



# Today @ RoyO Martin®

**"... an old tradition, a new beginning."**



## Corrigan II Takes Shape

Strides Made in Expansion of Texas OSB Facility

– By Chris Wheat, Project Engineer  
Corrigan OSB, L.L.C.

One would not have to look far to notice the changes occurring at Corrigan OSB. The Corrigan expansion project continues to evolve daily into what will soon be the largest OSB manufacturing facility in the world.

RoyOMartin has approximately 350 contractor personnel and many of our company's employees are working tirelessly to bring this project closer to completion. In recent weeks, we have seen the installation of the forming station and final alignments of the press and finish-end equipment. The installation of one dryer line is nearing completion, with the second line trailing right behind. Conveyors and several pieces of OSB manufacturing equipment continue to be installed weekly. In the upcoming weeks, the manpower onsite will grow significantly in efforts to complete the remaining mechanical, electrical, and piping installations. In the coming months, equipment manufacturer representatives from around the world will be onsite to assist RoyOMartin team members and contractors in commissioning our new equipment. Good things are happening in East Texas!



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**Forestry | Hunting Leases | OSB | Plywood | Solid Wood**



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# LEADERS SPEAK

## Let Us Vote



**E. Scott Poole**  
*President and  
Chief Operating Officer*

It seems there's an election campaign always ongoing. Today, we have candidates running for offices ranging from the Presidency to our local Police Jurors and County Commissioners. Many offices are at play in this cycle and we, as informed voters, have our work cut out to determine who may represent us for years to come.

Done right, voting is hard work and a job that, unfortunately, some are simply unwilling to do. There are those who prefer to leave the decision to others or believe that one vote doesn't really mean anything or voting simply isn't worth the time it takes to educate yourself and go to the ballot box. Some even consider not voting as

a form of thumbing their nose at the system. Either way, when you fail to vote you surrender your representative voice. You have become a silent protester at best.

More than 600,000 young men and women have given their lives to protect our freedom during the history of our country. Throughout my years, I've never met a parent of a soldier who would refuse to vote. They vote because they know the real risk and the vulnerability of our democracy. They understand what a vote can cost and the importance of that commitment. By voting, they, and we, express that commitment to those who serve and have served, to ourselves, our families, and our communities. By voting, we represent our children's future and those who are incapable of making their mark. By voting, we demonstrate extraordinary power from an ordinary person. We become the difference between nothing and the power of one.

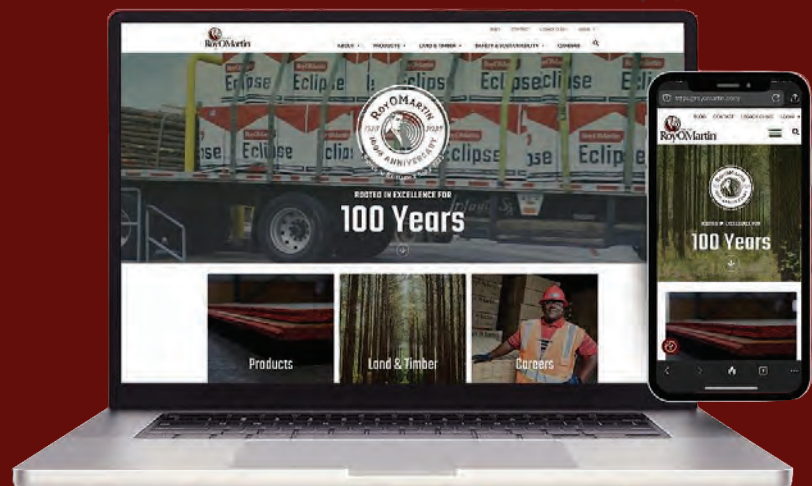
Let us vote.

## Explore Our New Website

We've redesigned our website to make it even easier to search available career opportunities, buy our products, and browse our land and timber offerings.

It also features available hunting lease properties, in-depth information on our plywood, OSB, and timber products, a timeline of our 100-year history, all the latest RoyOMartin news, and much more!

*Check it out!*



<https://royomartin.com/>





## OSB Mills Set New Production Records

The team at Oakdale-OSB broke its previous production records. On May 21, the B-shift exceeded their previous shift production record with more than 1.5 million board feet (MBF) and both B and D shifts set a daily record with more than 2.95 MBF!

