

# InTouch

NEWS, IDEAS AND GROWING KNOWLEDGE FROM TEMPLE-INLAND FOREST PRODUCTS CORPORATION

JANUARY/FEBRUARY 1998



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## CONSTRUCTION UNDER WAY AT TEMPLE'S 3 new manufacturing facilities

**M**anufacturing facilities that will add two new product lines and expand a third are taking shape in Arkansas, Texas, and Tennessee. The company is 50% owner in each of the three joint ventures.

Near El Dorado, Arkansas, construction continues on schedule toward an end-of-the-year startup of North America's newest medium density fiberboard plant.

Temple has named its first entry in the MDF market Solidium™ MDF and will target five key industries to market the product:

- Residential and office furniture.
- Moulding and millwork.
- Laminated flooring.
- Kitchen and bath cabinets.
- Commercial and institutional fixtures.

Solidium™ is an engineered wood product made from 100% Southern pine chips. The chips are refined into a uniform particle size and then formed along with resins before being pressed under heat and pressure into large panels. After cooling, the large panels are cut into small panel sizes, sanded and packaged for shipment.

The plant, a joint venture of Temple and Deltic Timber Corporation operating as Del-Tin Fiber, has 320,000 square feet while the complete facility covers 68 acres. The facility process will annually consume 430,000 tons of chips, sawdust and shavings.

Project manager and general manager Glenn Gray is heading the team responsible for plant production. Schooled in wood technology, Gray started his career in 1969 as a particleboard quality control manager. He also spent nine years in a Spring Hope, N.C., green field MDF plant, advancing to technical director, and

five years as a particleboard manufacturing manager.

Gray then built a particleboard plant for a three-company joint venture, serving as project manager and then general manager.

"I place enormous emphasis on industry experience," said Gray. "It's the common denominator that binds our team. There's no substitute for it."

Other key team members are Norm Dineen, construction manager; John Sauer, operations manager; and Robert Workman, finishing superintendent.

In Waxahachie, Texas, construction is on schedule for a mid-summer start-up on a new plant which will have an annual capacity of 240 million square feet of fiber cement siding and related products. Formulation runs are scheduled for July.

The product, which will be marketed under the brand name Fortra™, can be used as siding, soffit, trim, backer/underlayment, roofing, fencing and a variety of other building materials.

The name Fortra™ implies strength and comes from the Latin word *fortis*. Temple and joint venture partner Re-Con

Building Products, Inc., will soon kick off a comprehensive advertising and promotion program supporting Fortra™.

Temple's newest gypsum plant in Cumberland, Tennessee, is in its earliest stages of construction. Site work is under way and all major equipment has been selected. The projected startup date is June, 1999. This plant will operate as part of the Standard Gypsum, L.L.C. joint venture.



Construction work continues at El Dorado, Arkansas, on North America's newest medium density fiberboard plant.

**Temple**  
A Temple-Inland Company

**Temple-Inland**  
FOREST





## OUR BUSINESS

by **Harold Maxwell**,  
Group Vice President,  
Building Products

The employees of the  
Building Products

Group are to be congratulated for another outstanding year in 1997. Earnings levels for the year represented the group's second highest level in history, following our record year in 1994. Total earnings for the group were partially offset by reduced sales volumes and returns within the particleboard division due to shutdowns in Diboll and Thomson for modernizations.

Our lumber operation showed the largest improvement over 1996 of any of our business units with a record volume of shipments. We anticipate a slight reduction in lumber consumption while production continues unabated for the first half of 1998. More production will be

targeted to our primary and secondary markets because of economic problems in the Orient and higher imports of both lumber and finished goods. Though shipments are lower this winter due to adverse weather conditions, we anticipate vibrant demand in the spring and summer as housing starts and building permits remain strong.

Gypsum operations posted record earnings for this business unit. The outlook for gypsum in 1998 continues to be strong, supported by stable housing starts and a vigorous commercial market. The gypsum industry ended 1997 with record shipments (25.5 billion square feet), an increase of 3.1% over the previous record set in 1996.

