

The Tamarack



Champion International Corporation

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

BONNER, MONTANA

OCTOBER 1993

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Breaking Down Barriers to Achievement

From your Tamarack Editor
Karen Abel

According to one story, Henry Ford believed that his engineers could build a new kind of engine, the V8 engine. But his engineers, the ones who knew all there was to know about engines, did not believe this.

Henry Ford asked them, nevertheless, to build this engine that could not be built. The engineers went to their drawing boards and, surprise, came back to Ford and told him they could not build a V8 engine because it was impossible. Henry told them to do it anyway. They tried again and failed. But they were told to try again and, finally, the engineers did what they knew was impossible and built the V8 engine.

Perhaps this story is unauthenticated, I don't know. But true or not, it illustrates an important point about human nature: What you believe to be true, is almost certainly true. As the saying goes: Whether you believe you will succeed or fail, you are right.

What is impossible in our company or even in your job here at Bonner? What is it that we believe we simply cannot do? Think about this. Because the answers to these



questions represent the limits of our growth as a company and your own personal growth. It creates walls, or boundaries that stop our ability to grow, think & be creative.

Let's examine our limits, our walls, today and really take a look at the boundaries we have created for ourselves. Then let's take the next step.

Break through those barriers to achievement. It may surprise even you that you can actually do something you thought was impossible.





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MANAGER'S MESSAGES

Change..... Appears Near

By: Bob Brewer

It was September 24, 1991 when I met with the entire Bonner work force to announce that Champion intended to sell its Montana Timberlands and mills.

Now, two-years later it appears the change in ownership is near with Stimson Lumber Company purchasing the mills and Plum Creek Timber Company purchasing the 867,000 acres of timberlands. At this time the change in ownership is scheduled to be effective November 1, 1993, a date that begins major CHANGE for all Montana Champion employees.

Change in and of itself is not necessarily good or bad, but rather offers opportunity to those who are effected by it. Our individual ability to adjust and take advantage of our opportunities created by this change will be the key in defining our success as we leave Champion's employ and move on to our next opportunities whatever they may be. As the old adage states, "The only thing constant in life is change" and recognizing this we must not fear the future, but rather remain positive, flexible, and

optimistic, as we view our opportunities after November 1.

I am confident you will be successful in the future, because of successes and results the Bonner operation has experienced, do to everyone's efforts, these past two years. You have proven your ability to perform at a high level of efficiency in an uncertain and trying work environment.

And as we wind down the operations during the remainder of October I would ask that everyone continue to perform at the same high level of efficiency that you have demonstrated in these past two years. Our focus must remain on our four core values of Safety, Participation, Product Quality/ Customer Service, and Cost Effective Productivity in the remaining weeks of operation. They have been the driving force in our success at Bonner and should be the cornerstone for Stimson Lumber to build on as they begin their operation of the Bonner Complex. I am proud of our accomplishments, as you should be too. I thank you all for your superb efforts and dedication in making Bonner successful and I am confident you will do the same for Stimson Lumber Company.

I personally wish each of you the very best as you meet the challenge of the CHANGE that appears near.

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

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

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

TAMARACK EDITORIAL COMMITTEE

Karen Abel	2135	Deana Lazott	2270
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Kevin Andrews	2317	Deb Moravec	2212
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Tom Hilmo	2285	Glenn Smith	2259
Sue Hogan	2214	Alan Wagner	2259
Larry Keogh	2271		



SAFETY COACH UPDATE

By Larry Keogh

Your Safety Coaches have been at it again. We have always strived to be responsive to the needs of the Bonner Complex. In our attempt to remain flexible and adapt our schedules to better accommodate your needs, we have changed the hours of the Resource Library.

Beginning in September we are available at the Resource Library on the first Tuesday of every month during the following hours:

3:30 til 5:00 AM

1:00 til 5:00 PM

We have established this schedule because we recognize the difficulties of preparing Effective Safety Meetings. The odd hours that we as shift workers maintain are one of those difficulties. The Safety Coaches are now available to assist Safety Reps in a workshop environment to create flip charts and other visual aids. The workshop goal is to provide the Safety Reps an opportunity to flesh out bare bone meeting outlines, gain ideas from other Safety Reps and to co-ordinate video tape usage. If additional assistance is needed, such as time or alternate resources for a meeting, just ask the Safety Coach working the session and we'll do our best to get what you need.

Incident Investigation; Going Beyond The Obvious. Incident Investigation training for Safety Reps and Supervisors was conducted during two weeks in September. Going Beyond The Obvious refers to an

investigative procedure whereby an investigating team will take an in-depth look at how an Accident/ Incident occurred. Realizing that an Accident/ Incident is actually the final event in a chain of events, Incident Investigators are tasked with discovering the events that lead up to an Accident/ Incident. Assuming we can identify and eliminate any of the events in the chain, we should be able to prevent recurrence, significantly reducing the costs and inconveniences for everyone here at the Bonner Complex. The process involves a "No Fault" approach to investigations. It objectively analyzes cause without placing blame. Management has committed that disciplinary measures will not be prompted by an incident investigation. "No Fault" Incident Investigation represents another significant step forward in our quest to make the Bonner Complex a better, safer place to earn our living. Anyone interested in becoming part of the Incident Investigation process should contact their Supervisor, Safety Rep or Safety Coach. Questions, suggestions or comments are also welcomed- just button hole any of the above to get the low down.

Are those Inside Champion tapes cluttering up your video library? If so, your Safety Coaches could sure put them to use. We re-use the tapes as part of our Effective Safety Meetings training. Please use the return boxes located in the Green End and Main lunchrooms or drop off your old tapes at the Main Gate Guard Shack. Thanks for your help and have a safe Halloween!

Trick or Treating Tricks of the Trade

The excitement of Halloween can cause children and adults to forget to be careful. Consider the following safety tips before venturing out among the ghosts and goblins.

