



# Today @ RoyO Martin®

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

## RoyO Martin Celebrates Centennial Anniversary



On Saturday, November 11, 2023, RoyO Martin employees, retirees, shareholders, board members, and esteemed guests gathered at the Alexandria Riverfront Center for a gala celebrating the Martin family's 100 years of growth and achievement in the wood-products business.

Guests were treated to a catered dinner, drinks, and appetizers, along with professional portraits, candid photos, employee gifts, and cash prize drawings. Musical entertainment for the evening included the 22-member Joyful Gospel Choir from New Orleans, followed by party band Jessie's Girls.

Five, 8-foot-tall video walls showcasing 20-year segments of company history greeted guests when they entered the main room. There was

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## La Tech Forestry Center Gets Boost from \$1M Donation

– Louisiana Tech University News Release

Ensuring a positive impact on the forestry industry across the southern United States, RoyO Martin (Martin Sustainable Resources L.L.C.) recently donated \$1 million to Louisiana Tech University in Ruston, La., as a leadership gift toward the construction of the university's new Forest Products Innovation Center (FPIC), with the assurance of another \$1 million to be presented by June 2024.

The Center will provide space for a transdisciplinary approach to solving the challenges associated with the timber industry. Groundbreaking is set for late Spring, 2024.

“As the Chairman, CEO, and CFO of RoyO Martin, I am excited to be the lead investor in Louisiana Tech University's Forest Products Innovation Center,” Roy O. Martin III said.

The new building will provide space for research collaborations, not only within the forestry industry, but also with other state and national industry partners.



Pictured (left to right): Louisiana Tech University President Les Guice, RoyO Martin Chairman, CEO, and CFO Roy O. Martin III, and RoyO Martin President and COO E. Scott Poole.

– Photo courtesy of Louisiana Tech University



(318) 448-0405

RoyO Martin.com

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

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# LEADERS SPEAK

## Welcoming New Opportunities



**Martha Crenshaw**  
*General Counsel*

When my family returned to Alexandria in 2009, I initially worked with a local criminal defense attorney. After a brief hiatus with the birth of our fourth child, I joined

the Gold Weems Firm where I worked with great partners and clients and had the priceless opportunity to practice alongside my dad. When asked to consider joining RoyOMartin, I initially thought, “is this for real?” Having been in private practice for nearly 20 years, I assumed that was where I would remain. As it turns out, the offer was “for real” and I am grateful every day for the opportunity to serve as RoyOMartin General Counsel.

Before joining this company, I worked primarily on employment law matters. I enjoyed that practice primarily because nothing was stagnant; the facts

of every case were unique – and quite unbelievable at times – and I constantly met new people with their own perspectives. The same has been true in my role at RoyOMartin. Every matter is different and affords daily opportunities to talk to, work with, and learn from team members throughout our company.

My goals as general counsel are to provide quality and efficient legal advice and to create an environment where team members, regardless of their department or position, feel comfortable consulting with and seeking advice on any legal issues related to our business.

There are so many things I enjoy about working here. The list could go on well past my word limit for this article, but at the *top* is the authentic commitment and active support RoyOMartin pours into its local communities and service organizations. I also enjoy the land and timber team’s cooking and grilling skills, training sessions that include popcorn, the Friday afternoon piano hymns, and the M&M dispenser in the benefits department!

## RoyOMartin Named Among The LSU 100 and LSU Roaring20 Businesses



Last fall, LSU announced that RoyOMartin was among the 2023 LSU 100: Fastest Growing Tiger Businesses list. The LSU 100 is a highly competitive annual program that celebrates the 100 fastest-growing LSU graduate-owned or LSU graduate-led businesses in the world. Within the company’s top leadership team, Chairman, CEO, and CFO Roy O. Martin III, President and COO E. Scott Poole, Vice President of Information Systems Spencer Martin, Vice President of Human Resources Donna Bailey, Vice President of Environmental Safety, and Sustainability Operations Natalie Monroe, and General Counsel Martha Crenshaw hold degrees from Louisiana’s flagship university.

RoyOMartin was also named to the LSU ROARING20. Out of all the companies that apply for the LSU100, the ROARING20 list recognizes and celebrates the 20 highest revenue-generating LSU graduate-owned or LSU graduate-led businesses. Companies must apply each year to be considered for the list.