Particleboard will see increased pressure from West Coast producers; however, all four of our plants are producing panels of improved quality and physical and visible consistency. We have begun operating the four plants as one business unit and realigning our customer base to position

each plant's capabilities and logistical advantages for a strong particleboard market.

Our fiber products operation continues to be under pressure from a variety of siding products led by fiber-cement. We are aggressively working on a number of product improvements as well as new products that could have a very significant impact on this business.

This past fall, we conducted a company-wide assessment of our internal communications programs. Many of you were interviewed or participated in focus group studies. We have received the results and recommendations from the communications assessment team. We believe communications is a core value of our business philosophy, and we are currently studying ways to make our employee communications programs more effective.

1998 is shaping up to be a challenging year. However, I believe we have the people and processes in place to rise to the challenge.



## OUR FOREST

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

The fourth quarter is  
always one of transition

for Temple-Inland Forest. As weather conditions change and logging activity slows from third quarter levels, emphasis shifts to the annual planting and regeneration cycle.

In Texas, the Clyde Thompson Nursery is the center of activity as the Forest Division lifts seedlings for the planting season. In Texas and Louisiana, 21 million seedlings will be lifted and planted between December and March with an average of 7 million seedlings and 9,000 acres planted per month.

Our Georgia Forest follows the same timetable and plants 13.6 million seedlings on 18,800 acres.

All of these seedlings are genetically improved and, during their lifetime, offer increased survival rates and growth (25% above natural growing stock). These improved seedlings are the result of Temple-Inland research projects that range from traditional tree improvement programs that began in the 1950's, to studies of molecular genetics done in partnership with various universities, to, finally, work in tissue culture and genetic manipulation.

In an effort to improve wood utilization at our Texas paper mills, we have begun Phase II of our chip improvement program. This program is designed to improve the characteristics of the chips delivered to our paper mills to improve fiber utilization from the forest floor to the paper mill digester. Phase II activities are scheduled to be completed in six months with chip quality improving throughout the project period.

A cross-functional team of paper mill and

Forest employees has presented a 5-year sourcing plan for the Rome, Georgia complex. The plan covers a range of issues: 1) additional log storage; 2) a rebuild of the Rome linerboard woodyard; and 3) increased utilization of in-woods chips. Several elements of this plan will be implemented in 1998.

In our Mexico operations, a new general manager for the project has been hired, our operating offices have been moved to Villahermosa, Tabasco, and we have completed planting for the 1997-98 season. We continue to evaluate options for delivering fiber from Mexico to the Evadale paper mill. A suitable port has been located that will allow us to choose between the options of shipping either logs or chips back to the U.S.

In 1998, we will concentrate our efforts on improving the economic returns of Temple-Inland Forest while continuing to practice sound forest management on our lands.

<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.



## BOARD OF DIRECTORS NAMES

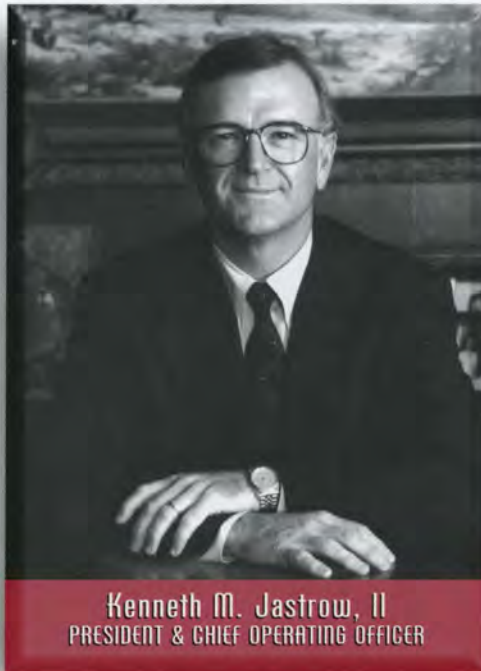
# Kenneth M. Jastrow, II

**PRESIDENT & CHIEF OPERATING OFFICER**

Clifford J. Grum, chairman and chief executive officer of Temple-Inland Inc., has announced that the company's Board of Directors has elected Kenneth M. Jastrow, II president and chief operating officer and a director of the company, increasing the number of directors from 11 to 12.

