



Official Newsletter of Hunt Plywood Company, Inc.

THE TIMBERLINE



Oct. - Dec.

HUNT PLYWOOD COMPANY, INC.

4th Qtr. 1995, Issue XVII

~ RUSTON OFFICE NEWS ~

The Year in Review

1995 proved to be a challenging year for Hunt Plywood. The plywood and lumber markets both began a decline in the early part of the year. Even though plywood began to improve in the third quarter, the same is not true for lumber. Downward trends caused a major overhaul at the Castor mill. Hopefully, 1996 will see a market turnaround.

Last year improvements were made throughout our physical facilities. A new lumber dipping vat was built at Olla, a gasoline storage area was built at Pollock, a new Trimmer Unscrambler and Lucidyne Grade Reader were installed at Castor, and major upgrades and expansions were made to the dryer facilities at Natalbany. A Maintenance Steering Committee was also formed which will focus its attention on preventive maintenance for new, as well as existing equipment for the company.

Employees enjoyed the addition of a Preferred Provider Organization (PPO) to complement our medical benefits. On the dental side, orthodontia coverage for adults and spouses was added at no additional charge. Life insurance benefits for dependents was also increased this past year. Pollock and Natalbany both changed to 12 hour shifts in November. Thus far, this has proven to be a favorable change for both locations.

Environmental and safety issues were addressed and improved throughout the year at all locations. Keeping up to date with regulations and requirements is of utmost importance to each employee.

1996 should prove to be another challenging year for all of us. However, our employees' ability to perform and improve should ensure a successful year.

GEORGE KEYS

We would like to welcome Cindy Griffin to the MIS department. Cindy joins us as the Application Support Technician. Be sure to welcome her to our organization.

YOUR BENEFITS

The last quarter of 1995 has been very busy. In October, Hunt began offering a Preferred Provider Organization (PPO) named Health Advantage to all employees. We feel this will be an excellent benefit to those who utilize it. If you have any questions concerning the PPO, please contact your local administrative office.

The 401k signup, flexible benefit signup and annual open enrollment is now complete. We had 89% participation in the 401k plan. Response was also good for both flexible benefits and annual medical/dental enrollment.

REMINDER: Those enrolled in the 1995 flexible benefit plan need to file by 3/31/96 for reimbursement of all expenses incurred in 1995.

DENTAL COVERAGE

We are pleased to announce that effective February 1, 1996, we are moving our Dental Plan from CIGNA and going Self Insured. There will be no changes in our current benefits and the rates will remain the same. All claims incurred from February 1, 1996 will now be filed with Fox Everett. Any claims incurred prior to February 1 will still be filed with CIGNA. New books and cards will be mailed to you in the near future. You may refer to your CIGNA book for explanation of benefits. Should you have any questions about this move, please contact your Administrative Office.

ADDRESS CHANGES

Please verify the address printed on your payroll check. If your address has changed, please contact your local administrative office to complete the appropriate paperwork.

FORESTRY

What is Forestry?

Forestry can generally be defined as "a profession embracing the science, business and art of creating, conserving and managing forests and forest lands for the continuous use of their resources, material or other."

Why Do We Harvest?

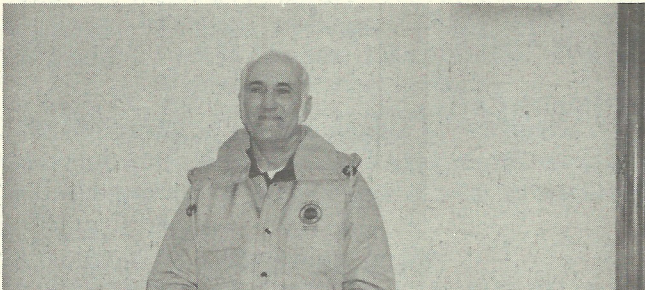
Forest succession is the sequence of plant and animal communities that successively occupy an area over time. When forests are left without management, different tree species die and are replaced by new ones. In our area, the natural development of succession generally moves from pine species to oaks and eventually beech. In Louisiana, pine has become the number one natural resource by utilizing our production technology to capitalize on its quality, growth rate, and strength properties. Managing our forests through harvesting keeps our lands in a pine growing stage, because once a forest reaches maturity, the overall quality and health begin to deteriorate. When this process begins, older trees are removed to allow young healthy trees to grow.

