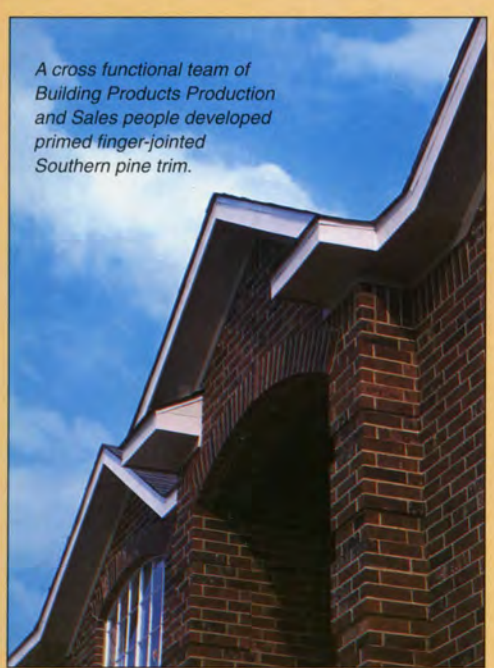
Leading the change in the Building Products Group was the order to cash system adopted several years ago. Order to cash has recently been enhanced by initiating policy changes that bring some decision-making to the level of those who interact directly with the customer.

In addition, electronic data interchange or EDI, has significantly reduced time considerations using computers to communicate routine business transactions with customers, such as invoices, purchase orders and advance shipping notices.

New products or improvements to existing products has become a priority of the Group. Richard Kenley, as new product development marketing manager, heads cross functional teams which track customer needs that lead to development of new products or improvement of existing ones. In addition to Kenley, the teams are composed of the product manager and key opera-

"A key element of these cultural changes is communication. It's important that all of our people know where we are going and why these changes have been made."

--- Harold Maxwell
Group Vice President / Building Products Group



A cross functional team of Building Products Production and Sales people developed primed finger-jointed Southern pine trim.

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tions people according to the requirements of the new or improved product ideas.

Working smarter has produced changes in product research and development. The Product Development Lab has evolved from working exclusively for the Panel Products group into an information resource for each product group, and is an example of how "meeting the needs of the customer" becomes a reality.

According to Chuck Ray, Product Development Lab manager, a team is assembled to work on projects ranging from statistical research on product quality to wood science and environmental research. The team includes representatives from the Lab, operations, sales and marketing, accounting, and other departments whose expertise is needed.

"Instead of just focusing on the technology of particleboard, we can now coordinate the improvement efforts of the entire Building Products Group by collecting knowledge and analyzing data so that our operations people can react quickly to process improvements and new product development," said Ray.

"Our staff will go directly into our customers' plants to see first hand how our products can be improved to meet their needs," said Ray.

At the heart of the new culture is people and their knowledge of why we do the things we do.

"A key element of these cultural changes is communication," said Maxwell. "It's important that all of our people know where we are going and why these changes have been made."

The "product of the future"

is how Jeff Faganella describes a plywood pilot project underway at Pineland Operation. The plant is testing a new product for Temple-Inland: an industrial grade panel for the furniture and cabinet markets. To date, trials to engineer stability into the board have been run on the high grade sanded plywood.

"We've gone to a dryer veneer as well as more multi-layers that are thinner to make the panel more stable," said Faganella, who is Pineland Operation general superintendent. The 3/4" panel may have seven layers instead of the standard five, he explained.

According to Fagenella, the plant is also experimenting with adding hardwood veneers.

Development of the new product illustrates the Building Products Group's "learning organization" culture to respond quickly to market conditions.

Working on the project are Faganella; Richard Kenley, new product development marketing manager; Brian Buchanan, wood scientist; Paul O'Cain, production manager; Carlton Boatner, finishing superintendent; Mark Bohac, general superintendent; and all shift supervisors including Gary Hansen, Jesse Barnes, John Booker, Ronnie Comeaux, K. C. Oden, Royce Warr, Clyde Stewart, Elester Whitmore, Jay Beatie, Scott Hardy, Virgie Jones, Tommy Whittington, Jimmy Swindle, and Todd Robinson.



