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InTouch

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

October/November 1999

A Forest Reborn

Helping the National Tree Trust (NTT) "re-green" America's urban and rural roadways and public lands, Temple-Inland has donated 84,900 baldcypress seedlings during 1999 to 39 volunteer groups, civic organizations and governmental agencies in Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee, Texas and Virginia.

A corporate partner and donating sponsor of NTT since 1993, Temple-Inland donated 307,295 seedlings over seven years of participation in the Trust's Community Tree Planting Program.

"The NTT and Temple-Inland have enjoyed a long and successful relationship. Temple-Inland has been especially helpful in our projects throughout the Southeast," said David Mizejewski, Program Director for Community Tree Planting for the NTT.

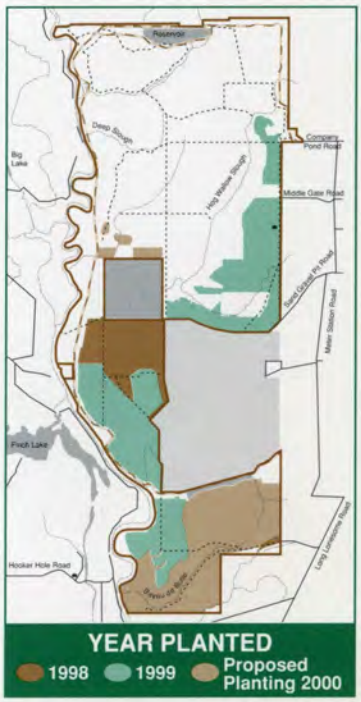
Created by a $19 million, one-time grant from the U. S. Congress through the America the Beautiful Act, the NTT has planted more than 6.1 million trees through its donations to communities in 48 states. Improving aesthetics by providing roadside sound barriers and visual screens, the program helps improve and protect air and water quality, expand wildlife habitat and prevent soil erosion.

The largest of the Company's donations, went to the U.S. Fish and Wildlife Service's Louisiana Wetlands Management District. The District's newly acquired Mollicy Farms received 27,000 baldcypress seedlings. Located on the Upper Ouachita National Wildlife Refuge, the site is the largest single tract bottomland hardwood reforestation project in the country, according to Assistant Refuge Manager Andrew Hammond. Temple-Inland's donation helped replant a total of 90 acres of low-lying bottomlands on the edges of sloughs. Because they do equally well in sandy or clay soil, and high or low terrain, the baldcypress fits both rural and urban uses. They can get their feet wet and still thrive.

Seedlings donated to the NTT program are grown in Temple-Inland Forest's Clyde Thompson Nursery in rural Jasper County, TX. "Native to Texas, baldcypress thrive and are compatible with the pine growing regime that the Company administers to its own seedling stock," according to Temple-Inland Forest's Tree Improvement and Nursery Manager Larry Miller.

The U. S. Fish and Wildlife Service's goals in acquiring the Mollicy Farms Unit are to provide

(continued on page 7)



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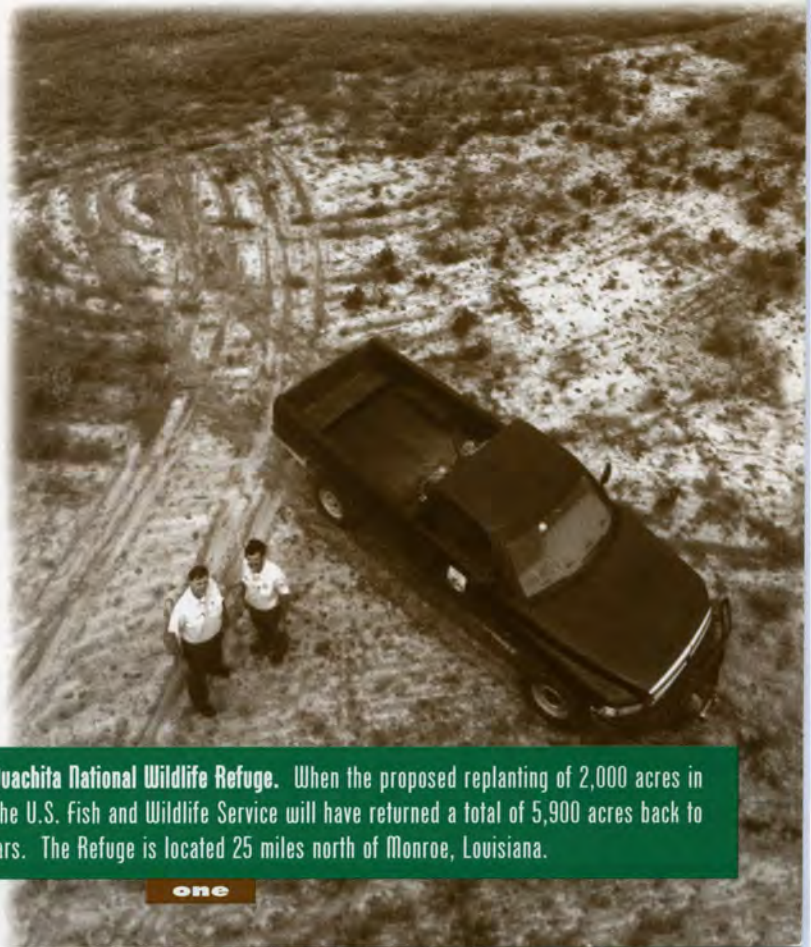

