



Today @ Roy O Martin®

“... an old tradition, a new beginning.”

Hurricanes Affect Louisiana's Lands, Wildlife



(Above) Hurricane Laura caused significant damage in some of Louisiana's forests. (Below) Fallen trees and debris in the waterways can be seen in this aerial photo.



The 2020 hurricane season has been tough on Louisiana. Many residents suffered damage to homes and property and spent weeks without power. The Louisiana timber industry has suffered a major loss as well. The LSU AgCenter estimates the loss to the industry will exceed \$1.1 billion. Along with industry losses, ecological impacts were felt across the area as well. People who work in the forests, or enjoy spending time in them, will see impacts of these storms for years to come.

The Roy O Martin land and timber team members are salvaging as much damaged timber as possible before it deteriorates. It is very challenging to safely assess the damage and get crews moved in to collect the damaged timber. The teams are actively cruising thousands of acres, while dealing with new access problems and flooding caused by Hurricane Laura in August, followed by Delta in October. Once stands that need to be salvaged are identified, logging crews are dispatched to the area. This salvage process is slow and takes longer because it has a lower production than normal logging jobs.

Foresters have been striving to clean up the damage as quickly as possible to replant a healthy, well-managed forest stand and speed up wildlife recovery. Replanting an area is one of the ways in which Roy O Martin maintains healthy ecosystems. This will benefit the wildlife, which, in turn, benefits hunting property lessees.

Fisheries and Waterways

One often-overlooked area of loss is in the land's fisheries and waterways. Due to the massive numbers of trees and other plant debris that was blown and washed into the waterways during the hurricanes, large amounts of fish were killed in south Louisiana, including in the rivers that run through Roy O Martin properties. This debris uses up oxygen in the water as it breaks down, leading to poor oxygen conditions and large fish kills. The debris also slows the flow of the rivers and creeks, causing flood issues that affect the salvage efforts.

Luckily, many wildlife species will recover from this storm quickly. Their populations can rebound in a couple of years. The effects on our forest, however, will last much longer. There are now many more acres to sow

– Continued on Page 2



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Forestry | Hunting Leases | OSB | Plywood | Solid Wood

In This Issue

- 03 RoyOMartin Women in Manufacturing Day
- 04 Educating Others About Manufacturing Careers
- 04 RoyOMartin Recognized with Leadership Awards
- 05 RoyOMartin University – Leadership Essentials Class Begins
- 05 Local Building Project Uses TuffStrand® OSB
- 07 Final BHA Guns & Golf Classic Held for Children's Home
- 08 Hurricane Relief Efforts Aided by RoyOMartin
- 07 Community Partners Express Thanks for Support
- 08 Plywood Plant Adds New Storage Building
- 08 Oakdale-OSB Prepares for New Cranes
- 09 Baker, Van Mol Featured in Industry Magazine
- 09 Virtual Tradeshows Provide an Alternative to Networking Events
- 10 A look back on 2020 at RoyOMartin
- 11 Board Brief Publication Breaks Down Market Info
- 11 Chaplain's Corner: Exceeding Great Joy

Continued from Page 1

than in a normal replanting phase. Additionally, the wind damage will affect young forests as they grow. Some of these trees may no longer grow properly and will need to be removed in years to come.

Though hurricanes Laura and Delta harshly hit the area, the land and people are resilient. Everyone is working diligently to get the forest back on track as quickly as possible, while RoyOMartin team members and the rest of southwest Louisiana do the same for their families and communities.

– *Colt Reeves*



Wind speeds from Hurricane Laura reached up to 149 mph, causing many young trees to be uprooted or affected in their growth.

RoyOMartin's Response to Hurricane Laura

Following the direction of other Louisiana manufacturing mills, RoyOMartin stopped production at its three facilities 12 hours before Laura moved ashore. Terry Secret, executive vice president of manufacturing and product sales, said the move was to protect employees, sending them home to be safe with their families. "The storm devastated much of southwest Louisiana and impacted our two Louisiana manufacturing facilities: our Oakdale OSB plant and Chopin plywood and timber mill. Both plants had some minor wind damage, but overall, they fared well. The largest impact was the loss of power for about five days," Secret continues.

