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InTouch

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

June/July 1999

Basic Skills Training Takes Center Stage

Today, the message from career counselors and educators is simple: Jobs are forever changing, and learning never ends. The Temple strategic initiative for preparing workers for the 21st century has taken on even greater importance in the development of a unique basic skills training program at Pineland and Diboll Lumber Operations.



Gary Ulman, human resources manager at Pineland Lumber Operations, in front of the Work Force Skills Development Center

"We can't think of our production facilities as mere plants anymore, but as high tech manufacturing environments. As a result, the skills and competencies that our employees will need in the future have dramatically changed. They will need a solid foundation in math, reading, technological and mechanical competencies. Good communication skills — both written and oral — are also necessary," said Herb George, vice president of Human Resources.

According to David Kellam, vice president, Solid Wood Operations, "New technology drives us to continuously incorporate improvements into our facilities and to educate people in these new technologies. Both the Company and our people need to share a life-long commitment to learning. Other companies can buy and incorporate the same technology, but what makes us more competitive is the people process and how our people incorporate the new technology in providing better service to our customers."

"There are no national training programs of the type we need, so with the help of Angelina College, we started our own," said Gary Ulman, human resources manager at Pineland Lumber Operations. With the help of the Technology & Workforce Division of Angelina College, Temple established training programs to ready Diboll and Pineland Lumber Operations for new computer-controlled sawmills.



James Nelson, take down operator, and **Dodie Roberts**, shift supervisor at Pineland Lumber Operations

According to Perry Martin, coordinator of technical and workforce skills at the Technology & Workforce Division, Temple's commitment to enhancing the skills of its people is unique.

The program employs two tools for training. The first is an assessment tool called Work Keys, developed by American College Testing (ACT). Work Keys charts a worker's skills in applied mathematics, applied technology, listening and writing, locating information, reading for information and observation – key skills in the ability to learn. Work Keys is fast becoming to the workplace, what the ACT test has been to higher education for years.

After assessment is complete, students use PLATO, an interactive, self-paced software program that guides users through basic skills training. College-level courses are also available in the program.

Since August 1998, 216 people at Pineland have put in more than 4,000 hours, and 30 at Diboll Lumber Operations have logged 1,500 hours of voluntary time in training labs.

James Nelson, take down operator at Pineland, and leading the pack with more than 300 hours of

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Interior view of the new Diboll sawmill: Chip-n-saw, double vertical arbor saw, and three saw edgers

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OUR BUSINESS

by John McClain,
Vice President — Panel Products, Temple-Inland Forest Products Corporation

Communicating and Sharing our Knowledge Capital

Connecting with our customers is our number one priority and the strategy to Temple's continued success. Two significant ways we connect with customers and create value is by continually seeking ways to improve our products and our services. This takes better communications to prepare us to more effectively respond to customer needs. Our vision is to have superior connectivity between our people, operations, and customers in ways that surpass that of our competition.

Linking our Plants, our People, and our Customers

Our most important effort in achieving this connectivity is in the development of Panel Products' ***Communications System***. This is our major communications tool and information resource linking our people and plants.

System components include ***POWER System***, an Intranet application and ***Live Plant System***, a "real-time" link connecting Panel Product's operations to our Operations Research Group for the purposes of analyzing and collecting plant process information. Together, these centralized systems represent a data repository for sharing what we know throughout the Company. In addition to the day-to-day benefits of each, the historical data these systems collect allows us to learn from each other and constantly improve in our jobs and in the results we achieve.

The Operations Research Group is responsible for discovering new processes and improving on existing ones. Their work in tying together plant data, industry information and laboratory research enhances and accelerates our collective learning.

Connecting with our People

Knowledge, at the individual level is being transferred through ***POWER Systems'*** data warehouse. This library provides a collection of applications software specific to management, operations, technical and marketing functions and jobs. By tapping into the System's Continuous Process Initiatives (CPI) database, our people are also benefiting from the lessons learned by others — often in plants hundreds of miles away — and finding answers to their own challenges.

> "Connecting with our customers is our number one priority and the strategy to Temple's continued success."

Connecting with our Operations

Through the technology of ***Live Plant System,*** particleboard operations at Diboll, Hope and Monroeville, with Thomson soon to be added, and gypsum's operations at Fletcher and McQueeney are connected to the Operations Research Group. West Memphis Gypsum will also be added in the future.

Live Plant gives us a window to our operations and allows us to view "real time" process data, effectively seeing the same control panels at precisely the same time people at our plants see them. This permits us to analyze and diagnose the effectiveness of processes and find improvements through our collective efforts and talents.

Utilizing ***Live Plant***, The Operations Research team recently concluded a project that optimized sawing and cutting at the Hope Particleboard Operation. The effort looked at ways of minimizing downtime, waiting time and improving quality. Such efforts evaluate methods of synchronizing equipment, in "ballet-like" precision.

This work keeps us focused on CPI projects.

