



Today @ RoyOMartin®

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

MBA Program Honors Late Chairman Jonathan E. Martin

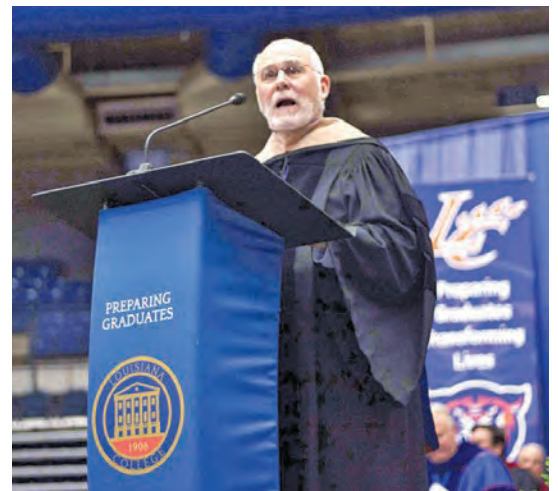
Louisiana Christian University announced that beginning in the fall of 2022 it will offer the Jonathan E. Martin Master of Business Administration program in honor of RoyOMartin’s former Chairman and CEO who passed away in 2019. The 34-hour program can be completed entirely online in as little as one year. The program is founded on biblical values and the Christian worldview. Classes incorporate a leadership character approach to ethical decision-making. The characteristics of the program are based on Jonathan E. Martin’s, and RoyOMartin’s value statement R.I.C.H.E.S. (Respect, Integrity, Commitment, Honesty, Excellence, and Stewardship).

Jonathan E. Martin began his career in his family’s business in 1971 serving until his death in September 2019. He was chairman, CEO, and past president of RoyOMartin.

“To name our MBA program in honor of such an outstanding businessman and outstanding resident of Central Louisiana seemed fitting,” LCU President Dr. Rick Brewer said. “We are honored to help carry on his legacy at LCU.”

“LCU is filling a vital need in our community by offering the only online Master of Business degree in our area,” said Roy O. Martin III, who is current chairman, CEO and CFO of RoyOMartin. “This tool will elevate people in our

– Continued on Page 2



Then-Chairman Jonathan E. Martin gave the commencement speech at Louisiana Christian University (formerly Louisiana College) in May 2019. Martin passed away the following September at the age of 70.



Natalie M. Monroe Named to Leadership Team

RoyOMartin is pleased to announce that Natalie Martin Monroe has been named Vice President of Environmental, Safety, and Sustainability Operations for RoyOMartin. She will also serve as a member of our Strategic Action Leadership Team (SALT) and the Corporate Secretary for the Martin Sustainable Resources (MSR) Board of Directors.

Natalie will oversee corporate safety programs, employees, and training. Her additional

responsibilities include reviewing and evaluating operations and company practices for all sustainability initiatives. She will also be a liaison to our stakeholders, shareholders, and customers.

“Safety and environmental compliance are top priorities at RoyOMartin,” Monroe states about the company founded by her great-grandfather, Roy O. Martin, Sr., in 1923. “In my new role, I will keep the focus on safety and

– Continued on Page 2



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In This Issue

- 03 WoodWorks Graduates Sign with RoyOMartin, Complete Apprenticeship
- 04 Land and Timber Team Marks 15 Years of Safety Excellence
Plywood Wins Best of Manufacturing Award
Oakdale-OSB Receives 2021 Chairman's Award
- 05 RoyOMartin is in Their Blood: Plywood Team Leader Carries on Family Tradition
- 06 College Interns Complete Summer Program
Internship Provides Skills, Guidance for Students' Futures
- 07 Leadership Essentials Class Graduates from RoyOMartin University
Educators Get Hands-On Experience at W.E.E. Camp
Plywood Team Member Completes AMT Program
- 08 Community Donations
- 09 Community Donations
- 10 Aim for Zero Accidents During Hunting Season
American Loggers Council Meets in Natchitoches
Martin Featured in Industry Magazine
- 11 Construction on Corrigan II Facility Makes Progress
Chaplain's Corner: God Watches Over Me

A Leader's Commitment to Excellence Never Stops



Terry Secrest
Executive Vice President
of Manufacturing and Sales

As the Executive Vice President of Manufacturing and Sales, I have had the privilege to work with many great leaders in our company. I can tell you, I would put our leaders on the same level as any large Wall-Street company!

