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Expansion, Upgrades Planned for Plywood Mill

Investments
to Increase
Production
and Efficiency



– Louisiana Economic Development News Release

In December, RoyOMartin announced it will invest \$9.5 million to install technologically-advanced production equipment at its Chopin, La., plywood manufacturing mill. The expansion will allow the company to retain approximately 684 existing jobs through 2035.

“RoyOMartin has been driving economic activity and providing good jobs for Louisiana workers in north and central Louisiana for nearly 100 years, and I thank them for their continued commitment to our state,” Gov. John Bel Edwards said. “The timber industry has long contributed mightily to Louisiana’s economic growth, with an average impact of \$7 billion a year. Investments like this one help to sustain our rural communities and ensure that Louisiana lumber mills will remain an important part of global supply chains for years to come.”

Located off Interstate 49 between Alexandria and Natchitoches, the Chopin plant began production in 1996 and has since undergone multiple expansions that established it as

one of the largest single-site plywood production facilities in North America. The equipment upgrades will add cutting-edge vision and robotics among other technological enhancements, resulting in faster and more efficient production of plywood, timbers and boards.

“RoyOMartin-Plywood manufacturing facility continues to modernize its operations to be competitive in the future,” RoyOMartin Chairman, CEO and CFO Roy O. Martin III said. “The plywood mill has been in continuous operation since 1996 and has survived the Great Recession, COVID pandemic and other harsh obstacles without downtime. The team leaders and team members at this facility deserve the job sustainability and security that this project and previous modernization projects provide.”

“Natchitoches Parish is proud to have a company focused on bringing innovation and technology to the forefront of manufacturing in our community,” Natchitoches Parish President John Richmond said. “We thank RoyOMartin and its

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RoyOMartin Commits Leadership Gift in Support of Louisiana Tech Forest Products Innovation Center

— LA Tech News Staff

RoyOMartin has committed \$2 million as the leadership gift toward the construction of Louisiana Tech University's new Forest Products Innovation Center.

The State of Louisiana will soon select the architect to design the building, which will be located on the Ruston, La., university's South Campus and provide space for a transdisciplinary approach to solving the challenges associated with the timber industry.

"Louisiana Tech is uniquely positioned to serve our vast industry across the southern United States," said Scott Poole, president and chief operating officer for RoyOMartin. "The Forest Products Innovation Center will become a hub for discovering new methods to capture, produce, and utilize our renewable and sustainable forests for generations to come. We are proud of Louisiana Tech and the spirit of growth and community engagement the University embodies."

RoyOMartin Chairman, CEO, and CFO Roy O. Martin III said the company's support of the new Center and Louisiana Tech's forestry program is a natural partnership.

"Louisiana Tech has the leading forestry program in Louisiana," Martin said. "The University is well situated to help our industry develop new wood products for future manufacturing. We look forward to seeing new innovation created in the spirit of collaboration for which Louisiana Tech is so well known."

— Continued from Page 1

team for working diligently on this project and enhancing the company's well-paying, quality jobs. This expansion will benefit and improve the overall quality of life in our parish."

To secure the project in Chopin, the State of Louisiana offered Martco a competitive incentive package including a performance-based retention and modernization tax credit of up to \$400,000 contingent on the company meeting capital expenditure and payroll commitments. The company is also expected to participate in the state's Industrial Tax Exemption program.

"RoyOMartin is an incredible asset for



From left: Scott Poole, President and Chief Operating Officer for RoyOMartin; Roy O. Martin III, Chairman, CEO, and CFO for RoyOMartin; Dr. Les Guice, Louisiana Tech President; and Dr. Gary Kennedy, Dean of the College of Applied and Natural Sciences

The Center was developed in response to the University's Tech 2030 strategic initiative to create programs and research that bolsters collaboration and partnerships within academic areas, a unique aspect of the Tech culture.

"Faculty and students from across our University will have the opportunity to contribute to the timber products industry using their unique academic lenses," said Dr. Les Guice, Louisiana Tech President. "We anticipate research in new uses of our vast forests to create greater economic opportunities for our state by focusing on more effective and efficient processing of forest products while also contributing to sustainability and a low carbon future."

"This new building will also provide space for research collaborations with the industry and other partners, and each of these initiatives will help our students be better prepared for careers in the forest-products and other industries."

