



THE TIMBERLINE

Official Newsletter of Hunt Plywood Company, Inc.



Jan. - Mar.

HUNT PLYWOOD COMPANY, INC.

1st Qtr. 1996, Issue XVIII

~ RUSTON OFFICE NEWS ~

TROTT HUNT - President

The first quarter of 1996 has been one of the most challenging in recent years due to the declining plywood markets and the continuing softness in lumber prices, both pine and hardwood. Hunt Plywood has experienced this downturn, as has the rest of the industry. Forecasts for the remainder of 1996 are to follow the same pattern of the first quarter, that is, a difficult year is expected.

Given that the prognosticators foresee a difficult year, then the emphasis for us all is to continue to lower costs and improve efficiencies. As a matter of fact, efficiencies have been improving in all phases of the business - forestry, mill operations, and sales. These increasing efficiencies will play a large role in improving the returns to the Company and in allowing Hunt Plywood to weather this poor year.

A few of the highlights going on include a complete Lathe rework at Pollock, with new hydraulics on the XY Charger and new High Speed Spindles; this project will boost productivity on smaller logs. Castor has an upgraded Headrig Scanner to be installed in mid-April, while Olla is in the process of adding a Resaw to boost grade and overrun. Natalbany is currently working on several Steam System improvements as well as a Plugger to upgrade veneers. The total of capital projects underway is approximately \$1,500,000. As can be seen, we continue to invest in the mill operations and feel confident in the Company's ability to respond to competitive pressures.

GEORGE KEYS

BENEFIT NEWS

Just a reminder to now file all dental claims with Fox Everett for dental expenses incurred since February 1. January dental expenses need to be filed with CIGNA. You may obtain either dental claim form from your administrative office.

Please remember to file your medical and dental claims as you incur them. This will provide you with your reimbursement sooner and prevent the chance that you may not be reimbursed because you filed too late. Please refer to page 39 of the Medical Care Plan booklet for detailed information.

Sign-up for 401K will be held in May for those employees eligible to participate beginning 7-1-96. Also at this time, existing participants can change their investment options and percentages.

Once again, Hunt Plywood is offering Spectrum Life, a supplemental life insurance program, to all full-time employees with 90 days seniority as of June 1. Employees hired from March 2, 1995 to March 1, 1996 are eligible to sign up for coverage on themselves and their dependents. This annual enrollment period will begin the second week of June and meetings will be held at each location. Posters will be placed on bulletin boards with the dates and times of meetings or you may contact your administrative office.

FORESTRY

Tree Trivia

Ash trees were sometimes used to forecast the weather according to an old English poem:

*If the Oak is out before the Ash,
Twill be a summer of wet and splash,
But if the Ash is before the Oak,
Twill be a summer of fire and smoke.*

The Ohio Buckeye is also known as the stinking Buckeye because its sap smells so bad. This will probably be amusing to many University of Michigan Wolverine football fans.

Because they are toxic to some animals, Buckeye nuts were sometimes powdered by Native American fishermen and thrown into a fish pond to temporarily stun the fish. When the affected fish floated to the surface, they were easily caught.

Fresh Flowering Dogwood twigs were once used as a primitive toothbrush. The fibers at the end of the twigs separate after being chewed upon, forming a soft brush.

Sassafras tea is an effective external ointment in relieving the itch from the Poison Ivy rash.

The long, thin thorns of the Honeylocust were used as pins to fasten the cloaks of soldiers during the Civil War. The variety of this tree found in most urban areas today is thornless.

The Black Locust tree has very hard, durable wood. Posts made from this wood will last fifty years or more,

even when set into the ground. The longer the Black Locust's wood is exposed to the air, the harder it is. Woodworkers call this phenomenon case-hardening.

The Native Americans are recognized as the inventors of maple sugaring, the process of collecting and boiling down the sap of the Sugar Maple to yield syrup or sugar. However, they also discovered that the inner bark of the tree could be dried and ground into flour, and the seeds fried in fat and eaten.

In India, holes in Oak trees are sometimes believed to be doorways for the spirits who inhabit them. If you cover these holes with your hand, you will be cured of affliction.

