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IN|TOUCH

march | april 2000

News, Ideas and Growing Knowledge from Temple-Inland Forest Products Corporation



A delicate, springtime blossom sits beside a Streamside Management Zone at the Company's Silky Camellia Colony Distinctive Site.

# Eleven Distinctive Sites protect unique forest areas

*An important goal of the Company's Forestry Principles is to help ensure the renewability and perpetuity of its forest resources for future generations. Specific guidelines for implementing these Principles have been developed to meet this pledge and sustain a high stewardship ethic. These include the objective of managing and protecting areas in the forest that have unique biological, geological, archeological or historical significance. Under this program, Temple-Inland Forest has designated 11 Distinctive Sites, totaling 750 acres:*

**Beef Creek Waterfall** *Jasper County, Texas, 225 Acres, Limited Access:** Widely publicized in photographs and well known to the local community, this beautiful twenty-foot waterfall and its sandstone-bottomed creek, make for a cool summer retreat. Surrounded by a natural mix of towering loblolly, longleaf, and oak, with an abundance of flowering dogwood below, this forest scene provides year-round beauty.



**Eleven-Log Pine** *Jasper County, Texas, 71 Acres, Limited Access:* Isolated by the Angelina River and an oxbow known as Shelby Lake, this peninsula supports a sixty (plus)-year-old, predominantly pine forest. Of particular interest is one loblolly pine, which stands 142 feet tall, 13 feet in circumference, and forks four times. There is an estimated 1,600 board feet in this behemoth tree, known as the 11-Log Pine.

[continued on page 4]

# Temple-Inland Forest honored with conservation leadership award



*Natural Forest Operations Manager Joe Hamrick monitors an active Red-cockaded Woodpecker nesting site on Company forestlands.*

Temple-Inland Forest was awarded the Conservation Leadership Award 2000 for large-scale operations by The Nature Conservancy of Louisiana's Corporate Council for Conservation for implementing the Company's Forestry Principles on its 333,000-acre Louisiana forest.

The award, given in ceremonies in Baton Rouge in February, honored four of Temple-Inland Forest's conservation programs, including the conservation of 2,300 acres of longleaf pine; the initial establishment of more than 39,000 acres of Streamside Management Zones; the designation of approximately 12,680 acres as all-aged, selectively managed stands; and the management of 10,200 acres of Red-cockaded Woodpecker habitat.

Temple-Inland Forest Products Corporation officials attending the awards ceremony included: Will Thomas, Special-Use Forest, Manager; David Kellam, Vice President—Solid Wood; Greg Sieg, Manager, Forest Operations; Joe Hamrick, Natural Forest Operations, Manager; Gary Frost, Complex Manager, Buna, Texas, and SW Louisiana Lumber Operations; Bill Goodrum, Manager, Forestry Practices and Principles; and Nathan G. Spencer, Administrator-Forest Management, Eastern Area.

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OUR BUSINESS

*by Richard Kenley*

# Tomorrow's Markets



*Richard Kenley*
*Marketing Manager/New Product Development*
*Temple-Inland Forest Products Corporation*

One of the clearest ways to become knowledgeable about the future needs of Temple's customers is by continuously listening to *their* customers. How well the Company succeeds in the future will be equal to our ability to respond to the generational, gender and life-style shifts that are fueling the incessant change in our business.

An increasingly important part of Temple's business is the repair and remodeling and Do-It-Yourself markets. In 1999, the home improvement industry was estimated to be $157 billion. Lumber and building materials accounted for $44 billion of the total.

### Life-Stage Shifts

A developing trend in these markets is the growing dominance of Generation Xers on an industry essentially built by the Baby Boomers. As the latter group ages and their purchases fall off, this group, which embraces home improvement projects earlier than the Boomers, is prepared to take their place.

### The Perception Gap

Reversing the premise that home improvement is primarily a man's world, women are exerting a powerful market dynamic. With 70 percent of them planning and purchasing building products, and 57 percent installing products, women are now driving more of the purchase decisions than men are.

How will women's clout transform home improvement and DIY markets? To understand their impact, you first need to understand that women, busier than ever before with family, community and paid work, are experiencing high levels of stress. This is driving their demand for products that make their buying decisions as easy as possible. They want what market researchers Yankelovich Partners call "severe" service.

