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InTouch

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

August/September 1999

# Landowner Assistance Program Supports Sustainable Forestry

Prompted by forest conservation needs and the opportunity new tax incentives are bringing to private landowners, Temple-Inland Forest has initiated a pilot Landowner Assistance Program to educate private landowners about the benefits of applying sustainable forestry principles.

More than 61 percent of commercial forest in Texas is owned by 200,000 private non-industrial landowners. Accumulated over generations, much of this land is in family trusts, or partnerships, with non-resident heirs.

Once harvested, these properties historically moved into agricultural or commercial use with little incentive to invest in reforestation and protect this renewable resource.

Now, new tax policies are changing all this.



Acknowledging the wide differences in management techniques for prescriptions, rotations, regeneration methods and markets, the Landowner Assistance Program offers two separate sets of expertise – one for pine and the other for hardwood management. Administering the Landowner Assistance Program on the ground are **Brent Parker**, pine forester and **Viki Hilpp**, hardwood forester.

The recent passage of the Texas Reforestation and Conservation Act gives needed tax relief — more in line with other agricultural operations — to landowners investing in reforestation.

The U.S. Congress has started debate on a bill encouraging landowners to grow more trees and reforest harvested lands through its Reforestation Tax Act (H.R. 1083). Industry experts are hopeful that many of the bill's provisions will become law.

This economic and legislative backdrop led Temple to initiate the Landowner Assistance Program, based on Temple's philosophy that good management is planned, and starts well in advance of a harvest. According to John Shadow, procurement administrator, Forest, Northern Area, the Program is also helping landowners realize the true productivity of their forestlands.

An impressive array of services is available to Program participants including full professional silvicultural services, mapping, inventory, harvest contract administration and knowledge-based marketing assistance.

Participant John Sutton, manager of Sutton Ltd., a family partnership, appreciates the access to higher technologies the Program provides.

"Temple's expertise on the ground is helping me evaluate my natural pine tracts, set annual priorities, and maximize my land use. By sharing their resources, technology and knowledge about intensive silvicultural methods, Temple is encouraging sustainable forestry."

"Most private forestland owners have a small percentage of their total property in hardwood. In the past, these acres have not been managed for best return. Now with Temple's management and marketing

*(continued on page 6)*

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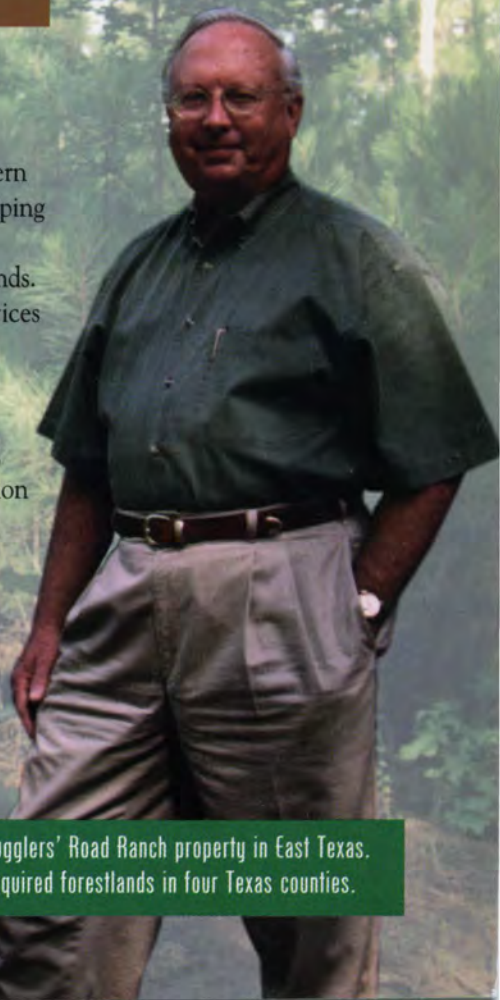
Temple A Temple-Inland Company

Temple-Inland Forest



Pictured is **John Sutton**, Manager of Sutton Ltd., on his family's Smugglers' Road Ranch property in East Texas. Since arriving in Texas in the early 1900s, the Sutton family has acquired forestlands in four Texas counties.

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## OUR BUSINESS

*by Jack C. Sweeny,*
*Group Vice President,*
*Temple-Inland Forest*

### Wood Fiber Supply at a Glance

The only constant in our industry during the past decade has been change - change on a global scale. This issue's column is dedicated to a discussion of global fiber supply and how it affects our business. Understanding and adjusting to developments in global fiber supply and end-use markets are important to ensure we remain competitive as a business and fulfill our commitment to provide the highest quality products for our customers.

