

The Tamarack



Champion International Corporation

The Tamarack is a source of communicating information of interest and of educational value to Champion employees and their families.

BONNER, MONTANA

APRIL 1993

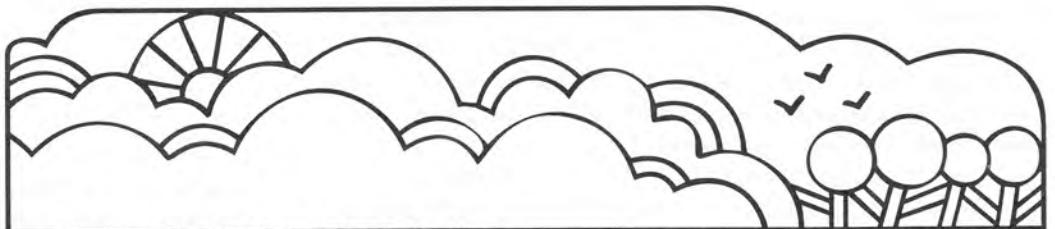
Inside:

Page No.

Managers' Messages	2
Safety	3 - 5
Profiles	6, 7
Important Information	8-13
News From Our Timberlands	14
Secretaries Day	15 - 16
News From Our Timberlands	17
PM in Progress	18, 19
Early Days At Bonner	20
Around And About Bonner	21 - 26
Hot Shots	27
Credit Union News	28
Calendar	29
What's So Special About APRIL	30

April is the Month to Plant Our Trees

From your Tamarack Editor



April is the month for growing, patience, and growing in patience.

We often think of this month as a time of renewal in nature and our work.

April is the month to begin planting. Take, for example, something as simple as planting a tree. You take a seed and place it properly in soil with light and water and fertilizer, and after a while you get a seedling. But it takes years to get a tree and more years than that to get a really beautiful tree.

To keep our families and business in good health, we have to be quick to do right by the people we live with and work with, making sure our daily tasks are accomplished. Still, April is a good time to remember that we may not see the full fruits of our work the same day that it is begun. We have to keep working, keep striving for excellence, because our rewards come at the end of long, consistent effort.

We can apply this to almost every endeavor. Good service to one customer may not result in an immediate sale. But your efforts may be rewarded later on when one person tells another about our company.

Taking the time to read a story to your child at night may not be easy at the end of a long, hard day. But ten years from now, the child grows stronger in wisdom and love.

That's a lot of result for such a small effort.

Let April be our month to grow in patience with faith that our efforts will be rewarded.

*Spring
Hath
Sprung!*



APRIL

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11	12	13	14	15	16	17
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25	26	27	28	29	30	

MANAGERS' MESSAGES

Live Everyday

By: Bob Brewer

Our local television news departments have managed to make an exciting, catchy slogan out of something that seems routine or mundane to them. After all, they do it virtually every day of the week. They have no choice but to do it every day the same way. There is no option, it is the way they conduct their business.

What do they have to do every day you might ask? The answer is they go on television live. They do a newscast and in an effort to make the most of the medium, they will always do a live newscast. The slogans we hear are live at 5, the newslines at 6, or coming up live at 11:00 PM. The focus or operative word is Live. This is a very interesting business strategy. Here are organizations that take a given or a fact of life for them and make it interesting to their viewers who are their customers. They take something they must do and make it a feature of their product. The stations could say that "going live" is not particularly noteworthy or a competitive advantage since everybody in the industry does it. It is not a unique feature so why should we advertise it? But they do advertise this feature, each station advertises as if they were the only one to have this live news feature. I think they may have something to teach us.

We, like them, have competitors, but we are the only ones who make our products. Our products even have some of the same features as our competitors. Those features should not be overlooked as they are still very important. We, along with our sales department must

take time to brag about our products and our product's features as if we were the only ones to offer those features. We have the most information and best insight into why our products are different and unique when compared to our competitions. This information must be shared with our customers daily and who better to do it than us. Let's talk it up, after all, we are the best and we make our products LIVE every day.



Lumber Department A Safe Place to Work

By Bart Goldbar

I would like to thank all of my co-workers in the Lumber Department for their admirable commitment to making our department a safe place to work. The month of December marked a new milestone in our safety effort: 24 months (549,989 man-hours) without a lost time injury. This is an accomplishment of which we can all be extremely proud. It demonstrates a willingness by each of us to accept responsibility for our own well-being as well as that of our fellow workers. In addition, we are establishing the standard by which others can measure their performance. Our goal has been and continues to be that each of us leaves work every single day uninjured. Thank you again for a job well done.

"What's Happening" — "What's Going On?"

Every employee, from time to time, has a piece of information that needs to be shared with their fellow employees. The information you have may seem trivial to you, but others' are interested in "what's happening". That piece of information could have a significant impact on your co-workers job; it could be educational information or just be of general interest..... **communication!** That's what the Tamarack is all about.

If you have something of educational value or just general interest, please contact one of the Tamarack Committee Members. We want to hear from you.

TAMARACK EDITORIAL COMMITTEE



- | | | | |
|---------------------|------|-----------------------|------|
| Karen Abel..... | 2135 | Deb Moravec | 2212 |
| John Barnhart | 2259 | Ed Roberts | 2108 |
| Jim Bentley | 2611 | Larry Schneider | 2337 |
| Tom Hilmo | 2285 | Glenn Smith | 2259 |
| Sue Hogan | 2214 | Alan Wagner..... | 2259 |
| Mel Lockridge..... | 2231 | | |

Safety Coach Update

By: Larry Keogh

Your Safety Coaches have been active this year. February's training session with Niru Dave' from Corporate Loss Prevention involved "No Fault" Incident Investigation. Modifications to conform the program to Bonner's needs are under way. After review and approval by the Bonner Plant Site Safety Committee and Complex Joint Team, we anticipate presenting the program as part of a refresher skills course for supervisors, lead men, foreman and safety representatives. The Safety Coaches are excited about this programs potential to reduce incidents/accidents at Bonner through a comprehensive investigation process that will identify specific events that could lead to a serious injury. Employing the "No Fault" philosophy will ensure that employees are not penalized for making an unsafe behavior or practice known. Furthermore our resulting decrease in incidents will lead to reduced costs in workers comp. and increased profitability at the Bonner Complex. Sounds like a viable step to be taken towards maintaining our employment and making the Bonner Complex a safer, better place to work.

The Resource Library is becoming more "user friendly." Recognizing that good safety meetings are sometimes difficult to organize, monthly meetings are now being presented for Safety Reps. These presentations are geared toward common millwide topics and go a long way in showing the Safety Reps what resources are available through the library. Notices are now being sent to all Safety Reps and foreman advising them of date, time and location of the presentations. As these meetings increase in popularity it will become critical to use the tape reservation board to make sure the video tape needed for your safety meeting is available.

Your Safety Coaches extend their thanks to those who have been completing the video synopsis sheets. With well over 100 video tapes available it was proving extremely difficult for us to personally view them all. With your continued assistance we will soon have our video library completely catalogued and more user friendly than ever before. Safety Reps are reminded that a VCR and



Richard Holly, Bob Carlson, Joe McKay, Kieth Bomstad, & Hal Edwards

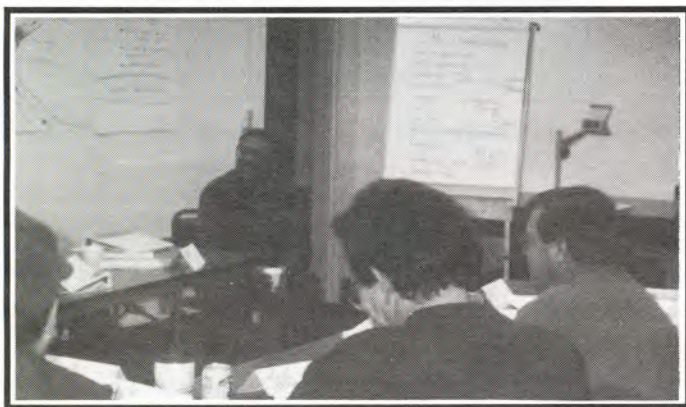
TV are now available in the Planer Conference Room for previewing the tapes for your safety meetings.

How about those steel Aladdin thermos'? A nice award for continuous safety improvement at the Bonner Complex. Congratulations to everyone here at Bonner, and particular thanks to the Plant Site Safety Committee for the recognition. The goal of 0 lost time accidents is achievable if we will all work toward making Bonner a better, safer place to work. Safety awareness comes from many sources, but safe work can only come from **YOU!**

Finally, the Safety Coaches would like to commend the Safety Representatives for the fine job they are doing here at Bonner. The safety program has undergone some major changes and you are at the forefront of making these changes positive. Nice job and keep up the good work. You have come up with some great ideas and we really appreciate your input to the overall safety program at Bonner.



Hal Edwards, Tony Zito, Kent Halland, Dana Nichols, John Abel, Carla Verworn, & Larry Keogh



Niru Dave' from Corporate Loss Prevention

SAFETY

Loss Prevention Accident / Incident Report for February 1993

By: Jim Connelly

February was a good month. Having experienced 16 recordable accidents, with no lost time or restricted work activity. Central Services and the Log Yard/Processor Department had an excellent month, with no recordable accidents.

The Lumber Department now has completed 26 consecutive months (603,463 hours) of no lost time.

The Plywood Plant is also doing well this year with a lost time rate of 1.4 vs 4.4 through February last year, and an OSHA rate of 2.8 vs 8.8 last year.