The Xers are also exhibiting a higher need for service. When faced with complex projects like full kitchen and bathroom remodeling, Xers and women are leading a trend towards replacing the DIY market with a Do-It-For-Me market. This is causing retailers to offer "installed sales" on many products. As this demand intensifies, the pressure on an already tight labor market will increase, and other ways of fulfilling this need will have to be developed.

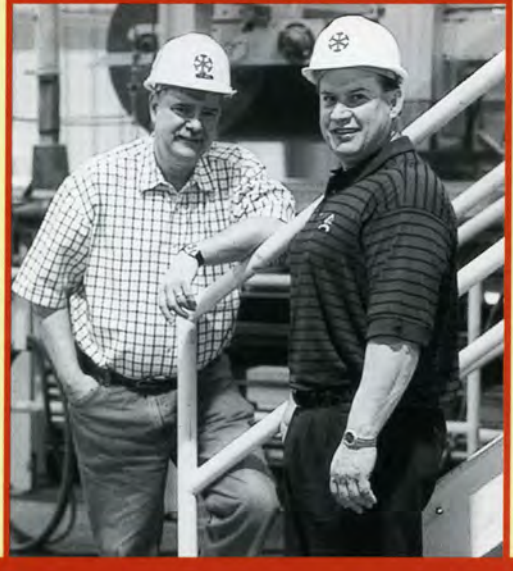
### E-A-S-Y Does It

Consumers today want value beyond the traditional sales transaction. They are telling Temple's customers "Deliver the products that are easy to use, easy to install and easy to maintain." They are also willing to pay more for products that solve their problems and save time.

As new technologies become available, we must rethink the features of our existing product to fit the needs of these new buyers. Temple is repositioning its products to meet these changing needs by adding durability, water resistance and maintenance-free features across its product lines.

Particleboard cabinets can now better resist unexpected water spills. That same technology will make laminated flooring products more stable and better suited for kitchens and baths where occasional water spills can give traditional products performance problems. New medium density fiber products, which are stronger and more weather resistant, provide entrée to a number of markets where the product has not been considered before.

OUR FUTURE



*This issue's "Our Future" panel includes David Kellam, Vice President, Solid Wood; Richard Kenley, Marketing Manager/New Product Development; Pat Patranella, Business Manager, Solid Wood; Jim Rush, Business Manager, Gypsum/Fiber Products; Jack Beene, Business Manager, Industrial Products; Jim Menz, Operations Manager, Fiber Products; and Dale Arnold, Industrial Sales Manager.*

## Where will Temple seek its future diversification and growth?

### Building Material Products

### Solid Wood

*David Kellam:* We anticipate that our future diversification and growth will come through current product line extensions like radius edged decking or small timbers for posts and beams, or traditional products modified to fit into overall building systems. These include components for manufactured truss and pre-engineered wall panel systems.

[*continued on next page*]

*Pictured are Operations Managers for the Composite Panel Group, Jim Menz, Fiber Products, and Hal Cordell, Particleboard Operations.*

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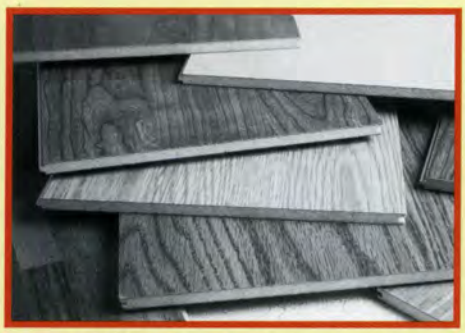
*Richard Kenley:* More home center products for our solid wood business include shorter lengths that fit into vehicles for the cash and carry markets. Another opportunity is decorative products used for wainscoting and ceilings. Because the value of these products is in their visual appearance rather than in their structural strength, they have the advantage of being able to use fast growth fiber.

*Pat Patranella:* Our best opportunities for growth in Solid Wood will be found by flexibly using our existing conversion facilities to match our timber asset characteristics to end-use markets. By being prepared to meet present and future market demands, we will continuously deliver greater value to our customers, while creating maximum return for our assets.

## Gypsum and Fiber Products

*Jim Rush:* By opening the Cumberland City Gypsum Operation, we have increased our wallboard production capacity by 60 percent in just one year. Once fully operating, this plant will be the lowest cost wallboard production facility in the nation. Because synthetic gypsum is a lower cost material than natural gypsum, and is environmentally friendly, we will continue looking for further growth opportunities in its use.