Connecting with Customers

Now we are using this knowledge to add value for customers in more direct ways.

The Operations Research Group recently completed studies for two particleboard customers: a process simulation for KraftMaid Cabinetry, Inc., a kitchen cabinet maker; and an inventory analysis for O'Sullivan Industries, Inc., a furniture maker.

By creating a simulation model for KraftMaid that studied the effects of changing various variables, the team discovered ways to increase KraftMaid's cabinet production levels. The team evaluated multiple scenarios to an amazing level of precision. Based on current production data, results came within a one-cabinet difference in predicting production levels.

Like Temple, most of our competitors can support customers from the product side. However,Temple has the unique advantage of applying our operations knowledge to the process challenges facing our customers. Enlarging on this potential with customers is a priority for our particleboard business. We are encouraging customer visits to our Applied Research Center so they can see the potential that can be put to their own use. This is an important way we can strengthen relationships with our customers and add value to ***their*** products and processes.

http://inside.templeinland.com
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;* **Debora M. Turner**, *Contributing Editor/Writer.*

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Cumberland Plant Readies to Serve Expanded Markets

Substantial construction is complete and hiring has begun at the new 470,000-square-foot, $65 million, Cumberland City, Tenn. gypsum plant. Cumberland Gypsum, owned by Standard Gypsum L.L.C., a joint venture of Temple-Inland Forest Products Corporation and Caraustar Industries, Inc., is set to start-up in late September and begin producing board in early October. Temple will manage plant operations for the joint venture and market the product through its existing sales network.

When complete, Cumberland Gypsum will be one of the largest single-line plants in the world, projected to produce 700 million square feet per year. The plant will ship 80 truckloads and eight-rail cars daily — enough products to build 430 average size homes each day, according to Plant Manager Rick Daugherty.

"As we ready the new Cumberland Gypsum plant for opening, we see new opportunities both in geographical market expansion and in the ways we are reaching new customers," said Pat Aldred, Gypsum product manager.

"Our existing gypsum plants typically serve customers within a 300-mile radius. Cumberland City, however, enjoys a real advantage in the excellent rail service available through CSX Transportation. We will be shipping approximately 30% of everything we make by rail. This is a new approach for us in expanding market reach.

"Products from the plant can be shipped by rail to a reload center and shipments can then be broken down into truckloads and delivered to customers at further distances. This greatly expands our market area. New sales territories will reach Southeastern and Middle Atlantic states and throughout the Midwest. We are in the process of building a comprehensive database on potential new customers. Existing customers with locations in these new regions will also receive products from the new plant," said Mr. Aldred.

National accounts, cooperatives and drywall supply houses will be the primary customers for the wallboard produced at the new plant. "In adding our fourth facility at Cumberland City, our gypsum business will have greater product flexibility. This allows us to produce more fire-rated board and participate more fully in the growing commercial market," said Mr. Aldred.

VALUE WEB THINKING IN SOLID WOOD

How do we go from being '*good*' in the commodity business to being the 'smartest' in the commodity business? This was the critical question asked by Value Web Initiative participants in a five-month evaluation. Their work has resulted in recommendations for improving Solid Wood Operations' processes and communications to enhance profitability.

The group, led by Greg Sieg, director, Information Services & Technology, and project leader for the Solid Wood Value Chain Initiative, is now implementing the first of many projects fostering a value-based mindset at Solid Wood Operations.

"The success of our business for years was primarily judged by volume. How much volume was delivered, converted and sold was the mark of success. With the market and economic challenges facing the solid wood product industry today, a realignment of Forest, Solid Wood Operations and Sales and Marketing is producing a new way of thinking," said Mr. Sieg.

"Now the name of the game is adding value by targeting customer segments that require products that yield higher, sustainable margins for Temple. Efficiently producing these products takes close coordination between Company groups who provide raw material, manufacture products and ultimately sell the products," said Pat Patranella, business manager — Solid Wood.

Joe Hamrick, manager of Forestry Practices and Principles added, "With Value Web thinking, the customer and the market 'pulls' logs through the mill, resulting in a targeted mix of products best suited to market demand. This is different from past practices where we 'pushed' logs through the mill and sold whatever came out the finish end."

"Every part of the Value Web points to the customer. Our customer is the central focus to all that make up the Solid Wood group," said Mr. Hamrick. "Customers are visiting our mills and our forest, to share with us how we can add value to their business by changing the way we think about our business.

"The Web also indicates the importance of the continuous free-flow of information and ideas, directly connecting all three Temple entities. The groups now plan strategies together, aimed at adding value to our customers, our products, and ultimately to our Company," said Mr. Hamrick.



Visually describing the new thinking in Solid Wood Operations, the Value Web diagram shows the solid wood group in the form of a triangle or web, and centered on the customer.

