InTouch

News, ideas and growing knowledge from Temple-Inland Forest Products Corporation

April/May 1998

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DEL-TIN PLANT IN STARTUP MODE AT El Dorado, Arkansas

Following equipment checkouts in February and March, preparations are moving forward for the spring startup of Del-Tin Fiber, a new medium density fiberboard (MDF) near El Dorado, Arkansas.

The plant, a joint venture of Temple-Inland Forest Products Corporation and Deltic Timber Corporation of El Dorado, Arkansas, will utilize 100% southern pine wood chips to produce about 150 million square feet of MDF on a nine-foot-wide continuous press capable of producing thicknesses from 1/4 inch to 1 1/4 inches. Widths will vary to nine feet and lengths to 17 feet.

The plant will employ about 110 people. "One of our key objectives was to locate and hire qualified and experienced people with MDF and particleboard experience," said John McClain, vice-president of panel products. "And we have been successful in filling key positions with people who meet these objectives. This has assisted in an excellent startup of the plant."



A view of El Dorado's continuous press.

MDF Product Manager Mike Hopkins of Diboll says the Del-Tin plant will make the highest quality MDF in the country, maybe the world.

The MDF made at El Dorado will be marketed under the trade name Solidium™ MDF and will reach three key markets: (1) the production of office and ready-to-assemble furniture, kitchen cabinets, store fixtures and laminators; (2) residential mouldings, such as baseboards, crown mouldings and chair rails; and (3) laminated flooring and other thin-board applications, such as peg boards and entertainment center backing.

With its continuous press, Solidium™ MDF will have a more consistent surface and core densities than the traditional manufacturing process, typically less than 10% variance.

The process will avoid inconsistent densities that create machining problems and quick dulling of cutter heads. Softer cores also produce fuzzy edges that soak up paint, pit and create finishing problems.

The plant will also have the ability to produce 200-grit sanding. The industry standard is 100 to 120-grit.

Before the Del-Tin startup, Hopkins, project manager and general manager Glenn Gray, technical director Trey Brown, and operations manager John Sauer traveled to New Zealand to visit an MDF plant owned by Nelson Pine Industries. "At the time, the Nelson press was only four weeks old, and the trip afforded us an opportunity to watch a press similar to ours early during its operations," said Hopkins.

The 320,000-square foot Del-Tin plant, strategically located on 395 acres with easy access to interstate highways, allows room for expansion and development of compatible industries.

A five-step startup process began at Del-Tin with a two-week shakedown of the refiner in March with dryer runs following a six-day test routine. Forming runs began March 23 and press runs began March 30. The pre-startup effort concluded with two weeks of sander and saw runs ending in late April.



Customers from Mills Pride inspect finished board in the master unit storage area at El Dorado.

Temple A Temple-Inland Company

Temple-Inland FOREST



OUR BUSINESS

by David Kellam,
Vice President,
Solid Wood

Our company is in the initial stages of an education initiative that we believe will have far-reaching effects on our workforce in the future. This initiative has its roots in Diboll and Angelina County, Texas, but we hope its elements can be transported to our operating locations throughout the company.

Late last month, Harold Maxwell and I participated on a panel of Angelina County businessmen as part of a one-day education symposium called The Business of Education Conference. Some surprising statistics were presented:

- 80% of the existing jobs in Texas do not require a college degree
- 90% of the jobs by the year 2000 will require knowledge of computers
- 85% of the jobs in 2000 will require training beyond high school

The 175 educators and business people throughout Angelina County who attended agreed on one message that came across loud and clear: most students graduating from high school don't really know what skills are expected of them in the business world. Both business and education must pursue a course which addresses this skill gap.

Over the years, public schools have generally known what we in business have expected. We needed employees who were disciplined in following time schedules, who could handle routine jobs with a good foundation in the three R's. In 1950, 20% of the jobs required degreed professionals; 20% of the jobs were skilled; and 60% of the jobs were unskilled.

Today's business climate has changed dramatically. In the year 2000, 20% of the jobs will require degreed professionals (unchanged from 1950). However, 65% of the jobs will require skilled workers, and only 15% of the jobs will require unskilled workers.

In business today, there exists what Texas Comptroller John Sharp in his Texas study Forces of Change calls a "cult of performance excellence." This concept is based on several factors that have changed businesses throughout the nation.