“Safely breaking records like this makes me so proud of our team,” states Oakdale-OSB Production Manager Josh Oliver. “It doesn’t happen by chance, but through the efforts of a team committed to excellence in all that we do. We Make Board!”



Oliver

Additionally, the all-female foil machine crew broke records in daily piece count and square footage.

“These shipping team members displayed all of the company’s visions and values,” stated Team Leader Jeff Johnson. “They effectively communicated with each other about the roles that they would each play while operating the foil machine, strapper, and forklift. This was a great display of teamwork that shows why we continue to stay world class.”

The Corrigan OSB, L.L.C. team had a record-setting week in August. Despite the summer heat, they surpassed both daily and weekly production records. On Saturday, Aug. 12, B/D shifts exceeded 2.7 million square feet (MSF). Additionally, the entire team produced more than 17.1 MSF during the week of Aug. 7–13, 2023.

Congratulations to both the Oakdale and Corrigan teams and thank you for all your hard work!



## RoyOMartin–Plywood Takes First Place in two APA Award Categories

The Engineered Wood Association announced the winners of the 2022 Safety and Health Awards. These awards are highly esteemed in North America’s engineered wood products industry and aim to recognize top-notch operational performance while reducing injury and illness rates.

In the Annual Safety and Health Honor Roll category, RoyOMartin has secured the top spot in Division I (Plywood) with a WIR and TIR of 0.12. The company has also placed first in the three-year safety award category, boasting a work incident report (WIR) of 0.98 and a total incident rate (TIR) of 0.27. These achievements are a testament to RoyOMartin’s dedication to maintaining exceptional safety and health standards in the workplace.



Secrest

“This accomplishment is much deserved,” stated Executive Vice President of Manufacturing and Product Sales Terry Secrest. “The plywood team has worked continuously to improve the safety culture over the years and it has paid off. Not only did the team come in first, it was by a wide margin over the second-place recipient. Safety is a journey with no destination, and we must stay diligent with every task, every hour, every day.”





## Make Safety the Main Mission this Hunting Season



**James Cole**  
Land Use  
Forester

The leaves are starting to change, and temperatures are getting cooler. For many of us, that first feel of crisp air brings back fond memories of time afield. There's nothing better than enjoying time with family and friends, hunting, fishing, or hanging out at the camp. As my kids are coming of age and are starting to hone their skills as woodsmen, I'm eager to teach them the basics of hunting and fishing. I remember well my dad teaching me how to move through the woods quietly,

how to be observant, and the importance of taking an ethical shot. While reflecting on this, it's become clear that each lesson contained an element of sportsmanship and, most importantly, safety.

Fortunately, through education and proactive safety campaigns, hunting-related accidents have remained relatively

low over the past decade. Safety is an obligation we all share, not only for our wellbeing but for the wellbeing of our fellow sportsmen.

Here are a couple of tips to bring to the field this year:

### WILDLIFE

- Accidents can happen at any time, but frequently, hunting accidents occur when transitioning from one activity to another, like unloading or loading a firearm or climbing up or down from a tree stand.
- Following the Ten Commandments of Firearm Safety, wearing fall protection when climbing, and inspecting stands and other gear for damage are just a few things you can do to have a great season.
- Safety should always be at the forefront of what we do, so before heading into the woods this fall, share the importance of safety with your kids and hunting partners.

## Land and Timber Team Complete 16<sup>th</sup> Safe Year

2023 has been a milestone year for RoyOMartin. We reached the centennial of the company's founding and had record-breaking production numbers. We are proud to announce that the Land and Timber Department marks 16 years without an OSHA-recordable injury on August 2, 2023. Historically, logging and forestry-related jobs are some of the most dangerous in the country. The RoyOMartin foresters, responsible for more than 550,000 acres of timberland, have beaten the statistics year after year.

"Our land and timber department celebrates a unique and exemplary accomplishment among their peers, says President and Chief Operating Officer E. Scott Poole. "As we recognize over a decade and a half of dedicated safety, let us also remember the environment in which they work. Forestry's duties are varied, seasonal, and the physical conditions of their workspace are never the same."

Poole continues, "Each day is a new encounter to prepare for and contend with as they perform their multitude of tasks. To do this safely requires constant attention to the moment and an assessment of their surroundings. What a testament to being "Brother's Keepers" in everyday life. Congratulations to

our Land and Timber Department and their commitment to safety and professionalism."

