

FIBERSCOPE

Safety. Quality. Value Creation. Sustainability. Innovation. Customer Focus.



“The first step towards getting somewhere is to decide you’re not going to stay where you are.”
—J.P. MORGAN

Elmer Brannon Celebrates 50 Years at the Foley Mill in April

By Elmer Brannon, Storeroom Tech

I was raised in Buckville, Florida and I attended school in Day, Florida until it burned in 1960. I graduated in May of 1969 from the Lafayette County High School in Mayo, Florida.

In October of 1969, I started work for Proctor and Gamble (P&G) in the reforestation program transplanting pine seedlings. I was only employed for 6 months, then I applied for the intern program in the P & G Forestry Division. This kept me working through the summer on the survey crew, FB&R crew, and filling in on the site prep crew. Then I went back to tree planting in the Fall.

In April of 1971, I moved back to the woodlands crew working with Easton Strickland.

On September 27, 1971, we were summoned to the big office where all the forestry division managers were meeting. There, I was introduced by Mr. Chip Mizell. I was commended for my performance and offered permanent employment in Finishing on October 1, 1971.

I worked in Finishing about a year, moved to the Wood Yard for a few months and then back to Forestry. I was placed on the site prep crew and worked there until 1979.

I moved to the hardwood merchandizer, the first team to participate in the progression pay system. In 1986, the hardwood merchandizer closed due to depletion of the Hardwood supply and I moved to the night mechanics

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team in the mill. I worked with the night mechanics until 1988 when I moved to the storeroom, and that is where I remained to this day.

At different times, I have worked shift work as a planner, expeditor, parts reordering, parts management, and parts security in the storeroom. I have coached and trained maintenance and operations customers on the parts management systems and performed many other tasks over the last 50 years.

The Foley Mill is my team, and it's my passion to help everyone realize their value and encourage them to never quit thinking and gaining knowledge.

Transformation

I have participated in many transformational changes over the years. My personal

transformation and renewal of mind came through a life altering experience that happened to me on September 9, 1990, when God saved me and changed my life.

Value creation is born into every person but may need to be cultivated to motivate change. God intends for everyone to see the value that He gives to everyone. I encourage everyone to learn interpersonal skills and practice them. Interpersonal skills are just as valuable as your technical skills.

When understanding is put first, it always saves us from much grief.

I use the knowledge and the inspiration of the older generation of men that I worked with to help me set the goal to work 50 years in the same place. A goal is just a set mark that you strive to achieve. Some may call it a vision, or a farther view of the objective.



Photo of Katy Curry and Elmer with a 50 year anniversary cake made by Linda Brannon, Elmer's wife.

Vision

A vision is inspirational because it provides life and direction to your daily work. It is motivational in that it provides a reason for the work we do. It is aspirational in that it becomes a mission which is the journey to reach the goal. The purpose is to inform us: what do we do today, for whom do we do it, what is the benefit, and why we do what we do.

For the Vision to be successful, every person must know and believe how their role and task plays an important part in it.

Every manager and leader in each department must share the Vision truthfully so that the mission is clearly understood.

A vision is inspirational because it provides life and direction to your daily work.

It is motivational in that it provides a reason for the work we do.



Foley Cellulose Hosts Field Trip to the Fenholloway River for High School Students

By Scott Mixon, Public Affairs Manager

On March 26, the Foley Cellulose mill hosted another educational field trip to the Fenholloway River for Taylor County High School (TCHS) students and science teacher Leslie Maiullo.

The event began in the high school library with Leslie Maiullo introducing the purpose and agenda for the field trip to the Fenholloway. The Foley Environmental team would teach the students how to test water quality at three different points in the River. The students would be Foley Environmental Scientists for a day!



Foley Engineer Eric Nzuki observes Jacob Cash, Macy Dean (blonde hair), Courtney Dyer, Brooke Smith, and Austin Murray record their water quality data.

