

Palatka Now

Newsletter of Georgia-Pacific Palatka Pulp and Paper Operations

Family Day Forecast... Fun For All!



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On Point



In recent weeks, Georgia-Pacific Palatka achieved a major milestone with the approval of our environmental improvement plan. Your support has played a key role in helping G-P Palatka reach this goal. We simply could not have made it this far without your broad support and encouraging actions and words.

This milestone is the first of three major steps toward achieving our ultimate goal – protecting the environment and community surrounding our Palatka mill. The Florida Department of Environmental Protection has signed our water discharge permit, which allows us to pursue additional authorization from Governor Jeb Bush, the Florida Cabinet and the Army Corps of Engineers. This authorization is necessary before installing the environmental upgrades to our facility.

We have invested seven years and \$100 million – all for the benefit of making environmental improvements that help position GP for long-term viability in Palatka. By infusing an additional \$65 million in environmental technology improvements, G-P's Palatka Operations will make even greater strides in reducing water consumption, improving water quality and ensuring we comply with

state and federal water quality standards.

We will install a 90 million gallon storage basin, which will allow Georgia-Pacific to contain enough water to operate its pulp and paper mill for more than three days – thus reducing the amount of groundwater we currently consume. Additionally, we will reduce the amount of effluent discharged to Rice Creek by installing state-of-the-art equipment. The installation of this new equipment will go beyond that required by both state and federal laws, and is an essential tool in improving effluent quality.

While we have made great strides toward meeting and obtaining state regulatory approval, our job is not finished. We plan to move forward in the upcoming months to achieve the next two steps: the submerged lands lease and the building permit from the Army Corp of Engineers.

Again, we may need your willing support. I will make every effort to keep our employees, friends and neighbors advised of our progress as we move through the regulatory process. And from time to time, we may ask you to express your support to your elected officials.

Georgia-Pacific Palatka is made up of good people producing quality products that make a difference in our communities. I am proud of your service and dedication to this mill and look forward to ensuring Georgia-Pacific Palatka can progress as a positive environmental steward.

Mark Your Calendars

2002 Family Day will be held Saturday, October 5, from 10 a.m. to 6 p.m. at "Family Day Field," next to Gate 17. With its grassy, tree-lined pasture, the field is perfect for the day-long event which will include carnival and sporting games, refreshments, bingo, entertainment, great prizes, delicious food prepared by our very own G-P Palatka Cookin' Team and an opportunity for families to tour the mill. With the assistance of our local hospital staff, this year's event will feature a "Health Fair" with free cholesterol screenings, blood pressure checks and body fat analyses.

Children and adults of all ages will be able to enjoy a variety of activities including a giant slide, Peanuts the Elephant, midway games with prizes, a golf chipping contest, laser skeet, Iron Man, a trackless train, air bounce, crafts and a Laugh and Learn area for the small children. We will also have the Jaguar cheerleaders, skydiving, antique cars, the new FHP car, and a Fire Department

truck. The event will also feature a rock wall climb and bungee run. If you get too hot between all of the fun and excitement, stop by the cool zone and you will leave refreshed and energized for the rest of your day.

Dinner will be served throughout the day and refreshment tents will offer soft drinks, cotton candy, and freeze pops.

The 2002 Family Day is free to all G-P employees, retirees and their immediate family. Immediate family includes spouses, sons and daughters and other dependents covered by employee insurance.

Registration cards will be delivered to employees and retirees around August 29th and must be returned to the registration desks at each gate from September 11 - 13 and 16 - 18. Don't miss out on this great opportunity for fun and fellowship with employees and a chance to tour the mill with your family.



Georgia-Pacific
Family Day

2002

Heat Relief

As G-P employees head into the “dog days of summer”, the Strategic Alliance Committee and the human resources department reminded employees of the potential hazards associated with the summer heat. Employees were greeted at the gate with safety reminders, cold bottles of water and freeze pops.

Remember, if we manage the heat... we can not be beat!



A refreshing bottle of water from Debra Deedrick was welcomed with open arms by Ken Considine.



Mike Eichorn, human resources, distributes a freeze pop to Tim Welch as he departs on a hot summer day.



Phillip Brown is happy to see Robbie Robbins with a cold bottle of water as part of the Strategic Alliance water distribution and safety awareness.