Costumes should be loose enough to allow freedom of movement and a layer of warm clothes underneath. Consider using makeup instead of a mask, so that vision is not blocked. If you are driving to a costume party, don't wear a mask or a costume that makes it difficult to move arms and legs. Put your costume on when you reach your destination.

When driving, look out for children walking on roadways, medians, and curbs. Youngsters wearing dark costumes will be especially difficult to see. Slow down when driving in

residential neighborhoods and watch for children darting into the street.

An adult or older sibling should accompany children under the age of 12 on trick-or-treating rounds. Warn your children to travel only in familiar areas and along established routes, not lonely shortcuts. Make sure they know to stop only at houses or apartment buildings that are well-lighted, and never to enter a stranger's home.

Give children change for a phone call in case of emergency.

Insist that children not eat any treat until you have inspected it.

Loss Prevention Accident / Incident Report for August 1993

By: Jim Connelly

During the month we experienced 18 recordable accidents/incidents, none of which were lost time but 5 were restricted work activity.

Central Services had a good month with 2 recordable incidents. The Department now has 7 consecutive months of no lost time.

The Log Yard/Processor also had a good month with only 1 recordable incident. They now have 10 consecutive months of no lost time. Of notable interest, the Processor swing shift completed 3 years of no lost time. The Lumber Department experienced 7 recordable incidents, 3 of which resulted in restricted work activity. The department's excellent safety record continues, with 32 consecutive months (766,538 hours) without sustaining a lost time accident.

The Plywood Plant experienced 5 recordable incidents, 2 of which were restricted work activity. Two safety milestones were reached in the Dryer Section, with the day shift reaching 1,000 days, and the swing shift reaching 1 year without sustaining a lost time accident. Our Bonner Complex lost workday rate and OSHA rate remains favorable to our set goals:

Lost Workday Rate 1.2 vs 1.6 goal
OSHA Rate 5.1 vs 6.7 goal

	Total Recordable Cases	Lost Workday	Restrict Acitivity	Lost Work Rate	OSHA Rate
Central Services	6	1	0	2.1	2.1
Log Yard/Processor	6	0	1	0	2.7
Lumber	31	0	3	0	2.8
Plywood	66	5	15	1.8	7.1

Lost Work Days Increase

The average number of work days lost in the U.S. because of injury or illness rose to 22 days per case in 1991 from 18 days in 1987. The rate of disability did not change, but recuperation time increased, according to the Bureau of Labor Statistics.

A Message From Your Fire Brigade

As responsible people, we take fire prevention seriously. We practice it throughout the year.

This is generally true. Still, fires happen...in our own buildings and others. During Fire Prevention Week we ask that you take time to think about how a fire could start. How could you prevent its happening, and what would you do in a fire emergency? We ask you to:

- Look and see. Find potential hazards and correct or report them. A hazard could be an overloaded electrical circuit, questionable storage of combustibles, or equipment that sparks. Actually look. You will recognize the hazardous situation.
- Check your fire-extinguisher know-how. If you saw a fire start, would you know where the extinguisher is, which extinguisher to use, how to actually operate the device? If you have any questions, ask your supervisor or a member of the fire brigade for instructions.
- Evaluate your escape routes. You may be familiar with the easiest way out, but are you sure about your alternate, or third-choice escape path? Under what circumstances would you choose a certain route?

Of all dangers mankind has dealt with, fire has been with us the longest. But its threat is still here, and no amount of modern technology can eliminate it. Only people can. People like you and me.

SAFETY

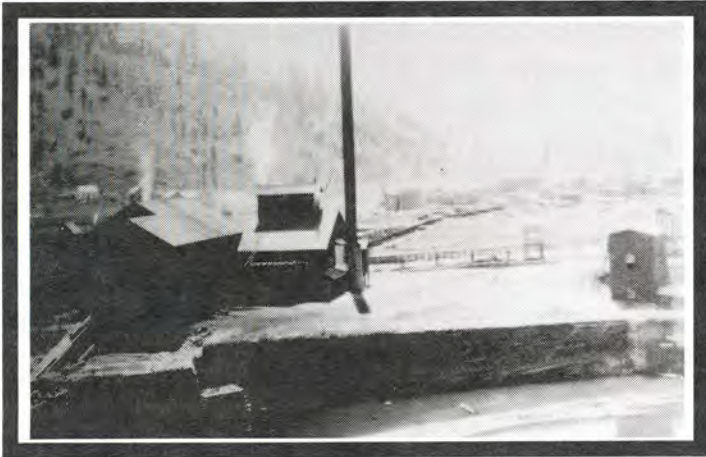
Stow the Rods and Oil the Guns

By Glenn Smith

An unmistakable chill, felt in the early morning air of a September morning—coupled with the subtle shades of red and yellow, which seem to magically appear throughout the country side—inflames the hormones of every red blooded Bonner Mill Worker who enjoys the great Montana outdoors.

September is the time to recall and reminisce the most enjoyable fishing trips of the summer months as you prepare to stow away the fishing gear and make plans to dig out the old Blunder Buss and become reacquainted at the rifle range.

The hours of pouring over Montana Hunting Regulations and applying for special permits is completed, and for some there is a feeling of exuberance!! while others will sigh and say “maybe next year”.



Generations of Bonner mill workers have been experiencing this phenomena for nearly 100 years, which raises an interesting thought. How did the Montana Game Laws read for the first Bonner Mill Workers? The Bonner Mill 1897, shown in this picture would be called by it's nick name, “The Hammond Mill”, and the Montana Game Laws would clearly state that the killing of buffalo, bison, quail, Chinese pheasants, beaver, and mountain sheep is absolutely prohibited.

- Not more than two moose or elk may be killed in any one season, and the open season for these animals is from September 15 to November 15.
- The open season for deer, antelope, and Rocky Mountain goat is from September 1 to January 1 and not more than six of each may be killed in one year. Using dogs in the chase is prohibited.