We are diversifying our product mix and growth within the Company's TrimCraft® and softboard product lines, including



*The use of MDF in flooring products is growing between 20 to 25 percent each year.*

Fiber Brace,™ a structural-sheathing product. An upgraded extension of blackboard, this product is an economically attractive alternative for oriented strandboard. Its use is saving builders money and returning excellent value to Temple. Fiber products continue their run as dominant industry leaders.

As an exterior cladding product, fibercement is the fastest growing building product in the country. Another exciting opportunity for expanding this product category is being realized through the introduction of our 1/2″ and 1/4″ tile backer products: HalfBacker™ and QuarterBacker.™



*Located in suburban Dallas, the new 460,000 square foot Prestonwood Baptist Church used 1.7 million feet, or 39 acres, of Temple's gypsum wallboard to complete construction.*

## Composite Panel Products

*Jack Beene:* Growth in industrial product segments is exploding. Increasingly, composite panel materials like particleboard and medium density fiberboard (MDF), appreciated for their versatility, consistent quality, and as a low-cost alternative, are rapidly replacing solid wood in moulding, flooring and furniture product markets. "Big box" retailers are major players in the changeover by stocking items like shelving and trim using these products.

Particleboard is the low-cost substrate of choice for cabinets, furniture and other products to which veneers and laminates are applied. High-end furniture manufacturers are turning to this product as a substrate under veneers. With its superior stability over solid wood, particleboard resists warping and splitting. Consumers like it because it is bringing products once thought too pricey within their reach.

Underscoring the growth of MDF is the fact that North American production capacity has doubled in just five years. Consumption is expected to match these levels by 2001. With four plants producing this product, Temple is the largest capacity MDF producer in North America. The largest growth area for MDF is in flooring, which consumes thin panels, and lumber substitutes like mouldings, millwork and lumber trim used in commercial and residential applications.

*Jim Menz:* The attractive cost of these products is making floor replacement an affordable and popular home improvement project. This application is growing between 20 to 25 percent each year.

*Dale Arnold:* Major industrial customers continue to consolidate throughout North America and the world. This development is allowing many of our customers to penetrate new market segments or gain additional market share. Meanwhile, lumber substitutes are gaining market share in virtually all segments. These two trends complement Temple's product lines and its mill locations, further positioning the Company to prosper in this time of dynamic change.

**Next Issue:** *"Growing our People"*

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Temple-Inland FOREST

# Distinctive

**Hamilton Swamp** *Jasper County, Texas, 160 Acres, Limited Access:* One of the most beautiful examples of an East Texas, cypress-tupelo backwater slough is found in the floodplain of the Angelina River just a short distance from the Eleven-Log Tree. The sixty-acre "swamp," as locals like to call it, is a physical memorial to this unique and beautiful forest community.

**Little Amphianthus** *Heard County, Georgia, 35 Acres, Limited Access:* Little amphianthus is a Federal and Georgia State listed threatened plant species. A small, delicate, greenish-purple aquatic herb, little amphianthus is found floating in the shallow ephemeral pools of granite outcrops common to the Georgia Piedmont Region. This sensitive and unique habitat is susceptible to trampling, siltation, and excessive shading from encroaching shrubs and trees.

**Lowry Bat Cave** *Chatooga County, Georgia, 10 Acres, No Access:* The gray bat is a Federal and Georgia State listed endangered species. This first and only known gray bat colony in Georgia occupies the cave from March through late October and is estimated to number between 4,000 and 9,000 individuals. Informal monitoring agreements exist between Temple-Inland Forest, the Georgia Department of Natural Resources, and the Georgia Nature Conservancy.

**Money Hole** *Jasper County, Texas, 30 Acres, Limited Access:* Legend has it that highjacked Spanish gold is buried among the giant beech and magnolia trees that stand guard in this deep and shadowy "hollow", which is well known to treasure hunters. Many have searched, but none have found. The surrounding stream cascades and bubbles through a series of verdant green, moss-covered boulders, which add to the wonderful blend of beauty and mystery.

**Mud Creek** *Floyd County, Georgia, 3 Acres, Open Access:* In a low-lying area adjacent to Mud Creek, an almost treeless glade is home to at least ten rare and sensitive plant species. Two flowers are of particular importance: the endangered whorled sunflower - this is the only known population anywhere - and the threatened Mohr's

*The steady, even flow of refreshing water at Regal Springs in Chatooga County, Georgia, creates a calm and peaceful setting.*

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# e Sites



Money Hole in Jasper County, Texas.