Natchitoches Parish, and it's exciting to see this retention and reinvestment happening in north Louisiana," North Louisiana Economic Partnership President and CEO Justyn Dixon said.

"Protecting existing jobs with productivity-enhancing capital investments helps RoyOMartin continue on its path as an industry innovator and leader," Louisiana Central President and CEO Jim Clinton said. "The jobs at the Chopin facility represent part of the backbone of central Louisiana's economy. Louisiana Central salutes RoyOMartin for its forward-looking investments."



Manufacturing Month Promotes Industry, Highlights Career Paths

As members of the National Association of Manufacturers, RoyOMartin utilized the month of October to inspire the next generation to start careers in modern manufacturing. Each year, through a series of focused events that promote the industry to students, parents, and educators, we recognize and celebrate Manufacturing Month. This designation is an awareness opportunity to communicate to a wide audience about manufacturing careers and the need for skilled individuals to join the workforce in career paths they may not have ever considered.

This year, RoyOMartin launched our *Girls Can Too* mentoring program. Designed to have successful women from our organization encourage young ladies in local secondary schools, the program teaches them to dream big and build the skills

necessary for their own career success.

Company representatives continued the tradition of visiting local schools with our mascot Otis the Black Bear. They read books that taught about how RoyOMartin manufactures wood products and told the students about black bear conservation in our timberlands.

Students participating in our WoodWorks program were given tours of our Oakdale-OSB facility and received goodie baskets of appreciation.

We wrapped up the month with our 6th Annual Women in Manufacturing Day event, highlighting five female team members in a variety of positions across our operations. A small audience of students were once again able to attend in person following a two-year virtual event.

Photos:

- 1) WoodWorks students tour the Oakdale OSB facility
- 2) RoyOMartin team members and students from local high schools attend the 6th Annual Women in Manufacturing event at the corporate office.
- 3) Talent and Engagement Manager Melanie Chapman and Otis the Black Bear read about wood-product manufacturing to elementary students.
- 4) Corrigan OSB, L.L.C. Assistant Human Resources Manager Karen Bostock, Human Resources Manager Sherry Hughes, and Otis read to students in an East Texas elementary school.
- 5) Leaders showed their appreciation to team members with giveaways
- 6) Talent and Engagement Manager Nicole Rogers presents a goodie basket to the Northwood High WoodWorks class.
- 7) Otis the Black Bear visited Corrigan OSB, L.L.C. team members in October
- 8) For the *Girls Can Too* program, company representatives visited Arthur F. Smith Middle School and spoke to students about working in manufacturing careers.

RoyOMartin Launches IBiZ NOW Safety Campaign

Since the phrase “IBiZ” (I Believe in Zero) entered the RoyOMartin safety vernacular in 2015, it’s been a part of our daily lives at work and home. We all know what it means to “believe in zero” – zero accidents and zero incidents.

What does *IBiZ NOW* mean? It means that it’s time to reevaluate our safety practices by eliminating the hundreds of distractions that take our focus away from the present moment – the NOW. It means being aware of the task at hand and focusing on how we can all work smarter and safer at what we’re doing NOW.

Led by Vice President of Environmental, Safety, and Sustainability Operations Natalie Monroe, team members from across our organization renewed their commitment to working safely by signing *IBiZ NOW* banners. We believe in making *IBiZ NOW* a core value in everything we do.



Participants are (back row, from left) Brad Atchison, Kenyatta Sampson, Clifford Barnhart, Gilmer Davis, Sarah Blocker, Derrick Anthony; (Front row, from left) A.J. Thompson, Samuel Lucas, Bradley Mayon, Chris Petite, and Alonso Aguilar.

Team Members Selected for RoyOMartin University Leadership Class

The RoyOMartin University - Leadership Essentials program kicked off with a new group of 11 leaders across the organization. This curriculum will provide the basic principles of effective leadership, an overview of the company facilities and departments, basic responsibilities of leadership at RoyOMartin, and how to coach and lead employees.

In November, the class helped spread some holiday cheer by volunteering at the Alexandria Zoological Park. They hung lights for the zoo’s Holiday Light Safari which features thousands of colorful lights throughout the park.



