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Plywood Plant Celebrates 25 Years of Operations

In March, RoyOMartin commemorated 25 years of operations at its plywood manufacturing facility in Chopin, La., with a ceremony featuring a look back at the beginning stages of the plant and the impact it has had on the company and community since its inception.

“In 1995, one could hardly imagine the growth and development that would eventually take place on this site,” stated RoyOMartin President and COO E. Scott Poole. “But there was a vision, and there were people dedicated to that vision.”

Construction began in August 1994 on the Natchitoches Parish mill, which continues to be one of the largest of its kind in North America. Its first press-load of southern yellow pine plywood panels was produced on March 8, 1996. In the past 25 years, employment has more than doubled, leading to a substantial economic impact on the region. The 24/7 operation manufactures a variety of SmartCore® branded plywood panels, as well as timbers, boards, and specialty products – all sold throughout the United States and, in some cases, around the world.

“We didn’t want to build a plant that made rated sheathing like everybody else,” stated Chairman, CEO, and CFO Roy O. Martin III. “We decided, way back then, we were going to build a state-of-the-art finishing end to make the kind of

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(Above left) The entrance to the RoyOMartin Plywood, the safest plywood plant in North America; (Above, right) Units of RoyOMartin plywood are ready for shipping.
(Below) Aerial view of the entire facility.



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Forestry | Hunting Leases | OSB | Plywood | Solid Wood

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“We decided, way back then, we were going to build a state-of-the-art finishing end to make the kind of products that are built to last.”

–Roy O. Martin III



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products that are built to last. We started with one lathe and 330 people. Now we have two lathes, 720 people, a timber mill, and a forestry office. That's some growth.”

Thirty-five current employees from the original start-up team were honored for their 25 years of service to the company. “We may have added equipment through the years,” Poole stated. “But none of that makes this history worth celebrating until we add the dedication of the men and women who have stood through the good and not-so-good times. We are the best because of them.”

Also honored at the event was Joe Mackay, who served as vice president of plywood for nearly 20 years.

“Joe has made an invaluable impact on the organization,” Martin stated as he presented Mackay with the Leadership Award. “He is a true industry leader.”

Regarding the anniversary, Vice President of Plywood Jeremy Burford stated, “What we are most proud of is our reputation in the wood-products industry for taking care of our people through world-class safety and wellness programming, unmatched employee benefits, and our self-directed advancement program. The entire plywood team continues to demonstrate its commitment to working safely, operating at top efficiency, and satisfying customers every single day.”

– Amanda Guillot



Joe Mackay (right), who served as vice president of plywood for nearly 20 years, was presented with the Leadership Award by Roy O. Martin III.



Thirty-five members of the original start-up team who are currently employed at the facility were recognized at the ceremony. Vice President of Plywood Jeremy Burford (left) presented them with gifts of appreciation.



Members of the original start-up team were honored guests at the event held on the grounds of the facility on March 23.



Plywood Facility Named 2020 Chairman's Award Recipient

Each year since 2015, our chairman honors one company business unit with the Chairman's Award for Health, Safety, and Environmental (HSE) excellence based upon numerous criteria. After reviewing HSE performance for 2020, Chairman, CEO, and CFO Roy O. Martin III presented the leadership team at the company's plywood manufacturing facility with the 2020 award.

"Ending the year with a best incident rate for the Chopin, La., plant is outstanding," Martin stated. "By everyone working safely, wearing masks, disinfecting workstations, and managing unprecedented changes in work schedules, they were able to keep the mill running."

This past year, Chopin stood out as a clear leader in health, safety, and environmental performance, on paper and in action. Each year, a deep review of HSE metrics is

completed for each business unit, compared with previous year's numbers, and compared across all businesses. Safety metrics, incident rates, completed wellness goals, health fair attendance, and environmental performance are all taken into consideration when selecting the winner of the award.

"2020 was a year of challenges and records that none of us could have predicted," Martin added. "The plywood team in Chopin met every obstacle head on and safely kept operations going. Distractions and uncertainty were heightened in the year, but the team met obstacles head on while safely maintaining operations, and working with employees through quarantine periods, illnesses, and upset weather conditions. The team steered the mill to its best-ever incident rate to close out its 25th anniversary."