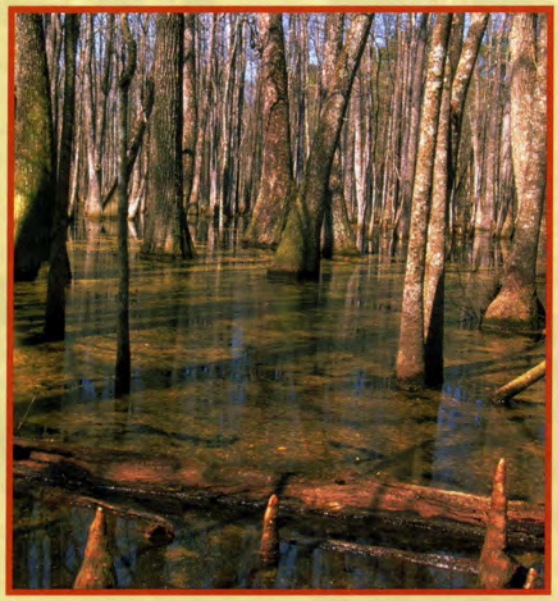
Barbara-buttons. This site is an ideal representative of the historically uncommon, wet-prairie plant community of northwest Georgia.

**National Champion Hazel Alder** *Jasper County, Texas, 10 Acres, Limited Access:* Only 37 feet tall and 14 inches in diameter, this little tree is a true giant. It is the largest recorded hazel alder in the United States. Nestled alongside a clear stream under the protective canopy of a natural pine forest, this diminutive tree will fool the unsuspecting observer. Adding further interest to the area is a nearby pitcher plant bog and Beef Creek Waterfall, which is less than one mile away.

**Regal Springs** *Chatooga County, Georgia, 10 Acres, No Access:* Located just a short distance from Lowry Bat Cave is Regal Springs. This unique and prodigious spring flows approximately 18 million gallons of water daily into nearby Armuchee Creek. As a potential future water source for Floyd and Chatooga counties, Regal Springs is a valued and important Distinctive Site.

**Silky Camellia Colony** *Newton County, Texas, 10 Acres, Limited Access:* Known to the serious botanist and the amateur naturalist alike, this is the only location where the silky camellia can be found in Texas. Located along the upper reaches of Little Cow Creek, this beautiful, native camellia has established itself on the westernmost edge of its historic range.

**Wild Azalea Canyon** *Newton County, Texas, 200 Acres, Open Access:* This rugged and scenic canyon, coursing through the bluffs overlooking the Sabine River bottom, has attracted visitors since the early 1800s. As the namesake suggests, the canyon comes alive with the pinkish-white blooms of wild azaleas during the month of March. The Newton County Chamber of Commerce has promoted the natural beauty of the area by making Wild Azalea Canyon the focal point of its Tourist Guide.



Hamilton Swamp in Jasper County, Texas

## ACCESS DEFINITIONS

**Open Access:** Open access to the general public without prior approval by the Company.

**Limited Access:** Access must receive prior approval by the Company.

**No Access:** Due to site sensitivity, access is denied to the public.

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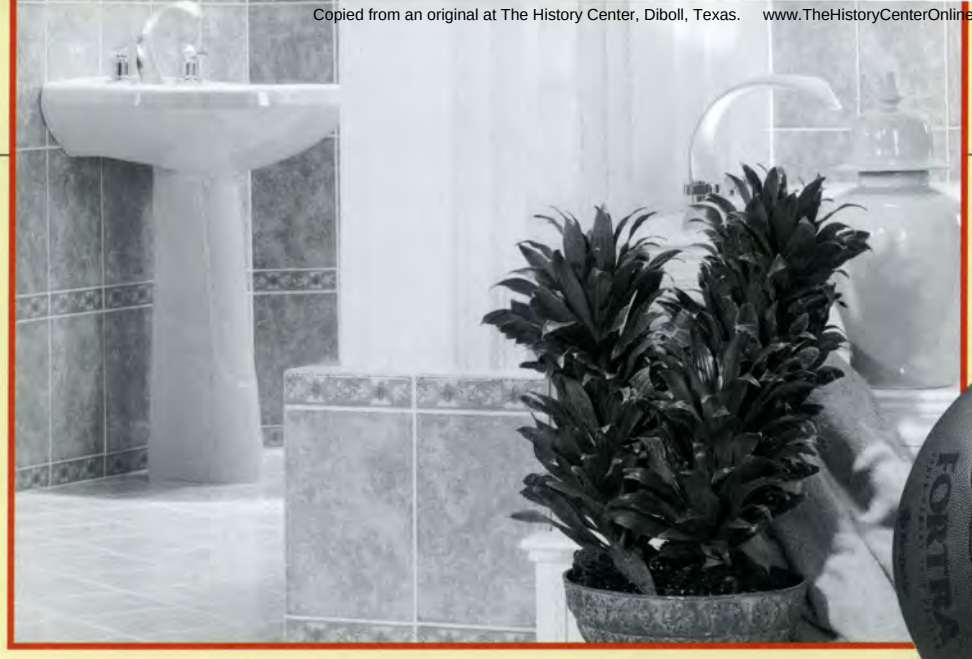