- Not more than 20 grouse, prairie chickens, fool hens, sage hens, pheasants, or partridges may be killed in one day and the season for these birds is from August 15 to December 15.
- The open season for ducks, geese, brants, and swans is from September 15 to May 1. Singing birds shall not be killed, and the nests of all kinds are protected from despoliation.
- It is unlawful to trap, or otherwise restrain for sale or domestication, any buffalo, elk, moose, or mountain sheep.
- A pole, line and hook are the only legal implements for fishing, except below the great falls of the Missouri River, where a two inch seine may be used.
- The sale of trout and grayling is prohibited.
- Dynamiting for fish is a penitentiary offense.
- The sale of any of the birds or animals mentioned is prohibited, and so is killing for hide and head.
- One half of every fine will go to the informer.
- A screen with meshes not exceeding one inch shall be maintained from July 1 to November 1 at the head of every ditch or flume from a stream containing trout or grayling.
- Penalties for violation of the law is severe.



Eagles Sour High in the Eyes of Charity Recipients

By Sue Hogan

Imagine a world, if you will, that donates no money or time to charitable organizations.

Your physician has just informed you that you have a confirmed heart condition. However, no money has been given to conduct heart research, so your condition will no doubt be fatal.

Or, you're a handicapped person living in a retirement home. It's dinner time and you are hungry; however, due to the fact that there are no wheel chair ramps that allow you to enter the dining area, you must eat in your room alone every day.

Thanks to people like plywood warehouse attendant, Ed Johnson, we don't have to imagine horrible circumstances such as these.

After 15 years as a devoted member of the Eagle's Club, Ed accepted a one year position in June of 1993 as State President. This organization supports five national charitable funds: heart, old age (Golden Eagles), kidney, youth, and cancer.



Ed Presenting check for \$5000 to the Alzheimer's Grant in Great Falls.

In August, \$665,000.00 in grants will be presented at the National Eagle's Convention to all five of these selected organizations. Within the last three years, the Missoula Eagle's Club has contributed \$15,000.00 to St. Patrick's Hospital for heart research. They also built a handicapped access addition to the dining room at the Missoula Manor.

"I receive great satisfaction from helping others," explained Ed. "I joined the Eagle's Club because I like what they do for the community through their charitable work."

The hard work and dedication by Eagle Club members never ends. They recently sold pins and stuffed teddy bears, and held a statewide walk-a-thon which raised \$14,000.00 for Project Hope, an organization that supports terminally ill children."

Currently we are selling tickets to raffle off a bronze eagle donated by a sculptor from Bozeman to raise money for "Home On The Range", explained Ed. "Our goal is to raise \$20,000.00 for the 17 abused girls who live in this home in Glendive."

It is not easy to gain the title of State President of an organization such as the Eagles. The process takes eleven years. Each year, 100 to 150 state convention members vote during an election to decide which members will fill the six stations or chairs.

- Trustee (Manage money and run state office)
- Outside Guard (Controls delegates during conventions outside of the room)
- Inside Guard (Controls delegates during conventions inside of the room)
- Conductor (Sets up meeting and introduces guests)
- Chaplin (Performs opening and closing prayers)
- President Elect (Begin to choose committees and charities)
- State President (Conduct all state meetings and preside over the annual state convention)

The first charter of the club was established in Seattle in 1895. Missoula established its' charter in 1898. In order to become a member of the Eagle's Club, you must be at least 18 years of age and pay a initiation of \$25.00/year which goes towards the operation of the facility and to the national organization.

Members of the Eagle's Club meet twice per month. Currently, there are 700 members in Missoula.

PROFILES

These members also participate in Super Bowl parties, cribbage tournaments and rummage sales.

Among the many charitable organizations that the Eagle's Club support, they also give their attention to other programs such as bicycle safety. Club members pass out flyers at schools in the area. As many as 400 children are in attendance while Eagle members make repairs to the childrens' bicycles and add reflectors and flags to those that don't have them. The organization also gives away ten new bicycles a year.

As far as charity recipients are concerned, it takes special, caring individuals to donate their time and

efforts to outstanding organizations such as the Eagle's Club. "You must be somewhat of an organizer", replied Ed. "You must volunteer a lot of time without receiving a lot of thanks.



IF YOU OR A FELLOW CHAMPION
EMPLOYEE WOULD LIKE TO
PURCHASE RAFFLE TICKETS
TO HELP RAISE MONEY FOR
"HOME ON THE RANGE"
CONTACT ED JOHNSON AT 258-2326.

(\$1.00 EACH OR 6 FOR \$5.00)

Montana Schools could benefit from Timber Sale Programs?

By: Cary Hegreberg, Executive Vice President, Montana Wood Products Association

Could Montana's schools benefit from an additional \$10-\$15 million per year? That amount of revenue was foregone in the last fiscal year due to a deteriorating timber sale program on your school trust lands.

The federal Enabling Act, which granted statehood to Montana, also provided tracts of land to be held in trust by the state for the sole benefit of schools and institutions. State and Federal Courts have repeatedly upheld the "trust mandate" to profitably manage those lands for the sole benefit of designated beneficiaries.

In Montana, overzealous environmental groups, already successful in tying the U.S. Forest Service timber program into a legal knot, are now turning their attention to forested state trust lands. Timber sales from these trust lands have fallen from nearly 50 million board feet in 1986, to about 19 million board feet in fiscal year 1993. At current timber values, that shortfall represents \$10-\$15 million per year.

Preservationist groups would prefer that no timber be harvested from state trust lands, yet they offer no alternative funding sources for our schools.

The Department of State Lands, which manages trust lands, acknowledges that a timber harvest level of 50 million board feet per year is sustainable in perpetuity. In fact, tree mortality on state trust lands exceeded the level of sales last year by 5 million board feet. That dead, rotting timber represents \$2.5 million that should be funding Montana schools.