When most people hear the word leader, they immediately jump to the conclusion that leader = supervisor. It does not! Everyone in our company is a leader, even though they may not realize it. A leader is someone who can exert influence over others. True leaders demonstrate care, trust, and a commitment to excellence in all they do!

An important form of leadership that our company excels at is in the area of safety. When I joined RoyOMartin 19 years ago, our safety culture was not where it should have been. We worked for several years shifting focus from production to safety and that started with the top leaders, Roy Martin and Jonathan Martin. As time went on, all of the team members began to realize they were leaders in safety and could

stop any job to ensure it was done safely. Last year, our company had the safest year ever during the challenges of the pandemic. This did not happen by chance or luck, it happened by our leaders demonstrating the three characteristics of leadership consistently.

During the COVID pandemic, our RoyOMartin team showed unwavering leadership by demonstrating care and trust. Our front-line leaders took steps to ensure employees were socially distanced, provided them with necessary PPE, and gave them time off when they felt sick. Our occupational health nurses are leaders because they have the trust of our employees to do the right thing for their health and the health of others, even when it was hard on the business.

And lastly, our teams are all committed to excellence! During the past year, all our teams including forestry, manufacturing, accounts payable, IT, and others have kept our company running smoothly during a wild market and the highest customer demand on record. This happened because each team member was willing to take the lead and make decisions in the best interest of our company.

So, if someone asks, "Are you a leader?" The answer is YES!

Martin MBA

– Continued from Page 1

area of the state have more capacity to succeed. Maggie and Jonathan Martin have made a lasting and important contribution to LCU and Central Louisiana."

Martin, 1948-2019, a graduate of Louisiana State University, began his RoyOMartin career in 1971 and continued working up to his last day. He was awarded an honorary doctorate by Louisiana Christian University in 2019 in recognition of his service.

"Jonathan Martin was all about empowering people — his wife, his children, his extended family, and his employees — to be the best they possibly could be," said Maggie Martin, his wife of 48 years. "He mentored those around him, challenging them to become more successful versions of themselves both personally and professionally. "

Natalie Monroe

– Continued from Page 1

environmentally-conscious practices while also incorporating sustainability efforts to ensure that my family's business is a viable part of the central Louisiana community for generations to come."

Natalie has worked as the Corporate Environmental Manager since 2003. She is a 1998 graduate of Vanderbilt University and holds a Bachelor of Engineering degree specializing in civil and environmental engineering. She also earned a Master of Business Administration from Louisiana State University in 2002.

"With Natalie's 18 years of environmental management, she has many experiences and skills to draw upon that make her a solid fit for this role," states Terry Secrest, Executive Vice President of Manufacturing and Sales. "She will lead our safety journey to zero accidents and zero environmental incidents while showcasing our company's exemplary leadership in sustainability."



(L to R) Zachary Carlock (Oak Hill High); Alex Marcantel (Kinder High); Jake Winegart (Oak Hill High); River Thompson (Pineville High); Skylar Laprarie (Pineville High); Brody Holt (Oak Hill High); Eric Cormier (Elizabeth High); Connor Helton (Hicks High); Jonathan Moses (Natchitoches Central); Dawson King (Oakdale High); Kade Juneau (Northwood High); and Joseph Holaday (Hudson ISD - Texas).

WoodWorks Graduates Sign with RoyOMartin, Complete CLTCC Apprenticeship

In June, RoyOMartin celebrated 12 recent high school graduates who successfully completed the WoodWorks certification program, and officially hired on as team members.