Here at home, the 16-state Southern region produces an estimated 17 percent of the world's industrial wood production. The U.S. South's production currently represents 23 percent of commercial U.S. softwood timber and 44 percent of U.S. hardwood timber. Southern timber has become increasingly important in the country's domestic supply with the harvesting restrictions of most public timber in the Western U.S. This is reflected in the Forest Service's prediction that the U.S. South will supply 62 percent of all softwood timber and 61 percent of all hardwood timber in the year 2000.

Productivity of Southern pine plantations shows significant increases due to applications of advanced forest management practices and growing technologies. To illustrate, the current generation of intensively managed pine plantations are expected to produce about three times the amount of timber than the plantations established just 20 years ago, from an average of 0.75-1.25 cords per acre to 2.75-3.25.

These gains are possible because private industry has responded with intensive forest management practices that are paying off in lower resource costs to mills, thus lower building products costs to the consumer. Further, we are working on a number of fronts to encourage sound forest management practices on more of the lands held by non-industrial forest landowners in the South. Forest products companies will continue to use new technologies in forest management, i.e. forest genetics, fertilization, herbaceous weed control and improved site preparation techniques in forest operations. Concurrently, we must continue to apply the latest technologies in all of our paper and solid wood converting facilities to enhance quality and production capacity.



Genetic improvements in loblolly pines yield gains in fiber production in the forest. Hand-picked for their improved genetic qualities from Temple-Inland Forest's seed orchard, pine cones are placed in burlap bags on racks for drying. Seeds withdrawn from the cones are planted in the Company's Clyde Thompson Nursery in Jasper, TX.

Overseas, the global fiber supply market is complex, ranging from the fast-growing plantations established throughout South America (see map on page 3), to plantations established in Australia, New Zealand and South Africa. Because these countries are major areas of wood supply, monitoring developments in these markets are an important part of our business planning process.

The most important question facing domestic forest products companies is, Where will the fiber from these overseas producing regions be converted? In the country of fiber growth or in the country where the largest market exists for the end products?

Conventional wisdom says this fiber will be converted in the country where it is grown. If you believe that statement, adequate fiber production in the U.S. South, for southern mills, is more critical than ever. The potential still exits for the U.S. South to be one of the largest wood baskets in the world.

Global forest product consumption, according to the *International Woodfiber Report*, is projected to increase at an annual rate of just under 2 percent during the next 10 years. Asia and the Pacific Rim are predicted to present the best prospects for new business. South America and South Africa are expected to provide little growth in consumption, but fiber production is expected to expand.

While slow growth in both production and consumption is expected for North and Central America, these areas will remain by far the largest markets in the world. The region holds a quarter of the global forest resources and produces nearly half of all pulp, while South America possesses half of all forests and supplies only 6 percent of the world's pulp. Structural panel demand in North America alone is expected to grow from just over 39 billion square feet in 1998 to almost 50 billion square feet by 2013.

Meanwhile, substantial changes have occurred in how we manage our forest, driven by changing national priorities and

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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;* **Debora M. Turner**, *Contributing Editor/Writer.*

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international commitments to sustainable forest management. A broader approach to balancing the social, economic and ecological values of forestlands may be sought in the near future. The largest single retailer of lumber in the world, Home Depot, recently announced it will stop selling goods made from ecologically sensitive forests, and hopes to eventually adopt a policy of selling only products made from certified wood. This ever-increasing emphasis on environmental protection, conservation and recreation has increased demand for fiber from forest plantations. This trend is expected to continue.

So, as you can see, there are many factors domestically *and* internationally that impact forest management. It is anticipated that the process of consolidation in the industry and justification of manufacturing facilities will be on-going and favor countries that have adequate forest resources and strong market niches. Our challenge is to continue to be aware of global issues and their impact on us. Thus far, we have succeeded in anticipating these changes. Temple-Inland's number one objective is to provide the healthiest, most productive and environmentally sound forest possible. If we can do this, we will satisfy our customers and our shareholders and meet the highest standards our employees and neighbors expect of Temple-Inland.

## LATIN AMERICA: WHERE DOES THE FIBER CHAIN LEAD?

According to an article in the May 1999 issue of *Pulp and Paper International*, *"Latin America: Fiber Provider or Paper Producer?"*, a question mark hangs over the Latin American pulp and paper sector. At issue is whether Latin America will remain a fiber producer or take a more active role in paper production.