These factors include the competition created by the global economy. Because competition drives the capitalist system, every factor of the business, from machinery to employee, must make an optimum contribution to the bottom line. Consequently, businesses today are flatter, leaner and more innovative than in the past. New technology is giving us the improvements in industry hardware. The same improvements in our workforce are lagging behind.

Closely related is the factor of life-long learning. Because of technological advances, workers must continually learn new skills for jobs and hardware, many of which do not even exist today. In fact, 60% of today's high school students will work in jobs that do not currently exist.

Lastly, businesses today are customer focused. In order to meet the demands of the market, workers must anticipate problems and adjust relatively quickly to the development of new products or services to keep customers happy. This takes employees who understand our business from the customer point of view; workers who are full business partners, and have the ability to conceptualize, analyze and draw conclusions, all higher level thinking skills.

To address these factors, it is our belief that students exiting our secondary education system should possess certain skills and traits that will enable them to be further trained for existing and future employment opportunities within our company and community. Students should possess the following skills and personal qualities:

- Basic skills such as reading, writing, speaking and listening, arithmetic/ mathematics, and sciences
- Thinking skills such as creative thinking, decision making, problem solving, visualizing, reasoning, and knowing how to learn
- Personal qualities such as individual responsibility, self-esteem, sociability, self-management, and integrity

A Temple committee representing all aspects of our business has been formed to act on the themes that emerged from the Business of Education symposium. The program will begin with the most elemental requirement — communicating with our education partners. We will keep you apprised of our program as it develops.



Employees of Monroeville Particleboard were presented with two awards from Mills Pride, one of the company's top customers. Monroeville Particleboard was named most improved supplier of board on flat cars and best overall supplier for shipments into Mills Pride's Waverly, Ohio plant. Mills Pride uses Temple Particleboard for cabinets and ready-to-assemble furniture. Mills Pride officials visited Monroeville Particleboard to make the presentation. Attending were (from left) **Scott Foll**, Mills Pride; **Milford Hill**, Temple; **Rob Hitchens**, Mills Pride; **Don Mohn**, Temple; **Dana Barnes**, Temple; **Lloyd Knight**, Temple; **Donna Watson**, Temple; **Wilson Watson**, Temple; **Terry Hornady**, Temple; **Craig Sinclair**, Mills Pride; and **Brian Hawks**, Mills Pride.

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For the latest company information, including news releases, be sure to check out the company's Intranet. Departments and new features will be added over the next few months, so be sure to access it often. You'll find the information helpful to your job.

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

BOARD OF DIRECTORS NAMES

Harold C. Maxwell

PRESIDENT & CHIEF EXECUTIVE OFFICER — TEMPLE-INLAND FOREST PRODUCTS CORP.

The Board of Directors of Temple-Inland Forest Products Corporation, a subsidiary of Temple-Inland Inc., has announced the election of Harold C. Maxwell as Chairman, Chief Executive Officer and President of Temple-Inland Forest Products Corporation.

He will continue to serve as Group Vice President of Temple-Inland Inc.

Mr. Maxwell, 57, joined the Company in 1963 and was named Group Vice President for Building Products inn 1982. In his new position, he will have overall responsibility for the Company's building products and forest operations, including 17 manufacturing operations whose products are marketed under the brand ***Temple***™, and 2.2 million acres of Company-owned or leased timberland holdings.



Harold C. Maxwell
PRESIDENT & CHIEF EXECUTIVE OFFICER - TIFPC

He is a graduate of Texas A&M University and serves on the board of trustees of Angelina College; chairman of the policy advisory board of the Joint Center for Housing Studies at Harvard University; and director of Memorial Health System of East Texas and First Bank & Trust East Texas.

AF&PA AWARDS TEMPLE-INLAND NAT'L ACHIEVEMENT AWARD

The American Forest & Paper Association has awarded Temple-Inland Inc. its 25th Annual Environmental and Energy Achievement Award for the Company's "BMP Effectiveness Program" in the Forest Management category. Bill Goodrum, Temple-Inland's manager of forest environmental issues received the award notification April 24.

One national award is given to an AF&PA member company for each environmental and energy category.

In informing Temple-Inland of the award, Terry Behrman, coordinator, regulatory affairs for AF&PA, said, "It is an honor for me to congratulate you on this recognition of your company's achievement in a field that is of such vital concern today."

The award will be presented to Temple-Inland representatives at the AF&PA's Board of Directors meeting during Spring Legislative Conference in Washington, D.C. on Tuesday, May 19.