Aside from the direct financial impact on schools, each one million board feet of timber processed in Montana results in 20 good-paying jobs for our economy. Bringing timber harvest on trust lands up to the sustainable level would allow 600 families to remain living in our communities and contributing to our tax base.

The forest products industry is not advocating rampant logging on state forest. We simply believe Montana's trust lands should be managed for sustainable timber production. Congress granted those trust lands to Montana for the purpose of funding our schools -- not to be managed as wilderness wildlife sanctuaries.

Please contact members of the State Board of Land Commissioners if you are concerned about falling revenues from your forested trust lands. Land Board members are: Nancy Keenan, Superintendent of Public Instruction; Joe Mazurek, Attorney General; Mark O'Keefe, Auditor; Mike Cooney, Secretary of State; and Governor Marc Racicot. For more background information, including legal citations, contact the Montana Wood Products Association at (406) 443-1566.

IMPORTANT INFORMATION

Champion Has Been a "Good Neighbor" to Missoula

By: John Abel

Large corporations have always been looked to by community organizations, research groups, and educational facilities as a source of free money. Fairly or unfairly a corporations good neighbor image is often determined in part by how much money they give to the community where they do business. Corporations vary in the methods they choose to donate money. Some donate to very specific types of groups, others use large donations to select groups for publicity, and some donate to a wide cross-section of community groups, keeping a low profile of what they do.

Champion fits nicely into this latter group and since they came to Missoula twenty years ago, Champion has proven to be a very generous giver to a wide variety of groups. Their donations have been from the very large such as University Athletics and their underwriting of the Champion Holiday Classic, and the United Way where Champion matches all employee contributions, to the very small like Bonner Odyssey of the Mind and Childrens World.

With Champions decision to sell its Montana properties, a large number of community groups, clubs, and organizations will feel the loss of Champion's generosity. We can only hope that whoever purchases Champion's properties will prove to be the excellent good neighbor that Champion International Corporation has proven to be.

Champion makes its donations through two funds: The Montana Champion Council Contributions; and the Champion Fund for Community Service. The following list is Champion's contributions for this year through August of 1993.

Montana Champion Council Contributions Year to Date for Bonner Mfg. & Missoula Timberlands

Alert Helicopters	\$1,000
Business Week - MT Chamber Foundation	\$825
Camp Challenge	\$210
Children's World	\$631
Family Forestry Expo	\$100
Forest Stewardship Foundation	\$200
Missoula County	
Law Enforcement Youth Camp	\$225
Missoula Mendelssohn Club	\$1,000
1993 Montana Governor's Ball	\$225
Montana Natural Resources Youth Camp	\$300
Montana Special Olympics	\$75
Montana Wood Products Association	\$6,750
Missoula Senior Graduation Party	\$250
Nez Perce Historical Foundation	\$50
Odyssey of the Mind	\$250
Plains Connection Graduation Party	\$50
Rocky Mountain Elk Foundation	\$250
UM Forest Stewardship Program	\$2,500
UM Scholarships	\$1,000
VFW Post 5607	\$250

TOTAL CONTRIBUTIONS \$13,566.00

Champion Fund for Community Service	
Altrusa International	\$850
Boy Scout Troop #95	\$500
East Missoula Fire Department	\$1,000
Exchange Club of Missoula	\$300
Florence Baseball Association	\$500
Greenough-Potomac	
Volunteer Fire Department	\$1,000
Missoula County Sheriff's	
Search & Rescue	\$1,000
Missoula Ski Education Foundation	\$500
Missoula Wrestling Club	\$275
Mt. Sentinel Little League	\$500
Mullan Trail Little League	\$500
Potomac-Greenough Community Center	\$500
Sussex School	\$300
Westmont Outlaws	\$500
Boy Scouts Troop #9	\$500
Missoula Manor Homes	\$750
Montana Hope Project	\$500
Western Montana Hospice	\$1,000
Westside Little League	\$500
Missoula Fetal Alcohol Support Group	\$500
Lolo Community Center	\$300
East Missoula Clubhouse	\$300
Blackfoot Roadrunners 4H	\$100
Boy Scouts Troop #5	\$350
Bonner School Odyssey of the Mind	\$250
Missoula County Sheriff's Department	\$300
Boy Scouts, Blue Star Explorer Post	\$425
Hellgate Lions Club	\$500
Bonner School PTA	\$200
Missoula County Sheriff's Posse	\$300
TOTAL CONTRIBUTIONS	\$14,725
Missoula County Fair Livestock Auction	\$2,076
United Way of Missoula (APPROX)	\$52,000.00

**GRAND TOTAL OF CONTRIBUTIONS
TO THE MISSOULA COMMUNITY:** **\$82,367.50**

Thank you Champion.

IMPORTANT INFORMATION



SHERIFF'S DEPARTMENT
200 W BROADWAY ST
MISSOULA MT 59802-4292



September 7, 1993

Bob Brewer, Complex Manager & Champion Employees
Champion International Corp.
Bonner, Montana 59823

Dear Mr. Brewer & All Champion Employees

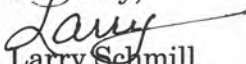
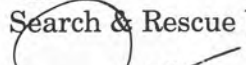
With many mixed emotions we note the sale of Champion. Champion has indeed been a "champion" when it comes to being good stewards in the community of Missoula and the surrounding area. This department is extremely thankful for the past years' association with Champion and its employees.

As an example, our department has several ancillary units that perform with excellence at serving Missoula County residents and visitors. Our Search & Rescue Unit (one of the premier S&R Units in the Northwest) has had over the years, and has at present, numerous employees of Champion who serve as volunteers. They give of their time and talents (of which they have many) to assist their fellow beings in numerous situations. Many of the call-outs are life-threatening in manner, and many times these rescue volunteers have taken extraordinary measures, at times putting themselves at risk, to serve humanity. A number of crisis calls come in when peak manpower is not readily available, yet Champion has without hesitation released its workers (our volunteers) to assist.