Signing events celebrating athletes and other college-bound graduates have become the norm. Joining the workforce of a major industry directly out of high school is also an achievement worth celebrating. RoyOMartin recognized these students' diligence in preparing for their careers with an official event at our corporate headquarters in Alexandria, La. The following graduates signed on as RoyOMartin's newest team members:

- Skylar Laprarie – Pineville High School
- Steven (Jake) Winegart - Oak Hill High School
- Zachary Carlock - Oak Hill High School
- Brody Holt- Oak Hill High School
- Jonathan Moses- Natchitoches Central High School

- Connor Helton – Hicks High School
- Kade Juneau - Northwood High School
- River Thompson (AMT) - Pineville High School
- Eric Cormier – Elizabeth High School
- Dawson King - Oakdale High School
- Alex Marcantel - Kinder High School
- Gavin Hargrove - Glenmora High School
- Joseph Holaday - Hudson ISD (Corrigan, Texas)

Currently offered in 16 central Louisiana and 4 east Texas high schools, RoyOMartin's WoodWorks program is a custom designed curriculum that covers topics such as applied mathematics, industrial safety, and employability skills. Also included are tours of the company's manufacturing facilities and mentoring by RoyOMartin safety, maintenance, and operations professionals.

Participating high school juniors and seniors can earn credit, a certificate of completion, and a guaranteed



Signing Day



CLTCC apprenticeship training



interview by RoyOMartin upon successful completion of the program. Since its launch in 2007, the program has provided an alternative pathway to career success besides college or trade school. There are approximately 40 WoodWorks graduates currently employed by the company.

The WoodWorks Apprenticeship team members completed their on-the-job training at Central Louisiana Technical Community College (CLTCC) in August. During the course, they learned the basics of manufacturing as they transition into their roles at the three RoyOMartin manufacturing facilities.

"It's exciting that students can come off their education ready to work," said Roy O. Martin III, company Chairman, CEO, and CFO. "And we have some great careers for them."

– Amanda Guillot

Land and Timber Team Marks 15 Years of Safety Excellence

At RoyOMartin, safety is our highest priority, and we believe that all accidents are preventable. We are proud to announce the Land and Timber Division successfully reached 15 years of safe work today without an OSHA-recordable injury.

Congratulations to all team members on this outstanding achievement!



“The land and timber team is the standard bearer for safety, and the example that “I Believe in Zero” is attainable over many years even in a dangerous environment. This world-class group has earned our admiration and respect.”

Roy O. Martin III
Chairman, CEO, and CFO

“Again we see our land and timber department leading the way in safety discipline and practice. No team better exemplifies group accountability and a culture of working safely in some of our most danger-prone environments. I couldn’t be more proud of their consistent focus and determination to make ZERO accidents our reality at RoyOMartin.”

E. Scott Poole
President and COO

“The level of personal commitment to safety that is necessary for an entire department to go 15 years without a recordable accident is absolutely amazing. I am honored to be associated with such dedicated group of people. The RoyOMartin land and timber department is a safety leader within the company and the forest-products industry.”

Cade Young
Vice President of Land and Timber



Luke Briley, Connie Baker, Kenyatta Sampson, and Justin Borland.

Best of Manufacturing Award Goes to RoyOMartin–Plywood

RoyOMartin was named Best in Manufacturing in May at the Best of Natchitoches Awards. Nominees were chosen on criteria such as community service, ethics and integrity, and economic impact.

Representatives of RoyOMartin-Plywood Luke Briley, dry-veneer manager; Connie Baker, senior director of human resources; Kenyatta Sampson, human resources generalist; and Justin Borland, quality process engineer, accepted the award.



Oakdale–OSB Team Receives 2021 Chairman’s Award



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 2021, Chairman, CEO, and CFO Roy O. Martin III presented the leadership team at the company’s Oakdale, La., OSB manufacturing facility with the 2021 award.

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.



