

The Tamarack



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

BONNER, MONTANA

MAY 1993

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MAY

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One Seed Delivers Unexpected Benefits

From Your Tamarack Editor

May is here at last, a universally loved month when the flowers bloom and we enjoy a welcome respite from the winter months.

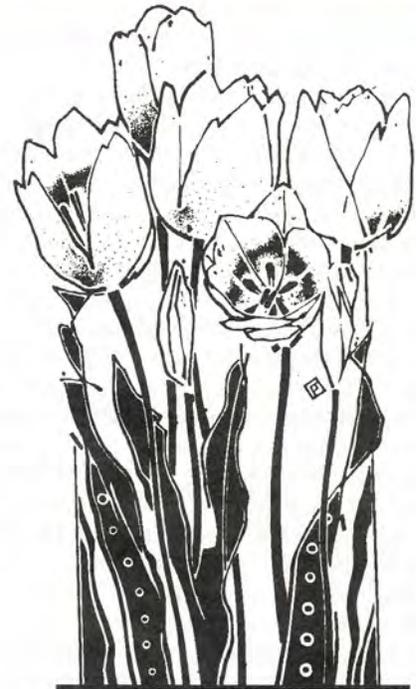
This is the season when our efforts in our gardens and homes really pay off. Bulbs planted in the spring sprout flowers and our vegetables start to take over the garden.

The blooming in May is the pleasant result of our efforts in previous months. Like most things in life, we get more benefits out of our work than the obvious ones like the beauty of flowers and tasty vegetables.

Planting has many benefits: It reduces erosion and adds beauty. Trees we plant will cool our homes while providing homes for wildlife and cleaning the air.

That's a lot of benefit from the simple act of planting!

It's not much different from what happens in every aspect of our work.



We exert effort toward one goal, but the benefits of our work grow in places we hadn't expected. Who knows how much difference an extra bit of effort with a customer makes in other areas of our business? Who knows how much difference we make by showing up on a sunny day, even though we would rather sit in the lawn chair?

That's the funny thing about effort. Small efforts add up and deliver benefits that we don't expect and can't even see immediately.

The great thing about effort is that if we make the effort today, the benefits bloom all by themselves and they stay with us all through the year!

MANAGERS' MESSAGES

Battle of the Barrels

By Jack Purington

Regulatory difficulties associated with the disposal of steel drums has escalated the costs to the point where alternative methods of packaging have become necessary. In addition to the costs involved in disposing of the drums which can reach as much as \$1,000.00, it is possible to unknowingly incur a liability by incorrect disposal or inaccurate record keeping.

Over the years we have purchased a multitude of products in 50 gallon drums. The cost of these drums was usually included in the price of the product and we didn't return them to the vendor. This wasn't so bad because we could use many of them for other purposes once they were empty. When we were through with them we could either sell them to a recycler, give them away, or otherwise dispose of them by putting them in the scrap iron piles or taking them to the landfill. This was good until environmental regulations were written that severely limited how we could dispose of empty barrels.

Because of these new rules, the landfill will no longer accept them, the scrap iron dealer won't take them, and under some circumstances, the drum recycler won't recycle them. We are in violation if we reuse the drums without proper labeling, or if we store them for very long. What once was a good thing has become a nightmare to handle and the cost of disposing of a drum could even exceed the cost of the product that came in it.

For these reasons, we started an effort at Bonner to eliminate barrels. Every order for products purchased in drums is being challenged to see if there is a better way. Since most of our drums came from our oil and lube supplier, we started with them. Special products were eliminated where possible and products were consolidated into the fewest possible standard items. All of the high volume oils were converted to bulk delivery. Tanks were installed in areas where we use large volumes of oil, and the vendor delivers from tank trucks directly into the bulk storage tank. For those products where bulk delivery is not practical, the vendor has agreed to pick up the empty barrels, even if they are damaged or not recyclable. This even includes grease barrels, an item they previously refused to take.

After the lube barrels were eliminated, we moved on to others as they came up. Boiler chemicals were converted to bulk, and we converted a number of other products, including plywood patch materials and steam cleaner soap to tote tanks. On others, we changed from steel to fibre drums that are allowed in the BFI landfill.

There are still a few products purchased in barrels; however, at the present time every vendor supplying products in drums has agreed to pick up their empties and haul them away.

We have won the first battle of the barrels; however, our goal is to continue working towards eliminating them completely. We continue to challenge every order for materials in barrels and to look at every available option. We are presently looking at converting more products to tote tanks, and are currently working with suppliers and potential suppliers on stencil paint, surfactant, and

others. We invite everyone to help. As you look around your work area, if you see products being used out of a drum that could be provided any other way, such as bulk or tote, or if you are aware of products that could be eliminated, let us know and we will go to work on it.



The April issue of the Tamarack featured the secretaries at the Bonner, Milltown and Russell Street offices. This article was conceived and implemented without the knowledge of those employees that were featured and recognized for their very important and vital contributions to their respective organizations. Their support and dedication to their jobs and organizations help insure our success at every level.

The "idea" for the secretaries recognition article came from Karen Abel, the Tamarack Editor. As noted above, Karen conceived and carried out this project in a clandestine manner much to the surprise of the honorees which was her goal. Her effort was successful and much appreciated. The only "flaw" in her effort was that she did not include herself in the article, an oversight this article will correct.

"Since day one of her transfer to the main office, Karen's cheerful personality and "can do" attitude has been a blessing to us. Many a time, particularly during the monthly closing of the books, her participation has made tasks so much easier. I am delighted to have this opportunity to express our appreciation, certainly mine, on behalf of the Financial Services Team."

Ray Meizoso
Operations Controller

"Karen's contributions have been many to the Bonner operation. She handles many varied responsibilities in her work day, always in a professional and concerned manner. She has always been willing to assist wherever and whenever needed. Her ability to manage multiple tasks in a pleasant and confident manner makes her a vital member of the Bonner organization."

By Bob Brewer
Complex Manager



Karen Abel

SAFETY

Loss Prevention Accident/Incident Report for March 1993

By: Jim Connelly

During the month we experienced 23 recordable accident/incidents, none of which were lost time. However, 6 resulted in restricted work activity. We now have 2 consecutive months of no lost time.

Central Services and the Lumber Department had a

very good month, each having experienced only 1 recordable accident. The Log Yard / Processor experienced 1 accident which resulted in restricted work activity. Plywood had a difficult month having experienced 15 recordable accident/incidents, 5 of which were restricted work activity.

The Lumber Department continues on with their safety record, now having completed 27 consecutive months (633,406 hours) without sustaining a lost time incident.

Our Bonner Complex lost workday rate and OSHA rate remains favorable to our yearly goals.:

Lost Workday Rate: 1.0 vs 1.6 goal

OSHA Rate: 4.7 vs 6.7 goal

	Total Recordable Cases	Lost Workday	Restrict Activity	Lost Work Rate	OSHA Rate
Central Services	2	1	0	5.7	5.7
Log Yard/ Processor	3	0	1	0	7.0
Lumber	10	0	0	0	0
Plywood	26	1	6	0.9	6.2

Plant Safety Committee (PSC) Update

By: Jim Connelly

The Plant Safety Committee is aggressively working on several safety projects after completing training programs such as "Meeting Skills Training", "Modes of Decision Making" and "Situational Leadership". These training programs have helped the Committee immensely to work as a team.

The PSC is composed of thirteen members:

Lumber: Gary Engebretson, Gene Hertz and Earl Main.

Plywood: Steve Gillespie, Bill Jackson and Duane Larson.

Central Services: Jim Johnson and Brad Verworn.

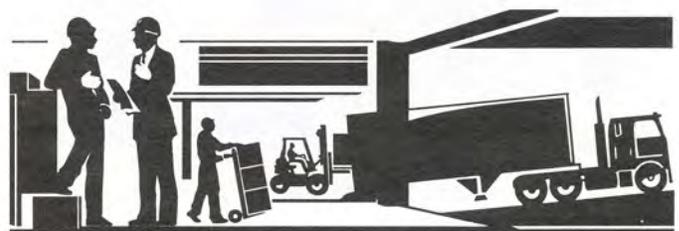
Log Yard / Processor: Carmel Garnett, Les Woldstad and Joe McKay (Safety Coaches Representative).

Other: Jim Connelly (Safety Manager) and Carla Verworn (Industrial Nurse).

The committee has altered their mission statement slightly to now read "Our Mission is to promote a safe work environment through aggressive and creative leadership."

Our committee has identified some priority items which they are now working on towards completion. We certainly thank all those employees who have stepped forward to assist us in getting our job done.

- Internal Safety Audits
- "Accident Investigation" training for the Safety Coaches who in turn will train others throughout the Complex.
- Plant wide safety award program.
- Plant wide forklift training - trainers from the Lumber Department now training trainers from Central Services, Log Processor and Plywood.
- Radio packet in the Plywood Plant - coded squelch and a Confined Space Entry Program.
- Plant wide instruction on proper procedures when using radio communication systems - Training memo's are now being prepared.
- Safety rules and regulations.

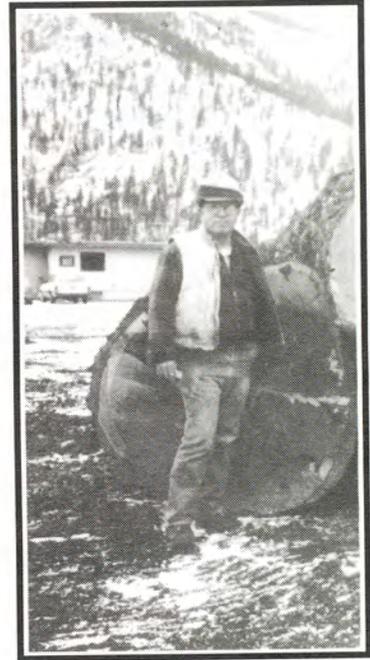


Dedication to the Safety Program is Recognized

By Sue Hogan

Management recently awarded hourly members of the former Loss Prevention Planning Committee special plaques in recognition of their past years of hard work and dedication to the Safety Program.

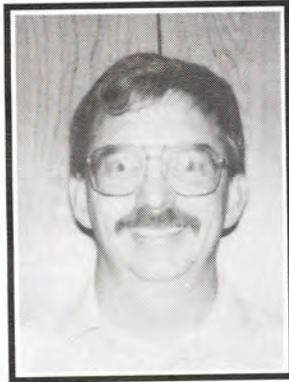
Hourly members were: Jim Kostecki, Rich Lawrence, Greg Miller, Glenn Smith, Kirt George - (Oldest Member of the Plant Safety Committee)



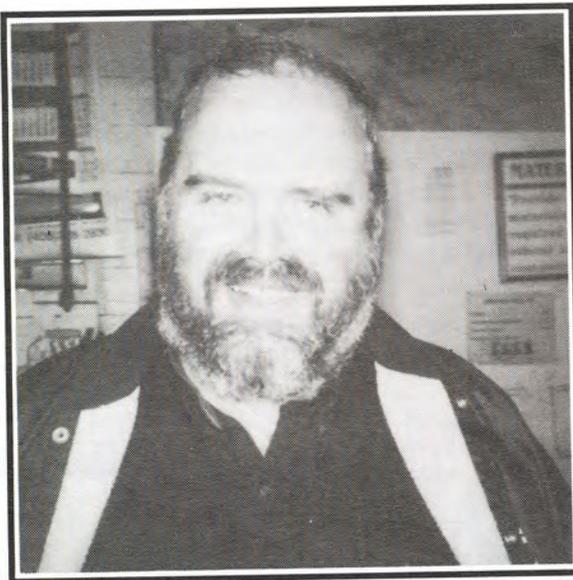
Kirt George



Rich Lawrence



Greg Miller



Glenn Smith

Each plaque presented to these recipients read:

In sincere appreciation for your outstanding contributions to the Bonner Loss Prevention Planning Committee. We have all benefited by your enthusiasm, support and dedication to the Safety Program. You served your fellow employees and Champion extremely well.