Our Bonner Complex lost workday rate and OSHA rate remains good when compared to our yearly goals:

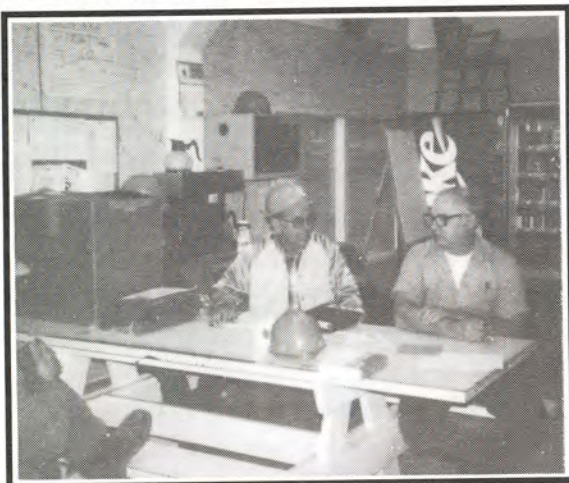
Lost Workday Rate 1.6 vs 1.6 goal
 OSHA Rate 2.4 vs 6.7 goal

	Total Recordable Cases	Lost Workday	Restrict Activity	Lost Work Rate	OSHA Rate
Central Services	1	1	0	8.9	8.9
Log Yard/Processor	2	0	0	0	0
Lumber	9	0	0	0	0
Plywood	11	1	1	1.4	2.8

“Emphasis On Safety Pays Off”

CONGRATULATIONS to the Lumber Department for completing TWO YEARS with no lost time accidents!

An achievement such as this, takes complete effort from all employees in the department. Explicit safety meetings, safety awareness



Employees from the Lumber Department gather for a safety meeting

among and employees, and working together are all contributing factors as to why this department reached this milestone.

The Lumber Department will continue to work towards keeping their incident rates down and attempt to achieve another year of having no lost time accidents.

Protect Yourself from the Furies of Nature

Lightning, thunder, hail, torrential downpours and worse, those terrible twisters, can turn a spring afternoon into an evening nightmare. Storms are as much a part of this season as budding trees and blooming flowers. The following information may help you stay safe and dry as we head into summer.

What to Do When Lightning Strikes

If you are caught outdoors in an "electrical" storm and cannot seek shelter, follow these tips from the National Weather Service:

- Avoid tall, isolated objects, such as trees or telephone poles.
- Avoid hilltops, move to a low-lying area, such as a ravine or valley (but watch for potential flooding).
- Stay away from metal objects such as golf carts, bicycles, metal pipes, fences or rails. Remove shoes with metal cleats.
- If you are out in a group of people, spread apart, don't stay huddled together.
- If lightning is about to strike you, your hair will stand up on end. If this happens, drop to your knees, bend forward and place hands on knees. NEVER lie flat on the ground. The goal is to create as small a surface area as possible for yourself. Curl up in a tight ball.

Driving in the Rain

Losing control of your car on wet pavement is frightening. But it can easily happen if you don't take preventive measures. Prevent skids by driving slowly and carefully, especially on curves. Steer and brake with a light touch. When you need to stop or slow down, maintain mild pressure on the brake pedal to avoid locking the wheels. If your car has drum brakes, proceed cautiously across deep puddles so brake linings won't be saturated.

If you do find yourself in a skid, remain clam. Ease your foot off the gas and steer in the direction you want the front of your car to go. This approach, known as "steering into the skid," will bring the back end of your car in line with the front.

Hydroplaning is even more nerve-racking than skidding. It can happen during heavy rainstorms, when the water in front of your tires builds up faster than your car's weight can push it out of the way. The water pressure causes your car to rise up and slide on a thin layer of water between your tires and the road.

To avoid hydroplaning, keep good tread on your tires, slow down on wet roads, and avoid puddles. If you find yourself hydroplaning, do not brake or turn suddenly: that could turn your car into a skid. Instead, ease your foot off the gas until the car slows and you can feel the road again. If you must brake, use light, pumping actions on the pedal.

April Anniversary Dates

William Ailport	Susan Kruse
William Ambrose Jr.	Duane Larson
Ray Anthony	Robert Lowry
Frederick Artis	Frank McLaughlin
Dana Baker	Kenneth McMillan
Robert Behner	Raymond Meizoso
Frederick Beyer	Thomas Messina
Gary Bray	Francis Mocabee
Randall Bray	John Montgomery
Jerold Caluori	Michael Neumann
Robert Chambers	Lisa Nordby
Don Clark	Deborah Ochsner
Gordon Cooper	Gary Pamin
Bill Dallman	Scott Petersen
Steve Demers	Joseph Peterson
Mark Dierking	Kim Ridge
Patrick Doty	James Robbins
Darwin Eisenbarth	Duane Rusk
Suzanne Ginn	Herbert Stahlberg
Jerry Gordon	Eugene Stanley
Stephen Heinrich	Penelope Stephens
Edward Hettick	Gale Styger
A T Himes	Craig Swartz
John Hunt	Albert Talalotu
Kenneth Jacobsen	Pearl Thom
Robert Johnson	Dennis Thornes
Kim Kadlec	James Tribble
Susan Kahm	Barbara Unacks
Laurence Keogh	Mark Verworn
	Bradley Walters



THANKS

for Your Years of Service!

Benevolent Fund Team Accomplishing Goals

By: Karen Abel

You've been hearing quite a lot about the new benevolent fund process that has been started here at Bonner. What you haven't heard is more of the details on the how's, why's, who's and when's.

The volunteers on the team are: Deb Moravec, Tim Daniels, Diana Hendrix, Ray Meizoso, Rich Lawrence, Ted Aarstad and Preston Ricci. The Committee was formed when the Complex Joint Team (CJT) asked for volunteers to help start the process out of concern for all Bonner employees that could face a financial hardship because of an illness, by forming a committee. "At any time tragedy could happen to anyone. I've thought for a long time a Benevolent fund would be something that could really make a financial difference to Bonner employees in tragedy situations," says Deb Moravec. Ted Aarstad feels that like the United Way, Missoulians helping Missoulians, the concept could be integrated here in our own work place as Champions helping Champions. "We too can take care of our own," says Ted.

Some of their goals are to see the fund grow into a trust where needs can be taken care of without delays; to provide the mechanics to make payroll deduction funds immediately available to an employee; and to help Bonner employees and their dependents during crisis situations



Benevolent Fund Committee
Tim Daniels, Preston Ricci, Diane Hendrix, Deb Moravec (not pictured) Ted Aarstad, Rich Lawrence and Ray Meizoso

which jeopardize the financial stability of the persons in need.

What have been their hardest struggles? "Finding a way to notify the entire work force at Bonner when someone is in need, and not desensitizing people by sending out too many notices. But the hardest thing was to find the criteria for determining a financial hardship. The team is still struggling with it, but we decided we'd have to go on a case by case procedure, learning as we go," says Diana Hendrix, Bonner's Payroll Clerk. The other struggle that they faced was trying to get good information from our lawyers about an on-going fund. They are still working on these things and they will make sure this fund is beneficial for every employee here at Bonner.

This team wants you to know that even though this is a new system, the mechanics are in place to help you out. It's a good system and they have put a lot of time and energy into coming up with some guidelines. They are committed to continually improving this fund by looking into other options to generate more money for the person(s) in need by, i.e., an on going trust fund.

Maxims on Quality:

- *All organizations are perfectly designed to get the results that they get.
- *The fact that the captain of the ship can clearly see the port is of no use if the crew continues to paddle in different directions.
- *The person into whose "In" basket you empty your "Out" basket is your customer.
- *Ironically, the customer group most often ignored is the one that is easiest to communicate with: fellow employees.
- *A "problem" is the distance between where you are now and where you could be, no matter how good you are now.
- *"Participative management" is an oxymoron. The phrase should be "Participative Leadership."
- *Responsibility for contributing to quality is a condition of employment, as natural as beginning work on time or attending a training class or picking up a paycheck.

An Evening With Tory Bagaoisan

by: Sue Hogan

It's 6:05 pm, and Tory Bagaoisan, plywood glue room layup driver, is preparing to throw his first ball down the alley during the Sunday night mixed league at Liberty Lanes Bowling Center.

As Tory begins to make his attempt to knock down the pins on his first frame, he is concentrating very hard. Tory knows the importance of making each pin count, since every mistake can make a large effect on his total score.

Prior to beginning each weekly game, Tory's preparation remains fairly routine. Tory checks the information board to determine which lane he and his fellow teammates will be competing on. He opens his locker to remove his bowlingball and shoes and heads in the direction of the lane to set up the area for an evening of competition and fun. If time permits, Tory visits with some of the employees and the manager of the pro shop. Then it's off to the lane to begin a 10 minute warmup session before beginning to bowl the first of three games of the evening. Tory has been bowling for the past 20 years. He currently holds a 174 average and has a handicap of 27 pins per game. "At times the competition can be tough," Tory added, "but I enjoy watching my fellow teammates and cheering for them as they bowl." Tory, his wife Sue, and two other friends make up his Sunday evening team called the "Pit and Pendulums". Along with bowling on his Sunday evening league, Tory also finds enjoyment in competing in tournaments. The most recent being the Missoula City Tournament held in March. During this two weekend long event, Tory and his bowling partner ranked 2nd place in the men's double competition and Tory placed 9th place in the men's single event. Tory plans to bowl again next year. He finds bowling to be a good form of exercise and a great chance to meet new people.