RoyOMartin's large OSB facility in Corrigan, Tex. was not impacted and restarted the next day. No RoyOMartin employees or their families were harmed.

– *Timber Processing magazine*

Eclipse Radiant Barrier Added to Corrigan OSB, L.L.C.'s Products

Corrigan OSB, L.L.C., the Texas subsidiary of RoyOMartin, will be expanding its manufacturing line of oriented strand board products to include the Eclipse™ OSB Radiant Barrier. Much like RoyOMartin's OSB facility in Oakdale, La., this plant will produce the foil-backed board in eight-foot lengths and a variety of thicknesses. The process of installing the foil-application machinery began in December.

According to Director of Manufacturing Marty Neiswender, the production of the foil panels is expected to begin during the first quarter of 2021.

Eclipse™ OSB Radiant Barrier is used in construction of homes, specifically in roof decking. Installing this product with the foil side down improves the energy efficiency of the structure, resulting in a reduction of attic temperature of up to 30 degrees Fahrenheit.

– *Karen Bostock*



Eclipse™ OSB Radiant Barrier is covered with foil on one side, commonly used foil-side down in roofing.

RoyOMartin Hosts Fourth Annual Women in Manufacturing Day

RoyOMartin hosted its Fourth Annual RoyOMartin Women in Manufacturing Day for the first time in a virtual format on October 29, 2020. Celebrated each October in conjunction with the National Association of Manufacturers and the Manufacturing Institute's Manufacturing Day programming, RoyOMartin Women in Manufacturing Day is designed for young women in grades 7-12 to gain an awareness of career opportunities available in the industry.

By this writing, more than 2,200 virtual attendees from across Central Louisiana and beyond have watched the Facebook Live-streamed ceremony, along with pre-recorded testimonials from these six female leaders in RoyOMartin production and supporting roles:

- **Diane Davidson**
Director of Employee Benefits
Alexandria Home Office
Employee since 1993
- **Candace George**
Shipping Team Member
Corrigan OSB, L.L.C.
Employee since 2019
- **Donna MacDougall**
Senior Procurement Specialist
RoyOMartin-Plywood
Employee since 1995
- **Tera Miller**
Heat and Energy Team Member
RoyOMartin-OSB (Oakdale)
Employee since 2008
- **Kodi Owens**
Production Assistant
Corrigan OSB, L.L.C.
Employee since 2017



Chairman, CEO, and CFO Roy O. Martin III; Senior Director of Human Resources Connie Baker; honorees Kodi Owens, Tera Miller, Candace George, Jacqueline Winters, Diane Davidson, Donna MacDougall; Vice President of Human Resources Donna Bailey; and President and COO E. Scott Poole.



- **Jacqueline Winters**
PKS Team Member
RoyOMartin-Plywood
Employee since 2010

Serving as co-mistresses of ceremony were Vice President of Human Resources Donna Bailey and Senior Director of Human Resources Connie Baker, who provided information and inspiration to women of all ages who might consider following in a similar

career path. President and COO E. Scott Poole wrapped up the event by giving a brief history of RoyOMartin Women in Manufacturing Day and thanking viewers and honorees for participating. He stressed the value that RoyOMartin places upon the unique skills and perspectives women bring to the organization.

– Leigh Ann Purvis

View the recording of the live-streamed event at <https://royomartin.com/community/women-in-manufacturing/> or on <https://www.facebook.com/RoyOMartinWood/>.



(Left photo) Donna Bailey (left) and Connie Baker were co-emcees of the Facebook live broadcast that highlighted and awarded each honoree. (Right photo) Diane Davidson (right) receives her certificate from Connie Baker.