Why Manage Our Timberlands?

As the succession process develops, the health of the trees and wildlife associated with them slowly diminishes to allow the next stage to develop; therefore, utilizing proper forest management provides many beneficial aspects. Some of these benefits include healthier plants and wildlife, and a higher production of wood fiber in smaller areas. One of the many different tools used in managing forests is harvesting. Several ways of harvesting are practiced, but one method which is essential to sound management is selective thinning. Thinning is usually performed between the ages of 15 to 18 while trees are smaller in a pulpwood stage. Other log thinnings follow at 5 to 7 yr. intervals. Trees selected should be less desirable, those with poorer quality and slower growth. These less desirable trees are removed to allow the superior ones remaining to grow faster because of the decrease in competition for sunlight, water, and nutrients. Thinning leaves the forest vigorous and less susceptible to disease or insects. Many of the trees with poor quality will die if not cut; therefore, thinning is an efficient means of acquiring some of the wood fiber needed to run our mills.



Congratulations to Cora Calahan! She has been named 1996 Diversity Advocate for the local chapter of Society of Human Resources Management (SHRM). She is to promote and encourage the sharing, recognition and molding of the organization to include the individual differences and viewpoints for the total good of the organization.



Congratulations to Harchel Frederick for 10 years of service with Hunt. Mervin Parker presented Harchel with his jacket.

ALLISON BASKIN

Check, call, care. These are the three C's the Corporate Office's safety team learned during their training conducted by Kendall Farrar, Pollock, and Tim Norman, Castor, in November. The training was comprised of instruction in first aid and certification in CPR. This training is required by the Occupational Safety Health Act (OSHA), which is overseen by the federal government and regulates the health and safety of employees in the workplace. Members of Ruston's Safety Team are Lesley Bishop, Becky Brawley, Becky Williams, Cheryl Holloway and Cheryl Newsom. Denise Workman of Olla also participated in the training.

Our best wishes go out to Lesley Day, Receptionist, who became Mrs. Lee Bishop on December 2nd. The couple honeymooned in Hot Springs, AR and now reside in Ruston.



The Corporate Office was recognized by the Ruston Garden Club as having the Commercial Yard of the Quarter for the fourth quarter of 1995. The club presents this award every three months to a local business that they feel has enhanced the area through landscaping.

401-K RESULTS

	4th. Qtr.	Year to-date
Opt. 1 - Fixed Income	3.5 %	15.5 %
Opt. 2 - Balanced Fund	4.6 %	18.6 %
Opt. 3 - Money Market	5.3 %	5.4 %
Opt. 4 - Common Stock	4.7 %	24.0 %

TRACY PURIFOY

The Environmental Permitted System

Each employee plays an important role in Hunt Plywood's Environmental Permitted System. Generally describing this system and with identifying your part in helping the company operate within environmental regulations are the purposes of this article. Hunt Plywood's expenditure of approximately \$3 million dollars over the past 4 years on environmental related items is an indication of the company's commitment to operating our facilities in an environmental sound manner. It is also a commitment to our future.

The Company's growth from one facility four years ago to the current four facilities has greatly expanded the environmental system to manage. Environmental regulations are continually evolving and changing, as demonstrated by the current congressional budget debates. The State of Louisiana and the United States Environmental Protection Agency currently regu-

late our facilities in the areas of Water Discharges, Air Emissions, Solid Waste Disposal, and Hazardous Substances Handling. Corporately, we currently maintain fourteen environmental permits.

Understanding how your job affects the permitted system is essential for the company to operate within permitted levels. If you have a job that affects water, air, solid waste, and hazardous waste, you need to be knowledgeable of our environmental permitting requirements. If you need more information or have questions, ask your supervisor for guidance. He has the resources of the plant environmental coordinator, the plant manager, and the corporate environmental coordinator for guidance.