Tory Bagaoisan

Born: Seattle, Washington (1960)

Raised in: Missoula, MT and Kalispell, MT

Service: Served 3 years active duty in the Army at Fort Riley, Kansas (Tank Driver/Fire Fighter)

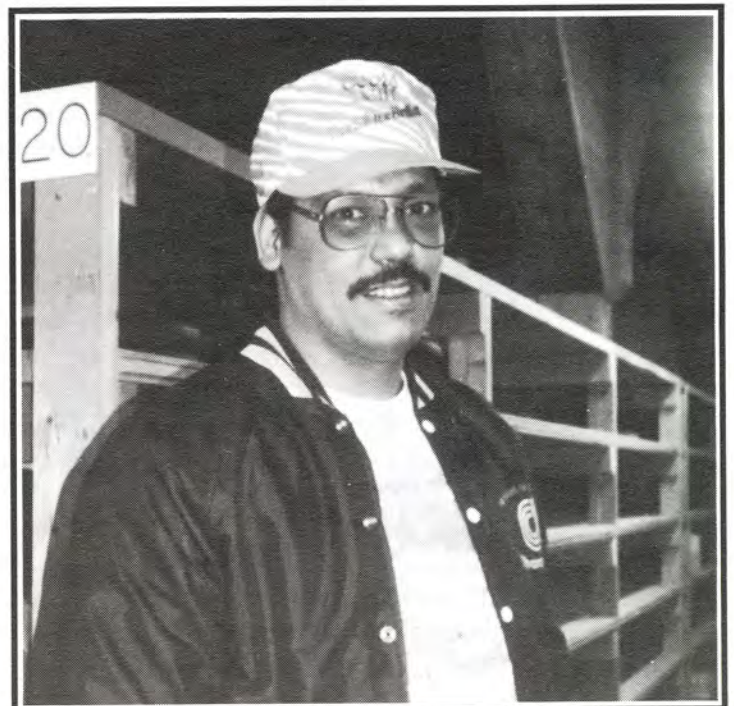
Past Job Experiences: Cut and sold firewood in Western Montana • Worked at Burnich Mfg., a picture frame manufacturing facility in Missoula, MT

Began Employment at Bonner: 1986 - Plywood Graveyard Green Chain

Family: - Wife, Sue-housewife (Married for 10 years) Two Children: Eli (13 year old son) Quiesta (7 year old daughter)

Other Interests: Golfing, Fishing, Hunting, Dirt Biking

What does the future hold for Tory?: Tory hopes to become a Little Grizzly Football Coach. His son, Eli, has been in this program for the past two years. Tory finds pleasure in watching children excel.



A Plug For Truth

By Deb Moravec

Our nation's forests are in far better condition than daily press reports are indicating. Here is a brief sampling of a few forestry facts:

- The nation's forest land area is still about two-thirds the size it was in 1600. This in spite of the conversion of 370 million acres of forest land to other uses, principally agriculture. Add to this the enormous harvest that has been necessary to build this nation, warm its citizens and drive its engines. To this total, add all of the losses to forest fire, diseases and insect infestations. Even after all of this, we still have two-thirds as much forest land as there was when the Pilgrims landed.
- More trees are growing in the nation's forests today than at any time since the early 1900's.
- In 1990, forest growth rates nationally were a fraction of harvest. Today, annual forest growth exceeds harvest by 37%.
- Net annual growth has increased 62% since 1952, and growth per acre has increased 71%.
- Nationally, standing timber volume per acre in U.S. Forests is 30% greater than in 1952.
- 47% of the nation's standing softwood sawtimber inventory is in national forests.
- Six-tenths of one percent of the available national forest land base is harvested annually. This harvest equals two-tenths of one percent of the total national forest land base.
- 70% of America's national forest land base is in land use categories where timber production is forbidden. 30% remains open to varying levels of harvest activity, consistent with achieving non-timber use objectives. Forestry has worked well for America; forestry has made a significant contribution to the health of forests, and the health of our nation.

It should be remembered that, in forestry, nothing is ever all black or all white, all good or evil. It should also be remembered that, in nature, nothing is forever. Forests change, and are far more resilient than many believe.

We, should all be deeply concerned and troubled by the press coverage of "what's happening" in this nation's forests and the impact these frequently repeated inaccuracies are having on public and congressional perceptions of forestry and the forest products industry. The clear line which once separated fact from comment is now so blurred the public can no longer discern truth from opinion; and the factlessness that is advocacy journalism has become a mirror image of the factlessness that is environmental extremism.

The press could do much to restore its own sagging credibility if it started questioning the credibility and the motives of its sources, rather than simply reporting what those sources say or do, as though it were gospel.

Why isn't the Forest Service, the BLM, and the Forest Products Industry taking a more proactive stand in defending themselves? Why aren't the truths being published in the press, or spoken, to a public that desperately wants to know what is going on in forests? Is it because of the fears of the wrath of environmental extremists skilled at manipulating the press and the truth?

We, and the press, need to be reminded of an essay on truth, written in the 1800's by John Stuart Mill, the famed English philosopher and economist, who wrote widely on the role of government in a free society. Here is what he said about truth:

Not the violent conflict between parts of truth, but the quiet suppression of half of it, is the formidable evil; there is always hope when people are forced to listen to both sides; it is when they attend to only one that errors harden into prejudices, and truth itself ceases to have the effect of truth, by being exaggerated into falsehood.



IMPORTANT INFORMATION

NBC

Intermountain Logger

On Monday, January 4, NBC Nightly News aired an "American Close-up" segment which featured the Clearwater and other national forests have been over cut. Former Regional Forester John Mumma repeated his well worn rhetoric about being forced from his job for failure to meet ASQ and that if we continued cutting at current rates we would be out of trees on the Clearwater by early in the next century.

In an effort to show the impacts of timber management on the Clearwater, NBC showed footage of Forest Service employees standing in a small stream surrounded by apparently dead fish and announced that logging was killing fish in 70% of the streams in the Clearwater. The camera then showed a close-up shot of several large dead fish in obviously polluted water. The clearcuts shown in the piece were actually Western Washington forests that had been devastated by wild fire according to Alex Irby, Resource Manager for Konkolville Lumber Co. in Orfino. This outrageous journalism demands a response from the people of our area. Some points in writing:

- Less than 40% of the Clearwater is currently roaded and accessible to timber production. On this acreage, less than 2% of the timber volume is harvested each year.
- In spite of NBC's ridiculous claims that loggers are killing fish, Kelly Creek, White Sands Creek, the Lochsa and the Clearwater are all world famous for cutthroat trout and steelhead fishing. It is interesting to note that cutthroat populations in the logged drainages of the Lochsa have increased in recent years.
- NBC needs to be told that according to the water quality model for the forest, from the first day of the forest plan's implementation 70% of the streams on the Clearwater were not in compliance with the water quality standard - including nearly half of the pristine streams in

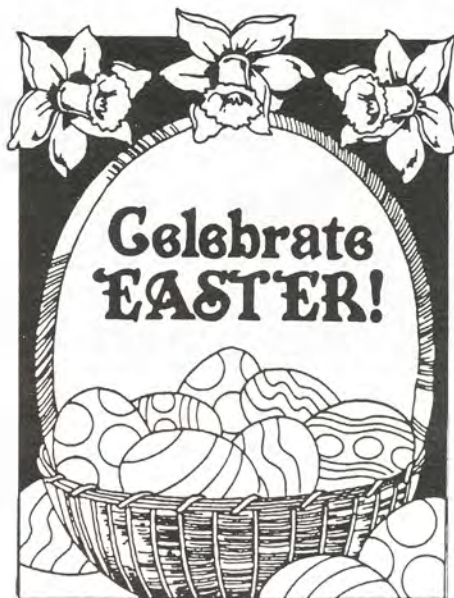
roadless and wilderness areas. The Clearwater model does not reflect actual conditions for the streams on the Clearwater. Field data does, however, show that water quality in nearly all streams on the forest has improved over the last ten years.

- NBC needs to be asked why the history of the forest regeneration and regrowth (provided them by Konkolville Lumber Co.) was never mentioned; why they failed to mention that John Mumma never proposed changing the Clearwater forest plan to reduce the annual cut to 173 million board feet; why they failed to mention that the sustainable yield in the forest plan is listed at 200 million board feet and the growth at 250 million board feet and that each year over 100 million board feet of merchantable timber dies on the Clearwater due to insects and disease.

Here's where to write:

Michael Bass
Supervising Producer
NBC Nightly News America Group
4001 Nebraska Ave., NW
Washington, DC 20016

Tom Brokaw and Robin Lloyd
NBC
30 Rockefeller Plaza
New York, New York 10112



IMPORTANT INFORMATION

FOR IMMEDIATE RELEASE

**NEW INSIDE CHAMPION FEATURE SEEKS
CHAMPIONS WHOSE IDEAS ARE "MAKING
A DIFFERENCE" IN THE WORKPLACE**

Stamford, CT, March 17, 1993 — A maintenance leadman invents an oil filter press that recycles oil, saves the company money, and reduces landfill waste. A millwright comes up with a novel device that measures wear on paper machine dryer bearings. A wastewater treatment plant operator develops a way to improve mill effluent flow. A shipment planner and a roll/wrap superintendent put their heads together and, Presto! a safe and effective method of scanning bar codes on hard-to-reach- paper rolls is created.

These are just some of the ways Champions across the country are using their experience and common sense to do their jobs better — and the company's employee video program **INSIDE CHAMPION**, is looking for more of them for its new feature called, "Making a Difference."

"We're sure there are creative people in every location who are coming up with better ways of doing things," says Bruce Rogowski, **INSIDE CHAMPION** producer in Stamford, Connecticut. "Typically, they aren't the type to toot their own horn. We'd like to do it for them by filming them on the job with their invention or creation. Not only will this give us good stories, it will show others what a little initiative can accomplish."

"Making a Difference" stories will be brief, generally running 2 to 3 minutes. If you have a good story to tell, or know someone who does, call the **INSIDE CHAMPION** toll-free number at 1-800-323-3245. Or write to **INSIDE CHAMPION**, Champion International Corporation, 1 Champion Plaza, Stamford, CT, 06921.

"We can't tell the stories if we don't know about them," says Rogowski, "and we definitely want to tell them."



Lumber Price Changes 1993 Update

Prepared by Western Wood Products Association

Executive Summary

During 1992, and now again in 1993, there has been a sharp rise in the price of lumber. The price increases are a direct result of efforts by preservationists to tie up public timber resources in the West through lawsuits and injunctions. The restrictions on timber harvest from federal forests — which could be moderated by applying wise-use management principles to public lands — must be lifted soon, or the supply/demand pressures will continue to move lumber prices higher.

The increase in lumber prices comes at a time when overall demand for wood products is rising. The double-whammy of restricted timber supplies and a growing demand for housing puts the price pressures squarely on the backs of the American consumer, as prices for all end-products made from lumber will be higher. That includes the cost of homes, right at a time when the nation is on a drive to assure affordable housing is available to all.

This paper explores in detail the causes of the current imbalance in supply and demand of Western lumber, and its impact on lumber prices.

Background

When lumber prices escalate over a relatively short period of time, markets become concerned. Many business commitments are made based on a certain level of lumber prices, and sudden price increases can put businesses in difficult situations.