According to David Kellam, vice president — Solid Wood, "I am seeing immediate results from this initiative in more frequent communications, on a daily and weekly basis. The important change is that the communication is direct and between our people at the mills, in the forest and in marketing, rather than 'up and down' the management structures of the three groups."

Other activities under way include targeted measurement systems or 'score cards' to give the group feedback and help them make informed decisions. In March, this approach was implemented at Buna Lumber and Southwest Louisiana Lumber. Sales and Marketing establishes monthly target production levels for our 2x12 product while Forest and Operations work together to identify raw material delivery levels and develop production schedules.

"The success of the new approach points to the ability to manage the entire process based on targeted market demand. Tracking performance on an on-going basis is key to maintaining our focus," said Mr. Sieg.

This type of effort requires the coordination of a large number of people; Mr. Sieg is committed full time to its success. Team leaders for the project include Melissa Chumley for Operations; Pat Patranella for Sales and Marketing; and Rich Standeven and Joe Hamrick for Forest.

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DEMOGRAPHICS: THE FACTS THAT DRIVE

Demographics and future trends were the topic of a recent roundtable discussion between management of Hanley-Wood, Inc., publisher of ***Builder*** magazine, and a number of Temple sales, marketing and operations staff on the National Association of Home Builders' *Economic and Housing Outlook*. According to Pete Smart, marketing communications manager, "Given the phenomenal demand in single-family home building and in the repair and remodeling markets, it's an excellent time to take stock of the trends driving the future of our business."



Pete Smart
Marketing Communications Manager



Michael M. Wood
Chief Executive Officer - Hanley-Wood, Inc.

According to Michael M. Wood, chief executive officer of Hanley-Wood, Inc., "In addition to favorable interest rates, the next most important factors underlying the demand the industry continues to enjoy are people and demographics. These trends are fueling everything that is going well in this economy and will continue to be a powerful surge affecting the housing market. However, housing does follow the general economy, and if we go through any temporary slowdown, that would be followed by a catch-up period because of the positive, demographic drivers. Forecasters do not foresee these changing significantly until 2007-08."

Key demographic trends

• Someone turns 50 in America every eight seconds, a much higher rate than ever before. Because that is how old the leading edge of the baby boom is, this is a big surge that will last almost 20 years. What does this group do regarding their homes? At that age they have acquired some money, and typically, they remodel their existing homes, build a new and nicer home, and/or build a vacation home.

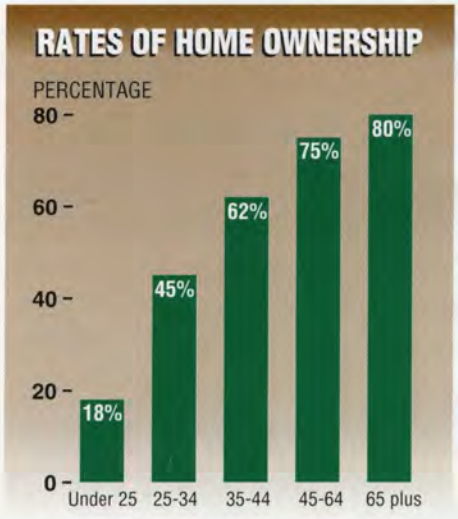
• Home ownership rates eight years ago were 64%; today they are 67%; in ten more years, thanks to an aging population, they may be 70%.

• "The residential and remodeling market has freight train momentum," said Mr. Wood. Mr. Smart added, "This, in combination with the expansion and marketing savvy of the large retail home centers, is contributing much to our success and blunting the cyclical swings the industry experienced in the 1970's and early 80's."

• The flow of one million immigrants each year into the United States has a significant impact on new demand. It typically takes 15 years for new arrivals to assemble the wealth to buy homes; however, they buy homes at higher rates than native-born Americans.

• At current rates of sale, there is a three to four month supply of unsold new homes on the market. This is very low by historical standards. During the last recession, there was a ten to eleven month supply of unsold new homes on the market.

• Two other market enhancers include the wealth affect, created by the transfer of wealth through inheritance to prime home buying age groups, and the assets generated by today's better organized retirement programs.



Kennesaw Dry

"In

CUSTOMER PROFILE

In a bustling gypsum drywall market in the Jeff and Sally Runner, owners of Kennesaw Supply Inc., appreciate the solid support the Temple in products and service.

"In today's hot market, I feel fortunate to h behind me. They keep me going. The relat Temple is truly on a first name basis. I don't Temple's competition; with other companies and end up having to talk to three different Temple, I am always met with a friendly and attitude," said Jeff. He and his wife, Sally ar and secretary/treasurer, respectively, of the c

In business for less than a decade, the Run amazing success story. Before starting Kenne Jeff spent 12 years working in corporate Am start-up and turn around specialist streamlin in plants across the country, first with Corni with International Paper.