We are all grateful to the members who once made up the Loss Prevention Planning Committee for their efforts in encouraging the Bonner employees to do their job the right way, the only way, the SAFE WAY!



Jim Kostecki (left) receives his plaque from Dick Shimer (right), Raw Materials/Mill Services Manager

"BE SAFE TODAY; YOUR REWARD: TOMORROW."

Safety First, But Then What?

By Russ Hickman

What if the unthinkable happens? If out of the corner of your eye you catch a movement, something out of place. Then, fully turning you realize the person you're working with has been injured, and that you can't provide the care that is going to be needed. What are you going to do? What happens after a critical accident has taken place?

Fortunately we've worked more than two years at the sawmill without a lost time accident. Unfortunately, there have been several injuries recently, each of which was a hairsbreadth away from being crippling in nature.

The following are Dennis Randles details of an accident that took place on Monday, April 5, 1993, and the sequence of events which occurred when it was apparent more care was needed than could be provided by those on hand.

"About two hours into our shift, we had a plug up on the outfeed of the twin band. The plug up was in the area of the A-Frame, and involved several cants and sideboards. It is an area that offers difficult access, with a safety fence in the way and a belt to one side. We managed to free one of the cants by starting the outfeed to run it out. A single cant, caught in the A-Frame, was a major problem. There was no place to stand that allowed good footing. I was standing on the safety fence, holding onto the A-Frame with my left arm for balance, and working the cant loose with my right hand. We started the outfeed, and I pushed on the cant several times. Several of the side boards came loose running under the cant. A second cant, that I had not noticed, came loose, and struck my right wrist, and proceeded under the cant I was working on. Luckily, nothing was broken, but I would prefer not to have been using my hands at the time."

Larry Keogh who was in the vicinity at the time was helping Dennis free up the jam. After the accident occurred, Larry asked Dennis if he should call Jeff Webber, our foreman. Dennis replied that he thought he should. When Jeff arrived, he and Larry helped Dennis up to the End-Dogger computer room. Jeff, fearing that Dennis had broken his arm and was in the state of shock, called the main gate (2144) and requested EMT's. Then Chris Marquardt, was called to the End-Dogger cab and was told what the situation was. Chris, then went to the main gate, got the transport car and escorted the EMT's to the main sawmill entrance and the End-Dogger cab.

Time wise the sequence of events looks like this: 7:02 - Jeff calls main gate; 7:03-Main gate calls 911; 7:07-R.F.D. arrives and is escorted to End-Dogger cab, Carla Verworn (nurse) called; 7:08 Carla arrives; 7:09-all of above arrive at End-Dogger cab, Dennis is treated; 7:16-

Ambulance arrives; 7:22-Ambulance leaves for Hospital R.F.D. leaves; 7:35- Jeff leaves for hospital.

Dennis was taken to the hospital, x-rays were taken of his arm and wrist, nothing was broken, and he was able to come back to work on his next regular work day.

Remember, the 911 call was made at 7:03, by 7:09, a span of 6 minutes the EMT's and Carla had arrived and were treating Dennis. The actions which predicated the prompt response were these; the main gate was called - 2144- and Chris was waiting at the main gate to guide the EMT's to the accident site.

Now this was a study of one particular incident, one of a thousand situations which could develop instantly and unexpectedly. Each situation may call for a different response. Always think what if something happened, what would I do?

Don't think you won't get hurt, that nothing will happen on your shift. We find ourselves in a battle against complacency, fatigue, carelessness and ultimately probability. We stress prevention, but sooner or later our response to a serious injury will be put to the test. And how we've prepared for this test will determine the livelihood of another human being or ourselves.

It's Time for a Mid-Year Fire Prevention Check



There is a deadly myth circulating in our country. It's the mistaken belief that fire is an "accident," an event over which we have no control. In most cases of fire this just isn't so. Every fire has a cause.

What kills thousands each year in home fires is mainly an indifference to the most basic steps that can be taken to prevent these disasters. Your mid-year fire-prevention should include these steps.

- Check your smoke alarms. It's not enough to have them, they have to work. Test the batteries.
- Think about children and fires. Almost a quarter of all fires are caused by inquisitive children who play with matches or cigarette lighters. Do you have a policy for keeping these dangerous tools away from kids?
- Look for hazards. Take a mid-year walk through your place with a goal of spotting dangerous situations. Combustible trash that has accumulated over winter should be cleared away. Specifically check for faulty electrical cords and over-loaded circuits.
- Discuss your plan for escape from a fire in your home. Plan at least two routes of exit for each member of the family.

These four steps are the basis of a home fire safety plan. Make fire safety a habit of your everyday life. It's a habit you can live with.

EARLY DAYS AT BONNER

The Last Log Drive

Rivers—Trains—Trucks and Helicopters

By Glenn Smith

1928 would be the year for the last log drive, where the old Anaconda Company would use the river as a means of transporting logs from the Woods Crews to the Sawmill at Bonner. This would be the last time anyone would see a huge log drive like the



one shown in the picture looking up the Blackfoot River at Bonner's east end. Hardy Rivermen, earning 62 cents per hour guided the logs through countless natural obstacles. The Last River Drive must have been good news to the Milwaukee Railroad, who had purchased the Big Blackfoot Railroad from the Anaconda Company and finished it from their Bonner Station, on the now abandoned main line near Deer Creek to McNamara's Landing (Opposite side of the river from Johnsrud's Park). All deeds were transferred to the Milwaukee Railroad by 1916, and development of this Spur Line was begun by establishing a car repair shop, and living quarters for the Section Crews on the south east end of Bonner. Dick Petroff (retired) and his family lived here. Dick worked for the railroad before joining the work force at the Bonner Sawmill. A locomotive maintenance area was established on the north east end of Bonner, between the railroad crossing and the now removed railroad bridge crossing the Blackfoot River. The first structure in this

maintenance area, located closest to the railroad crossing, was a Water Tower, followed by an Oil Tower which held the fuel for the massive class

"C" oil fired steam locomotive, with six 63 inch drive wheels and a tractive force of 43,131 lbs. Next to the oil tower was a Sand House used to store dry sand for this steam locomotive which used it to gain traction when those huge 63 inch drivers would slip on the rails. The last structure in this maintenance area was a Pump House which housed a steam powered pump used to pump oil from railroad tank cars to the oil tower for



storage. Oil from this storage tower was gravity fed to the fuel tender behind the locomotive.

During severe weather conditions steam would be used to heat the thick crude oil to allow it to flow into the



fuel tender. Progress and operating expenses motivated the Milwaukee to discontinue the use of old #1246, and tear down the steam locomotive maintenance facilities during the mid 1950's. A small GP (general

purpose) diesel locomotive replaced old # 1246 and continued to haul logs to the last and closest log landing to the Bonner Sawmill which is shown in the overhead picture, located slightly east of the cliffs behind the Sawmill. This log landing was the job site for Bob Barta, Eino Hill, and George Heckel who operated a small self propelled jammer (a crane like machine), used to trip the drop stakes on the log cars. The weight of the logs on the railroad cars would push the tripped stakes outward and downward, forming a ramp which allowed the logs to roll down the landing in a thunderous roar, followed

by a huge splash as they floated in the river. Bob stated that on occasions some of the logs would not roll off the log cars, requiring him to shake the car or brush the logs off, using the boom

on the jammer. Various loads and species of logs were kept separate in the river with the use of log booms, (raft like devices made of timbers). The overhead picture shows five crib like structures made of logs and filled with rocks sitting in the river. These structures were used as anchor points for the log booms and had angled decks on their upstream sides which were used to divert the water flow. Today's picture shows a slightly altered river channel together with a few ageing reminders showing two challenging and interesting Time Periods of lumber manufacturing.

The early 1970's would be the last time that the Blackfoot Valley would witness a train meandering



EARLY DAYS AT BONNER



through it's winding and scenic curves. The final destination for (SW) Switch Diesel #282 was the Clearwater Junction for some boxcars containing lumber

manufactured by the Pyramid Mountain Lumber Company of Seely Lake. This final trip was a short fall of future projections for the Milwaukee Railroad and their plans to extend this railroad to Lincoln, Montana.

Their track bed was surveyed and constructed but no ties or rails were ever layed due to the arrival of logging trucks and improvements made to Highway 200.

The Blackfoot Railroad is abandoned today with parts of the grade returning to private land owners and the state, except for one small section located close to the home of Nils Hallgren, a filer in the Plywood Log Processor. This section, located approximately 6 miles northeast of the Bonner Mill, is the refueling and maintenance area for Carson Helicopter Logging and their impressive yellow and white Sikorsky S-160. This helicopter is transporting logs from the cliff area across the Blackfoot River

into a landing constructed in the State Park rest area. Each load for the big Sikorsky weighs between 5,000 and 9,000 lbs depending on the remaining fuel load. As the fuel is consumed the log load size will increase. 160 gallons of fuel per hour are used to power two 1,500 hp turbine engines which easily lifted a load of logs well over tree top level, and transported them to the landing at speeds of 100 mph. Two pilots operate the huge Sikorsky, demonstrating skills reminiscent to our overhead crane operators,



as they lower logs to the crews on the landing. A trip from the mountain to the landing and back to the mountain is called a turn, and a turn for this helicopter crew takes 2 1/2 minutes. The efficient team work demonstrated by this crew of helicopter loggers was obvious as they neared the end of their shift with a total of 1,400,000 lbs of logs hauled off the mountain and decked in the landing.

WESTWARD		MONTANA DIVN - SIXTH SUBDIVN						EASTWARD		
		Capacity in Cars		Telegraph Calls	STATIONS	Distance from Bonner Jct.	See Rule 6-A	Train Order Office Hours Also See Page 21 For Other Assigned Hours		
		Sidings	Other Tracks							
		128	31		BONNER JCT 1.3	0.0	JPTY	No Office	A	
		10	44		BONNER 10.5	1.3	Y	No Office		
		7			McNAMARA 14.0	11.8	Y	No Office		
		36			SUNSET 9.0	25.8	Y	No Office		
	A	14			CLEARWATER	34.8	Y	No Office		

Trains must not exceed maximum speed of 25 miles per hour.

When handling logs, 20 miles per hour; 15 miles per hour over bridge
 DD - 302, three - fourths mile east of Bonner
 Rule 83 (B) does not apply at Bonner Jct. and Clearwater

Train movements between Bonner Jct. and Clearwater will be in accordance with Rule 93

PROFILES

Kevin Andrews

“One Man’s Toil is Another Man’s Hobby”

By Sue Hogan

If you have a passion for yard work and landscaping, then you share a common interest with Kevin Andrews, Plywood day shift dryer utility person.

Kevin’s interest in landscaping began 8 years ago after he and his wife Wendy built their home located on a 1/2 acre lot in the Miller Creek area. After they planted a lawn in the front yard and turned the side yard into an entertaining area for family and friends, their greatest challenge awaited them with regards to the hill behind their home.

Through the years, Kevin learned many landscaping techniques from his father and father-in-law. However, he and Wendy came up with many innovated ideas of their own after they had taken a trip to Buchard Gardens in British Columbia. With many hours of hard work and dedication, the hill that once was a challenge, is now the Andrews’ triumph.

Kevin anticipated that it has taken approximately 25 truck loads of field rock to create lined trails along the hill. These trails, along with shredded cedar, break up areas between their large variety of planted trees, flowering bushes, and rock gardens. Kevin has built many decks along the hill which he has positioned to obtain the best views of the mountains, house, and landscaping. However, Kevin’s most extensive project was the creation of a fish pond and water fountain. This pond, which continually recirculates water up the hill is the home for their four gold fish.