A White Pine was selected by the Iroquois Confederation of Five Nations as their Great Tree of Peace. The fact that the White Pine's needles are grouped in bundles of five converging to a single point made the tree an appropriate symbol of the Confederacy. Beneath its roots, each of the five Nations buried a war hatchet, vowing never to fight against each other again. The story of the Tree of Peace is the origin of the phrase "burying the hatchet."

The thick husks surrounding Walnuts were used by the Native Americans and the pioneers to make a rich brown dye. This dye was used to color wood, cloth and human hair.

The Witch-hazel tree's name has nothing to do with magic or witchcraft. Its name is of old English origin and means "to bend." Witch-hazel wood is preferred as a divining rod to find water. An astringent has traditionally been made from Witch-hazel bark, water, and alcohol, and used externally to soothe sores and bruises.

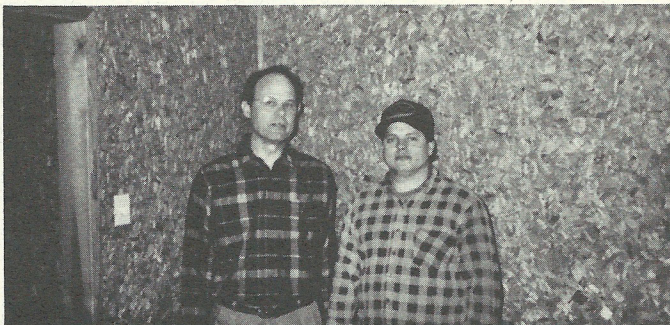
~ POLLOCK OFFICE NEWS ~

JANET BROWN

1995 SERVICE AWARDS

One of the reasons why Hunt Plywood - Pollock is so successful is our Long Term Employees. Hunt was honored to present 36 Service Awards for 1995: two (2) Fifteen Year Awards, twelve (12) Ten Year Awards, and twenty-two (22) Five Year Awards. These special people are just a few of the growing family of dedicated employees which will continue to make Pollock a success. Hunt appreciates your dedication and service and congratulates each of you.

Pictured are our Fifteen and Ten Year Award recipients.



15 Year Recipients: Larry Manthel, Dennis Durand



Ten Year Recipients: (L-R) David Whatley, Jimmy Hernandez, Clyde Epke, Justin Dickerson, Russell Cindrich, James Delrie, and Henry Leckie. (Not Shown) Joe Bordelon, Bobby Lee, Thomas Rousseau, Keith Rush, and Daniel Thomas.

Five Year Recipients

Evelyn Baines, Clifford R., Beard, Lillian Chelette, Willie Clay, William Fisher, Sharon Harris, Joe Johnson, Daniel Jones, Diane Key, Lesha King, James Layton, Barry Ryder, Brent Ryder, Michael Sanders, Terrace Sykes, Daniel Thornhill, Marie Varner, George Wainwright, Helen Warner, Brian White, Patricia Willis, and Isaac Woods.

PERFECT ATTENDANCE 1995

Hunt Plywood-Pollock would like to recognize 57 "Shining Stars" who proved their dedication and loyalty by having a perfect attendance record in 1995. Congratulations! Your efforts are greatly appreciated.

Andrew Abrams*, George Allen, Melanie Ashworth, Michael Austin*, Curtis Barber, Tammie Beassie, Concordia Bradley*, Joe Bordelon*, Patricia Brown, Ben Bryan*, Wiley Canada, Reginald Carnahan*, Bobby Chandler, Lynn Coyle, Jimmy Davis, William Debusk*, James Delrie*, Larry Deville*, Justin Dickerson, Carl Francois, Michael Freeman*, Reuben Foster, Alvester Green*, Timothy Griffin, Lionel Hardwell, James Hollis, Larry Holmes*, Herman Jackson, Johnny Keyes, Lawson Knight*, Roger Lacoy*, Darryl Lasyone*, Frank Leggett*, Marvin Lemmons, Willard Lofton*, Rodney Maxwell, Ronald McBroom, Graygar McLaughlin, Curtis

Mills, Robert Murray*, Charles Nugent*, Terry Oliver*, Laverne Roquemore*, Dewayne Simons, Louis Swafford, William Strain*, Richard Terral, Richard Thrasher, Charles Vanmetre, George Wainwright*, Joe Wells*, David Whatley, Maurice Whatley, Ray Williamson*, Patricia Willis, Isaac Woods and Fredrick Wright*.