The LSU100 and LSU ROARING20 showcase the entrepreneurial success of LSU graduates. Engaging the honorees with the LSU community of current students and faculty provides networking and learning opportunities that create and sustain a legacy of entrepreneurship at Louisiana State University.



*Company leaders E. Scott Poole, Roy O. Martin III, and Terry Secrest welcome guests to the 100th anniversary celebration gala.*

– Continued from page 1

a custom, 40-foot bar adorned with a large saw blade that had been laser-cut with the 100th anniversary logo and encased in a plywood box. The ballroom featured elegant floral arrangements and candlelight, and a slideshow of historical RoyOMartin photos provided a backdrop for the evening.

There was also a special screening of a short video that was produced by the in-house communications team. The video, *You Belong at RoyOMartin*, recognized and thanked team members throughout the organization.

Chairman, CEO, and CFO Roy O. Martin III, President and COO E. Scott Poole, and Executive Vice President of Manufacturing and Sales Terry Secrest reflected on the past century and the vision of the company in the years ahead. They thanked all RoyOMartin stakeholders for their individual contributions to making the company an industry leader, employer of choice, and community partner.

Martin, Poole, and Secrest also spoke on the importance of our corporate values R.I.C.H.E.S. — especially a commitment to excellence and stewardship — that have kept the company successful for a century.

The evening celebrated the foundation that Roy Sr. established a century ago and affirmed RoyOMartin’s dedication to further cultivating the company for the next one hundred years.



*Joyful Gospel Choir*



*Jessie's Girls*





## Corrigan OSB, L.L.C. Joins Lufkin/Angelina County Chamber of Commerce

In November, a large crowd turned out to support the addition of Corrigan OSB, L.L.C. to the Lufkin/Angelina County Chamber of Commerce with a ribbon cutting at the chamber office in Lufkin, Tx. A subsidiary of RoyOMartin, Corrigan OSB, L.L.C. is the company's Texas-based manufacturer of oriented strand board.

The Lufkin/Angelina County Chamber of Commerce is a non-profit membership-based business advocacy and

community development organization that represents more than 750 businesses. The Lufkin/Angelina County Chamber is committed to being the connector of leaders and influencers, a catalyst for business growth, and a champion for a stronger community.

The Corrigan plant is undergoing a significant expansion that will dramatically impact the local Texas economy and help to meet the demand for high-quality, sustainable wood products.

## Martin, Crenshaw Named to Executive Leadership Team

RoyOMartin Vice President of Information Systems Spencer Martin and General Counsel Martha Crenshaw have been appointed as the newest members of our Strategic Action Leadership Team (S.A.L.T.) by the Martin Sustainable Resources L.L.C. Board of Directors.

Spencer oversees the information technology (IT) department in implementing strategic IS improvements within the organization. As a fourth-generation Martin family member, he has worked in nearly every aspect of operations throughout his 30 years with RoyOMartin. His career with the company began in the sales department of the LeMoyen, La., hardwood sawmill selling to domestic and international customers.

When the plywood mill in Chopin, La., was completed in 1996, Spencer was tasked with operating the linear-optimization program. In this role, he expanded his information technology skills and later moved into a full-time software and database development position. Following several years of designing and building software for various departments, Spencer transitioned into the role of business process manager, where he improved workflow throughout the company.

Spencer holds a Bachelor of Business Administration in Finance and International Business from Baylor University and a Master of Business Administration from Louisiana State University. He serves as a board member on the LSUA Foundation (past chairman), Council for a Better Louisiana (CABL), and is a Committee of 100 (C100) member.



*Spencer Martin*



*Martha Crenshaw*

Martha Crenshaw is the general counsel for RoyOMartin. She oversees all legal matters, litigation, and the selection of outside counsel.

A native of Alexandria, La., Martha graduated magna cum laude from Centenary College with a B.A. in Political Science and a B.A. in Psychology. She obtained her Juris Doctorate from the Paul M. Herbert Law Center at Louisiana State University, where she was a member of The Order of the Coif Honor Society and The Law Review. Following law school, she clerked for the Honorable Stanwood Duval, a United States district court judge for the Eastern District of Louisiana. She has worked as an attorney in New Orleans, Memphis, and Alexandria. In recent years, her primary legal focus has been employment law.

*Women in Manufacturing and Girls Can Too! event*



## Manufacturing Month A Time to Inspire Youth

October is National Manufacturing Month and, along with the National Association of Manufacturers, RoyOMartin focused on educating our community about the exciting career opportunities available in our industry. National Manufacturing Month seeks to inspire the next generation of creators and makers. It's a great opportunity for us to showcase the vital role that manufacturing plays in our economy.

