



Interstate Resources, Inc.
1800 N. Kent Street,
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Interstate News

Fall 2005

Aid for Hurricane Katrina Victims

Dear Fellow Employees,

Last month, we witnessed what appears to be the largest natural catastrophe in U.S. history. I know some of you have family and friends in Mississippi, Louisiana and Alabama and I pray for the safety of your loved ones.

In the aftermath of hurricane Katrina, aid agencies, community organizations and individual citizens are pooling resources to provide assistance to those in need. We are sponsoring a fund raising drive for all affiliates and IRI to support relief efforts. A \$10,000 initial contribution has been made by the company. In addition, we will match, dollar for dollar, whatever amount you donate.

Donations can be made as a personal check issued to the "American Red Cross" or the "Salvation Army" and/or as a payroll deduction.

Our goal is the same target we had for the fund raising efforts for the victims of 9/11/2001 – 100% participation from the Interstate Family.

Best regards,

Charles

*Employee contributions for
the Hurricane Katrina Relief
Fund will be accepted
through October 18, 2005.*

Interstate News is the
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Interstate Resources,
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Dedicated to Enhancing
the Effectiveness of the
Company Through Open
Communication

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*Thanksgiving will soon be upon us.
Please remember to take the time not only
to give thanks for what you have, but also
to say a prayer for those affected by
Hurricanes Katrina and Rita.*



I believe through learning and application of what you learn, you can solve any problem, overcome any obstacle and achieve any goal that you can set for yourself.

Brian Tracy

Alumnus Charles Feghali Gives Graduation Speech

In July, Charles Feghali, President of IRI, accepted an invitation from Saint Joseph's School in Lebanon to give the commencement address to the senior high school class of 2005. Charles is an alumnus of Saint Joseph's; he graduated with the first class in 1971.

We wanted to share with you some excerpts from Charles' speech.



At a dinner following the graduation ceremonies, the Alumni Association presented Charles with an engraved stainless steel tray that he used at the cafeteria when he was at boarding school.

"Today is a celebration of your learning, your past, and your future ...

Your years at St. Joseph's were not only educational, but also ones that shaped you in more ways than you are aware. This will become more and more obvious to you as time passes.

These were years of character building and development; the years that will contribute heavily to the person you are to become ...

You have just spent many formative years in this institution, and no doubt, you are ready to move on. But is it over? No. That is why it is called "commencement." With the skills and tools you now have, you are prepared to learn even more. You may feel a sense of relief to "have it over" but your learning is really just beginning. You have learned how to ask questions, how to question others, you have had to learn numerous facts and numbers, but the most important part of your experience here is the preparation for learning even more after you leave. You are prepared to face the experience of discovering the world around us.

... as we celebrate your graduation, we all know that it is not easy to get through school ... No doubt you have had your personal challenges. Learning how to make the hard choices, learning when to study, and when to say "No" can be difficult. This type of learning is universal for all people during the high school years. We must all face some challenges. Otherwise our characters would never develop.

... The real mark of your character comes from not how you react to your successes, of which I am sure there will be many, but rather how you react to your failures and struggles. If you are not timid, you will seek new mountains to climb, and face a few stumbling blocks. Today, you are armed with knowledge, and better yet, the tools to gain further knowledge. Be brave and face the world with your skills. None of us is perfect, but learn to make the most of your strengths and failings.

The future turns out to be something you make, rather than find. It isn't waiting for your arrival. The future is an empty canvas or a blank sheet of paper ready for you to make of it what you will. We all have 24 hours in a day ... We spend a good part of it sleeping and eating, probably 10 hours total—that leaves you 14 hours each day to make a difference in your life, your family's lives, your community, your workplace. What can you give to others and yourself in those hours? How will you make the world a better place to live? How will you shape the future? What will you give back to your community? ...

I want to leave you with one phrase to remember as you move on to new horizons: Be true to life.

T – for Time: You have those 14 hours each day. Make even your mistakes count. Those who make use of their time are those who will make a difference in this world.