* These twenty-six show no recorded absences for the last two years. WELL DONE!

401-K RESULTS

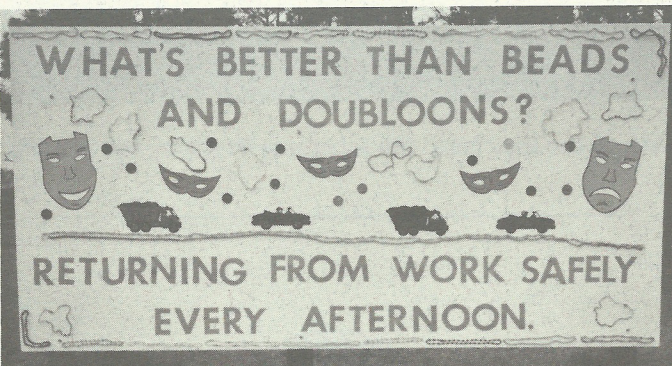
	1st. Qtr.
Opt. 1 - Fixed Income	(1.0 %)
Opt. 2 - Balanced Fund	2.1 %
Opt. 3 - Money Market	4.89 %
Opt. 4 - Equity Fund	7.6 %

~ NATALBANY OFFICE NEWS ~

TIM CONNELL

Natalbany, for the 1st three months of the year has maintained an OSHA recordable rate of less than 7%. This compares to last year's rate of almost 17%. This is a much safer start than a year ago and we will continue to improve. Our goal this year is to obtain a rate below 5% and we are confident we can do that. Our biggest area for improvement is safety in working with the less experienced people. They need guidance from all of us and I ask that we all look out for them.

Last month we received our safety jackets for 1995 accident free employees and they were welcomed with the cold weather we've been having. We hope to



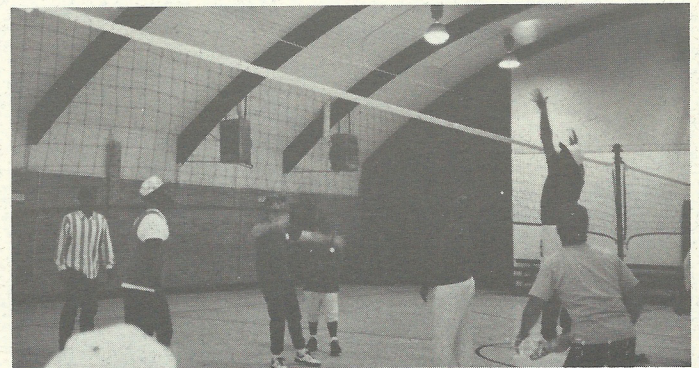
MARDI GRAS SAFETY SLOGAN SIGN
Ronda McMillan won slogan contest!

be able to continue to improve to make the mill a safer place to work. We'd like to thank Natalbany Middle School for the safety signs and also thanks to all of the mill participants who gave great suggestions. We will continue to have safety contests and involving the

community. If you haven't participated in the safety slogan contest, you are missing out on a chance for prizes and a chance to have your slogan posted on the highway sign.

Congratulations to the Natalbany Co-ed volleyball team. Our mill volleyball team took 2nd place in the Hammond City Tourney held in February. Our team participated in the city league for the first time and were very successful. We also had a lot of fun. Speaking of fun, the Dry End department challenged the Maintenance dept. to a volleyball game. After all the sweat and bruises, the Dry End came away winners and won 3-0. Are there any other challengers? Next time it will be beach volleyball under the lights. Stay tuned for details. Keep an eye on the breakroom board for other sports teams developing in the near future.

We'd like to welcome all of the new people recently joining the mill as we have just began a fourth shift on the gueline. About 18 people joined us and need our help as they are new in their areas and may not be experienced in safety.



