



Roy O Martin[®]

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.

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.

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.

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.

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.



(318) 448-0405
RoyOMartin.com

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

Forestry | Hunting Leases | OSB | Plywood | Solid Wood

2020

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.

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.

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%.

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.

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.

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.