



# THE TIMBERLINE



HUNT PLYWOOD COMPANY, INC.

Summer 1997

Issue XX

## D.J. YOUNG

Well, can you believe it is already June and I have been with the Company for 7 months! In this short period of time, we have made tremendous progress toward lowering our overhead and making us more competitive, this will keep us in business over the long haul. I realize this has not been painless, however, I assure you it was necessary.

We feel very good about the management team we now have in place. There are no real super stars, just hard working people that know their job very well and treat all employees with dignity and respect.

I would like to take this opportunity to thank each of you for your cooperation these past few months as we progressed through many changes on our journey toward becoming a lean, mean, competitive machine. This, however, would not be possible without full support from each of you.

I can not impress upon you the importance of everyone doing their very best at their job while at the same time *all working together as a team for the Company - Administration, Human Resources, Forestry, Sales and Production. IT DOES MAKE A DIFFERENCE.*

May I remind each of you that safety is extremely important to Hunt Plywood Company. There is no job important enough to be done unsafely. The success of Hunt Plywood Company depends on your safety. Remember "safety is everyone's responsibility including yours."

In closing, let me tell you that I am very proud to be an employee of Hunt Plywood Company and I solicit everyone's help in making Hunt Plywood Company the safest, highest quality, most productive plywood and lumber operations in the business.

## JIM HOUGH

Did you know our 401k plan is in its 13th year of operation? That's right! In 1984, our 401k plan began with one option. By the end of 1993, there was over \$3,500,000 invested in two options. In 1994, we expanded the choices by adding two more options, the Money Market Option III and the Equity Fund Option IV. By the end of 1996, there was over \$7,000,000 invested in the four available options.

We are now planning to add a fifth option on July 1st, 1997. The new option will open for new investment only on July 1st and will be available for transfers from other funds on January 1, 1988. The new fund will be called the Equity Fund-Large Cap. To avoid confusion, the Equity Fund you now have that was added in 1994 will be called Equity Fund-Small Cap.

The Human Resources Department has available a description of each of the funds. The description of each fund was distributed to each eligible employee prior to the June sign up.

The rate of return or performance of the funds at the end of 1996 was as follows:

### 401-K RESULTS

	1996	Since Inception
Opt. 1-Fixed Income Fund .....	3.9%	7.35%
Opt. 2-Balanced Fund .....	11.40%	11.43%
Opt. 3-Money Market .....	4.1%	4.42%
Opt. 4-Equity Fund-Small Cap.....	27.20%	18.23%
Opt. 5-Equity Fund-Large Cap .....	N/A	N/A

