



Since 1923

Roy O Martin®

2018

Accomplishments

Celebrated the Martin family's 95 years in the wood-products business

Safety

- 11 years recordable-free for the Land and Timber Department.
- 1 year recordable-free for the timber mill.
- Corrigan OSB, L.L.C. team members worked recordable-accident-free through plant startup.
- RoyOMartin-Plywood has been APA's safest plywood plant in North America for 4 consecutive years and earned the RoyOMartin Health, Safety, and Environmental Chairman's Award.
- RoyOMartin-OSB began tracking safe days since last first aid to enhance progress toward goal of zero work-related accidents.
- Implemented "5 STEPS to Zero" company-wide safety campaign.

Environmental

- No environmental permit violations across our businesses.
- Obtained environmental permits as required for timber mill expansion.
- RoyOMartin-Plywood received beneficial use permits for mulch and ash.
- RoyOMartin-OSB received beneficial use permit for ash.
- Developed a comprehensive air-permit testing protocol for 2019 at Corrigan OSB, L.L.C.

Benefits

- Started Legacy Pharmacy and filled 10,828 prescriptions at an average savings of 30% for employees. Obtained Texas pharmacy license.
- 97% Excellent patient-satisfaction score at Legacy Health & Wellness.
- Began "IQuit" tobacco-cessation program to achieve 100% tobacco-free status at all locations.
- Named the 2018 Health and Safety Innovation Award winner by the Louisiana Association of Occupational Health Nurses.
- Achieved silver level Workplace Health Achievement by the American Heart Association.

Profit-Sharing & Accounting

- Paid largest profit-sharing contribution in company history.
- Completed Corrigan OSB, L.L.C. project and integrated into existing systems.
- Completed satisfaction survey for 4th consecutive year with excellent results.

Human Resources

- Donna Bailey was named vice president of human resources.
- RoyOMartin-Plywood held its first-ever Women in Manufacturing Day for female team members, and attendance at the second-annual corporate-wide event nearly doubled.
- WoodWorks industry-based curriculum marked its 11th anniversary, with 245 students enrolled in 18 schools across Louisiana and Texas for the 2018/2019 school year. 18 WoodWorks graduates were hired across RoyOMartin in 2018.
- Team-member enrollment in the Pay for Knowledge and Skills (PKS) advancement program reached 79% at RoyOMartin-Plywood and 100% at both RoyOMartin-OSB and Corrigan OSB, L.L.C., with nearly 1,000 skills earned company-wide.
- Corrigan OSB, L.L.C. named 2018 Deep East Texas Small Business of the Year by the Texas Workforce Commission.
- The OSB business unit began its Master Operator Program and Multi-Craft Program of skill and wage progression.
- Began first electrical-engineering internship program.
- Earned certification to administer the ACT WorkKeys® assessment on-site to potential employees.
- Designed and initiated "I Believe" employee recruitment and engagement program.
- Restructured Employee Referral Bonus incentive and increased it by 50%.
- Finalized site-specific employee handbooks and revised company policy manual.
- Published OSB children's book for use as an educational/marketing tool.



(318) 448-0405
RoyOMartin.com

P.O. Box 1110
Alexandria, LA 71309-1110

Forestry | Hunting Leases | OSB | Plywood | Solid Wood

Information Technology

- Processed largest-ever company payroll.
- Implemented unmanned bilingual log-delivery kiosks and shipping scale for finished goods at Corrigan OSB, L.L.C.
- Added or upgraded hardware, sales/order-entry system, inventory-management, and plant- and cyber-security features.
- Set up network and wireless systems for Legacy.

Supply Chain

- Transported nearly 1.4 billion feet of finished goods and 974 million pounds of residual materials.
- Negotiated agreement and began to provide rail service to Corrigan OSB, L.L.C.

Land & Timber

- Regenerated more than 4,300 acres and planted nearly 2.3 million trees.
- Acquired nearly 20,000 acres of highly-productive, strategically-located pine timberland.
- Harvested or sold more than 1 million tons of timber from company-owned lands.
- Thinned 17,000 acres of pine plantations.
- Conducted harvest operations on more than 25,800 acres.
- Sourced 2.9 million tons of raw materials to RoyOMartin and Corrigan OSB, L.L.C. facilities.
- Completed annual audit and maintained Forest Stewardship Council® (FSC®) certification.

Communications

- Scripted and produced 9 corporate videos, including documentary honoring the Martin family's 95 years in the wood-products business.
- 10,792 Facebook, LinkedIn, Twitter, and Instagram followers led to more than 29,450 engagements with unpaid social-media posts.
- Nearly 1,200 online media mentions, resulting in a reach of 50 million readers of trade and business publications alone.
- More than 119,400 users visited our website, royomartin.com.

Plywood Sales & Production

- Increased sales by more than 4 million square feet 3/8 basis.
- 40% of sales were of high-end sanded and siding products, while improving grade yield by 12.5%.
- Increased panel production by 1.24% to achieve the highest press production ever.
- Introduced mulch planter mix to market.
- Achieved largest operating cash flow for combined plywood and timber mill in history.

Timber Mill Sales & Production

- Increased sales by 2.5 million board feet.
- Began \$8 million expansion of the timber mill.
- Introduced 3x3 timbers to market.

OSB Sales & Production

- Began production and rail service at Corrigan OSB, L.L.C.
- Increased sales volume by 20.2% with the opening of Corrigan OSB, L.L.C.
- Increased production volume by 21.6% for both plants.
- Value-added products made up 46.45% of total OSB sales in 2018.
- Received APA verification on 7/16" and 15/32" products manufactured at Corrigan OSB, L.L.C.
- Implemented new order-management and order-entry systems at Corrigan OSB, L.L.C.
- Developed a new American Institute of Architects continuing-education course on OSB products and offered it to 310 participants.
- Fully integrated product marketing into the sales function.

Philanthropy

- In 14 years, raised nearly \$2.4 million through the BHA Guns & Golf Classic for the Louisiana Baptist Children's Home.
- Raised more than \$71,000 in our United Way of Central Louisiana employee campaign.
- Issued more than 100 Martin Foundation Scholarships to college students in Louisiana and Texas.



Roy O Martin®
1923 95 2018
years