The article by James McNutt, president and CEO of Jaakko Poyry Consulting (North America) states the following:

"The region is well blessed in terms of forestry resources. South America holds the world's largest hardwood stock, with 45 percent of the total standing inventory. But this vast natural resource [rain forest] will not play a significant role in the development of Latin America's forest products sector. The industry's future lies with a new and evolving fiber resource based on fast-growing plantations.

"South America's soil and climate provide an excellent environment for some of the best fast-growing trees in the world. With over 40 percent of global fast growth plantations, South America is emerging as one of the main fiber supplying regions of the world.

"The lion's share of these plantations is located in Brazil. The country lays claim to roughly 73 percent of South America's fast-growing hardwood resources and 39 percent of the softwood plantations. Chile accounts for 37 percent of the fast-growing softwood plantations, but just 9 percent in the hardwood sector.

"Annual expansion rates of these plantations are evenly balanced in sub-tropical countries such as Brazil, Uruguay, Argentina and Chile. Tropical countries such as Colombia and Venezuela are beginning to show attractive growth potential as well. Chile has the most rapid rate of expansion at present. In terms of newly generated annual wood production, South America is enjoying expansion rates of 7-8 million $m^3$/yr. If these growth rates are kept up, the region will become one of the primary sources of fiber in the future. Within a decade, annual sustainable cutting potential in the world is set to exceed 300 million $m^3$, half of which will be found in South America."




However, Latin America lags in the next step on the value chain. Although it is a net exporter of bleached hardwood and softwood kraft pulp, Latin America imports significant amounts of all paper grades, including corrugating materials. Though paper demand in the region is showing high growth, about 4.2 percent per year, Latin America is not positioned in terms of paper machine capacity to meet its internal needs. New demand in the region is expected to reach 11 million tons per year by 2010. To become self-sufficient, the area would need to put in place new production of 14.3 million tons per year. This averages out to one million tons per year of new production until 2010, costing $1.5 billion per year in investment.

If Latin America is to become a major world player as a paper producer, it must overcome a number of significant obstacles. Economic turbulence, currency instability, high capital costs and political uncertainties will slow the region's value added development. Also, it remains uncertain whether South America can compete on a global scale (excluding the U.S.) logistically with the larger and better-positioned Asian capacities.

There is no doubt that Latin America is the impending world fiber force, but less certain is its potential success as a paper producer.

*Source: James McNutt, "Latin America: Fiber Provider or Paper Producer?" Pulp and Paper International, May, 1999.*

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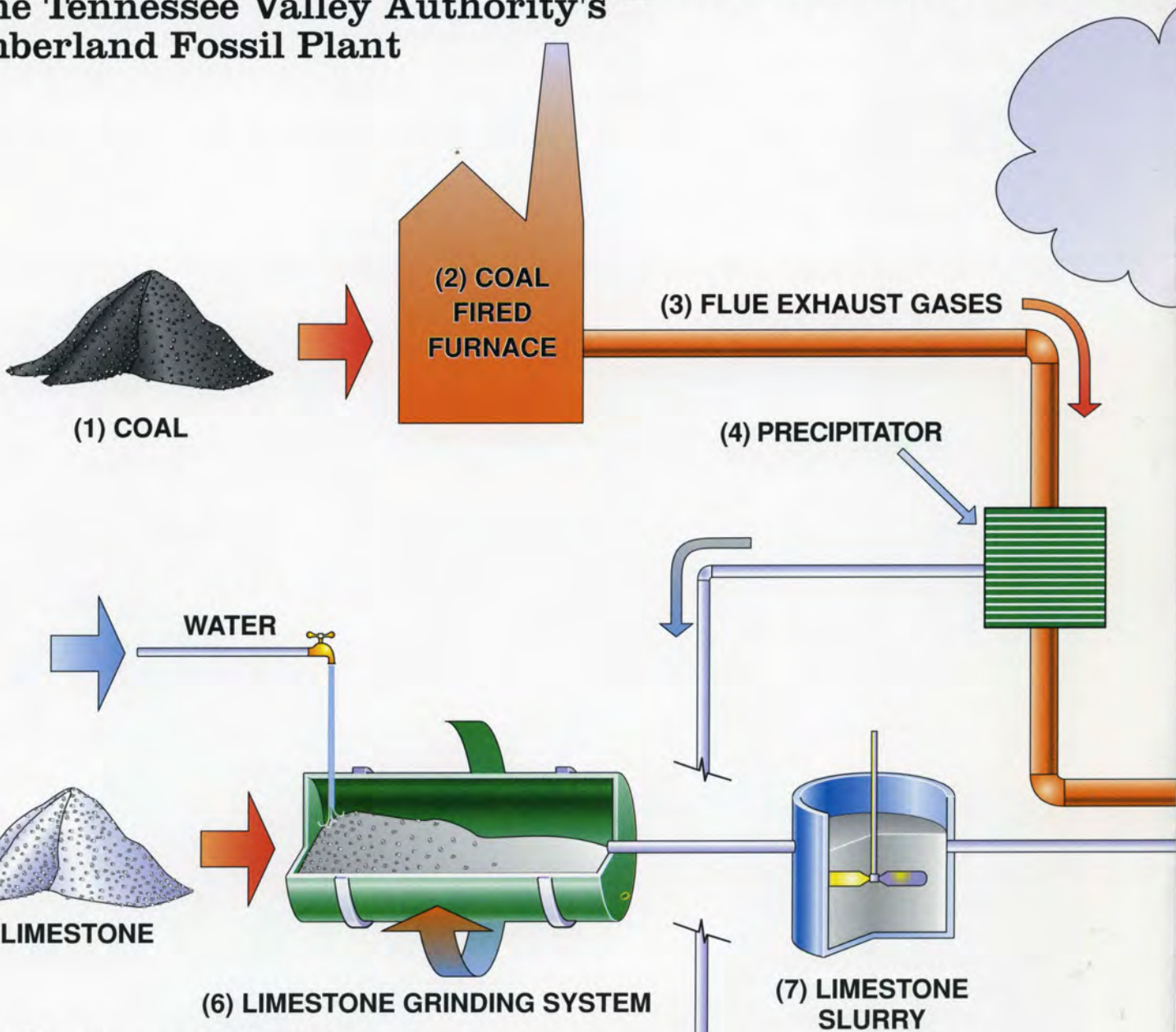
# How Synthetic Gypsum is Forme