Oakdale-OSB leadership team

RoyOMartin is in their Blood

Plywood Team Leader learns he and his grandfather share similar careers

The old saying is that history has a way of repeating itself. Still, for Scott Blood and his grandfather, history shows you that 100 years in the wood-products business is a very long time. You never know its significance at the moment.

Scott is a production team leader for the dryers department on D-Shift at the plywood mill in Chopin, La. When he began his career with the company 9 years ago, little did he know that he was continuing a legacy of working for RoyOMartin that his grandfather began decades earlier.

“My grandfather had a tremendous work ethic and provided for his family financially by fishing, hunting, or whatever it took to make sure their needs were met,” Scott said. “Upon his return from the war, he hauled logs for the Martins. He later moved the family to St. Mary Parish, worked at a carbon plant, and became a supervisor.”

John “Johnny” Wylie Blood, Sr., served in the U.S. Army during World War II in the Pacific Theatre, mainly in the Philippines and on the mainland of Japan. After he returned home from war, he got a job hauling logs for the Martin family in the late 1940s.

In 2013, Johnny’s grandson, Scott, was hired at RoyOMartin after working for another local family-owned business that had closed its doors. However, it wasn’t until shortly after his grandfather’s passing later that same year that Scott discovered his connection with the company began long ago.

“It was an emotional discovery for me to make this connection so many years later,” Scott explained. “I am proud to carry on our family tradition of working for a great family company in RoyOMartin.”

Scott is a recent graduate of RoyOMartin University – Leadership Essentials and is in a supervisory position, just as his grandfather during his time in chemical manufacturing.

RoyOMartin has a rich history of generations of families employed by the company.

Thank you to Scott and his family for sharing their story.

– Caitlin Chelette

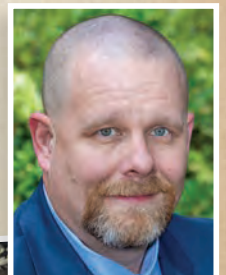


Johnny Blood, Sr., as a soldier in WWII and hauling logs for the Roy O. Martin Lumber Company in the 1940s.

“I am proud to carry on our family tradition of working for a great family company in RoyOMartin.”

– Scott Blood

Production Team Leader at RoyOMartin–Plywood





Interns are pictured with RoyOMartin President and COO E. Scott Poole (center).
Back Row: Jackson Harris (LSU) – Engineering; Jared Wellman (NSU) – Engineering; Cayden Reynolds (LSUA) – Communications; Poole; Harrel Thompson (LA Tech) – Engineering; Hunter James (LA Tech) – Logistics; Nicholas Pavelka (McNeese) – Engineering; and Hayden Smith (LA Tech) – Forestry

Front Row: Sydney Bolton (LSU) – IT/Human Resources; Nichelle Weaver (NSU) – Nursing; Morgan Rogers (LSU) – Human Resources; Cassie McKenzie (LA Tech) – Forestry; and Chloe Chandler (LA Tech) – Forestry

College Interns Complete Summer Program

RoyOMartin interns delivered their end-of-summer presentations to the company's executive team and their supervisors. The students spent the summer learning the practical application of their chosen fields of study while troubleshooting and completing projects as assigned. The presentations were an overview of the assignments each student

completed. The 12 interns representing Louisiana Tech University, LSU, LSU-Alexandria, McNeese State University, and Northwestern State University worked across company locations throughout the summer. They worked in the fields of human resources, communications, supply chain, health services, engineering, and land and timber.

Internship Provides Valuable Skills, Guidance for Students' Futures

– Morgan Rogers, Human Resources intern

This past summer, I was given the opportunity to intern at RoyOMartin in the human resources department. My time with the program was filled with learning opportunities, personal growth, and a wealth of newfound knowledge.

Leading up to my first day, I had no idea what to expect from this internship. My prior experience in journalism and law hadn't prepared me for the wood-manufacturing world. However, knowing the ways that the company has benefited my parents, I knew there was something great in store for me here as well.