Also over the years Champion has donated multi-thousands of dollars so equipment could be built or purchased - Equipment that only enhanced our Search & Rescue's ability to aid people in need.

These are just two prime examples of Champion's "good neighbor and citizen" policy. The old axiom of "actions speak louder than words" certainly rings true in Champion's case. There are many other times your people have aided this department in investigations. We have become good friends with many Champion employees and administrators; friendships we value.

Again, a sincere thank you to Champion for all their support, but a special highlight on the Search & Rescue area. We are better for it.

Sincerely,

Larry Schmill
Chief
Search & Rescue Unit

Doug Chase
Sheriff

DWC/mscc: Undersheriff Weatherman
Deputy Ball

IT WAS A GREAT PICNIC!

By Dorothy Cross

The picnic committee is to be congratulated for the organization.

Big Sky Catering provided absolutely wonderful food, and did so in style. (Even though Danielle Andrews thought the roasted pig, with tail and head, was just too gross.)



In spite of last minute unavoidable cancellation by our umpires, softball was a success. Many, many thanks to Porky Hendrix and Kevin Andrews - and all the employees who chipped in at the last minutes to ump the games: Porky, Bill Jackson, Tom Connelly, Bob Mitchell, Poti Talalotu, Jerry Kinnamon and Chuck Hansen.



Everyone had fun with the karaoke, even if it was not from the stage. Thanks, Tom Scheidecker, Marsha, and the rest of the crew..especially everyone who went up on stage to sing for us - JoAnn Cooper, DeeAnn White, Larry Bonefeole's little granddaughter, Willie Hendrix, Jessica Peterson & friend, Heather, the two Bessettes, Jim Price's youngest, Gregg Bauer & Kayleen Zentner, Carla Verworn and everyone else. The response was great, and I couldn't keep track of all the names. Nonetheless, your entertainment was noted and enjoyed!



Daring Darin Enterprises did a booming business with balloon animals and face painting. So "booming", in fact, that they never had a chance to do any juggling, play any games, or even eat! We saw some really intriguing faces around the grounds, though!



Approximately 30 of our retirees were back to join us. It was good to have you all back here with us for the day.

A huge "THANK YOU" is due to everyone who came and made the day such a success - all 1000 of us!!!

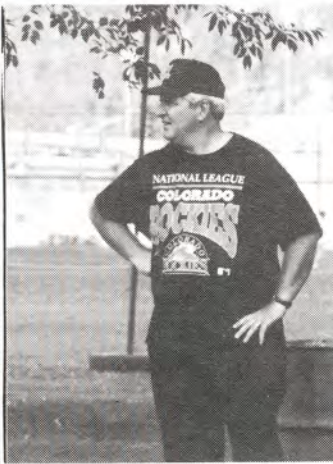




Special thanks to:

The picnic Committee: Kevin Andrews, Dorothy Cross, Porky Hendrix, Sue Hogan, Barb Huxtable, Ed Johnson, Deb Moravec and Greg Terrell.

The Crew who worked on the grounds Saturday & Monday: Andy Anderson, Craig Coffey, Dave Grapensteter, Porky Hendrix and Jim Price. Ray Anthony & Doug Lindsey who came up with extra tables and benches at the last minute on Sunday morning, and



Pat Peters, the shutterbug for the day. There was so much to see and record on film. It was hard to be everywhere all the time but I think she managed it. We appreciate the effort!



Karen Abel, Josh Barnhart, Lyle & Joan Cross, Bobbie Dufresne, Mike Johnson, Jacinda Hendrix, Laurie Price, and everyone else who helped out - moving tables & chairs, picking up garbage, organizing co-rec softball, etc.

I'm sorry I can't thank everyone by name, but your contribution is no less appreciated because your name is not printed here!

And finally, to Bob Brewer and Champion, for providing the opportunity (and money) for us to have a picnic. (See PICNIC WINNERS! on page 12)

**IT WAS YOUR PICNIC,
AND YOU MADE IT GREAT!!**



PICNIC WINNERS!

Winning Softball Teams:

First Place: Planer
 Second Place: Green End Days
 Third Place: Green End Graveyard

Co-Rec Softball Winners: Team "C"

Door Prize Winners:

Dinner Gift Certificates:

Sandy Dahl - Plywood Swing
 Hal Edwards - Plywood Days
 Tom Hatch - Plywood Swing
 Diana Hendrix - Main Office
 Cliff Rathburn - Retiree
 Lula Waddington - Retiree
 Bill Sell - Plywood Swing
 John Peters - Plywood Days

BBQ Tool Set:
 Bill Sell - Plywood Swing

Horseshoe Set:
 John Peters - Plywood Days

Badminton Set:
 Robert Loran - Plywood Swing

Croquet/Bocci Ball Set:
 Richard Staat - Retiree

Ice Cream Freezer
 Bob Plenger - Sawmill

Cooler Set:
 Paul Greff - Log Processing

Gas Grill:
 Sue Hogan - Central Services

Picnic Table Set:
 John Abel - Plywood Days

Wee Champions

NICOLE IRENE BLAKE

Parents: Tom & Tracy Blake
 Date of Birth: August 8, 1993 at 8:15 AM
 Length: 19"
 Weight: 6 lbs.
 Sister: Chelsea Blake

It's a Girl!



Copying Software is Illegal

DO YOU KNOW that when you buy one computer software package for your organization it is illegal to copy it onto multiple machines in the office? Copyright protection laws specify that licensed programs can not be shared between machines, and software companies have become more aggressive in prosecuting organizations that violate the law. In some cases, companies have paid hundreds of thousand of dollars in out-of-court settlements.

Success is having done the very best you can.

Coach Lou Holz

Every Morning I get up with only one concern; absolute excellence at whatever I do. That's what still drives me. The need to do my consummate best and to do more of it for more people. That's what drives me to grow.

A simple compliment has great power. It can lift spirits, boost morale, and inspire dedicated work. It pays to give compliments often, and to be specific. It shows that you really notice and are appreciative.