Chet Thompson, Environmental Leader for Foley Cellulose, provided the historical background of the Fenholloway Water Quality Project and the Foley Cellulose mill's plan to achieve recreational water quality standards in the Fenholloway River.

Afterwards, the students boarded the bus to visit three locations at the Fenholloway River. The students were divided into groups to conduct water tests on specific criteria at each river location and

then compared the results of the tests among the groups for consistency.

The trip concluded with lunch for all participants at Hick's Landing, and a visit with a few special guests from the Tallahassee Museum. Wildlife expert Alison Ashcroft joined the students to discuss wildlife along the river corridor, and the students were given the opportunity see a live barred owl and baby alligator up close.

It was our goal for these students to receive a hands-on educational experience at



Allison Ashcroft with an owl.

the Fenholloway River. In addition to the environmental activities, we discussed the accomplishments with the restoration of the Fenholloway River. The Fenholloway River is a great example of how people in business, the community and government work together to improve the environment. On behalf of the Foley Leadership Team, I want to thank Leslie for her enthusiasm toward education and the tireless efforts on behalf of our students in Taylor County.

[View more photos on the next page.](#)



Foley Engineer Catherine Weed, Emma Kirkland, Hayden Durham, Ella Goodman, Colin Wilson, Leslie Maiullo, and Jeremiah Cruce. "We appreciate Georgia-Pacific for the time, energy and resources that their employees put into this field work experience for our students," said Leslie Maiullo, TCHS Science Teacher.

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Colin Wilson takes a water sample at Peterson's Landing.



Fenholloway River from the Hampton Springs Bridge.



(Left to right) Evan Lago, Anna Kay English, and Briana Amman compare their data at Peterson's Landing.



Baby Alligator



Packaging & Cellulose Digital Core Coming Soon to Foley Cellulose!

By Evonne Wiles, Logistics & Inventory Optimizer

What is PCDC?

We have all heard the new acronym PCDC and many have asked, “what is it?” PCDC is a transformation initiative to modernize and standardize systems and processes across all our mill-based businesses. It will give better leverage of technology to change the way we do business and become a preferred partner for our customers and suppliers.

Why PCDC?

Today, we use highly customized systems and different processes to support the packaging and cellulose businesses, making it difficult to fully update our systems and leverage best practices across all mill-based businesses. With implementation of PCDC, all mill-based businesses will utilize the same systems and processes, allowing visibility of the truth for all segments.

What are the expected outcomes of the PCDC transformation?

- Transform the Customer experience.
- Reduce systems & process complexity.
- Adopt emerging technologies more efficiently.
- Enable us to work smarter.
- Use better information to enable transformation of our business and operations.

What processes at Foley will PCDC affect?

- Production Planning
- Interface to PTMS for production in Finishing
- Inventory Management
- Quality Management
- Shipping and Warehouse Management
- Transportation and Logistics
- Finance and Accounting
- Reporting and Analytics
- Master Data Management
- Chemicals Procurement

This project will change the way we perform work from a process, technology, and behavioral perspective. Training has already begun at Foley with most areas impacted by PCDC. Situational testing of the new program will begin in the coming weeks with additional training coming before deployment. Tentative deployment of PCDC is August 1, 2021. More to come as we progress down the road to deployment.

Let’s get “Ready” and get “Set” for “Go Live!” ●



ANGELINA MCARTHUR... Foley's Transformation Leader

Hello Foley Team- I’m Angelina McArthur, Foley’s new Transformation Office (TO) Lead and Mill Improvement Leader. I come from a military operations and utility background and was most recently a Continuous Improvement and Quality Leader for GP Corrugated.

Please let me know if you have questions about Wave, or our related site initiatives that we are driving toward. I will also be your point of contact for Disciplined Operations. Looking forward to meeting you in person! ●

Foley United for United Way

Taylor County’s United Way campaign received a huge boost on March 29th with the presentation of a \$20,000 corporate gift from Georgia-Pacific’s Foley Mill.

In addition, campaign team members presented close to \$3,000 raised from employee contributions through a “parking spot” auction.