## at the Tennessee Valley Authority's Cumberland Fossil Plant




### Synthetic gypsum wallboard has builders, architects wanting to know more

With the startup of the Company's joint venture plant in Cumberland City, TN late this year, architects and others in the building industry are asking the question, Just what is synthetic gypsum?

Not since Stretch 54® hit the market in 1992 has gypsum wallboard caused so much excitement in the industry. The use of synthetic gypsum is not new for Temple. Since 1985, Temple has added synthetic gypsum to its wallboard produced at West Memphis. Currently, board produced at West Memphis utilizes 100 percent synthetic gypsum and Standard Gypsum's McQueeney plant utilizes it as well. The anticipated startup of the Cumberland plant and its unique arrangement with the Tennessee Valley Authority's Cumberland Fossil Plant have "turned heads" in a red-hot building market.

This graphic illustration explains how synthetic gypsum is created at TVA's Cumberland Fossil Plant and the process the material takes prior to making it into wallboard.

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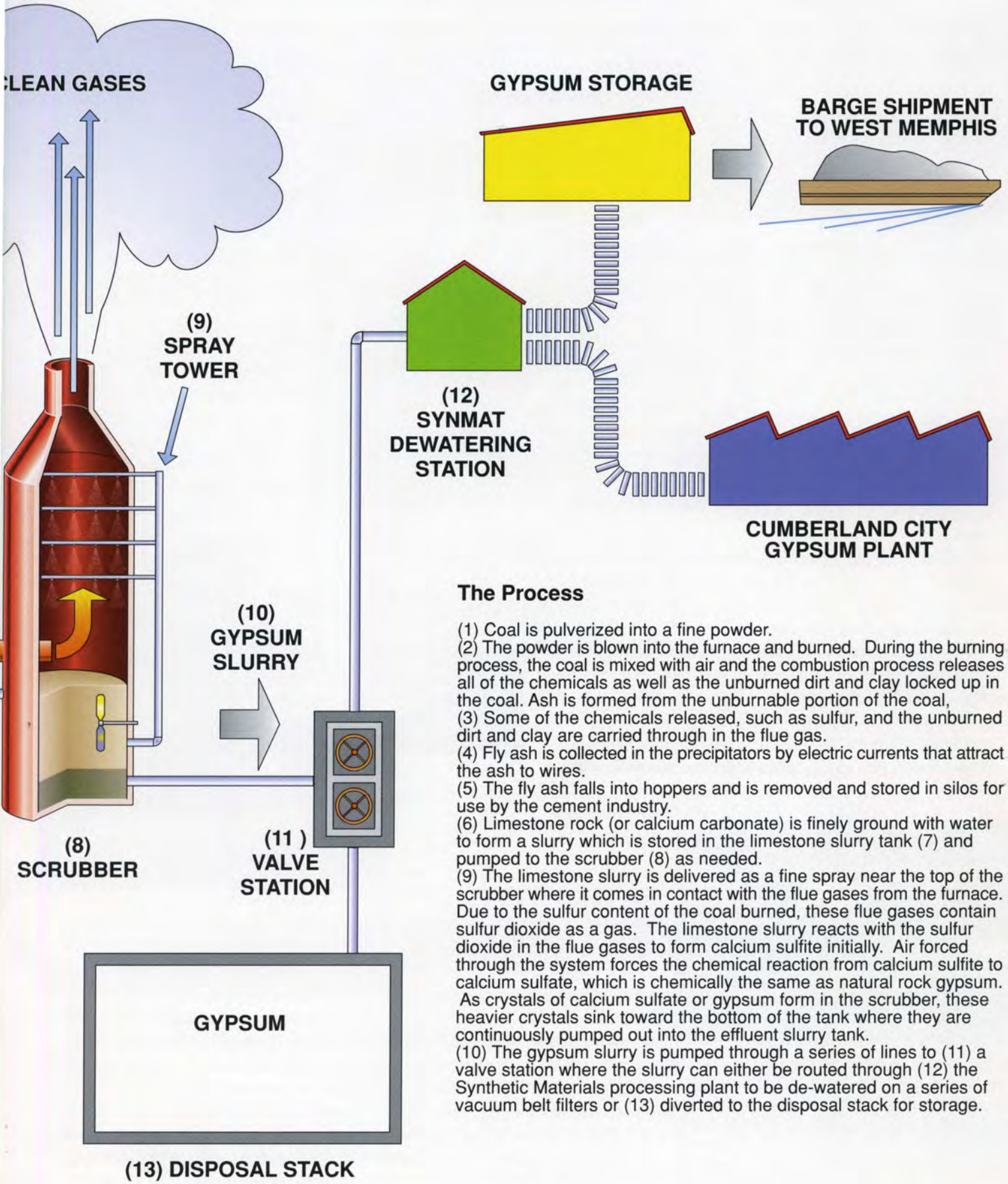


## The Process

(1) Coal is pulverized into a fine powder.
(2) The powder is blown into the furnace and burned. During the burning process, the coal is mixed with air and the combustion process releases all of the chemicals as well as the unburned dirt and clay locked up in the coal. Ash is formed from the unburnable portion of the coal,
(3) Some of the chemicals released, such as sulfur, and the unburned dirt and clay are carried through in the flue gas.
(4) Fly ash is collected in the precipitators by electric currents that attract the ash to wires.
(5) The fly ash falls into hoppers and is removed and stored in silos for use by the cement industry.