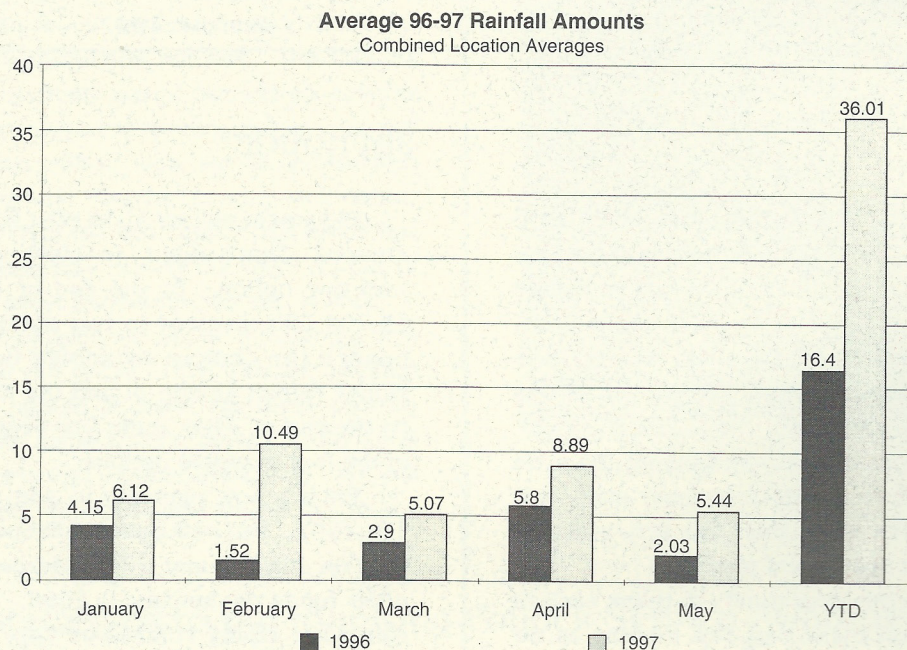


## MERVIN PARKER

The weather affects all of us every day to some extent, but for those working in the woods and responsible for logging at our mills, the weather is a major concern every day. We in the Forestry Department pay close attention to the amount and frequency of rainfall. Usually the frequency of rainfall is more restrictive to logging than the amount because of fewer clear drying days.

The year 1997, to date, has been one of those extremely wet periods that foresters will be talking about for a long time. All regional forest products mills have had problems maintaining adequate raw material at their mills this winter and spring. Many mills did run out of wood and/or logs.

Year-to-date through May we have received an average rainfall of 36 inches which is more than double the rainfall for the same period in 1996. The graph below is a comparison of the rainfall for 1996 and 1997 by month.



The Forestry Departments at Hunt Plywood keep rainfall records for each of their locations which are helpful in predicting tree survival, growth and the unpredictability of weather patterns. The tables show year-to-date comparisons for 1996 and 1997 by month and location.

### 1997 Rainfall Amounts

	year to date					
	Castor	Natalbany	Olla	Pollock	Cross Creek	Average Rainfall
January:	6.70	5.37	5.19	5.47	7.85	6.12
February:	8.66	9.13	11.09	14.88	8.70	10.49
March:	7.07	4.43	4.00	2.99	6.85	5.07
April:	6.87	9.65	8.87	8.08	11.00	8.89
May:	6.65	3.74	5.18	4.86	6.75	5.44
	35.95	32.32	34.33	36.28	41.15	36.01

### 1996 Rainfall Amounts

	Castor	Natalbany	Olla	Pollock	Cross Creek	Average Rainfall
January:	3.58	4.60	4.42	4.46	3.70	4.15
February:	0.36	3.74	1.60	1.45	0.45	1.52
March:	2.89	4.72	1.96	2.53	2.40	2.90
April:	4.33	6.66	6.73	5.06	6.20	5.80
May:	2.71	1.52	1.35	2.69	1.90	2.03
	13.87	21.24	16.06	16.19	14.65	16.40

While we can't control or predict the weather, we can plan ahead during dry periods and store all the logs we can for wet periods.