Kevin spends 15 to 20 hours per week working in his yard and on landscaping projects. In the past, the Andrews have boarded their fish during the winter months. However, Kevin’s most challenging project for the year is to come up with a plan to keep his pond from freezing.



Kevin Andrews

What does Kevin enjoy most about landscaping?

“I’m always competing with my father-in-law,” stated Kevin. “We’re always trying to find out who can come up with the best landscaping ideas.”



Pictured here is the Andrews’ Rock Garden

Born and Raised:

- Missoula, Montana

Education:

- Attended 2 years college at Montana State University located in Bozeman, Montana, majoring in civil engineering
- Attended 1 1/2-2 years at the University of Montana in Missoula, Montana, majoring in computer science

Family:

- Wife—Wendy - (Married 11 years)
Wendy is a collection’s manager and computer operator at Missoula Medical Oncology
- Daughter—Danielle - Age 6
Danielle attends Kindergarten at Cold Springs School

Employment:

- Champion International - 1977
- Summer helper
- Green chain off-bearer
- Greenend (variety of jobs)
- GP line operator
- Dryer feeder

Occupational Achievements:

- Member of the Dryer Area Team
- Shop steward
- Involved in organizing Champion’s yearly bowling tournament
- Recently joined a task team, that works on controversial issues related to the forest products industry

Other Hobbies:

- Golfing (Golfs weekly at Larchmont Golf Course)
- Mountain biking
- Hiking
- Downhill skiing

IMPORTANT INFORMATION

Northwest Timber Rally and Summit

By Deb Moravec

Solidarity rang loud and proud for Timber Industry workers who gathered at Waterfront Park, in Portland, Oregon, on April 2nd. The rally was held in conjunction with President Clinton's forest summit, that took place the same day in Portland.

Thousands of Timber Industry workers — employed and unemployed — from California, Idaho, Oregon, Washington and Montana attended the rally. The event featured educational booths, industry speakers, the McKenzie River Band performed and segments of the Forest Summit Conference were televised via closed circuit television.

The major theme of the rally was: Something must be done to stop the devastation of hundreds of communities and thousands of timber related jobs.

In the Pacific Northwest, timber is a primary industry, and hundreds of communities are timber-dependent. Environmental related issues have lead to the loss of thousands of timber related jobs and whole communities are suffering. Job losses are eroding the tax bases of hundreds of Pacific Northwest communities. This loss in tax revenue coupled with the sudden reduction of employment is "wiping out" whole communities.

Hundreds of thousands of workers depend on the timber industry. The timber industry is a \$57 billion industry, employing approximately 627,000 workers in every region of the United States. It is also an industry that serves the entire country — providing 70 percent of the construction materials we use.

In the Pacific Northwest, workers directly employed by the timber companies are woodworkers and truckers, workers in sawmills and plywood mills. The regional timber industry also supports secondary employment, such as the people who service timber machinery, the companies which supply parts and even the Forest Service and Bureau of Land Management employees whose jobs depend on timber sales.

At the close of President Clinton's forest summit, he directed his cabinet secretaries to report back to him with a proposed solution to the timber crisis within 60 days, and to end bickering between federal agencies.

The plan, Clinton said, will allow the resumption of logging where it will not hurt the overall forest ecology, and new high-wage job alternatives in areas that remain off-limits to logging.



Employees from Bonner & Libby who attended the rally: Jerry Bush, Mark Yankey, Deb Moravec, Tom Messina, Don Wilkins, Bryan Erhart, Janice Tomcho, Barry Brown, Gene Hill, (Not pictured: Jim Hill)

Clinton said five fundamental principles will guide his administration's timber policy.

- Never forget the human side of the equation, and sell trees when it doesn't hurt the environment.
- Never lose sight of the long-term health of forests and waterways. Protect them as "a gift from God, held in trust," Clinton said.
- Find a solution that is scientifically sound, ecologically credible and legally responsible.
- Make timber sales predictable.
- And finally, see that federal agencies work in collaboration.

In closing the forest summit, the president told "us" we are not alone in our struggle. "I cannot repeal the laws of change. But some of us have a feel for what this is like," he said, touching his hand to his heart. "We have to continue to work together, and if we do, I think we will all be pleased with the results."

Listening to speakers at the rally and President Clinton's roundtable discussions at the forest summit, it was evident that everyone is concerned about the environment. But, we need a timber management plan for our National Forests that must not destroy economic stability of our communities while addressing environmental concerns.

For everyone's sake, let's hope this administration will "plant the seeds" of compromise and change, that will bring about a balanced approach to the management of our National Forests.



IMPORTANT INFORMATION



To:
Tom Breum

From:
Walt Wehrmann

Dear Tom:

I recently had the opportunity to host approximately 40 builders from a German contractors association at our mill in Camden, Texas. I thought you would be interested in some of the comments I heard.

A number of the builders have been using your metric panels from Bonner. All of them had nothing but good things to say about your quality. One customer in particular who I also had the opportunity to visit in Germany, Meier Holzbau, is a rather large builder in Hamburg. He plans on building in the neighborhood of 60 houses in 1993. He is currently building in former Western Germany and also has begun construction on some houses in Leipzig in the former Eastern zone. To date he has bought approximately 20 truckloads from Lauprecht of your Select-Tight-Face metric panels. Prior to that he had been using Canadian and had had some problems and just found the quality was not what it had been in the past. He tried some of your stock from Lauprecht and now has plans on building all 60 houses utilizing the Bonner panels in the construction process.

Meier Holzbau is one of the leaders in the association of promoting wood frame construction, or at least wood shell home and then brick or block exterior. He anticipates the need for housing in the former East zone to be extremely good over the next number of years and feels that building with wood not only helps in the total cost of the home but reduces construction time by as much as 50-75%.

I have enclosed a brochure of some of the houses that he built. I thought you might be interested in that and maybe sharing that with your folks out in the mill.

Please pass on my thanks and our customers thanks for the fine job they have done and rest assured that the Champion name and Bonner, Montana are very well known in Germany and becoming more known as time goes on.

Thanks again for all your help.

Sincerely,

Walt Wehrmann



Memorial Day

To some, Memorial Day means a day off from work...a three-day weekend...opening day for the local pool...the official start of the summer season. But for others Memorial Day is a time to remember the dead, especially those who perished in America's wars.

Memorial Day is said to have started in Waterloo, NY, when, on May 5, 1866, residents held a commemorative program and decorated the graves of those who died in the Civil War. Over time, and as the United States fought more wars, Memorial Day - or Decoration Day, as it is called in some areas - added the remembrance of those soldiers who died in WWI, WWII, the Korean Conflict, the Vietnam War and Operation Desert Storm.

Memorial Day is also a day of prayer for peace, as well as a patriotic day in which Americans display the flag. Memorial Day has also become a day to honor one's ancestors and family members who have died. Many Americans visit the graves of their loved ones and leave flowers on this day.

For a time, beginning in 1948, Memorial Day was observed on May 30th, issued by presidential proclamation beginning in 1948. Since 1971, however, it has been officially designated the last Monday in May. This year it falls on May 31.

IMPORTANT INFORMATION

Economic Services Forecasted



Western Wood Products Assoc.

OUTLOOK - U.S. SOFTWOOD LUMBER SUPPLY AND DEMAND

The Nation's Economy

The government's index of leading indicators rose 1.9% in December, the largest increase since April, 1983, according to the U.S. Department of Commerce. This index, a measure of the health of the U.S. economy, improved steadily during the fourth quarter of 1992. In October, it rose 0.5% and in November 0.7%. At the same time unemployment dropped from 7.3% in December to 7.1% in January. The Labor Department announced that U.S. business sharply boosted productivity by 2.7% in 1992, the largest gain in 20 years. Factory orders were up 5.3% in December and 3.3% for all of 1992, the first full-year increase in two years. Retail sales were also reported up in January indicating consumers have loosened up on spending. Inflation is under control.

The new administration, as announced on February 17, has to deal with the huge federal deficit, health care, social security benefits, high unemployment and new taxes. Specific actions on these policies, and then implementation, will have a direct bearing on the strength of future economic activity. Of major importance is the success of the restructuring now taking place among major corporations. In spite of mixed economic signs, the nation's economy is expected to show continued but moderate improvement during 1993.

1992 Housing Starts Update

Housing starts, showing substantial improvement, totaled 1,200,200 units for 1992, up 18.4% from 1,013,900 units built during 1991. Single-family starts as a percentage of total starts were 85.9% or 1,030,400 units for 1992. The Midwest improved the most, rising 23.5% to 287,600 units in 1992 from 233,000 units in 1991. The South was next showing an increase of 20.1% to 497,400 in 1992 from 414,100 units in 1991. The West increased 13.6% to 288,600 units in 1992 from 254,000 units in 1991. The Northeast had the least amount of increase rising 12.0% to 126,500 units for 1992 from 112,900 units 1991. Mobile home production had the largest gain in three years, totaling an estimated 206,000 units for 1992 up 20.5% over the 170,900 units produced during 1991. All together these improve-

ments increased residential lumber consumption by 2.29 billion board feet.

1993 Housing Forecast

Mortgage rates remain low with little change expected through much of 1993. However, banks and savings and loan lending requirements remain tight. This situation, coupled with high new housing costs, still make housing unaffordable to many. While housing is expected to show continued improvement, these factors prevent a repeat of the housing boom seen in previous years. With moderate economic growth expected this year, housing will contribute to the economy by increased sales of building materials, furniture and appliances.

For 1993, 1,300,000 units are expected to be built exceeding 1992's total by about 8.3%. Single-Family units are expected to remain high at 85.4% of total starts. Multi-family will show only a slight increase. Western starts are projected at 313,000 units, up 8.5% from 288,600 units built in 1992. Some 215,000 mobile homes should be built in 1993, up 4.4% from 206,000 units estimated for 1992.

Softwood Exports

Softwood lumber exports, which reached 2.86 billion board feet in 1991, declined 7.3% through the first 11 months of 1992, according to the U.S. Department of Commerce. Based on eleven months of shipment information, the largest volume decrease was to Japan, down 7.5% to 930 million board feet for 1992 from 1.01 billion in 1991. Australia was second, down 37.7% to 104 million board feet in 1992 from 167 million in 1991. Canada was third, down 40 million feet thus far in 1992. Mexico was one of only a few countries which increased lumber imports from the U.S., up 6.8% to 371 million from 348 million board feet in 1991.

Lumber exports are expected to decline to 2.65 billion board feet from 1992, 7.4% below the volume shipped during 1991. Some stability in export lumber markets is expected for 1993, but with weak economies in Japan and Europe, a 0.9% decrease to 2.625 billion board feet is forecasted.

Log exports from Pacific Coast ports, which totaled 3.148 billion board feet (log scale) in 1991, are down 12.6% through the first 11 months of 1992. Total log exports for 1992 are expected to be 2.74 billion board feet, 13.0% below the total for 1991. Environmental issues and domestic raw material shortage continue to influence future reductions in log exports. For 1993, log exports are expected to total 2.45 billion board feet, 10.6% below the 1992 level.

Demand

1992 - U.S. softwood lumber consumption increased 6.9% to 45.144 billion board feet in 1992,

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compared to 42.225 billion board feet in 1991. Lumber used in residential construction showed the highest growth, increasing 16.7% to 15.956 billion board feet from 13.667 billion board feet in 1991. The substantial increase in housing starts mentioned earlier is partially offset by a decrease in lumber used per housing unit as lumber substitutions continue. Nonresidential construction decrease 4.0% to 6.471 billion board feet in 1992 from 6.741 billion in 1991. In this category, only public buildings increase; office, retail, hotel and industrial construction all declined compared to 1991.

Lumber used from repair and remodeling increased 5.3% to 14.745 billion board feet in 1992 from 14.001 billion in 1991. Only a few years ago the R&R market for lumber exceeded that for new residential construction, but now it makes up 33% of the market, compared to 35% for new housing.