Mr. Jastrow, 50, rejoined Temple-Inland in March, 1991, as chairman of Temple-Inland Mortgage Corporation and most recently has served as group vice-president of financial services and chief financial officer of the company. All operating groups will report jointly to Mr. Jastrow and Mr. Grum until Mr. Grum's retirement in December 1999.

Said Mr. Grum in announcing the election: "Kenny Jastrow has



**Kenneth M. Jastrow, II**  
**PRESIDENT & CHIEF OPERATING OFFICER**

demonstrated strong leadership, strategic planning acumen, and the ability to effectively implement new strategies. As CFO and a member of the management committee, he has gained keen insight into all of Temple-Inland's businesses. This unique blend of capabilities and knowledge makes him well qualified to carry forward the company's efforts to improve financial returns."

Mr. Jastrow joined Lumbermen's Investment Corporation (the predecessor of Temple-Inland Mortgage Corporation) in 1972 and was president and CEO in 1984 when he resigned to become chairman of Capital Mortgage Bankers. The firm was acquired by Temple-Inland in 1991.

## TEMPLE TO MODERNIZE DIBOLL SAWMILL

Temple-Inland Forest Products Corporation announced it has approved a \$26 million modernization project at its Diboll Lumber Operation to begin in the third quarter of 1998 with completion expected in the first quarter of 1999.

The company's changing fiber resource base is one of the critical factors in the decision to modernize the Diboll sawmill. Over the next few years, more and more of the company's timber harvests will come predominately from plantation timber.

The modernization will take advantage of new available technologies which will accommodate changes in the company's fiber resources base and will affect the sawmill operation from log processing to the planer mill.

In order to be competitive in the future, the Diboll sawmill must increase its

processing capabilities, and technologies must be upgraded to optimize the value of lumber which can be manufactured from each log.

The upgraded mill will maintain its current level of lumber production.

A key benefit of the project will be increased product mix flexibility. At completion, Diboll Lumber will have the ability to manufacture a wider range of products than are currently available, allowing the facility to serve expanded markets.

To enable this production flexibility, significant investment is being made in high-speed, computer-controlled processing systems. New scanning systems will "see" the logs in greater detail, and the new processing equipment will use the scanned data to extract more value from each log.

The project currently involves the following:

- The process, from the log deck, to and through the chip-n-saw, will be revised, including relocating the log bucking operation.
- The chip-n-saw will be completely rebuilt, including a double length infeed.
- The headrig and its line will be removed.
- Equipment downstream of the chip-n-saw will be replaced, up to a new solid piler, including the addition of green sorting capacity.
- The dry end will be replaced, from and including, the takedown to the strapper. The stacker will be replaced as well as the recently installed package re-entry system.
- The green package maker, stick laying, boiler and kilns will not be modified.



# HOUSING TRENDS OF THE FUTURE AND WHAT THEY MEAN TO TEMPLE...



## OUR FUTURE

Tomorrow's homes may be considerably different than today's residential structures, but the people who watch future trends say wood products will continue to be a big part of home construction.

That's the theme participants took away from the National Association of Home Builders (NAHB) annual show in Dallas recently.

Here are some of the prevailing trends in home-building acknowledged by the NAHB participants:

- Homes will be bigger with more interior amenities.
- Designs will accommodate the elderly and people with physical limitations.
  - Homeowners will want more lights, glass and openings.
  - Ceilings will be higher and rooms will be bigger.
  - Open floor plans will blur the traditional lines between the kitchen and family room and the living room and dining room.
    - New building materials will require less maintenance.
    - Homes will be equipped to support

## HOMEOWNERS TURN MORE TO REMODELING

Homeowners are taking the do-it-yourself remodeling trend through the roof.