We should feel good about Hunt Plywood's investment and attitude toward operating and maintaining our facilities within all applicable environmental regulations. Each of us doing our part in maintaining the environmental system will help insure the long-term success of the company and our future.

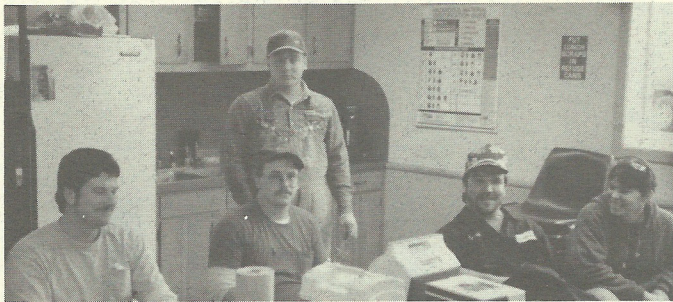
~ POLLOCK OFFICE NEWS ~

BUDDY RACHAL

I am pleased to announce that our new twelve hour shift schedule is off to a great start. We've had positive feedback on this new schedule from all the different departments in the mill. This new schedule consists of three days on and three days off, rotating from days to nights. This gives everyone more free time to spend as they wish.

We have noticed a considerable improvement in the overall morale, productivity and quality of our mill. We have attained new daily and weekly production levels in the dry end and we attribute this to our new schedule. But perhaps the most significant improvement would be in our absenteeism rate. Since starting this new schedule, our absentee rate has dropped by fifty percent. That alone is a big savings. I sincerely appreciate everyone's efforts in making this new schedule a success.

With the progress made in the fourth quarter of 1995, we are excited about attacking 1996 head on and look forward to reaching new heights and making our operations a success in 96.



L to R - Randy Humphries, Randall Brodnax, Richard Norris, Kenny Davis and Kathy Davis.

Employees pictured above are enjoying their break time along with the new twelve hour schedule.

KENDALL FARRAR - SAFETY RESULTS 1995

Pollock ended 1995 with a 7.03 incident rate, which is not totally bad, but it is one that can be improved in 1996. We ended the fourth quarter with great success in

our safety department. We believe that the new twelve hour schedule not only had a great impact on our safety record in the fourth quarter, but also had a great impact on the overall performance of our mill. We look forward to carrying this momentum over into 1996 and having perhaps the best year that Pollock has experienced. To all who have made Pollock a success in the past and to all who will make Pollock successful in years to come - we say - **THANK YOU!**



Pictured above is dry end shift 4. This shift was presented with a memorable plaque that will be placed in the breakroom and a steak dinner for going two years without any accidents. This a great accomplishment and we congratulate each and every one who made this possible!



L to R - Perry Beard, Burt Legget and Ben Bryan

Pictured above are the proud refurbishers of an older model hyster, which we redid to like-new conditions. This project took much hard work and many hours to complete. We thank you for your teamwork!

~ NATALBANY OFFICE NEWS ~

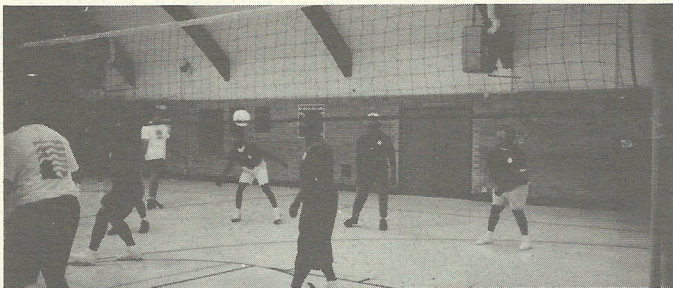
BUD POWELL

The constant strides for improvement in safety paid off greatly for 95. There were a total of 10 shifts/departments that went the entire year without a lost-time accident. Those outstanding crews were Log-yard, GE1, DE2, DE3, DE4, G11, Shipping, Maintenance, Q.C., and Warehouse. The departments will be receiving a Safety Award jacket for their achievement. Congratulations to those crews, and keep up the safe work.