– Daniel Bembenick

From Swampland to Success



When construction on the plywood facility began in 1994, the site was mostly swampland. According to President and COO Scott Poole, "It was a hundred acres of mud ... and lots of timber. And from that beginning, we have what is now the largest and safest plywood plant in North America."





2020 Accomplishments

Corporate

- Experienced no reductions in force or production curtailments throughout the COVID-19 pandemic, maintaining a workforce of approximately 1,250.
- Like similar manufacturers, experienced favorable U.S. market conditions and exceptional order files for wood products.
- Produced and sold more than 2 BSF of OSB and plywood.
- Transported more than 1.79 billion feet of finished goods and 893 million pounds of residual products.

Plywood & Timber Mill Sales and Production

- Timber mill team members had zero recordable injuries.
- Experienced a record sales average.
- Increased timbers production and sales volume by 13%.
- Increased siding and mulch sales volume by 4% and 12%, respectively.
- Increased both green and pressed volumes.
- Instituted internal quality controls through APA – The Engineered Wood Association’s Quality Management System.
- Began field trials of a newly developed siding and concrete form.

Information Technology

- Upgraded numerous servers, hardware, and software programs.
- Installed radio-frequency identification system at the Chopin crane for log-yard inventory management.
- Enabled remote work by employees affected by the COVID-19 pandemic.

Legal

- Ensured compliance with federal and state COVID-19 orders and guidelines and protected employees’ health as an Essential Critical Infrastructure Workforce during the pandemic through the development and implementation of practical company protocols, policies, and procedures.

Benefits

- Successfully executed our pandemic plan, including infection-mitigation measures.
- Legacy Health & Wellness increased telehealth visits by 145%.
- The health-services team had nearly 12,000 patient encounters, a record.
- For the first time, health-services staff conducted 100% of wellness screenings and health fairs.
- 792 employees participated in annual health fairs.
- 66% of employees participated in the company wellness program.
- Legacy Pharmacy filled 25% more prescriptions.
- Hourly employees were eligible to enroll in a new short-term disability policy.

OSB Sales & Production

- Experienced a record sales average.
- Increased production volume and sales volume by 6% and 8%, respectively, for both the Oakdale, La., and Corrigan, Tx., plants.
- Developed two new continuing-education courses for architects and designers.
- Developed and launched “Board Brief,” sharing market trends by geographic region.
- Conceptualized and began construction of foil and flooring machines at the Corrigan plant.
- Product blog pages on royomartin.com were viewed 45,613 times.

Profit-Sharing & Accounting

- Made the largest discretionary profit-sharing company contribution in plan history.
- Named by PLANSPONSOR Magazine as a finalist for Plan Sponsor of the Year – Total Retirement Offering.
- 98% of employees participated in the retirement plan and saved, on average, more than 6%.

2020 Accomplishments (continued)

Human Resources

- RoyOMartin President and COO E. Scott Poole was appointed to the Louisiana Legislative Advisory Task Force on Economic Recovery.
- Received two National Association of Manufacturers Manufacturing Leadership awards for “I Believe” and “WoodWorks” workforce-development programs.
- The number of females hired by RoyOMartin since Women in Manufacturing Day began has increased 140%.
- Implemented more virtual hiring activities in response to COVID-19, including a drive-through career fair for the Chopin, La., plywood plant.
- Hosted the first live-streamed RoyOMartin Women in Manufacturing Day, which reached more than 5,600 Facebook users.
- Announced plans for a mentoring program for high-school females interested in manufacturing careers.
- Personal Growth Plans offering one-on-one coaching sessions involved more than 170 current and potential leaders.
- Current and potential leaders companywide completed 161 professional-development courses, including those offered through the LSU Executive Education Program, RoyOMartin University Management Program, and RoyOMartin-Plywood’s new leadership-development training program.
- Implemented required annual online compliance training for all leaders.
- Began the first-ever SALT Mentor Program for RoyOMartin University Management Program participants.
- The Corrigan OSB plant completed its mechanical-maintenance and green-end Pay for Knowledge and Skills training programs.
- Through the Pay for Knowledge and Skills advancement program, production team members at both OSB facilities earned a combined 184 skills, with a 100% participation rate.
- Hired two graduates of the Summer Internship Program, which marked its third year.
- WoodWorks industry-based curriculum marked its 13th anniversary, with 18 schools across Louisiana and Texas participating.
- 10 WoodWorks graduates joined the organization in 2020.
- More than 64,000 jobseekers visited royomartin.com.