At RoyOMartin, safety is the most critical part of what we do across all business units. The key to 16 years without an accident is a testament to the team's commitment to the corporate safety philosophy, IBiZ NOW, or I Believe in Zero NOW. The policy is that everyone wakes up and safety is at the top of mind. All accidents can and must be prevented. The land and timber team successfully completed near-miss reporting, performed quality safety audits, and made daily contact with all team members and contractors.

"Over the last 16 years, the individual members of the team have committed themselves to execute their given roles in the safest way possible while continuously improving our safety culture," says Vice President of Land and Timber Cade Young. He continues, "Such an accomplishment is only possible with the personal dedication of each team member to our shared goal of working as safely as possible."

Congratulations to the land and timber department for this remarkable safety milestone.





# WoodWorks Program Provides Path to Student Success



**Orientation**

## Classroom Instruction and Mentorship

WoodWorks is an educational partnership among 17 Louisiana and 4 Texas public-school districts and RoyOMartin. This hands-on program, which kicked off its 17th year in August, enables students to gain skills to prepare them for a successful career in the wood-products industry.

Participating students are given an overview of the program during their orientation at the beginning of the school year. Throughout the year, they receive classroom instruction from their teachers and guidance from RoyOMartin WoodWorks mentors. Additionally, they tour our manufacturing plants, interview with company representatives, and earn a certification upon successful completion of the program.

## Joining the Team

Signing Day is a major step in the lives of high school athletes, but at RoyOMartin, we celebrate the students who choose to go straight to work with our team at RoyOMartin. The second WoodWorks Signing Day was held in June and celebrated 11 recent high-school graduates who, once they complete the apprenticeship program, will join our teams across each of our three manufacturing facilities.



**Signing Day**



**On-the-Job Training**

## Apprenticeship

Next, the newly-hired employees complete an apprenticeship program at Central Louisiana Technical Community College (CLTCC). During the course, they learn the basics of manufacturing as they transition into their roles as production team members. CLTCC instructors teach manufacturing, electrical, and mechanical skills, as well as help them obtain their OSHA 10 certifications. This step helps prepare them for a successful career at RoyOMartin.

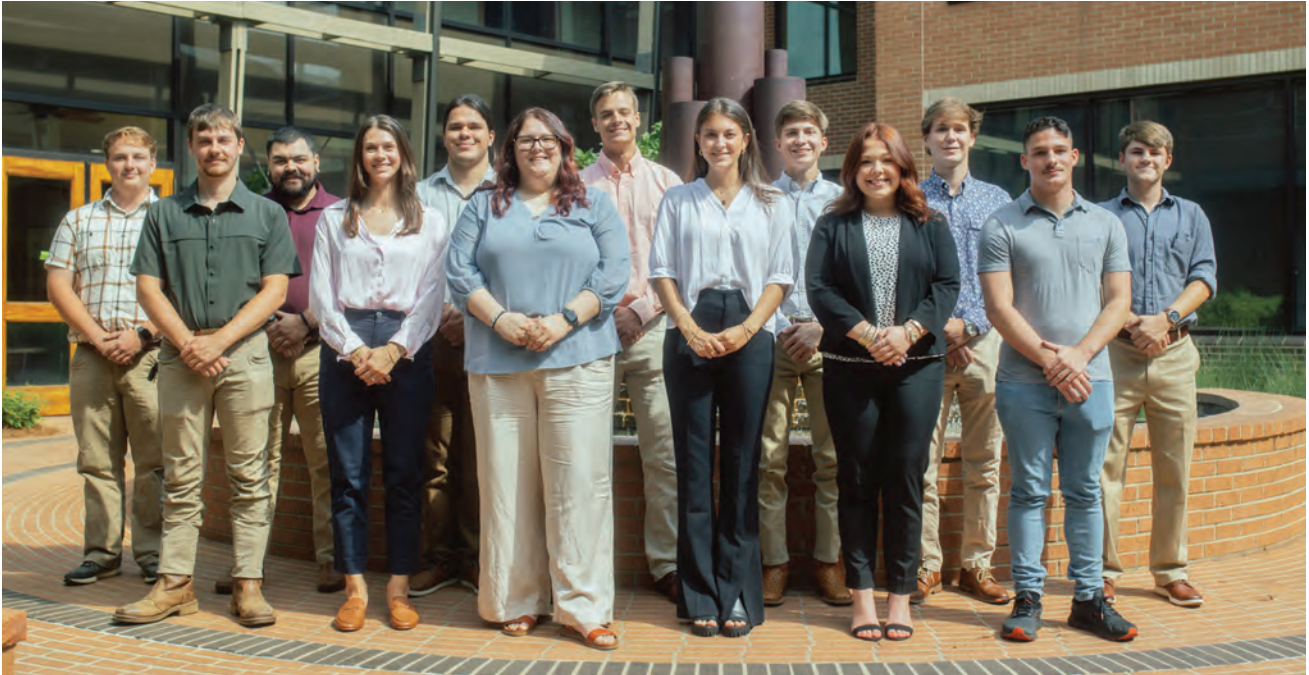
## Year One ... and Beyond!