In 1985 the couple moved to Nashville so follow her country and western singing caree performance contract. Jeff dropped out of c America and bought a local grocery store. W started a family, Sally decided to become a fu mother and wife; Jeff returned to industrial e and worked for M & M Mars and later Nabi the next three years modernizing one of thei

When mega-buy-out giant KKR bought ou said, "I needed to make a change. I was tire



PUTTING CUSTO TEMPLE SE

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vall Thrives on Temple's Business on a First Name Basis.

today's hot market I feel fortunate to have Temple behind me."

Jeff & Sally Runner – Owners, Kennesaw Drywall & Supply Inc.

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gineering
). He spent
plants.
Nabisco, Jeff
of the



politics, but more than that, I needed to work in something that I could see the impact and rewards of my efforts immediately."

With an entrepreneurial drive that began in Nashville, the couple decided to buy another business of their own. However, two hours after Jeff left Nabisco, the Runner's deal to buy an architectural sign company fell through because of legal complications over the contract. It took six more months to find a business they wanted to operate.

After running an ad in the classifieds that simply read "looking for a profitable business to buy," the owner of what is now Kennesaw Drywall, called in early December 1989. At first glance, the Runners were leery of buying a construction-related business; an industry they feared was too cyclical.

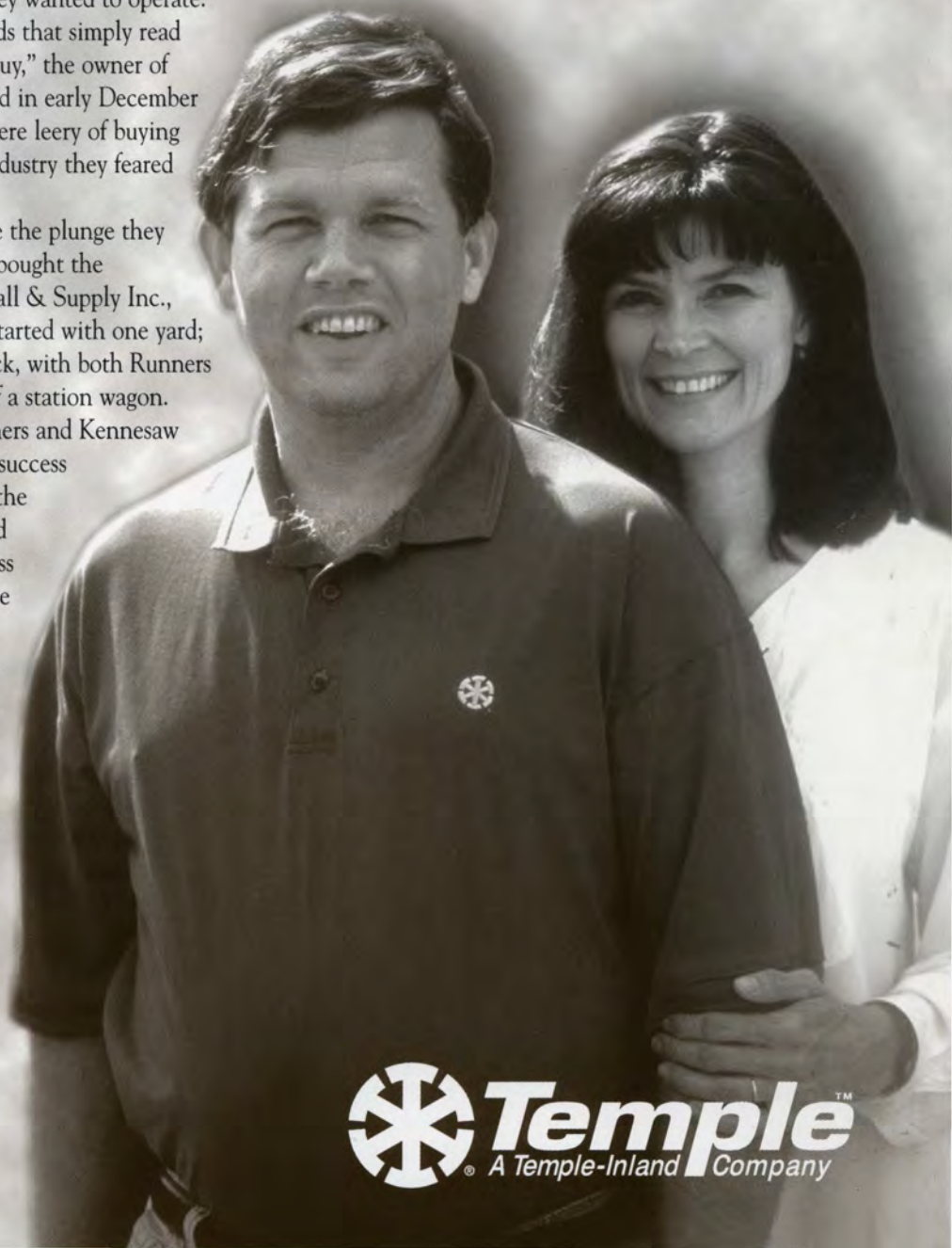
However, once they decided to take the plunge they moved with impressive speed. They bought the business, renamed it Kennesaw Drywall & Supply Inc., and opened one month later. They started with one yard; one boom truck; and one flat-bed truck, with both Runners delivering products out of the back of a station wagon.