Reforestation of Mollicy Unit of Upper Ouachita National Wildlife Refuge. When the proposed replanting of 2,000 acres in the Year 2000 at the Unit is complete, the U.S. Fish and Wildlife Service will have returned a total of 5,900 acres back to trees in just three years. The Refuge is located 25 miles north of Monroe, Louisiana.

Temple A Temple-Inland Company

Temple-Inland FOREST

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OUR BUSINESS

by Brenda Elliott, Residential & Commercial Sales Manager, Temple

Sales and Service 2000

The new millennium is an opportune time to make a resolution to our customers to focus on their current needs while continuously anticipating their future needs. For the next decade and beyond, we will be challenged to think and act one step ahead of our customers' needs — specifically by anticipating changes in technology and products that can serve their future needs. All this while continuing to be a consistent, reliable supplier of quality building materials. Our goal is to be the preferred supplier and earn the right to be number one on our customers' speed dial.

Past and Future Change

As stated in last issue's wood fiber article, "The only constant in our industry during the past decade has been change." The same is true on the sales and customer side. Yesterday's business centered on independent retailers and distribution centers making their buying decisions based on relationships and quality. In today's business, quality is a given, and relationships only get you in the door. The customer of today is focused on efficiency and service. Because segments expand into industrial, residential, commercial, and repair and remodeling, the needs of each are diverse, and we have the challenge of customizing service to the segment.



Changes in technology open an information highway for us. We were the first building products company to have an online order entry system. We will continue enhancing the system and the information we make available to the customer. We have Internet order status capabilities and have the vision of an e-commerce system that receives an order directly from the customer. True e-commerce is another tool that would allow two way communications at a time and place convenient to customers, essentially 24 hours a day. E-commerce does not, however, substitute for the people side of our business.



We must know how our customers want to do business with us and be flexible in listening and understanding their specific needs. Customers always have a choice about where and how they purchase products.

Changing Channels

Our customer base has undergone a massive metamorphosis in the past decade. The growth in the kitchen cabinet and furniture business has been phenomenal; allowing us to expand into an industrial segment that ultimately blends into the repair and remodeling and residential businesses that use our other products. The wood treaters, truss manufacturers, beam laminators, and drywall supply houses also buy from us and ship to the same end-use markets. Add the products the distributors and retail lumberyards purchase, and a complicated distribution "blur" results. Understanding these complexities of our business and having the right people in the right jobs servicing our customers can differentiate us from our competitors.

Mergers have also added to our opportunities. Competitors, distributors, retailers and builders have been merging so rapidly it is a challenge to keep up with who owns whom. Some customers have also become our supplier as well as our competitor. Maintaining these complex relationships is a balancing act that requires high skill.

Building on Teams and Customer Service

Our success depends on our teams making sure we do what we say we will do, and consistently meeting the expectations of the customer. We have carried our message of the Order to Cash vision to every link in the chain. This is evident in our unique approach in having customers tell our plant employees the necessity of producing a quality product and shipping the product "on time, every time." This is a key point of differentiation between Temple and our competitors.

To sustain our competitive advantage we must help our people grow their analytical skills and their understanding of the construction business. Having the ability to explore and implement new ideas are the characteristics we need to reach our vision of identifying the customers of the future. The vision also includes accelerating technological knowledge throughout the chain and streamlining our processes with efficient systems and service so we become the preferred supplier.