These students' practical experience, combined with the education they received at CLTCC, positioned them as valuable assets within the company. Their dedication to their roles and commitment to personal growth align with RoyOMartin's values, and commitment to excellence. In June, the first class of WoodWorks graduates to take part in the new apprenticeship program celebrated the one-year anniversary of their employment with RoyOMartin. Of the 11 apprentices, seven of them currently work at the plywood mill in Chopin, La.; three at the OSB mill in Oakdale, La.; and one at our OSB Texas subsidiary in Corrigan.



**First-Year Recognition**





## Students Gain Employment Experience Through Internship Program

This summer, we had the pleasure of hosting 13 interns, representing 5 Louisiana colleges. As they wrapped up their summer projects, the students shared with our company leaders about their experiences. This remarkable group worked on a number of impactful projects that led to improved employee safety and health, increased process efficiencies, and cost savings.

Thank you and best wishes to our summer interns as they continue their education and prepare to embark upon careers in their chosen fields. Pictured above (left to right)

Nicholas “Ted” Brown (La Tech), forestry; Grayson Thompson (La Tech), electrical engineering; Brooks Jeansonne (La Tech), forestry; Sydney Hedrick (NSU), human resources; Joseph Adams (NSU), information technology; Bailey Domzalski (La Tech) electrical engineering; Dylan Guillory (La Tech), electrical engineering; Sydney Bolton (LSU), human resources; Ethan Booth (La Tech), supply chain; Audie Soileau (McNeese), marketing; Landon Ulrich (LSU), human resources; Joseph Barber (LSUA), communications; and Gabe Courville (La Tech), forestry.



*A group of summer internship participants toured our OSB manufacturing facility in Oakdale, La.*



## La Tech Forestry Students Get Up-Close Look at Manufacturing

In July, students from the Louisiana Tech University forestry department attending their summer camp toured the Chopin, La., plywood facility. These aspiring foresters were given a detailed look at what happens to the trees they plant and harvest once they make it to our facility.





## Educators Get Hands-On Experience at WEE Camp

As part of the Jump Start Workplace Experience Exchange (W.E.E.) Camp, area educators toured our plywood manufacturing facility in Chopin, La., and learned about programs that RoyOMartin offers. Camp participants were elementary, junior high, and high school teachers who got the opportunity to learn directly from Cenla companies. Through

hands-on experience, they were informed of skill requirements, employment trends, and career opportunities for students.

The RoyOMartin-Plywood human resources, production, and safety team members offered safety training, informational presentations, and job shadowing.

## Manufacturing Career Camp Tours Plywood Plant

Louisiana Central, Central Louisiana's economic development organization, held its first-ever Manufacturing Career Camp for high school sophomores and juniors exploring manufacturing career opportunities in Central Louisiana. The camp participants toured local manufacturing facilities, participated in hands-on activities, learned about the products made in our region, and saw the educational opportunities in manufacturing available at our local colleges. The program participants visited Chopin-Plywood in June and learned all about plywood, how it's made, and our company.

## Retirement Plan Named National Award Finalist

The RoyOMartin retirement plan has been recognized by PLANSPONSOR as a finalist for 2023 Plan Sponsor of the Year – Total Retirement Offering. The RoyOMartin 401(k) plan is one of three finalists for this award, which, according to [plansponsor.com](https://plansponsor.com), “recognizes retirement plan sponsors that show a commitment to their participants’ financial health and retirement success.”

RoyOMartin Senior Accountant Stephanie Ulrich participated in a panel discussion at the PLANSPONSOR National Conference in June. She spoke about how RoyOMartin opened its own clinic and pharmacy for its employees to mitigate the cost of health care.