Clyde Glisson and Patrick Alexander tag teamed the gates to offer employees bottled water or freeze pops to “beat the heat”.

George Wurtz Visit

George Wurtz, president - paper, bleached board and Kraft, Charlie Hodges, senior vice president - southern manufacturing, Hank Newell, director - project management, Terry Gould, director of sales - paper, and Marlene Clifton recently visited the Palatka mill for a mill cost and strategy review as well as 2002 key performance indicators and cost reduction efforts.

Following the early morning reviews, the group toured the utilities area, the Chlorine dioxide bleach plant, tissue machines and converting as well as the tissue warehouse and Kraft department.

After completing the tour, the group analyzed the Kraft strategy for the next five years.



Ted Kennedy discusses the recent successful startup of the MACT 1 project and the benefits associated with the new incinerator.



Alan Venuti discusses the four-color printing on Sparkle paper towels with Charlie Hodges, senior vice president, southern manufacturing.



Hank Newell, Mike Cope, George Wurtz and John Floyd inspect packaging on one of the initial runs of Quilted Northern Bath Tissue.



Chad Wilkinson, Kraft safety coordinator, explains recent safety initiatives in the Kraft department.



George Wurtz congratulates Tracey Underwood, tissue converting maintenance, for his role in the conversion of No. 8 bath line.



Max Mullis, Kraft quality, discusses quality index with Terry Gould.

4th Annual Employee Bass Tournament

Very little cloud cover and even less breeze made for a warm 2002 G-P Employee Fishing Tournament. Forty-two teams participated in the 4th annual event that was highlighted by some big fish by some teams and a hard day's work for others

Winners in the bass category were: 1st place - Eric Clark and Coy Spencer with 24 pounds, 9.5 ounces; 2nd place - Gerald Cannon and Jack Alvers with 12 pounds, 13 ounces; 3rd place - Mac McElhenie and Kris Shrouder with 10 pounds, 11.5 ounces. Spencer and Clark also weighed in the big fish of the day at nearly seven pounds.

Winners in the pan fish category were: 1st place - Wendell and Jamie Robbins with 8 pounds, 14.5 ounces; 2nd place - Walter Tyler and Marion Tyler with 7 pounds, 11 ounces; 3rd place - Clarence Zeigler, Brenda Zeigler and Austin Hammond with 6 pounds, 15.5 ounces.

Thanks to all the committee members for organizing the most successful tournament in event history. Committee members include: Tim Ley, Mac McElhenie, Jeremy Alexander, Talmadge Driggers, Bobbie Feagin, Bobby Largacci and John McKinney.



Eric Clark, left, and Coy Spencer hold up four of the fish that earned them bragging rights until next year's annual tournament.



Danny Fine shows off his biggest catch of the day that tipped the scales at nearly 6 pounds.



Herb Collins, Jr., Herb Collins, III, and Herb Collins



Tim Ley (R) presents Jamie and Wendell Robbins first place honors in this year's pan fish category.



Larry and Betty Harper and Pat and Walter Tyler took home 2nd place honors with more than 7 pounds of pan fish.



Mac McEhenie and Kris Shrouder worked the grass beds much of the day at Rodman.



Robbins enjoyed the day spent together on the water.



Earnest Valentine shows off his door prize while enjoying the awards ceremony with Lutrell Smith and family.



National Champs

11 year-old Palatka All-Stars win AAU championship.

By Courtney Davis - communications intern

Last August, a new club was put together to form this year's 11-year-old Palatka All-Stars, coached by Joe Taylor, environmental engineer. They had a long road ahead of them, full of hard work and bumps and bruises, but they were willing to stick together as a team and form one of the greatest all-star teams in Palatka's history. The 11-year-old All-Stars achieved the unthinkable - they were named **AAU Division II National Champions!**

The tournament was held in Orlando at Disney's Wild World of Sports Complex starting July 19, and ending July 26 with the championship game against Nashville. The team went undefeated in the tournament with a 9-0 record with limited position players, thus causing many to step up and play positions they hadn't played in the past.