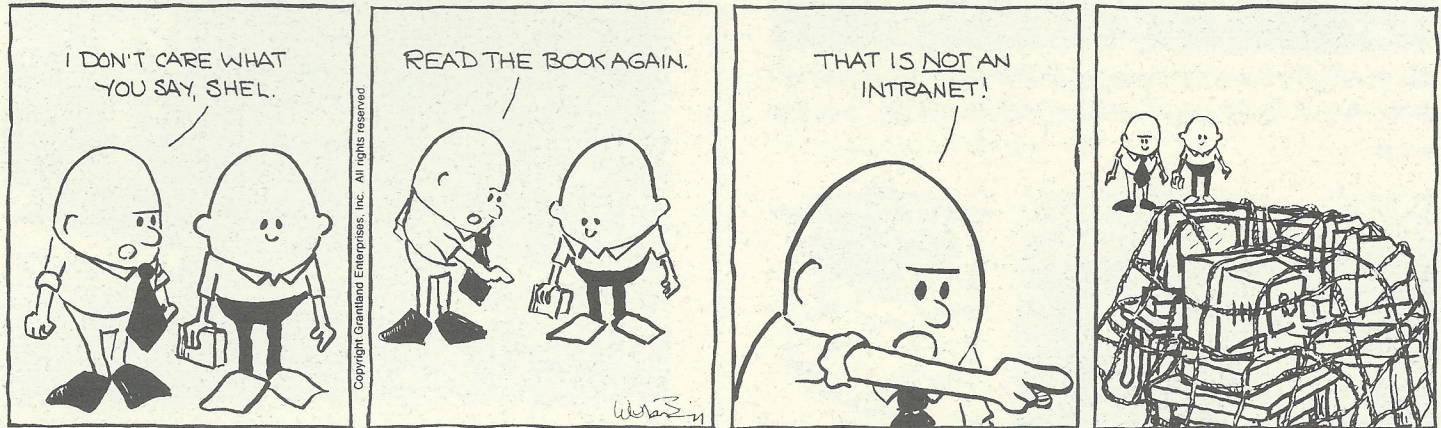


## MIS Department

The MIS Department is currently working on year 2000 preparations. For those of you who haven't heard, most computer software written before 1996 uses 6 digit date fields (Ex. 05/01/97). When we pass the year 2000, all of the programs written to handle a 6 digit year will no longer work properly (Ex. 10/1/00 - 5/1/99=?).

The MIS Department at Hunt Plywood (as well as every MIS Department in the world) is working to prepare all of our systems to run correctly past the year 2000. The plan is to have the financial systems ready by 12/31/1997, forestry accounting by mid-1998, production reporting by early 1999, and the remaining systems before 12/31/1999.

### GRANTLAND®



## BEAT THE HEAT WITH SAFETY

The summer heat is an indirect contributor to accidents. It increases fatigue and stresses the body. In this condition, the body is more prone to have an accident.

Beat the Heat is a safety campaign we are running at the mills this summer to reduce the number of accidents. Safety is important everyday, but due to the high accident rate we have during the "hot" months, we are using this campaign to increase our awareness during the summer months.

We have developed two cartoon characters to remind us to stay cool and beat the heat. You will see them on posters around the mill. Weekly updates will be posted on the bulletin boards, and Supervisors will reinforce our safety messages with weekly safety meetings.

All shifts that work the three summer months without a recordable accident will receive a safety dinner. Also, each individual that works the three months without a recordable accident will receive a special Beat the Heat T-shirt.

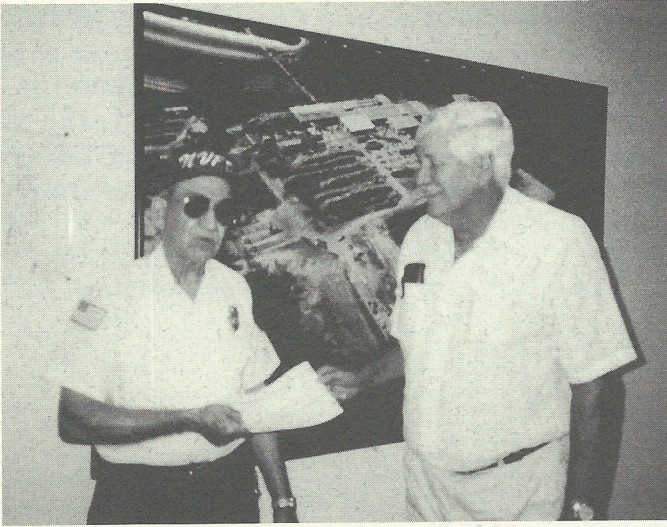
Do your part to "Beat the Heat With Safety" this summer!



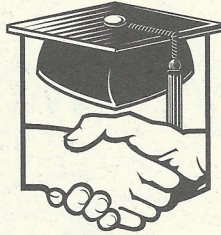
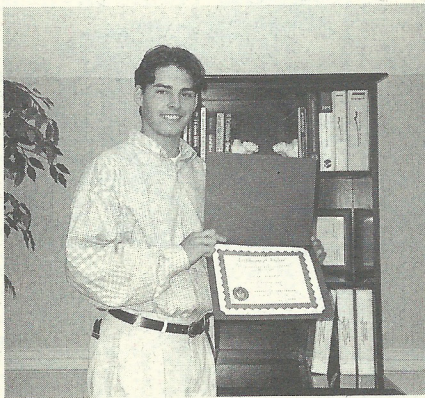
Hunt Plywood was pleased to recognize Roland Simons and Steve Coyle, from our Ruston location, for their dedication and service to the company. Roland received a five year award, while Steve was presented with a 10 year award.