Our team members were eager to participate in educational activities in the communities we serve. They demonstrated manufacturing processes to students at Central Louisiana Technical Community College (CLTCC) in Alexandria, and to students in Lufkin, Texas. They also read books to area elementary students about how RoyOMartin makes OSB and attended the Central Louisiana Chamber of Commerce's Women in Business conference.

On October 13, RoyOMartin hosted a reunion of our past Women in Manufacturing honorees, featuring a panel discussion with junior high and high school girls who participate in the Girls Can Too! mentoring program.

We believe that by fostering a love of manufacturing in the next generation, we're helping to create a brighter future for us all.



*Manufacturing Day at CLTCC*



*Career Fair in Lufkin, Texas*



*Women in Business conference*



*Book readings at elementary schools*



*Girls Can Too! panel discussion*

## Partnership with German Company Spans More Than 40 Years

Representatives from Dieffenbacher GmbH Maschinen- und Anlagenbau, a well-known manufacturer of press systems, recently visited central Louisiana. The German-based company has been in business for 150 years and has been a partner of RoyOMartin since the construction of its first OSB manufacturing facility in LeMoyen, La., in 1982.

This visit highlighted the strong relationship between these two companies and their commitment to providing quality products and services. Dieffenbacher's expertise in press systems has been instrumental in RoyOMartin's success in the engineered wood panel industry. Both companies are dedicated to providing innovative solutions and exceptional customer service. We look forward to continuing this partnership for many years to come.



Dieffenbacher's 5th-generation CEO, Christian Dieffenbacher (left), is pictured with RoyOMartin's Chairman, CEO, and CFO Roy O. Martin III.

## SmartCore® Industrial Grade Plywood Provides Strength, Quality, and Sustainability

RoyOMartin is a leading provider of high-quality wood products for America's building industry. With a commitment to responsible sourcing and sustainable practices, RoyOMartin offers a range of products that are perfect for construction projects of all kinds.

Our SmartCore® products are manufactured to the highest quality with all southern yellow pine construction for the greatest strength and stiffness. Here are some frequently-asked questions about our SmartCore Industrial Grade® brand:

### How does the southern yellow pine composition of SmartCore® Industrial Grade Plywood contribute to its strength and stiffness?

The southern yellow pine in SmartCore® Industrial Grade Plywood offers unparalleled strength and stiffness. This wood species is known for its density and durability, making it ideal for a variety of applications.

### What are the available thickness categories for SmartCore® Industrial Grade Plywood, and how do they differ in terms of span?

SmartCore® Industrial Grade Plywood comes in various thicknesses (19/32 & 23/32), each designed for specific spans. Whether you're working on residential or commercial projects, there's a SmartCore® Plywood option that fits your needs.

### How does SmartCore® Industrial Grade Plywood ensure flatness and prevent sagging in its applications?

SmartCore® Industrial Grade Plywood is engineered for flatness. Its multi-layer construction minimizes the risk of sagging, ensuring a level surface for any application.



### In what ways does the Forest Stewardship Council® (FSC®) certification enhance the sustainability credentials of SmartCore® Industrial Grade Plywood?

The available FSC® certification of SmartCore® Industrial Grade Plywood underscores its sustainability. This certification ensures that the wood is sourced from responsibly managed forests, aligning with eco-friendly building practices.

### What are the key benefits of using SmartCore® Industrial Grade Plywood?

SmartCore® Industrial Grade Plywood offers multiple benefits, including strength, sustainability, versatility, and service after the sale. Its quality and Made in USA label further make it a preferred choice for professionals.

Scan the QR code to learn more about SmartCore® Industrial Grade Plywood



# Texas-Sized Growth

The expansion of Corrigan OSB, L.L.C., our Texas subsidiary, is steadily moving along!



*Photos by Chris Wheat, project engineer*





*Serving at Manna House*

## RoyOMartin Team Members Perform Acts of Service

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're committed to continuing our efforts to give back and support those in need.