Ulrich

Ulrich explained that RoyOMartin employs the clinic's physicians and nurses, and has occupational health nurses stationed at RoyOMartin manufacturing locations. Employees who see any of these onsite nurses are not charged any fees.

“We don't want our employees going to a doctor's office and spending hours in a waiting room or, worse, going to the ER and spending 10 hours,” Ulrich said. “[Opening the

clinic] has also helped our productivity and lowered our costs.”

She added that all employees or dependents covered by the company's health insurance only need to pay a \$15 flat fee for anything done in the clinic. The pharmacy also offers reduced-cost prescriptions. RoyOMartin currently employs more than 1,300 employees, Ulrich said.

Additionally, Ulrich said RoyOMartin retirees maintain the exact same medical benefits at the same cost as active employees. At age 65, the company automatically enrolls retirees into a Medicare Advantage plan for which the company pays 100% of the premiums for both retirees and their spouse or dependents.

As the company is based in the south, Ulrich said, diabetes is one the firm's biggest medical expenses. Now, when an employee goes to see the medical director, they work together to map out a “life plan” and schedule times to fill their prescription and get their insulin.

“That's another way we cut down on costs,” Ulrich said. “We actually have a person who's certified in diabetes care and management because we saw that need for our company.”



## Giving Back is Part of Our Corporate Culture

At RoyOMartin, we take great pride in our commitment to giving back to our local communities. It's a core part of who we are as an organization, and something that we hold very close to our hearts. We believe that it's our responsibility to make a positive impact on the world around us, and we're proud to say that our team members share this belief.

Throughout the past few months, we've had the privilege of supporting our communities through volunteer work and donations, and we're honored to have been able to make a difference in the lives of those around us. We know that there is still much work to be done, but we're committed to continuing our efforts to give back and support those in need.



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COMMUNITY



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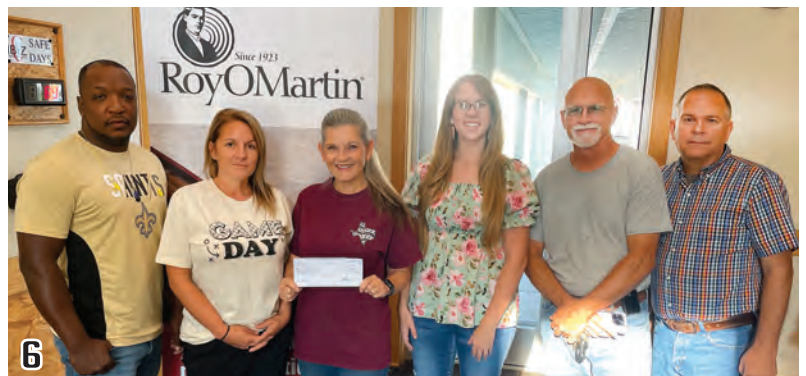
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During RoyOMartin's centennial celebration, our team members set a goal to provide 100 acts of service to our communities.

In August, team members from our OSB manufacturing facility in Oakdale, La., partnered with the Allen Council on Aging and installed window air conditioning units at the homes of some of the town's elderly residents (Photo 1). The Oakdale location also made a donation in support of the Allen Parish Fair (2).

In July, several team members from the home office volunteered their time at two local non-profit organizations in Alexandria, La. At The Food Bank of Central Louisiana, they assembled bags of food (3). At Manna House, a ministry that serves meals to anyone in need, team members prepared plates for the daily lunch service (4).

In Texas, Corrigan OSB, L.L.C. team members volunteered to help at the Texas State Forest Festival in September (5). Our Texas subsidiary also made donations to the local food pantry (6) and to the Corrigan Volunteer Fire Department (7).



6



7



## Introducing OSB Sub-Flooring Built for Durability

TuffTier™ is RoyOMartin's tongue-and-groove OSB sub-flooring. The design is self-spacing, allowing for an efficient installation and is manufactured with exceptional strength and durability to stand the test of time. TuffTier™ can be purchased sanded or un-sanded and is available scant or full-faced.

Why would you go with TuffTier™ vs. another manufacturer's OSB sub-flooring? Not only is our product durable, but the people behind our products are what really set them apart. The culture of excellence at RoyOMartin infiltrates everything we do. From the accounting department to the forklift drivers, we deliver excellence!