Pineland Operation employees involved in a pilot project for an industrial grade plywood panel include (front row from left) Carlton Boatner, Finish End superintendent; Jeff Faganello, general superintendent; and Scott Hardy, Finish End supervisor. Also (back row) K.C. Oden, Dryer supervisor; Elester Whitmore, Lay Up supervisor; and Clyde Stewart, Lay Up supervisor.

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BLEACHED PAPERBOARD

EVADALE, TEXAS -- Temple-Inland's Bleached Paperboard Group was recognized by the Pulp and Paper Safety Association as having the most improved safety for the 1994 calendar year. Only three awards are given, and Temple-Inland won the Most Improved Safety Award in the Paper Mills #1 division of the association. This is a coveted award within the Pulp and Paper Industry, recognized by companies and safety professionals throughout the United States as a sign of safety excellence.



Displaying the "Most Improved Safety Award" for Paper Mills #1 Division from the Pulp and Paper Safety Association are (back row) Robert Ault, Billy Lamb, Doug Bonnette, Tim LaHaye, Wayne Miller, and D. A. Walter. Also, (front row) Per Klykken, Peggy Stone, George Molandes, and Sherman Hare.

A two-day barbecue lunch and dinner was offered by supervisors recently to celebrate a turnaround in mill operating efficiencies, which Per Klykken, vice president of Mill Operations, attributes to a growing esprit de corps among the ranks of Bleached Paperboard employees. According to Klykken, the employees have the power to make a plan come together and make a goal a reality.

Marge Smith ended her 37-year career with Temple-Inland on March 31. She began her career as a clerk in Production Scheduling, and, in the years since, executed professionalism in her various duties assigned. Retiring from her present position as director of communications, she will always be remembered as the founder of *Paper Talk* as well as the driving force behind the Christmas Open House events.

Bobby Breithaupt also retired as of June 1, and seems to be a somewhat bittersweet departure. He is the last of the mill's remaining charter Production employees hired as a second helper in Recovery in November of 1954. Breithaupt finished his career as assistant superintendent in Recovery, and he proudly reports that in the past 40 years, he was never once late for work.

Employees, their families and retirees participated in hand papermaking for area students at museums and classrooms.



The team of papermaking teachers are, from left to right, Bill Stanford, retiree; Ray Adams, retiree; Glenda Shepherd, wife of Mark (administrative manager); Bud Parker, retiree; Claudia Sherman, manager of communications; Carolyn Montgomery, wife of Jim, national sales manager, office products).

The Evadale Summer Employment Program processed 87 employees, plus 9 co-ops.



Lynn Willoughby (Industrial Relations manager) at the student employee orientation.

BUILDING PRODUCTS

DEQUINCY, LOUISIANA -- Southwest Louisiana Lumber Operations started 1995 off with a number of improvements that will make better use of valuable resources while maintaining/improving the quality of products.

The first improvement was a reduction in green lumber target thickness at the Double Arbor Gang Saw. The plant reduced its target thickness from 1.740" to 1.720". This was done in conjunction with a reduction in saw kerf from .160" to .140" and conversion from carbide to stellite tipping on the saws.

The benefit of this change comes from increased lumber yield, upgrade of by-product values, and a smoother finish on the green lumber. It is estimated that these changes will result in a savings of $900,000 per year (based on 1994 log usage).

Another improvement was made to the bent-knife chipper heads on the



Carriage and Profiling Center, by converting them to the Key Knife system. The plant had previously converted the C-N- knives on the board edger reman head a profiling heads on the Profiling Canter. By using the Key-Knife system operators can dial in each knife, resulting in less va tion and a smoother finish. Jacket board target sizes were reduced on the Carriag from 1.760" to 1.740".

One of the major benefits of the Key Knife conversion is the amount of time saved in the filing room. Key Knives are typically run 32 hours on one edge, turn and run an additional 32 hours. When th are removed, they receive a light hone ar are ready for reinstallation. This is oppo to 16 hours run time on the babbitted knives, and then removing them, grindir them down to produce a new edge, and babbitting them to restore the knives to proper and equal lengths. By reducing t time spent on knife grinding and babbitt the sawfilers are able to devote more tim other areas.



Grader of the Quarter was awarded to Alejos Salais, who was hired in 1973, and has spent the past 7 years as a gra Salais is married to Leticia Salais, and they have three children, Griselda, Mayra and Alejos Jr. The family resides in Diboll.