R – for Remember: Always remember this great country of ours, remember to give back.

U – for Understanding: Remain tolerant, always attempt to understand others, be respectful of their ideas and beliefs.

E – for Excitement: Celebrate the fun of life.

L – for Learning: Continue your learning – never stop seeking knowledge.

I – for Interest: Never lose that sense of curiosity.

F – for Faith: Never lose sight of its significance and meaning in your life.

E – for Excellence: Settle for nothing less.

Believe in yourself, and always have a dream ... Thank you, and may God bless you all ... "

Interstate Resources

Happy Anniversary

Congratulations to the following IRI employees on reaching their employment anniversary:

25 years Beth Hester

20 years Ramez Skaff

15 years Jojo Pineda and
Dick Monteiro



Getting To Know Each Other ...

Aina Jumabaeva, Corporate Accounting Manager, has been with IRI for seven months. At IRI, Aina focuses on financial reporting and leads the development of a new financial system for Corporate. She is excited to learn the intricacies of performing operational analyses and reviews.

With three years of private manufacturing experience in her native Kyrgyzstan, Aina set out for graduate study in America in 1998. After completing a Masters in Economics and an MBA at the State University of New York in Binghamton, she worked for 2½ years as a financial analyst for National Dairy Holdings. There she served as a primary contact for external and internal reporting and administered a consolidating financial database.

Having been with IRI for only seven months, one of Aina's biggest challenges is grasping the business reality of each affiliate so that she better understands the story that the numbers reflect. The affiliates that she has visited so far have left her impressed with how strongly people feel about their work and how resourcefully they carry out their multiple responsibilities.

As IRI takes on new opportunities to better position itself against competitors, Aina sees a further strengthening of relationships with all its stakeholders: owners, bankers, buyers, suppliers, and most importantly employees.

Organization Announcements

Effective July 29, Jerry Waltermire was appointed General Manager, Corporate Sales - Florida, Caribbean, and Central and South America. In this new position, Jerry will pursue new sales opportunities for packaging and containerboard for the Interstate Resources group of companies. Jerry joined IRI in September 2001 as General Manager of Interstate Container – Miami.

Effective August 8, Tom Seagraves was appointed General Manager, Interstate Container – Miami. Tom is responsible for the performance of Interstate Container Miami, and will lead production, scheduling, customer service, and logistics. Tom comes to Interstate from Temple-Inland where he was the Site Manager for their Rome, Georgia, box plant for the last 10 months. Prior to that he was the General Manager of Weyerhaeuser's Lakeland, Florida, sheet feeder for more than four years. Over the course of his career, Tom was General Manager, Production Manager, and Staff Engineer of other Weyerhaeuser and Westvaco facilities in Ohio and New York.

Tom has a BS in Psychology from the University of Kentucky and an MBA from Miami University of Ohio.

Please join us in welcoming Tom and his family to the Interstate group, and also in wishing Jerry success in his new position.

Character is like a tree and reputation like its shadow. The shadow is what we think of it; the tree is the real thing.

Abraham Lincoln

Our Culture: Care for and Development of People

The Care for and Development of People tenet of our Culture encourages us to:

- *Create a pool of talent at every affiliate.*
- *Provide development opportunities for continued success in one's current position, for expansion of responsibilities, or for transfer to another affiliate.*
- *Promote from within.*
- *Build relationships based on trust, respect and dignity.*
- *Build an organization that has strong ties and caring among its members.*
- *Work together, show we care, and listen to each other.*

Here are some examples of how the affiliates care for and develop their employees.

From Lowell:

On a business balance sheet, we see expensive assets such as buildings, machines, office equipment, tractors and trailers. But, Interstate's most valuable asset is our people and is what truly differentiates our company. As employees, we spend more of our waking hours at work than we do at home with our family. This significant commitment to a company must be recognized and result in specific programs for the Care and Development of Our People - such as healthcare and other employee benefits - programs that are aimed at caring for the employee. In a survey conducted at ICL, the number one request from our employees was the need for additional training, resulting in employee development. Training comes in the form of outside training, training with vendors, or cross-training between employees or between supervisors and employees. These are all aimed at the development of the individual.