Communications

- Won four awards from the Southern Public Relations Federation and the Public Relations Association of Louisiana – Central Chapter for campaigns supporting “I Believe,” 2019 RoyOMartin Women in Manufacturing Day, and the Today@RoyOMartin corporate newsletter.
- Scripted and produced 36 corporate videos with 174 finished minutes of footage produced.
- Total media exposure increased by 58%, reaching more than 86.8 million readers of trade and business publications.
- Built two webpages to streamline pandemic-related employee communications and educate Legacy Health & Wellness patients about telehealth options.
- Planned and executed month-long content supporting the National Association of Manufacturers and The Manufacturing Institute’s Manufacturing Month initiative.
- Executed, with the sales team, an internal multimedia series featuring customer profiles, designed to introduce employees to select product buyers.

Safety

- 9,935 safety audits completed (19% increase) and 3,246 near misses reported (36% increase).
- The land and timber department marked its 13th year recordable-free.
- Created, with the communications team, a contractor safety portal for Corrigan OSB, L.L.C.
- Reviewed the National Fire Protection Agency’s Dust Hazard Analysis at each plant.
- RoyOMartin’s Chopin, La., plywood and solid wood products facility had its safest year on record.
- Updated Safety Leader Training and held inaugural class at the Corrigan facility.
- Produced focused safety videos on hand safety and mobile equipment/pedestrian interfaces.
- Administered web-based safety surveys at all mills.
- Had 100% enrollment in eCompliance safety-management system at all plants.
- Successfully completed emission testing at both the Chopin and Corrigan sites.



2020 Accomplishments (continued)

Land & Timber

- Regenerated more than 7,000 acres.
- Planted more than 3.8 million trees.
- Thinned 21,996 acres of pine plantations.
- Conducted harvest operations on nearly 35,000 acres, a 13% increase.
- Passed annual audit to maintain Forest Stewardship Council® (FSC®) certification since 2002.
- Created and provided Master Logger training to nearly 100 forestry team members, suppliers, and their personnel; trained nearly 80 wood suppliers on FSC's Chain of Custody and Controlled Wood standards; and created FSC U.S. National Risk Assessment High Conservation Value mitigation education and outreach program.

**Philanthropy**

- The Martin Foundation provided major funding for 19 social programs, 11 cultural programs, 7 fitness programs, 1 library, and numerous reading programs in both Louisiana and Texas.
- The Martin Foundation issued 116 scholarships across Louisiana and Texas.
- Held the final BHA Guns & Golf Classic, raising nearly \$3 million in 16 years to support the Louisiana Baptist Children's Home.
- Supported hurricane-relief efforts in central and south Louisiana, including providing funding for six disaster-relief programs.
- Supported public and private K-12 and post-secondary schools by purchasing band instruments and providing other financial assistance, performing ballfield maintenance, hosting plant and forestry tours, offering internships, and other means.
- Supported a host of other nonprofits and agencies through financial contributions and/or volunteerism, including Louisiana State University at Alexandria, Louisiana Public Broadcasting, Corrigan (Texas) Volunteer Fire Department, United Way, Salvation Army, American Cancer Society, Food Bank of Central Louisiana, and more.
- Partnered with Louisiana State University of Alexandria (LSUA) in the creation of a new nursing program, "CENLA Nurses for the Future," a four-year initiative that aims to increase the number of students in the college's nursing program and fill critical job openings in our region.

Deen, Iles Recognized for Innovation, Safety

Each year, our land and timber department recognizes two of its team members with awards for safety and innovation.

Brent Deen, forestry services manager, was the recipient of the Site Prep award for innovation and process improvement. "In a relatively short amount of time, Brent has grown our forestry services business to include more than 10,000 acres under management," stated Cade Young, vice president of land and timber. "While we have been working on this project for several years, Brent's efforts have expanded this operation at a faster rate than ever before. His experience in working with all facets of the industry adds true value to our clients."