Photo: Foley United Way Check Presentation. Taking part in the presentation were: (left to right) GP’s Public Relations Manager Scott



Mixon, Nancy Lundy, Katy Curry, GP Campaign Chair Lauren Hickman, United Way Big, Bend President/CEO Berneice Cox and local United Way representative Priscilla Tripp, and Laura Ferrer. ●

Five Things Supervisors Need to Know about myHR Leave Management

1. What is Leave Management?

Leave Management is a review of policies and end-to-end processes and an advancement of the HR Operating Model (the way HR delivers services) to transform how Koch companies manage leave of absence processes for employees, supervisors, and HR.

2. How will Leave Management impact Employees?

Employees will experience a variety of changes related to Leaves of Absence, including:

- Access to a new myLeaveOfAbsence site: Provides insights on plan eligibility and access to updated knowledge and training. Accessed from the myHR Portal or directly at Koch.link/myLeave.
- Assistance from the HR Service Center: Basic support to employees when they call or chat with the HR Service Center (e.g., contact information for Sedgwick, knowledge and training material references, initial pay resolution support). Advanced support for more complex leave questions and when there is an escalation for claims inquires, issues and resolutions.
- Communications: Clearer communications from Sedgwick.
- Harmonized leave policies: Harmonized leave policies across the enterprise to provide consistent benefit levels, especially when employees transfer to another Koch company.

3. What is changing for Supervisors?

It is anticipated supervisors will remain the first point of contact for employee leaves, and they should start:

- Directing their employees to the new myLeaveOfAbsencesite for initial knowledge
- Accessing the new myLeaveOfAbsencesite for supervisor knowledge and training material
- Directing employees to the HR Service Center for additional leave questions and escalation of issues
- Contacting the HR Service Center for questions and escalations versus Business HR

Supervisors will continue to assist with:

- Responding to all inquiries from Sedgwick and/or Leave of Absence Leveraged Capability for employee claims
- Completing any requested documentation from Sedgwick, as required, to support the employee claim

- Addressing absences related to leaves in time management systems, as applicable
- Collaboration with Leave of Absence Leveraged Capability for disability and/or Workers' Compensation benefits
- Assisting with return to work and applicable accommodation activities, engaging with Business HR, Leave of Absence Leveraged Capability, and/or Legal as needed
- Managing employee vacation/sick requests to supplement pay during a leave

4. What role will HR play in supporting Leaves of Absence?

A variety of HR Operating Model changes will be implemented over time to support employees and supervisors with Leaves of Absence and to ensure the right work is being cared for by the right HR capability.

Business HR will continue with the following until further notice:

- Facilitation of accommodation process, including return-to-work with restrictions
- Partnership with Supervisors to provide concurrence on all employment-related decisions, including return-to-work and accommodation recommendations and decisions
- Other potential local activities (e.g., coordination with onsite medical, local union leave policy application)

HR Service Center will start providing basic support to employees and supervisors when they call or chat and will escalate to the new Leave of Absence Leveraged Capability, as appropriate. This new group will initially focus on:

- Owning all escalated leave knowledge questions and all leave escalations and claims inquiries, issues and resolutions (including escalated payroll matters)
- Owning day-to-day vendor management with Sedgwick and provide coaching and direction, as appropriate
- Creating leave knowledge and training materials for employees and supervisors

5. What can I start doing now?

- Discuss any questions/concerns you have with your supervisor
- Talk to your Business HR about the upcoming changes ●



Emmert Wolf once said: “A man is only as good as his tools.”

By Josh Miller, Safety Specialist

This is especially true for those working here at Foley. Not only is it important to have the right tool for the job, but it is also important that the tool you are using is in good working order. A cracked handle on a hammer is an obvious indication that if we continue to use the hammer, an incident will eventually occur. A worn screw driver tip invites the user to slip and potentially scrape a knuckle.