For more than nine years, the Runners and Kennesaw Drywall have enjoyed overwhelming success without a hint of the cyclical nature the industry experienced in the 1970s and early 80s. In their first year of business they sold an average of 350,000 square feet of drywall each month. Today they are delivering between four and five million square feet monthly and own two yards in suburban Atlanta.

"My message for the employees of Temple is 'Keep up the good work.' Temple has a great product, performs an excellent service and really takes good care of us," said Jeff.

"I buy 99.9% of my product from Temple. The only supplies I purchase on the outside are those products Temple doesn't produce," he said.

Kennesaw Drywall's business is primarily targeted at contractors and builders in the residential construction market. The Runners buy STRETCH 54, as well as regular 1/2-inch and 5/8-inch fire rated wallboard.



MERS FIRST MAKES
OND TO NONE.

Temple™
A Temple-Inland Company

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SERVICE ANNIVERSARIES

MAY/JUNE 1999

TEMPLE-INLAND INVESTMENT

15 years
Sabita C. Reddy

10 years
Richard E. Matza

5 years
Karen E. Lee

BUILDING PRODUCTS

Diboll

40 years
Kenneth R. Capps

35 years
Gary N. Hurley
Pat J. Barton

25 years
Clifford Thompson
Sam M. Patranella, Jr.
Lynn Havard

20 years
Dennis J. Liebegott
Jerry D. Coker
Jesus T. Meza
Arturo T. Meza
Mario Castro
Ramon L. Concha
Billy Blalock
Joseph M. Perkins
Oscar D. Kennedy

15 years
James A. Bray, Jr.
Hansford B. Lee
Bill W. Hardin
Ismael C. Enriquez
Charlie J. Diets
Javier F. Salais
John H. Oates

10 years
Dustin T. Smith
John F. Barefield
William R. Herbst
Mark Shupak
Jeffery T. Capps
Leslie I. Kilgore
Billy C. Avriett
Aniceto Hernandez, Jr.
Frank H. Wallace, IV
Stephen P. Raley
Javier Trevino
Mike A. Fletcher

5 years
David R. Pennington
Samuel B. Baker
Tina L. Avera
Lan Li
David W. McCall
William Pelton
Sergio R. Zapata
Demetrius L. Vinson
Antonio Santana, Jr.

McQueeney

15 years
Gilbert L. Sauceda

10 years
Michael L. Cummins

5 years
Daniel Navarro

Monroeville

25 years
Johnny L. Womack

20 years
Linda D. Jennings

Hello Market, Goodbye Waste

FIBERBED Spells Sweet Dreams for Chickens & Award for 2 Innovative Employees

What began as a Continuous Process Improvement (CPI) project to reduce waste and lessen environmental impact has become an innovative product and has resulted in a Product Champion Award for two Temple employees.

The Waste Challenge

Fiber Products Operation in Diboll had a product waste challenge caused by in-process culls, but two employees, Scott Blackerby, environmental site contact for Fiber Products and Jim Farrell, system analyst and logistics manager for Panel Products, only saw opportunity. They put their heads together to brainstorm an idea that would reduce waste and fulfill a customer need in the $775 million poultry industry in Texas.

Hybrid chickens are grown to maturity by a special feeding regimen in a swift seven weeks. With delectable eating parts easily bruised, they need a soft bedding material. Historically, the materials used have been pine shavings and sawdust.

"Periodically we have damaged fiberboard mat that is overheated or burned in the kilns," said Mr. Blackerby. "In the past, we have ground it up and used it as fuel for the boiler, but this waste product is not an efficient fuel; we were looking for a solution that would lessen the environmental impact of burning it."

The Idea

Mr. Blackerby, familiar with broiler bedding through his studies while earning a master of science degree in agronomy at Stephen F. Austin State University (SFASU), thought of this, along with other potential uses for the waste, as a possibility for recycling. Mr. Farrell, with contacts in the poultry industry, suggested they arrange with Tim Cherry, DVM, associate professor of Poultry Science and Nutrition at SFASU, to initiate research trials testing the safety of the fiberboard mat bedding product.



Richard Kenley, marketing manager, New Product Development (center), presents Product Champion Awards to **Jim Farrell**, system analyst and logistics manager for Panel Products (left) and **Scott Blackerby**, environmental site contact for Fiber Products at Diboll (right) for their work in developing FIBERBED.

The Study

Through a Temple funded study, Professor Cherry set to work on trials from October to December 1998 that included 6,000 chicks. The study concluded that use of the fiberboard material did not negatively affect the health of the chickens. In fact, a benefit was found in using shredded fiberboard.