"People were amazed by our victory in the



JoJo Taylor, son of Joe Taylor, environmental, was part of the pitching staff that earned Palatka its first baseball national title.

tournament because most of the kids on the other teams were much bigger than our kids. We faced one pitcher who was taller than six feet," Taylor said. In the 11- and under league, it is rare to see a smaller team succeed; it is usually the bigger, more developed teams that dominate."

Coach Joe Taylor expressed to his team the importance of

having fun and leaving it all on the field, playing with everything you've got, throughout the tournament and the season.

"It was a total team effort....when we had to have something done, somebody would step up to the plate. The boys had great attitudes....we found ways to win," Coach Joe Taylor proudly stated.

The team is automatically guaranteed a spot to defend their title next year at the AAU World Series in Burnsville, Minnesota.

Car Shopping?

Did you know that Ford Motor Company and General Motors both have partner recognition programs that could save Georgia-Pacific employees/retirees thousands of dollars on the purchase of a new vehicle?

These two companies recognize that their successes are a direct result of the special relationships with their partner organizations. In return, they are prepared to offer a no-hassle buying option to employees and retirees of those businesses. Incentives for the program are outlined in the next column. For additional information, contact St. Johns GM Superstore or Palatka Ford.



- * **No-Hassle/No Negotiating/No Sales Pitch buying.**
- * **Price is predetermined below the invoice price to the dealership.**
- * **All incentives still apply and are in addition to the predetermined price.**
- * **Just tell the salesperson you are a Georgia-Pacific employee/retiree and are interested in the partner recognition pricing.**

Vision

Seven years of Vision and Still Going!

By Cari Kramer - Vision Leader

Seven years ago, the Palatka Mill discovered that the sales prices for our products were decreasing over time and our cost reduction efforts were just offsetting inflation. This trend was alarming because the cost on constant terms was break even. If costs are flat and the sales prices were trending down, then margins on our product would also trend down. That means profits would decrease and returns to shareholders are also reduced. Something had to be done to ensure the mill's success.

In 1995, a consultant group called McKinsey & Company was hired. Their job was to develop a tailored, actionable plan to capture improvement opportunities.

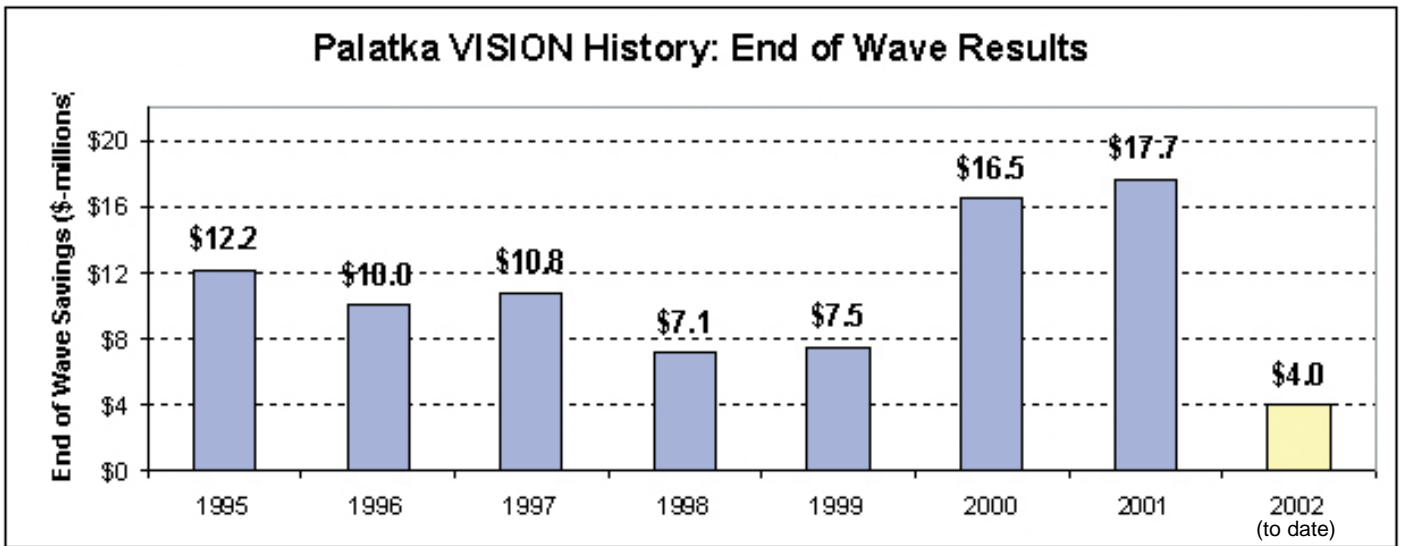
This disciplined approach, focusing on a specific project with a fixed time-line and expected results, became our mill's improvement program.