## ~ HUNT IN OUR



Jim Mattison, Forestry Manager, presenting a donation to Chief Perrilloux of the Natalbany Volunteer Fire Department.



Derek Henriques, a 1997 Ruston High School graduate, recently was presented a \$1,000 scholarship. He will attend Louisiana Tech University in the fall majoring in Business Administration.



How good it is to know that not only do we see brick, concrete and tile, but we know that underneath is a sound structure built from the finest yellow pine in the south, our own Hunt Lumber. Because of that we share their pride in the excellent workmanship which has produced American Bank's new building.



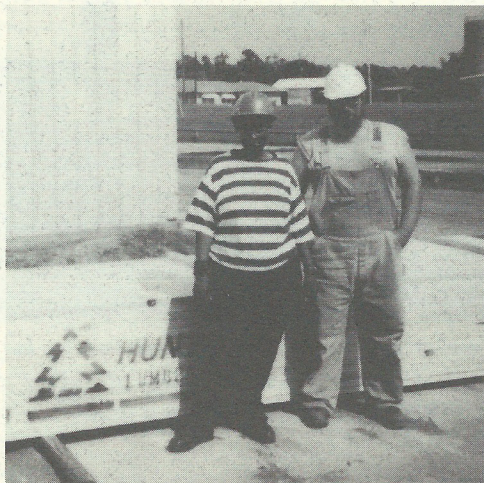
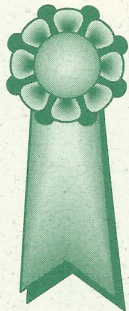
Tim Norman (left) is presenting Lazerick Poland with a \$1,000 Scholarship from Hunt Lumber - Castor. Lazerick will be attending LSUS this coming fall and is planning to major in Accounting.



Krystal Holfrich and Stanan Capdeboscq. Krystal was the Hammond High School recipient of the Hunt Plywood - Natalbany \$1,000 scholarship.



# COMMUNITIES ~

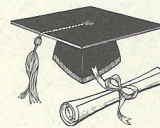


Mary Nash and Larry Sanford

Our lumber graders recently participated in a grading contest that was held at the Louisiana Forestry Festival in Winnfield, LA. The Southern Pine Inspection Bureau provided judges for this event. In the 1" Division - Mary Nash placed 3rd and Larry Sanford placed 4th. In the 2" Division - Larry Sanford placed 4th and Mary Nash placed 5th.



On May 13, 1997, Chris Gates and Tim Norman attended the Bienville Parish 4-H Awards Banquet and presented Summer Camp Scholarships to the following students: Ashley Guice, Blair Faulkenberry, Meagan Rogers, Owana Sheppard and Lacey Watts. Watching these students participate in the program was very enjoyable. Much effort on behalf of the Bienville Parish school staff, 4-H Leaders, and students went into making this awards banquet a success.



Larry Manthei presented Melissa Williams of Georgetown High School the \$1,000 scholarship from Hunt Plywood - Pollock. Congratulations and Best of Luck attending Northeast University this fall.



Hunt Plywood is proud to be a participant in the Med-Camp which is located at Sibley, LA, where our plywood and lumber can be found in some of the camp structures. The Med-Camp offers children with a wide range of medical disabilities the opportunity to experience the adventures of 'summer camp'. Our plywood was used to refurbish the roof on the Nature Hut which is where the campers create arts and craft items. Our lumber was used to build a new bridge which will facilitate the campers in getting to the Dining Hall and the Nature Hut.