Typically, used bedding is fed to other farm animals or spread on fields to capture the nutrient value of the by-product. Temple's FIBERBED contains higher levels of crude protein than other materials tested, and thus is more beneficial in its secondary use.

"From this study we find fiber is a viable replacement for other materials that are higher in price and inconsistently available," said Professor Cherry.

A symposium held at SFASU's Poultry Research Center in February 1999 presented the study's results to the East Texas poultry industry. Reactions were highly favorable, and Mr. Blackerby is working on developing new customers for FIBERBED. Pilgrim's Pride is set to start preliminary trials by mid-summer.

Recycling of between 450 and 500 tons of FIBERBED per month is anticipated.



Day one for a hybrid chicken. It takes seven weeks to grow to maturity.

From Biology to Market

According to Richard Kenley, marketing manager, new product development, "Scott and Jim deserve all the credit for handling this project. Product Champions don't allow obstacles to stop them from succeeding."

For their efforts both were named winners of the New Product Idea of the Month in March.

"Because successes of yesterday are the commodities of tomorrow, we have to strive to produce value for our customers through constant innovation in our products," said Mr. Kenley.

And that's no chicken scratch.

Joseph A. Pridgen

10 years
Jeffrey E. Gunn

Pineland

25 years
Harold McCallie

20 years
Robert H. Hamilton
Ledia J. Black

15 years
William T. Whittington, III
Lynn Leone

10 years
Robert E. Emmons

5 years
William G. Childers
Tommy A. Williams
Bennie A. Fitzgerald

Rome

5 years
Dennis E. VanMatre

SW Louisiana

5 years
Raymond A. Mitchell

Thomson

25 years
Glenn P. Stephens
Alex R. Florence
Robert E. Finch

20 years
Dana R. Rogers

15 years
Kenneth D. Cartledge

10 years
David Bradshaw

5 years
Paul T. Goudard

West Memphis

10 years
David H. Sherrill

5 years
Bryan M. McKinney
William L. Gray

CORPORATE

30 years
Ossie B. Chavis
Donnie M. Stephens

20 years
Richard A. Bennett

5 years
Michael J. Stephens

TEMPLE-INLAND FOREST

30 years
Norman B. Alter Jr.

25 years
Emile J. George, Jr.
Michael E. Cook
James R. Nichols
David B. Williams
Shirley P. Howard
Dennis J. Anglin

20 years
David R. Robinson
Billy D. Anderson
L. R. Blackerby
Boyd R. Turner
Charles P. Schutt

15 years
Jerry W. Tatom
John N. Curtis
Sharron L. Ivie

5 years
Rodney W. Pickering

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Foundation Awards Roundup

The Temple-Inland Foundation awarded more than $3 million in 1998 in support of education programs and non-profit organizations. These awards included the following:

- Match to employee-directed contributions of more than $1.2 million;
- $700,000 in Special Grants to non-profit organizations and community programs;
- More than $190,000 in four-year scholarships through the Temple-Inland Employee Scholarship Program;
- More than $1 million in the Foundation's Scholastic Awards Program honoring the top two graduating high school seniors in communities where Temple-Inland operates.

1999 Foundation Scholarships Announced

TIFPC recipients include:

Jason Allen Brown, *son of Dwaine A. Brown, Diboll Lumber*

Rachel Elizabeth Cordell, *daughter of Harold E. Cordell, Panel Products*

Justin Brent Cox, *son of Gary Brent Cox, Pineland Lumber*

Holly Jean Hutts, *daughter of Robert C. Hutts, Building Products Sales, Arkansas*

Joshua Scott Isom, *son of Billy J. Isom, Fletcher Gypsum*

Miguel Angel Molina, Jr., *son of Miguel A. Molina, Fiber Products, Diboll*

Joseph Franklin Mott, *son of Charles J. Mott, Forest, Diboll*

Audra Ruth Russell, *daughter of Charles W. Russell, Pineland Lumber*

Jason Neil Sanders, *son of Elizabeth A. Sanders, Fletcher Gypsum*

Oklahoma Tornado Hits Home

One of Oklahoma's ravaging tornadoes hit home for two Fletcher Wallboard employees, Curtis and Deborah Price. He is maintenance technician, and his wife is Human Resources assistant at the Fletcher plant. Now with the help of family, friends and Temple colleagues the couple is tackling the biggest job of their lives — cleaning up Mr. Price's family farm and homestead. Their property was one of the first to experience the big one — the one that coursed its way through Oklahoma City on May 3, reaching peak wind speeds of 318 mph, earning it an F5 rating and terrorizing the state for more than 20 hours.

When Mr. and Mrs. Price married last June, Mr. Price moved into his wife's home, taking most of his family mementos with him. Considering the loss of the family home, this doesn't entirely blunt his feelings of shock. Mr. Price also worries about the three-member family that rented his homestead. The mother was seriously injured during the storm.