How to Live Longer

Why do people grow old and die? Can anything be done to slow down aging or extend life?

Some theories of aging suggest that changes to the body are a built-in genetic program. Others assume that aging is caused by "wear and tear," harmful substances that we breathe or eat, or natural processes within the body. The "damage" theories imply that such changes might someday be corrected and life expectancy extended. However, they also have opened the way for aging "treatments" that scientists do not endorse.

Can anything be done to extend life?

Check with a doctor before buying a supplement or making a dietary change. Be suspicious of any product that promises to slow aging, extend life, or produce major changes in appearance or vigor.

There are no known "anti-aging" treatments, drugs, or supplements that slow aging or extend life. But your chances of staying healthy and living a long time will improve if you:

- Don't smoke.
- Eat a balanced diet and maintain your desirable weight.
- Exercise regularly.
- Have regular checkups, see a doctor when you detect a problem, and follow a doctor's advice when taking medications.
- Stay involved with family and friends.
- Allow time for rest and relaxation.
- Get enough sleep.
- Stay active through work recreation, and community activities.
- Drink alcoholic beverages in moderation, if at all, and don't drive after drinking.
- Use safety belts.
- Avoid overexposure to the sun and cold.
- Practice good safety habits at home and work to prevent accidents such as fires and falls.

It also helps to have a positive attitude toward life. Expect to live a long time. Plan ahead for housing and financial security. Find out what makes you happy and do it.



October: Time for Flu Shots

Why get a flu shot every year? Because every year the flu takes on a slightly different form.

It's Type A that causes most of the trouble. Almost 100 million people in the world suffer its effects each year.

We can catch Type A again and again because it continues to change genetically. One slight mutation is all it takes to negate all the previous year's antibodies. The new virus can infect anyone, so we need fresh antibodies to fight off the new invaders. Fortunately, we do have flu shots to protect us.

Influenza can be a startling disease. In the 1918-1919 epidemic, it infected almost half the population of the world, causing 20 to 30 million deaths worldwide.

Don't take a chance. Get your flu shots before the season begins.

Be protected from Type B, Type C, and this year's new Type A.

TIP OF THE MONTH

Shootin' you the facts

Dennis Thornes Gives Advice on Ammunition and Shooting Safety

Whether we are at work or at home performing tasks in our daily routines, **safety** plays an important part in all that we do. **Concentration** is the key for remaining accident free.

Administering safety precautions also holds true for the reloading of ammunition and shooting of firearms. Many harmful ramifications can possibly occur if a person is not cautious or knowledgeable in what they are dealing with.

Dennis Thornes, plywood Glue Room Relief, has 24 years of reloading experience. Dennis has been a licensed federal fire arms dealer since 1981. This license allows Dennis to buy and sell any fire arm, with the exception of automatic weapons.

Dennis has shared the following ammunition reloading and shooting safety:

–It is important to take proper care of your firearms. Improper care or neglect can possibly seize the action of a weapon. A buildup of copper and lead can affect accuracy.

Watch for these signs of pressure problems that could possibly occur:

- Extreme hard bolt lift
- Primer pocket washing out
- Flattening of a primer
- Ejector pin burnishing mark on base of case

BE AWARE THAT PRESSURE CAN CAUSE YOUR WEAPON TO EXPLODE!

–Keep your weapons clean.

- Use a good cleaning solvent such as Shooter's Choice or Sweet 7.62. However, care should be taken when using these solvents because they are

high in ammonia, which can remove the finish from your stock.

–When cleaning firearms, use good brushes and cleaning rods.

- Dennis prefers to order his rods direct from *Precision Shooting Magazine*. They are made out of a one piece stainless steel rod with a nylon coating. The advantage of using a good rod is that no flexing will transpire. No scratching will occur in the bore or the muzzle with the nylon coating.

–Use a bore coat.

- It coats the bore and makes cleaning easier, preventing possible problems from occurring.
- Manufacturers claim this will increase velocity and accuracy.

–Use reference material.

- A good starting point would be to read any bullet or powder manufacturing reloading manual(s). If you progress beyond this point, there are extreme accuracy publications available.

–Wear Safety Glasses

- As a precaution, wear safety glasses whether you're reloading ammunition or shooting your weapons. Safety glasses will protect your eyes incase your powder explodes.

Don't get distracted. You must always remember to verify your information and concentrate on what you are doing. If you don't, it could have an **EXPLOSIVE** effect on you.

From the Tamarack Committee



SHERIFF'S DEPARTMENT
200 W BROADWAY ST
MISSOULA MT 59802-4292



We the Tamarack Committee want to express our sincere thanks to all of you who contribute to our newsletter. Without our employees helping out with information, good ideas and even a bit of criticism, we would not be able to put the Tamarack together. Your ideas and stories are really appreciated. If you would like to submit an article for your newsletter, please contact any one of our committee members.



Jim Bentley, Glenn Smith, Kevin Andrews, Mel Lockridge, Tom Hilmo, Michelle Wackler, Karen Abel, Sue Hogan, Ken Wisherd, Larry Keogh, Deb Moravec, John Abel and Alan Wagner. Not pictured are Dene Cogdill, Larry Schneider and Deana Lazott.

John "Porky" Hendrix
411 Montana Avenue
East Missoula, Montana 59802

Dear John,

As I read the *Tamarack Champion News Magazine* I came across an article and picture concerning you. I smiled as I read the article thinking how much older we both are and how much water has gone under the bridge.

I remember the days when I was a street officer and you a young man. I have, believe it or not, thought of you on several occasions over the years. They were good memories. Both of us undoubtedly since then have matured a great deal.

I was pleased to note your interest in youth, and in fact the article's contents were extremely complementary of your strengths in this area.

John, I wish you the best. It's interesting for me to see how strong your involvement is in the area of umping. Both of us in some ways have a job that not always pleases everyone.