What might not be so obvious is ensuring your gas monitors are in good working order. Monitors are provided to alert employees of the presence of chemicals, so that the employee can respond appropriately. Some monitors, such as ClO₂ monitors are calibrated by the manufacturer monthly, while H₂S monitors are bump tested daily. Each type of monitor has requirements that must be met for the monitor to function properly. If monitors are not kept calibrated and tested, the employee stands a greater risk of exposure.

Soon, Foley will be moving exclusively to the Altair 2X H₂S monitor. These monitors provide greater flexibility as they do not require a daily bump on the Calibration Station. Instead, these monitors can be “bumped” daily, using a flow test. Each day, the employee will be required to complete a bump test for their monitor before heading into the work area. The bump test is a



two-step process that uses a program built into the monitor to check the signal from the sensor to the electronics and an employee assisted flow test on the sensor to verify proper operation. If the monitor fails the bump test, it will need to be placed on the Calibration Station.

The expectation is that anyone working in the back half of the mill would be required to carry an H₂S monitor at all times. ●

APPLYING MBM®

A Supervisor's Responsibilities

A Message to all Supervisors

If you have direct reports, regardless of your title or position in the company, you are a supervisor! As such, you are responsible for helping each employee understand and apply MBM, leverage their gifts and continually grow, develop and self-actualize.

Foundational to MBM is the belief that each person brings different aptitudes, skills, knowledge, experiences and backgrounds to the organization that determine how and where they can contribute the most. You must treat each person as a unique individual and create an open, inclusive, and empowering environment so every employee can make the greatest contribution.

Your responsibility to develop your people is not just one more thing to do, it is your primary responsibility. As you know, MBM is a framework to guide how you carry out all your responsibilities. You must consistently apply it to get results, otherwise your organization will become cynical and fall behind. The following guide for supervisors will aid you in that journey.

While we don't expect perfection, continually improving your effectiveness as a supervisor to meet these expectations is critical to your and the company's success. We encourage you to seek guidance and feedback from your own supervisor, your employees and others who could be helpful. This will enable you and your team members to increasingly self-actualize and advance the business vision by creating greater value for our customers, fellow employees, society, the company – and yourself.

Charles Koch | Chairman and CEO

Dave Robertson | President and COO

Applying MBM® in your Day-to-day Work as a Supervisor

Help every employee apply the concepts and guiding principles of MBM to increasingly self-actualize. Recognize that no matter how well the company or individuals have been performing, both must continually improve.

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VISION: Ensure you and your team are connected to a transformative business vision.

Questions to Improve Application:

- Do you understand the capabilities needed to advance the vision? Are you acquiring or developing those capabilities?
- Are you updating priorities and changing activities to transform your organization?

VIRTUE AND TALENTS: Provide ongoing coaching and feedback to help each employee recognize what they are and are not good at so they can contribute and succeed.

Questions to Improve Application:

- Do you have the right team members and do you know their strengths and limitations and how you can help them?
- Is each employee developing and open to working where they can make the greatest contribution?

DECISION RIGHTS: Work with each employee to develop an individualized bundle of responsibilities based on the business vision and the employee's gifts relative to that of others on the team. (RRE process)

Questions to Improve Application:

- Are you adjusting responsibilities and decision rights among team members based on comparative advantage to maximize value creation for the business?
- Are you holding employees accountable for their contributions to results?
- Are decisions made quickly with the minimum bureaucracy?

KNOWLEDGE PROCESSES: Ensure each employee is continually learning and improving. Measure what matters most and ensure each employee knows how what they do affects results.

Questions to Improve Application:

- Is your team experimenting and sharing knowledge to drive personal and business transformation?
- Are you measuring progress and gaining insight into how each member of your team is contributing to results?
- Do you seek challenges from your team and do they respectfully challenge you and each other?

INCENTIVE: Work with each employee to develop an individualized bundle of responsibilities based on the business vision and the employee's gifts relative to that of

others on the team. (RRE process)

Questions to Improve Application:

- Are your employees contribution motivated and, where not, do you quickly address it?
- Are rewards consistent with the message each employee needs to hear to maximize their contribution to the long-term success of the company?