*More than 80% of tile backer is used behind bathroom tiles and other wet areas including countertops, walls and floors.*

# Promotion introduces winning team of Fortra™ tile backer products

Capitalizing on an exciting football theme, one of Temple's most creative kick-off promotions had customers eagerly watching their mailboxes in February. Mailings for the Temple's Fortra™ tile backer product launch delivered footballs and jerseys emblazoned with the Fortra logo and the QuarterBacker™ and HalfBacker™ names and numbers. The names are a play on the 1/2-inch and 1/4-inch thicknesses of the products.

The Company's new tile backer customer, American Tile Supply, distributes ceramic tiles and truckloads of tile backer products through 15 centers of its own, and through ACME Brick's 28 "ACME Brick, Tile and More" locations in a seven-state area. Both companies are subsidiaries of Justin Industries.

American Tile Supply's Product Manager Lloyd Hudson said, "The use of Portland cement-based tile backer is more beneficial than some gypsum board products because it does not deteriorate when wet, making it more durable and failure proof. It is the product recommended by the ceramic tile industry as the most acceptable backer for tiles."

"A source of opportunity for Temple's tile backer products is in the remodeling and Do-It-Yourself markets," said Marketing Communciations Manager Pete Smart. Especially popular are kitchen and bath remodeling projects that require tile backer for applying tile, and other applications over existing surfaces.

Before these products were introduced about 20 years ago, mortar bed methods were used requiring highly-skilled installation specialists. Tile backer products are allowing the professional and the Do-It-Yourselfer to achieve professional looking results easier.

SPEC SHEET

## Hope Particleboard Operations

**Location:** 100 Temple Drive, Hope, Arkansas 71801
(870) 722-4000

The 52-acre Hope Particleboard Operation is located on a 146-acre site. Contained under one roof, the 290,000 square foot mill is the equivalent size of five football fields. The United States Army originally operated the site as a military proving ground during World War II.

**Products Manufactured:** Industrial grade particleboard, marketed as TemStock,™ is used primarily in kitchen cabinets, countertops, ready-to-assemble furniture, office furniture and store fixtures.



**Plant Capacity:** The plant is capable of annually producing 220 million square feet of board on a 3/4-inch basis.

**Year Opened:** 1995

*CPI Technician Susie Tomlin prepares samples for testing in the Quality Assurance Lab.*



*Pictured at Hope Particleboard Operations are (l-r), Front Row: Joe Larry, Process Leader; Adrian Thomas, Process Technician; Lutha Clark, Process Technician; Danny Cosby, Training Manager; Mike Fitch, PM Specialist; Cris Anderson, Accounting Manager; Joe Gage, Technical Director. Middle Row: Pat Muldrew, Safety Manager; Mark Haywood, Finishing End Superintendent Trainee; Christine Royal, Shipping Coordinator; Paul Broussard, HR Manager; Connie Beard, Purchasing Agent; Wayne Hargraves, Production Manager; Skipper Brown, Production Superintendent; John Cummings, Plant Manager. Top Row: Patrick Lamb, Finishing Leader; Gary Harman, Mechanical Superintendent; James Slay, Finishing Superintendent; Vic Rhodes, Maintenance Manager; and Stacy Warner, Shipping Scheduler.*

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# "As we drive our growth further, we need Temple to grow with us."