Overall, Texans exceed the national average on home remodeling jobs by 4%, according to a recent study by USA Data Com, a New York market research firm which looked at 15 home improvement tasks.

Texans build 51% more garages or sheds than the average American family, add 21% more decks, install 25% more heating and air conditioning systems, 14% more family rooms, 10% more roofs, and 22% more security systems.

Texans fell below the national average on new bathrooms, carpets, interior paint jobs, landscaping, remodeled kitchens, and siding.

Harold Maxwell, Temple Group Vice President, Building Products, said the dramatic rise of the home center retail concept, along with improved training and product displays, has led to the increased interest in remodeling by homeowners. "People today have more knowledge for more sophisticated and informed choices about building products," he said.

family technology systems integrating entertainment, security, lighting, energy, and other basic operations.

Temple's Marketing and Operations groups are keeping a close eye on these new trends. Though construction of residential and commercial structures is important to Temple, the company's product mix accommodates the repair and remodeling markets, which continue to grow.

"In years past, the key indicator of our business was housing starts," explained Joe Sample, Temple's vice-president, sales and marketing. "Housing starts remain important today, but equally important are the repair and remodeling markets, do-it-yourself markets, and industrial applications."

Warren Nesbitt, publisher of *Builder Magazine*, says homes have grown bigger over the last 20 years. "The square footage and number of amenities are at an all-time high and we assume they will continue into the future," he said.

Nesbitt believes wood products will remain popular among homebuilders. "The forecast continues to be outstanding and for the next five years, there are no problems in sight," he said.

Nesbitt, however, feels competition will continue to increase among building products manufacturers. "Volume will not be a problem, but market share and profit margins will be significant considerations," he said.

"Manufacturers like Temple will be able to sell everything they make, but the profit margins will depend on areas such as marketing, research and development, and winning the approval of builders and homeowners," he said.

Pete Smart, Temple's marketing communications manager, concurs. "We'll have to be more creative and innovative in the



Tomorrow's homes will continue to use building products.



years ahead. For example, as homeowners demand higher ceilings, our challenge will be to produce and market longer studs, perhaps as long as 14 feet, compared to today's 8, 9 and 10-foot studs," he said.

Traditional wood products, such as wood decks and home fencing, will face competition from low-maintenance products such as concrete decks and plastic fencing, he said.

To meet the growing demand for less home maintenance, Temple is moving into the production of low-maintenance

building products such as fiber-cement sidings and backer/underlayment. "Low maintenance items are high on our list of priorities," said Smart.

Engineered lumber products, which can be cut to the specific needs of builders, will be more in demand and the growth of home entertainment centers and media rooms will create a need for more furniture built-ins and specialty cabinets.

To meet the new consumer demands, Brenda Elliott, residential and commercial sales manager, feels

Temple will focus more on hands-on marketing. "More than ever, consumers are better informed about building materials, and that means we'll have to help them explore their options and make intelligent decisions," she said.

The growth of home centers like Lowe's and Home Depot, which have spurred an interest in home remodeling, has opened up an array of opportunities for building products manufacturers.

"We are meeting the demands of the dramatic rise in the home center retail concept," said Harold Maxwell, Temple's group vice president for building products. "We are modernizing our current facilities and investing in new manufacturing operations. We are market driven and responsive in our marketing approach. Our job is to be

open, flexible and creative."

Builders and product suppliers for traditional site-built homes will face a new impetus of competition from manufactured housing.

According to Nesbitt, "The number of units produced has doubled in past six years, and reached a record number in 1997."

"Today, manufactured homes constitute a viable option for the mainstream homeowner market. The new homes are well designed and built at a price where both the manufacturer and consumer see them as valuable. This market will be even more attractive in 10 to 15 years," he said.

Nesbitt believes manufactured homes will attract many first-time home buyers, generating higher ownership levels and encouraging families to move into traditional site-built homes sooner.

He also feels low home mortgage interest rates will continue to have a positive influence on

home buying.