There are several areas in the production process that will receive a great deal of emphasis in 1996, two of which are recovery and plywood quality. Recovery is a number used to gauge the efficiency of wood utilization throughout the production process. With raw materials being our largest expenditure, every piece of veneer is gold. The common effort of all is greatly needed to maintain such critical areas as block conditioning, lathe efficiency, dry veneer stacking, and lay-up line efficiency. The quality of the plywood being shipped to the customer is always of the utmost importance. High quality plywood creates customer satisfaction, repeat sales, and a willingness to pay a little higher price for a better product. In 96, *QUALITY* will be the buzzword heard most on the lay-up line.

There are three major capital projects that we are looking forward to in 96. The first of which is a synthetic patchline that will patch some of the defects in the higher grade products, thus increasing the value of our plywood. Second, is a more effective steam system at the Boiler, Vats, Dryers, and Presses. This new system will help the efficiency of all departments involved. Last, but not least, a new bark hog will receive a warm and gracious welcome from the Greenend.

On the lighter side, in 96 we will be enrolling Hunt Plywood in the city volleyball league, and are looking forward to the competition. All indicators show that 96 will be a highly competitive and challenging year. We here at Natalbany are prepared for the challenge and are making changes to remain competitive.



Hunt Volleyball Team at game. **Front L-R-** Edward Harrison, Rodney Walker **Back L-R-** Patrick Howard, Eddie Johnson, Michella Bridges

STANAN CAPDEBOSCQ

As part of overall safety, Natalbany has implemented a Safety Slogan Sign for holidays throughout the year. Employees are asked to submit a slogan and the winner receives a \$25.00 Walmart gift certificate. We provide the slogan to a local middle school and a club com-

pletes the sign to be erected at the entrance to the mill. Congratulations to Gerald Bland who won at Thanksgiving and Paul Manthei for Christmas! Mardi Gras is coming up-drop your ideas in the box!

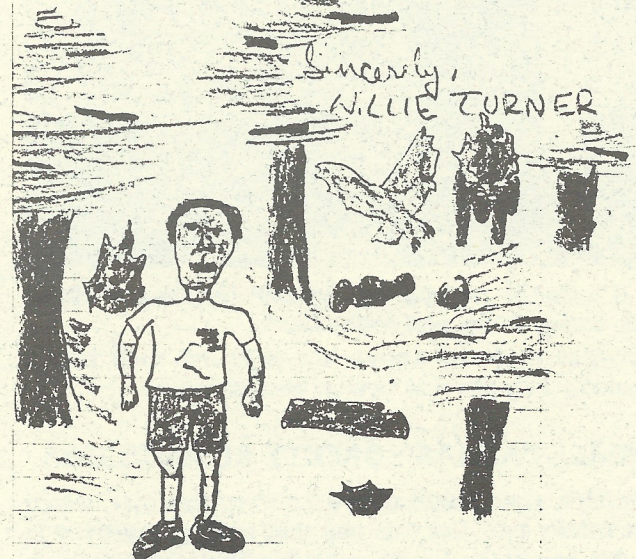


A big hand to our own Edward Harrison who was the artist on the Halloween Safety sign.

This is a thank-you letter from a student attending the Livingston Parish Forestry Awareness Days. The students enjoyed themselves and learned about Forestry, too.

Dear Foresters,

Thankyou for teaching me about trees, bears, how to make paper, what trees need, and soil. Last but not least teaching me about soil. I had a fun time it was very great. I had never been to forestry awareness day and I want to come again. I liked it all. Thanks a bunch.