Throughout my internship, I learned how crucial the human resources department is to running day-to-day operations. People are undoubtedly the biggest asset at RoyOMartin. We were allowed to use our creativity and find innovative ways to benefit the company. Thanks to our supervisors' support and guidance, my coworker Sydney Bolton and I were assigned to initiate three projects in honor of the company's 100th anniversary next year.

It became our job to figure out how to carry these ideas to fruition. To commemorate the company's milestone, we wanted to celebrate the people who contribute to its growth and continuance every single day.

Having the chance to interview a diverse array of employees allowed us to capture a glimpse of every aspect of the company. I was aware of how beneficial this project would be to the

LSU students Morgan Rogers (left) and Sydney Bolton, worked as interns in the RoyOMartin human resources department.



company, but I had no idea how much it would impact me as an individual. These employees not only shared their day-to-day duties with me, but the hardships and challenges they've faced to become the people they are today. I learned valuable life lessons from each and every one of them that I will carry with me for the rest of my life.

Sydney and I are so excited to share our projects with the company during the anniversary. This internship program gave us so much that we're hoping to return throughout the upcoming year. We hope our projects can increase workplace unity by spotlighting employees and the benefits of working here.

By navigating the process of our projects ourselves, Sydney and I learned how to apply our knowledge and skills in a professional setting. We are confident that the skills we developed and the guidance we received from several of the company's employees have prepared us for the next step in our academic careers.

This internship not only met but exceeded my expectations. As our projects continue to impact the company next year, I hope that they can benefit RoyOMartin as much as the company benefited us.

Morgan is a junior majoring in English and pre-law at LSU.



Leadership Essentials Class Graduates from RoyOMartin University

The 2022 RoyOMartin University Leadership Essentials cohort concluded their program with a final presentation to supervisors and the Strategic Action Leadership Team (SALT) and a graduation ceremony on August 12. The program began in February and included coursework at each manufacturing facility, the home office in Alexandria, Louisiana State University, and individual work. These nine up-and-coming leaders join previous cohorts to complete RoyOMartin University, which began in 2007 and is a part of our companywide leadership development program. The 6-month curriculum provides the principles of effective leadership, an overview of leadership at RoyOMartin, the facilities and departments, and how to coach and lead different personalities and learning styles.

Graduates pictured: (front row; L-R) Tricia Dauzat, OSB Sales Representative at the Home Office; Caitlin Chelette, Communications Content Creator at the Home Office; Taylor Moreau, Electrical Engineer at Oakdale-OSB; (second row; L-R) Wade Williams, Electrical Engineer at Chopin-Plywood; Michael Stanley, Construction Civil and Utility Supervisor at Oakdale-OSB; Shane Atwood, Purchasing and Store Room Team Leader at Chopin-Plywood; (third row; L-R) Joel Byram, Human Resources Manager at Chopin-Plywood; Scott Blood, Production Team Leader Dryer Department, Chopin-Plywood; and Jon Lacount, Day Team Leader at Corrigan OSB, L.L.C.

EDUCATION

Educators Get Hands-On Experience

As part of the Jump Start Workplace Experience Exchange (W.E.E.) Camp, area educators toured our plywood manufacturing facility in Chopin, La., in June and learned about programs that RoyOMartin offers. The campers were elementary school teachers who got to learn directly from Cenla companies. They learned through hands-on experience about skill requirements, employment trends, and career opportunities for elementary students.

The second phase of the Workplace Experience Exchange (WEE) Camp for educators was also in June, at RoyOMartin-Plywood in Chopin and Oakdale-OSB. WEE Camp II is for previous WEE Camp I participants that teach grades 7-12. It is a 5-day program that offers educators embedded experience at select Central Louisiana businesses.



W.E.E. Camp educators toured the RoyOMartin plywood facility.

Members of the RoyOMartin-Plywood human resources, production, and safety teams offered safety training, informational presentations, and job shadowing.