Lumber used in manufacturing and shipping (pallets, crating, dunnage) increased to 4.072 billion board feet in 1992 from 3.992 billion in 1991. "All Other" uses of lumber, which includes military, railroads, mining, furniture and other consumer products was estimated at 3.900 billion board feet, compared to 3.824 billion in 1991. Both of these last two categories increased 2.0%, approximately the same rate as the growth in Gross Domestic Product (GDP).



1993 - Total softwood lumber consumption is expected to show an increase of 3.9% to 46.926 billion board feet in 1993. The growth rates for residential construction and the R&R Market will be less than in 1992. The recovery from the early 1990s housing recession will cool somewhat, but the general economy will be healthy so other new construction and all other markets for lumber will improve.

Lumber used in residential construction is expected to increase by 5.2% to 16.787 billion board feet for 1993 from 15.956 billion in 1992. Lumber used in repair and remodeling will increase 3.5% to 15.260 billion board feet compared to 14.745 in 1992. Both of these markets will continue to be major users of lumber but, because of lower income and job growth, and changing demographics, market growth will be substantially below the double-digit rates of a few years ago.

Retail, industrial and public building activity is expected to improve in 1993 after suffering from overbuilding in the 1980s. Office and hotel construction will continue its multi-year decline. Overall, lumber consumption in the other new construction category, is expected to increase 3.3% to 6.684 billion board feet in 1993 from 6.471 billion in 1992.

Materials handling and "All Other" uses are expected to

increase 2.8% in 1993. Materials handling usage will be 4.186 billion board feet in 1993, compared to 4.072 billion in 1992. The "All Other" category will increase to 4.009 billion board feet in 1993 from 3.900 billion in 1992. Both of these sectors reflect the expected growth in the U.S. economy.

Supply

The Western softwood lumber industry, which historically has supplied over 40% of the lumber consumed in the U.S., is heavily dependent on government-owned timber for much of its raw material supply. Since harvest restrictions on these timberlands, fostered by preservationists, Western lumber production has decreased, even though the national economy has improved. This Western trend will likely continue unless the public timber sale program is resumed at reasonable levels soon. This forecast does not attempt to predict the future availability of raw material or the timing of additional mill closures, but projections have been adjusted for announced permanent sawmill closures.

1992 - Lumber shipments from Western regions declined 2.3% to 18.78 billion board feet in 1992 from 19.213 billion in 1991. This was caused by a combination of log shortages, mentioned earlier, and economic weakness in the West's primary market, California. Lumber shipments from the Southern Pine region and lumber imports both experienced substantial growth in 1992. Southern Pine shipments increased 11.6% to an estimated 14.0 billion board feet in 1992, compared to 12.543 billion in 1991. Softwood imports, almost all from Canada, were 13.375 billion board feet in 1992, compared to 11.742 billion in 1991, an increase of 13.9%.

Western lumber production totaled 18.570 billion board feet in 1992, down 2.6% from 1991 production of 19.075 billion. Southern Pine production increased 10.3% to 13.795 billion board feet in 1992 from 12.507 billion in 1991. Inventories in all regions declined to record low levels by the end of the year. Western mill inventories declined 9.5% to 2.004 billion board feet while the Southern region also declined 9.5% to 1.957 billion board feet.

1993 - Lumber shipments from the West are expected to decrease 3.0% to 18.225 billion board feet. Production will drop 2.2% to 18.165 billion board feet, nearly 25% below the peak production level set in 1987, leaving Western inventories at a new low of 1.944 billion board feet by year-end.

Southern Pine shipments are expected to increase 7.9% to 15.1 billion board feet in 1993. Production will increase 8.7% to 15.0 billion board feet, near what is believed to be the region's maximum level. Inventories will decrease 5.1% to 1.857 billion board feet in the Southern Pine region.

Softwood imports are expected to increase again, up 8.9% to 14.56 billion board feet in 1993 from 13.375 billion in 1992. Imports exceeded that level in 1985 and 1987 but have been lower in recent years.

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Jerry Bush Testifies Before the House Interior Subcommittee of the Appropriations Committee Hearing

Recently, Jerry Bush, president of Local 3038 and Bryan Erhart, Business Agent for Local 3038 went to Washington, DC to discuss the below cost timber sales with the House Interior Subcommittee. Following is Jerry's testimony before the Appropriations Committee Hearing.

The United Brotherhood of Carpenters and Joiners of America (UBCJA) is a trade union with 550,000 members in the United States and Canada. The international union is headquartered in Washington, D.C. and represents members employed in the construction, installation of heavy equipment (millwrights), shipbuilding, furniture, cabinet/millwork, logging, lumber, plywood and other wood manufacturing industries.

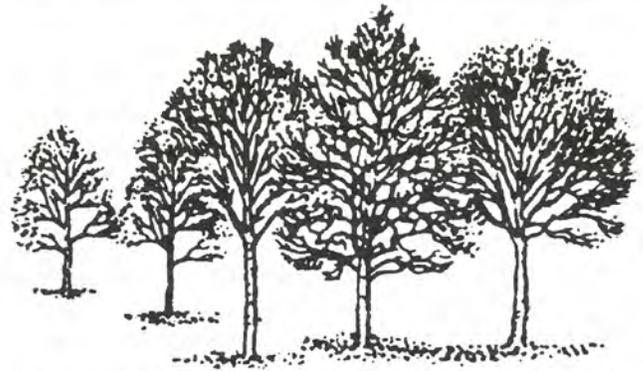
We very much appreciate the opportunity to testify on the subject of below-cost sales as part of this subcommittee's hearing for outside witnesses/natural resources, concerning the U.S. Forest Service, Bureau of Land Management and Bureau of Indian Affairs programs.

I currently serve as President of UBCJA Local #3038 located at 208 East Main, Missoula, MT 59802. I represent more than 650 members, who work mostly in the plywood, lumber and manufacturing industries. My members, as many members represented by the UBCJA international union, depend on so-called "below-cost" forests and a stable timber supply, for jobs and our communities' stability.

In Missoula, where the unemployment rate is six percent, the forest products industry accounts for 22.6% of our economy.

The jobs of Local #3038 members largely depend on the Lolo National Forest, which is considered a below-cost forest according to one interpretation of the Forest Service accounting system. This forest is considered below-cost even though the Lolo showed a positive return of more than \$1 million before payments to counties were distributed last year (as part of the 25% Fund Payments to Communities). This speaks to the complexity and disputes over the accounting system itself.

Although the Lolo Forest is a so-called below-cost forest, it has a very significant impact on employment



and income in the Missoula Valley. According to the Forest Service, last year 68 million board feet was harvested, which enabled more than \$1.5 million to be distributed to counties, under the 25% Fund Payments to Communities Law. In addition, there were 599 direct jobs and 651 indirect jobs for a total of 1,250 jobs available because of the Lolo National Forest timber sale activities.

The Lolo National Forest is just one example of how vital the timber sale program is to communities and jobs throughout the country.

One reason below-cost sales is a contentious issue rests on the current accounting system for timber sales which is very complex and extremely difficult to understand.

Currently, the federal government considers a sale "below-cost" if the costs of preparing the sale exceeds the revenue generated from the sale. It may sound simple, but in fact it is not in any way simple. Determining which costs should be allocated to the timber sale program and which costs should be borne by other programs is a complex and confusing endeavor.

The accounting system used for the Forest Service timber sale program analyzes the costs of timber sale programs in two ways.

The first analysis, which is most widely reported by the media and other groups interested in shutting down the forest, looks strictly at whether the cost of preparing the sale (including administrative appeals, road-building, preparing an Environmental Impact Statement (EIS), treatment of insects and disease, creation/maintenance of wildlife habitat, 25% Fund Payments to Communities and creation/maintenance of recreational areas) is greater than the revenue generated. In many instances, national forests (such as the Lolo) are considered below-costs even though they show a positive return before distributing 25% Fund Payments to Communities.

The second accounting analysis evaluates costs by taking into account the future value of roads and other timber-harvest benefits within the forest. Two examples of these benefits are the creation of elk habitat and suppression of fire danger. The UBCJA believes that the accounting of these values must be analyzed in order to fairly assess all the benefits to the overall health and multiple-use mandates required by law.

We must determine how costs are allocated for different management goals. In some cases, a timber sale is performed for the sole purpose of providing timber

IMPORTANT INFORMATION

supply. In many other cases, timber sales are prepared with other goals in mind, such as managing for forest health, wildlife protection or recreation values. Sometimes costs are shared by forests that have more than one goal.

If the Forest Service must build a road to allow a timber company access to a sale, should the entire cost of the road be charged against the sale, even though the road is used 30% of the time by people fishing, hunting or berry-picking? The Forest Service accounting system currently looks at this question in two ways, as described above.

The two different methods of evaluating timber sale costs yield very different results. For instance, in Region One (which includes National Forests in Montana and parts of Idaho) one analysis shows the forests lost \$24 million in 1991. The other accounting system, which considers the future value of management done in preparation of timber sales, shows a \$20 million profit for Region One.

To reconcile the \$44 million discrepancy, we must determine which costs currently attached to the timber sale are appropriate charges against timber sale revenue. Should administrative appeals, used by groups to stop timber sales, be charges against a sale? The UBCJA believes that the whole question of how costs are attached to sales must be examined carefully. We must also look at each national forest that is considered below-cost and determine 1) why the forest is below-cost and 2) if the costs are justified.

In many cases timber sales are prepared for the purpose of achieving non-timber objectives such as improving forest health, enhancing wildlife habitat and improving recreational benefits.



Beyond analyzing benefits in terms of costs and revenues, the UBCJA strongly believes that the Forest Service should determine when below-cost sales are a justifiable expense of managing the forests.

In order to ensure that our federal forests exist for future generations, we need to look at how we manage our federal forest. We must manage our forests for wildlife and forest health, which includes salvaging and protecting the forests from insect infestation and wild-fire. Sometimes salvage sales are conducted to maintain forest health and provide firewood for citizens — these activities benefit everyone.

Instead of slashing the entire below-cost timber sale program, we believe these sales should be closely evaluated, reformed and refined to provide the Forest Service with criteria to determine when a below-cost sale is appropriate and when it is not.

We are encouraged by the Clinton Administration's efforts to cut waste from our federal budget and wholeheartedly agree that the timber sale program in so-called below-cost forests should be examined closely. But, I would like to make the case that eliminating below-cost timber sales will not save the government money, but will, in fact, cost the government money because of the jobs, communities and funding for forest management depends on these sales.

Below-cost timber sales have a tremendous affect on



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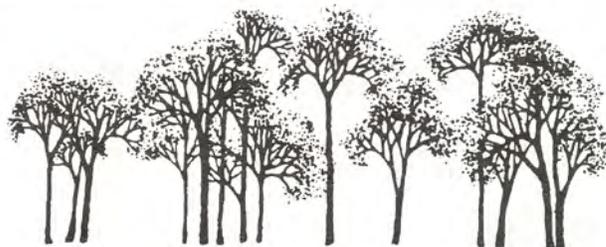
jobs, local economies, schools and communities dependent on payments from resulting timber sales.

Last year, the timber sale program on below-cost forests supported more than 22,000 jobs throughout the country and generated \$123 million in tax revenue. Revenues from these timber sale programs generated \$20.1 million in federal 25% Fund Payments to States. By law, these payments support local schools and road maintenance. Without this contribution, local property taxes would undoubtedly rise, or schools and communities would do without.

Abolishing below-cost timber sales would eliminate the above benefits, but will not eliminate the problem of the federal government losing money through forest management. Eliminating both the costs and revenue generated from these sales will mean less money for the Forest Service to manage the forests with fixed expenses, such as Forest Service personnel. Other forest programs, also will have to be funded from other sources. These benefits include: creation/management of wildlife habitat, roads used for recreation and watershed areas.