(6) Limestone rock (or calcium carbonate) is finely ground with water to form a slurry which is stored in the limestone slurry tank (7) and pumped to the scrubber (8) as needed.
(9) The limestone slurry is delivered as a fine spray near the top of the scrubber where it comes in contact with the flue gases from the furnace. Due to the sulfur content of the coal burned, these flue gases contain sulfur dioxide as a gas. The limestone slurry reacts with the sulfur dioxide in the flue gases to form calcium sulfite initially. Air forced through the system forces the chemical reaction from calcium sulfite to calcium sulfate, which is chemically the same as natural rock gypsum. As crystals of calcium sulfate or gypsum form in the scrubber, these heavier crystals sink toward the bottom of the tank where they are continuously pumped out into the effluent slurry tank.
(10) The gypsum slurry is pumped through a series of lines to (11) a valve station where the slurry can either be routed through (12) the Synthetic Materials processing plant to be de-watered on a series of vacuum belt filters or (13) diverted to the disposal stack for storage.

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# ARC - Speeding to Market

The Applied Research Center (ARC) has restructured to help speed product cycle times and keep a steady stream of new Temple products and product extensions flowing into the marketplace.

Brian Buchanan has been promoted to technical research director of ARC to help lead the efforts in accelerating the process and increase Temple's focus on new product development.

"Brian is just the right fit for accomplishing the work in the lab needed to move more new and improved building products with the Temple logo into the marketplace," said Richard Kenley, marketing manager, new product development.