The biggest threat to home-building, Nesbitt feels, will be increased government regulations, such as permits and fees, especially in major metropolitan areas such as San Francisco. "In some areas, builders may spend up to \$40,000 before the first shovel of dirt is turned," he said.

Skilled labor shortages in some parts of the country will also cause problems for homebuilders, he said.



a significant amount of wood



**Warren Nesbitt**  
Publisher, Builder Magazine



## SERVICE ANNIVERSARIES

NOVEMBER/DECEMBER 1997

### BUILDING PRODUCTS

#### Buna

##### 10 years

Don O. Brooks  
Robert E. Cheatham  
LaDerek A. Harris  
Darrell S. Hicks  
Terry W. Palmer  
Marcus D. Stone  
William R. Whitehead

#### Diboll

##### 30 years

Robert H. Haynes

##### 20 years

David F. Kellam

##### 15 years

Thomas E. Farley  
Eddie L. Yarbrough

##### 10 years

Robert J. Badeaux  
Stephen L. Burchfield

##### 5 years

Eddie W. Luce  
Crayston C. Simmons

#### Monroeville

##### 20 years

William F. Guley  
Willie McCants  
David A. Richardson  
Michael D. Skipper

##### 5 years

Anthony C. Jaye

#### Pineland

##### 20 years

Carolyn G. Grant  
Maverick C. Roberts

##### 15 years

Anthony D. Castillo  
Bruce D. Jones

##### 5 years

Scott H. Dodson  
Lawrence P. Haggerty  
Ethyl E. Wood

#### SW Louisiana

##### 10 years

Nolan K. Hatch  
Doyle G. Morris

#### Thomson

##### 5 years

Paul A. Ivery

#### West Memphis

##### 5 years

Tina L. Lindsey

#### Forest

##### 25 years

J.L. Carroll

##### 15 years

Bernhard M. Buckner  
Turner W. Evans  
Bruce C. Mitchell

##### 5 years

Deborah K. Gaard  
Thomas J. McReynolds

## CORPORATE

#### Diboll

##### 10 years

Gina M. Harris



## NEWS BRIEFS

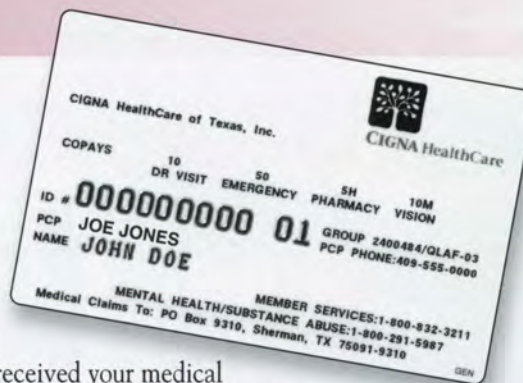
### Check your new medical ID cards

Temple-Inland's new company-wide benefit programs, SOLUTIONS, became effective January 1, 1998, and if you have not received your medical identification cards, they should arrive soon. When you receive your cards, review them carefully to make sure your information is correct. If you enrolled in a medical plan requiring a Primary Care Physician (PCP), your PCP's name will be printed on the card. Make sure the physician listed is the PCP you selected for 1998. If you need to correct or change your PCP, contact your medical plan's Member Services Group.

Your Medical Services Group can also help with coverage questions, referrals to specialists, urgent care situations, and other concerns you may have about your medical plan. The toll-free phone number to your Medical Services group is listed on your medical ID.

If your 1998 medical plan includes its own prescription drug coverage, you should contact your Member Services Group at the same toll-free telephone number. If your plan does not have its own prescription plan, you will receive PAID prescription drug cards in addition to your medical ID cards.

If you need to make any changes to your SOLUTIONS plan, need directions or assistance when a problem arises, or have other questions that cannot be resolved, contact your local Human Resources representative.