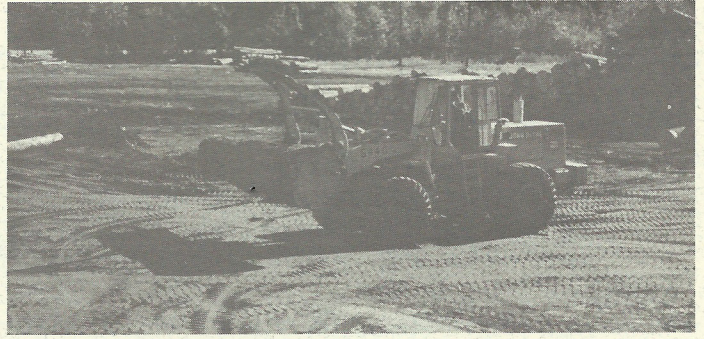


~ OLLA OFFICE NEWS ~

DENISE WORKMAN

The Olla Staff is happy to announce that after being in operation one full year, we have completed the year without a lost time accident. Everyone in the mill received a Wal-Mart gift certificate for this accomplishment. Congratulations to everyone at the Olla Mill for achieving success. The management team and the employees continue to work hard to make the mill a safer place to work, as well as looking for ways to increase grade and production.

The Olla Sawmill production for the year was 9.6 MMBF with 6.1 MMBF being red oak. The total log inventory at the end of December was 2.5 MMBF, with 2.3 MMBF of this being red oak. Forestry is currently working on logs for the new year and we look forward to a productive first quarter.



Olla Log Yard - Tim Lafferty moving red oak log to deck. Red oak log came off the Resource Tract.

~ CASTOR OFFICE NEWS ~

RANDY JOHNSON - PLANT MANAGER

The 4th Quarter Production is as follows:

Sawmill	8,276,207
Kilns	7,975,351
Planer	7,269,850

We had one recordable accident in the 4th quarter.

CASTOR FORESTRY NEWS

RODNEY MADDEN

The North Louisiana Group, Society of American Foresters hosted a Forestry Awareness Week for fifth grade students in Webster Parish. The event was held at Caney Lake Recreational Area on October 17, 18 & 19. The Forestry Awareness Week program is designed for fifth graders to spend a full day in the woods where they are exposed to forest management techniques presented by professionals. The purpose of Forestry Awareness Week is to help equip young people with the knowledge to understand and address the complex issues involving the management of forest resources. The Webster Parish program reached over 700 children in three days. It is through corporate sponsors such as Hunt Plywood that the program is able to be presented. Hunt supported the program financially and with personnel. Several Hunt foresters contributed to the success of the program. Rodney Madden was the program coordinator, Toby Hammons, Michael Manthei and Keith Newsom were trail guides. The program was a great success through the help of Hunt Plywood and its employees.

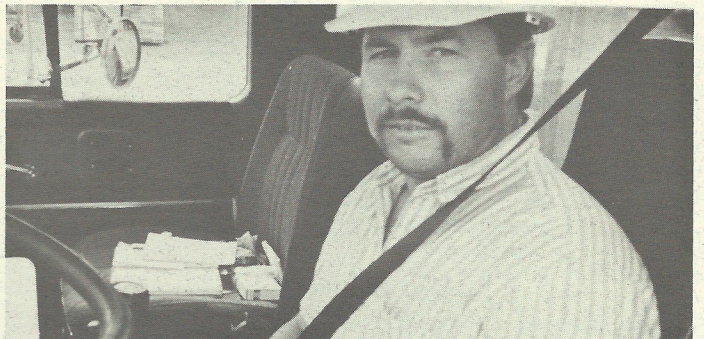


These foresters participated. L to R: Keith Newsom, Michael Manthei, Toby Hammons and Rodney Madden.

CAUGHT IN SAFE ACTS



Jerry Martin of our Castor Mill was caught in a safe act. He was wearing all of his Personal Protective Safety Equipment properly. This equipment will provide protection for you from various hazards, but only if you wear it. Good job Jerry!



James Lovell of our Castor Mill was caught in a safe act. He was wearing his seat belt while driving a company vehicle. It is a known fact seat belts save lives, but only if you wear them. Good job James!