Leading product development efforts in ARC's lab is Technical Research Director, **Brian Buchanan**, (far right), pictured with staff members, (l to r), **Stephen Liu**, **Trey Moore**, **Kevin Carter**, **Jack Shadix**, **Juan Gonzales**, **James Coffman**, **Bil Killam** and **Youyuan Jin**. Not pictured is **Zhiyong Cai**.

There are two basic ingredients needed to promote successful product development. First, the customer's needs must be fulfilled. Secondly, all parts of the company have a role in bringing new product concepts to market.

"The best way for Temple to achieve higher rates of success with product development is to listen to the customer and stay focused," Mr. Kenley said.

In order to insure all parts of the Company are involved in product development, the ARC uses cross-functional teams involving sales, production, and technical staff to fully coordinate and communicate new product development concepts.

"You are going to get better ideas when all the affected groups are providing valuable input to the developmental process," Mr. Buchanan said.

This method reverses the traditional product development process and works from the customer back to the plant. "With this process, everyone understands the customer needs, the product concepts, and how we will get there. Research goes a lot faster under this operating style and gets products to market quicker," said Mr. Buchanan.

In looking to the future, the ARC will pursue new products and product extensions that are customer driven, provide added value, and complement Temple's full product line throughout Panel Products and Solid Wood Operations.



Performing resin analysis of particleboard samples is ARC's Summer Intern, **James Coffman**.

## LANDOWNER ASSISTANCE PROGRAM (PG. 1 ARTICLE CONT.)

expertise, the Program is helping landowners optimize their assets for the short and long term," said Norman Davis, general manager, Hardwood Resources.

"Temple is helping us do this the right way, and better than we could," according to General Manager for the Sam B. Hayter Trust lands, Henry Sunda. "Now the Trust is equipped with a management plan that sets the course for the next 40 years of our hardwood tracts," he said. Enrolled in the Program by family member Dr. Kelly Bell, the Trust is getting assistance with contract administration and marketing for a salvage sale.

With 13 landowners from Texas and Louisiana enrolled in the Program in its first year, Director of Wood Procurement Jim Brody, is pleased with the initial success of the pilot Program. "Our next step is to determine how best to improve our performance with landowners and potentially grow the Program further. The outcome is positive for both Temple and the private landowners. Landowners learn how to maximize their return on investment while Temple establishes long-term relationships with owners in ways that help to assure an increase in the volume and quality of available fiber in our operating area over time," Mr. Brody said.

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# OTC Road Trip Makes A Quality Impression

A recent visit to customer Rogers Manufacturing in Louisiana kicked off a two-day Order to Cash (OTC) tour by Forest, Solid Wood Operations, and Sales and Marketing staff. Other customers visited included Mid-States Wood Preservers, Inc., and Willamette Industries, Inc.'s Glu-Lam plant.

These tours reverse the approach the OTC Program initiated last year when customers visited more than 14 Building Products locations. Now, Temple employees are visiting customers in their own businesses.

According to Solid Wood's Manager of Business Unit Systems Melissa J. Chumley, OTC is recognized as providing the building blocks for the Value Web. "When the program began last year, OTC was getting Marketing and Sales connected to Operations in new ways. They were delivering the information about what the customer really wanted. This year the Value Web has completed that connectivity by bringing Forest into the picture."



"Temple is one of the best, especially in quality," said **Gerry Brucia**, (r) head buyer for Mid-States Wood Preservers, Inc. He is joined by Sales Account Manager, **David Alvis** during an OTC customer tour.

The Value Web stresses the importance of close coordination between Sales, Operations and Forest in developing strategies aimed at adding value for our customers.

Trip participants had plenty to say about how these tours help bring customer needs clearly into focus.

Commenting on the linkage between OTC and the Value Web, Will Thomas, special use manager, Forest, Eastern Area, said, "These tours helped close the loop on the Value Web for me. I see the raw material in the forest all the time. I also enjoyed seeing how customers use our finished product."

***Customers' number one message to Temple is "keep giving us that Temple quality and reliable service." This leaves a lasting impression on OTC tour participants.***

"It's great to hear our customers talk about the excellent quality of Temple's products. Our positive image in forest stewardship extends to the mills and is part of the reputation for quality our customers identify with Temple," Mr. Thomas said.

Area Plant Manager for Buna & SW Louisiana Lumber Operations Gary E. Frost said, "Visiting customers, on a one-customer-at-a-time setting, gave me an understanding of the issues Marketing faces in adjusting to 'the market.'"

The tours further the objectives of the Value Web by helping develop strong customer awareness throughout the Company. Both initiatives are also crossing lines — linking Temple people with customers and with each other.