DIBOLL, TEXAS -- A technical training program has been introduced at the Diboll Particleboard Plant. Using the plant as a training site, new field representatives Ja Bland and Judy Blalock are proving how this program benefits the Sales Departme the plant and ultimately the customer.

The training period involves 2-3 mon of learning and becoming involved in CP efforts. The following is an excerpt from

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Judy Blalock, new sales representative, works in the plant as part of a technical training program for new field representatives to become more of an "applications engineer."

Temple-Inland's CPI Update newsletter, written by Bland:

"... The trend for today's industrial salesman is to be more of an applications engineer. I will be working with our customers to help them solve production problems and to provide technical support. The partnership that has been formed with Borden is an excellent example of this type of a relationship.

"The sales training program that I am going through was recently created in order to keep pace with the demand for outside sales representatives to be technical experts in their field. In fact, I am the first sales trainee to have the opportunity to have extended training in the mill before going into the field. The people that I meet and training that I acquire while in the plant will no doubt play an important role in my ability to help our customers solve their problems as they strive for Continuous Process Improvement (CPI).

"CPI tools such as Statistical Process Control, Design of Experiments, and teams that focus in on their work areas to relay ideas for improvement to management are all concepts that I studied in some of my college course work. However, I had never actually witnessed these tools in action—that is, until now. I have attended meetings where management and plant employees worked together to solve production problems, create new ideas, eliminate waste, or find ways to measure variation in order to gain control of a particular variable. I have also had the opportunity to work with our process analysts on current projects and designed experiments.

"I believe that being able to experience CPI firsthand, along with the manufacturing knowledge that I am receiving will prove to be invaluable tools when I go into field sales. Everyone that I have had the opportunity to talk with about the process has been willing to share their knowledge and insight with me. It has been a definite advantage for me to be able to train among a group of people who are so willing and able to teach."



Two Diboll Lumber Operation employees won recognition in the Southern Pine Inspection Bureau's annual Texas lumber grading contest. Manuel Concha (right) was second place and Javier Salais was third place out of 80 graders from across the state participating. The contest was held at International Paper Company in Henderson, TX.



Diboll Lumber Operation's Green End Gold Crew was recently recognized for achieving two years without a lost time accident. They include (first row from left) Ramon Concha, Charles Whitehead, Scotty Rayborn, Lance Scott, Heriberto Garcia, Jose Alvarez, Augustin Enriquez, and Derrick Pendland.

Second row, Ignaciao Serratos, Raymundo DeJesus, Jr., David Moreland, Jesse Upchurch, Gonzalo Sanchez, Anthony Melvin, Charles Carroll, Orlando Flores, Patrick Johnson, Arturo Meza and Mike Self.

Third row, Garry Sorrell, George Vinson, Jeff Bailey, Octaviano Concha, Glen Wells, Juan Morales, Carlos DeLaFuente, Hector Trevino, Brijido Pena, Robert Hendrick, John Paul Carver, Sharlon Canada, Javier Martinez, Juan Enriquez, Fred Bolton and Darin Simpson.

Not pictured are Fredrick Garner, Mammie Watson, Jose Castillo, Tim Hawthorne, Wally Hodge, Martin Tamez, Jr., and Glenn Youngblood.



Diboll Lumber Operation's Dry End Gold Crew celebrated two years without a lost time accident.

Pictured are (front row) Terry Cravens, Juan Guerrero, Jesus Salais, Javier Garza, J.R. Reyes, Javier Salais, and Earl Vinson.

Also, (second row) Esteban Guerrero, Gary Hurley, Omar Flores, A.F. Salais, Alberto Morado, Dennie Gilbert, Bobby Oliver, Willie Childress and Mike Self, safety coordinator.

Also (back row) Dry End Superintendent Bob Davis, Fernando Hernandez, Thurman Harrell, Bryan Stephens, Tony Allen, Jarred Lesley, Gerald Bamburg, Arturo DeJesus, and Plant Manager Darin Simpson.



CPI CHRONICLE

CONTINUOUS PROCESS IMPROVEMENT

The Northern Chip Mill
Lufkin, Texas

- The Northern Chip Mill continues to establish production records.
- During the start up year, 1992, the NCM shipped 108,001 cords of chips. In 1994, the chips shipped increased to 135,858 cords. In the past five months, NCM has produced 82,335 cords of chips.
- This is an annualized production rate of 196,000 cords, which is 122 percent of the design capacity.