Historically, dramatic upward shifts in lumber prices have drawn criticism from users, especially home builders. Frequently, these users have questioned how lumber prices are set, and have criticized the lumber manufacturing industry for such increases. On at least one occasion, home building officials called for a Congressional investigation, though Congress never found it necessary to pursue one.

The U.S. forest products industry is now in a period of unprecedented timber supply instability, and severe imbalances between supply and demand are anticipated. This instability has already resulted in price volatility, as was seen throughout 1992 and at the start of 1993. The same pressure behind last year's price changes are still present, and the impacts on lumber markets may be even more dramatic should the stalemate on federal timber sales continue.

The market for softwood lumber is frequently cited as an ideal model for free competitive markets. It features thousands of independent sellers, thousands of indepen-

dent buyers and constantly changing prices, all responding to shift in market pressure. Federal Trade Commission studies show the concentration of production in the largest firms in the lumber industry to be among the lowest of any of the nation's major industries.

Decline in Multiple Use

The Western softwood lumber industry is heavily dependent on government-owned timber for its raw material supply. The industry experiences first-hand the impact of government policies and actions in many ways. In the past 30 years huge portions of Western timberland have been removed from multiple use management. In the late 1960s and 1970s the preservationists lobby pressured Congress to remove millions of acres from the nation's timber base, setting these lands aside as wilderness areas and national parks.

In 1969, the National Environmental Policy Act was passed by Congress requiring the Forest Service to file an Environmental Impact Statement (EIS) before a tract of timber sales went through the courts.

Early anti-harvest tactics included blocking logging roads, driving metal spikes into tree trunks, sabotaging logging machinery, and protesters chaining themselves to trees and even lumber mill offices. As preservation groups became more sophisticated, however, these tactics were largely abandoned in favor of the available legal process.

The Endangered Species Act (ESA) has become the most potent preservationist tool yet, blocking timber harvest on millions of acres of Western forestland. Implementation of that law has created widespread controversy, with spotted-owl regulations and proposed land withdrawals for the marbled murrelet and salmon being the most prominent examples. Besides impacts on public land, these restrictions also affect timber harvests on state and private lands as well. Currently, the volume of unharvested federal timber under contract is extremely low. And, as economic conditions improve, demand will further reduce the remaining timber inventory under contract.



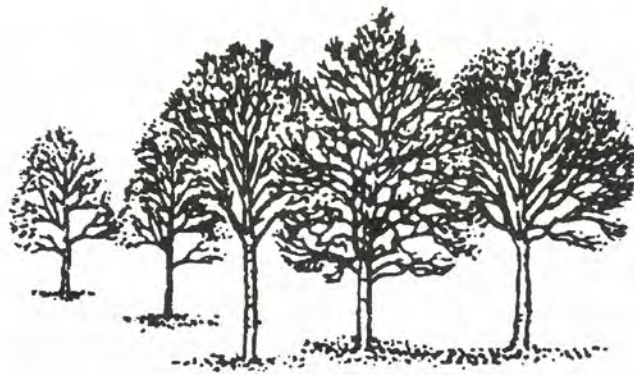
IMPORTANT INFORMATION

Lumber Prices

A delicate balance exists between lumber supply and demand. With every commodity, when demand exceeds supply, prices rise. When supply exceeds demand, prices fall. Lumber is no different. Thousands of buyers and sellers use their individual judgements to determine the strength or weakness of the market, and in doing so make up the day-to-day and week-to-week shifts in lumber prices.

The recession of the early 1980s provides an excellent example. The Western Wood Products Association (WWPA) index price for Douglas Fir lumber had risen from \$230 per thousand board feet in January, 1978, to its peak of \$327 per thousand in October 1979. 1980 was the beginning of a recession for the lumber industry which lasted until 1983 when lumber prices began a slow recovery. The low point was reached in November, 1982, at \$177 per thousand.

During this period, prices for Douglas Fir stumpage on the Westside (West of the Cascade range) of Forest Service Region 6, covering Oregon and Washington, ranged from \$250 per thousand board feet (log scale) in 1978 to a high of \$432 per thousand in 1980. By 1982 stumpage prices had dropped to \$118.



Industry Changes

Although the Forest Service appraises timber before its sale, the final price is determined by auction, with mills submitting competing oral or sealed bids. During the 1978-1980 period, mills often were forced to bid up timber sales because preservationist pressure had reduced sale volumes the Forest Service had made available. For mills dependent upon federal timber supplies, failure to compete in the bidding process meant production curtailment, closure, or both. As long as lumber markets were depressed, mills were caught between high costs of stumpage and low prices for lumber. Some mills were forced entirely out of business.

Other operators recognized they had no control over either lumber or stumpage prices. Instead, they invested in facilities to improve recovery and productivity. Many sawmills that remain in business today went through intensive renovation during the early 1980s. In some cases, antiquated mills were closed. Others were rebuilt, however, with the addition of new high-tech equipment. Several new mills were constructed during this period to efficiently process smaller logs in anticipation of the changing timber resource mix.

The number of mills in the West has been declining steadily for many years, and this decline has been accelerated by conditions over the last 15 years. In 1978 there were 819 active sawmills in the Western United States. By 1991, this number had dropped to 537 and totals for 1992 are expected to be even lower.

From 1980 to 1987, productivity had increased by 67.3 percent as lumber demand reached an all-time peak. But, by 1991, productivity had declined to only 49.5 percent above the low 1980 level. The decline since 1987 can be attributed to a drop in demand due to the slowing economy on one hand, and to tightening log supplies on the other. This critical combination of events prevented sawmills from producing at or near capacity levels.

The dramatic increase in productivity was the Western lumber industry's salvation during the mid and late 1980s, as lumber prices remained relatively stable. In July of 1989, prices for Douglas fir lumber reached \$326 per thousand, but were still under the 1979 high of \$327 per thousand, even without adjusting for inflation.

IMPORTANT INFORMATION

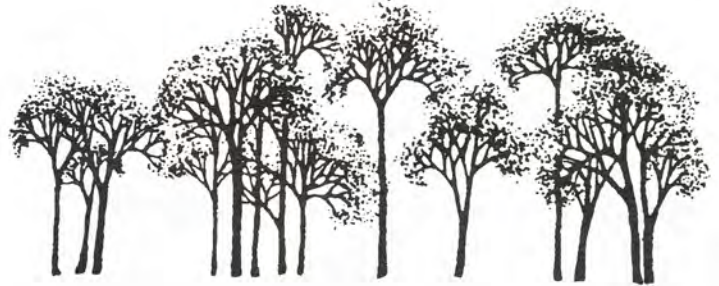
Recent Experiences

The impacts of federal timber sale reductions caused primarily by spotted owl regulations began to appear in the early 1990s and accelerated in 1992. Additional sawmills closed in 1992, while others were forced to curtail production because of log shortages. On the demand side, lower interest rates spurred housing activity and by the end of the year, home building activity had increased by nearly 19 percent over the previous year's levels.

This combination of factors pushed lumber prices higher during the year. Douglas fir prices averaged \$340 per thousand during 1992, with increases posted during the final quarter of the year. By January 1993, Douglas fir prices hit a record \$396 per thousand.

Inflation factors are important in looking at lumber price comparisons over time. For the period running from October, 1979 through December, 1992, consumer price inflation was 88.7 percent. Accordingly, if lumber prices had kept even with inflation through that period, Douglas Fir prices in December, 1992 should have been \$617 per thousand board feet, or \$238 more than the actual price in today's market.

Despite such increases, lumber prices on today's market still remain a bargain. During some years there would not have been adequate supplies to meet the U.S. Demand without substantial imports of lumber from Canada. Increased Canadian lumber imports has helped soften pressure on lumber prices. However, should U.S. markets experience periods of intense demand, not even the Canadian presence can be expected to maintain the historical supply balance — especially over a long period.



Future Impacts

A number of factors could slow the full impact that log shortages in the West may have upon future lumber prices:

- (1) The closure of a substantial number of plywood plants may allow additional logs to be diverted to sawmills for processing into lumber;
- (2) Some of the shortfall may be filled temporarily by increased imports from Canada and additional lumber production by mills in the Southern Pine Region. Canadian imports increased by 14 percent in 1992 while shipments from Southern mills were up by 12 percent. Similar increases from these two supplying regions are expected in 1993, however total lumber demand is predicted to increase as well;
- (3) Some logs originally designated for export may be diverted to domestic use. Yet, even a total shift of logs from export markets to domestic production will not replace the volume lost by declines in harvests from federal forests.
- (4) Logs imported from other countries may fill some of the voids. However, regulations allowing log imports are still being developed and it may be some time before significant volumes of imported logs will be available.

It is difficult, if not impossible, to determine how all of these factors will affect the lumber market. One thing is certain, however: once the supply of remaining timber under contract nears its end, the upward pressures on lumber prices may prove extraordinary.



Timberlands Foresters Receive Awards

By: Chuck Seeley

For the past several years all Champion Timberlands locations throughout the United States have competed for two different corporate awards. These are the Champion Wildlife and Pesticide awards. Each award has several categories and winners are usually nominated for a particular category.

This year, Dick Porterfield presented awards to several Missoula Area Timberlands foresters at a meeting with Timberlands personnel during his last visit. Awarded were the Wildlife Award (Best special project recreation category), and the Pesticide Award, (Excellence in safe planning for a pesticide application in 1992 category).

The wildlife best special project was presented to the Blackfoot District Team for their work in coordinating efforts with the Montana Department of Fish Wildlife and Parks and the Blackfoot Chapter of Trout Unlimited to replace two culverts with a bridge. The two culverts were acting as a fish barrier to spawning fish.

The excellence in safe planning for a pesticide application was awarded to Paul Clark and Dave Johnson. Champion has determined through extensive research that grass readily out competes newly planted trees in Montana. The elimination of grass not only increases survival from 40 to 90% but also increases growth by two to three times, therefore ensuring that our plantations get off to a successful start. Through the same research we have determined a one time application of a granular herbicide applied the fall prior to spring planting will remove grass competition with minimal soil disturbance. For each site a detailed plan must be written and approved by corporate.