Helping Each Employee Increasingly Self-Actualize

Coaching and doing. While you are both a coach and a player for your team, your first priority is to coach.

The employees on your team are your primary lever for success. Delegating, asking questions to foster learning and development, and taking an apprentice approach should be your default, not stepping in and doing the work yourself.

Ask yourself, "How can I help each employee fully develop their capabilities rather than taking over to solve today's problems?" This can be difficult, especially if you are accustomed to being a star performer and have been recognized and rewarded accordingly.

Providing employees with opportunities to try new things, giving them responsibility/ownership, and holding them accountable for results will help them learn about their strengths and limitations and find meaning in their work.

Helping others realize their potential. While each person's self-actualization journey is unique and personal, you (as a supervisor) play a key part in helping your team members on this journey. In short, you are expected to invest the time required to continually help them discover, develop and contribute so they increasingly self-actualize.

Consider using questions like these in conversations with your employees:

Discover: How are you discovering your gifts and motivations? What are you not good at? What do you like/not like to do?

Develop: How can you turn your gifts into valuable skills? How should we change your role or responsibilities?

Contribute: Are there other things you could do to contribute more? What MBM principles or concepts do you need to better understand and apply so you can increase your contribution?

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Conversations about self-actualization aren't enough. Real learning about each employee's gifts and limitations occurs through trial and error. This reality-based view will help you and your employees work together to leverage their gifts in a mutually beneficial way. This might mean helping an employee change roles within your business, transfer to another area in Koch, or go elsewhere.



Creating the Right Environment

Representing the company. To your employees, you are the company representative. When employees are anxious and have questions about changes that affect them and their jobs, make sure you can articulate the company's position to address these concerns productively and professionally.

Fostering inclusion. Create a highly-collaborative environment within your team, across the organization and with all key constituencies. Remember, each person brings different aptitudes, skills, knowledge, experiences and backgrounds to the organization that determine how and where they can contribute to value creation. Appreciate individual differences and leverage the power of such diversity, ensuring all employees feel respected and valued.

Cultivating MBM culture. You are responsible for your team's culture. To build trust, what you say must be consistent with what you do, expect, allow, recognize and reward. Our MBM Guiding Principles are the best articulation of what is expected of every employee because we believe they are key to long-term success and sustained results. Therefore, you need to model these principles and coach your employees accordingly.

- **Expect and encourage challenge.** Be intentional about creating the environment where others feel they can speak freely and honestly. Appreciate and appropriately act upon the ideas and concerns offered by others. Make providing and soliciting ideas and challenges a normal and natural way of working.
- **Communicate honestly.** Provide ongoing coaching so your employees know what they do well, what they need to improve and what someone else should do instead. Communicate with each in a direct, timely and honest manner.
- **Encourage experimentation and calculated risk taking.** Experimentation is a source of knowledge. Help employees make decisions that reflect the company's risk philosophy rather than their own. Encourage prudent risk taking without penalizing the failures that come from well-designed experiments.



Building a High-Performing Team

Selecting and retaining the right people. Regardless of education or other credentials, seek and select employees who first and foremost are contribution motivated and have the virtue and talent necessary to advance our vision. Build a team with the right combination of **diverse talents and perspectives** necessary to drive transformation and understand, satisfy and anticipate the needs of current and potential customers.

Driving transformation. In order for your team to transform, you must help each of your team members engage in personal transformation – developing new practices, habits, mental models, skills and knowledge. This must be a constant focus because no matter how talented or how well employees are performing now, they will become obsolete if they merely maintain the status quo.

Focusing on highest-valued opportunities. Ensure every team member understands how their work contributes to value creation and each is working on the things that will make the greatest contribution. Capable, contribution-motivated employees will have many ideas about how to create value. This means you will sometimes need to guide them to make tough decisions and say “no” or “not now” to some things in order to say “yes” to the things that matter most.