The controversy over below-cost sales is misunderstood by the public because the timber sale accounting system is complicated. The media often misinterprets the below-cost issue because it is so complex. For example, the press has not done a good job examining the long-term benefits of below-cost forests for long-term forest health. We must not be short-sided in our view of assessing costs and benefits.

Some of the current costs charged against timber sale



revenues include: administrative appeals; creation/maintenance wildlife habitat; road building; treatment of insects and disease; 25% Fund Payments to Communities; creation/maintenance of recreational areas; reforestation outside timber sale areas; preparation of sales that are not ultimately sold; and fire suppression. We are advised by the Forest Service at the cost of fire suppression of burned over areas is between \$3,000 to \$7,000 per acre. All of these tools are used in ensuring the health of our forests and should not be eliminated or limited.

Thousands of workers and communities across the country depend on a strong timber sale program, which sometimes include below-cost timber sales.

The UBCJA strongly urges this committee and the administration to closely examine the real costs and benefits associated with below-cost forests. The UBCJA is eager to work with the committee and administration on this issue to ensure the future of jobs, communities and forests.

Thank you for your consideration.

“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

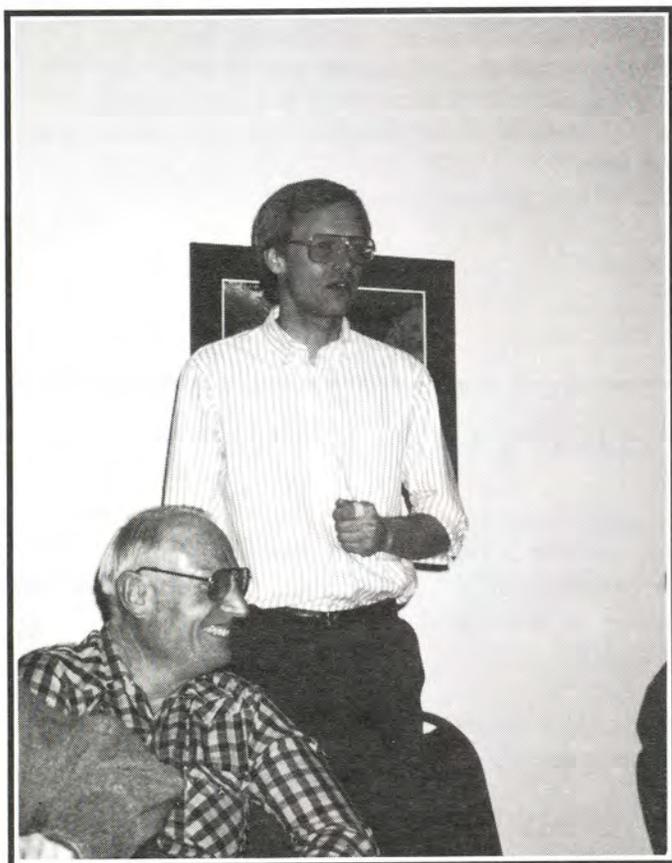


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| Karen Abel..... | 2135 | Deb Moravec | 2212 |
| John Barnhart | 2259 | Ed Roberts | 2108 |
| Jim Bentley | 2611 | Larry Schneider | 2337 |
| Tom Hilmo | 2285 | Glenn Smith | 2259 |
| Sue Hogan | 2214 | Alan Wagner..... | 2259 |
| Mel Lockridge.....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

Paul Clark Transfers to the Alabama Region

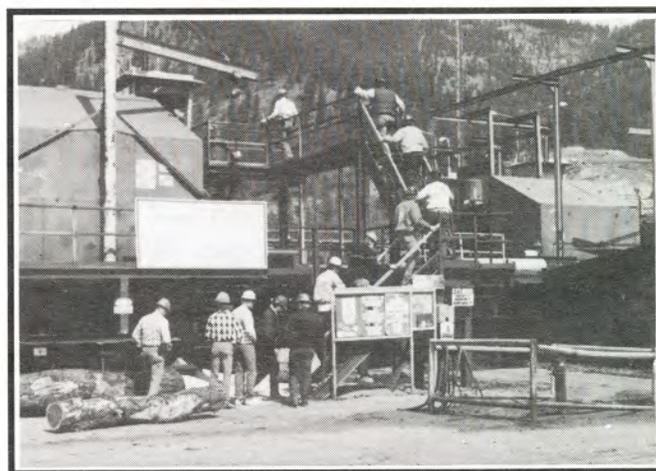
On March 19, 1993, many of the Missoula Area Timberlands employees gathered for a going away party for Paul Clark who transferred to the Alabama Region the 1st part of April 1993. Many stories were recalled of Paul who has worked as a forester for Champion in the Missoula Area for the past 19 years. Paul will be in charge of Human Resources and Training for Timberlands in the Alabama Region. Paul's present position for the Missoula Area Timberlands was Area Forester.

Good luck in your new position Paul!!



Quality Control Begins With Loggers

Eighty Champion contract loggers met with Timberlands and Manufacturing on Wednesday, April 14, 1993, to learn about log quality and mill processes. Following the quality control workshop, everyone was hosted to a tour of the Bonner mill. The meeting and tour was planned by the Forest Products Team in an ongoing effort to produce high quality logs for the Bonner mill.



MOTHER'S DAY

"The art of mothers is to teach the art of living to children." - Elaine Heffner

"The thing about having a baby is that thereafter you have it." - Jean Kerr

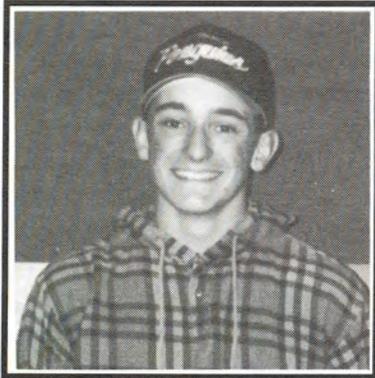
"Cleaning your house while your kids are still growing is like shoveling the walk before it stops snowing." - Phyllis Diller



MOTHER'S DAY



MOM, just by being the way you are and showing me the world through your eyes you have taught me more about love than any words ever could, and the older I grow the more I respect, admire and love you.



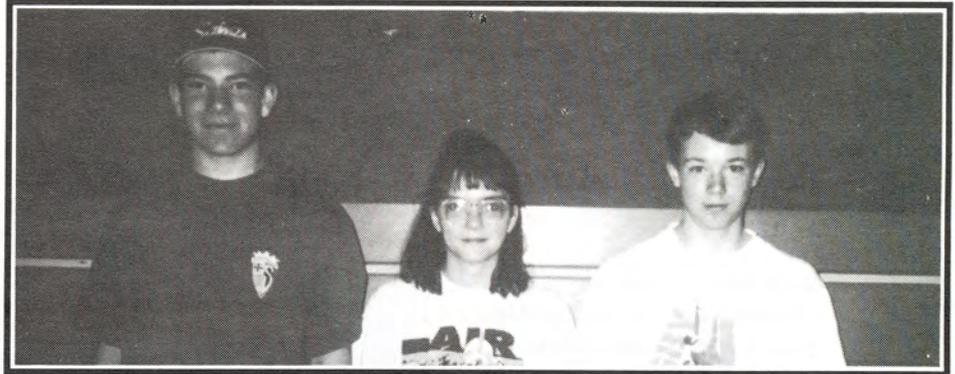
**Tony Hummel Jr. • Grade 8
Father - Tony Hummel**

Grade 8

Trevor Johnson - Father - Dave Johnson

Mary Herbert - Mother - Becky Kinney - (Stanley Smith Security)

Nicki Nagle - Mother - Julie Nagle



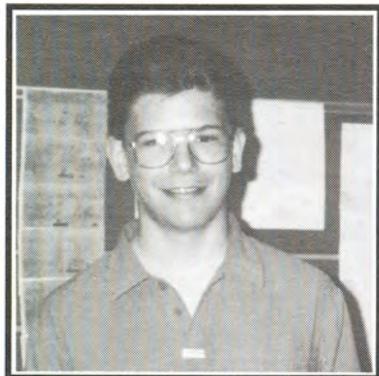
Grade 7

Joscelyn Demers - Father - Steve Demers

Amy Doty - Father - Pat Doty

Ben Lukes - Father - Andy Lukes

Jake Rozier - Mother - Carla Verworn



**Mike Aarstad • Grade 7
Father - Ted Aarstad**

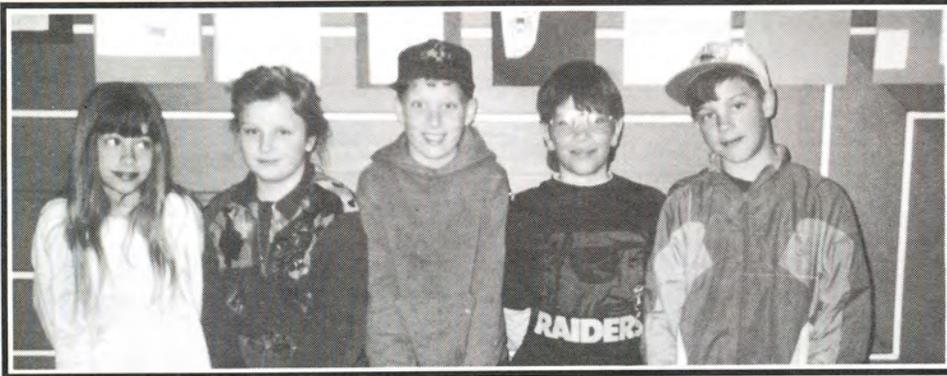


Grade 5

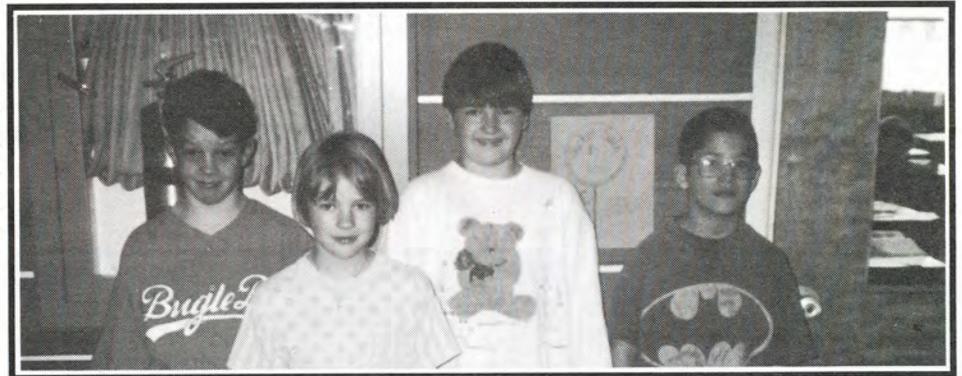
John Hamilton - Father - Willard Hamilton