Dave and Paul received the excellence in planning award because their plan was the most comprehensive of all plans submitted. It covered all aspects of the use of pesticides as a tool in forest management. It was clearly written and reflected their solid rationale for the use of pesticides as a tool of choice. It assured that other alternatives were fully considered and the best choice was made. Safety for the people and the environment were well documented and it was apparent to everyone that safety was of utmost importance.



Helicopter Logging At Angevine Park

During the month of March, Champion will be conducting a helicopter logging operation five miles up the Blackfoot. Timber will be harvested from the rocky cliffs on the east side of the river and the logs flown to a landing at Angevine Park.

Champion's ownership includes Angevine Park and the surrounding property on both sides of the Blackfoot River. In 1944, the ten acres of Angevine Park were originally leased to the Highway Department for the purposes of constructing and maintaining a traveler's rest and recreational area. However, last year the Highway Department moved the rest stop from Angevine Park to Clearwater Junction. They retained a recreational lease on Angevine to assure public access to the Blackfoot River.

At Timberlands, we have recognized the cliffs across the river as an excellent potential helicopter logging opportunity for years. In order to harvest the trees, a good helicopter landing site with a maximum flying distance of one mile is required. This spring became an opportune time to harvest this area because of present market conditions and the availability to use the park as a landing site with minimum disturbance to the public.

Individual trees were marked for removal to thin out approximately 50% of the trees in both the park and on the flat bench across the river. All trees greater than 14 inches diameter breast high will be harvested from the steep, rocky cliffs. Most of the slash on the helo landing will be hauled to a gravel pit across Highway 200 for disposal. It is our intent to leave the park in as good as or better condition than prior to harvesting.

Because of safety concerns along the highway, we are discouraging people from stopping for viewing purposes.

SECRETARY'S DAY



Lisa Zimmerman
Plywood Secretary

"This young lady wears many hats and works with many people. She is a self starter in everything new she takes on. Regardless of how stressful a day gets she is here with a smile and her own style of humor. Lisa's job responsibilities touch all facets of the plywood plant operation and grow as we all move forward in the change process. All of us who work with Lisa feel very fortunate that "our gal" is here to help out."

Tom Breum (no picture available)
Plywood Plant Manager



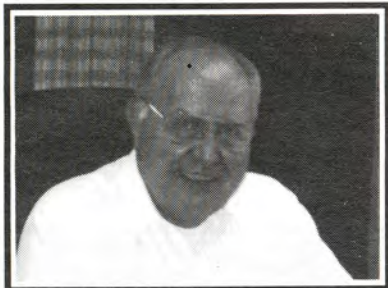
Michelle Wackler
Senior Secretary (Milltown)

"Always a smile on her face, never a discouraging word, always willing to help wherever needed. Thanks Michelle, from all at Milltown."



Deni Sand
Senior Secretary (Missoula Area)

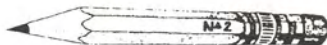
"Deni has the unique quality of keeping up on an office workload that is generated by 14 foresters. Just to keep track of all the requests would drive a normal secretary in sane. She is special because each of us in the Missoula Area depends on her, along with her untiring attitude."



Rod Bradley
Vice President Manufacturing



Jim Bentley
Manager - Timber & Forestry Operation



Kelly Giesen
Administrative Assistant (Montana Region)

"Even though she has a very demanding workload, Kelly always has a smile and friendly greeting for everyone coming through the Region Office. She manages to create order out of the never ending requests for help and she is a key contributor to the success of the Region."



Max Ekenberg
Region Manager - Montana

SECRETARY'S DAY



Sue Hogan
Secretary (Central Services)

"Sue handles the work and communications of three departments with ease. Somehow through all the confusion and chaos everything is completed on time and handled in a professional manner. I really don't know how she does it, but she does it very well."



Dick Shimer
Log Yard / Central Services Manager



Kayleen Zentner
Secretary / Receptionist (Milltown)

"All of the secretaries at Milltown and Russell Street are a little (A little?) weird and Kayleen is no exception. Kayleen's strangeness though, is characterized by extremely high energy, the typical warped sense of humor (see above), rapid fire telephone conversations, blindingly fast keyboard skills and an infectious laugh. Kayleen, among others has taken to the spirit of being a "support person" in the best sense of knowing and serving a customer base and being willing to take on new tasks such as R&D graphics. On her own, she set up mail screening files for the workers at Milltown. She gives an excellent first impression to a visitor to our office. We obviously don't like her very much, but we really appreciate her contribution to our organization."

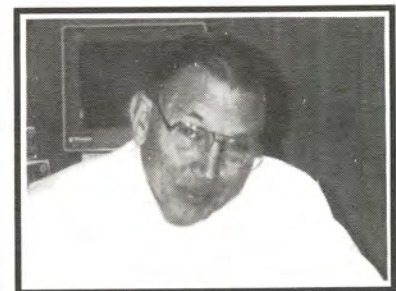
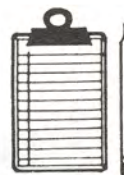


John Mandzak
Silviculturist/R&D Supervisor



Sue Ginn
Purchasing Secretary

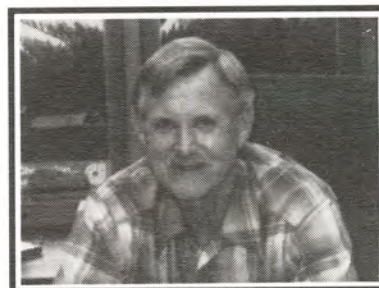
"Sue's perseverance and good humor helps keep the department on track. Everyone has learned to depend on her, especially for the new computer software help. We couldn't make it without her."



Jack Purington
Materials Manager

Mary Ann Buckhouse (no picture available)
Office Administrator

"MaryAnn has been a terrific person to work with since my return to Montana. She has to have a high level of enthusiasm to maintain her professionalism after have had to work for Ernie Corrick for 30 plus years and me the last 5 years."



Blaine Bloomgren
Vice President / General Manager Timberlands

Champion International Receives Auto Safety Award

Attorney General Joe Mazurek presented two Champion International businesses with awards on February 26th recognizing that more than 70 percent of their employees use safety belts.

The awards went to Champion's Missoula and Libby Timberland's operations.

The awards are part of the nationwide "70 Percent Plus" program, instituted by the National Highway Traffic Safety Administration and the U.S. Department of Transportation. The program recognizes efforts by public and private organizations to achieve 70 percent safety belt usage by their members or employees, explained Albert Goke, administrator of the Montana Highway Traffic Safety Division.

Mazurek praised Champion International for its leadership in traffic safety efforts during the awards presentation at the Missoula County Courthouse.

"By reaching into the work place, the program has increased our awareness of safety issues," Mazurek

**MAZUREK PRAISED
CHAMPION INTERNATIONAL
FOR ITS' LEADERSHIP IN
TRAFFIC SAFETY EFFORTS**



The "70 Percent Plus" program has now presented 29 awards under the Montana program, which honors businesses or groups with fewer than 100 employees. It has honored 15 organizations under the National Honor Roll program, for businesses employing more than 100 workers. Because the Champion International Timberland's operations have fewer than 100 employees, they were recognized under the Montana program. Champion's Montana Region has nearly 50 employees that drive more than one million miles per year.

added. "And it's success is easily measurable. Not only has Montana achieved 71 percent usage of seat belts statewide, but the number of traffic fatalities in 1992 was at its second-lowest point in recent history."

A total of 191 people died in traffic-related accidents last year. The Highway Traffic Safety Division estimates that 128 of those deaths could have been avoided if the victims had been wearing seat belts.

Receiving the awards for Champion were Jim Bentley, Timber and Forestry Manager for the Missoula area operations, and Jon Dahlberg, Timber and Forestry Manager of the Libby area operations.



Continuously Improving At Bonner

Small improvements each month will amount to big dollar savings over the years. All departments at Bonner are steadily improving how and what they do. Some areas are progressing faster than others, but every little bit helps the Bonner Complex operate more efficiently.

Here are two examples of how the Lumber Department and the Log Processing Department, with help from the Plywood Department, are improving the efficiency of our complex.

SPC (Statistical Process Control) in Lumber

The Lumber Department is using several SPC tools in an effort to continuously improve the quality of products from the various machine centers throughout the operation. One of these tools is a checking of the causes (reasons) for a board to be graded as economy. These causes are displayed on a Pareto chart and analyzed to determine what steps, if any, need to be taken to improve the product quality. One recent series of checks showed a leading cause of economy being excessive edge wane. The steps taken to try to eliminate this problem included:

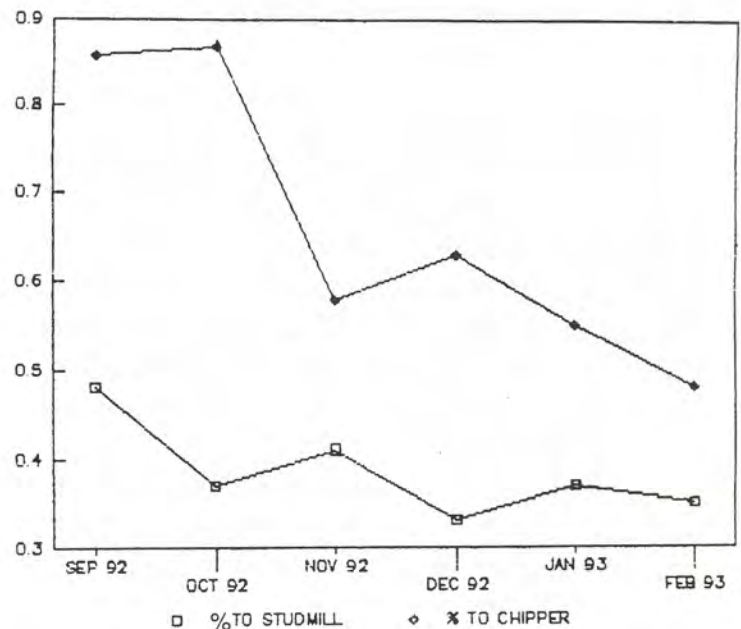
1. Holding "refresher" quality control sessions with the people in the Sawmill who manufacture and sort the lumber.
2. Taking these people to the Planer to see the lumber being graded.
3. Checking the optimizer parameters and scanning accuracy at both the end-dogger and Coe-edgers.