"This work is applauded by the senior management of Temple-Inland and is reflective of the Company's commitment to environmental excellence in all of our operations," said Jack C. Sweeny, group vice president, Temple-Inland Forest.

According to Dr. Mike Harbordt, vice president of environmental affairs for Temple-Inland, the BMP (Best Management Practices) research is forward looking and identifies environmental solutions that impact the Company's forest practices. The project results give Temple-Inland a business advantage since they allow the Company to manage forestry operations that have a minimum impact on the environment.



Brian Gowin participates in streamside monitoring.

"We are honored to be recognized by the American Forest & Paper Association for our work to continue to build environmental excellence in our forestry management activities," said Dr. Harbordt. "The research is designed and conducted by Bill Goodrum and Brian Gowin, who work in the Temple-Inland Forest Products Corporation environmental group. Temple-Inland's Geographic Information System's group supports their effort. This project also funds a graduate student research program at Stephen F. Austin State University."

Temple-Inland's BMP monitoring program was recognized in 1997 by the U.S. Environmental Protection Agency with its Region 6 Nonpoint Source Pollution Environmental Excellence Award.

Strategic Positioning: Enha

Our Future

When the first settlers came to the South's forest more than a century ago, they cleared trees to plant crops, raise livestock, and build communities. The value of forested land was less than land that had been cleared. As the population and commerce grew, so did the value of trees. The South's second-generation forest, the one that provided trees from the 1930s to the 1960s, became a valuable regional resource for developing pulp, paper and wood products mills.

By 1988, the value of the South's third forest has raised timber to the number one agricultural crop in the region.*

What does the future hold for the next generation of forests in the South?

Most experts agree the South's next forest, and the future of fiber supply worldwide, lies in the hands of forest managers who can no longer afford to think exclusively on a regional basis.

Temple-Inland Forest is strategically positioning its activities to meet global challenges as well as those at home. These strategies include acquiring knowledge of fiber trends and production forecasts, utilizing timely and comprehensive data, procuring technology, and implementing the highest standards of forest stewardship.

Knowledge

Knowledge of worldwide fiber supply on which to base strategic decisions includes implications as diverse as potential fiber growth in Central and Latin America and domestic recycled fiber inventories.

"When considering the future of Temple-Inland forestlands, we must consider a broad range of issues that affect worldwide wood fiber supply," said Jack C. Sweeny, group vice president, Temple-Inland Forest.

"To illustrate, I pose this question: Name the two fastest growing fiber baskets in the world. The answer is the country of Brazil and New York City. Brazil, because of its natural ability to grow trees and New York City because of the recycled fiber," he continued.

Mr. Sweeny lists 6 additional points he believes are important to the company's future in forestry:

1. For the last 25 years, real wood costs (adjusted for inflation) have been flat or down. In the next 10 years, real wood costs will be flat or up.
2. The U.S. supplies 40% of the world's industrial roundwood on less than 20% of all commercial forestlands.
3. Wood fiber demands will grow in all areas of the world through the next 15 years — from 1.4 billion cubic meters today, to 1.8 billion cubic meters in 15 years. This 400 million cubic meter increase is roughly equal to all the trees harvested in the history of the United States until present.
4. By 2010, the West Coast will produce what some people call a "wall" of wood as the first Douglas Fir plantations begin to mature.
5. Today, Brazil seems to have potential for providing future fiber needs to a global market. However, China plans to plant 7 million hectares (17.5 million acres) by the year 2010, which would make it a strong competitor for the number one position.
6. Hardwood chip exports to Japan began 12 to 15 years ago out of Mobile, and have doubled over the past 10 years. Even though the U.S. South is a relatively high-cost supplier to Japan, it remains Japan's preferred supplier because of its open markets, easy access to fiber and good business climate. Japan will continue to target the U.S. South as a wood supply basket.

The company is continuously seeking innovative means of growing trees to be made into useful forest products. One of the most promising efforts is the establishment of eucalyptus plantations in Mexico. Grown on reclaimed farmland, the premier hardwood pulp of the eucalyptus is expected to comprise one-fifth of the company's Texas bleached paperboard fiber requirements when harvesting begins in 2001.

Soil Mapping Will Guide Foresters in the Future.

Sometime in the not-too-distant future, a Temple-Inland forester, perhaps without getting his boots muddy, will tap a few computer keys and produce the information needed to make a forest management decision.