We approach the new millennium with purpose, adventure and optimism. New technologies and tools will help us accomplish our goals. However, we must be increasingly sensitive to the human dynamic of our business, and never lose sight of customer care. This is what sets us apart from the competition and continues as a cornerstone of our success.

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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TEMPLE IN FINAL STAGES OF Y2K PROJECT WORK



Jim Wilson
Year 2000 Project Manager

Like many other computer professionals around the country, Temple staff responsible for the Company's Year 2000 Project efforts have not put down any hard cash for the millenium vacation of a lifetime. All the Information Services Departments and Distributed Technology Group staff will be on 24-hour call during the Y2K holiday weekend. Essential staff will be on-site monitoring the Company's critical information systems, according to Temple's Year 2000 Project Manager Jim Wilson.

Charged with corporate oversight of the Year 2000 Project David H. Dolben, vice president for Temple-Inland Inc. said that each line of business, has been working for the past three years to ensure that the Year 2000 has no significant effect on its information, financial and manufacturing systems.

Temple has found few instances of date-dependent information within manufacturing processes. There is no indication at this time that production could be affected by date-related fields.

All critical systems including mainframes, networks and individual PCs have been evaluated and tested in actual Y2K environments.

"Work on the project was accomplished through the steady persistence and combined efforts of the Year 2000 Project Team, the Information Services Departments, the Distributed Technology Group and key personnel in Operations."

Speeding up the inventory, replacement, testing and upgrading of new personal computers, and the work of the Desktop Standardization initiative eliminated the need for extensive replacement of hardware and software.

Final Year 2000 preparations include the upgrading of software. Automated upgrades, or fixes, are being delivered to each PC for standard Microsoft Windows and Office 97 applications. Non-standard software updates are based on business needs. "With over 2,000 different applications being used at Temple, this presented an opportunity to screen out that software unworthy of upgrading," said Mr. Wilson.

A potential risk is that an external provider could have a Year 2000 related problem that would affect the ability of the Company to manufacture its products or serve its customers. For instance, should a utility provider not be able to supply power needs to a facility, some impact to normal operations would be expected.

While there can be no guarantee that Year 2000 problems will not occur, the Company believes its efforts have addressed the risks and that contingency plans are in place for the unexpected.

Contingency plans covering operations, purchasing and transportation were developed with the imperative of keeping Temple's customers and plants supplied, and its people working in a safe environment.

"The entire team went about its work in the last three years, quietly and effectively," Mr. Dolben added.

TEMPLE ANSWERS WSJ QUERY: IS THERE ANYTHING YOU CAN'T DO WITH PARTICLEBOARD?

The headline in a recent *Wall Street Journal* article challenges readers to consider, is there anything that you can't do with particleboard?

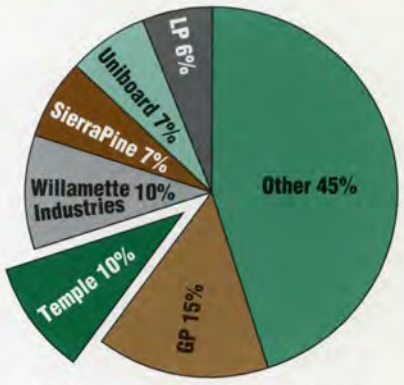
For the people who make particleboard at Temple, the answer is, with a high quality panel, the sky's the limit.

Highlighting the growing industrial market for composite wood products, the August 26 front-page article outlines the properties that make particleboard and its higher-grade, higher-tech sister, medium density fiberboard (MDF) attractive for a growing number of applications.

Although, as the article reports, some trendy dwellings and furnishings are finding beauty in exposed particleboard such as caramel-colored squares of particleboard to cover the floor of an office, most composite panel material is found just below the surface.

According to Temple's Industrial Products Business Manager Jack Beene, particleboard is a good, stable substrate for applications that need a flat surface to be covered with wood veneers or plastic and vinyl laminates, such as cabinets, furniture, shelving, retail display fixtures, door components among many other uses.

Hot growth markets for MDF are primarily one-inch board used as a substitute for solid wood for mouldings, lumber trim and shelving for residential and commercial buildings. Also, thinner board products are being used as flooring substrates.



The combined particleboard and MDF industry's capacity in North America is 9.6 billion square feet of 3/4-inch basis product. Temple's capacity is just over a billion square feet, the second largest in the industry, representing 10 percent of market share.