Manufacturing Month: Educating Others about Careers in Industry

Manufacturing Day (MFG Day), presented by the National Association of Manufacturers and The Manufacturing Institute, is celebrated each year on the first Friday in October and throughout the month. This year, RoyOMartin again participated in MFG Day, which “helps show the reality of modern manufacturing careers by encouraging thousands of companies and educational institutions around the nation to open their doors to students, parents, teachers, and community leaders,” according to The Manufacturing Institute.

Because of COVID-19, many MFG Day activities across the country had a special emphasis on engaging digital content. Our RoyOMartin communications team viewed this as an opportunity, as the number of participants we could reach online was virtually limitless. Throughout October, our



social-media pages highlighted the endless opportunities that exist for those working in manufacturing and supporting roles, especially at RoyOMartin. We shared statistics on industry growth and employee composition, especially the aging population and underrepresentation of females. And, finally, we ended the month with our annual celebration, RoyOMartin Women in Manufacturing Day.

At RoyOMartin, we believe it is our duty to educate the future workforce about the vast opportunities that exist in manufacturing and develop programs to support the talent pipeline, such as WoodWorks and Advanced Manufacturing Technician training. We hope you will join us throughout the year in spreading the word about careers in industry and at RoyOMartin.

– Leigh Ann Purvis



Pictured with the Manufacturing Leadership Awards are (left to right): E. Scott Poole, Brooke Taylor, Melanie Chapman, Sherry Hughes, Donna Bailey, Kari Broussard, Connie Baker, Mark Rills, and Roy O. Martin III

NAM Recognizes RoyOMartin with Leadership Awards

RoyOMartin was recognized with two Manufacturing Leadership Awards for Talent Management Leadership during a virtual gala on October 8. Our human-resources department later gathered to receive the awards in person.

Given by the National Association of Manufacturers, the following programs were selected for awards from a highly competitive pool of worldwide applicants:

- I Believe – an initiative designed to promote, both internally and externally, the organization’s commitment to a culture of opportunity through five distinct pillars
- WoodWorks – a company-designed and state-accredited

industry-based curriculum offered in select Louisiana and Texas high schools

“To have RoyOMartin recognized as a leader in talent management by the National Association of Manufacturers is quite an honor,” stated Vice President of Human Resources Donna Bailey, who was instrumental in creating both the I Believe and WoodWorks programs. “We are passionate about developing, not only our current team members, but also our future workforce. As workforce demographics change, employers must be on the leading edge of people development, and we have found programs like I Believe and WoodWorks to be worthy investments in our communities.”

– Leigh Ann Purvis



RoyOMartin University – Leadership Essentials Begins

The RoyOMartin University – Leadership Essentials program kicked off in November with a group of 11 new and up-and-coming leaders from across the organization. This custom curriculum, which includes a combination of classroom and on-the-job learning, provides the basic principles of effective leadership, an overview of company facilities and departments, and responsibilities and expectations of leaders at RoyOMartin.

Participants in the current class of RoyOMartin University – Leadership Essentials are: (back row, left to right) Josh Marcantel, construction supervisor (multi-site); Keithen Phillips, production team leader (Chopin plywood); David Davis, production team leader (Chopin plywood); Johnny Johnson, production team leader (Chopin plywood); Jacob Stockton, logistics specialist (Alexandria home office); and Frank Ford, production manager (Corrigan

OSB, L.L.C.); (front row, left to right) Ari Bandaranaike, associate sales representative (Alexandria home office); Kari Broussard, human-resources manager (Oakdale OSB); Lacey White, production team leader (Corrigan OSB, L.L.C.); Candace George, shipping team member (Corrigan OSB, L.L.C.); and Landon Lohmann, process engineer (Oakdale OSB).

Alexandria Project Uses RoyOMartin's TuffStrand® OSB



Grimble Park Senior Apartments, currently under construction on Lincoln Road in Alexandria, La., is using RoyOMartin TuffStrand® oriented strand board (OSB) on the sidewalls of the two-story units. Ratcliff Companies, also of Alexandria, is overseeing the project's construction. The OSB was sourced locally by Ratcliff and was manufactured by our valued team members 30 miles away at our Oakdale manufacturing facility.