Not much is left of the homestead but shards and splinters. The house imploded, and the barn simply laid down on impact. The only recognizable pieces found by the couple were one set of stairs still nailed together and a pipe wrench that belonged to Mr. Price's father. Debris was blown all over the pastures and has taken 260 hours of hard work and 24 trailer loads to bring back to the home's former site. They anticipate many more hours to sort through the rubble and complete the clean up.



Tornado clean up team at the Price Homestead: Seated center front is **Richard Julian**, husband of Tammy Julian, Fletcher Wallboard logistics manager. Standing in the far right is **Deborah Price**, HR assistant at Fletcher. Left to right is **Don Davis**, Deborah Price's father and Cumberland Gypsum employees: **Andy Pitts**, general foreman; **Tony Baggett**, mechanic A; **Mike Mobley**, shipping lead; **Jeff Moran**, wet end lead; and **Curtis Price**, mechanic A.

Help offered by family, friends and Temple colleagues was immediate. In addition to Fletcher Wallboard employee Tammy Julian, logistics manager, weekend help was given by four Cumberland Gypsum employees training at Fletcher: Mike Mobley, shipping lead; Andy Pitts, general foreman; Tony Baggett, mechanic A and Jeff Moran, wet end lead. Fletcher's gypsum supplier, Harrison Gypsum, has also contributed the use of a front-end-loader to aid in the work.

BASIC SKILLS TRAINING TAKES CENTER STAGE (PG. 1 ARTICLE CONT.)

training, has graduated from basic skills training in math and reading and is working on writing in the workplace.

Dodie Roberts, shift supervisor in the Planer Mill at Pineland, who is working on supervisory competency improvements, said, "My work in communications gives me a much broader perspective about how to talk to people and to be a better listener. It gives us, as a team, the ability to stay focused on improvements that help us reach our goal of developing the best, most productive and safest environment we can."

According to Billy Junge, industrial training manager, "The revolution and pace of technological change will never end. Employees need to prepare for the future. Training is not a one-time event but rather an on-going and continual process. Those employees who remain open to learning and take responsibility for their own training will find it easiest to adapt and stay current."

(cont. from page 6)

Martin E. Harris
Jon Mastin
Christopher G. Driskill
Alvin G. Brown
Jeffrey D. Kastle

INLAND EASTEX

35 years
Ruth D. Swearingen
Clyde R. Overstreet

30 years
John R. Lewis
Orval F. Landis

Alfred J. Fountain

25 years
Kenneth W. Hawthorne

20 years
Glenda J. Graves

10 years
Ted D. Mitchell, Jr.

5 years
Margaret K. Green
Kirk A. Stratton

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PEOPLE ON THE MOVE

Promotions

TIFPC - Corporate: Jeff Breckenridge, *Systems Programmer*; Steven N. Burnette, *Desktop Specialist*; Sarah F. Donald, *Accounting Operations Coordinator*; Shane M. Grieve, *Systems Programmer*; Donna B. Rivers, *Systems Programmer*; Charline W. Ryan, *Programmer*; Jeremy W. Sangster, *Accounting Operations Coordinator*

TIFPC Bldg. Prod. - Diboll: Jon M. Adams, *Account Representative I*; Tommy E. Adams, *Green End Superintendent*; Bradley R. Busler, *Director, Human Resources - Solid Wood*; Jim D. Cumbie, Jr., *Director, Human Resources - Panel Products*; James A. Hannan, *Web Content Administrator*; Jimmy D. Hufstetler, *PB Operations Safety Manager*; Leslie I. Kilgore, *Account Representative I*; Linda S. Lowe, *Human Resources Manager - Panel Products*; Marus E. Mitchell, *Account Representative I*; Emily Sloan, *Account Representative I*; Jeffrey Zwolinski, *FP Operations Safety Manager*

TIFPC Bldg. Prod. - Pineland: Debora S. Reho, *Secretary III*

TIFPC Bldg. Prod. - Fletcher: Jay H. Littau, *Maintenance Supervisor*; Larry D. Webb, *Gypsum Operations Safety Manager*

TIFPC Bldg. Prod. - SW Louisiana: Brett A. Brock, *Process Engineer*; Marion J. Rector, *Project Engineer*

TIFPC Bldg. Prod. - Hope: Paul E. McGill, *Process Technician*; Michael S. Stiers, *Process Technician*

TIFPC Bldg. Prod. - Clarion: Keith E. Baughman, *Maintenance Technician*; Tracy L. Boros, *Environmental Coordinator*; Julie A. Deuschle, *Process Team Leader*; Christopher M. Ganoe, *Maintenance Technician*

Temple-Inland Forest: Joel C. Eshbaugh, *Forest Analyst*; Rodney K. Howell, *Data Supervisor*; John E. Lock, *Manager, Data Development*; Chad D. McClung, *Data Supervisor*; Jesse W. Thompson, *Supervisor - Forest Management*