BONNER RESOURCE CORE GROUP MEMBERS:

Tom Blake
Paul Clark
Tracy Cuplin
Tim Daniel
Bruce DeLong
Dwight Finney
Kent Halland
Kim Kadlec

Mel Lockridge
Ken McMillan
Tom Messina
Doug Shoup
Pete Tucker
Jeff Verworn
Jeff Webber

LOG PROCESSOR BLOCK STUDY



This graph shows that in November 1992, the number of blocks being lost to the chipper dramatically decreased after it was decided that the Studmill would take medium-sized and larger blocks as short as 7'3" instead of 7'9". The Processor Department's Continuous Improvement Committee and the Sawmill Department's Transition Team can be credited with this innovative waste-reducing move.

The rest of the graph shows a slight but general reduction of the ratio of blocks being too short for use as peelers and/or stud blocks. This trend is due to the Plywood Department's willingness to accept blocks as short as 100 inches instead of requiring all peelers to be 101.5 inches minimum. Cut-off saw operators, log sorters, Timberland's foresters, and logging contractors also deserve a pat on the back for their efforts in making the most of tree stems which keeps them and their customers working.

If anyone has any ideas on how to improve efficiency or products, and needs help compiling data or making data more understandable, please contact any member of the Bonner Resource Core Group.

Plywood Transition Team's 1993 Goals

The Transition Team's goals / core values (basic beliefs about what we — the employees — need to accomplish, and beliefs about why we're here). Our goals / core values, in order are:

Safety:

The goal we are aiming to meet is: Reduce 1992 lost time work day rate of 2.3 by 20% to 1.84 for 1993; and reduce 1992 OSHA rate of 8.6 by 20% to 6.88 for 1993.

Here are the methods we are going to use to achieve our goal: continue effective safety meeting training; get everyone involved in safety; safety audits; safety resource library; shift audits; Jim Connelly audits; everyone accountable and responsible for safety.

Individuals, teams and organizations who are resources that help attain our safety goal: Jim Connelly; safety coaches; every employee; nurses; annual audit team; OSHA; safety reps.; outside resources; BRCG's.

Participation:

We are committed to: Create an environment where people want to become involved in the change effort; establish the realization that the change effort is ongoing and not over after a success or failure.

Here are the methods we are going to use to achieve our goal: rotate people in and out of meetings (competitive advantage, Stakeholder, etc.); PM/production meetings; celebrate successes; learn from failures; improve communications; walk your talk (role model).

Resources that can help achieve our participation goal: all PM teams (task, transition, area, CJT, etc.) on site; all employees; Union Executive Board; publications; bulletin boards; PM/ production meetings; outside activities; corporate.

Customer Service / Product Quality:

Our goal is to: Manufacture the highest quality products: panels, studs, garden ties and wood chips. To reduce our claims due to manufacturing errors to a level of 0.05 % of our total sales revenue.

Methods which will enable us to reach our goal: CDQ II awareness sessions; 2 customer site visits a year — by task teams consisting of 1 person per area, who would give a formal report and presentation; focus on internal customers; "do it right the first time", by targeting variations in the manufacturing process; competitive advantage workshops; decision making pushed down to the appropriate level(s); customer surveys.

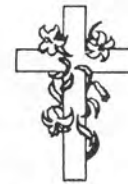
Resources that can help us reach our goal: CDQ committee; area and task teams, Tracy Cuplin, BRCG's, and certified inspectors; APA; sales; all employees; customers; newsletters.

Cost-Effective Productivity:

Our goal is to: An overall production level of 257,730,000 3/8 ths. and to maintain a recovery rate level of 3.35.

Means of how we can accomplish our goal: utilize our timber resource to its fullest potential; improve the preventative maintenance program to achieve greater machine up-time; PM/production meetings; ability to stop the manufacturing process to make corrections.

Resources who can assist in attaining this goal: all employees; all PM teams; out side vendors; sales, timberlands and customers.



Easter

Easter Sunday is the culmination of Holy Week — the holiest of all Christian observances. Easter celebrates the resurrection of Jesus Christ, the cornerstone of the Christian faith. Without it, Christmas would have no meaning.

The date for Easter varies from year to year...sometimes observed in March, other times in April. It comes the first Sunday after the first full moon following the spring equinox.

Easter season actually begins with Ash Wednesday, the start of Lent, which is a period of special self-denial in preparation for Easter. Pope Gregory I called it "the spiritual tithing of the year." It is believed to have started as a commemoration of Christ's fasting in the wilderness for forty days and forty nights. Lent begins 46 days before Easter Sunday. (The Lenten fast does not include Sundays.) The Sunday before Easter Sunday is Palm Sunday, commemorating Jesus's triumphal entry into Jerusalem. The Thursday of Holy Week, Maundy Thursday, is a time to recall the Last Supper, the final meal of Christ with his 12 disciples. Good Friday is a somber remembrance of the Crucifixion, with Easter Sunday the joyous celebration of the Resurrection.

For some, including many children, Easter has become more of a secular holiday, a time for decorating, hiding and hunting for eggs; dressing in new clothing and receiving baskets of candy from the Easter Bunny. It is believed that in the early days of the Christian Church, people were not allowed to eat eggs during Lent, hence they became popular fare on Easter Sunday. For Christians, eggs symbolize new life. The Easter Bunny is believed to have originated in Egypt, where the "hare" is a symbol of fertility and the renewal of life.

Predictions From The Prophets of Gloom and Doom

Fact or Fantasy

By Glenn Smith

Shortly after Champion announced its intent to log sections of Bonner Mountain, visible to travelers on Highway 200, the predictions of the G & D Prophets appeared in the Missoulian describing a vast waste land stump and a mountain wildlife. I couldn't help but laugh when I discovered this picture of Bonner Mountain taken over the top of the Bonner Mill during the 1920's, clearly showing the logging operations for an earlier time period. Standing in the approximate location of the original photographer I re-created the same picture overlooking the Bonner Mill in 1993. Today's picture raises two interesting questions. Is there an obvious lack of intelligence on the part of the Gloom and Doom Prophets, or is it the lack of intelligence displayed by the healthy stand of trees --seen in today's picture, growing in an apparent wasteland of stumps from the past. Most of the original logging signs have been erased as Bonner Mountain makes ready a second harvest of trees.

A nostalgic reminiscence of mine as well as many others who grew up in the Bonner Area, is the "Hoover Trail". Construction of this trail was started during the Hoover Administration and was finished during the early days of the F.D. Roosevelt Administration. The Hoover Trail Head starts at the old Milwaukee Railroad Crossing at Bonner's east end and climbs slowly and steadily towards Piltzville, named after Billy Piltz, a Yard Boss at the Bonner Mill, and ends near the top of Bonner Mountain. Growing up in Bonner provided many of us an excellent opportunity to hike this trail overlooking Piltzville and re-create in our minds, the stories



told by the old timers about fierce Indian Battles that were fought here. Large amounts of Arrow Heads found along the flanks of Bonner Mountain verified this possibility. As lengthening shadows signaled the end of the day we would return home on this trail to do the evening chores. Inevitably on our homeward journey we would be jerked from childhood adventures to reality by the snort of a deer crashing through the underbrush. Today the numbers of big game animals on Bonner Mountain are obviously on the increase, which can be verified by several employees who were hardy enough to climb it and bag their Elk. Anyone who is not a hunter would be more than amply rewarded by the spectacular view of the Clarkfork and Blackfoot Rivers, as well as Bonner, Milltown, West Riverside, Pine Grove, East Missoula, parts of Missoula, the Rattlesnake, and Frenchtown to the west.

A vast waste land? I think not! Take time to climb this huge mountain which has provided jobs and recreation for more than 90 years and discover for yourself its potential to continue providing the same, well into the future.



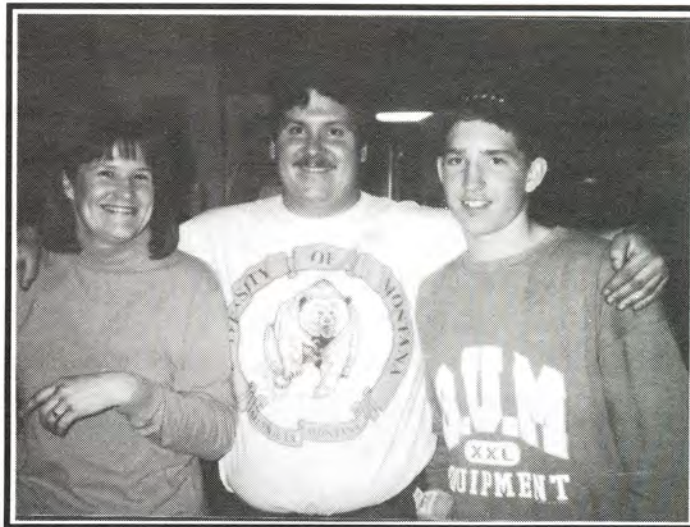
Female Bowlers "Whip" Counterparts Again

By Kevin Andrews

On March 6, the eighth annual Champion Bowling Tournament was held at Westside Lanes and Fun Center in Missoula. The tournament was again open to all Champion employees and their families. This year, we had a very good turnout with 73 bowlers taking part in the fun. Champion contributed \$625 to the event, which helped cover the cost of bowling and the buffet. Earl's Distributing contributed many prizes which included hats and shirts. Checker Auto and Hoagieville also made some contributions this year. Westside Lanes was nice enough to contribute the beverages.

This year's tourney was an eight pin no tap format, meaning if the bowler knocks down eight or more pins on his or her first ball, that bowler gets a strike rather than having to throw a second ball to pick up the spare. The bowlers bowled four games and got to throw out the worst of the four.