Using lessons learned on the tour to bring tangible improvements to his job, John Davis, shipping coordinator, SW Louisiana Lumber Operation, said, "The customer visits opened my eyes about how what we do affects Temple's customers. As a result, we have made significant changes in our product forecast and loading procedures to ensure customers get the best possible load of lumber on time."

Now the timely forecast makes it easier for customers to arrange their own production and transportation schedules.

According to OTC Project Leader and Solid Wood Business Manager Pat Patranella, "OTC and the Value Web are providing our customers with tools that make doing business with Temple easier. When our activities focus on adding value that fulfill customer needs, we become the preferred supplier."

## NEWS BRIEFS

### Class Act Teaches Customer Value

Representing the largest sales class at Temple since 1964, eight new sales trainees are gearing up to assist in expanding Temple's booming markets and customer segments.

"We typically have only two to four trainees at a time. However, with a new gypsum plant, and recent additions of FORTRA™ and MDF to our product line, these new sales trainees will help us prepare for the future," according to Glenn Price, training director for Sales and Marketing.

Trainees spend a week with each product group at one of their plants getting intensive, hands-on experience with product applications and the manufacturing processes, and learning the features and benefits of Temple's product line.

Accompanying field sales staff on customer visits during the eight-week training course, students learn first-hand about how customers define added value. "No one can teach them as well as our customers. The more our trainees learn about a customer's business and their expectations of Temple, the more equipped they are in providing superior service," Mr. Price said.



Enclosing a firehouse at Diboll's Fiber Operations, sales trainees get hands-on experience with Temple's full line of fiber products. Pictured (l-r), are **Robert Conn**, **Jennifer Jumper**, **Morgan Wright**, **Matt Starck**, **James Cieciwa**, Training Director for Sales and Marketing, **Glenn Price**, **Mark Airington**, **Julia Yuan**, Technical Services Director, Diboll Fiber Products, **Mike Gipson** and **Andre' Upshaw**.

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# PEOPLE ON THE MOVE

## Promotions

**TIFPC - Corporate:** James A. Hannan, *Web Systems Administrator*; Sharon D. Martinez, *Analyst I*; Cynthia K. Molandes, *Staff Accountant*; Robert K. Roberts, *Manager of Tech Support & Development*
**TIFPC Bldg. Prod. - Diboll:** Richard L. Anderson, *Regional Sales Manager*; Deandra R. Barron, *Transportation Coordinator*; Richmond A. Bennett, *Group Environmental Engineer*; Brian Buchanan, *Technical Research Director*; Joseph M. Buchanan, *Regional Sales Manager*; Charles E. Grisby, *Stores & Truck Shop Supervisor*; Kenny W. Kendrick, *Transportation Analyst*; Timothy P. Machac, *Account Manager I*; Ron L. Massa, *Regional Sales Manager*
**TIFPC Bldg. Prod. - Hope:** Stacy Warner, *Shipping Scheduler*
**TIFPC Bldg. Prod. - Monroeville:** Michael L. Booker, *Finishing Supervisor*
**TIFPC Bldg. Prod. - Pembroke:** Dan Lemire, *Mechanical Maintenance Technician*; Mark Hotchkiss, *Electrical Maintenance Technician*
**TIFPC Bldg. Prod. - West Memphis:** Vincent S. Corley, *Production Foreman*
**TIFPC Forest:** Anthony Collier, *Administrative Supervisor*