Today, we know this program as VISION. Each year, three waves of up to 15 teams are implemented. These teams are selected based upon the greatest opportunities: safety concerns, environmental issues, quality improvements, cost reduction, or throughput increases. During any VISION wave, the teams are challenged to identify their opportunity, set up a stretch goal, develop action items, and implement their solutions.

This task is not easy. But when the teams think "outside-the-box", they develop sustainable changes in processes and behaviors to ultimately make our mill more successful. The graph below shows our VISION history:



Catch a Wave



(2002 does not include Waves 19 & 20 since they were not complete.)

As you can see, Palatka's VISION Program is very successful. With everyone's cooperation and creativity, we are able to use this program to make significant improvements to our processes. And in doing so, our mill remains one of the most efficient, lowest-cost producers in the corporation! Let's keep it up.

I'm Listening Now

By Rick Mountain - manager, information resources

I spend more time considering ergonomics today than I ever thought I would. As I've long passed the "thirty-some-things", my body is far less forgiving of me than it once was. Simple activities such as lifting a lawn mower into the back of my truck now require planning. If I don't square up and lift the mower with my legs, there is a good chance I won't be mowing the grass.

I'd like to report this is something I've learned from careful study or by listening to good advice. I can't. This is something I've learned from doing it poorly too many times. My body has been telling me for years with sore necks and backs. I'm ready to listen now.

If you're listening, here is some advice on how to avoid back injuries from the American Academy of Family Physicians website:



- Pace yourself. Take many small breaks between lifts if you are lifting a number of things.

- Don't overdo it—don't try to lift something too heavy for you. If you have to strain to carry the load, it's too heavy for you.

- Make sure you have enough room to lift safely. Clear a space around the object before lifting it.

- Look around before you lift and look around as you carry. Make sure you can see where you are walking. Know where you are going to put down the load.

- Avoid walking on slippery and uneven surfaces while carrying something.

- Don't rely on a back belt to protect you. It hasn't been proven that back belts can protect you from back injury.

- Get help before you try to lift a heavy load. Use a dolly or a forklift if you can.



Fitness Forecast

Rise and Shine

Asking your body to gear up for a day's worth of work is like expecting your car to run without fuel. Break-fast is exactly what its name states: "breaking the fast." Breakfast breaks the overnight fast and refuels your body's depleted energy stores. It helps you to concentrate at the office, train at the gym or simply to say no to your fifth cup of coffee before noon.

If you are not used to eating breakfast in the morning, it can be a difficult adjustment. Hunger is a conditioned response. Your body is conditioned to let you know when it is hungry. However, if this is ignored, hunger pains will eventually diminish. According to the American Dietetic Association, it takes approximately two weeks to reprogram your hunger cycle. Start small by incorporating a glass of milk or juice with a piece of fruit or toast. Your hunger senses will soon be back in check and you will feel more comfortable sitting down to eggs and oatmeal before you leave for work.

For those who are not regular breakfast eaters, do not be concerned with adding extra calories to your daily intake. People who skip breakfast not only have slower metabolism, but also tend to snack more throughout the day. They also overeat at evening meals. Avoiding an early

morning meal has the tendency to cause a vicious cycle of weight problems, chronic low energy levels and snack attacks. If you rarely eat breakfast citing "I'm not hungry," "I'm trying to lose weight," or "I don't have the time" among many other excuses, you need to reconsider. A healthy breakfast will keep you energized throughout the day and even help drop pounds. So rise and shine, and start your day off right. For more information on health/fitness related topics, contact Michelle M. Alexander at Socada Fitness (386 328-5622).

Back to School

The sidewalks are once again filled with children walking to and from school. During the school year, drivers should pay special attention at crosswalks and in school zones. At times, kids are easily distracted and not as aware of their surroundings as they should be. Let's do our part to ensure that area children have a safe and happy school year!

