



frontline focus

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Season of Giving: Paper Companies Make a Difference

By Jan Bottiglieri, Contributing Editor



A snug new coat and a cheerful song. A helping hand from willing coworkers. A meal provided for a hungry child. During the winter holiday season, images of warmth and giving surround us. But would it surprise you to discover that the images above were all made possible by the generosity of paper company employees like you?

There are many types of corporate giving. Some companies sponsor charity-oriented foundations, some offer separate corporate giving programs, and some provide both. "Geography plays a significant role in corporate grantmaking, and employee matching gifts programs are increasingly common vehicles for giving," according to the Foundation Center, a New York-based organization dedicated to strengthening the nonprofit sector. "In-kind support such as the donation of equipment, the use of corporate facilities, printing or design services, or access to staff expertise are common forms of corporate giving as well."

In the October issue of *Frontline Focus*, we asked for news about employee giving programs at paper mills around the country. We learned about many wonderful programs that serve communities here and abroad. So relax, Santa! You're not the only one who enjoys holiday giving—our readers are ready to help.

Keeping kids warm this winter

There's nothing like the sparkle in a grateful child's eyes—so it's no wonder that many corporate giving programs focus on serving children within the community and around the world.

Gusmer Enterprises is a Fresno, California-based producer of filtering media. For the past several years, Gusmer Enterprises and its employees have joined a host of other local businesses to support Fresno's popular Coats For Kids program, which brings warm coats and holiday cheer to families throughout the area.

Last year, the deserving girls and boys in Mrs. Mendoza's 3rd grade class at Wilson Elementary School were delighted to receive a brand new Christmas sweater or a new coat to keep them toasty warm for the winter months.



Each child's family also took home an eye-dazzling six foot tall Christmas tree! The kids in Mrs. Mendoza's class were ready with their own holiday offering to extend in return—they serenaded volunteers with a Christmas carol.

Feeding children in poverty



Companies with a global presence often choose giving programs that help children around the world. For instance, **International Paper**, with operations in more than 40 countries, has formed a partnership with the World Food Programme to establish a school-feeding program

called Coins 4 Kids. The program will provide meals in schools for 68,500 pre-primary and primary-aged children in poverty-stricken areas near Nairobi, Kenya.

"School feeding programs provide lifelong benefits," says Phyllis Epp, IP Foundation executive director. "For an average of 19 cents a day, or \$34 a year, our company and our employees can provide meals of rice, corn, beans, lentils, oil, canned fish and sugar to a child in school, who would otherwise go hungry."

The program is funded through the IP Foundation endowment and the generosity of thousands of IP employees. "Coins 4 Kids started with a \$1 million grant from the IP Foundation and employees have given an additional quarter of a million dollars to feed these hungry children," notes Epp.

Just plain makes you feel good!

Many paper mills have deep roots in small communities, and company-wide giving efforts often reflect that community spirit. What's the best benefit for those who take part? "I suppose it's a little bit of personal pride! It's also good community relations," says Jeff O'Cull, quality support technician at **Temple-Inland's** Maysville, Kentucky linerboard mill. "And folks always enjoy the thank-you notes that are sometimes posted in the clock hall."

O'Cull told us about the very successful United Way campaign supported by the Maysville mill's employees. There are 109 Temple Inland employees and 61 **Kellogg-Brown and Root** employees at the mill, most of whom are regular contributors to Mason County's United Way campaign.



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Season of Giving... (cont.)

"The total contribution this year is more than \$30,800, with 80% of that being from individual employees," says O'Cull. "Each year, we try to give a little bit more than the year before."

Volunteers from the mill's production department organize the efforts and post the charts and signs. Employees learn about the local charities supported, and can give to all or indicate efforts that are important to them. "A lot of folks give all their contribution to one particular charity—our local Hospice of Hope, for instance," O'Cull notes. "All of the money we give stays in our community. Our local United Way does great work with every dollar they receive and we're proud to be part of it."



Giving is a personal effort

Another important way to give is through individual effort. Kuyzendra A. Cobb, pulpmill/woodyard I/E technician at the *International Paper* kraft mill in Roanoke Rapids, North Carolina, told us about a coworker who exemplifies this spirit of personal service: James Pierce, I/E supervisor at the mill. Pierce has worked at the mill for 38 years.

Pierce is a Halifax County native who has been an active community volunteer all his adult life. Some of his activities include having served eight years on the Halifax County Board of Education and seven years on the Halifax County Board of Adjustment. He's also a deacon at the Quankey Missionary Baptist church in Roanoke Rapids, and serves at several other volunteer positions within the community. FF asked Pierce what he most enjoyed about volunteering. "I'm glad to be able to help those less fortunate and give back to my community, which has done so much for me and my family," he tells us. "I'm a native and I feel so many other in the community have helped me—now I'm giving back."

IP has been very supportive of his efforts, Pierce says. "The company encourages community participation. In fact, corporate IP gives grants to community organizations where IP workers volunteer."