Marketplace Ministries Celebrates 25 Years with RoyOMartin

Marketplace Chaplains is the largest and longest-continuing provider of workplace chaplains to corporate America today. The organization recently celebrated 25 years of serving employees at RoyOMartin and marked the occasion with a meeting at our corporate office in Alexandria. Chairman, CEO, and CFO Roy O. Martin III presented them with a keepsake to commemorate the occasion.

Marketplace Chaplains serving throughout Louisiana, as well as Chaplain Ricky Hernandez (pictured far left) who serves employees at our Corrigan OSB, L.L.C., facility in Corrigan, Texas, were on hand for the event.

RoyOMartin's nondenominational team of chaplains provides an invaluable, unique benefit to our employees and their families.



Debbie Perry Recognized for Chaplaincy Service

In October, area Marketplace Chaplains gathered at our home office in Alexandria, La., to honor Chaplain Debbie Perry for her 25 years of service with RoyOMartin. She was the first chaplain to serve RoyOMartin since the company partnered with the chaplaincy program in 1997. She and her husband, Chaplain Ron Perry, are dedicated to supporting the emotional wellness of employees.



Mills Hold Truck Driver and Vendor Appreciation Events

RoyOMartin turns trees into wood products, and we can only do it with the logging contractors and truck drivers who bring the logs out of the forests and into our mills. Last fall, each of RoyOMartin's manufacturing sites (Chopin, La., Corrigan, Tx., and Oakdale, La.) held appreciation events to recognize these crews for partnering with us throughout the year.

Trucking plays a vital role in the forestry and wood products industries, which has become more apparent with the recent pandemic, rising fuel costs, and labor shortages. We provided meals and distributed safety materials to drivers at all three manufacturing facilities.

We also hosted Vendor Appreciation Days for the timber companies that supply raw wood materials. The vendors were greeted by mill leaders and procurement teams who thanked them for their dedication and hard work to get the raw materials needed out of the woods to our mills.

We are truly thankful for your partnership, hard work, and dedication!





Above: The RoyOMartin-Plywood team in Chopin, La., received the first place for the 2021 Annual Safety and Health Award and the 2021 3-Year Safety Award.

Left: RoyOMartin-OSB in Oakdale, La., received second place for the 2021 Annual Safety and Health Award.

Chopin, Oakdale Mills Earn APA Safety Awards

The APA – The Engineered Wood Association visited RoyOMartin-Plywood and Oakdale-OSB in November and honored the facilities with 2021 awards.

RoyOMartin-Plywood received the 2021 3-Year Safety Award in the Division I Plywood category. The award recognizes the truly world-class safety culture at the mill. Of the 14 mills in the category, Chopin's WIR was 6.72 times lower than the other mills in the category. In addition, the Total Incident Rate (TIR) at the mill was 4.35 times lower than the average of all 14 plywood mills evaluated over the last three years.

"We are fortunate to have a team at Chopin that not only understands the importance of working safely but believes that all accidents can be prevented," stated Vice President of Plywood Jeremy Burford. "We have earned the title of the Safest Plywood Mill in North America because of the focus of these great employees. We all believe in ZERO at Chopin!"

Plywood received a second award that morning from the APA, 1st place for the 2021 Annual Safety and Health Award in the Division I Plywood category. There were 18 mills in the division, and Chopin was the only one with a WIR lower than 6.0. The WIR for 2021 was more than five times lower than the average, and the TIR was less than half a point, all while

working 2.74 times the average hours of all plywood mills evaluated.

"At RoyOMartin, safety is a core value, and we believe that safety begins with each of our team members," Vice President of Environmental, Safety, and Sustainability Natalie Monroe explained. "Each team member's commitment to safety every moment is why our Chopin and Oakdale facilities were honored with these prestigious safety achievements. I extend my congratulations and thanks for their commitment."

"At RoyOMartin, safety is a core value, and we believe that safety begins with each of our team members."

– Natalie Monroe,
Vice President of Environmental,
Safety, and Sustainability Operations

RoyOMartin Oakdale-OSB received 2nd place for the 2021 Annual Safety and Health Award in the Division II OSB category. There were 35 mills evaluated in the category, and Oakdale was one of only ten with a WIR of 0.00 in 2021! By achieving this WIR, Oakdale is a part of the Incident Free Honor Society for 2021, with only 13 other mills.