### Nesting kites worth \$500

Texas Partners in Flight, along with Temple-Inland Forest, the Texas Parks and Wildlife Department, and the U.S. Forest Service have initiated a Swallow-tailed Kite monitoring project in Texas. Temple-Inland is offering a \$500 cash award for the discovery of an active nest located in a previously unknown site. The site must be in use and one of the principal investigators must be taken to the active nest. For information, contact Cliff Shakelford, Texas Partners in Flight, Austin, 512/389-4970

Brian Swan, production manager at Southwest Louisiana Lumber Operation, addresses about 20 members of the Environmental and Agricultural Committee of the Louisiana House of Representatives. The tour was part of the group's Legislative Outreach program of visiting industry to gauge the economic health of businesses in various parts of the state.



Clifford Grum, left, chairman and chief executive officer of Temple-Inland Inc., visits with famed Dallas retailer Stanley Marcus during the annual dealers and builders breakfast sponsored by Temple and Guaranty Federal Savings Bank. The breakfast is held in conjunction with the National Association of Home Builders Show, this year held in Dallas.

Timothy D. Tindell

##### 5 years

James R. Harrison Jr.

#### Investment Division

##### 5 years

Stephen A. Kullback

#### INLAND EASTEX

##### 35 years

Jerry L. Stott

##### 30 years

Sylvester Hawkins

Roy W. Hill

Marvin B. Pearson

##### 25 years

William H. Barclay

Robert E. Middlebrook, Jr.

Ted J. Stephens

Charles H. Weston

##### 20 years

John T. Dyson

Kenneth P. Eckerle

Patsy E. Irie

Gregory J. Johnson

James D. Jones

Cathie A. Kehtel

Gordon D. Parden

Margaret M. Sheffield

John K. Sheffield

##### 10 years

John W. Hicks

Charles B. Wilson

##### 5 years

John Q. Adams III

Melvin Adams

Chance B. Burnett

John T. Braley

Tonya R. Cheek

Terry W. Caswell

Chad T. Davis

Mark E. Dotson

Paul A. Gilder

Debra L. Guedry

Cheryl J. Harrison

Samuel W. Humble

James E. Hunt

Deral F. Lemaire

Steven B. Morgan

Jennifer Rients

Robert W. Self

Susan M. Trahan

Orna M. Watley

JANUARY/FEBRUARY 1998

## BUILDING PRODUCTS

#### Buna

##### 10 years

John W. Freeman

Artie G. Shankle

Jimmy W. Williams

#### Diboll

##### 30 years

George E. Vinson

##### 25 years

Eddie P. Courtney

Hector C. Rios

Armando T. Sepulveda

David W. Ward

Jimmy F. Wise

##### 20 years

Sandy R. Bate

Gilberto De Jesus

Michael Helm

Doris A. Higgins

Jose R. Perez



Villa D. Spurlock  
Jose A. Torres

**15 years**  
Robert P. Booker  
Elzie Holmes  
Martin Ortega  
Ryan R. Sorrell

**15 years**  
Daniel L. Hackler  
Kathi W. Jordan  
Dessia M. Mott

**5 years**  
Gary E. Allen  
Jeffrey D. Bailey  
Stephen A. Bailey  
Berl J. Bedford  
Judy L. Blalock  
Paolo L. Concha  
Mitchell O. Glover  
Jeff E. Jackson, III  
Tamara R. Jones  
Terrence E. Marshall  
Rafael Pena  
Dennis M. Rose  
William A. Smith  
Charles L. Whitehead Jr.

**Fletcher**  
**5 years**  
James L. Brewster  
Mark K. Reese  
Charles B. Whitmore

**Hope**  
**5 years**  
Brian D. Faulk

**Pineland**  
**35 years**  
Calvin E. Boyer  
Royce E. Warr

**30 years**  
Willie A. Williams

**25 years**  
Grover C. Clark  
Billy J. Dennis Jr.  
James Watts Jr.

**20 years**  
Walter Matlock Jr.

**15 years**  
Guy M. Forse Jr.  
James R. Johnson  
John R. Sparks

**5 years**  
Cheryl D. Lindsey  
David R. Rousse  
John R. Smith  
William J. Stephens

**Thomson**  
**10 years**  
Ronald A. Bussell  
**5 years**  
Charles F. Cummings

**West Memphis**  
**20 years**  
Kenneth W. Boone  
Andy W. Cissell  
Ronnie J. Clark  
Alvin E. Morris

**Inland Rome Sawmill**  
**10 years**  
Brian T. Stephens

**Forest**  
**35 years**  
Charles S. Wickham



## NEWS BRIEFS

### Rome Division plans wood handling facility

The Rome Forest Division of Temple-Inland Forest is moving ahead with a new facility designed to help supply the company with wood resources.