Chris Maples - Father - Mike Maples

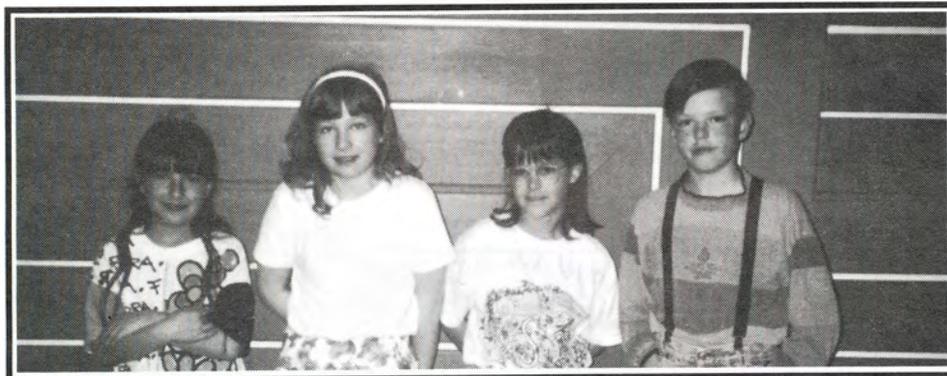
MOTHER'S DAY



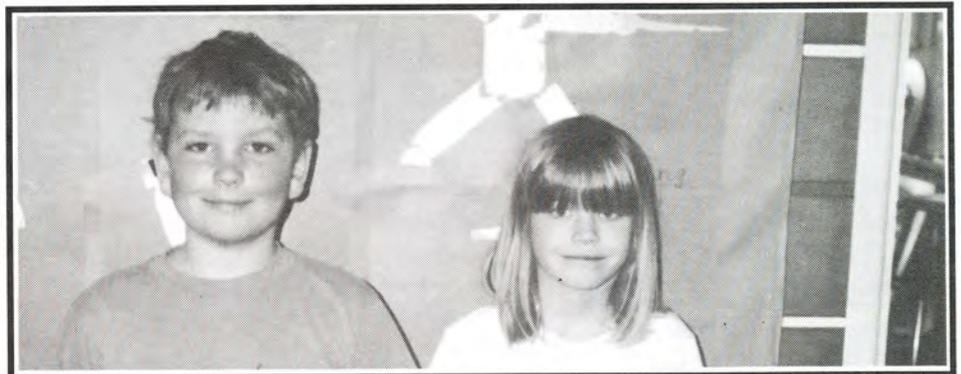
Grade 4
 Nicky Jarvis - Father - Dale Jarvis
 Rachael Shinnaberry - Father - Don Shinnaberry
 Jared Demers - Father - Steve Demers
 Mark Doty - Father - Pat Doty
 Justin Mitchell - Father - Wil Mitchell



Grade 3
 J. D. Clark - Father - Gary Clark
 Ashley Nichols - Father - Dana Nichols
 Crystal Hamilton - Father - Willard Hamilton
 Tommy Conley - Father - Tom Conley



Grade 3
 Jessica Peterson - Father - Joe Peterson
 Ashley Bush - Father - Jerry Bush
 Dinelle Anderson - Father - Andy Anderson
 Jared Baker - Father - Dana Baker



Grade 1
 Sean Doty - Father - Pat Doty
 Casie Jarvis - Father - Dale Jarvis



MOTHER'S DAY



Rusty Umback • Grade 5
Mother - Mary Lou Hummel



Brian Verworn • Grade 5
Father - Brad Verworn



Jennifer Carter • Grade 5
Mother - Karen Abel



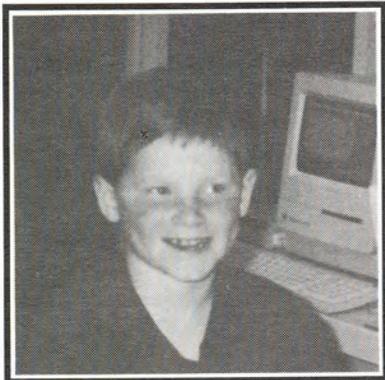
Pam Conley • Grade 5
Father - Tom Conley



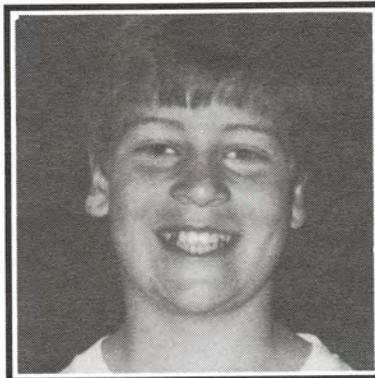
Karra Cuplin • Readiness Room
Father - Tracy Cuplin



Aurora Needles • Readiness Room
Father - Joe Needles



Kevin Channel • Grade 2
Father - Gene Channel



Drew Johnson • Grade 5
Father - Dave Johnson



Kurtis Channel • Grade 5
Father - Gene Channel

MOTHER'S DAY



Julie Olson • Grade 6
Father - Morris Olson



↑ **Grade 8**
Marty Adams - Father - Richard Adams
Beth Conley - Father - Tom Conley
Deann Bray - Father - Gary Bray
Andy Best - Father - Terry Best
Andy Hoyer - Father - Adrian Hoyer
Jamie Channel - Father - Gene Channel



↑ **Amos Wisherd - Father - Ken Wisherd**
Mike Johnson - Father - Ed Johnson
James Corbin - Father - Clyde Corbin
Kris Carter - Mother - Karen Abel
Jessica Abel - Father - John Abel
Melissa Regan - Step-Father - Mark Hebert
Domini Mitchell - Father - Wil Mitchell



→ **Grade 6**
Mary Ann Adams - Father - Richard Adams
Adam Hinthner - Father - Brent Hinthner
Stacey Daugherty, - Father - Tom Daugherty
Brandi Schmitz - Father - Tim Schmitz
Sean Schoen - Father - Terry Schoen
Jeff Haverfield - Step-Father - Andy Anderson
Amber Bray - Father - Gary Bray

Sharing Information Between Departments Is Beneficial

By Doug Shoup

In an effort to learn more about the Greenend's processes, the Log Processing Department met with representatives from the Plywood Department on April 9th and 13th.

George Teague, Ron Ness, Del Johnson, John Peters, Elvin Hoffman, and Glen Munds spent about 2 1/2 hours sharing information and answering questions to help meet the Processing Team's outcomes of:

1. To better understand the requirements of our downstream customers.
2. What the Processing Department does and how it effects the Greenend and its downstream customers.

These meetings were a follow-up from the Processing Department's CDQ Awareness Sessions which has already led to the development of cutting specifications for both conversion centers and tours through the lumber mill by the Processing Department.

The sessions started off with a short movie called "Bonner Today", which showed the overall processes at the Bonner Complex.

Del Johnson then led off the session by talking about the vat loading process. Del explained that to help improve the peel quality, they are trying to obtain an optimum block temperature of 100°. To help reach this temperature in all the blocks, the vat operators are not only sorting by species, but also by size.

Ron Ness was up next to speak about the lathes and some of the changes brought about by the Plywood CDQ Sessions and by the Coe representative. He also talked about long and short blocks, cat-faced blocks, and uneven ends on larger blocks. Ron stated that the Processing Department is doing a very good job at keeping these blocks out of the system, but when one slips by, it sometimes creates problems on the lathe decks and lathes.

Elvin Hoffman went through the knife grinding process and explained how they have changed the knife grinding specs to receive a better peel quality. Some of these changes are around knife hardness and the bevel and hollow of the knife.



**Members of the Log Processing Department
listen to Plywood's presentation**

Special changes on short notice was an area that John Peters addressed. He indicated that orders can dictate many of the last minute specie changes at the Processor. Many of these orders come from our export market, which have different specifications than our domestic markets. John stated that he would try to let the Processing Department know of any changes as soon as he received them. He acknowledged that the concerted efforts by the two departments to work together has never been better and is starting to payoff in our block quality.

The sessions ended with Glen Munds talking about rough peel and how it affects the Finishend. Glen explained that due to the emphasis on quality and everyone's efforts, the fall-down on the sander, due to rough peel, has been reduced from 15% to approximately 5%.

With the problem of getting enough "A" grade faces due to timber availability, Glen expressed the need for us to continually improve our quality.

The two meetings will be followed up by a series of tours by the Processing Department through the Plywood Plant.



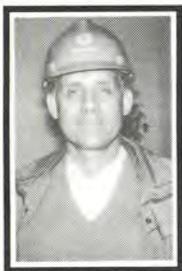
**George Teague, Del Johnson, Elvin Hoffman, and Ron Ness
review the agenda for the sessions**

Continuous Improvement

By Sue Hogan

Was the knowledge and information obtained at the Forest Industries' Wood Technology Clinic and Show beneficial to the people who attended?

During the month of March, approximately 15 employees from Bonner went to Portland, Oregon to attend the largest wood processing trade show in North America. Over 11,000 people were in attendance, observing more than 900 booth spaces and displays. The following people explained:



Art Bailey
Sorting Crane
Operator



Ralph Foster
Lead Electrician/
Plywood



Earl Main
Saw Filing
Supervisor

ART: This show was truly fascinating, not only to observe all of the high tech equipment, engineering, and heavy equipment, but to visually see how many people depend on the wood products industry.

Also, Dick Shimer, Clay O'Connor, and I looked at a log yard waste reclaiming operation in Emmett, Idaho. It is a comfort to know that this technology and equipment is available, and works extremely well.

RALPH: Items that interested me after attending the 1993 equipment trade show were:

1. The trend of all industrial manufacturers towards electronic technology to keep pace with the growing demands and precision requirements of their processes.
2. The willingness of the vendors to share technical information as a service to those who ask.
3. I felt it was very beneficial to me personally, because of the opportunity to see the equipment that is available to do my job more efficiently.

My thanks to Tom Breum and Otis Seal for the opportunity to attend.

EARL: The machinery show inspired me. It gave me the opportunity to observe new equipment and technology, especially in the filing portion of the show. I spent a considerable amount of time looking at a new profile grinder and an automatic circular saw leveler, as well as some sophisticated line-up equipment. I also had the opportunity to attend a seminar that I thought was very beneficial, called "Thin Kerf Sawing with High Accuracy and Optimum Feed Speeds".

All in all, I acquired many new ideas from the show and found it to be very enjoyable.

The Ospreys Have Landed



By Carmel Garnett
Photo By Larry Schneider

The Ospreys are here again! What does this mean?

First of all, we know spring has come and we look forward to the Ospreys return. They have been returning to the Bonner Complex for at least eight years. They have had young ones every year; sometimes one, sometimes two. They make their home on top of the light pole at the south end of the Log Processor, next to the river. You can't miss the nest if you look up there.

Ospreys are sometimes called "Fish Hawks". An Osprey pair will use the same nest season after season. Their habitat is rivers, lakes and seacoasts. Females lay two to four eggs; the incubation period is 32 days. Usually the female tends to the eggs. They are very territorial and feed exclusively on fish caught in dives from the air.



Sharing Information Between Departments Is Beneficial

By Doug Shoup

In an effort to learn more about the Greenend's processes, the Log Processing Department met with representatives from the Plywood Department on April 9th and 13th.

George Teague, Ron Ness, Del Johnson, John Peters, Elvin Hoffman, and Glen Munds spent about 2 1/2 hours sharing information and answering questions to help meet the Processing Team's outcomes of:

1. To better understand the requirements of our downstream customers.
2. What the Processing Department does and how it effects the Greenend and its downstream customers.

These meetings were a follow-up from the Processing Department's CDQ Awareness Sessions which has already led to the development of cutting specifications for both conversion centers and tours through the lumber mill by the Processing Department.

The sessions started off with a short movie called "Bonner Today", which showed the overall processes at the Bonner Complex.

Del Johnson then led off the session by talking about the vat loading process. Del explained that to help improve the peel quality, they are trying to obtain an optimum block temperature of 100°. To help reach this temperature in all the blocks, the vat operators are not only sorting by species, but also by size.

Ron Ness was up next to speak about the lathes and some of the changes brought about by the Plywood CDQ Sessions and by the Coe representative. He also talked about long and short blocks, cat-faced blocks, and uneven ends on larger blocks. Ron stated that the Processing Department is doing a very good job at keeping these blocks out of the system, but when one slips by, it sometimes creates problems on the lathe decks and lathes.

Elvin Hoffman went through the knife grinding process and explained how they have changed the knife grinding specs to receive a better peel quality. Some of these changes are around knife hardness and the bevel and hollow of the knife.



**Members of the Log Processing Department
listen to Plywood's presentation**

Special changes on short notice was an area that John Peters addressed. He indicated that orders can dictate many of the last minute specie changes at the Processor. Many of these orders come from our export market, which have different specifications than our domestic markets. John stated that he would try to let the Processing Department know of any changes as soon as he received them. He acknowledged that the concerted efforts by the two departments to work together has never been better and is starting to payoff in our block quality.