*Together Tuesdays at schools*

### COMMUNITY



*Serving at Manna House*



*Christmas gifts at a local nursing home*



*Food Bank of Central La.*



*Reading at elementary schools*



*Teacher appreciation at Oakdale High School*



# 100 Faces of Our Future

## Social Media Campaign Highlights Workforce

In 2023, RoyOMartin celebrated its 100th year of successful business. It's the daily efforts of our dedicated team members that will help us move forward. Throughout the year, we highlighted different individuals from all business units in an Instagram social media campaign called "100 Faces of our Future." While RoyOMartin has nearly 1,500 employees, the series features some of them who tell the story of what it's like to be a part of our team.



Scan the QR code to view the entire series on our Instagram page.



**"GOOD BENEFITS MAKE A HUGE DIFFERENCE FOR ME AND MY FAMILY."**

*Miguel Orozco*  
Shipping Team  
Corrigan-OSB



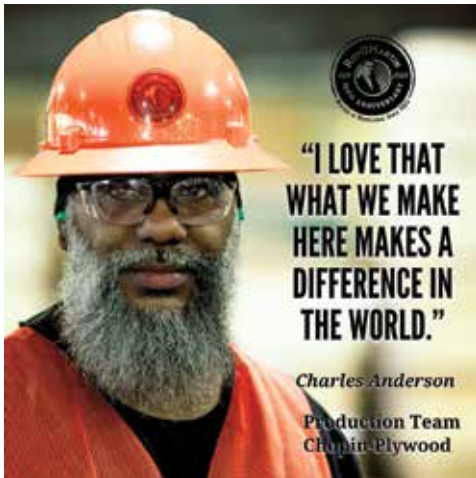
**"ONE OF THE BIGGEST THINGS I APPRECIATE ABOUT ROYOMARTIN IS ITS STABILITY."**

*John Aymond*  
Electrical Lead  
Chopin - Plywood



**"ROYOMARTIN CARES ABOUT ITS TEAM MEMBERS."**

*Latashia Arline*  
Shipping Team Member  
Corrigan-OSB



**"I LOVE THAT WHAT WE MAKE HERE MAKES A DIFFERENCE IN THE WORLD."**

*Charles Anderson*  
Production Team  
Chopin-Plywood




**"WE ALL WORK TOGETHER TO REACH COMMON GOALS AND HELP EACH OTHER SUCCEED."**

*Valerie Zangla*  
Associate Accountant  
Home Office



**"I SEE A LOT OF OPPORTUNITIES IN MY FUTURE AT ROYOMARTIN."**

*Adam Brown*  
Green End Specialist  
Oakdale-OSB



**"AS FORESTERS, WE ENSURE THE FOREST IS HERE FOR FUTURE GENERATIONS."**

*Stephen Upton*  
Woodflow Manager  
Home Office



**"I'M GLAD MY SKILLS ARE NEEDED AND APPRECIATED AT ROYOMARTIN."**

*Vijay Badugu*  
GIS Coordinator  
Corporate Office



**"I LOVE HOW FAMILY-ORIENTED THIS COMPANY IS."**

*Eunice Guillory*  
HR Assistant  
Oakdale-OSB



## Rebuild Modernizes Crane at Plywood Facility

It may look the same from the ground, but the crane at RoyOMartin–Plywood recently got a major retrofit. For three weeks last October, crews from our electrical and maintenance departments, as well as outside contractors, disassembled and rebuilt major components to modernize the well-used LeTourneau crane that feeds the cantor mill. Outdated and hard-to-source components were replaced with Kone crane components to streamline maintenance and serviceability. Kone also supplied the newly-replaced cranes at our Oakdale OSB facility.

The crane's cab was entirely replaced to allow for the modernization of new controls that make troubleshooting problems and programming easier. It also creates more inside room for a second person. This allows trainees to learn from senior operators while inside the cab rather than getting instruction from the ground via radio.

Major wear components such as the swing bearing, gearboxes, cables, and motors were also replaced. This investment in our infrastructure helps ensure consistency in uptime and more efficient log truck turnaround times, and sets us apart as the destination of choice for area loggers.

– Micah White, Harvesting Forester

## The Importance of Having a Forest Management Plan

We have all heard the saying, “If you fail to plan, you are planning to fail.” This quote has been attributed to Benjamin Franklin, one of the founding fathers of our country, and it is applicable to almost every situation in life and business. It especially applies to sound forest management. To be successful, we must know what we want to accomplish and take the time to write out the necessary steps to achieve our stated goals. A comprehensive forest management plan should be the foundation for which decisions and actions are based.