Clint Iles, forest manager at our Chopin, La., forestry district, received the Brothers' Keeper award for leadership in safety. According to Young, "Clint embodies what the Brother's Keeper award is all about. He has a remarkable dedication to the company and this dedication is equally evident in his concern for the welfare of his coworkers. The sincerity of Clint's commitment to the department's safety culture is always apparent."

Photos: Brent Deen (top, left) and Clint Iles (bottom, right) are pictured with Vice President of Land and Timber Cade Young.





The new production line at RoyOMartin's Texas subsidiary, Corrigan OSB, L.L.C., is expected to double the output of Eclipse™ OSB Radiant Barrier panels when it is running at full capacity.

Corrigan OSB, L.L.C. Expands Production Line

Eclipse™ OSB Radiant Barrier added to Texas-made products

RoyOMartin announced in April a new production line for Eclipse™ OSB Radiant Barrier at its Texas subsidiary, Corrigan OSB, L.L.C., oriented strand board (OSB) manufacturing facility.

“As always, RoyOMartin strives to be on the cutting edge, increasing production to meet the growing demand of our products,” states RoyOMartin Director of Sales Bobby Byrd.

Eclipse™ OSB Radiant Barrier panels are a cost-effective and energy-efficient roof sheathing solution that reduces attic temperatures in the summer by as much as 30°F.

“We recognize that homebuilders value our Eclipse™ product, and we are working around the clock to meet the increased demand,” Byrd adds. “This increase has been driven by building code changes and increasing housing starts in markets that utilize radiant barrier roof decks.”

In the upcoming months, the completed production line is expected to double the output of the radiant barrier panels when running at full capacity.

“Eclipse™ has been an important value-added product for RoyOMartin since it was first introduced in 2003 at our original OSB facility in LeMoyne, La.,” states RoyOMartin Executive Vice President Terry Secret. “Throughout the past 18 years, we have grown in our capabilities with efficiency improvements on the original machine. In 2019, we realized the market was outgrowing our ability to produce enough radiant barrier. Our new Texas subsidiary was the perfect location to add production capacity. The line is manufactured by Globe Machine Manufacturing Co. and equipped with a Black Brothers laminating station. Our Corrigan team is ready to provide our customers with high-quality Eclipse™.”



Eclipse™ OSB Radiant Barrier panels are a cost-effective and energy-efficient roof sheathing solution that reduces attic temperatures in the summer by as much as 30°F.



Go to
royomartin.com/product/eclipse-osb-radiant-barrier
for more
information on
Eclipse™ OSB
Radiant Barrier





Team members at Corrigan OSB, L.L.C., RoyOMartin's Texas subsidiary, presented a \$6,000 donation to the American Cancer Society.



Vice President of Land and Timber Cade Young served on the Louisiana Board of Directors for the American Cancer Society.

Fight for a Cure

For the second consecutive year, RoyOMartin was the top fundraising company in the American Cancer Society's Relay for Life - Rapides Parish. Through various fundraisers, such as a silent auction, plate-lunch sales, raffles, and monetary donations, the company raised more than \$51,600 for the organization. Diane Davidson, RoyOMartin's director of employee benefits, was also named the top individual fundraiser.



The home office team prepared and sold plate lunches during the Relay on the Road event in April.

COMMUNITY

Foster Care Support

In February, our RoyOMartin University Leadership Essentials members volunteered at Fostering Community's Foster Care Closet, a local, non-profit organization that provides free resources to children in foster care and their foster families. They assembled playground and gaming equipment, and sorted clothing donations.

RoyOMartin University is our internal leadership-development program which combines classroom instruction with on-the-job training and mentoring to teach participants a variety of hard and soft skills critical to our organization.



Products for a Purpose

Our Corrigan OSB, L.L.C. facility, RoyOMartin's Texas subsidiary, donated several units of our TuffStrand® OSB to aid in the construction of homes by Habitat for Humanity of Angelina County, Inc., in east Texas. The panels were delivered to the building site by McCoy's of Lufkin, Tx.

Throughout the past 25 years, Habitat for Humanity of Angelina County has built homes for more than 20 low-income families. The non-profit organization constructs new homes for families in need. They partner with many businesses, organizations, and individuals in the community who donate funds, time, and labor which help continue to build affordable homes. They are committed to serving the community until poverty housing is eliminated in Angelina County.