## New Hires

**Temple-Inland Investment - Austin:** Shannon M. Walker, *Staff Accountant*
**Sabine Investment of Texas:** Tracie J. Bone, *Administrative Assistant*
**TIFPC Corporate:** Carrie E. Benesh, *Procurement Specialist*; Rae E. Crawford, *Legal Assistant*; Greg S. Johnson, *Pilot Jet Captain*; Candy A. Perez, *Receptionist*; Edward A. Shelton, *Desktop Specialist - Senior*; Leslie K. Spivey, *Systems Programmer*; Michael R. Watson, *Environmental Specialist II*
**TIFPC Bldg. Prod. - Diboll:** Mark E. Airington, *Sales Trainee*; Travis E. Allen, *Transportation Coordinator*; James A. Cieciwa, *Sales Trainee*; Steven M. Cloyd, *Transportation Coordinator*; Robert L. Conn, *Sales Trainee*; Jennifer K. Jumper, *Sales Trainee*; Anthony S. Lewis, *Project Engineer*; Mark A. Lindquist, *Special Projects Manager*; Stephanie D. Martinez, *Secretary II*; James T. Smith, *Electrical Engineer*; Matthew B. Starck, *Sales Trainee*; Clinton A. Upshaw, *Sales Trainee*; Floyd M. Wright, *Sales Trainee*; Jodi A. Wright, *Safety Coordinator*; Julia C. Yuan, *Sales Trainee*
**TIFPC Bldg. Prod. - Hope:** Paul H. Broussard, *Human Resources Manager*; Justin C. Harman, *Utility Technician*; Brett G. Lawrence, *Utility Technician*; Chuck A. Walker, *Utility Technician*; Cory S. Wright, *Utility Technician*
**TIFPC Bldg. Prod. - Pembroke:** Connie Hennessy, *Team Administrative Support*; Peter Chambers, *Operating Technician*; Robert Francoeur, *Operating Technician*; Joseph Bonnah, *Operating Technician*; Colin Kendell, *Operating Technician*; Jason Charbonneau, *Operating Technician*; Tim Russett, *Operating Technician*; Jonathan Robinson, *Operating Technician*
**TIFPC Bldg. Prod. - Pineland:** Veronica L. Impson, *Clerk*
**TIFPC Forest:** Jonathan D. Grace, *Data Technician*; Bryan K. Hendricks, *Hardwood Management Supervisor*; Andrew L. Hiegel, *Forest Manager Special Use*
**Del-Tin Fiber LLC:** Damon M. Dowty, *Utility*; Terry Franklin, *Utility*; Joko D. Gaston, *Utility*; Phillip S. Ivy, *Electrician A*; Shanon D. McElvain, *Millwright C*; Carl Lloyd Raney, Jr., *Scale House Operator*; Patrick E. Scott, *Strapper*
**Fortra Fiber-Cement LLC:** Russell Hill, *EH&S Coordinator*; Vernon R. Kemp, Sr., *Maintenance Superintendent*; Heath A. White, *Controller*; Johnnie O. Yoakum, *Accounting Clerk*
**Standard Gypsum LLC - McQueeney:** Oscar Rodriguez, *Safety Coordinator*
**Standard Gypsum LLC - Cumberland:** Steven E. Alexander, *Electrical Maintenance Supervisor*; Michael Anderson, *Lead Wet End*; Everett B. Bennett, Jr., *Maintenance A*; Barry N. Burney, *Production Foreman*; Jason D. Burns, *Edge Operator*; Mack D. Butts, *Maintenance A*; Randall C. Chappell, *Edge Operator*; Joseph B. Clark, *Calcine Operator*; Douglas A. Grigsby, *Electrician B*; Jeffery D. Johnson, *Maintenance C*; Tracy G. Lewis, *Maintenance B*; Todd L. Lundrigan, *Lead Dry End*; William K. Manners, *Lead Dry End*; Mark A. Martinez, *Electrician A*; David L. McCoy, *Maintenance A*; Marvin E. McGee, *Lead Dry End*; Michael R. Mobley, *Shipping Lead*; Sammy S. Moody, *Production Foreman*; Andy J. Moon, *Lead Wet End*; William J. Moran, *Lead Wet End*; Gordon A. Pulley, Jr., *Relief Foreman*; Bobby J. Ross, *Calcine Operator*; Ronnie E. Taylor, *Master Mechanic*; Mark A. Warren, *Production Manager*; Brent D. Whitaker, *Maintenance B*
**Rome Lumber:** James G. Mathis, *Intern*
**Inland Rome - Forests:** Gregory A. Day, *Technical Services Manager*

## Retirees

**TIFPC - Corporate:** Henry D. Fleniken, *Pilot Jet Captain*
**TIFPC Bldg. Prod. - Diboll:** William R. Pettit, *Designer Coordinator*
**TIFPC Forest:** Daryl Ward, *Regeneration Adm. Contract Operator*
**Inland Rome - Forests:** Sydney B. Kinne III, *General Manager - Forest Management*

## 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

Bonnie Holden
Temple-Inland Forest, Rome

Melissa McCall
Solid Wood Operations

Juanita McDonald
West Memphis Gypsum

Ellen Moreau
Diboll Lumber

Bob Opperude
McQueeney Gypsum

Mary Peters
Fiber Products Operation

Leah Rigmaiden
Southwest Louisiana Lumber

Dot Saari
Buna Lumber

Faye Schonhoffer
Temple Pembroke

Brad Thompson
Thomson Particleboard

Barbara West
Temple-Inland Forest, Silsbee

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