At RoyOMartin, we have a comprehensive management plan for our fee-ownership land base. We update this plan annually and distribute it to the entire land and timber department team members. This document serves to guide and direct us as we make decisions we make throughout the year regarding the property.

The most important aspect of a management plan is defining the landowner's objectives. There is power in knowing and detailing the plans you have for your property. A forest management plan can be as simple or as detailed as each client desires. Once the objectives are outlined, the rest of the plan should be directed toward achieving those goals.

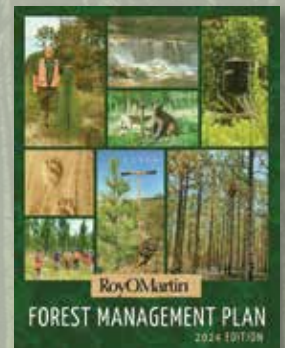
Other important topics of a management plan should include components such as maps, legal descriptions, soils, topography, access, description of the timber, and future management recommendations.

There are many benefits of a management plan including these three:

- It serves as a legacy for future generations of ownership.
- It is a requirement to join organizations such as the American Tree Farm or Forest Stewardship Council® (FSC®).
- It is required to receive state and federal cost-sharing assistance for silvicultural treatments.

Do you have a management plan for your property? RoyOMartin Forestry Services can assist you in creating a forest management plan for your property. RoyOMartin Forestry Services is a full-service forest-management company staffed and supported by experienced foresters and forest technicians. Our goal is simple: to help private forest landowners achieve their objectives. Services we offer include, but are not limited to timber sales administration, land and timber management, forest inventory and marketing, hunting lease management, and wildlife management.

– Clint Iles, Forestry Services Manager



Scan the QR code to request information on RoyOMartin's forestry consulting services.

## 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 read the latest issue of *Board Brief* on our website, scan the QR code:



## Chaplain's Corner

### God's Amazing Grace



**Ron Perry**  
Chaplain

One of the world's most beloved hymns was written by a one-time slave trader who became a slave, turned to God, and became an ordained minister and an ardent abolitionist.

After reading about John Newton, I am reminded of how important it is to educate our children in the Word of God during the formative years of their lives so it will be hidden in their hearts. John was introduced

to Biblical truth at an early age by his Christian mother who died when he was six. After his father remarried, he was sent to live in a boarding school. From age 11 to 18, he worked on slave ships where he was introduced to the slave trade industry.

At age 23, John was employed on the ship Greyhound, where he lived a life of debauchery. The ship's captain described John as the most profane man he had ever met. In March 1748, the Greyhound encountered a violent storm that swept overboard a crew member who was standing near John, and he cried out, "Lord have mercy upon us!" He survived, and perhaps it was that day he was referring to when he wrote these words: "Amazing grace! How sweet the sound! That saved a wretch like me! I once was lost, but now am found; Was blind, but now I see." He referred to that day as his spiritual conversion day.

At 29 he left the slave trade industry and became a customs

agent in Liverpool. At that time, he began to study Latin, Greek, and theology and immersed himself in the church. There he found his call as God began to use him to write, teach, and preach. When John was 57, he was preparing a message to deliver on New Year's Day, 1772, to his congregation when God gave him the words that would become one of the most beloved hymns of all times, *Amazing Grace*.

In 1788 he was able to go before Parliament as a "star witness" and paint the disturbing details of the slave trade from the inside and personal experience. In 1807 on his deathbed, he said to a close friend: "My memory is failing me but these two facts I know: I am a great sinner and Jesus is a great Savior." The same year that John Newton died, the British House of Commons passed The Slave Trade Act banning all trade of enslaved people on British ships.

Take a moment and listen to the words of this 250+-year-old hymn and let God's Word come to light again in your heart. You can listen to and view the story on YouTube by scanning the QR code.

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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prepared, and distributed by

**RoyOMartin**

**Please contact our communications staff members  
to report new items for future issues.**

**Contributors to this issue:**

*Martha Crenshaw (RoyOMartin Corporate Office)*

*Clint Iles (RoyOMartin Land and Timber)*

*Chaplain Ron Perry (Marketplace Chaplains)*

*Lacy Townsend (RoyOMartin Corporate Office)*

*Chris Wheat (Corrigan OSB, L.L.C.)*

*Micah White (RoyOMartin Land and Timber)*

**Editor:** *Amanda Guillot (RoyOMartin Corporate Office)*

**Design and Layout:** *Amanda Guillot*

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