Keep up the good deeds. Think of the role you play in shaping these young individual's lives. I appreciate it.

Sincerely,

Doug Chase
Sheriff

**OCTOBER 16
IS
NATIONAL BOSS DAY.**

**This is an opportunity
to show your appreciation
for your boss's guidance,
grace and good humor!**

First Step To Bigger Things

by Kevin Andrews



Fall is a special time of year for many people. Some look forward to the cool relief from the hot summer nights while others enjoy the change of color everywhere and the quiet

autumn afternoons. Others look forward to the first big hunt of the season or even the start of a new school year. Many young men can't wait for the chance to get their hands on the old pigskin and butt heads with everyone between them and the goal line.

Little Grizzly football is at full speed again for another year of action packed excitement. Every year since the mid-sixties, boys age 10 to 14 have gotten together to play full contact football. Two leagues were formed based on age to give all participants a better chance to take part and each team is coached by volunteers giving their time to the program. Each team is sponsored by a local business which helps with the cost of uniforms and other expenses.

John Elway of the Denver Broncos is a product of the Little Grizzly program as are other athletes taking part in various sports. Is it possible one of these young Champions might be another future star in the year 2005?

Joey Wingo, age 10, is a fifth grader at Cold Springs school. Joey plays backup quarterback and safety for Stockman's as well as taking part on kickoffs and kick receiving. This is his first year and he says it has been lots of fun. Joey says his favorite part is playing on the kickoff team and "running dudes over". He also likes his safety position because he likes to hit. Joey's parents are Dale and Jan Wingo. Dale works

dryer relief on the plywood dryers. Dale says the moments he recalls were when "Joey threw a block on a kickoff that helped get his team a touchdown. He also saved a touchdown by tackling a kid that got by him and caught a pass."

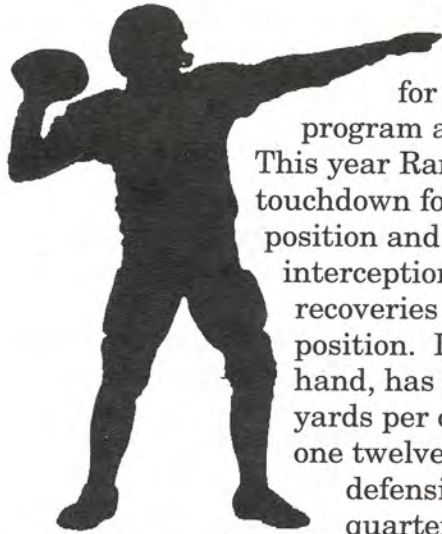
Ryan Hellman, age 13, is a five foot eight inch eighth grader at Meadow Hill school. Ryan starts at right end for First Bank Western. He played once in the fifth - sixth grade league and is now taking part in the seventh - eighth grade league. Ryan has taken part in two important touchdowns for his team. The first, he caught a 35 yard pass to set up a two yard TD and the second, he made a key block on a defensive man to allow his teammate to score. Ryan's parents are Doug and Bridget Shoup. Doug is a facilitator at the Bonner complex. Doug said "Ryan has not played much organized football in the past but he has picked up the game very well and has enjoyed learning the fundamentals."

Jared DeMers, age 11, is a five foot fifth grader at Bonner school. Jared plays fullback and defensive end for the Burger King Falcons. His favorite sport is football and he also plays baseball and soccer. This is his first year of Little Grizzly football. Jared's parents are Gina and Steve DeMers, and two sisters, Joscelyn (age 13) and Erica (age 8) who all enjoy watching him play. Steve says, "Jared enjoys playing the game but is still learning about the fundamentals. He improves with every game."

Randy Mallo, age 14, and Larry Mallo, age 13, are both 8th graders at Frenchtown school. Randy plays halfback while Larry plays fullback for First Bank Western. Defensively, Randy plays safety and Larry plays right outside linebacker. Larry is also the signal caller for



AROUND AND ABOUT BONNER



the defense. They both have played for four years in the program and really enjoy it. This year Randy had a forty yard touchdown for his halfback position and also has had three interceptions and two fumble recoveries from the safety position. Larry, on the other hand, has averaged five to six yards per carry and has had one twelve yard run while defensively he had a quarterback sack. Both

boys also participate in the Little Guy Wrestling program. They each placed third in their weight classes last year. Anna and Jeff Mallo are the parents of these two active boys. Jeff says, "Their team has a chance this year to be one of the top teams in the league."

Jacob Wackler, age 12, is a seventh grader at Meadow Hill school. Jacob is a five foot seven, 140 lbs, middle linebacker and center for Meadow Gold. This is his first year and he really likes playing. Meadow Gold has won all of their games to date partly due to the great blocking by Jacob. Tim and Michelle Wackler as well as Jacob's two younger sisters are good encouragement for Jacob. Tim is a Plywood glueroom graveyard employee and Michelle works as a secretary at the Timberland office.

Eli Bagaoisan, age 12, is a seventh grader at C.S. Porter school. Eli plays offensive right guard and defensive linebacker for Meadow Gold. This is his third year in the program and he has had a really great time. Two years ago, Eli's team won the championship. Eli played for Champion at that time in the younger league. Sue and Tory Bagaoisan go to all of Eli's games whenever possible. He also has a sister, Quiesta, that enjoys the games by cheerleading for the team.

Will one of these fine youngsters become the next Heisman trophy winner in the years to come? Only time will tell. Until then, the Little Grizzly program will continue to prepare our boys for their future sporting years.

Yesterday and Today.....

Halloween traditions extend back several millennia. In late October, when the days grew shorter, the Celts celebrated the Feast of Samhain, Lord of the Dead. Bonfires were lit to frighten away ghosts, and celebrants sought to protect themselves from harm by disguising themselves in grotesque costumes and masks.