Applying comparative advantage. Consider the relative capabilities of each team member to optimize the combination of who does what to maximize value creation for the team as a whole. From this, work with your employees to ensure each has an individualized bundle of responsibilities and expectations that fit their aptitudes and interests and help them make the greatest contribution. Individuals with similar roles should have different combinations of responsibilities, expectations and authorities to match their comparative advantages.

Driving accountability. Hold yourself and others accountable for results and behavior consistent with the MBM Guiding Principles.

- **Deal with under-performing employees.** Have the courage and integrity to deal with employees who are not meeting expectations—especially those not aligned with our MBM Guiding Principles. When an employee is struggling with current responsibilities, a role change -instead of exiting - is only appropriate if you strongly believe performance will significantly improve.
- **Connect compensation to contribution.** Recognize and reward individuals based on what will motivate them to maximize their contribution to the long-term success of Koch Industries consistent with the Guiding Principles. ●

Government Interaction Compliance

Operations Compliance Team

- Lenton Cooper, VP Operations & Corrugated Compliance (OSB/ Composite, Gypsum, Chemical, CSC)
- Jay Casper, Sr. Compliance & Ethics Mgr (Containerboard minus Toledo, Plyber, Mfg. Support, Wood & Fiber Supply)
- Dee Taylor, Sr. Compliance & Ethics Mgr (Cellulose, Retail, PRO, Dixie, Containerboard – Toledo only)
- Rosie Williams, Sr. Compliance & Ethics Mgr. (Corrugated business and operations)

Requirements & Guidance

From the compliance standard:

- Maintain a written rep list
- System to track submittals
- Quality assurance review

From the Risk Management System:

- Manage risk
- Accept responsibility
- Identify risks and hazards
- Implement controls
- Communicate expectations and document training
- Identify changes that can affect compliance; Manage change
- Self-assess



2021 objective:

Truthful, Accurate, Complete and Timely (TACT) written representations to the government

Tools & Resources

The screenshot shows a website interface for 'Compliance and Ethics'. At the top, there is a navigation menu with items like 'Vision', 'C&E Sites', 'Standards', 'CSLCSO', 'Security', 'Ethics in Action', 'Resources', 'Training', 'Contact Us', and 'Team Room'. Below this is a 'Government Interaction' section with a introductory paragraph: 'It is Georgia-Pacific's policy that employees of GP must ensure that all interactions with the government are truthful, timely, accurate, and complete, and avoid even the appearance of illegal or unethical conduct.' Below the text are four columns of resources, each with an icon and a list of links:

- Standard & Supporting Tools** (Icon: Wrench and screwdriver): GI Standard, GI Implementation Manual, Appendix F, Desk Reference, Tip Card & Investigation Protocols, Self Assessment Template, Written Representation List Template, Written Representation SMA Examples.
- Links** (Icon: Link chain): Principle Two (P2): Government Gift Dashboard, Videos, FCC Compliance.
- General Awareness** (Icon: Person with sound waves): Overview, Overview (Presenter Guide), Facilitator Guide.
- Gift Guidance** (Icon: Gift box): Scenarios - Is it a Government Interaction?, Appendix D, Regulatory State Reporting, Gifts Lobbying and Political Contributions Desk Reference 2019.

High Exposure Employee – Employees who...

- have regular direct contact with U.S. and Non-U.S. Government Officials
- who handle relationships with Third Party Intermediaries that have the potential to interact with U.S. Government Officials on behalf of GP,
- who are involved in the recruitment of Government Officials
- who are in positions where they can be reasonably expected to detect Government Interaction compliance issues

Examples:

- employees who market/sell to Government entities
- employees who regularly interact with elected officials
- employees who are involved in negotiating and entering Government Contracts
- employees who prepare, review, approve and/or sign Written Representations

myHR Leave of Absence End-to-End Process

Follow the steps to discover what you are responsible for!