Much of his information will come from a far-reaching soils mapping effort now underway on the company's 1.4 million acres of land in Texas and Louisiana.

By mapping and inventorying soil characteristics on Temple-Inland lands, foresters will be able to more efficiently plan for planting, harvesting, fertilization, weed control, and other forest activities.

"Soil characteristics impact every activity on a particular site. Knowing those characteristics allows us to make better management decisions, and plan the best use of each acre," explained Darwin Foster, director of research for Temple-Inland Forest.

The soil mapping effort began in 1997 with a 20,000-acre pilot project on four tracts in Texas and Louisiana, followed by the mapping of another 40,000 acres later in 1997. This year, 150,000 acres will be mapped, followed by 200,000 acres a year over the next six years.

Soil mapping is done by soil scientists who drill a five-foot deep hole for every 18 acres, producing a soil profile that includes texture, internal drainage, geology, color and other characteristics.

The information is then entered into a data base, where it can be used to determine such variables as water retention and drainage.

Even the color of the soil will mean something. A gray soil, for example, means the soil has been wet for long periods of time, necessitating raised planting beds for young seedlings. "By mapping our soils, we're doing what farmers have been doing for years: determining the best use of our land by working with the soil," said Foster.

CING THE VALUE OF OUR FOREST

Data

A key strategy of Temple-Inland Forest is to acquire the best information possible on evaluating sites for their natural ability to produce timber. A number of data gathering programs are underway. One is soils mapping. The company is in its first year study that will generate detailed soils information from the company's entire ownership. (See related story in box, lower left hand side).

Another project is acquiring topographical data to create "pictures" of particular sites. Site models improve the ability of foresters to incorporate the slope of the terrain into forest management decisions and more effectively manage issues such as aesthetics and water quality.

Temple-Inland Forest has also entered a cooperative arrangement with Stephen F. Austin State University to produce digital images of color infrared photographs of the company's land holdings in Texas and Louisiana. Infrared photos make it easier for foresters to distinguish hardwoods from pines and other softwoods. Once scanned, the digital image of the photos can be inserted into the Geographic Information System (GIS) to enhance the accuracy of mapping.

Technology

Utilizing technology is another tool the group is using for strategic positioning. One project, called Precision Farming, holds great promise. According to Joe Rodgers, manager of operations planning, the project uses satellite positioning to identify stand characteristics at specific points in a stand, rather than using overall average characteristics and determining treatments as if the stand were perfectly uniform.

"Precision Farming is a tool used by most large agricultural groups, but is a new application in forestry," said Mr. Rodgers. "The program can lead to better understanding of forest dynamics and can improve decision-making, especially when coupled with the soils data. Our foresters can tailor stand treatment to conditions within the stand."

Another technology project being developed is an "expert" system utilizing GIS data to improve decision-making uniformity across the company's land base. Temple-Inland Forest is working in conjunction with Texas A&M University to develop a system capable of analyzing both tabular and geographic data. The expert system will help implement the best science across the company's ownership for traditional treatments such as competition control and fertilization, and for other considerations such as growing targeted timber products, potential southern pine beetle infestation, and certain wildlife habitat considerations.

Forest Stewardship

The value of the company's forestlands can be measured in a number of ways. Certain intrinsic values exist that go beyond simply growing trees. These values include:

- Forest ecology, the maintenance of biological diversity within the forest;
- Sustainability, the assurance that a perpetual and productive forest exists over time; and
- Economic value of our forestlands which require delivering each tree to a converting unit that creates the greatest economic value.

To formalize its commitment to these values, Temple-Inland Forest has implemented a set of guidelines called Forestry Principles. The Forestry Principles are intended to guide company foresters in management decisions that affect water quality, landscape diversity, and the impact of harvesting operations.

"Enhancing the value of our forest is an exciting challenge for everyone, and we are confident we have the people and resources to meet the challenge." said Mr. Sweeny. "Our mills will not run out of wood, as some observers might think. There are ample supplies of wood in the future for our plants. However, we must enhance the growth of our own forest in order to ensure our future success."

* *The South's Fourth Forest: Alternatives for the Future*, United States Department of Agriculture, June 1988.

PROFILE: EUCALYPTUS OPERATIONS IN MEXICO

Location: 70% of the plantations are in western Tabasco; 30% are in eastern Veracruz.

Employees: 52 full-time employees and up to 400 day laborers during the planting season.