# ~ CASTOR NEWS ~

## TIM NORMAN

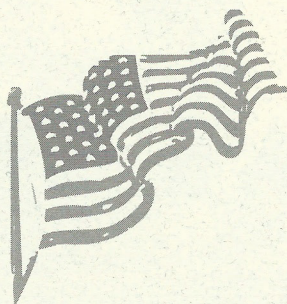
I am happy to announce that effective April 25, 1997, Bobby Black was promoted to Plant Manager for the Castor mill. Bobby has done an excellent job since joining Hunt Lumber Company and we are all excited about working with him to make our mill progress to a higher level of achievement.

Congratulations are in order to all employees on behalf of your outstanding Safety Record. We have reported no accidents for April and May within the plant. Our safety record is as follows:

Lost Time	- 0
Recordable	- 3
Total	- 3

Our incident rate is currently 5.08! Records like this are only attained when everyone becomes involved, from the top down, in working safely and watching out for their fellow co-worker. Job well done!

We are proud of the great job that all of our employees are doing! Let's keep up the good work!



## Have a Safe Holiday

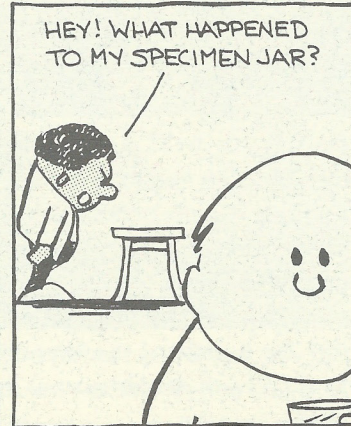
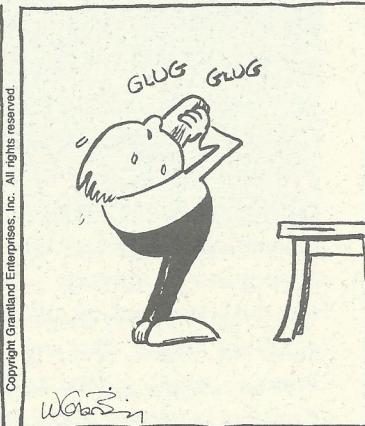


We recently held a plant wide fish fry for our employees and discussed our progress in Safety and Production. Congratulations on a job well done!



Shown above (left to right), Chris Gates - Forestry Manager receives his 5 year Service Award from Bobby Black - Plant Manager. Congratulations, Chris for your dedicated service to Hunt Lumber Company.

GRANTLAND®





## ~ NATALBANY NEWS ~

### STANAN CAPDEBOSCQ

Natalbany has many new faces. Bo Weaver, Plant Manager and Bo Matthews, Plant Superintendent have been instrumental in improving our mill. We also have new supervisors - a welcome to Stacy Houck and Jerry Ferguson, green end supervisors and Rickey Matherson, glue line supervisor. An "old face" is also back - Johnny Costanza has returned to the Maintenance Department. Shift schedules aren't the only things that have changed, we have installed a feeder/feeder on the dryer, a load turner on the glue line and a new knuckleboom on the green end.

CONGRATULATIONS to the following crews who worked accident free for the 1st quarter of 1997:

General Plant	Log Yard	Shipping
Dryer 2	Dryer 3	Dryer 4
Green End Nights	Glue Line 1	Glue Line 3

Remember "Be a Winner - Be safe." Our bi-weekly newsletter, "Milling Around," is distributed with payroll checks. It covers safety topics and informs of upcoming meetings and events. It's fun to READ!

We have had plenty of "log yard watching" over the past several months. Spring and summer rains have made it hard to harvest timber land. Hopefully, wet weather is gone and we can build our log inventory. KEEP WATCHING - -