No. 5 TPM SHATTERS FOUR YEAR RECORD

By Courtney Davis - communications intern

This was a significant accomplishment in light of the fact that the machine is already one of the most productive and best performing machines in the world," stated **Craig Gruen**, superintendent - tissue machines, about the machine that holds the world's record in tons per inch per day.

Starting on the graveyard shift of July 5, and ending Saturday, July 6, a four year record was broken on Palatka's No. 5 Tissue Paper Machine. The previous mark was set at 269.475 tons on May 9, 1998, and the new record surpassed it with a total of 270.475 tons of 2-ply paper towel during a 24-hour shift.

"We'd washed the felt the day before, so it was a clean start," explained **Gerald Wise**, shift foreman.

"It takes a dedicated, world class team to do that... not only from the operating crew, but from maintenance and everyone involved," added **Craig Gruen**.

Shifts A, B and C were the ones responsible for setting the new mark during the record-setting weekend.

"It is so encouraging to see that we continue to strive for improvements even after five years... focus should be on employees who were on No. 5 that weekend, they deserve all the credit," commented **Trey Stafford**, manager - supply chain operator (Atlanta).

"We had to have good stock or it wouldn't have run so well," stated **Dewey Lane**, 3rd hand operator.



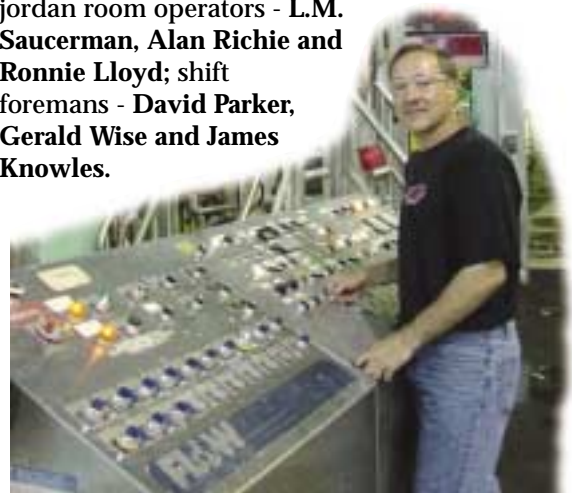
Tim Welch prepares a parent roll for tissue converting as it leaves the dry end of No. 5 tissue paper machine.



Pictured from left to right: James Knowles, Tim Welch, Todd Rigdon, Dewey Lane, Gerald Wise and Alan Richie seen here standing in front of the record-breaking machine.

"We had good quality paper, (which means) we don't have to make adjustments so we can stay away from upsets," said **James Knowles**, shift foreman.

No. 5 TPM record breakers include: machine tenders - **Clyde Hayes and Richard Gray**; baktenders - **Tim Welch, Paul Broadway and John Prianti**; 3rd hand operators - **Ellen Smith, Dewey Lane and Gerald Shedd**; 4th hand operators- **Billy Conrad, Todd Rigdon, and Steve Viers**; jordan room operators - **L.M. Saucerman, Alan Richie and Ronnie Lloyd**; shift foremans - **David Parker, Gerald Wise and James Knowles**.



John Prianti, baktender, No. 5 Tissue Paper Machine

14 and Under All-Stars

The Palatka All-Stars had a great year becoming District 7 Champions defeating teams from Ocala, Leesburg and Flagler. They also placed fifth in the State Tournament with hard work and great team effort. The tournament was held in Lake City where they finished with record of 5 - 2.

Georgia-Pacific was among their many sponsors that helped them participate and compete in the All-Star League.



Front Row, left to right: Jacob Ingram, Zach Parrish, Evan Garris, Ben Wells, Harley Rollins, Casey Kirk; Back Row, left to right: David Wells (coach), central maintenance, Jason Wilkerson, Josh Cole, Scotty Greene, Wayne Thomas (coach), TPM, Michael Bates, Brian Calhoun, Hunter Thomas, Greg Garris (manager), engineering.



Palatka Now

is a publication of the Communications Department.

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Palatka Now is published monthly for employees, retirees and friends of Palatka Pulp and Paper Operations. It aims to broaden their awareness and understanding of the events, issues, challenges and successes relevant to Georgia-Pacific Corp., an Equal Opportunity Employer.

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