The most efficient charity?

A community is formed not only where we live, but where we work—and FF learned of one special program that helps employees help each other. It's the Sunshine Fund at *Ahlstrom Mt. Holly Springs, LLC* in Mt. Holly Springs, Pennsylvania. "Like many small companies, we all live, work and play together. We really do know each other," says employee Judy Russell. "As a result, we often know when our colleagues are having a good run, or when they need some help."

The fund was born about ten years ago, and is 100% employee-to-employee (the company is not involved.) Individual employees raise money for the fund through a variety of creative ways, including paying to "dress down" in the office, bake sales, and raffles. Proceeds go directly to other employees.



Gene Canavan

Happy Holidays?

Remember back when, when most mills shut down for the Christmas holidays? Those were some of my most memorable holidays—when I had to work the holiday shutdown.

So many memories... Fire watch in Savannah. Only emergency lighting in many places. Driving around in a scooter through spooky basements with only rats for company. What kind of memories do

you have from those times?

In Prattville operations we planned the outage for weeks, then shutdown for only three days to spend a lot of hours getting the place running again in tip-top shape. It was the hardest we ever worked to get three days off.

We prayed every day that the weather wouldn't turn cold. One winter it stayed below freezing for the entire outage. Everything froze, including the equipment we ran to keep the place warm!

Of all the things we changed in the 1980's, quitting the Christmas shutdown was one that I never regretted. Those were the good old days... or maybe I should say the "not so good old days."

We at FF hope that this holiday season finds you gainfully employed and working. Some of you may be working with a reduced crew, but remember—there is a demand for your product in the market. And most of all we wish you joy and prosperity in 2006.



"The most common help usually involves employees' families with extraordinary medical expenses, or the related costs," Russell reports. "The Sunshine Fund has paid for employees, or their family, to travel for medical treatment, or to stay near a loved one during treatment. Some years ago, the fund bought materials and employees volunteered their time to build an entrance ramp at another's home.



"Our Sunshine Fund has raised and contributed over \$10,000, and they are the most efficient charity ever—they have \$0 overhead. Every dollar raised goes to help other employees," she says.

Giving is a wise corporate decision

IP's James Pierce sums it up in words straight from his own experience. "All the services we enjoy within our communities—they don't just happen by themselves. They need people behind the scenes to keep them going," he says. "To anyone in our industry who wants to become a volunteer, I suggest that you find your niche and give a little back. It's so rewarding." **FF**



Uptime

Suction Roll Shower Maintenance

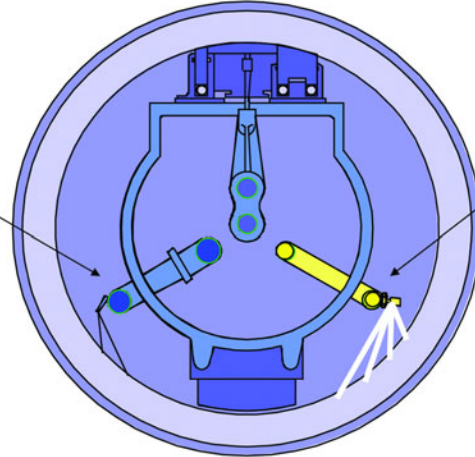
By Rick Heitke, Training Manager, Metso Paper

Suction rolls typically have 2 internal showers, fog or lubrication shower and the cleaning shower. Without proper maintenance and operation, suction rolls must be taken out of operation and serviced more frequently.

The fog or lubrication shower is designed to run whenever the roll is in operation. The function is to lubricate the air loaded vacuum seals and prevent excessive wear and premature failure. Suction roll seal materials are susceptible to damage from heat generated by friction. To prevent excessive wear and premature seal failure the lubrication shower must be operated and maintained as designed.

- Operate shower at manufacturer recommended water pressure and filtration whenever roll is in operation.
- Clean shower pipe during scheduled maintenance to remove contamination.
- Test shower with water pressure to insure shower nozzles are free of defects, securely fastened and located properly to develop full coverage.
- Inspect and repair as required, shower mounting supports and safety wire or lock fasteners by other method.

Cleaning or flushing shower



Fog or lubrication shower

The cleaning or flushing shower is designed to clean the suction box internals and keep the drilled holes in the suction shell free from fiber. The cleaning shower is not used when the machine is in operation. When the sheet is off and the machine is at crawl speed the cleaning shower is activated. To maximize operating interval with consistent moisture profile and water removal, the cleaning shower should be operated and maintained as designed.

- Operate shower at manufacturer recommended water pressure and filtration when sheet is off the machine.
- Clean shower pipe during scheduled maintenance to remove contamination.

- Test shower with water pressure to insure drilled holes or shower nozzles are free of defects, securely fastened.
- Inspect and repair as required, shower mounting supports and safety wire or lock fasteners by other method.