– Tom Hastings, Forest Products Inventory Manager
McCoy's Building Supply Centers




*Pictured are McCoy's Vice President of Inventory Management/Vendor Relations Greg Pannell and Forest Products Inventory Manager Tom Hastings. The majority of McCoy's Building Supply Centers are located in Texas, with locations also in New Mexico, Oklahoma, Louisiana, Mississippi and Arkansas.*

Since its origin, in 1923, when Frank McCoy founded a small contract roofing company in Houston, Texas, three generations of McCoys have labored to build McCoy's Building Supply Centers into one of the largest family-owned businesses in the industry. Today, with 100 stores, annual sales of the San Marcos, Texas-based company exceed $500 million.

In the 1950s, a time when the building supply industry was in its infancy, Emmett McCoy, Frank's son, had the vision to sell building materials directly to the public.

Since the 1970s, Temple has been a vital part of that vision. "There is a true interdependency between Temple and McCoy's — a seamless working relationship," according to McCoy's Vice President of Inventory Management/Vendor Relations Greg Pannell.

Based upon the shared values of trust, integrity, service, and putting the customer first, the relationship is also firmly rooted in quality. As Forest Products Inventory Manager Tom Hastings explained, "Quality is the flagship of both of our organizations."

The first in a long series of steps that helped build the strong bond came in 1984 with Temple's innovative agreement to supply McCoy's dimension lumber and plywood on a weekly commitment basis. "Temple was one of the first to do this," said Pannell.

In the intervening years, the ties have grown stronger. "In the last two years, McCoy's has made literally 5,000 changes to its business. As we change our "rules," Temple has answered the call to change along with us," he said.

One change is McCoy's goal of growing their professional contractor industrial markets. This includes remodelers and tract and multi-family builders. The company has added 70 outside sales people and a credit program to serve the segment. "Together, Temple and McCoy's are finding new niches with the contractors. With Temple's help, we are finding more product matches with contractors and helping them save money in their purchases," said Hastings.

McCoy's offers Temple's #2 lumber, purple studs, hardboard siding and gypsum wallboard in a majority of their stores; medium density fiberboard (MDF) and TemStock™ are available at all of its locations. The centers also stock roofing, fencing, paint, plumbing, electrical, hardware, and kitchen and bath products.

"Because we have moved most of Temple's product lines into our reload centers, we can take Temple products into all of our stores easily. We needed the flexibility of shipping mixed loads with minimum stopovers. Temple stepped up to the plate.

"In a business like ours, you live and die by in-stock percentages. Temple is at the top of the pecking order in helping keep our reload centers supplied. We were amazed at how quickly the company responded in helping bring this together," said Hastings.

According to National Accounts Manager Gandy Stubblefield, "McCoy's is the type of customer everyone would love to have. In the face of ever-changing markets, they continue to grow. This takes extraordinary people and an extraordinary company. That describes McCoy's."




*One initiative, aimed at positioning McCoy's for the future, will completely retrofit every store with customer friendly layouts, like this recently completed, center in Weslaco, Texas.*

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## PEOPLE ON THE MOVE

**Promotions:**

**Temple-Inland Investment**
Kenneth M. Jastrow II, *President and Chief Executive*; Harold C. Maxwell, *Executive Vice President*; Leslie K. O'Neal, *Assistant General Counsel*

**Temple-Inalnd Forest Products**
**Executive:** Jack C. Sweeny, *Executive Vice President, Forest/Solid Wood*

**Corporate:** Vicky L. Baccus, *Database Administrator*; Thomas R. Bailey, *Web Systems Administrator*; Carrie E. Benesh, *Asset Analyst*; Kimberly D. Fisher, *Database Administrator*; Brian D. Gowin, *Manager, Forest Environmental Issues*; Darren S. Holm, *Desktop Specialist*; James W. Mills, *Systems Admin-Unix*; Luz E. Rosales, *Payroll Coordinator*

**Temple**
**Mktg, Credit & Transportation:**
Susan L. Childers, *Asst. Mktg. Communications Mgr.*; James A. Cieciwa, *Account Representative*; Robert L. Conn, *Account Representative*; Amy E. Haney, *National Accounts Coordinator*; Jennifer K. Jumper, *Account Representative*; Lesa G. Lovell, *Product Coordinator-PB*; Glenn Price, *Customer Service Manager*; Clinton A. Upshaw, *Account Representative*

**Diboll:** Mark A. Lindquist, *Production Manager*; Kevin Sinclair, *Controls Engineer*; Craig L. Williams, *Operations Production Manager*