Managers: Federico Macyshyn, *General Manager*; Oscar Ramirez, *Operations Manager*; Albert Lasater, *Research Manager*; Nicholas Muir, *Tree Improvement Manager*; Antonio Martinez, *Finance and Adminstration Manager*; Avelino Villa, *Public Relations and Government Affairs*.

Growth: Trees average 25 cubic meters per hectare per year (four cords per acre per year). Trees are 10 to 12 inches in diameter at breast height and 85 feet tall at harvest.

Species: Eucalyptus grandis from Australia and Eucalyptus urophylla from Indonesia and a hybrid of the two, Eucalyptus urograndis. Seeds come from Brazil, South Africa, Zimbabwe, Indonesia, and Venezuela.

First harvest: The first harvest will be in late 2001 or early 2002, depending on the growth. A seven-year rotation is expected.

Harvest methods: Similar to harvest operations in East Texas, but with more manual labor. Will likely use log trains to carry the wood from the rural forest areas to a Mexico port. From here, they will be shipped to Texas via ocean-going barges. No decision has been made if the wood will be shipped as logs or chips.

Other: Eucalyptus has a distinctive menthol aroma when its leaves are crushed. However, there are no distinctive aromas in a standing plantation.

ELEVEN AREAS CHOSEN DISTINCTIVE SITES

Eleven unique forest areas in Texas and Georgia have been set aside by Temple-Inland Forest as the first in a new Distinctive Sites program.

The program, according to Group Vice President Jack Sweeny, was developed to recognize forest areas which have distinctive biological, geological, archaeological, and/or historical features.

The first Distinctive Sites include:

• **Beef Creek Waterfall, Jasper County, Texas.** The 225-acre area is characterized by a picturesque 20-foot waterfall and clear woodland stream with a sandstone-bottom creek. The area is surrounded by a natural mix of towering loblolly, longleaf and oak trees.

• **Eleven-Log Tree, also in Jasper County.** Isolated by the Angelina River and an oxbow known as Shelby Lake, this 71-acre area supports a pine forest, including a loblolly standing 142 feet high, 13 feet in circumference, and forks four times. There is an estimated 1,600 board feet in the tree, known as Eleven-Log Tree.



Beef Creek Waterfall in Jasper County, Texas.

• **Hamilton Swamp, also in Jasper County.** This 160-acre is located in the floodplains of the Angelina River and is characterized by its mature pine/hardwood forest, tupelo gum/cypress swamp, and backwater sloughs.

• **Little Amphianthus, Heard County, Georgia.** This 35-acre area represents a sensitive habitat which supports the Little Amphianthus, a federal and state-listed threatened plant species. This small, delicate, greenish-purple aquatic herb floats in the shallow ephemeral pools of granite outcrops.

• **Lowry Bat Cave, Chatooga County, Georgia.** The 10-acre site is the home of Georgia's only known colony of the Gray Bat, an endangered species. The bat occupies the cave from March through October with a colony estimated between 4,000 and 9,000.



Regal Springs in Chatooga County, Georgia.

• **The Money Hole, 30 acres, Jasper County, Texas.** The site is famous for its legend where hijacked gold from a Mexican mule train was hidden by outlaws in an underwater cave. The site is surrounded by giant beech and magnolia trees guarding the watery, shadowy "hollow."

• **Mud Creek, Floyd County, Georgia.** This three-acre, almost treeless glade is home for at least ten rare and sensitive plants, including the endangered whorled sunflower (the only known population) and the threatened Mohr's Barbara-button.

• **National Champion Hazel Alder Tree, 10 acres, Jasper County, Texas.** The championship tree measures 37 feet high and 14 inches in circumference. It is the largest recorded such tree in the U.S.

• **Regal Springs, Chatooga County, Georgia.** The spring, located on a 10-acre site, is unique in that it produces about 18 million gallons of water daily. The site is near the Lowry Bat Cave.

• **Silky Camellia Site, 10 acres, Newton County Texas,** home of the only known Texas cluster of this Southern flowering plant. The site is located along the upper reaches of Little Cow Creek.

• **Wild Azalea Canyon, also in Newton County.** The 200-acre area is known for its rugged terrain, a unique geological canyon formation, and an abundance of wild azaleas. The area has attracted visitors since the 1800s.

Distinctive Sites, which are managed to protect their unique qualities, may be added to the company-wide program through recommendations submitted to Temple-Inland Forest Distinctive Sites Teams in Texas and Georgia.