Cases where excessive shell and seal wear or suction roll plugging is evident when recommended operation and maintenance is observed may require modifications or upgrades to the existing shower systems. **FF**

Rick may be reached at richard.heitke@metso.com. Metso will offer Roll Maintenance School seminars in Columbus, MS - February 20-24, 2006, and Federal Way, WA - September 11-15, 2006.

**Gene says:
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Downtime

Rescue Team Helps Kids Fly High

ERU Team, Domtar Espanola mill



Rappelling at the mill.

A team of dedicated volunteers from Domtar's Espanola Mill shares a special hobby: they teach kids to fly! Actually, the kids in question have already demonstrated amazing super powers. They are campers at *Camp Quality Northern Ontario*, a unique camping experience for children with active cancer, or cancer in remission.

For one week each year, the kids can forget their daily health struggles and focus on fun, supervised activities like swimming, boating, fishing, archery, chocolate making, seaplane rides and much more. According to a camp spokesperson, "the experience is wholesome and provides a place to dream."

Thanks to the Espanola mill's Emergency Response Unit, these children's dreams include flying through Ontario's lofty treetops on a Tyrolean traverse, a special rescue apparatus. Each year during the camp session, Domtar ERU team members work all morning scaling one of the huge pine trees on the camp property. They anchor the traverse at least 100 feet up the tree and tether the ground end 250 feet from the base of the tree.

What goes up...

A child's ride begins with a slow trip to the top of the pine while hanging from the traverse line in an emergency rescue harness. ERU team members provide the "pull power" to move the kids up the line—but the thrilling trip back down is provided by gravity.



Kids love the Tyrolean ride!

"The return trip is much faster and wonderfully exhilarating," says our camp spokesperson. "Of course, an efficient braking system is in place if someone wants a slower descent. Anyone from campers to cooks, grounds keepers to companions, visitors young and not so young are welcome to participate."

Who are these guys?

The Domtar Espanola mill, Espanola, Ontario, has over 700 employees. In 1986, the mill established its Emergency Response Unit (ERU), a first aid and rescue team made up of eleven well-trained hourly and staff employee volunteers.

"Many of the members already had background experience from their involvement with local fire departments, ambulance, coast guard, ski patrol and search and rescue teams," says Domtar employee Terrance Smith.

Ready for action – 24/7!

Members carry radios and pagers to provide coverage on a 24-hour per day, 365-day per year basis. "The ERU volunteers perform their regular departmental responsibilities, but are always prepared to respond to any emergency situations that arise in the mill," says Smith.

This preparedness requires training, and Domtar supports the volunteers by accommodating one training day per month and a three-day review twice a year for their rope rescue skills. "Team members perform rescue scenarios involving injuries that could occur in an industrial setting," says Smith. "Extra realism is added to the scenario injuries via the use of a casualty simulator (make up artist) who is also a member of the unit."



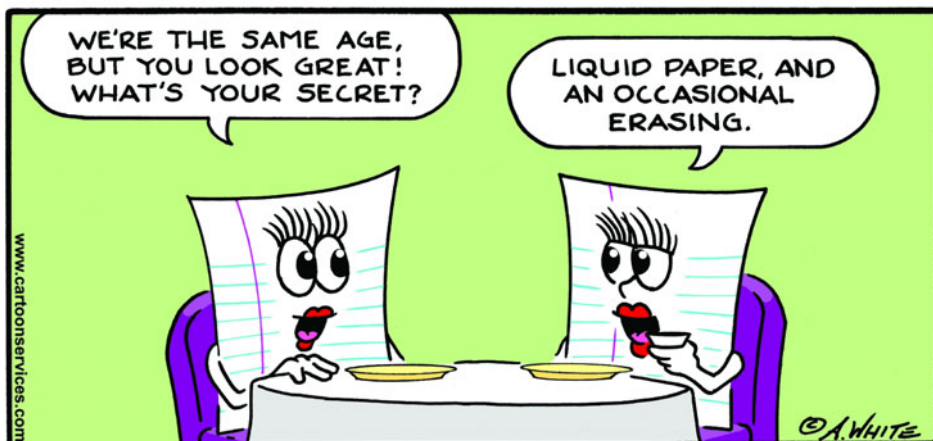
Today, the ERU has thirteen members, three of which are from the original eleven, Smith says. "They remain totally dedicated, ready to respond and always looking to take on new challenges."

Giving kids a lift

The team participates in a wide range of public and community service oriented events, including the annual visit to Camp Quality. There is no cost to the camp or the campers; Domtar either pays team members for the shift that day, or they volunteer their own time and expenses.

With a morning setup and an afternoon of rides for the children, the camp visit is a day-long event for ERU members. They enjoy lunch and dinner with campers and staff, and always bring something else for the kids, such as survival kits, t-shirts, or Domtar caps.

According to camp personnel, the "flying lesson" is a once-in-a-lifetime thrill. "The kids love it! The grown ups can't believe they did it. It raises our kids, many of whom remember too vividly their cancer struggle, to a place where the world just looks a whole lot better." **FF**



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