"The team at Oakdale takes great pride in our safety culture and works hard to continuously improve it," says Oakdale-OSB Plant Manager Scott Townsend. "The passion around safety here is evidenced by the team's daily approach to each task at work and at home and the personal safety interactions among the team. I'm very proud to see them recognized for their commitment to ZERO."



Company Reps Help High School Students Learn About Manufacturing

RoyOMartin participated in the Students Exploring Career Opportunities (SECO) event held on November 16–17 at the Randolph Riverfront Center in Alexandria. Thousands of tenth graders from schools throughout central Louisiana attended the expo where they could visit and interact with various organizations to see what it's like working in different career fields.

Company representatives spoke to students about manufacturing wood products and how they are used in construction and helped them build miniature log cabins.

The event was presented by The Orchard Foundation and The Rapides Foundation.

EDUCATION

WoodWorks Program Kicks off 16th Year

In August, students from 10 high schools across central Louisiana attended the WoodWorks program orientation session at our corporate office in Alexandria, La. They were given an overview of the industry-based training program, and information about RoyOMartin's history, products, and career opportunities. Throughout the semester, these students have toured mills, listened to guest speakers from different areas within the company, and learned more about manufacturing and wood products in the classroom.

We look forward to working with these students and teacher sponsors throughout the remainder of the school year!



Tuesdays Bring Companies and Schools Together

Together Tuesdays, an initiative by the Rapides Parish School Board, provides businesses the opportunity to meet and greet school-aged children on the second Tuesday of each month at various times throughout the day. RoyOMartin and Otis the Black Bear have visited many of the schools so far and plan to reach out to more local schools throughout the school year.

Female Team Members Recognized at Annual Event

RoyOMartin hosted its Sixth Annual RoyOMartin Women in Manufacturing Day on October 28, 2022. Celebrated annually each October, RoyOMartin Women in Manufacturing Day is designed for young women in grades 7-12 to gain an awareness of the career opportunities available in our manufacturing industry. The event was held at the RoyOMartin corporate office in Alexandria, La. and streamed on Facebook Live across Central Louisiana. Female students from Arthur F. Smith Middle Magnet School and Oakdale High School attended the ceremony, along with viewers of the live-stream video, and heard unique testimonials from these five RoyOMartin female team members representing each of our locations.

(Pictured, left to right) Savannah Duncan, PKS Team Member at RoyOMartin-Plywood/Timber (Chopin, La.), employee since 2021; Miranda Underwood, Production Team Member at RoyOMartin-OSB (Oakdale, La.), employee since 2021; Jessica Difulco, Payroll Administrator at RoyOMartin Corporate Office (Alexandria, La.), employee since 2001; Tara Mosley, Purchasing Manager at Corrigan OSB, L.L.C. (Corrigan, Tx.), employee since



2019; and Ebony Moran, PKS Team Member at RoyOMartin-Plywood (Chopin, La.), employee since 2014.

10th Annual Women in Business Conference Sponsored by RoyOMartin

The Central Louisiana Regional Chamber of Commerce held its 10th Women in Business Conference this year. RoyOMartin was the presenting sponsor. The annual event featured some of Louisiana's most influential leaders and speakers for the two-day event. The welcome reception was held on October 13 at the CLTCC Manufacturing Training Center in Downtown Alexandria. The main conference was on October 14 at The Conference Center at England Airpark. Vice President of Land and Timber Cade Young spoke to the attendees about RoyOMartin and the importance of recruiting women to manufacturing careers.



(Above: RoyOMartin Vice President of Land and Timber Cade Young. Below: Company representatives attended the conference.)



Bailey Delivers Keynote Address at ACT Workforce Summit

Donna Bailey, vice president of human resources at RoyOMartin, joined ACT at the 2022 Workforce Summit held in New Orleans in October. She was the keynote speaker during the lunch awards ceremony where she highlighted the company's WoodWorks program, which works with high school students looking to enter the wood products manufacturing field.

She also spoke about the WoodWorks apprenticeship program's success; why a community-based approach to economic and workforce development is important and effective; and how focusing on skills helps with workforce resiliency and recovery following the pandemic.

LSU Board of Supervisors Approves Naming of LSUA's Martin Family Student Success Center

The LSU Board of Supervisors has approved the naming of LSUA's Martin Family Student Success Center in recognition of the generous \$2 million contribution from Martin Sustainable Resources L.L.C., the parent company of RoyOMartin.