As a final point, our company's commitment to safety is the clearest evidence of the Care For and Development of Our People. Safety training and the commitment for a safe work environment, along with updates of safety at home, are daily reminders of the importance of our most important asset - Our People.

From Cambridge:

Interstate Container - Cambridge is becoming more diversified in the nationalities of our workforce. Specifically, we see a growing number of Spanish-speaking employees join our team.

We are actively working on closing the language barrier by offering Command Spanish classes at our location, supplying information about available English classes, and offering tuition reimbursement for Spanish classes taken at local colleges.

Crossing the language barrier helps us build lasting relationships.

From Reading:

Our people define the culture at Interstate Container - Reading. Many of our long-term employees arrived in their current positions because of the efforts of other employees before them. Through the employees' own efforts as well as their managers', they were able to reach their full potential. This is evidenced by the number of employees who have advanced from entry-level positions to various levels of management. In some cases employees were provided tools to aid their growth and development. In other cases the employees recognized their own needs and accepted the responsibility to seek out the tools they needed. In both cases their growth strengthened them as well as our organization.

From Brunswick:

Our people are our most important resource. Health plans and other benefits, such as insurance, retirement and fitness encouragement help to give our people peace of mind.

We train the employee to be proficient in his or her present position as well as guide them towards a fulfilling career ahead. Training within the company is on going, and outside seminars and training always a consideration. We are consistently looking to promote from our employee base, and make our team aware of career possibilities within the group as they become available.

Our Culture: Care for and Development of People

From IPC:

Part of the description of this tenet in the Culture Book reads:

It is the responsibility of each manager to develop his/her own people to create a pool of talent within every affiliate. It is also the responsibility of each employee to look after his/her personal development and inform management about his/her career aspirations and needs for development.

At IPC, we are blessed with talented people who want to take on added responsibility for their own personal development and the good of the Company. Over the last several years, we have reduced IPC's headcount by 25% (almost exclusively through retirement) via strategic capital investment and consolidation of duties when people retire. Many IPC employees have willingly and proactively taken on the duties of our retirees and the mill is running better than ever. It seems true that when people are more engaged and have diversity in their jobs, the operation improves. We have certainly seen this at IPC.

From UCI:

We often say that people are our most valuable assets, but do our actions reflect that belief? Here are some examples of how we back up this claim:

- Tuition Reimbursement – We encourage professional development by reimbursing employees for both undergraduate and graduate programs. At UCI, **Ray Knarr** is well on his way to an Engineering Degree and **Larry Haraschak** is pursuing a Masters in Business Administration.
- The IRSP (Interstate Resources Scholarship Program) is a unique benefit that makes college scholarships available for children of employees.
- Our 401(k) plan is one of the best in our industry.

These are all examples of special financial benefits, but there are other ways we show how we care about employees' well-being. Including employees in problem-solving of production and cost problems, for example, shows that we value their knowledge, experience, and trouble shooting capabilities.

Finally, our dramatic company-wide improvement in safety sends a clear message that we value our employees' health and welfare above other business priorities.

From NPT:

Due to the small staff that has vast responsibilities, NPT strives to care for and cultivate its employees. All NPT employees have a close day-to-day interaction with each other. Because of this relationship, we care for and look out for each other in good as well as difficult times, sharing joys and sorrows. An example of this is when NPT scaler **Gary Branson** had a massive stroke. NPT personnel maintained close contact with Gary and his family to make sure Gary was recovering, and making sure that he and his family were aware of all of Gary's benefits and were utilizing them.

Due to NPT having only ten employees, it is vital that each employee is capable of handling overlapping responsibilities and duties, so that when one employee is out, whether for vacation or illness, we can continue our day to day operation without a reduction of quality as well as quantity of work. Developing and cultivating employees through both in house training and sending employees to outside classes to expand their knowledge adds value to both the employee and to our company.