The sessions ended with Glen Munds talking about rough peel and how it affects the Finishend. Glen explained that due to the emphasis on quality and everyone's efforts, the fall-down on the sander, due to rough peel, has been reduced from 15% to approximately 5%.

With the problem of getting enough "A" grade faces due to timber availability, Glen expressed the need for us to continually improve our quality.

The two meetings will be followed up by a series of tours by the Processing Department through the Plywood Plant.



**George Teague, Del Johnson, Elvin Hoffman, and Ron Ness
review the agenda for the sessions**

AROUND AND ABOUT BONNER

The Personal and Business Rewards for Recycling

By Sue Hogan

WHAT ARE THE PERSONAL REWARDS FOR RECYCLING? PEACE OF MIND

As you are about to throw an item in the trash can, start asking yourself "Is this recyclable"? Believe me, this process does get easier with time. For every time you do this, it could mean one less item predestined for our city landfill. By recycling, we can make a difference.

WHAT ARE THE BUSINESS REWARDS FOR RECYCLING? COST SAVINGS

We have seen a significant savings of \$186.00 per needed landfill dump since the installation of the cardboard compactor at the south end of the Plywood Plant. This compactor is aiding us to recycle wasted cardboard and sacks generated around the Bonner Complex.

Since the introduction of the Recycling Team's cardboard and wastepaper program, one landfill dumpster located at the warehouse has been eliminated, saving Champion \$41.88 per month. Another dumpster located at the same location, is now being emptied once per week, rather than three times a week. This reduction is saving us \$52.77 per month.

The dollars saved by the elimination of these dumpsters is just the beginning. If we all pull together, we will be well on our way to reducing a substantial amount of waste that our complex generates.

SO PITCH IN AND RECYCLE!



1,500 "PARENTING PACKETS" are presented to the Community Medical Center by the Exchange Club of Missoula, MT. Shown, from left, front are Club Pres. and Project Chairman Duane "Pete" Petterson, Kathy Paterni, dir., Child and Family Resource Council; Tana Casper, vice pres., patient care services; Club Vice-Pres. Bob Deaton; Board Member Tom Hilmo; Past Pres. Dick Shimer; and Grant Winn, pres. of the Community Medical Center.

Community Benefits From "Parenting Packet"

By Sue Hogan
(In Association with Foundation News)

What's Dick Shimer, Bonner's Raw Materials/Mill Services Manager, doing distributing out quick reference brochures to parents of newborns, doctors and community centers? Or why is Tom Hilmo, Log Yard Supervisor, circulating the same brochures to family and child agencies and child care centers?

Because they're both active members of the Missoula Exchange Club which has recently produced a "Parenting Packet".

The packet, provides positive parenting information on child rearing, discipline suggestions and community resources for children. This layered, quick-reference brochure was a joint project of the club and the Child and Family Resource Council.

Currently, 3,500 copies have been distributed in the community. Because of local newspaper and television coverage, requests and inquires have been received from communities throughout western Montana, and as far as the mid-west.

The Missoula Exchange Club is currently fund raising to earn money for an additional printing of the packet. Also being planned is a 40-page educational pamphlet on child abuse prevention, good parenting practices and community resources for families. Both publications are part of a larger effort to establish an Exchange Club Center for the Prevention of Child Abuse in the Missoula area.

Dorothy Cross, Senior Employee Relations Administrator, was inducted into the Missoula Exchange Club on March 18th.

"The Missoula Exchange Club is a worthy community service organization," stated Dorothy. "The youth of our community is the future of our community. I look forward to working with the Missoula Exchange Club to improve opportunities for Missoula's youth."



Dorothy Cross

Otis Joins Vocational Math Lab Advisory Committee

By: Otis Seal

Recently I was asked to represent industry on the Vocational Math Lab Advisory Committee. I also assisted in the self assessment program for the Missoula Adult High School Education Program. This committee consisted of two instructors from Adult Education, a person from the Job Service and Adult Education. I was asked to be on this program because of my involvement in our Maintenance Training Program with Champion International through the Missoula Vo-Tech and Adult Education Programs.

The Committee was formed to evaluate how they dealt with the needs of the people they offer education to.

This program offers education to the disabled and people continuing their education before going on to universities or vocational training. Some people may be out of the education field for many years before returning. This program will get them back into the flow with classes ranging from math and english, on in to computers, so they will be ready to continue on to a higher education.

The committee evaluates the facility to what needs are in place or the changes that need to be made to accommodate the students, with classes being offered to accommodate handicapped students.

This evaluation board will meet with other educational facilities, and grants and funding for programs will be decided on. Also decided will be how and who will get the parts of the pie and how much.

This committee will meet three to four times a year.

The committee has given me a good feeling on being a part of the Adult Education Programs in Missoula.

Champion Roundball At It's Best

By: Kevin Andrews

The Ram Activity Center provided the stage for some fast moves on Saturday, April 10th, as the annual Champion Basketball Tournament was back in action. This year, seven teams were formed from various parts of the Bonner operation to take part in the single elimination tourney. The tournament committee - made up of Bob Zentgraf, Wayne Gravatt, Jay Loveless, and Dale Wingo - did a real fine job of putting the event together. Bryan



FIRST PLACE

Glueroom Grave Yard

Back L-R; Bob Z, Craig McBullop, Keith Monaco
Front L-R; Jason Eggart, Randy Bray, Trevor Melugin, Mike Gaub, Don Clark

Larson helped out by getting shirts made for all the participants and Henry Reed contributed his time as the official scorer.

Champion donated money to pay all the expenses which included the shirts, referee costs, a quality game ball, rental of the gym, as well as other expenditures.

The Graveyard Glueroom team walked away with the title as they beat up on every team they played. Some may ask why they are called Graveyard Glueroom when over half the team was recruited from outside the Glueroom, but then that is how most of the basketball power teams work these days.

The first game pitted Mama's Boys + 2 up against Graveyard Glueroom. The game was nip and tuck until after the opening tip. The Glueroom team went on to a 30 to 4 halftime lead. Mama's Boys + 2, which was the only coed team in the field, staged a strong second half but fell short losing 63 to 28. Jason Eggart was high scorer for the Glueroom team with 17 points. Bobby DuFresne and Kevin Andrews tied for high scoring honors for Mama's Boys with 6 a piece.



SECOND PLACE TEAM

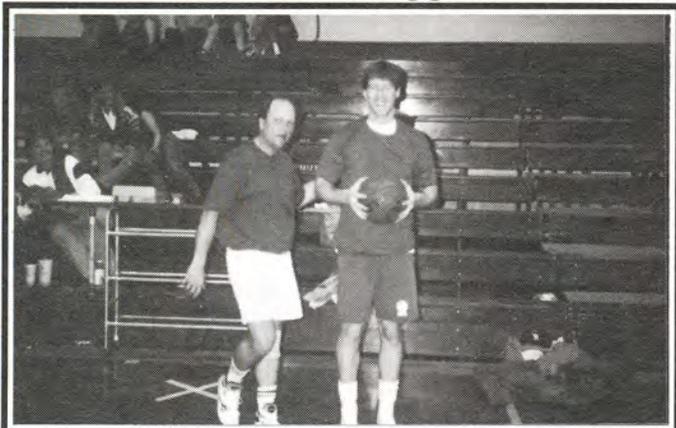
Gluerubes

Back L-R; Mike Maples, Kevin Toby, Brian May, Bret Gravatt
Front L-R; Joe Hurchert, Wayne Gravatt

AROUND AND ABOUT BONNER

The second game was much more entertaining as Dayshift Greenend took on Swingshift Glueroom. The Glueroom team battled to a 16 to 10 halftime lead, but the Greenend team would not give in as they fought back to a 27 to 27 tie at the end of regulation play. Both teams traded baskets to the end of the overtime period. When the buzzer sounded, Dayshift Greenend was on top 34 to 33. High scorer for the Greenend team was Reuben Diller with 18 points, and Corey Stolp finished with 13 points for the Glueroom team.

The fun continued as the Gluerubes met the Swingshift Greenend team in the last morning game. The Gluerubes



MVP

Jason Eggart receives tournament Ball

made it to halftime with a 15 to 13 lead, but they had lots of work to do to contain Rich Lawrence of the Greenend team. The Gluerubes finished the game with a 38 to 27 lead, but they allowed Rich to score 18 points including 5 three pointers. Had anyone else contributed from the Greenend team, the game might have been a little different. High scorer for the Gluerubes was Mike Maples with 12 points, half of them from the free throw line.

After a short lunch break, the Stud Crew - made up of players from the Studmill and Planer - played their first game as they received a first round bye. They went up



against Graveyard Glueroom and gave them a pretty good run for their money staying ahead through the first half and on into the second. The Stud Crew was ahead 26 to 23 at the half. This is when the Glueroom team came alive and showed their scoring ability by putting another 37 points on the board. The final ended up 60 to 45 as the Graveyard Glueroom team pulled off another big defeat. Jason Eggart was again the high scorer for the Glueroom



team with 24 points, many of those coming from the free throw line. Luther Umphrey Jr. was the leading scorer for the Stud Crew by chipping in 14 points.

The next game had the Gluerubes facing off against Dayshift Greenend for the other finalist spot. The Gluerubes played a tough game with only one player on the bench to break the other five. The Greenend team kept the game interesting going into halftime down 20 to 14, but then the Gluerubes got real tough in the second half by not allowing the Greenend team to score a single point. The final was 47 to 14 as the Gluerubes got almost half their points from the free throw line. Bret Gravatt was high scorer for the Gluerubes with 15 points followed closely by Kevin Foley with 13. Reuben Diller was again high scorer for Dayshift Greenend with 10 points.



The championship game found two Glueroom teams matched to do battle. The Gluerubes with only six players found it hard to stay with the eight player squad of the Graveyard team. The first half was a low scoring affair with the Graveyard team up 17 to 9, but then as they seemed to do all day, Graveyard Glueroom came alive in the second half scoring another 35 points to make the final 52 to 30. Mike Gaub came from nowhere to lead the Graveyard team in scoring with 17 points, all but 4 in the second half. The Gluerubes were led by Bret Gravatt with 14 points. Joe Heuchert did not score for the Gluerubes but he did get credit for one rebound.

Congratulations to the basketball committee for a good job and also to Graveyard Glueroom for taking first and to the Gluerubes for their second place finish. Also, congratulations to Jason Eggart for winning the MVP trophy which was the game ball used in the tournament.

Elder Care/ Abuse



By: Judy Wise
(EAP Coordinator)

Are you responsible for the care of an elderly person? Is a parent, grandparent, aunt, uncle, in-law or even a spouse dependent upon you for survival?

The possibility of having an elderly person become dependent on you is greater than ever as the number of Americans living to old age increases rapidly.

When you are faced with caring for the elderly, stress often takes over as you ask yourself, "Where do I begin?" Often times, the issues at hand are not discussed with the dependent person in advance. Most people are reluctant to discuss long-term care with ageing relatives in advance because of the sensitive nature of the issues — power of attorney, will, living will, funeral arrangements, placing another name on checking accounts, safety deposit box, insurance carriers, etc. Frequently, no plan is in place when an emergency occurs, forcing the care giver to make quick decisions because of time constraints, and those decisions are often made strictly out of emotion. Thus, the most appropriate resource may be overlooked or not available on short notice. Also, there is no longer the opportunity to ask the person what THEIR choice might be because they are now incapacitated.

Because of the stress/burden placed on us to care for our elders, abuse (physical, mental, neglect and/or exploitation) often occurs. One in 20 older Americans is the victim of abuse. In 1992 in Missoula County, 289 cases were reported and many others probably occurred which were not reported. The common cause of abuse is a care giver's lack of experience and/or support from other family members which renders him/her ill-equipped to care for the person; increased dependency causing stress on the care giver; personal problems of the care giver such as mental or emotional disorders, alcoholism, drug use, or financial difficulty which render the care giver dependent upon the older person, causing him/her to abuse in response to a sense of personal inadequacy; or families learn to use violence to resolve conflicts from past generations (cycle of violence). Most elder abuse occurs in the home by adult children.