Intercompany Volleyball game
Dry end vs. Maintenance

Please join me in welcoming Bob Douglas to our mill. Bob is taking over greenend responsibilities and is looking for our help in improving the greenend to make us more competitive. Bob is from Oakdale and brings 14 years of greenend experience.

Many of you will see new machinery in the mill. This includes a new steam system from the boiler through the dryers and presses, new plugger on the dryers to make more profitable products by upgrading veneer, and a replacement of the infeed to the green-end lathe from the jackladder through the "pacman".

NATALBANY FORESTRY Mark Mann & David Harkins

In March, Gary Franklin, Olla; Jay Manganaro, Pollock; Barry Thomas, Castor; David Harkins and Mark Mann, Natalbany; and Michael Manthei, Ruston Office attended a training session in Alexandria. These

Forestry Department employees will conduct some of the 25 logging workshops scheduled for the remainder of the year at various locations throughout the state. These workshops will be conducted by the Louisiana Forestry Association, in conjunction with the Louisiana Logging Council, to train loggers on Best Management Practices (BMP's).

BMP's consist of logging techniques that help protect the water quality in streams, lakes and other water bodies. Factors such as soil type, terrain, and vegetation have an influence on how the protection is implemented. Loggers will be trained in how to properly follow a logging plan, construct roads, harvest timber next to bodies of water and close a logging site to reduce the effects of logging to the environment.

Currently, Best Management Practices are voluntary in Louisiana. However, some states have mandatory BMP regulations that hamper the timber industry. Hopefully, by training and dedication to practicing these voluntary measures, we can avoid mandatory regulations in the future.

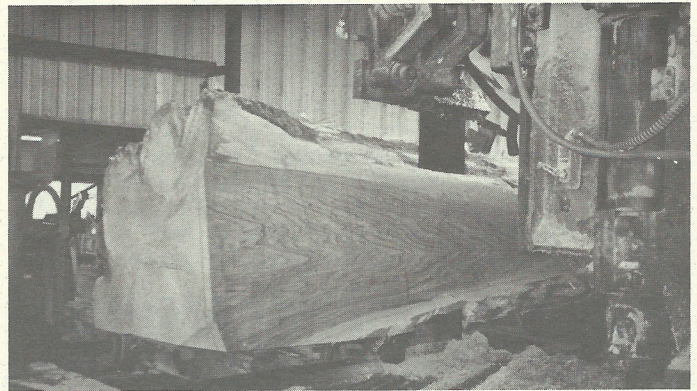
~ OLLA OFFICE NEWS ~

DENISE WORKMAN

The Olla employees have completed the First Quarter of 1996 with no accidents. This makes 9 consecutive months accident free. Congratulation to all employees for this accomplishment.

Intensive efforts from all employees to decrease downtime, combined with better preventive maintenance and a strong team effort, has increased production over 10% for the 1st Quarter over 1995's production rates. We have recently completed our overs conveyor project. This project will increase our net income on by-products by remanufacturing over-size chips that were previously going into boiler fuel. The next project in the works for the Olla Mill is a vertical resaw system. These projects will enable us to increase our production and grade. All of these improvements will help the Olla Mill to gain a competitive edge in the Hardwood Lumber Market.

Congratulations to Paul Magee who has been promoted to Relief Operator!



One of the logs from the Resource Tract on the headrig.



This load scaled out at 8200bf, red oak logs came off the Resource Tract.



~ CASTOR OFFICE NEWS ~

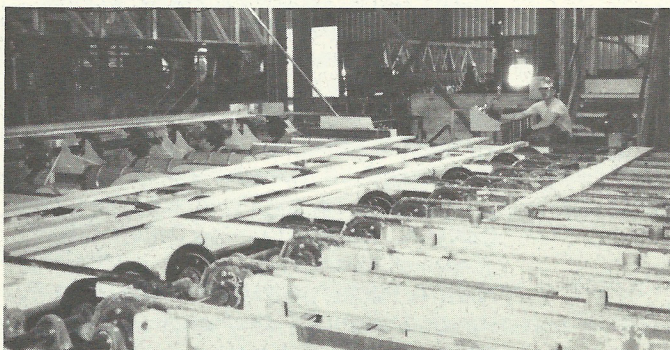
RANDY JOHNSON

The 1st Quarter Production is as follows:

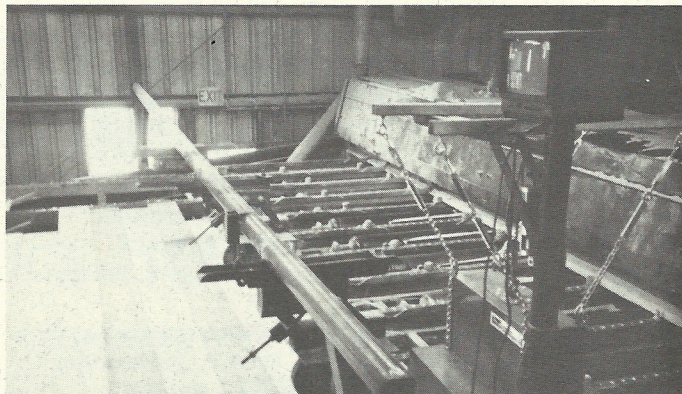
Sawmill	5,947,075 BF
Kilns	6,254,490 BF
Planer	6,406,163 BF

Congratulations are in order for all employees who helped to achieve these results! Our production levels have increased in all areas of manufacturing, while downtime has decreased. I would like to think that we have weathered most of the storm with regards to our market conditions and that better days are ahead. Let's continue to look for ways to improve production and better utilize all resources that we have at hand. We are in the process of purchasing new hardware and software to upgrade our Headrig in the Sawmill. This project should be completed during April 1996.

Our new Trimmer Unscrambler is working great. In the photo below, Gary Cox is shown operating the new unscrambler.



Also, the Planer Mill recently installed a new grade reader. The picture below shows this new equipment.



TIM NORMAN

CONGRATULATIONS TO ALL EMPLOYEES, NO RECORDABLE ACCIDENTS DURING 1ST QUARTER 1996!!! In total, we have worked 47,500 man hours without a recordable accident. Keep up the good work! We have ordered nylon jackets for our 1st Quarter Safety Incentive award.

Welcome New Employees

POLLOCK

- January - Cleveland R. Cannon, Jack E. Corley
- February - Reba J. Etheridge, Laura L. Lincecum, Paula N. Perry
- March - Angie D. Jordan

CASTOR

- February - Larry W. Warren
- March - Cedric A. Martin, Ronald T. Parker

NATALBANY

- January - Leroy Booth, Rayford Johnson, Kenneth A. Jones, Blair C. Landry, Alisa R. Morris
- February - Shelby Brumfield, Jr., Janice M. Bulter, Byron G. Carter, Terry W. Corkern, Ross

- E. Elkins, Joseph A. Kemp, Sr., Jermaine V. Pitts, Thomas A. Route, Sr., Thomas G. Scott, Ashley R. Taylor, Derrie L. Vernon, Calvin D. Webb
- March - Rita F. Buckner, Claudia A. Bush, Donnie L. Chavers, Eric Conley, Otis Ellison, Russell V. Foster, Stanley C. Henry, Anthony X. Knight, Terry W. Lee, Roosevelt McKnight, Tyrese S. Patterson, Walter J. Penalber, Daryl R. Spears, Eric F. Warner, Jascha J. Wood

OLLA

- March - Trebla N. Arnold

Location Anniversaries

RUSTON

- 4 YEARS - James H. Hough, Jr., Andrea L. Spillers, Connie A. Watts, Becky R. Williams

- 3 YEARS - Mervin G. Parker
- 2 YEARS - Carol F. Cooper, Delores J. Gipson, Judy P. Moore
- 1 YEARS - Lesley D. Bishop, Stacy L. Gossler