## ~ OLLA NEWS ~

### STUART FUQUA

Just think of the knowledge one would gain from working in the wood products industry for, let's say 20 years. How 'bout 30? 40? Let's try 60 years. Wow! That's how long Mr. Noel McManus has dedicated to our industry. Mr. McManus recently retired (April 4, 1997) from the Olla mill as sawfiler. Last December 28th, he completed his 60th year in the wood products industry. Just to summarize his career would take a book. He has designed and built sawmills from the south to the west coast to South America. He has worked every position in sawmills from utility to manager. Mr. McManus started "sawmillin" in 1936 when he was 19 for J.W. Anthoney & Sons Lumber in Nashville, Arkansas. He was a millwright's helper making sixteen cents per hour, no overtime pay, 60 hours/wk., no vacations, no holidays, and no medical benefits. Whew! What a change! It's been an honor to have worked with Mr. Noel. Anyone who has not had the opportunity to sit and talk with Mr. Noel for just a few minutes is missing on of the true joys and inspirations of our industry. The humble wealth of knowledge and genuine concern for development of the new generation of "sawmillin" was clearly evident in his daily activities throughout the mill.

In continued efforts to increase production and reduce costs, we have recently replaced our log turner and chipper with equipment that is more efficient with less maintenance costs. These installations combined with employee contributions will help us to better our position in the hardwood market.



Bo Phillips presenting Mr. McManus with a plaque commemorating him on his sixty years of sawmill service.



Bo Phillips presenting Keith Reeves with a jacket for his 10 years of service at Hunt Plywood Company.



# ~ POLLOCK NEWS ~

## LARRY MANTHEI

First, I would like to compliment all the Pollock employees for the excellent production during the last two months. This goes especially to the Greenend and Dryer Departments. April and May were record setting months for production in these areas. Pollock also maintained consistent quality and recovery numbers. CONGRATULATIONS!

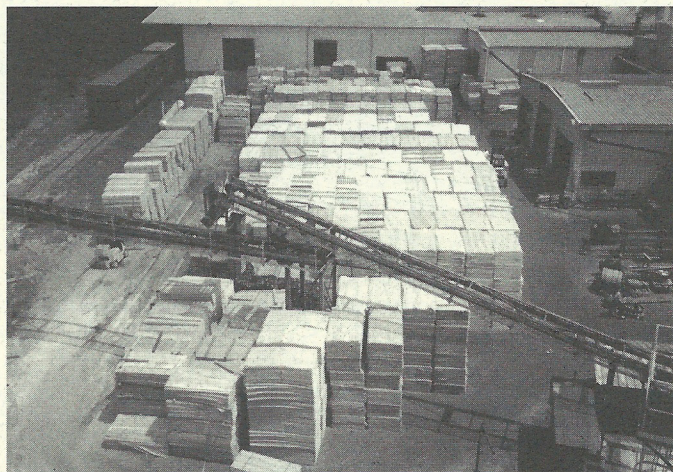
The Forestry Department deserves much credit for the above mentioned production records. The months of April and May are normally two of our wettest months and while many other mills were running out of logs, not only did they keep the mill in logs, we set production records and built inventory. Thanks for a job well done.

Our safety record over the last couple of months has slipped somewhat, hopefully during the next couple of months we'll see the same improvements in this area.

During the month of June we will be installing a new charger and loader for our press. This, with the addition of another spreader, should improve our press production at least 20%. The project will require a 4 day shut-down in the layup, press and sawline areas only. We will continue to operate the Greenend and Dryers on the existing schedule.

Recently we had two employees retire from the Pollock operation. These valuable employees were Katherine Pettit with 16 years service and Frank (Bert) Leggett with 14 years service. We miss them, but wish them the best!

One parting thought, "Winners develop the habit of doing the things that losers don't like to do."



The results of 'great green end production' at Pollock!

## Congratulations to the following Pollock Service Award recipients!

### 15 Years

Eddie W. Boren  
Martin L. Cogdill  
Roger L. Garrett  
Derwood P. Maxwell  
Lester D. Moras  
Charlotte M. Pettit  
Katherine Pettit  
Lewis E. Thornton

### 10 Years

Michael C. Spillers

### 5 Years

Randall S. Brodnax  
Joseph H. Bruce  
Rueben Foster, Jr.  
Joseph E. Hawthorne  
Jessie R. Roberson  
Laverne Roquemore  
Dewayne Simons  
Volanda V. Smith  
Calvin L. Vogel