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FLETCHER, OKLAHOMA -- Joe Brown, plant manager of Temple-Inland Wallboard, had the privilege of presenting a check for $10,000 to Cyril Ambulance Service. The money will be used to purchase a protabel heart monitor and defibrillator.

This will be a very vital piece of equipment for CAS, which services a large rural community. The service covers approximately 400 square miles. This area contains five small towns (Fletcher, Sterling, Cyril, Elgin and Cement), 16 schools, numerous small businesses and a nursing home. These towns have an approximate population of 7200.

The employees and families of the Fletcher plant are very fortunate to have a company that cares for the workers as well as the community. This generous donation from Temple-Inland FPC will help save lives and will be appreciated for many years.



On hand for the presentation to the Cyril Ambulance Service are Scott Trout, shift supervisor; Tom Lindley, wet end leadman; Joe Brown, plant manager; Dexter Stockstill, production manager; Toni Evans, Cheryl Mosier and Steve Waschler, Cyril Ambulance Service; Wanda Madison, mayor, town of Cyril; Bobby Palmer, safety coordinator and Kilbrent Stephenson, mechanic. Kilbrent, Lindley and Trout are all certified EMT's at the Wallboard Plant.



The Olympian, Janis, pictured above, was in a wheelchair race. She was very excited about just being in the race and she finished first place. The driver was Kacey Herndon, the daughter of Steve Herndon, a Temple-Inland shift supervisor.

Since 1968, Oklahoma Special Olympics has been helping adults and children, who are mentally challenged to achieve their dreams through sports training and competition. There are more than 110 local, area and state sporting events and 50 training schools which offer 9,000 Oklahoma Special Olympians the opportunity to compete and learn.

Fletcher Wallboard Plant sent volunteers to a local event at Fort Sill, Okla., on April 21. The employees who went were Linda Lowe, Debbie Wilson and Steve Herndon.

Tony is an 8-year old girl who entered the 25 meter walk. She was one of three racers, and she won 3rd place. It can be said that she won, for this is quite an accomplishment for a little girl who has only been walking for six months.

The volunteers received the satisfaction of knowing they were helping others.



Steve Dwyer (left), CPI coordinator and Ray Cummings (right), shift mechanic, participated in a community leadership program sponsored by Temple-Inland in Thomson, Georgia.

THOMSON, GEORGIA -- Steve Dwyer, CPI coordinator and Ray Cummings, shift mechanic, were selected and sponsored by Temple-Inland to participate in the Leadership McDuffie community awareness program in Thomson.

This prestigious program lasts nine months and is comprised of motivational and team-building workshops, municipal and industrial tours, and retreats designed to improve the participants' knowledge of their community that helps citizens become more active and informed community leaders.

"The classes were interesting and informative," Cummings said. "I never knew exactly how much goes on in the county until now. It will certainly help me be a better citizen and leader."

Leadership programs are offered in towns and cities nationwide as an effort to educate and prepare citizens to lead various service aspects in their communities well into the 21st century.

INS
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FORESTS

ROME, GEORGIA -- Golfing enthusiasts gat
ered at the Stonebridge Golf Course in Rome, Georgia on May 10 to participate i the Georgia Forestry Association's 1995 "Log-A-Load for Kids" golf tournament.

The Inland Container Corporation co plex in Rome, consisting of the Forest Division, Linerboard Division, Lumber Division and Corrugated Container Plan was privileged to be involved in this eve as one of the sponsors.

Kenneth Gibson of Rome Forest Division's Coosa District and Steve Duda Bowater-Calhoun served as district chair men and solicited contributions from log ging contractors. A number of Inland employees also showed their support by playing in the tournament or by donatin the fund.

Through the generosity of sponsors a players, this tournament netted $20,200. Of the $191,000 total raised in the event, $101,000 was raised in the Northwest Georgia area that will benefit Scottish Rit and Egleston Children's hospitals in Atlanta, Georgia.

The "Log-A-Load for Kids" is a fundraising project sponsored by particip ing states' forestry associations. Last yea



Golfers from Rome's Inland Container Corporation particip in the the golf tournament as part of "Log-a-Load for Kids" to help raise money for children's hospitals in Georgia. From left to right: J.P. Smith, owner of J.P. Smith Lumber C Gary Myers, Inland Container Corp., plant manager, Rome Lumber Division; Don Jones, Inland Container Corp., vice president and general manager, Rome Linerboard Divisior Syd Kinne, Inland Container Corp., general manager, Rom Forest Division.