We love it when our products are used, quite literally, in our own backyard!



Want to learn more about our family of wood products? Visit us at royomartin.com/products/.



(Above photo) Tournament founder and top donor Jonathan E. Martin was fondly remembered at both events. (Right photo) Maggie Martin (left) and Roy O. Martin III (right) present a symbolic donation check to Dr. Perry Hancock (center). This year's events total reached \$300,000.



RoyOMartin Holds Final Benefit Tournament for Children's Home

On September 28, 2020, RoyOMartin concluded its sixteenth and final BHA Guns & Golf Classic fundraiser for the Louisiana Baptist Children's Home and Family Ministries (LBCH). The tournament was created by the late RoyOMartin Chairman Jonathan E. Martin and his wife, Maggie, in memory of Brenda Hall Abney, who grew up

in the LBCH and passed away in 2005 from a rare form of breast cancer. Throughout its 16 years, the tournament has generated approximately \$3 million to support programming and facility upgrades and additions at LBCH.

"Your real legacy at the Children's Home is not just the money that you gave," stated LBCH President and CEO Perry

Hancock. "The real legacy that you're leaving in the Children's Home – which is going to last until Jesus comes – is changed lives."

RoyOMartin wishes to thank all of our tournament sponsors and participants who have given so generously to support children and families in need from across Louisiana.



The sporting clay shoot was held the previous day at 3D Shooting Range in Oberlin, La. The RoyOMartin-Plywood team (l to r) Brett Danzy Jr., Brett Danzy, Chuck Noland, and Ann Noland, took home the top shooting prize.



For the only time in event history, rain was so heavy that it caused the golf tournament cancellation.

RoyOMartin Participates in Hurricane-Relief Effort

From November 2-3, 2020, RoyOMartin participated in a hurricane-relief effort with partners from across the U.S. California-based Morning Star, producer of tomato products, donated 200,000 pounds of food products, which arrived via railcar from Union Pacific Railroad. Working with Morning Star and Union Pacific to receive, supply, and/or distribute the items were the Port of Lake Charles, Sierra Pacific Warehouse Group, Delta One Trucking, RoyOMartin, the United Way of Southwest Louisiana, and the Food Bank of Central Louisiana.

A number of individuals representing the above-listed organizations, along with elected officials and other individuals, were on hand to receive the food donations upon their November 2 arrival in Lake Charles. After opening the railcar to reveal the donations, attendees saw several messages of support, written on cardboard packaging, from Morning Star team members.

COMMUNITY

“We feel like sometimes we are forgotten around this country,

what we have come through, and what our needs are,” said state Sen. Ronnie Johns, R-Sulphur. “After Hurricane Laura hit in August, this community went to work. It took a lot of coordination, it took a lot of leadership, it took a lot of commitment, it took a whole lot of hard work. This is an incredible day for us here to see this kind of donation.”

“With two hurricanes back to back, we know our region is still very much in recovery mode. This is why we haven’t shut the doors to our Hurricane Relief Center. Donations like Morning Star’s keep us moving ahead toward completeness and help give the community a sense that they are seen and cared for,” Denise Durel, United Way of Southwest Louisiana president and CEO, said.

By November 3, fifteen pallets of the tomato products had made their way by truck to Alexandria, La., where they



Individuals representing Morning Star, Union Pacific Railroad, and various other organizations received food donations in Lake Charles. The food (right) was transported to the Food Bank of Central Louisiana in Alexandria.



were received by the Food Bank of Central Louisiana.

“We don’t get many hurricane direct hits in Central Louisiana, and this season we’ve had two,” explained Jayne Wright-Velez, executive director of the Food Bank. “In the two weeks after Hurricane Laura, we distributed more than a million pounds of food, then we did it again after Delta hit. There are still people in need from both storms. We are truly grateful for the donation of tomato products from Morning Star and our continued partnership with RoyOMartin. Every donation helps the Food Bank provide food and hope to those in need in Cenla.”

The donated items will be used as grocery distribution items and to prepare hot meals across the region.