A new wet storage yard at Rome will be able to store 35,000 cords of logs, including 30,000 for the linerboard mill and 5,000 for the sawmill.

The storage yard will improve and provide flexibility in wood procurement strategies, minimize the degradation of stored inventory, improve services for internal and external customers, and provide additional flexibility in meeting the division's forest principles.



**Richard Green**, wood purchasing administrator, looks over the proposed site for a new wet storage yard. Richard is in charge of the yard's development.

### New dumper and hopper installed

Alabama Particleboard has installed a new 65-foot Peerless dumper and receiving hopper.

The new facility required about 260 manhours to assemble. Measuring 12 feet wide and 32 feet long, it has a receiving hopper capacity of 60 tons. The conveyor has a maximum discharge capacity of 250 tons per hour with its six chains.

The truck dump is a continuous process improvement project. The Peerless dumper is able to handle the truck and trailer and averages unloading six trucks per hour while the old dumper averaged about four per hour, representing a 30% increase in unloading efficiency.

The new system also represents a cleaner method of storing raw materials, said Chad Chandler, Alabama Particleboard's project manager.



A new dumper and hopper unloads a truck at Alabama Particleboard.

Buna Lumber Operation held its first service awards banquet since the plant's opening in January 1998. **Dick McGillivray**, plant manager, presented the awards along with Solid Wood Vice President **David Kellam** and Area Manager **Gary Frost**.



**25 years**  
Karey Lee  
Thomas C. Jacks  
Stephen W. Moles  
Johnny P. Napier

**20 years**  
Robert E. Ballenger  
Terry L. Barrow  
Gerald W. Dyess  
Edwin R. Henson

**15 years**  
Timothy M. Cunningham  
Stevan E. Welch

**10 years**  
David N. Grant  
Michael H. Johnston  
Vernon R. Thompson

**5 years**  
Jeffery A. Butler  
Jerry G. Coffman  
Randall S. Collins  
Vicki M. Kurth  
Billy R. McGuire

#### CORPORATE

**20 years**  
Renee C. Witherspoon

**10 years**  
Gregory E. Sieg

**5 years**  
Mary A. Allen  
Edith A. Humble  
Brenda D. Kee

#### INLAND EASTEX

**40 years**  
Frank E. McDonald

**30 years**  
Louis R. Delome  
Louis L. Flower Jr.  
Charles A. Hudson  
Benny E. House  
Harry L. Lebouff  
Evan R. Lemons Jr.  
Jerald W. Litton  
Claude R. Ratcliff Jr.  
Muriel L. Stockstill  
Rufus N. Sykes  
Ronald F. Vidrine  
Welton C. Walters  
David S. Worsham

**25 years**  
David W. Brabham  
Alton R. Dabney  
Charles C. Gore  
Gerald S. Hooks  
Edwin A. Kimes  
Hank L. Loftin  
Pamela B. Lum  
Shirlene McKee  
Robert A. Skinner  
Janice L. Warren  
Walter L. Wright Jr.