Eastman and GP Cellulose Provide Critical Support for Longleaf Pine Restoration in Florida

Conservation collaboration to restore habitats for endangered species commemorates International Day of Forests

BRISTOL, FLORIDA, March 18, 2021 – In celebration of the [International Day of Forests](#) on March 21, [Eastman](#) and [GP Cellulose](#) worked with [The Longleaf Alliance \(LLA\)](#) to provide 60,000 longleaf pine seedlings to [Torreya State Park](#) in Northwest Florida. This conservation collaboration is intended to help protect forest ecosystems, support delicate wildlife communities, and help repair the planet for future generations.

The planting is part of a larger effort to restore important longleaf habitats that provide homes to endangered, threatened and at-risk species such as the gopher tortoise and the eastern indigo snake. Restoring longleaf pine forests can also help protect Florida's water quality.



The Torreya State Park site was selected because of the devastation to the area from Hurricane Michael in 2018. Eastman and GP funded the conservation project due to their shared commitment to restoring and maintaining these fragile forest ecosystems.

"Eastman recently announced our [Vision for a Better Circle](#) to address climate change, mainstream circularity and build a more inclusive and equitable world," said Steve Crawford, Eastman's chief technology and sustainability officer. "As part of this vision, we also announced our Naia™ sustainability

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commitments, where our Naia™ team underline our full commitment to the protection of forest ecosystems across the globe. We are proud to work with The Longleaf Alliance and GP Cellulose to restore a threatened ecosystem and let it thrive once more for the next generations. Through the restoration of the Longleaf habitat at Torreya State Park, we pledge to educate communities on the importance of responsible forest management, playing our part in building awareness on the precious role of forests.”

According to the Florida Forestry Association, there are 17 million acres of forestland in Florida, covering almost half of the state’s total land area. The forest industry contributes \$25 billion to the state’s economy, and ten counties economically depend on the forest industry.

Hurricane Michael’s destructive path inflicted damage to more than 1.4 million acres of forest, including severe damage to about 96% of the longleaf pine forests in Liberty County, where the planting took place.

“Our support of reestablishing the longleaf habitat and the diverse ecosystem it enables is one of many ways we demonstrate our commitment to sustainable forestry,” said Munir Abdallah, president of GP Cellulose. “Since 2015, Georgia-Pacific has supported 10 longleaf planting projects that added well over 400,000 seedlings in the Southeast. Doing business in a sustainable way and contributing to a healthy environment is an expectation we have of ourselves and that our customers now have of us.”

“Guiding the restoration, stewardship, and conservation of longleaf pine ecosystems is core to the function of The Longleaf Alliance. We are thrilled to be working with Eastman, GP Cellulose and Florida State Parks to restore longleaf habitat at Torreya State Park. By restoring this area back to longleaf, the park will be building a healthy forest that is not only one of the most biodiverse ecosystems in North America, but also provides tremendous value through forest products, reduced wildfire risk and protection of source water quality,” says Carol Denhof, President of LLA.

The theme for each International Day of Forests is chosen by the Collaborative Partnership on Forests. This year’s theme is “Forests and Biodiversity.” The Torreya State Park planting campaign both supports and celebrates this theme. ●

“Since 2015, Georgia-Pacific has supported 10 longleaf planting projects that added well over 400,000 seedlings in the Southeast.”

— Munir Abdallah, President of GP Cellulose



Human Resource UPDATES

April & May 2021 Anniversaries

Elmer Brannon	50 Years of Service
Brian Miller	15 Years of Service
Jonathan Murphy	10 Years of Service
Tommy Hughes, Jr	10 Years of Service
Undre Hatchett	10 Years of Service
Will Whiddon	10 Years of Service
Alexus Dixon	5 Years of Service
Bryan Johnson	5 Years of Service
Eric Whiddon	5 Years of Service
Garrett Slaughter	5 Years of Service
Gregory Sneed	5 Years of Service
John Osteen	5 Years of Service
Justin Freed	5 Years of Service
Justin Wiles	5 Years of Service
Ty Crowley	5 Years of Service