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there were 10 states participating nationwide with Georgia finishing 3rd behind North Carolina and Alabama.

Tom Ritch, Rome Forest Division's Operations administrator, is the state chairman of the 1995 "Log-A-Load for Kids" project.

Service awards for the third quarter are being awarded to the following Rome Forest Division employees:

For 20 years, Jimmy Shephard, radio technician in Maintenance and Reforestation, and for 5 years, Timothy Duckett, timber technician in the Homer district.

Jeffrey Kastle has been promoted to timber technician at the Alexandria Woodyard in the Pell City District. He was formerly a forest worker in the Homer District.

To date this year, the Rome Forest Division has had no lost-time injury, 1 submajor injury, and 1 first-aid case. As of the period ending April 30, 1995, we had worked 940,232 safe man-hours, or 744 safe days, since our last disabling injury. We have not had a lost-time injury in approximately 2 1/2 years and by continuing our safe work trend, we will reach ONE MIL-

CORPORATE



Temple-Inland's Particleboard Plant in Diboll presented two $1,000 scholarships to accounting students. Pictured are Stephen F. Austin State University students Regina Muchametzjanov (left) and Dena Michele Hancock, receiving the Temple-Inland Accounting Employees Accounting Scholarship from John Dichard, assistant controller.

Service Anniversaries

JULY / AUGUST 1995

Big Tin Barn

20 years
A.D. Whittington

15 years
Carrolyn Featherston
Raul Garcia
Melva Williford

Bleached Paperboard

40 years
Jack King

35 years
Glenn Conner
Jerry Fling
Gary Richardson
Lester Tucker Jr.

30 years
Precious Darden
John Hostetler
Ronnie Lounsberry
Bobby Peck

25 years
David Brooks
Adelia Champion
Henry Curry
David Herrington
Luther Jones Jr.
Robert Jones
James Kyle
Robert McElvain
Danny Morgan
Rohde Morgan
Ronald Nichols
George Scott
Daniel Smith III
Gregory Willis

20 years
William Hoke
Vernon Williford

15 years
Rodney Horn
Per Klykken
David McMillan

10 years
Dana Garvie
Thomas Whalen

5 years
Carroll Hale
Todd Quick
Judy Rasnick
Dee Rodgers

Building Products

Buna

5 years
James Chambers
Torrence Randolph
Alfred Tarver

Diboll

40 years
Roosevelt Hulett

30 years
Maurine Bray
Mamie Watson

25 years
Rodolfo Tamez

20 years
Marvin Butler
Frances Cowart
Guillermo Gonzalez
Robert Hook
Green Scott Jr.
James Williams

15 years
Anibal Jasso

10 years
Julie Baker
William Cain
Jody Cook
Johnny Perry

5 years
Jason Bryan
Randal Graham
Robert Hendrick
Mickey Johnson
Richard Kurz
Ruby Phillips
Michael Windsor
Geoffrey Youngblood

Fletcher

10 years
Linda Lowe-Schneider

Monroeville

15 years
Carolynn Woods

Pineland

30 years
Albert Barnes

25 years
Roy White

20 years
Darrell Holmes

10 years
Maylon Hardy
Gary Jackson
David Poindexter
Bobby Scott
Randall Smith
Randall Vanwinkle

5 years
Emmett Eddings
Sandra Kilgore
Keith McCary
Kenneth Randle
Randy Spikes
Lance Spurlock

S.W. Louisiana

5 years
Christopher Dyson
Dalbert Fontenot
Chris Procell
Earl Taylor

Thomson

20 years
Roger Chalker Sr.
James Grissom
Linda Murray

5 years
Johnny Cooper
Marvin McLin

West Memphis

30 years
Earnest Kelsey

5 years
Joe Scheiber

Corporate

15 years
Betty Burchfield

10 years
Theresa Risenhoover

5 years
Michaelyn Green
Sherrye Johnson
Tracie Moore
Donna Parish
Patrick Price
James Rand
Tammy Whatley

Food Service Corporation

5 years
Frances Coleman
Russell Mittenholzer
Tito Monta
Joyce Pennington
Navin Chad Pradad
Ronald Zuberer

Forest Division

15 years
Walter Boyett

10 years
Steven Bailey
Norma Sonsel

5 years
Scott Cockrum
Alan Sherwin
Robert Woods

Investment Division

15 years
Leslie O'Neal

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TOPAZ DRILLS HORIZONTAL WELL

A subsidiary of Temple-Inland Forest Products Corporation, Topaz Oil, and Sonat Exploration Company have recently completed the first truly commercial horizontal well in Vernon Parish, Louisiana.