– Leigh Ann Purvis



Community Partners Express Thanks for Support

RoyOMartin is proud to support local nonprofit organizations by volunteering and donating. Recently, representatives from two of our community partners dropped by the corporate office to personally show appreciation.

Misty Slayter (top left, center), serves as board president with The Hope House, a transitional housing organization. She is pictured with RoyOMartin President and COO Scott Poole (left) and Chairman, CEO, and CFO Roy O. Martin III.

Tom Matuschka and Halie Errington (bottom, second and third from left), with Natchitoches Regional Medical Center, are pictured with Poole (left) and Vice President of Human Resources Donna Bailey. As a Partner in Excellence, RoyOMartin supports the hospital’s mission to provide high-quality healthcare in the central Louisiana area.

Plywood Facility Builds Additional Storage Space



As project manager, Vance Starnes has overseen several capital project expansions creating additional storage space, which includes a newly-constructed motor-storage warehouse. The construction of this warehouse began in December 2019, and was completed approximately five months later. The main purpose of this addition is to store spare motors in a centralized, climate-controlled environment.

Also playing a key role in the construction were our civil, mechanical, and electrical construction crews. Their dedication and hard work can be seen in this well-constructed structure that will be utilized for many years to come.

– Kimberly Williams

CONSTRUCTION

Oakdale-OSB Prepares for New Crane Installation

(Photo below) The girder from the current south crane is part of the \$17.8 million crane-replacement project taking place at RoyOMartin's OSB facility in Oakdale, La. Installation of the first crane is expected to begin in March 2021.



Throughout the past several months, the site of the project (above) has been prepared and reinforced in order to accommodate the equipment required for the installation.

While the current grapple (below) holds approximately 15 tons, the new ones will be able to hold twice as much. It will have the capability of unloading an entire log truck with one grab, streamlining the process for maximum efficiency

– Jared Shows



Team Members Featured in Industry Magazine



Two of our RoyOMartin women in manufacturing careers were featured in the November issue of *Building Products Digest*.

On pages 36-37, you'll find an article by Senior Director of Human Resources Connie Baker titled, "A Good Living = Good Livin'," in which she shares information about the variety of career paths in manufacturing, with a special acknowledgement about how women are helping to close the skills gap in our industry.

Then, on page 39, Health Services Manager Collene Van Mol is recognized as a 2020 recipient of the Women in Manufacturing STEP Ahead Award. Collene was recognized in a virtual awards ceremony by The Manufacturing Institute in September.

Congratulations to Connie and Collene for being featured. View their articles and more in the November issue of BPD at <https://www.building-products.com/issue/building-products-digest-november-2020/>

– Leigh Ann Purvis



Baker



Van Mol

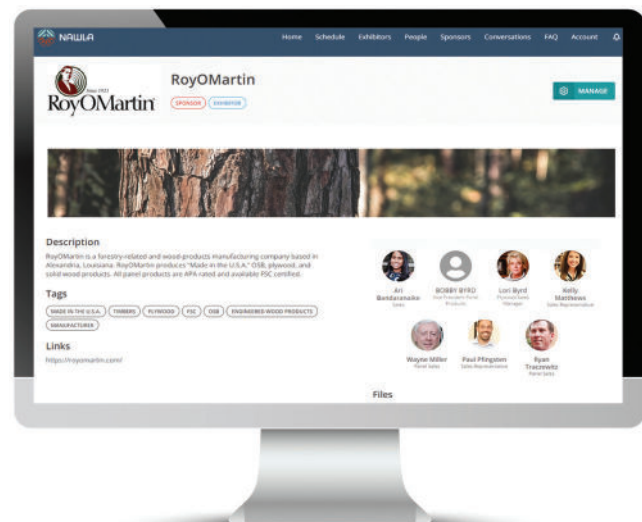
Virtual Tradeshows Provide an Alternative to Networking Events

In a regular year, sales-team members attend an average of one tradeshow show per month. But 2020 has been anything but regular, especially due to travel and gathering restrictions. Event attendance was dramatically decreased. Thankfully, the current global situation hasn't dwindled the go-getter attitude for our team members. They participated in two back-to-back virtual tradeshows this fall.