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Arkansas State University

Residential-Style Student Housing C
Durability and Aesthetics of Temple

Colleges are finding that the best way to attract new students is by improving the aesthetics of their campuses. That is why a national trend towards a more residential look is replacing the imposing block concrete high rise housing designs dotting campus landscapes since the 1960s.

Arkansas State University's College Park on the campus in Jonesboro, Arkansas, is one such new student housing arrangement. The nearly completed project is meeting its goals of aesthetics and durability by using three of Temple's products: TrimCraft™, FORTRA™ fiber-cement and gypsum wallboard.

The exterior is comprised of 85 percent FORTRA™ siding with masonry banding dressing the bottom. Gypsum wallboard is used on all interior walls.

FORTRA's™ realistic cedar grain texture matches flawlessly with the TrimCraft™ that is used on corners, trim and soffits. The result is a building that meets the University's aesthetic and durability requirements.

The two and three-story, six-building gated complex is perched on a tree-lined hilltop and is a pleasing departure from the old institutionalized form of student life that included community bathrooms and little space for living.

"We wanted a living and learning environment providing the privacy and more of the luxuries of home that today's students want. College Park is a first for our campus," said Dr. Rick Stripling, associate vice president at Arkansas State University.

The University's sensitive planning and FORTRA's™ durability are doubling up to simultaneously provide a project built to last, and that is pleasing students. "Students want more pr
that can take
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Project Scores With Three Temple Products. According to Account Manager **Bob Hutts** (pictured), Temple shipped approximately 27 truckloads of Temple products for construction of College Park: 18 truckloads of gypsum wallboard, seven truckloads of FORTRA™ siding, and two truckloads of TrimCraft™.



Multiple Options Become the Norm in College Housing. Amenities for the 336 student, 124 unit College Park complex include living areas; kitchens equipped with stove and refrigerator; and a clubhouse with computer lab, game room, recreation courts, barbecue pits and a gazebo. Students can choose single or double accommodations in two and four bedroom units. Architect for the project was Brooks Jackson Architects in association with Ellerbe Becket.



FORTRA™ fiber

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alls for the Products

vacy, and owners want maximum durability the rough and tumble of moving day every l Brooks Jackson, AIA, an architect for the selected the cementatious product over vinyl y. The economics are also attractive." he said. ractor using it just once, and they'll come back d J. T. White Hardware and Lumber Company ubbs. "With professional installation, this is a product than the vinyls. In 15 years in this s the best siding product I have seen," he said. oduct making fast headway into the market. bility than other products used in this uilders like it because it lays flatter on the ll not warp. It looks like wood and lasts like it is fire-resistant," according to FORTRA™ ger Stephen Raley.

tion similar to other products, FORTRA™ and elped save time on the project. Tony Pardew, ympus Construction, the project's builder, called of the product and the smooth installation of ts helpful factors in maintaining the schedule.



ement siding works and installs like wood.

CUSTOMER PROFILE

J.T. WHITE HARDWARE & LUMBER COMPANY

Playing Like a Team



The strength of the relationship between J. T. White and Temple has brought many successes to both members of this winning team. According to **Rick Tubbs**, Manager of J. T. White (pictured), having the Temple team with him in meetings with the contractor and the architect, and assuring timely delivery, helped him sell Temple for the College Park project.

Relationships are the very backbone of the building materials industry. Even with technology, competition and the various patterns of distribution constantly changing — seemingly at the speed of light — it is still a business built on the customer side with equal parts of trust, integrity, reliability, team work and quality.

Temple's relationship with customer J.T. White Hardware and Lumber Co. of Jonesboro, AR is one based on these principles.

Manager Rick Tubbs, who oversees operations is enthusiastic about continuing the thriving personal relationship he has with Temple. "The key is mutual respect and the fact that we play like a team," he said.

"In the area of customer service, I give Temple an A plus. Temple always does an outstanding job. They are a superb supplier for us," he continued.

Mr. Tubbs values the level of care and teamwork Temple gives his account. "When I call, it is like talking to family."

"Eager to help my business grow, Temple staff is there when I need them, ready to go along on sales presentations and give us extra attention when we are putting together important bids. All this helps me sell Temple products."

Formed as a family business in 1941, J.T. White Hardware and Lumber Co. is a contractor yard with markets throughout Arkansas and Western Tennessee. "From the day I walked into J.T. White there have been Temple products. I intend to keep Temple products within these fences," Mr. Tubbs said.