“Safety” will be the final tenet of the IRI Culture to be covered in our next newsletter issue. Please provide your contributions directly to your General Manager.

You have to recognize when the right place and the right time fuse and take advantage of that opportunity. There are plenty of opportunities out there. You can't sit back and wait.

Ellen Metcalf

Sometimes the situation is only a problem because it is looked at in a certain way. Looked at in another way, the right course of action may be so obvious that the problem no longer exists.

Edward de Bono

Summer Safety Record

To All Employees,

Interstate has just completed its safest summer ever, as evidenced in the results of the last 4 years:

<u>Year</u>	<u>Summer Injuries</u>
2002	30
2003	12
2004	12
2005	5

Summer is our busiest time and has the highest risk of injuries. In the past, more than a third of all of our annual injuries occurred in this season. This year, I asked all of you to make extra efforts to have this be our safest ever, and you responded with great results over the last thirteen weeks:

<u>Affiliate</u>	<u>Recordable Incidents</u>
ICR	0
ICL	0
ICM	0
IPP	0
IPC / NPT	1
ICI	1
ICB	1
UCI	2

Safety is our first priority, and the primary tenet of our culture is that the well being of all employees is paramount. I know that all of you made this result possible. Thank you for providing the evidence that Interstate cares.

Let's build on this momentum to make 2005 our safest year ever. If we complete the year without another injury, our OSHA recordable injury rate would be 1.8, which would place us in the top quartile of the industry and make this our best year ever. I can't wait to announce not only our safest summer, but also our safest year!

Best regards,

Charles

United Corrstack

Energy

Each of us has personally experienced the impact of rapidly rising gasoline costs. The pricing of fossil fuels directly impacts our papermill as well. Fuel surcharges have increased our freight costs by 12%. However, the biggest impact is on the cost to produce steam for drying our paper. Natural gas pricing has increased by 88% in one year, increasing our costs by \$380,000/mth or \$30/ton! We cannot control gas or oil pricing, but we can try to reduce our gas consumption.

In April, UCI embarked on a effort to improve the drying efficiency by resizing the steam condensate system and increasing the thermo compressor pressure. As a result, we have reduced consumption by almost 6%, currently saving the mill \$50,000 per month.

Product Development

In response to a shrinking base of Independent box shops in the Mid-Atlantic Region, UCI is seeking an alternative plan in order to stay "Sold Out." The Operations team will launch a Product Development Plan in response to some unique customer needs. We will work on developing capability to produce changes in our typical specifications for caliper, moisture, and strength. We will also investigate new grades, including 31# high performance medium.

Condolences

We would like to express our sincere condolences to Debbie Berg, Herb Schultz, Chip Sawyer, and Art McLaughlin who recently lost family members.

Newport Timber

Wishes for a Speedy Recovery ...

Gary Branson, dedicated wood Scaler and 36-year NPT employee, suffered a massive stroke on July 16. Please join us in keeping Gary in our thoughts and prayers for his continued recovery.

Records

UCI established two sales records in the 3rd Quarter. In **June**, the mill shipped **14,394 tons**, eclipsing the previous record from October 2004 ... and then in **August**, broke the June record, **shipping 15,137 tons!** A great team effort.

Happy Anniversary

Congratulations to the following UCI employees on reaching their employment anniversaries:

25 years **Cory Clay**
15 years **Joaquim Heliodoro and Mike McFerren**
10 years **Maureen Banks and Mary Ann Bell**

Boiler Interruption

On July 11, UCI experienced an incident in their boiler where a sudden pressure increase in the combustion chamber damaged the outside walls of the boiler. Mill staff searched and found a portable boiler compatible with the papermill needs. Although it took six weeks to repair the damaged boiler, the mill only lost 4.5 days of production thanks to the expertise and dedication of our employees and contractors.

While completing the repairs, UCI added additional sensors and improved fail-safe logic to prevent the recurrence of this kind of incident.