All of the areas have limited public access (with prior company approval) except Lowry Bat Cave and Regal Springs, which are not accessible because of the sites' sensitivity. Two areas—Mud Creek and Wild Azalea Canyon—have open public access without prior approval.

SERVICE ANNIVERSARIES
MARCH/APRIL 1998

BUILDING PRODUCTS

Bleached Paperboard

40 years
Kenneth D. Thomas
Henry D. Williams

30 years
John E. O'Dell
Stephen V. Heckard
James K. Bridges
Jerry E. Castilaw
Henry E. Collier
Don K. Smith
Virgil R. Cox
Albert L. Grissom
Burton R. Hughes
William N. Stewart
Herman A. Wise
Curtis D. McClelland
Bobby L. Moore

25 years
David J. Newsum

20 years
Ben S. Eppes
Russell C. Gore
Ronald S. Fountain
Frank T. LaHaye
Roger D. Ingram
Timothy D. Linney
Jonathan I. Cox
David M. Woodell
Bobby J. Clegg, Jr.

5 years
Paula S. Schneider
Carrie F. Callender
Michael C. Davis
Shane A. Sterling
William R. Reeves, Jr.
Terry D. Singleton
Ricky W. Kroner
Willis F. Midkiff, Jr.
Mark C. Edwards

Buna

10 years
Jerry E. Andrews

Diboll

35 years
James R. Hunt,
Virginia L. Capps

25 years
Fernando T. Hernandez
Ray D. Fenley

20 years
Bobby E. Porter, Jr.
William T. Carver
Arturo Morado, Jr.
Robert E. Derrow II

15 years
Rodolfo G. Tamez, Jr.
Franklin D. White
Marcos Lara
Juan F. Guerrero
Terry L. Porter
Gilberto D. Lopez
Rosa Sosa
Curtis W. Windsor
Larry S. Lucas
Robert D. Serpas
Douglas R. Baldree

10 years
Richard M. Rivers
Terry Barrett

5 years
George M. Greer
Scotty E. Rayborn
Timothy L. Russ
David C. Geisler

Fletcher

10 years
Thomas E. Lindley
Elizabeth A. Sanders
Rodger E. Miller

NEWS BRIEFS

West Memphis converts to synthetic gypsum

Temple's Gypsum Operation in West Memphis, Arkansas, reached a milestone recently when it converted to 100% synthetic gypsum. As a result, the plant will be able to achieve significant savings on rock costs while improving product quality.

Increases in line speed and lower board weights are now possible due to higher gypsum purity and finer particles. Overall, returns to the operation have increased 20% a year.

The idea for the conversion originated in 1994 when the first scrubber came on line at a Tennessee Valley Authority power plant in Cumberland City, Tennessee. In 1995, West Memphis began trial runs using TVA's synthetic gypsum.

West Memphis is the first North American wallboard operation to convert to 100% by-product utilization without pre-drying.

Texas loggers honored

Joe and Janet Cherry of Cherry Logging, Buna, Texas, have been named 1998's National Outstanding Loggers by the American Pulpwood Association.

Cherry Logging has been a primary contractor for Temple-Inland for nine years. Temple-Inland's Wayne Russell said of the couple: "Joe's crews are flexible enough that I don't hesitate to assign them to any tract that meets our mill's demands, fee or purchased.

Cherry is also concerned about good stewardship on non-industrial lands and, following a harvest, sends a "satisfaction survey" to each landowner he buys timber from.



Janet and **Joe Cherry** receive their national award from American Pulpwood Association chairman **Jim Fendig**, right.

Celebrating Safety



The Texas and Louisiana Harvesting group recently held a luncheon celebrating five years with No Lost Time Accidents. Pictured from left to right are, back row; **G. Joey Garza, Keith Williams, Tim Cunningham, Wes Wright, Barry Hillin, Raymond Worthy, Pete McAninch, David Williams, Mark Trabing, Shannon Taylor, Wayne Russell, Marc Kasher, Chuck LeBlanc** and **Ted Chapman**. Front row; **Johnny George, Tom Bell, Steve Smith, Scott Cockrum, Larry Blackerby, Tom Rhodes, Darrel Waldrep, Chad McClung, Gil Carter, Ernest Camp** and **Johnny Vige, Jr**.



First chip truck unloaded

Employees of the Rome, Georgia Linerboard Mill observe the first chip truck being unloaded by the first of two new chip dumps that will go online during 1998.