"In the last ten years, under Mr. Tubbs guidance, J.T. White has taken their business to the next level of growth and service," according to Regional Sales Manager Jimmy Wise.

Enjoying rapid growth in the last decade, J.T. White staff has grown from seven to 36, and company revenues have increased 10-fold. Mr. Tubbs credits this outstanding performance to the teamwork he finds in doing business with buying co-op, Allied Building Stores (ABS) of Monroe, Louisiana, and Temple.

After joining the company 15 years ago, Mr. Tubbs looked to expand on his company's solid reputation to find new growth opportunities. In approximately 1992, they were invited to join ABS. "This move was a major part of our success," he said.

According to Laddie Woods, president of ABS, his organization is a dealer-owned buying group of more than 180 independent retail yards. A benefit to ABS membership is having the services of eighteen professional buyers identifying opportunities in commodity material purchases, a resource member can rarely afford on their own.

Mr. Woods also stresses the importance of relationships in today's market. He looks for associations with companies offering the best quality products at the best price and with access to the right people. Responsiveness and predictable delivery times are also essential ingredients in keeping relationships strong, he said.

PUTTING CUSTOMERS FIRST MAKES TEMPLE SECOND TO NONE.

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Cumberland Team Set to Produce Gypsum Wallboard



Cumberland Gypsum's newly completed 470,000 square foot building and 124-acre site, as viewed from the stacks of the nearby Tennessee Valley Authority's power plant. At full capacity, the plant can produce 700 million square feet per year. Final start-up preparations continued through October with shipping of the first deliveries of gypsum wallboard expected to begin in mid-November.



Checking newly installed dry end control systems are (l to r), Dry End Leads Kevin Manners, Marvin McGee and Dennis Stringfield. Because of the plant's location adjacent to the SYNMAT Synthetic Materials' processing plant, it will be possible for Cumberland Gypsum to produce finished board from gypsum produced by the TVA less than eight hours earlier.

Cumberland City enjoys a real advantage in the excellent rail service available through CSX Transportation. Being able to ship by rail allows Temple to penetrate wider geographic markets east of the Mississippi River. The target segments for the plant's products include national accounts like the "big box" retailers; buying cooperatives; drywall supply houses; lumberyard retailers and distributors.





With the intent of providing an environmental and community friendly operation, all the plant's processing equipment was completely enclosed under the roof, including these three 400 ton stucco silos.



Moving rolls of facing paper is Stacker Operator Fred Clark. Paper for wallboard will travel at 400 F.P.M. through the paper handling equipment on its way to the forming plate. Usage will average approximately four rolls per hour.



The start-up team stands at the north end of the dryer at Temple's joint venture plant in Cumberland City, TN. The team's goals include providing a safe working environment, producing a quality product that gives the best value to Temple's customers, and developing an atmosphere that promotes employee involvement in decision making. Employees participated in several hours of classroom and on the job training each day during the start-up phase.

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A Forest Reborn (cont. from page 1)

a habitat for migrating waterfowl and the restoration of a bottomland hardwood forest. The Service's ten-year planting program is restoring an area that was cleared in the late 1960s for agriculture.

"Previously, the Lower Mississippi Valley area included 25 million acres of hardwood forest; land clearing had reduced forestland to less than four million acres," Refuge Biologist Harry Cook said.

The diversity of the revived Louisiana forest is assured by mixing in overcup, Nuttall and willow oaks along with green ash and other hardwood species. Baldcypress seedlings are planted every fourth row.

The site hosts one of the largest concentrations of waterfowl in Northeast Louisiana, and abundant wildlife including bald eagles, great blue herons, turkeys, mallards, green-wing teal pintails and snow geese is visible at virtually every turn. The site is also home to white-tailed deer, osprey, egrets, and a variety of shorebirds.

"With the help and cooperative efforts of companies like Temple-Inland, we've been able to accomplish twice as much as we would have alone," Mr. Cook said.



When grown to maturity, the baldcypress seedlings donated by Temple-Inland will provide more nesting and den habitat like the mature tree that sits in a slough at the Mollicy Farms Unit and hosts a bald eagles nest. A long-lived species, the baldcypress can grow from 100 feet to 120 feet and more and is an attractive home for a variety of wildlife including black bears.

News Briefs

Temple-Inland to Sell Bleached Paperboard Business

Temple-Inland Inc. has entered into a definitive agreement to sell its bleached paperboard business, including the mill located in Evadale, Texas, to Westvaco Corporation for approximately $625 million. The transaction is scheduled to close by the end of the year.