Del-Tin Fiber LLC: David P. Alphin, *Heat Energy Operator*; Joe D. Belin, *Finishing Checker*; Frank N. Bridges, *Lead Maintenance*; Tonya M. Daniels, *Finishing Checker*; John D. Jackson, *Press Maintenance Technician*; Michael A. Williams, *Finishing Checker*

Rome Lumber: Darel G. Harris, *Dry End Supervisor*; Tommy L. Pruitt, *Dry End Supervisor*

New Hires

Temple-Inland Investment: Paul Alvarez, *Assistant Tax Manager*

TIFPC - Corporate: Diana M. Brittain, *Procurement Specialist*; Eugene B. Cluck, III, *Inventory Specialist*; Noah H. Herd, *Procurement Specialist*; Meredith T. Johnson, *Secretary I*; Tammy M. Muller, *Desktop Specialist*; Jeffery E. Price, *Network Analyst*; Tracy A. Roberts, *Accounting Clerk*; Raif M. Turner, *Desktop Specialist*

TIFPC Bldg. Prod. - Diboll: Carolyn J. Bennett, *Programmer*; Chrisanna M. Brown, *Sales Trainee*; Nichole M. Ellis, *HR Process Improvement Team Leader*

TIFPC Bldg. Prod. - Monroeville: Jeb R. Stricklin, *Process Technician*

TIFPC Bldg. Prod. - Pineland: Michael W. Pike, *Maintenance Superintendent*

TIFPC Bldg. Prod. - West Memphis: Tadd F. Ridgill, *CPI Engineer*

TIFPC Bldg. Prod. - Hope: Brian R. Callicott, *Maintenance Technician*; Robert E. Clark, *Maintenance Technician*; Charles G. Huckabee, *Utility Technician*; Joseph E. Larry, *Process Leader*; Tobias C. Neff, *Maintenance Technician*

TIFPC Bldg. Prod. - Clarion: Jeffrey P. Cyphert, *Process Improvement Technician*; Cole A. Dawson, *Process Technician*; Susan N. McWilliams, *Process Technician*; Brian S. Musser, *Process Technician*; Randy D. Powell, *Store Room Receiving Clerk*

Temple-Inland Forest: Jacquelyn M. Evett, *Accounting Assistant*; Patricia A. Jeane, *Scaler*; Sandra I. McMullen, *Secretary II*

Del-Tin Fiber LLC: Michael T. Aden, *Forklift Driver*; Karen R. Barker, *Strapper*; Daryl W. Beckmann, *Strapper*; Russell E. Creer, *Forklift Driver*; Scott D. Cupp, *Forklift Driver*; Larry C. Davis, *Strapper*; Robert M. Durham, *Forklift Driver*; Joe R. Ellis, *Strapper*; Timothy A. Harper, *Heat Energy Operator*; Yvonne I. Henderson, *Strapper*; Jeff R. Howe, *Forklift Driver*; Martha J. Jolley, *Clean Up*; Lawrence Lee, *Clean Up*; Charles R. McLeod, *Sander Operator*; James J. Meshell, *Strapper*; Stevie O. Miller, *Strapper*; Lisa E. Shanks, *Saw Operator*; Donald K. Smith, *Millwright C*; Steven C. Smith, *Controller*; David R. Webb, *Forklift Driver*; Harlan C. Welch, *Millwright Helper*; Arthur Williams, *Clean Up*; Jonathan W. Wood, *Millwright Helper*

Rome Lumber: Jeffrey A. Drinkard, *Process Engineer*

Retirees

TIFPC Bldg. Prod. - Diboll: Elliott J. Gordon, *Maintenance Supervisor*; Donald F. Patrick, *Transportation Manager*; William R. Pettit, *Designer Coordinator*

Temple-Inland Forest: James F. Havard, *Scaler*; James W. Karr, Sr., *Procurement Administrator*; James L. Walker, *Site Maintenance Supervisor*

TEMPLE NEWSLETTER CORRESPONDENTS

Kristi Basey
Cumberland Gypsum

Janet Carroll
Fletcher Gypsum

Cathy Cleiland
Monroeville Particleboard

Cathy Dickerson
Temple-Inland Forest, DeQuincy

Jennifer Hardy
Pineland Complex

Cherie Harlow
West Memphis Gypsum

Jim Havard
Temple Human Resources

Melissa McCall
Solid Wood Operations

Juanita McDonald
West Memphis Gypsum

Ellen Moreau
Diboll Lumber

Bob Opperude
McQueeney Gypsum

Cindy Phillips
Temple-Inland Forest, Jasper

Leah Rigmaiden
Southwest Louisiana Lumber

Dot Saari
Buna Lumber

Faye Schonhoffer
Temple Pembroke

Dianne Standley
Temple-Inland Forest, Northern Chip Mill

Brad Thompson
Thomson Particleboard

Barbara West
Temple-Inland Forest, Silsbee

Bonnie Holden
Temple-Inland Forest, Rome

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