Hard work certainly goes a long way. These days a lot of people work hard, so you have to make sure you work even harder and really dedicate yourself to what you are doing and setting out to achieve.

Lakshmi Mittal

The men who have succeeded are men who have chosen one line and stuck to it.

Andrew Carnegie

Interstate Paper

Production Records

Congratulations to everyone at the mill for their efforts in achieving the following production records:

Averaged 808 tons per day in June
42# - 949 tons on June 12
29# - 637 tons on July 6
35# HP - 810 tons on July 29

Safety and First Aid Update

Contributed by Ronnie Moore, Safety & First Aid Officer

Welcome back to **Bernard Hamilton**, who returned to work after a long five-month recovery (Bernard fell off of a tank in March, breaking both bones in his lower right leg). Good to have you back!

ICE (In Case of Emergency)

There is something that is catching on all around the US: using the extra space on your cell phone directory to list under "ICE" the phone number and person(s) you want notified in the event of an emergency. You can also put ICE1, ICE2, ICE3, etc. in case the first person cannot be notified. Hospitals and EMS will be able to call the person you have listed in a timely manner if you are unable to communicate due to an accident or illness.

Community News

Contributed by **Mike Cox**, Environmental/Technical Mgr

Ronnie Moore and I participated in the 8th Annual Project Reach GANG Back to School Rally on July 16 at Briar Bay Park in Riceboro. IPC was one of 35 local organizations participating in this annual rally to provide an enthusiastic kick off to the upcoming school year for the children of Riceboro and Eastern Liberty County. The company sponsored a booth at which rally attendees could have blood pressure and blood sugar screenings and learn about the company operations.

IPC also participated in the rally program of inspirational messages, entertainment and upbeat music. This year's keynote speaker was Mr. Roosevelt "Hollywood" Brown of the Harlem Globetrotters.

IPC has been a supporter of GANG and Project Reach for a number of years. This group of caring individuals has provided motivation and leadership to the children of Eastern Liberty County in a goal-oriented framework that has produced tangible results. The annual rally is only one of many events and activities that GANG organizes in order to keep kids in school and away from counterproductive pastimes.

In Memoriam

IPC was saddened by the recent death of two of our retirees. **Charles Stewart**, Superintendent/Manager of the Maintenance Department, and **Edward Kirk**, Operator on the paper machine, were long time employees of IPC. Our prayers go out to both families.

Happy Anniversary

Congratulations to the following IPC employees on reaching their employment anniversaries:

- 30 years **Lelon F. Frazier, Jr., Michael A. Grissino, Charlton D. Hargrove, William R. Rozier, and Jeffery C. Westberry**
- 25 years **Bobby D. Alvin and Marlon J. McIver**
- 20 years **Sampson Alvin**
- 10 years **Ernest C. Holt, Jr. and Jermaine B. Roberts**
- 5 years **Frank Hester**

Getting To Know Each Other ...

The IPC family is proud to welcome our new employee, **Virgil L. Jenkins**. Virgil was recently hired as Sequence Replacer. He comes to Interstate after twelve years of sales, and shipping/receiving for Sears. Virgil looks forward to being a part of the IPC family for a long time to come. He has been somewhat connected to the Interstate, prior to his actual arrival: Virgil's brother, Harold, has worked in our organization for 31 years.



Virgil Jenkins

Again, welcome aboard!

Condolences

Our prayers go out to **Leon Williams**, who recently lost a loved one.

Projects Upgrade

Contributed by Ramki N. Ramakrishnan, Corporate Project Manager

IPC completed some major upgrades in the fiber production line during the last two years, which substantially increased the production capability and stability of machine run. Some of the upgrades and their impact include:

- **Truck Dump:** Uniform chip size and elimination of fines.
- **Stacker Reclaimer:** Less degradation in storage and retrieval, less mechanical damage, uniform quality of chips to digesters, resulting in less chemical and steam consumption, uniform quality of fiber, higher yield, and maintenance savings.
- **Hot Stock Screening:** Less shive content in the accepted quality, less variation in fiber quality, fewer machine breaks, higher productivity, reduction in sand and debris content, and improved life of the soft nip calender roll.
- **Bubbling Fluidized Bed Biomass Boiler:** Energy savings.