"We have made a strategic decision to concentrate the efforts of our paper group on our core corrugated packaging operation and dispose of our single bleached paperboard mill," said Clifford J. Grum, chairman and chief executive officer of Temple-Inland Inc. "With a singular focus on the corrugated container markets, our paper group will be positioned to participate in the growth and consolidation of this segment. We will also continue to pursue growth opportunities for our building products and financial services operations."

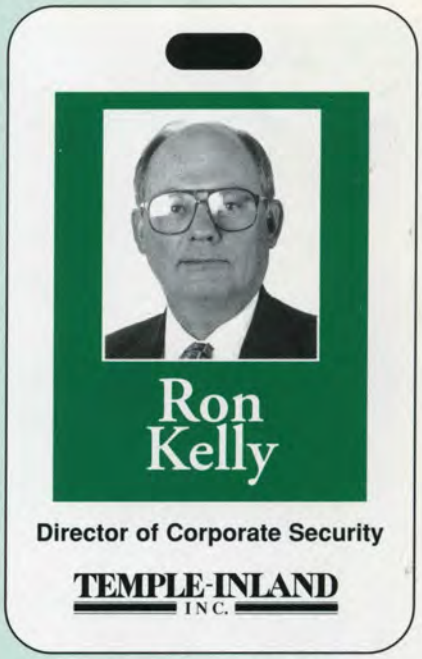
Securing Temple's People Spaces

The introduction of new security gates, electronic access, and more outdoor lighting for Temple-Inland Inc.'s administrative complexes in Austin, Dallas and Diboll are all part of the implementation of standardized Corporate security systems.

Similar improvements for the Rome administrative and manufacturing complex are underway and will be complete in early 2000. Studies to determine if appropriate security upgrades are necessary for Temple's manufacturing facilities are also under way.

"Systems were developed to enhance facility security while providing systems that are simple to use. The changes are also reducing the Company's overall security costs," according to Corporate Security Director Ron Kelly.

Security upgrades will include the use of proximity cards and readers allowing employees specific time and place access at exterior doors and vehicular gates. Round-the-clock closed circuit TV will monitor administrative office complexes and parking areas.



Corporate Security Director **Ron Kelly** models the new electronic access cards being introduced at Temple-Inland administrative complexes in Austin, Dallas and Diboll.

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PEOPLE ON THE MOVE

Promotions

Temple-Inland Investment: Charles C. Poindexter, *Analyst II*

TIFPC - Corporate: Cathy D. Dover, *Auditor*; Doris A. Higgins, *Database Mgr./Admin.*; Farooq Khaled, *Data Security Analyst*; Gerald W. Matthews Jr., *Systems Programmer*; Rosa E. Sosa, *Staff Auditor II*

TIFPC - Diboll: Tommy E. Adams, *Maintenance Superintendent*; Richard L. Anderson, *Regional Sales Manager*; Scott D. Blackerby, *Wet End Superintendent*; Richard A. Collmorgen Jr., *Production Manager*; Regina K. Ellis, *Plant Accountant*; Gilbert J. Garza, *Human Resources Mgr., Forest*; William R. Herbst, *Senior Systems Analyst*; Todd D. Kellam, *Process Engineer*; Adrian C. Kuhlman, *Logistics Manager II-Gypsum*; Melody L. Liem, *Secretary II*; Timothy P. Machac, *Account Manager I*; David R. Pennington, *CPI/Environmental Engineer*; Edd R. Sidney Jr., *Logistics Manager II-MDF*; Barbara A. Smith, *Senior Systems Analyst*

TIFPC - West Memphis: Peggi M. Newsom, *Accounting Clerk*

TIFPC - Monroeville: Anthony C. Jaye, *Maintenance Supervisor*

TIFPC - Fletcher: Dennell L. McCracken, *Accounting Clerk*; James C. Weeks, *Shipping Coordinator*

TIFPC - SW Louisiana: Brian E. Davis, *Shipping Coordinator*

TIFPC - Hope: Dametra S. Conway, *LAN Mgr.*

Temple-Inland Forest: Michael D. Best, *Operations Mgr., Hardwood Res.*; John D. Ford, *Analyst III*; Joseph F. Hamrick, *Mgr., Natural Forest Mgmt.*; Julia B. Stacey, *Analyst I*