POLLOCK

- 15 YEARS** - Charlotte Pettit, Katherine Pettit, Alan D. Preuett
- 14 YEARS** - Robert W. Carter, Robin L. Lonidier, Steven S. Roberts
- 12 YEARS** - Ben P. Bryan, Steven W. Honeycutt, Marvin Lemmons, Jr.
- 11 YEARS** - Edmund J. Bordelon, Thomas D. Rousseau
- 9 YEARS** - Travis D. Lea
- 8 YEARS** - Kenneth A. Davis, Michael T. Duplissey, Gregory L. Hudson, Charles L. Vanmetre, Maurice C. Whatley, Robert C. White, Sr.
- 7 YEARS** - Garnie W. Taylor
- 6 YEARS** - Clifford R. Beard, Daniel E. Jones, Brent D. Ryder, Daniel W. Thornhill, Helen A. Warner, Patricia A. Willis
- 5 YEARS** - Laverne Roquemore, Volanda V. Smith, Calvin L. Vogel
- 4 YEARS** - Clayton Baillio, Jr., William L. Debusk, Robert A. Jameson, Troy P. Jeansonne, Louis Karisny, III, David J. Saucier
- 3 YEARS** - Thomas H. Wright, III
- 2 YEARS** - Steven D. Bardwell, Alton G. Davidson, Jimmy A. Davis, Kathleen S. Davis, Wiley Dean, Jr., Jay G. Evans, Lydia D. Farris, Carl Francois, Jr., Aquilla E. Knight, Orenthia C. Maltie, James J. Manganaro, Raymond Rhodes, Jr., Louis C. Swafford, William Thurmon, Jr., Jacqueline Wallace
- 1 YEAR** - Jeremy B. Fontenot, Jeremy H. Gunter, Stephen C. Henderson, Toni C. Howard, Vivian G. James, Carol L. Kerrigan, Brandon L. Miller, Matthew D. White

CASTOR

- 18 YEARS** - Curtis R. Gray, Laurie D. Ward
- 15 YEARS** - Joseph P. Woodall
- 12 YEARS** - Sidney L. Guest
- 11 YEARS** - Tony Caldwell
- 8 YEARS** - Mary P. Nash, Bradley S. Sullivan, Sheldon Wardlaw, Timothy D. Warren
- 7 YEARS** - Linda J. Myers, Charles R. Shoemaker,

Mark C. Ward, Jerry N. Warren

- 6 YEARS** - Truett Irvin
- 5 YEARS** - Edward R. Adams, Richard M. Babers, Willie J. Morrison
- 4 YEARS** - Garry O. Hickman, Timothy L. Norman, Leonard R. Thompson, Jeffrey C. Wiggins
- 2 YEARS** - Issac J. Davis, Jimmy L. Mitcham
- 1 YEAR** - Bobby L. Black

NATALBANY

- 14 YEARS** - Dennis R. Turner
- 8 YEARS** - David Guidry, Jr., Robert Warren
- 7 YEARS** - Odell Carter, James N. Hodges, Jr.
- 6 YEARS** - Larry E. Stewart
- 5 YEARS** - Billy R. Burton, Darrell D. Perry
- 4 YEARS** - Michael Arnold, Pinkie M. Davis, Robert E. Gales, Jermaine D. George, David Johnson, Sr., Reginald Johnson, Webbie Newsome, Jr., Mark A. Partee, Craig J. Rodriguez, Richard A. Taylor
- 3 YEARS** - Jerry L. Amerson, Cedric J. Anderson, Gregory L. Cook, Melvin Cook, Jr., Lionell Davis, Richard Gilmore, Horace Gurley, Jr., Don R. James, Glenda Johnson Jones, Lee P. McCaskey, Kevlyn Wayne Reid, Anthony Stewart, Chad M. Trout, Janet M. Walker
- 2 YEAR** - Thomas R. Aime, Jr., Jack Batiste, Jr., Dan Briggs, Jr., Joseph Butler, Christopher Cherry, Francis D. Compton, Darryl L. Dobson, Charles Feltenberger, Joseph R. Holden, Quinence J. Jenkins, Mark D. Mann, Ronda J. McMillan, Carol S. Montz, Donald W. Westbrook, David B. White, Ronald M. Young
- 1 YEAR** - Charles Barton, Valarie M. Davis, Michael J. Edwards, David R. Harkins, David B. May

OLLA

- 3 YEARS** - Noel L. McManus, John W. Moran
- 2 YEARS** - Stuart R. Fuqua
- 1 YEAR** - Jerry D. Smith

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