Retirees

Sandra Tomlinson	3/25/2021	30 Years of Service
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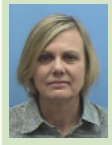
April 2021 Birthdays

Joe Brock	04/01	Garrett Pritchett	04/13	Richard Tuten	04/24
Cody Bowden	04/02	Karen Simmons	04/15	Joshua McKinney	04/25
Drew Klein	04/02	Lisa Cruce	04/15	Cleveland Tolliver	04/26
Eric Whiddon	04/02	Michael Sands	04/16	Markes Robinson	04/26
Jarquise Ellis	04/02	Brad Johnson	04/18	Brian Barfield	04/27
Mark English	04/06	Andrew Hendry	04/20	Eric Jones	04/27
Paul Flowers	04/06	Josh Sands	04/20	Heath Russ	04/27
Sheldon Sands	04/06	Owen Brown	04/20	Karsten Paul	04/28
Kenny Simmons	04/08	TJ Holton	04/20	Robert Bass	04/28
Kadyn Uhl	04/11	Eric Nzuki	04/23	Bill Howell	04/30
Dru Sands	04/12	Len Houck	04/24	Greg Ratliff	04/30
Dylan Foskey	04/12				

May 2021 Birthdays

Jason Lundy	05/01	Tom Pennington	05/12	John Stewart	05/21
Wade Hurst	05/01	Andre McMaster	05/13	Michael Wright	05/21
Robert Bodine	05/02	Ronny Morgan	05/13	Jason Campbell	05/22
Bryce Williams	05/03	Butch Carlton	05/15	Brent Hendry	05/23
Chris Bright	05/03	Philip McMillan	05/15	Bryan Grambling	05/24
Derrick Sickler	05/04	Des Ellis	05/16	Will Whiddon	05/24
Joe Lyles, IV	05/08	Chops Bernard	05/17	Onika Jackson	05/26
Matthew Wiles	05/09	Ryan Hagberg	05/17	Brian Henninger	05/27
Patrick Padgett	05/09	Bart Lyons	05/18	Hollan Linen	05/27
Javis Brown	05/10	John Osteen	05/19	Wade Taylor	05/28
Alex Ditto	05/11	Rita Sadosky	05/20	Rob Hardin	05/30
Garrett Slaughter	05/11	John Courtney	05/21	Todd Lara	05/31

NEW HIRES



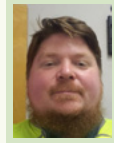
Jill Daily
PROCESS
ENGINEERING
LEADER



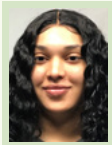
Billy Ernst
PROJECT
MANAGER



Joshua Langford
SHIFT
CAPABILITY
LEADER



Hans Kaiser
OT ANALYST 1



**Chavonna
Johnson**
PRODUCTION
TECHNICIAN



**Joshua
McKinney**
PRODUCTION
TECHNICIAN



**Jonathon
McIntosh**
PRODUCTION
TECHNICIAN



Austin Flowers
PRODUCTION
TECHNICIAN



**Chadrick
Richardson**
PRODUCTION
TECHNICIAN



Dominique Ellis
PRODUCTION
TECHNICIAN



Shawn Bodiford
PRODUCTION
TECHNICIAN

Promotions

Lee Wiles

Promotion to Level 6

David Thompson

Promotion to Level 6

Carl Reddick

Promotion to Level 4

Jamar McIntyre

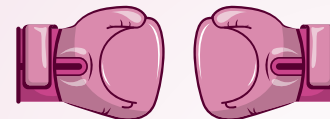
Promotion to Level 4

Vickie Graham

Promotion to Level 3

Robert Kirsch

Promotion to Level 3



Interested in a knowledge sharing group related to learning more about **WOMEN IN MANUFACTURING?**

Contact Angelina at 1644 for a Teams invite to "Ladies Who Box." "Ladies Who Box" is open to anyone; read more at [myGP story](#).