New Kone Crane Fully Operational at Oakdale OSB Facility



The first of two new cranes has been installed and is operational at RoyOMartin-OSB in Oakdale, La.

(Photo at left) The new Kone crane (yellow, in foreground) stands 119'9" at the peak of the girder, which is approximately 15'6" taller than the facility's 15-ton Andritz cranes (in white, background).



New grapples can hold up to 30 tons and have the capability of unloading an entire log truck with one grab, streamlining the process for maximum efficiency.

Preparations are being made for the installation of the second, south crane.

– Jared Shows

Hunting the American Woodcock

The American woodcock is a migratory bird that spends its summers in the northern United States and Canada and migrates south for the winter. Through vast research of the game bird, biologists believe Louisiana winters more woodcock than any other southern state. With quality habitat throughout the Bayou state this is great quarry for hunters, young and old. Based on annual hunter surveys by the Louisiana Department of Wildlife and Fisheries (LDWF), an average of nearly 5,000 hunters harvest more than 22,400 woodcock each season.

WILDLIFE

Hunting woodcock can be very similar to hunting quail, just in a different habitat type. Perhaps

the decline of the bobwhite can be attributed to the spiking popularity of this game bird. It doesn't take much to get started hunting woodcock – some tough pants to fight the brush and a cheap shotgun can easily get you started. One must-have piece of gear is a good pair of rubber boots. Woodcock are almost always found in low-lying areas. The easiest way to find and bag these birds is with a good bird dog that can point them out for you. They can be hunted without a dog; however, it will take a lot more walking. If you find a good piece of habitat you can take a few friends and walk through it in a grid pattern, making sure to stay fairly tight and flush the birds yourself. This is a great past time for any wing shooter.

The real key to getting a limit of these tasty birds is finding the cover type that they love. The number-one thing to look for is soft, moist soil that has plenty of earthworms for them to eat. The next requirement for good woodcock habitat is brush. It



– Courtesy photo

needs to be thick around waist height, but open enough around your feet for the birds to run around and feed. The final thing to check for is a nearby opening for them to land and access the cover. This could be a field, road, or old log set. If you can't find an area that meets these conditions, just try walking along rivers and waterways with dense shrubbery around the edges.

After you've had your fun bagging a limit of these birds, they are easily turned into a tasty meal. Any good dove or quail recipe can be converted into a great woodcock dish. My personal favorite is to put them breast down in a Dutch oven with a dab of olive oil in the bottom, then smother them in potatoes and onions. Bake in the oven at 400 degrees for about an hour. It doesn't take long to figure out why so many Louisiana bird hunters love to pursue the American woodcock.

– Colt Reeves



RoyOMartin Forestry Technician Troy Norment holding a drip torch, with small pines with fire under them in background.

Forestry Technicians Learn to Conduct Prescribed Burns

Recently, three RoyOMartin forestry technicians from our Chopin, La., forestry district – Payton Austin, Troy Norment, and Shane Russell – began requirements to become Louisiana-Certified Prescribed Burn Managers. The three-day class was held at the Louisiana Ecological Forestry Center, formerly known as Hodges Gardens, in Florien, La.

This type of certification is important to RoyOMartin’s land and timber department in conducting site-preparation burns prior to planting trees. The prescribed burns reduce the debris load after the final harvest of timber on a site, which, in turn, makes the planting job easier and helps ensure better results for the next generation of trees grown on the land.

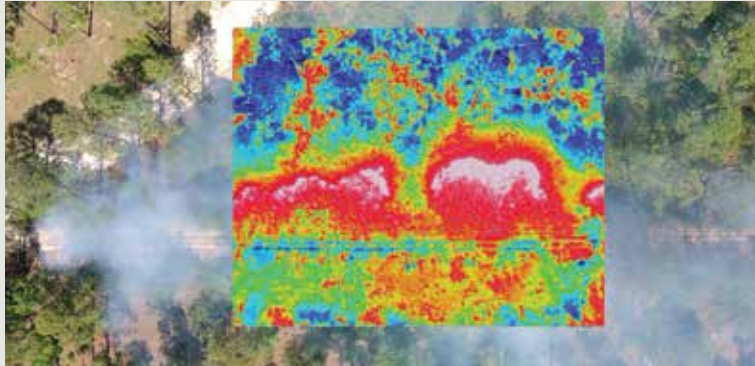
Fire is a natural part of our ecosystem, especially for the southeastern United States where Longleaf Pine once dominated. Furthermore, fire will be a part of our ecosystem whether we want it to be or not. Thankfully, we do have some influence on how it occurs. For centuries, naturally-occurring fires happened every 2-5 years. These fires reduced fuel on the ground, controlled certain species of plants, and helped other plants thrive. Fire is also greatly beneficial for wildlife to increase forage production for browsing, and it provides much-needed habitats for numerous species. Certain species of trees even require fire for propagation, as its cones require heat to open and allow seeds to spread.