Originally scheduled to be held in Columbus, Oh., the first virtual experience was the esteemed North American Wholesale Lumber Association (NAWLA) Traders Market. This one was a learning experience on how to navigate attendees toward our virtual booth, while networking with other participants. The event was stretched across three days and included a mix of informational seminars, breakout "happy hour" rooms, and a virtual tradeshow booth, all set up through the Pathable platform and Zoom.

RoyOMartin was a top sponsor of the event, and RoyOMartin Plywood Sales Manager Lori Byrd served as chairwoman. Some of her responsibilities included directing committees and leadership seminars, overseeing the traders market, and serving on the NAWLA Board of Directors. She also worked in conjunction with the NAWLA Education Committee and sponsorship boards to determine NAWLA standards.

The RoyOMartin sales team logged in during the virtual tradeshow-booth times and were available (much like at real show) to greet customers and answer questions.



The following week, the Lumbermen Merchandising Corporation (LMC) Virtual Show was set up as an exclusive tradeshow for members and buyers, as opposed to open networking. LMC buyers scheduled virtual appointments with the sales team to discuss the current market, 2021 contracts, and buying patterns.

While these shows didn't bring the same social interaction and aspect as an in-person show, there were a number of takeaways from this new experience. Getting the opportunity to talk and see customers and peers "face-to-face" was a boost of positive energy. The near future may hold a few more virtual shows, but team members are eager to get back to the showroom floor, mingle with peers, and return to normal.

– Ari Bandaranaike

A Look Back: The Unusual Year that was 2020

Photos taken both pre- and post-COVID



Together Tuesdays



Tour of Oakdale-OSB



Legacy Health & Wellness staff test patients for COVID-19.



Strategic Action Leadership Team



Chairman's Award



Promoting Products, Socially Distanced



Temporary hurricane housing built with RoyOMartin OSB



Hurricane Laura aid



COVID precautions



Louisiana Women in Agriculture



Donation to American Cancer Society



Board Brief Breaks Down Market Information

The latest issue of the RoyOMartin “Board Brief” was released December 9, courtesy of our sales team. Highlighting key industry trends and statistics, this resource provides readers with a better understanding of factors affecting local markets.

View and download the full issue on our website: <https://royomartin.com/royomartin-board-brief-q32020/>



Chaplain's Corner: Exceeding Great Joy



I was recently looking through a box of family photos from the old country home where I was reared. I found a photo of myself at age 10, on Christmas morning after opening the gifts I had anticipated for so long. Strapped around my waist was a Roy Rogers holster and cap pistol set. I know that dates me, but I recall that memory with “exceeding great joy,” for Roy Rogers was a western cowboy hero of that era, and his movies, books, and toys were in great demand. The anticipation of Christmas in our home was always a joyful and fun time as we four brothers shared those special moments with our parents and grandparents. One Christmas, my gift was a Daisy BB Gun; another was a Schwinn bicycle; and in my teen years, a Stevens 20-gauge bolt-action shotgun. The gifts were great, and the only one I still have is the shot gun. Recalling those memories fills my heart and mind with “exceeding great joy.”

I am reminded of a Bible story that involved gifts. King Herod had sent the wise men on a journey to find the child about whom so many people had been talking. They followed the star in the East until it came to where the young Child was. “When they saw the star, they rejoiced with exceeding great joy. And when they had come into the house, they saw the young Child

with Mary, His mother, and fell down and worshiped Him. And when they had opened their treasures, they presented gifts to Him: gold, frankincense, and myrrh,” Matthew 2:10-11.

While they came to give gifts, they received the greatest gift of all as their eyes beheld the Christ child, the very Son of God.

My prayer as we exit this unusual year of 2020 and go into the adventures of 2021 is that we experience the “exceeding great joy” that God’s great Gift, the Lord Jesus Christ, offers to each of us.

Joyful blessings,
Chaplain Ron

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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