Whether you are seeking assistance for an anticipated situation or whether you are currently experiencing the situation, your Employee Assistance Program can assist you in providing resources for Elder Care issues. One very good resource is the Aging Services Foundation of Missoula County, Inc., 227 W. Front Street (728-7682). They can link you with a network of services available.

Don't try to shoulder your burden alone, get help. EAP can assist you with Elder Care issues and a variety of other concerns. For assistance, call Judy Wise, your EAP Coordinator at 258-2409.

Stress: What is it and what to do about it

Stress is both physical and emotional reaction to change. While most people think of stress as a negative reaction to bad experiences, that's not the whole story.

Some stress-causing changes are actually quite positive—like receiving a promotion or buying a home. In fact, a reasonable amount of stress is beneficial and stimulating. It helps you concentrate, focus attention, and meet challenges.

But excessive stress—too much change in too short a time—can easily be overwhelming and even make you ill. How you handle stress is an important factor in staying well.



Champion's Employee Assistance (EAP) can provide more information about stress, including the names of independent, professional resources offering individual or family guidance.

Warning signs

If you or someone you know exhibits one or more of the following symptoms of excessive stress, you should read it as a signal for help:

- Persistent anxiety
- Fatigue
- Insomnia
- Poor concentration
- Irritability
- Dizzy spells
- Indecisiveness
- Depressive feelings, such as decreased affection or thoughts of suicide
- Persistent remorse or thoughts of dying

Coping strategies

People who handle stress most efficiently are those who live whole, balanced lives. They recognize, accept, and attend to their personal needs in all areas: physical, social, psychological, and spiritual.

There are some simple things you can do to reduce and cope better with the stress in your life:

HOT SHOTS

- ❑ **RECOGNIZE** the warning signs of excessive stress. Don't deny that you have a problem.
- ❑ **IDENTIFY** the changes in your life that are recent or current. Take a look at community events and personal finances as well as events related to your family, social, personal, and work lives.
- ❑ **CONTROL** what changes you can, and let go of worrying about changes that are realistically beyond your control.
- ❑ **RELAX** by learning and practicing special relaxation techniques, such as deep breathing or guided imagery.
- ❑ **EXERCISE** on a regular basis—make time for it!
- ❑ **REST** sufficiently and on a regular schedule.
- ❑ **EAT WELL** and properly by following sound nutritional practices.
- ❑ **SOCIALIZE** with friends you like and trust, people you can talk to and laugh with.
- ❑ **AVOID DRUGS** that are self-prescribed to deal with stress. If you feel you are ill, let your doctor prescribe medication. And remember that alcohol is a drug, too, and should be avoided.

If you or a family member think you have a problem with excessive stress that you can't resolve on your own, don't hesitate to ask for help. Contact our EAP coordinator—Judy Wise at 258-2409 or 258-2452—for caring and confidential help.

Ask A Nurse



If your child gets sick in the middle of the night, or you awaken Sunday morning not feeling well, what do you do? Before bundling up for a trip to the emergency room, try calling Ask-A-Nurse.

Ask-A-Nurse is a national health information program with more than 100 installations across the United States. Nurses staff the telephone lines 24 hours a day, seven days a week, offering accurate medical information and referrals to appropriate doctors or other community-based services. To be on staff at Ask-A-Nurse, registered nurses must have a wide range of medical knowledge and excellent communication skills.

Most Ask-A-Nurse programs are affiliated with local hospitals. Your local Ask-A-Nurse telephone number for Missoula is 542-0259.

Vital Statistics

2,000,000 - Number of children who will receive a bicycle as a gift this year.

10,000 - Number who will also receive a helmet

50,000 - Number of children treated in emergency rooms each year for bicycle related head injuries

Here Comes the Sun



As we move from spring into summer, with the days getting longer and the sun hotter, here are some ABCs for skin-cancer prevention:

- A - Avoid the sun in the middle of the day.
- B - Block harmful rays with sunscreen that has an SPF (Sun Protection Factor) of at least 15. Apply it often during your time in the sun.
- C - Cover up with a long-sleeved shirt and a wide-brimmed hat.
- S - Speak out and talk to friends about the importance of skin protection.

The ABCs also apply when examining skin for signs of melanoma, a deadly form of skin cancer. Check your skin monthly, paying close attention to any moles, and use the A-B-C-D checklist from *Wellness Made Easy, 101 Tips for Better Health*, from the University of California-Berkeley Wellness Letter:

- A - Asymmetry - One half of the mole doesn't match the other.
- B - Border - It has irregular, ragged or bumpy edges.
- C - Color - The mole has changed color or is several colors.
- D - Diameter - It is growing, or is already larger than the size of a pencil eraser.

The 10 Percent Rule

"The single best thing an athlete can do to avoid injury is to heed the '10 Percent Rule,'" says Jenny Stone, the head athletic trainer for the U.S. Olympic Training Center in Colorado Springs, CO. "No matter what the sport, most injuries occur when an athlete changes his training program drastically and tries to do too much, too soon. Instead, increase your distance or intensity by no more than 10 percent per week over the previous week. And never increase quantity and quality at the same time."

Dip Tips for Bad Backs

You can safely exercise even with a bad back—in the water. Swimming tones and stretches muscles while the water supports the spine and eases back strain. But skip the breast stroke and butterfly: They make you arch your back. Wear goggles so you don't overextend back muscles trying to keep your eyes above the surface.

One-Price Car Deals: Reform or Gimmick?

You've seen the ads. Buy a new, fully equipped car at one bargain price. No dickering. Everyone pay the same posted price. Everyone wins.

Almost anyone who ever bought a new car seems to agree the process needs reforming. The simple fact is, most consumers hate negotiating for new cars. If you are like them, you dislike the uncertainty of the situation. A lot of money is involved. You have no easy way of knowing what a fair price for a car should be.

Sure, by federal law new cars have window stickers, but as a buyer, you know these aren't realistic starting points for negotiations.

The past two years have been rough in the new-car business. Enter one-price car deals. The idea is simple. Instead of fictional MSRPs (Manufacturer's Suggested Retail Price), manufacturers and/or dealers impose what are suppose to be non-negotiable and fair state prices for vehicles—no haggling allowed.

But are they good deals? It depends how you define a good deal. If your definition requires a manufacturer or dealer making little or nothing on a transaction, one-price probably is not a good deal. Many dealers proclaim increased volumes and profits on one-price deals.

On the other hand, if you define a good deal as lower cost to consumers, several one-price packages qualify. So far, car manufacturers, dealers, and consumers seem to like the one-price approach, so the trend is likely to grow. For many, it represents overdue reform in how cars are sold.

What you need to know. One-price car selling may benefit consumers, but it should not lull you into a false sense of security. Like making any major purchase, buying a new car involves the conflicting interests of a seller and a buyer. You can be at economic hazard if you forget this fact.

One-price car deals may be good deals, terrible deals, or anything in between. When based on realistic MSROs, they improve dealer credibility. That's good. But you should examine one-price deals on their merits and not just accept them as great values. One-price deals do not free you from doing your homework and making comparative shopping forays.

The one-price label should never completely determine a car deal: Issues like trade-in allowance, finance cost, unpackaged options, and the quality of dealer support and service should remain matters of consideration and negotiation.

The Credit Union has Kelly Blue Books for new and used cars. Members can have the vehicles they are interested in priced out. They will then have important information needed to make a good deal. Call before you buy.



CEN\$IBLY YOUR\$

Champion Intermountain Federal Credit Union
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Hours: M&F 11:00 - 4:00 T,W,TH 7:00 - 4:00
Each Account Insured to \$100,000 by NCUA



May Anniversary Dates

Richard Adams
Michael Alexander
Dennis Anthony
Tory Bagaoisan
Thomas Blake
Jerry Brittner
Bonnie Burgmaier
Gerald Bush
Gary Clark
Dorothy Cross
Otto Czegledi
Michael Dambrowski
Steven Doney
Hal Edwards
Kim Edwards
Jason Eggart
John Eichenlaub
Melvin Frady
Glenn Gabel
Gary Gravatt
Kenton Halland
Roy Hartse
James Hauge
Nathan Hill
William Hilliard
Wayne Hills
Clyde Hochhalter
Gaylen Hoerner
Lawrence Hubbell
John Hummel
Lorraine Larson

Mark Manthie
John Maricelli
Timothy Marquart
Wilburn Mitchell
Debbie Moravec
John Murphy
Joe Needles
Ronald Ness
Michael O'Brien
Richard Olson
Donald Pearson
Stephen Punke
Jack Purington
Murvin Rickel
Robert Rodriguez
Randy Selensky
Lincoln Sherbondy
Terry Schoen
Walter Sieler
Duane Skarsten
Roger Smith
Catherine Stang
Gordon Stavish
OK Styger
Richard Swartz
Lorie Thompson
Doug Vervick
Timothy Wackler
Robert Zentgraf
Joe Zito

CALENDAR

May 1993

CALENDAR OF EVENTS

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

MAY OBSERVANCES: <ul style="list-style-type: none"> • Older Americans Month • National Barbecue Month • Mental Health Month • National Arthritis Month • Better Hearing Month 						1 • May Day • Kentucky Derby
2	3	4 National Teachers Day	5 Cinco de Mayo	6 National Day of Prayer	7 National Nurses Week May 6-12	
Be Kind To Animals Week						
9 Mother's Day	10	11	12 National 3rd Shift Workers Day	13	14	15 Armed Forces Day
National Nurses Week May 6-12						
16	17	18	19	20	21 Solar Eclipse Begin 8:19 am Greatest Eclipse 10:19 am EDT	22
23 2nd Annual Bonner PTA Picnic! Fun & Prizes	24	25 Missing Children's Day	26	27	28	29
30	31					

TIP OF THE MONTH:
 Be a good listener. If you monopolize the conversation, you may miss important things that another person has to say.

WHAT'S SO SPECIAL ABOUT

M•A•Y?

- **May Day: May 1:** An ancient holiday featuring festivals of spring, dances around Maypoles and parades. Observed as a "worker's day" and holiday in many European countries.
- **The Kentucky Derby: May 1:** The most famous thoroughbred horse race, the "Run for the Roses" takes place in Louisville, KY, the first Saturday in May.
- **Cinco de Mayo: May 5:** This Mexican national holiday (which is also celebrated in many parts of the U.S.) recognizes the anniversary of the Battle of Puebla in which Mexican troops, outnumbered three to one, defeated invading French forces in 1862.
- **Be Kind to Animals Week: May 2-8:** To promote kindness and humane care toward animals. Also National Pet Week.
- **National Nurses Week: May 6-12:** A time to recognize the important contributions of nurses to the health care community. This year's theme, "Nurses Share a Vision for America's Health," emphasizes the active role of nurses in health care reform.
- **National Teacher Day: May 4:** A day to pay tribute to those who educate and influence the next generation through their work.
- **Mother's Day: May 9:** First observed in 1907 at the request of Anna Jarvis of Philadelphia, PA. Ms. Jarvis asked her church to hold a special service in memory of all mothers on the anniversary of her mother's death. Annually observed by presidential proclamation on the second Sunday in May.
- **Solar Eclipse: May 21:** Partial eclipse of the sun will be visible over North America except in the Southeast and arctic regions. Begins at 8:19 a.m. EDT, reaches greatest eclipse at 10:19 a.m. EDT.
- **National Missing Children's Day: May 25**
- **National Death Busters Day: May 28:** On this day every state is encouraged to set a goal of having no traffic fatalities.
- **Memorial Day: May 31:** This day honors the tradition of making memorial tributes to the dead, especially remembering those who have died in battle.



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



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