By introducing fire into the ecosystem in a controlled manner (prescribed fire), we can bring back all the benefits of fire on the ecosystem while reducing the chance of a catastrophic wildfire occurring.

– Micah White



RoyOMartin Forestry Technician Shane Russell lights a back fire with a drip torch while Instructor Dr. Niels DeHoop of the LSU School of Renewable Natural Resources looks on.



Drones with thermal cameras are used to check heat sources during the prescribed burns.

– Photos courtesy of the Louisiana Ecological Forestry Center

Virtual Events Remain in Practice

Out of an abundance of caution, virtual platforms continued to take the place of traditional in-person industry networking events. The RoyOMartin sales team recently took part in several of these cyber assemblies, including the North American Wholesale Lumber Association's (NAWLA) Leadership Summit and the Lumbermens Merchandising Corporation's (LMC) Annual Meeting.

The NAWLA Leadership Summit featured multiple round-table discussions, with topics ranging from manufacturing industry challenges, women in lumber, and the recent mergers and acquisitions in the lumber and building-material industry. The leadership summit also included a few virtual networking

icebreakers through the Google Icebreaker platform, allowing the RoyOMartin sales team to meet and converse with other leaders in the industry.

An exclusive LMC member event was held in March. LMC agents and new LMC partners visited RoyOMartin's virtual booth to chat about the current market and prospective contracts for the next year. The event featured familiar events in a digital setting with professional education seminars, a keynote speaker, new products, new program opportunities, and the ability to meet with fellow dealers, exhibitors, and the LMC team, all in a virtual platform.

– Ari Bandaranaike



Chaplain's Corner: What's In Your Hand?

The Bible is filled with references of God using common, ordinary objects to guide His people through unordinary ways in making correct choices.

- For Moses, it was the rod he held in his hand as he stood before Pharaoh that was turned into a serpent when thrown upon the ground, and turned back into a rod when retrieved at God's command (Exodus 4:1-4).
- The children of Israel were guided through the wilderness by a pillar of cloud by day and a pillar of fire by night (Exodus 13:21-22).
- For Gideon to verify His call, God used a dry fleece that turned wet and a fleece that stayed dry while the ground was wet all around it (Judges 6:36-40).
- Balaam received his instructions when the donkey he was riding spoke to him with a message from God (Numbers 22:22-31).
- For Elisha, it was a borrowed axe head that had broken from the handle and fallen into the water. God made the iron axe head float so Elisha could recover it (2 Kings 6:1-7).

There are many other references but not enough space and time to mention.

When Chairman, CEO, and CFO Roy O. Martin III was giving his presentation at the 25th anniversary of RoyOMartin's plywood facility, I was reminded of a personal experience involving former company chairman, Mr. Ellis Martin, and a common fly swatter.



I first met Mr. Ellis in August 2000 when I became a chaplain for the corporate office, then located on Mill Street in Alexandria. I knocked on his office door and he invited me in. We'd talked for a few minutes when he opened his desk drawer, took out a fly swatter, and asked me to have a look at a map on the wall behind his desk. He held the tip of the fly swatter handle over a dot on the map labeled Castor, then made a circle with the swatter and explained: "We needed to find a location within that circle that would give us access to the greater acreage of our pine timber. So, we chose Chopin, Louisiana."

Twenty-five years later, we know the rest of the story because today in Chopin, we find the most modern and safest plywood manufacturing plant in North America.

The Lord said to Moses, "What is that in your hands?" And Moses said, "A rod." What do you have in your hand that God can use to change the world around you? If nothing more than simple trust, obedience, and love, God can take that and make a difference.

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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