The well, in which Topaz Oil Company has an interest, was drilled in April of this year, and a pipeline was recently started.

Sonat Exploration/Topaz Oil Company #28-1 Temple-Inland began producing by the middle of July.

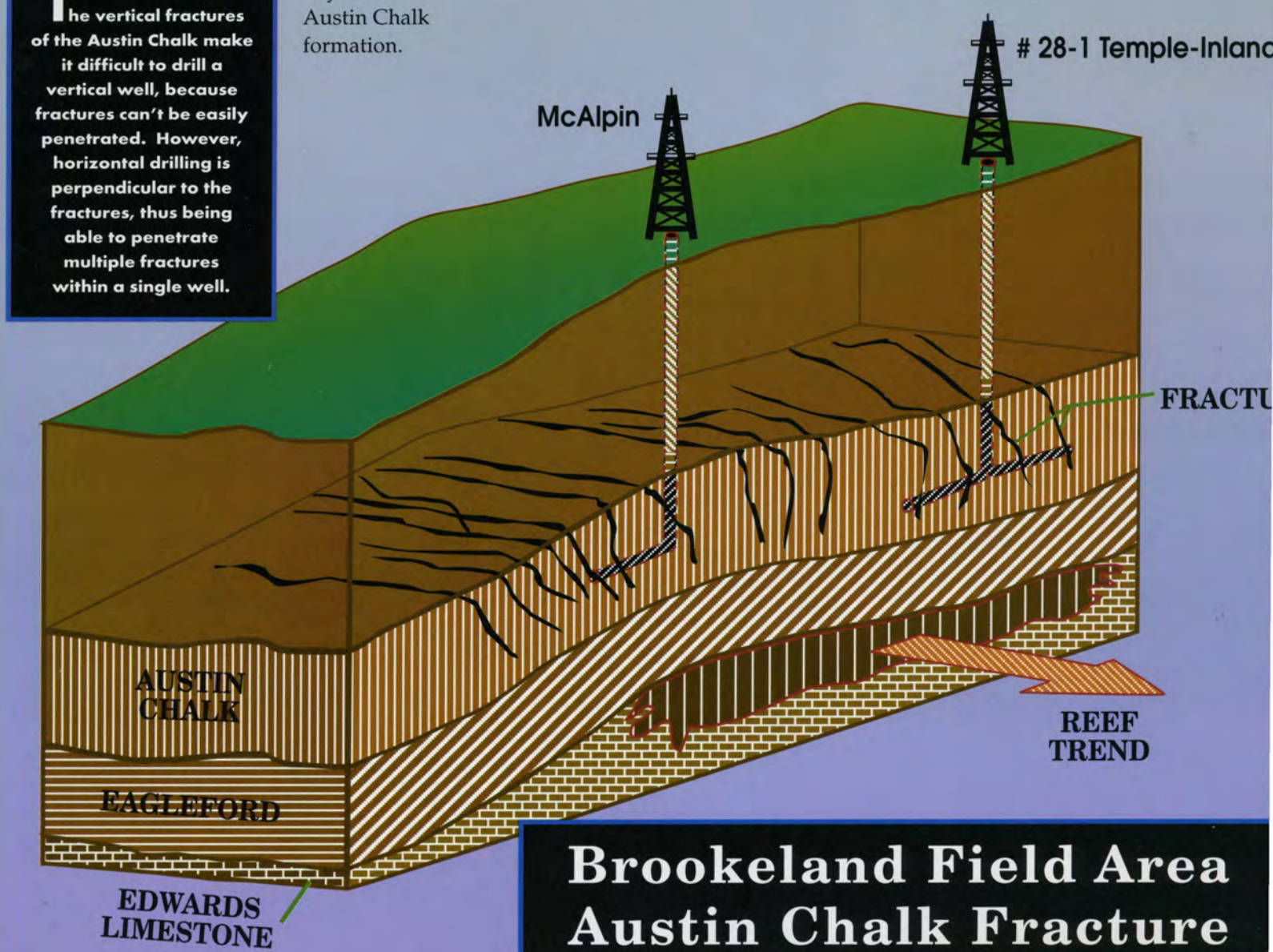
This new well was drilled using the latest in newly refined horizontal drilling technology, and tested at 1600 barrels of oil and 7,200,000 cubic feet of gas per day in the Austin Chalk formation.