**Pineland:** Michael E. Todd, *Production Supervisor*

**West Memphis:** Donald M. Smithson, *Production Manager*

**Buna:** Joel K. Watson, *Green End Supervisor*; Jimmie West, *Process Engineer*

**Diboll Particleboard/Laminating:**
Gloria M. McDonald, *Safety Coordinator*

**Diboll Fiber Products:** Mike A. Fletcher, *Maintenance Supervisor*; Danny F. Mullins, *Boardmill Supervisor*; Melvin R. Thompson, *Maintenance Supervisor*; William R. Thompson, *Boardmill Supervisor*

**Mt. Jewett Particleboard:** Gregory G. Engelken, *Plant Manager*; John W. Knapp, *Purchasing Manager*

**Mt. Jewett MDF:** Michael A. Luepkes, *Plant Manager*

**Temple-Inland Forest**
Bridget M. Armistead, *Secretary*; Richard M. Capps, *Game Management Supervisor*; William B. Goodrum, *Manager, Forest Practices & Principles*; John B. Lindsey, *Financial Analyst*; Nikhil V. Narahari, *Business Analyst*

**New Hires:**

**Temple-Inland Investment**
Bonnie J. Ferguson, *Staff Tax Accountant*; Richard L. Reisenweber, *Vice President Environmental*; Lindsay N. Whitehead, *Staff Tax Accountant*

**Temple-Inalnd Forest Products**
**Corporate:** Terri A. Anderson, *Staff Accountant*; Thomas D. Burr, *Manager, Water & Remediation*; Jack A. Carroll, *Pilot-Jet Captain*; Dana L. Davis, *Compensation Assistant*; Dwight E. Fraze, *Senior Systems Programmer*; Stephen A. Hewitt, *Senior Systems Programmer*; Bradley W. Smith, *Pilot-Jet Captain*

**Temple**
**Mktg, Credit & Transportation:** John E. Bate, *Transportation Coordinator*; Kelli M. McCollum, *Secretary*

**Diboll:** Jennifer M. Hight, *Human Resources Trainee*; Kelly A. Johnson, *Receptionist*; Carol J. Lilly, *Secretary*; Mark A. Magee, *Application Systems Analyst*; Thelma J. McCann, *Secretary*; Charles Radoyevich, *Electrical Project Manager*

**Pineland:** Jeff R. Myers, *CPI Engineer*

**Buna:** Krystal J. Johnson, *Accounting Clerk*; Bryan Q. Lansford, *Process Engineer*

**SW Louisiana:** Douglas C. Ericson, *Process Engineer*; Angela W. Hand, *Secretary*

**Diboll Fiber Products:** Suzann Erwin, *Secretary*

**Diboll Lumber/Fingerjointing:**
Dwayne H. Dunkerson, *Process Engineer*

**Del-Tin Fiber L.L.C.:** Joe S. Allen, *Controller*; Pamela Dawkins, *Accounting Clerk*; Randall T. Markham, *Process Engineer*; John M. Nassar, *Technical Director*

**Fortra Fiber-Cement L.L.C:** John R. Lopez, *Finishing Supervisor*; Sterling P. Ramey, *Operations Supervisor*; David G. Seago, *Assistant Plant Manager*

**Standard Gypsum L.L.C. – Cumberland:** Kathie C. Baggett, *Accounting Clerk*; Michael S. Pezzuto, *Production Superintendent*; Donna M. Popp, *Accounting Clerk*; James E. Smallwood, *Plant Engineer*; Gerrick L. Williams, *CPI Engineer*

**Temple-Inland Forest**
Jennifer L. Lambden, *Division Safety Manager*

**Retirees:**

**Temple-Inland Investment**
Clifford J. Grum, *President and Chief Executive*

**Temple-Inland Forest Products**
**Corporate:** Betty L. Burchfield, *Payroll Coordinator*

**Temple**
**Mktg, Credit & Transportation:** Carl K. Burchfield, *Account Representative*; Leroy C. Lazarine, *Account Representative*

**Diboll Fiber Products:** Marshall D. Lee, *Maintenance Supervisor*

**Standard Gypsum L.L.C. - McQueeney:**
Robert L. Opperude, *Process Training Coordinator*

**Temple-Inland Forest**
Billy D. Anderson, *Scaler*

**Texas South – Eastern Railroad**
Cleveland A. Payne, *Foreman M W & S*

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**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

**Will Hatfield**
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**
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**Janet Stewart**
Temple Clarion

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