Modern Halloween also reflects the edicts of medieval churchmen who declared November 1 All Saints Day (All Hallows). The day before became All Hallows Eve, shortened to the familiar Halloween. Despite the church's efforts, pagan beliefs about the dead returning to roam the world on October 31 persisted.

Today, many countries celebrate their lost ones on October 31. In Mexico, families picnic among the tombstones. Spanish cooks make a pastry called "bones of the holy." It is common to pour milk on graves in Brittany. And in Italy, families prepare great feasts for the spirits to eat.



Desiderata

Go placidly amid the noise and haste and remember what peace there may be in silence.

As far as possible without surrender, be on good terms with all persons.

Speak your truth quietly and clearly; and listen to others, even the dull and ignorant - they too have their story.

Avoid loud and aggressive persons: they are vexations to the spirit.

If you compare yourself with others, you may become vain and bitter; for always there will be greater and lesser persons than yourself.

Enjoy your achievements as well as your plans. Keep interested in your own career, however humble. It is a real possession in the changing fortunes of time.

Exercise caution in your business affairs, for the world is full of trickery.

But let this not blind you to what virtue there is; many persons strive for high ideals, and everywhere life is full of heroism.

Be yourself. Especially do not feign affection.

Neither be cynical about love; for in the face of all aridity and disenchantment, it is perennial as the grass.

Take kindly the counsel of the years, gracefully surrendering the things of youth.

Nurture strength of spirit to shield you in sudden misfortune.

But do not distress yourself with imaginings. Many fears are born of fatigue and loneliness.

Beyond a wholesome discipline, be gentle with yourself.

You are a child of the universe; no less than the trees and the stars...you have a right to be here. And whether or not it is clear to you, no doubt the universe is unfolding as it should.

Therefore, be at peace with God, whatever you conceive him to be, and whatever your labors and aspirations in the noisy confusion of life.

Keep peace with your soul

With all its sham drudgery and broken dreams, it is still a beautiful world.

Be careful.... Strive to be happy.

-an anonymous piece of writing found in an old English church.



FIRE PREVENTION WEEK October 3-9, 1993

The crackle of wood in the fireplace on a cold winter's night. . . The soft glow of candles during a romantic dinner. . . Sometimes it's hard to remember that without care and proper attention a fire can turn from friendly to frightening. Take time October 3 - 9 to review the simple strategies that will keep you, your family, and your property safe.

CALENDAR



October 1993 CALENDAR OF EVENTS



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

		<i>Anniversary A</i>		1	2
3	4	5	6	7	8
FIRE PREVENTION WEEK					
	Child Health Day	<i>Happy</i>		<i>Happy</i>	
10	11	12	13	14	15
<i>Birthday</i>	Columbus Day			Be Bald and Be Free Day	National Grouch Day
17	18	19	20	21	22
	<i>B</i>	<i>Happy</i>	<i>Happy</i>		
CREDIT UNION WEEK					
24	25	26	27	28	29
Mother-In-Law Day	<i>B</i>	<i>BL</i>	<i>BL</i>	St. Jude's Day	
					30

31 *Happy Halloween!*

Don't Foreget to turn Your Clocks Back One Hour

Libra: The Scales

September 22 - October 21

Striving for balance is key to every Libran. People trust you to give fair advice because you have an uncanny ability to see all sides and to "weigh" the issues at hand. This zeal for fairness and justice sometimes gives others the impression that you are indecisive,

wishy-washy, or argumentative, when all you are doing is seeking your own truth. Scrupulously honest in business dealings, you are a born mediator and naturally charming and loving.

October Observances:

- National Car Care Month
- National Pizza Month
- National Seafood Month
- Energy Awareness Month
- National Newspaper Week: Oct. 10-16
- 122nd Anniversary of the Great Chicago Fire October 8
- October 31, Turn Clocks Back One Hour
- National Dessert Month

WHAT'S SO SPECIAL ABOUT

O•C•T•O•B•E•R?

October 3, Sunday, Fire Prevention Week

October 3, Get Organized Week

U.S. Supreme Court 1993-1994 Term Begins

October 4, 1993: Beginning on the first Monday in October, terms include seven two-week sessions of oral arguments. Between each session, the Justices write the opinions for the cases heard. In most instances, all cases are decided by the following June or July. This session will open with the addition of a new justice appointed by President Clinton.

National Newspaper Week:

October 10-16, 1993 Read all about it! Newspapers play a vital role in our daily lives, connecting us to the events, issues, and opinions of others everywhere.

122nd Anniversary of the Great Chicago Fire October 8, 1993: Legend has it that Mrs. O'Leary's cow kicked over a lantern in a barn and started the conflagration that has gone down in history. No matter how it started, the fire rampaged for 27 hours, killing 250 people and destroying 17,450 buildings. In 1925, a Presidential Proclamation declared that Fire Prevention Week would be observed annually on the anniversary of that devastating event.

Columbus Day: October 11(observed)

Be Bald and Be Free Day:

October 14, 1993 For those who are bald and who either do or do not wear a wig or toupee, this is the day to go "shiny" and be proud.

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

National FRUMP Day: October 14, 1993

Honors the average Frugal, Responsible, Unpretentious, Mature Person with a day of his or her own.

National Grouch Day: October 15, 1993

National Boss Day: October 16, 1993:

A day to honor your boss, always October 16th.

Mother-In-Law Day, October 24, 1993:

Honoring mothers-in-law for their contributions to families and their enduring bad jokes.

St Jude's Day, October 28th, 1993:

Saint of hopeless causes

October 31, 1993: Turn your clocks back one hour! Day Light Savings Time Ends. Always the last Sunday in October.

Halloween, October 31, 1993:

Celebrated for over 1300 years.

Computer Learning Month: Every day we are touched in some way by computer technology. Increase your computer literacy this month and try to apply computer technology in new ways - on the job and at home.

National Dessert Month.

Forget about the fat and calories in a fanciful dessert at least once this month. Give your sweet tooth a rare break.

The Tamarack Editorial Committee



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