5 years
Patrick O. McDaniel
Rue D. Glover
Wendy L Dearinger
David W. Smiley
Mickel L. Hutson
Ollie F. Price

Hope

10 years
Edd R. Sidney Jr.

Monroeville

20 years
Lesley J. Johnson

15 years
Columbus F. Blair

5 years
Annette M. Luker
Joseph C. Chandler
Walter R. Chandler Jr.

Pineland

25 years
Dolores J. James

20 years
Billy P. Wade
Joe Wade
Oliver L. Marshall

15 years
Glen D. Clark
Jennifer J. Hardy

10 years
David B. Brewster
Willena L. Greer
Carl F. Parks
James L. Dupree

SW Louisiana

5 years
Michael A. Johnson

Thomson

20 years
Alphonso Smith

10 years
Michael K. Lyons
Stephen F. Smith

West Memphis

15 years
Robert L. Peterson

5 years
Bertram E. Brown
Kimberly M. Spencer

Forest

10 years
Clarence D. Cryer

Inland Rome Forests

35 years
John F. Davis

30 years
Robert D. Newton
Richard C. Green
Stephen R. Ellis

25 years
Darrell F. Knight
Steve L. Hanner

20 years
Ronald D. Hill
Randall K. Carter

10 years
Mark T. Folwell

CORPORATE

Diboll

25 years
Betty J. Jared

10 years
Jean A. East
Lorraine L. Dorman

5 years
Fred D. Wilson

Investment Division

20 years
Stacy L. Lucas
Charles E. Witherspoon

PEOPLE ON THE MOVE

Promotions

Temple-Inland FPC, Corporate: Bobbie J. Taylor, *Supervisor Computer Operations Information Services*

TIFPC Building Products, Diboll: William J. Lovick, *Transportation Manager Traffic*; Jeffery M. Mastro, *Plant Manager Diboll Particleboard*; Clyde B. Maxey, *Senior Product Coordinator Marketing*

TIFPC Building Products, Pineland: Albert B. Woods, *Boiler Operations Supervisor*

TIFPC Building Products, SW Louisiana: James D. Harper, *Dry End Supervisor Lumber*; William H. Townson Sr., *Sawfiler Area Head Green End*

TIFPC Building Products, Hope: Shon M. Hastings, *Process Technician*

TIFPC Forest: L. R. Blackerby, *Quality Assurance Manager Fiber Analysis*

New Hires

Temple-Inland Investment: Charles F. Bloodgood, *Director, Process Improvement Shared Services*

Temple-Inland FPC, Corporate: Tonya M. Baker, *Archives Clerk*; Kimberly D. Fisher, *Support Specialist Distributed Technology*; Sherri L. Giles, *Support Specialist Distributed Technology*; Hosey M. Harrell III, *Pilot Jet Captain Aviation*; Anna R. Harris, *Desktop Specialist Distributed Technology*; Steven N. Burnette, *Desktop Specialist Distributed Technology*

TIFPC Building Products, Pineland: Tommy E. Adams, *Plywood Maintenance Supervisor Plywood Administration*

TIFPC Building Products, West Memphis: Amy J. Neal, *Shipping Clerk Warehouse & Loading*

TIFPC Building Products, Thomson: Malcolm Colin Cameron, *CPI Engineer Administration*

TIFPC Forest: Veena C. Rathna, *Programmer Information Services*; Douglas N. Rubel, *Analyst Information Services*

Del-Tin Fiber LLC: Richard L. Aikman, *Production Superintendent Operations*; Carl M. Birchfield, *Heat Energy Operator Operations*; Robert N. Nicholson-Gould, *Production Team Leader Operations*; Ronald J. Dumas, *Refiner Operator*

Inland Rome Sawmill: Stacey L. Hight, *Management Secretary Administrative*

Retirees

TIFPC Corporate: Viress C. Helton, *Archives Clerk Archives/Mailroom*; Emma S. Johnson, *Supervisor Computer Operations Information Services*

TIFPC Building Products, Pineland: Marvin W. Fuller, *Complex Services Supervisor Power*

TIFPC Forest: Raymond A. Sanders, *Chipmill Manager Northern Chipmill*

Inland Rome - Forests: Jerrel E. Richardson, *Division Administrator*

INTOUCH CORRESPONDENTS

Diane Standley
Northern Chip Mill
Lufkin, TX

Steve Paulson
Hope Particleboard
Hope, AR

Tom Ritch
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