**UNCOMPROMISING  
QUALITY.**

**UNWAVERING  
COMMITMENT.**

RoyOMartin

**TuffTier™**  
**OSB Sub-Flooring**



**COMMITMENT  
TO OUR FORESTS**

**COMMITMENT  
TO OUR BUILDERS**

**COMMITMENT  
TO WHAT MATTERS**





Exceptional strength and rigidity for durability



Self-spacing tongue and groove design for easier and more efficient installation



Available sanded or unsanded



Wood sustainably sourced through FSC® certified timberlands

RoyOMartin

## TuffTier™ OSB Sub-Flooring

### LENGTH

96 (nominal)

### THICKNESSES

23/32  
19/32

### CLASSIFICATION + DURABILITY

Exposure 1 OSB is suitable for uses not permanently exposed to weather. Panels are intended to resist the effects of moisture on structural performance as may occur due to construction delays, or other conditions of similar severity.

### APPLICATION

TuffTier OSB Sub-Flooring is a Sturd-I-Floor panel designed for applications requiring a structural subfloor, ideally suited for flooring in both residential and commercial construction. Install long dimensions on strength axis across three or more supports (two spans).

### STORAGE + HANDLING

Like any other wood product, TuffTier OSB Sub-Flooring should be stored to avoid direct moisture. If possible, store panels under a roof or protected area. If panels must be stored outside, stack them on a level platform supported by a minimum of 4" off the ground. Cover the stack loosely with non-transparent plastic sheets or tarps and anchor the cover at the top but away from the sides to ensure ventilation. Protect the edges from damage.

### PANEL SPACING

To ensure best performance for all applications, panel end joints should be spaced 1/8 inch. Consult APA for complete fastening guidelines. Force fitting, or jamming, the T&G edges is not recommended.

### CERTIFICATION + TECHNICAL INFORMATION

TuffTier OSB Sub-Flooring panels are certified by APA-The Engineering Wood Association and are manufactured in conformance with APA PRP-108 and U.S. Voluntary Product Standard PS2, which is recognized in the International Building Code and the International Residence Code. RoyOMartin's TuffTier meets the requirements specified in the International Code Council Evaluation Service (ICC-ES) Evaluation Report ESR-2586 and HUD Use of Materials Bulletin No. 40c



Since 1923

# RoyOMartin®

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All OSB products are available Forest Stewardship Council® (FSC®) certified.

Made in the USA.





## Board Brief Breaks Down Market Information



Home building is a local industry, but with benefits and setbacks stemming from outside variables across different parts of the country. The RoyOMartin Board Brief lays out the stats for our customers in key areas, namely the southwest region, so you can better understand the many factors affecting your local market.

To view the latest issue of Board Brief on our website, scan the QR code:



## Chaplain's Corner



### Formed in Secret, Revealed in Time



**Ron Perry**  
Chaplain

In the early 1950s, oil and gas were discovered by seismograph crews deep in the earth on land owned by many of my relatives in South Louisiana. In 1957, the first well was drilled on my grandparents' farm on what became known as the Perry Point Oil Field. Over the next few years, many wells were drilled, and most became oil producers that revolutionized the lives of those who had leased acreage within the survey pool. Rice farmers who owned lots of acreage were richly blessed.

The greatest resources discovered by man have been formed by unusual events and elements deep in the earth over thousands of years. This was all done secretly, known only to its Creator, Almighty God. In His infinite wisdom, God knew that there would be a time when man would need resources to sustain his progress and existence. That which He formed in secret has been revealed in the fullness of time by man's increasing knowledge and ingenuity.

There is a greater creation of God that surpasses the temporal

value of oil, gas, coal, gold, diamonds, and all precious metals, which were also formed in secret. The Psalmist identifies that in Psalm 139:13-18: "For You created my inmost being; You knit me together in my mother's womb. I praise You for I am fearfully and wonderfully made; Your works are wonderful; I know that full well. My frame was not hidden from You when I was made in the secret place. When I was woven together in the depths of the earth, Your eyes saw my unformed body. All the days ordained for me were written in Your book before one of them came to be. How precious to me are Your thoughts, O God! How vast are the sum of them!"

You and I are extremely valuable in God's sight. He allowed His own son, Jesus Christ, to be involved in His creation and then to provide through His earthly birth, life, death, resurrection, and ascension to Heaven the promise of salvation and hope of eternal life for all who will believe in His name. Remember, God Loves You!

*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.*





This newsletter is written, edited,  
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# RoyOMartin®

**Please contact our communications staff members  
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