Jacobs Completes AMT Program

Congratulations to RoyOMartin-Plywood team member Justin Jacobs (pictured, center) for recently completing GeauxFame's Advanced Manufacturing Technician (AMT) program cohort #4.

After graduating from Pleasant Hill High School, Justin began the program by taking classes in the Engineering Technology Department at Northwestern State University and technical courses through the Central Louisiana Technical Community College (CLTCC) Natchitoches Campus to earn his AMT Certificate. He is also employed at our manufacturing facility in Chopin, La., where he is gaining experience that will help him in the electrical maintenance department.

At RoyOMartin, Giving Back is Part of Our Corporate Culture

Here are some of the many ways our organization and team members have supported our local communities in recent months by volunteering, donating, and fundraising.



American Cancer Society's Relay for Life of Rapides Parish

For the second year in a row, RoyOMartin was named the top fundraising team for the 2022 American Cancer Society's Relay for Life of Rapides Parish. With efforts like silent auctions, raffles, and food sales, this year's donation totaled \$82,672! The amount was the largest donation raised by a company in a single year in the 21-year history of Relay for Life of Rapides Parish.

Oak Hill High School

RoyOMartin donated \$4,500 to Oak Hill High School for their new Robotics Program. Plywood was also presented to the boys' basketball team to renovate the locker room.



COMMUNITY



Ronald McDonald House Charities

The 2022 cohort of the RoyOMartin University Management program held a sanitizing wipe drive to benefit the Ronald McDonald House. The residential community serves the families whose children are undergoing treatment at St. Jude Children's Research Hospital. Each week the facility uses 100 canisters of wipes. The group set a goal to collect 5,200 canisters company-wide. This donation would provide wipes for an entire year. RoyOMartin was able to donate a 57-week supply of wipes, surpassing the goal by 500 canisters.

The cohort includes Plywood Dry End Manager Luke Briley, Plywood Mechanical Maintenance Superintendent Brett Danzy, Senior Sales Representative Kelly Matthews, and Corporate Purchasing Coordinator Jermaine Davis. Congratulations to this group and their efforts!



Home Builders Association of Central Louisiana

In June, the Home Builders Association of Central Louisiana (HBACL) held its annual golf tournament at Oakwing Golf Club. RoyOMartin donated a \$1,000 scholarship to the HBACL for the winning collegiate team.

LSUA had the winning team and was represented by Charlie Weems, Corky Yates, Frank Brame, and Derek Cantu.

Becki Hesni and Ronnie Brewer of the HBACL and Tricia Dausat, RoyOMartin OSB Sales Representative (second from right), presented LSUA Chancellor Dr. Paul Coreil, Dr. John Rowan, LSUA Provost and Vice Chancellor for Academic Affairs, and LSUA Chief of Staff Melinda F. Anderson with the \$1,000 check.

Salvation Army

Construction of a new facility for the Salvation Army is underway at the corner of 13th and Murray Streets in downtown Alexandria, using RoyOMartin wood products. The Martin family has been both soldiers and supporters of the organization for decades and has been instrumental in raising the funds necessary to build this much-needed new shelter.



COMMUNITY

Operation Finally Home

Corrigan OSB, L.L.C., our Texas subsidiary, donated Eclipse OSB Radiant Barrier for the roof of a home in Houston, Texas. Since 2019, RoyOMartin has partnered with Operation Finally Home, providing wood products and helping the organization further its mission of providing homes and home modifications for wounded, ill and injured veterans.



Corrigan Police Department

Our Corrigan OSB, L.L.C. Texas subsidiary recently donated trauma kits to all Corrigan, TX, police officers. The officers are pictured with company representatives (center) Marty Neiswender, director of project engineering, and Sherry Hughes, OSB Director of Human Resources.

The kits include medical supplies needed to initiate care for law enforcement officers quickly. The top three casualty causes include extremity bleeding, tension pneumothorax, and airway obstruction. Supplies include more than 30 medical components designed to be effective under tactical survival situations.