The \$13 million Martin Family Student Success Center, slated to break ground in spring 2023, will be a central hub for student services serving as a front door to the university while ensuring that each LSUA student receives the level of individual support needed for success. Construction of this dedicated student space, which is a public-private partnership with the State of Louisiana, responds to the ongoing expansion of LSUA's student body and pool of academic offerings – growth that has accelerated a need to make improvements to the campus's overall appearance with the addition of new facilities.

When providing the gift, Roy O. Martin III, Chairman, CEO, and CFO of RoyOMartin, said, "I cannot believe the great things that are happening at LSUA. Dr. Paul Coreil has brought the campus to life. He is dedicated to student success. It is extremely important that LSUA produces the type of students we can use to drive our businesses to greater heights."

The services offered within the Student Success Center – spanning Admissions and Recruiting, Financial Aid, Advising, First-Year Experience, and a Career Development Center – will



Chairman, CEO, and CFO Roy O. Martin III (left) presents a donation to LSUA Chancellor Dr. Paul Coreil.

bolster LSUA's retention efforts and connect students with career placement opportunities upon graduation.

"The generosity and leadership provided by RoyOMartin inspire us all to do everything we can to address the workforce development needs across the region," said LSUA Chancellor Paul Coreil, Ph.D.. "Business support is vital to LSUA's success, and support like we are receiving from RoyOMartin assures that we can stimulate continued growth and provide quality educational opportunities for all students seeking careers right here in Central Louisiana."

RoyOMartin, the premier manufacturer of wood products in the Gulf South, contributed \$2 million to complete the private match funding for the LSUA Student Success Center.

– Article and photo courtesy of LSUA

Program Aims to Boost Accounting Workforce

Recognizing that local businesses needed to take action to help create the workforce for the demands of the future, Chairman, CEO, and CFO Roy O. Martin III spearheaded a collaboration between LSU Alexandria and several other local businesses to develop a new accounting program. The program, called LSUA Accountants for the Future, donated \$470,000 to LSUA's College of Business to fund the accounting program.

"We just started, we said this is how much it costs, this is who we need to hire, and this is the product we want to produce," Martin stated. "It's so much easier to recruit people from your area because they love it here and they've stayed here. If they can get a great job at a great salary, right here at home, you can keep them for 30 or 40 years."

LSUA Chancellor Dr. Paul Coreil says he wants to close that gap and provide economic opportunity for accountants. "We're trying to connect the business community, the employers with the graduates and then they can stay here, raise their families here, and we can grow the population here and grow the economy."



Roy Martin, Chairman, CEO, and CFO of RoyOMartin, (fourth from right) spearheaded the initiative called LSUA Accountants for the Future to address the shortage of accountants and auditors. Seven area businesses collaborated with LSUA for funding including Red River Bank, CLECO, Crest Industries, and Virtual Partner Advantage.