There was also a strike pot during each game for the people feeling lucky. To get in this, a bowler would buy tickets for the drawings. If their number was called, then the lucky ticket holder would get up in front of everyone and try to roll a strike to collect the pot. This continued until all the money was given away. There were 408 tickets sold making for some pretty nice pots for the winners.



Kathy May • Henry Reed • Jason Thompson

There were many exceptional scores in the competition this year with Dana Baker rolling the first 300 game. But not to be outdone by the guys, Jan Larson also rolled a 300 game for the gals. Kim Olson ended with the high over-all handicapped series rolling a 952. Dana



Ernie Cahala
"Looks like a 'Strike' Face"

AROUND AND ABOUT BONNER

Low game for the women went to Tina Brittner for a wild 79 game. Low game honors for the men went to Joe needles for a hard fought 80.

All the extra prizes were given out at the end as door prizes so everyone had an opportunity to win.

Thanks for the great participation and also a special thank you to the people who took the time to help out.

The following is how they fared:

Women (based on 31 entries)

1 Kim Olson	952	\$55
2 Jill Templeton	928	\$45
3 Jan Larson	901	\$40
4 Jeannie Needles	899	\$35
5 Carol Reeves	869	\$30
6 Wendy Andrews	843	\$25
7 Lindsey Larson	819	\$20
8 Barb Johnson	817	\$15
9 Ann Carver	809	\$10

Men (based on 42 entries)

1 Dana Baker	943	\$60
2 Bob Mytty	913	\$55
3 Mel Mytty	910	\$50
4 Bob Ridley	883	\$45
5 Frank Jesness	861	\$40
6 Kevin Andrews	847	\$35
7 Jim Nagle	844	\$30
8 Joseph Heuchert	833	\$25
9 Jerry Lanoue	815	\$20
10 Tory Bagaoisan	810	\$15
11 Walt Reiner	807	\$10
12 Brad Johnson	801	\$ 5



**Shorty Plieness
Had a good day**



Everyone had a great time



Celebration Barbecue Bigger and Better

By: Kevin Andrews, Dryer Area Team

The celebration barbecue held this past week for all plywood employees was a big success due to the great job by the celebration committee. I would like to thank Deb Moravec, Rich Lawrence, Ken Barker, Patty Steinbrucker, Larry Schneider and Chris Tobias for the time and effort they put in on the committee to help everyone in plywood celebrate the achievement of the '92 goals.



I also think everyone should give themselves a "pat on the back" for their part in making this celebration possible. Safety was improved tremendously from '91. Lost time accidents were reduced below the '92 goal. Participation was good and we hope it continues to get better. Product quality / customer service were improved, but we are looking to improve it even further with CDQ II later this year. Cost effective productivity has improved and we are always looking for ways to make the operation more productive.

Hopefully everyone can continue to do their part to make the plywood operation here at Bonner a better, safer, more efficient place to work while improving the longevity of the mill. Thanks again and keep up the good work!



Recycling at Bonner (Makes Dollars and “Sense”)

By Sue Hogan

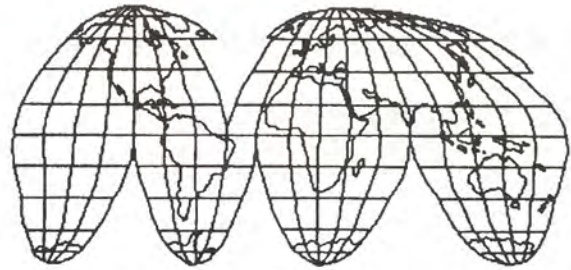
In 1993, it is estimated that Champion Bonner will spend \$19,5000.00 on garbage removal service and waste hauling fees. Is there something we can do to reduce this substantial cost?

Yes! RECYCLING is the key to reducing our operation's trash accumulation. By recycling, we can ease the burden on our overcrowded landfills and cut our garbage removal costs at Bonner considerably.

The Bonner Recycling Committee's goal is to successfully establish a recycling program which will reduce the overall yearly disposal costs by 50%.

This team is actively investigating which items around the Bonner operation may be recyclable. It has been determined that three of the most accumulating recyclable items at Bonner are corrugated cardboard, scrap metal, and paper.

The Bonner Recycling Committee has organized an area at the south end of the Plywood Plant for the recycling of cardboard. Pacific Iron and Steel has designed and loaned to Champion a cardboard compactor for our industrial use. This safe and easily maintained compactor is the quickest, most efficient solution for recycling the large quantity of cardboard at Bonner. The bags used to package wheat flour, glue, soda ash, and bark are classified as cardboard. Bonner uses a large quantity of these specific products each week. In the past, the bags were destined for the landfill. However, with the use of the compactor, the bags along with all other cardboard will be recycled, which is anticipated to eliminate the use of a landfill dumpster used specifically for the collection of these bags.



Bonner generates a large amount of waste paper. In the near future, the Recycling Committee will place recycling boxes in areas that generate a high volume of waste paper, (i.e. copy machines, computer printers, desks, etc.). These boxes will be labeled for our awareness as to what paper products can and cannot be recycled.

Several steel strapping shredding machines and scrap metal bins have been placed around the Bonner Complex. These shredding machines will aid us in the recycling of banding material. The scrap bins serve as temporary containers for thousands of pounds of accumulated scrap metal.

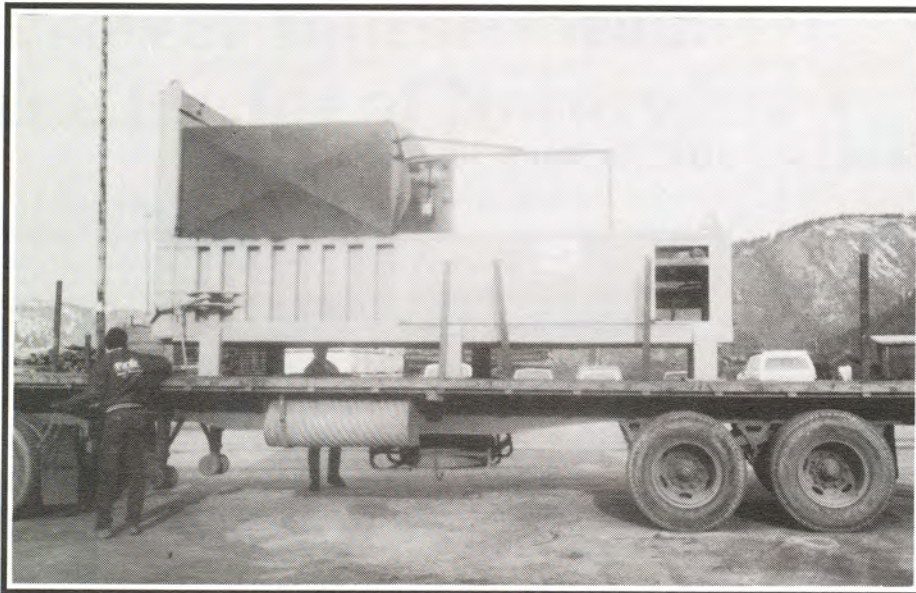
Awareness is essential for the recycling program to succeed. The following steps will soon be implemented to keep the Bonner employees informed of recycling procedures:

- Pacific Iron and Steel will soon be labeling all recycling containers at Bonner.
- Maps designating recycling bin locations will be distributed to all employees through the use of our plant wide newsletters.
- Updated savings and profit recycling results and recycling articles will be published periodically.

Recycling turns “trash” into valuable resources, protects our environment, and saves us money. Through dedication, positive reinforcement, and the help of everyone at Bonner, the Recycling Committee is confident they will succeed in reaching their goal.

If anyone has any information they would like to share with members of the Recycling Committee or would like to inquire about a recycling issue, please feel free to contact a committee member.

AROUND AND ABOUT BONNER

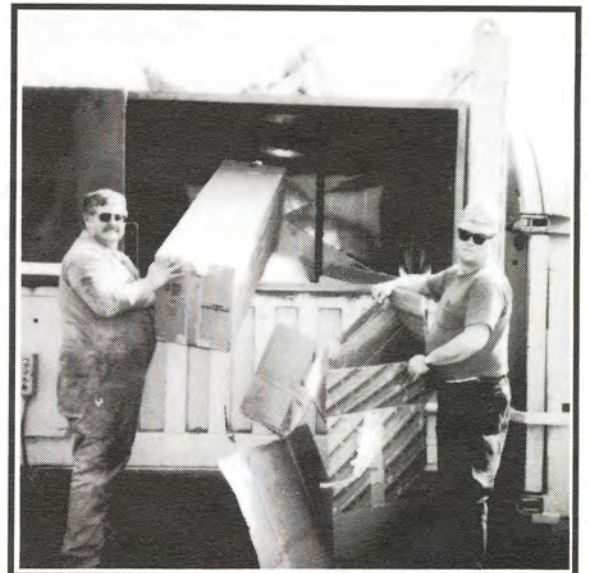


Pacific Iron and Steel Delivers the Cardboard

BONNER RECYCLING COMMITTEE MEMBERS:

- Ron Anderson
- Dick Anthony
- Zale Bender
- John Hendrix
- Sue Hogan
- Larry Schneider

THE BONNER RECYCLING COMMITTEE WOULD LIKE TO TAKE THIS OPPORTUNITY TO THANK OUR RECYCLING DEALER, PACIFIC IRON AND STEEL, AND THE BONNER PERSONNEL WHO WERE INVOLVED IN THE INSTALLATION OF THE CARDBOARD COMPACTOR. YOUR DEDICATION AND EFFORTS ARE APPRECIATED.



Team members Larry Schneider and John Hendrix load the first load of cardboard into the compactor.



Compactor Collection Tube

AROUND AND ABOUT BONNER

TO: Tamarack Committee Members
Bob Brewer / BLT's
Jim Connelly
Safety Coaches
All Bonner Employees

DATE: March 16, 1993

FROM: Karen Abel
Your Tamarack Editor

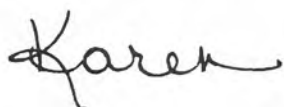
SUBJECT: Thank you

I have had several really nice compliments from employees, managers and retirees regarding our newsletter the Tamarack. These comments come from both the manufacturing side and the timberlands side of our operation at Bonner.