Drilling the well horizontally was necessary because the Austin Chalk is a very non-porous limestone which is fractured, or cracked, vertically. This makes it difficult to find the fractures using vertical drilling techniques because the fractures are easily missed. Furthermore, there has been relatively little success in past ventures in trying to produce oil and gas from the Austin Chalk in East Texas and Louisiana with vertical wells.

With the #28-1 Temple-Inland well being the first apparently commercial horizontal well in Vernon Parish, it has the potential to set off a flurry of drilling activity in the Parish. Topaz Oil Company and its partners have approximately 14 potential drilling prospects in the area. Much of the land involved is owned by Temple-Inland Forest Products Corporation.

Topaz Oil Company is a vehicle by which the Minerals Division of Temple-Inland Forest Products Corporation attempts to maximize the development of the company's mineral assets. Topaz has put together two Areas of Mutual Interest (AMIs) with Sonat Exploration, which resulted in the drilling of both the McAlpin and #28-1 Temple-Inland wells. The #28-1 Temple-Inland is located in the Toledo Bend AMI, while the McAlpin well is in the Burr Ferry AMI. Both AMIs have a number of other potential wells that can be drilled.

The vertical fractures of the Austin Chalk make it difficult to drill a vertical well, because fractures can't be easily penetrated. However, horizontal drilling is perpendicular to the fractures, thus being able to penetrate multiple fractures within a single well.



Brookeland Field Area
Austin Chalk Fracture

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INDIVIDUAL LANDOWNERS WILL PLAY BIGGER ROLE IN WOOD SUPPLY.

One of the biggest misconceptions about commercial forests is that most people think they're owned largely by big companies.

Often overlooked in the ownership debate is the fact that private, non-industrial owners control as much as three-fifths of the South's commercial forests. In Texas, the ratio runs about 60 percent while companies like Temple-Inland own 33% and governments own the remaining 7%.

As the South makes up most of shortage in wood supplies caused by the Spotted Owl in the 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 to people who grow and sell timber on their own lands.

"Most of the natural sawtimber standing today is on the lands of individuals who own smaller tracts, and it's important that we have a good relationship with these folks," said Robert Wilson, a company forester in Jasper. "In the future, many of the large saw logs we use will come from these private lands."

While Temple-Inland doesn't have a formal landowner assistance program at this time, Wilson feels the company's foresters must be available to provide more help to individual landowners as a part of their jobs. "They could use a lot of professional help, such as management advice, tax assistance, capital gains help, and regeneration assistance," said Wilson. "We'll have to do more of this if they are to continue to be viable timber sellers."

As timber prices remain high, more individual landowners are likely to clear cut their trees for the income. "The biggest challenge the industry has today is getting these landowners to replant the lands after the trees have been cut," said Wilson.

Wilson feels the most important thing Temple-Inland can do at present is to "treat landowners right when we purchase and harvest their timber."

"A referral from a landowner who is satisfied with us is the greatest landowner assistance program we can have," he said.

Bruce Miles, director of the Texas Forest Service, agrees that more attention must be paid to private landowners if the South is to remain the woodbasket of the nation.

"In the south, we're currently cutting cutting more trees than we're growing," said Miles. "In Texas, the cutting rate is exceeding 110% and in Louisiana the rate is up to 132%. If we're able to reverse these trends, and grow more than we're cutting, we'll have to develop more private landowner assistance efforts like the Texas Reforestation Foundation (an industry-funded group which provides individual landowners with funds for replanting cutover lands)." ▲

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The powderpuff (Mimosa strigillosa) of the legume family is a low, trailing perennial frequently found in the sandy loam soils of the East Texas forests. From April to November, the pink or lavender-rose colored blooms can be found in meadows, forest openings or along streams and lake edges.

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