Welcome New Employees

RUSTON

October - Cindy Griffin

POLLOCK

November - Wesley T. Carter, Cynthia D. Lisenby,
Chad E. Poole

December - Jason B. Coleman

NATALBANY

October - Glenn Baker, Nathaniel Brumfield, Jr.,

Carla A. Butler, Lee Roy Crawley,
Kathy A. Dupree, Cheryl F. Harness, Elvis
Hawkins, Ernest E. Wheat
November - Henry C. Andrews, Manzy Berry, Oscar
Briggs, Jr., Gerald D. Clay, Eddie L. Davis,
Ivy L. Franklin Glenn Holland, Jr., Patrick
E. Howard, Arthur M. Parker, Pink R. Prine,
Earl-S. Slocum, Edward A. Warford

Anniversaries

RUSTON

- 18 YEARS - Alex T. Hunt, Jr.
- 9 YEARS - Steven K. Coyle
- 6 YEARS - Robert L. Woods
- 3 YEARS - Cora L. Calahan, John A. Guillot, George
T. Keys, IV, Michael S. Manthei
- 2 YEARS - Allison F. Baskin, Randy E. Vandehey,
Michael W. Wardlow

POLLOCK

- 16 YEARS - Michael R. Walters
- 15 YEARS - Dennis D. Durand
- 14 YEARS - Lewis E. Thornton
- 12 YEARS - Rodney G. Chandler, Darryl P. Lasyone,
Zachary T. Ryland
- 10 YEARS - James P. Delrie, Justin J. Dickerson
- 8 YEARS - Joel D. Holloway
- 7 YEARS - Larry R. Deville, Ronald R. Harris, Johnny
E. Holmes, Gary M. Robertson, Fredrick
J. Wright
- 6 YEARS - Patricia A. Brown, Rodney G. Maxwell,
Algie G. Robinson
- 5 YEARS - Evelyn D. Baines, Sharon D. Harris, Lasha
F. King, James D. Layton, Marie A. Varner,
Brian D. White, Isaac Woods
- 4 YEARS - Jessie R. Roberson
- 3 YEARS - Joyce A. Chandler, Brenda Edwards, Terry
P. Johnson, Lisa M. Leckie, Valencia
Wilson
- 2 YEARS - Albertha Bobb, Willie Sanders, Antoinette
Williams
- 1 YEAR - Kendall N. Farrar, David L. Howard, Perry
H. James, Kevin S. Vidrine

CASTOR

- 21 YEARS - David D. Willoughby
- 20 YEARS - Ed Henderson, Jr.

- 10 YEARS - Steve C. Bolyer, Hubert C. Ward
- 7 YEARS - Johnny L. Henderson, Jerry L. Lard
- 6 YEARS - Ernest L. Drew
- 3 YEARS - Ronald J. Chatman, Barry W. Thomas
- 2 YEARS - Mark A. Beaton, Charles Richardson
- 1 YEAR - Patricia J. Williams

NATALBANY

- 11 YEARS - Keith P. Albert
- 7 YEARS - Milton W. Culbreath, Emmitt Frazier
- 6 YEARS - Ezikel Dupard
- 5 YEARS - Nathaniel Austin, Michael C. Floyd, John
L. Square
- 4 YEARS - Charles Chester, Edward Harrison, Jr.,
Darrell C. Robertson
- 3 YEARS - Walter L. Brumfield, John A. Costanza,
Raymond G. Cox, Sherman H. Griffin,
Johnny A. Price, Charles W. Stewart,
Elijah Washington
- 2 YEARS - Stephone Bickham, Michella D. Bridges,
Malcolm M. Cone, Jr., Valarie A. Galen,
Gwenn S. Jeffery, Billy C. Langford, Jessie
O. Perry, Carl B. Robinson, Joseph Scott
Smith, Mark S. Way
- 1 YEAR - Ray A. Anderson, Jessie M. Battiste,
Scottie L. Bethune, Jefferey Callaway,
Mitchell R. Carter, Tarunna L. Cockerham,
Brent W. Criswell, Lionel Crooks, Randy J.
Johnson, Joel C. Murphy, Stefani L.
Rhodes, Terrance D. Ricks,
Derrell Robbins, Earl D. Ruffin, James M.
Skelton, Enos Smith, Leonard Smith,
Sylvia D. Smith, Ricky V. Tate.

OLLA

- 3 YEARS - Ronald R. McGinnis

GRANTLAND®