Del-Tin Fiber LLC: Ronald J. Dumas, *Production Team Leader*; Chris L. Griffin, *Finishing Lead*

Fortra Fiber-Cement LLC: Henry N. Matthews, *Mechanical Supervisor*; Kenneth L. Schimmelbusch, *Senior Ops. Supervisor*

Standard Gypsum LLC - McQueeney: Oscar L. Dunlap, *Production Supervisor*

Rome Lumber: Kenneth Reaves, *Human Resources Mgr.*

New Hires

Temple-Inland Investment: Kathleen C. Williamson, *Tax Accountant*

TIFPC - Corporate: Janet C. Barrett, *Secretary I*; Kimberly S. Barrow, *Secretary I*; Abby E. Fellinger, *Procurement Specialist*; Judith D. Fortune, *Analyst I*; Syed A. Jafri, *Information Analyst*; Chesney L. Lewis, *Sales & Use Tax Staff Analyst*; Evelyn R. Mika, *Support Specialist*; Rebecca M. Poe, *Programmer/Analyst-Lead*; Jennifer E. Ragan, *Support Specialist*; Leslie K. Spivey, *Systems Programmer*; James L. Williams, *COO & General Manager, Crown Colony Country Club*; Johnny Wu, *Unicenter Systems Programmer*

TIFPC - Diboll: Mark W. Avery, *Project Engineer*; Susan L. Childers, *Sales Trainee*; Michelle P. Driscoll, *Lab Technician*; Melinda B. Eason, *Secretary I*; Wanda D. Hooker, *Maintenance Clerk*; Gary W. Hughes, *Senior Programmer Analyst*; Caleb P. McCusker, *Sales Trainee*; Lesa A. Palmer, *Secretary II*; Bryan S. Rider, *Computer Systems Engineer*; Amy A. Spiller, *HR Mgr., Admin Support Staff*; David B. Thomas, *Strategic Analyst*; Guangrun Zhang, *Industrial Engineer*

TIFPC - Pineland: Veronica L. Impson, *Clerk*

TIFPC - West Memphis: Suppiah Madasamy, *Electrical Engineer*

TIFPC - Fletcher: Sandra G. Enix, *Receptionist/HR Clerk*

TIFPC - Hope: Jonathan D. Hanks, *Environmental Coordinator*

TIFPC - Clarion: Gregory L. Rinkus, *Safety Manager*; Janet F. Stewart, *Human Resources Mgr.*

Temple-Inland Forest: Richard F. Fisher, *Mgr., Forest Research & Prod.*; Sheila G. Fussell, *Secretary III*; Sandra L. Lee, *Secretary II*; Nella S. Newman-Moake, *Secretary II*

Fortra Fiber-Cement LLC: Sondra F. Dell, *Accounting Clerk*; Guy Marvin Eskew, *Mechanical Supervisor*; Martin P. Prachyl, *Finishing Supervisor*

Standard Gypsum LLC - Cumberland: Pamela G. Barrow, *Shipping & Sales Clerk*; Robert A. Bertolami, *Production Superintendent*; Bradley D. Burkhart, *CPI Engineer*; Anthony E. Cherry, *Relief Foreman*; Vincent S. Corley, *Production Foreman*; Art Durfee, *Production Foreman*; Frankie R. Hall, *Relief Foreman*; Brenda S. Hardin, *Accounting Clerk*; Willie R. Hooper, *Relief Foreman*; Jesse L. Jeter, *Maintenance Manager*; Ronald W. Nolen, *Mech. Maintenance Supervisor*; Claude H. Selph, Jr., *Lead Dry End*; Dennis W. Stringfield, *Lead Dry End*; Paul A. Schwartz, *QC Manager*

Inland Rome - Forest: James M. DeCosmo, *General Manager-Forest Mgmt.*; Elizabeth A. Heidbreder-Ol, *Research Forester*

Retirees

TIFPC - Diboll: James T. Cowan Jr., *Maintenance Superintendent*

Temple-Inland Forest: H. S. Knutson, *Liability Risk Mgr.*

Inland Rome - Forest: Steve B. Burns, *Timber Purchase Supervisor*; John F. Davis, *Manager*; Stephen R. Ellis, *Fiber Technician*; Alvin B. Turner, *Land Records Mgr.*

TEMPLE NEWSLETTER CORRESPONDENTS

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Fletcher Gypsum

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Jennifer Hardy
Pineland Complex

Cherie Harlow
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Mary Peters
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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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