**20 years**  
Robert R. Herrington Jr.  
Stanley C. Smith

**10 years**  
Vernon D. Holland  
Larry W. Jacks  
Joe C. Richardson  
Sharon W. Scott

**5 years**  
Michael A. Cox  
Richard E. Martinez





## PEOPLE ON THE MOVE

### Promotions

**Temple-Inland Investment:** Thurman D. Varnon, Senior Tax Accountant.

**Corporate:** Royce Ashworth, Analyst; Dennis K. Ellington, Operations Analyst.

**Operations:** Bobbie J. Taylor, Supervisor Computer Operations.

**Building Products, Diboll:** Mary J. Burchfield, Secretary I; John C.

Cummings, Plant Manager; Ricky M. Daugherty, Cumberland Project Manager; Shandi G. Friese, Administrative Manager; Michael A. Homan, Electrical Supervisor; Brian N. Mayhan, Industrial Account Manager; Scott J. McDonald, Process Improvement Technician; Maria Del C. Perez, Receptionist.

**Building Products, Hope:** Jake Graham, Process Technician; Ronald A. Tews, Plant Manager.

**Inland Rome Forest:** Shirley P. Howard, Division Administrator.

### New Hires

**Temple-Inland Investment:** Karen W. Jones, Senior Tax Accountant.

**Temple-Inland Corporate:** Tamera C. Boyd, Accounts Payable Clerk; Nancy B. Casillo, Secretary I, Elizabeth S. Crouchet, Support Specialist, Karleen M. Martinez, Computer Operator; Margaret M. Schiller, Help Desk Administrator Austin; Daphne A. Shepherd, Secretary I.

**Building Products, Diboll:** Deandra R. Barron, CPI Technician; Joseph T. Collmorgen, Project Engineer; William R. Garvin, Computer Scientist; Thomas A. Lehtinen, Wood Lab Manager; Matt J. Rodman, Senior Research Scientist; Michael C. Trott, Market Research Analyst.

**Building Products, Pineland:** Jimmy C. Adams, Dryer Supervisor; Jackie Gill, Green End Supervisor; Russell H. Klawitter, Process Technician.

### Building Products, West Memphis:

Robert A. Dickson, CPI Process Technician; Peggi M. Newsom, Clerical.

**Building Products, Buna:** Paula J. Springer, Accounting Clerk.

**Building Products, SW Louisiana:** Ronald Troy Mueller, CPI Engineer.

**Building Products, Hope:** Shon M. Hastings, Utility Technician; Leon Turner, Utility Technician; Jeff V. Tuttle, Utility Technician; Jeremiah Wesley, Utility Technician; John E. Woods, Utility Technician.

**Forest:** Kurt F. Ray, Regeneration Manager.

### Retirees

**Corporate:** Lacy W. Breckenridge, Corporate Aviation, 17 years; John Dillard, Sales & Use Tax, 20 years.

**Forest:** Tom Burger, 32 years; William H. Newman, 11 years.

## INTOUCH CORRESPONDENTS

Diane Standley  
Northern Chip Mill  
Lufkin, TX

Steve Paulson  
Hope Particleboard  
Hope, AR

Tom Ritch  
Temple-Inland Forest  
Coosa, GA

Bonnie Holden  
Temple-Inland Forest  
Coosa, GA

Leah Fontenot  
Southwest Louisiana-Lumber  
DeQuincy, LA

Melissa Chumley  
Corporate  
Diboll, TX

Robert Wilson  
Temple-Inland Forest  
Jasper, TX

Steve Haverin  
Temple-Inland Forest  
Silsbee, TX

Sharron Ivie  
Temple-Inland Forest  
Diboll, TX

Ray Meleton  
Temple-Inland Forest  
Pineland, TX

Deb Carroll  
Monroeville Particleboard  
Monroeville, AL

Gary Ulman  
Pineland Complex  
Pineland, TX

Tina Avera  
Human Resources  
Diboll, TX

Janet Carroll  
Fletcher Wallboard  
Fletcher, OK

Shaun Davis  
Southeast Texas Operations  
Evadale, TX

Cathy Dickerson  
Temple-Inland Forest  
DeQuincy, LA

Randy Burt  
Diboll Particleboard  
Diboll, TX

Eliu Pinedo  
Diboll Lumber  
Diboll, TX

Kim Spencer  
West Memphis Gypsum  
West Memphis, AR

Gloria Adams  
Safety Programs  
Diboll, TX

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