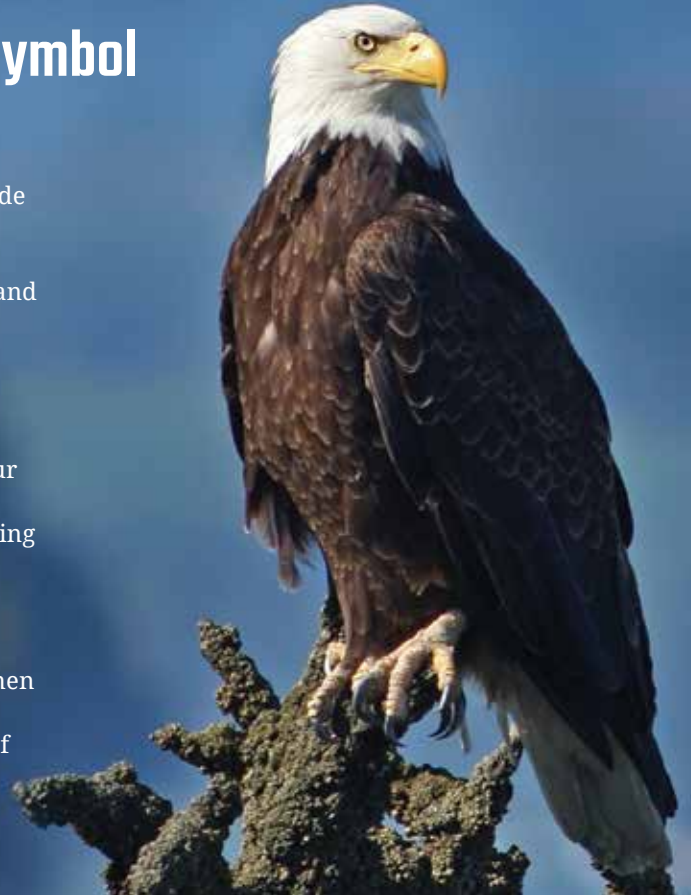
Bald Eagle – America’s National Symbol

Bald Eagles (*Haliaeetus leucocephalus*) were near the brink of extinction in the mid-1900s, but have made an extraordinary comeback thanks to federal protection, the banning of the pesticide DDT, and conservation actions by landowners. Bald Eagles were officially removed from the Endangered Species List in 2007, but they still receive protection under the Migratory Bird Treaty Act and the Bald and Golden Eagle Protection Act both of which prohibit killing, selling, or otherwise harming eagles, their nests, or eggs.

WILDLIFE Once a rare sight, spotting bald eagles in Louisiana has become commonplace. Bald Eagles breed and nest in Louisiana from October to May and occur on or near RoyOMartin property from time to time. RoyOMartin forestry professionals help protect them and their nests by adhering to the National Bald Eagle Management Guidelines that were developed by the US Fish and Wildlife Service in 2007.

Bald Eagles usually lay 2 or 3 eggs in November and December. Typically, the chicks will hatch by February and are able to fly when they are approximately 12 weeks old. Once May rolls around, the eagles begin their migration, usually to the northeastern region of the United States.

– Chris Clayton
Corporate Wildlife Manger



Corrigan II Continues to Grow

The expansion of our Texas subsidiary, Corrigan OSB, L.L.C., is steadily moving along. Equipment and parts, both large and small, are being installed daily. Here are some recent highlights of the construction.



Press Pit



Dryers



Debarker Drum

Board Brief Breaks Down Market Information



Home building is a local industry, but with benefits and setbacks stemming from outside variables across different parts of the country. The RoyOMartin Board Brief lays out the stats for our customers in key areas, namely the southwest region, so you can better understand the many factors affecting your local market.

To view the latest issue of Board Brief, scan the QR code.



Chaplain's Corner: Looking Beyond the Clouds

Years ago, I was invited to fly with a group of folks from the RoyOMartin corporate office to their Rocky Creek Timber Mill in Mexia, Alabama. Since there was an open seat next to the pilot, he asked if I would like to be his co-pilot. I obliged and, of course, only occupied the seat. It was an incredible experience as we took off from England Air Park in Alexandria, La. The pilot graciously gave us an aerial view of the world-class Chopin plywood plant and climbed higher en route to our destination.

I had flown enough in helicopters, prop, and jet planes but never that close to the controls with a view from the front seat. The sky was clear, and the flying was smooth and easy. I can say that since I was not at the controls, nor did I know much about them. However, the pilot did educate me on the basics of the controls and instruments. He made it look easy until we were up in the clouds and going through an ugly dark turbulence. Momentarily it appeared that we would drop out of the sky as



the airplane descended. One passenger stated that the soda in her Sprite can stayed in the air when the can she was holding dipped with her. It was an eerie moment as I looked out the window into the darkness of a turbulent sky staring back at me. I looked over at the pilot, and he had a smile on his face as if he was amused by the angst of his unsettled passengers.

Looking back on that experience helps me realize that much of what we encounter in life is like facing the clouds that are so dark and dismal that they leave us sightless and hopeless. As I looked at the pilot, he was calm,

as if he had been through this before. His hands were steady on the controls as he communicated with the Tower. He was looking beyond the clouds, and suddenly we broke into the brightness of the sun. As the plane began its descent, the pilot pointed to the runway lights in the distance that would take us to our final destination. We all find ourselves in those dark, cloudy, foggy moments when life's problems engulf us, and we are overwhelmed with despair and fear. In those moments, Pilot Jesus calmly reminds us, "I am with you always, even unto the end of the world." Matthew 28:20

Trust in Him and He will get you beyond the clouds and home.

Chaplain Ron Perry is a Marketplace Chaplain with whom RoyOMartin has partnered since 1997 to provide free, confidential counseling and other services to our employees.





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