My thanks to all of you for all of your contributions you have made personally by writing stories, taking pictures, doing interviews, being interviewed and allowing us to take your pictures. This definitely is not a one man show. It involves all of the Tamarack Committee members and every employee at Bonner. Everyone has been a contributor with ideas and comments on how we are doing and how we can make the Tamarack better so that it is enjoyable, interesting and educational for all of us.

Keep your ideas and comments coming in, we need them. If you have any story ideas, please contact anyone of the Tamarack Committee Members listed in every Tamarack.

Thanks,



Wee Champions

Tyler James Johnson

Parents: Scott & Tammy Johnson
Grandparents: Jim and Shirley Johnson
(Jim) - Central Services Supervisor
Date of Birth: March 9, 1993 at 1:15 pm
Length: 22 inches
Weight: 9 lbs. 7 oz.



"It's a Boy"

HOT SHOTS

CANCER

GOOD NEWS: Everyone does not get cancer. Two out of three Americans never will get it.

BETTER NEWS: Every year more and more people with cancer are cured.

BEST NEWS: Every day you can do something to help protect yourself from cancer.

CANCER PREVENTION TIPS

1. Don't smoke or use tobacco in any form.
2. Eat foods high in fiber and low in fat.
3. Include fresh fruits, vegetables, and whole grain cereals in your daily diet.
4. Know and follow health and safety rules in the workplace.
5. Limit consumption of alcohol, if you drink at all.

CANCER INFORMATION

For the answers to your questions about cancer, including information about early detection, call 800-4-CANCER. The earlier cancer is detected, the better the chances to successfully treat it.

APRIL IS CANCER CONTROL MONTH

Mark the observance of Cancer Control Month by learning about cancer, how to recognize it, and how to prevent it.

1. What is cancer? Cancer is not one disease, but a group of diseases, characterized by uncontrolled growth and spread of abnormal cells. These cells grow into masses called tumors, some benign, others malignant or cancerous.

2. What causes cancer? After decades of research, scientists theorize that environmental or lifestyle factors play a role. Risk factors include ones we can personally control — diet, smoking, drinking, and excessive sun exposure — and those that require institutional or societal control — chemical, air, and water pollution.

3. Who gets cancer? Cancer strikes any age. It kills more American children aged 1 to 14 than any other disease and occurs more frequently with advancing age. About 1.1 million people were newly diagnosed with cancer last year.

4. How many people survive cancer? There are more than 7 million cancer survivors living today; 3 million were diagnosed five or more years ago.

5. Is cancer curable? Of all chronic diseases, cancer is the most curable. Today, nearly half of all cancer patients can be cured by modern treatment methods — surgery, radiation, and/or chemotherapy.

HEALTH AND SAFETY TIPS

By: Carla Verworn

Remember, the phone number in the mill for emergencies is 2144. If the problem is a fire, the guard will call the powerhouse people. If the problem is a medical emergency, the guard will call the nurse, if she is on duty and/or 911 if it is necessary. **Don't** call 911 from inside the mill. If 911 people need to talk to you again they may not be able to find you. **For emergencies, call 2144.**

Don't think that it's safe to hold an infant when traveling in a car. In a collision, the child is likely to be launched forward out of your arms — with a force equal to that occurring if you dropped the child from a third-floor window. And if you aren't wearing a seat belt, your body could crush the child against the dashboard. The only safe place for a young child is an approved safety seat fastened correctly to the car.

To make sure that you are following the wise old advice to "drink plenty of fluids" when you have a cold or flu, drink enough to keep your urine clear and pale in color. If your urine is deep yellow, you may not be drinking enough.

Champion International Federal Credit Union Dinner

Our annual Credit Union Dinner was held March 6th, 1993, at the Press Box Restaurant, at 835 E. Broadway, Missoula, MT. with 103 members present.

The President's Report was given by Tom Hilmo, which included thanking all the volunteers for their help.

The Treasurer's Report given by Kim Kadlec, stated that all was well and in order as regards to our financial status.

Jeff Verworn of the Supervisory Committee reported that the Federal Examiner had been in and everything had been in order and up to date.

The Credit Committee reported 377 new loans for 1992. Hal Edward gave thanks to all Credit Committee members for their involvement and continued support to the Credit Union.

Bonnie Ferguson, the Manager, then expressed appreciation to all the volunteers who work very hard to make the Credit Union such a success. She presented gift certificates to three volunteers who were resigning their positions, Jeff Verworn, Pam Dunn and Alan Wagner.

Nominations were held for a position on the Board of Directors, with Hal Edward receiving that position, Larry Schneider and Dene Cogdill, whose terms were up, also decided to serve another term.

Then nominations were held for two positions on the Supervisory Committee, with Ed Johnson and David Lindsey being elected to those positions.

Next was a position open on the Credit Committee to which Mary Lou Hummel was nominated.

Numerous gifts were drawn for the members present with each receiving as follows:

\$50.00 Savings Bond donated by Champion International (Winner, Larry Schmill)

One \$125.00 membership to the Missoula Athletic Club (Winner, Tony Hummel)

One Night's stay at the Double Arrow Ranch with a \$35.00 dinner gift certificate donated by Western Financial Services (Winner, Cassie Doney)

One Night Lodging donated by SouthGate Inn (Winner, Pam Dunn)

A new \$100.00 Bill donated by CIFCU (Winner, Florence Schmautz)

A three man dome tent donated by Army Navy (Winner, Anna Riegel)

Two Juice Newton Concert tickets and a \$10.00 gift certificate donated by the Sheriff's Office and the Montana Mining Co. (Winner, Paula Baker)

One-half a hog donated by Rick's Custom Cut (Winner, Sandy Lehnen)

One-half a hog donated by Rick's Custom Cut (Winner, Dana Baker)

Also included are the following businesses who donated merchandise or gift certificates: Champion Auto, Les Schwab, Kwik Lube, Hardee's, Tidyman's, Kings Table, Trenary's, The Roadhouse, Skipper's, Army-Navy Store, Coca-Cola Bottling Company, Mahlam's Ace Hardware, Sheriff's Office, Ernst, The Press Box, Goldsmith's, Del's Place, Finky Foods, and TCBY.

The service and food were exceptional and a good time was had by all — everyone went home with a gift certificate and a smile on their face.

We wish to thank each and every one of the volunteers, and all the businesses who made donations, for making the Credit Union Dinner such a success. We look forward to serving you again next year.

**CENSIBLY YOUR\$
CHAMPION INTERMOUNTAIN
FEDERAL CREDIT UNION
406-258-6785**

**HOURS: M&F 7:00-4:00, TWT 11:00-4:00.
EACH ACCOUNT IS INSURED
UP TO \$100,000 BY NUCA.**

CALENDAR

April 1993

CALENDAR OF EVENTS

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 April Fool's Day	2	3
4 Daylight Savings Time Begins! SPRING FORWARD	5 Passover starts at sundown	6 Symphonic Winds Concert 8 p.m. University Theater	7	8	9	10 Missoula Children's Theater 'Pinocchio' Front Street Theater
11 EASTER SUNDAY	12	13 Guest Artist Series "Foothills Brass Ensemble" 8 p.m. UM Music Recital Hall	14	15 Income Tax Deadline for Filing '92 Tax Returns	16	17
18	19 Boston Marathon	20 Percussion Ensemble 8 p.m. UM Music Recital Hall	21 Kindergarten Day	22 EARTH DAY	23	24
	Elementary School Art Show	SECRETARIES WEEK Secretaries Day			Centennial Jazz Festival ALL DAY University Theater	
	Southgate Mall Mall Hours	NATIONAL WEEK OF THE OCEAN				
25	26 Mansfield Conference "Asian Affairs" 1 and 7 p.m. Montana Theater, Masquer Theater	27	28 Workers Memorial Day	29 Student Chamber Recital 8 p.m. UM Music Recital Hall	30 Clean Out Your Files Day!!	
			UM School Of Forestry, School Of Education 1 - 5 p.m.			

APRIL OBSERVANCES:
 Keep America Beautiful Month
 International Guitar Month
 National Humor Month
 Stress Awareness Month
 Month of the Young Child



"Consider the postage stamp: Its usefulness consists of its ability to stick to one thing until it gets there."

—Henry Wheeler Shaw

WHAT'S SO SPECIAL ABOUT

A•P•R•I•L?

- **National Week of the Ocean:** April 18-24, 1993. The tenth annual observance of mankind's interdependence with the ocean, and a plea to appreciate, protect and use the ocean wisely.
- **April Fool's Day:** April 1, 1993. Also known as All Fool's Day. An annual funfest dating back hundreds of years. A time for practical jokes and tomfoolery.
- **Daylight Savings Time Begins:** April 4, 1993. *Spring Forward!!*
- **Passover starts at Sundown:** April 5, 1993.
- **Easter Sunday:** April 11, 1993
- **Income Tax Day:** April 15, 1993. The deadline for filing 1992 income tax returns, to pay for the cost of government.
- **Professional Secretaries Week:** April 18-24, 1993.
- **Secretaries Day:** April 21, 1993
- **Kindergarten Day:** April 21, 1993. Honoring the history of kindergarten and recognizing the important role of play, games and creative activity in childhood education. The first public school kindergarten opened in 1873 in St. Louis, Missouri.
- **Earth Day:** April 22, 1993. A day to plant trees and consider what can be done to protect the environment.
- **March of Dimes Walk America:** April 24, 1993. The March of Dimes' largest fund-raiser draws more than half a million volunteer walkers who have recruited pledges. Call your local chapter to find out how to participate.
- **Workers Memorial Day:** April 28, 1993. To remember workers killed or injured on the job. Also a time for education on workplace safety issues.
- **Clean-Out-Your Files Day:** April 30, 1993. Office workers mark this day by disposing of unneeded files and papers on the last Friday in April.



This newsletter is the monthly publication of ALL Champion/Bonner Operations employees and their families. Your suggestions and articles are welcomed and encouraged.

The Tamarack Editorial Committee



P.O. Box 1007
Bonner, Montana 59823-1007

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