Aim for Zero Accidents During Hunting Season

With Fall right around the corner, many of us are gearing up for hunting season. Hundreds of thousands of individuals will be out enjoying this activity, generating more than \$10 million in license sales annually. Hunting is a fantastic sport that can be thrilling but very dangerous. Therefore, we must be vigilant and keep ourselves and our fellow hunters safe this season.

There are many ways we can focus on safety while enjoying our hunt:

WILDLIFE

- **Dress defensively:** The easiest and possibly most important is to dress defensively. Make sure to wear blaze orange, or when hunting small game, wear something that will stand out to other hunters when it is not required. When hunters are aware of one another, the chance of an accident is significantly decreased.
- **Know your weapon:** Another essential safety tip is knowing how to handle your gun or bow safely and operate it safely and in its effective range. Always identify your target and know what lies beyond it.
- **Climb carefully:** Most hunting accidents have nothing to do with guns or bows. The majority of hunting accidents involve falling from tree stands, including ladder stands, lock-ons, and traditional tree climbers. Remember, when climbing a ladder stand or climbing a ladder to get into a blind, always use three points of contact and ensure your gun is unloaded for the climb. When using tree climbers and lock-on style stands, ensure you have a harness that fits properly and is anchored to the tree. When used properly, these safety harnesses have saved many lives and prevented serious injuries.

Soon many of us will be enjoying cooler weather and chasing our favorite game around the woods here in our beautiful state. Let's remember these simple ways to protect ourselves and others in the woods so we can all return safely home from our outdoor adventures. Hopefully, not empty-handed. I believe in ZERO (IBiZ) extends to hunting season!

– Colt Reeves, Silviculture Technician

American Loggers Council holds meeting in Natchitoches

RoyOMartin was excited to welcome representatives of the American Loggers Council to Central Louisiana in July and have them tour our plywood facility in Chopin, La. RoyOMartin President and COO Scott Poole attended the ALC dinner. He spoke to the group about the company's values and appreciation of the logging industry.



RoyOMartin President and COO Scott Poole (at podium) addresses the council.



Martin Interviewed for Industry Magazine

Chairman, CEO, and CFO Roy O. Martin III was interviewed for a recent issue of *Manufacturing Today* magazine.

Scan the QR code on the right to read the article about the promising future of RoyOMartin as a leader in the wood-based products industry.



Construction on Corrigan II Makes Progress

The expansion at our Texas subsidiary, Corrigan OSB, L.L.C., is fully underway. Here are some recent highlights.



Chaplain's Corner: God Watches Over Me

The picture of the guardian angel watching over a boy and girl crossing an old bridge was first painted in 1886 and has been copied by many artists over the years.

It hung on the wall in my grandmother's old farmhouse when I was a child. It captivated my attention each time I gazed at it and reminded me of two things: first, how scary and dangerous life can be, and second, I had a Heavenly Father watching over me. Fortunately, I grew up in a country home, community, and church that exemplified this kind of care, love, and security.

In July of 1968, I was aboard a passenger jet, along with around 100 other 19- and 20-year-old soldiers headed to South Vietnam. When we stopped in Hawaii, the Philippines, and Guam, we were young men enjoying the ride and scenery. However, as the captain announced the nearness of our destination, an air of anticipation and fear filled that big bird. Yes, it was scary because we only knew what we had heard and seen on the news each night, and it was never good news.



Guardian Angel by Lindberg Heilige Schutzengel

I had begun to memorize the 91st Psalm during my basic training at Fort Polk. As I write, those old memories flood my mind, and I feel some of that fear, but at the same time, the words of Psalm 91 come from my lips: "He that dwelleth in the secret place of the Most High shall abide under the shadow of the Almighty. I will say of the Lord, He is my refuge and my fortress; my God; in Him will I trust." With renewed assurance that "God Watches Over Me," I see that picture hanging on the wall of my grandmother's old farmhouse, and my heart is filled with His peace and presence.

There is one constant in these changing times: "He is the same yesterday, today, and forever." Hebrews 13:8

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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