On the paper machine side, work is on the way to modernize the equipment, increase production and productivity, and diversify the mill's product range.

The outage is planned for November with construction activities going all around, buzzing with contractors. Some have commented that the roads are messed up and the green lawns are gone - but this is only temporary; they will all come back again.

IPC has embarked on a major upgrade of the paper machine and pulp mill, a capacity expansion of secondary fiber plant, as well as upgrades to the broke system, recovery boiler and turbine generator. These upgrades will be executed in two phases. The first phase will be completed during this year's shutdown. IPC is presently producing an average 800 TPD of quality linerboard. After completion of Phase I, the daily average will reach 900 TPD.

The upgrade will include:

- Installation of a modern shoe press.
- Installation of an additional driver wire lead roll to increase wrap around.
- Replacement of all felt rolls in the dryer section.
- Replacement of line shaft with sectional AC drives and new gear boxes.
- Replacement of the central lubrication system for dryers and gear boxes.
- Broke system upgrade to handle broke at higher production speeds.

Washers: In the pulp mill, the existing first three stages of the brown stock washers will be replaced with a larger diameter washer.

Recovery Boiler: The bottom hearth of the recovery boiler will be replaced to improve safety. A third spout will be added and a new dissolving tank will be installed.

Turbine: A new stage will be added and the blades replaced to increase generation capacity by 1.4 MW.

Secondary Fiber Plant: Enhancement by more than 100 TPD of production capacity and additional equipment to clean the fiber through six slots.

My, how time flies! With less than 30 days left before we start the installation shut down (scheduled for November 7-27), we are facing a Herculean task, but not an insurmountable one, especially for the dedicated IPC team, who will work through the Thanksgiving holiday.

With Phase I behind us, IPC will look forward to additional upgrades in Phase II, scheduled for 2006. We will keep you posted ...

I would like to conclude by thanking the Frem family and the company leadership for having the confidence in us to continuously invest in the mill for the future. We assure you, we will meet your expectations.

Don't limit yourself.
Many people limit themselves to what they think they can do. You can go as far as your mind lets you. What you believe, remember, you can achieve.

Mary Kay Ash

Interstate Container - Lowell

Hurricane Katrina: Lending a Helping Hand

In addition to the efforts undertaken by the Interstate Resources family, some ICL employees have made personal contributions to the Hurricane Katrina relief efforts ...

Emily Eskelinen, Customer Service Representative, along with the neighborhood in which she lives, collected backpacks filled with school supplies.

Kim Lodge, Production Planner, collected bags of clothing for a close friend's family who lost everything. Kim noted that quite a few people donated and that her van was stock full. Kim also shared some correspondence from her friend and the description of the devastation the Gulf Coast area is chilling: a casino landing on the friend's Great Aunt's House, family member's homes totally destroyed, etc. The most important thing, her friends said, was that everyone was safe and accounted for.

From **Geoff Lynch**, Sales Representative: My wife Marcia volunteered to join a medical relief team from Bay State Medical Center in Springfield, MA. Twenty-four doctors and nurses were assigned to a field relief hospital in Gulfport, MS. They treated hundreds of injured and elderly evacuees during their two-week assignment. They worked 14-16 hour shifts while living in barrack tents. It was sort of like a MASH unit. Marcia is an emergency room nurse with 25 years of experience. She said she has never seen anything like the total destruction of homes she witnessed there.

A collection was taken up by the Union at ICL and PACE Local 1772 contributed \$1,000 to the Katrina Relief Fund. Way to go!

Congratulations

Effective September 26, **Jo Helander** was promoted to the position of Senior Accountant. In this new role, Jo is responsible for overseeing some of the Fitchburg plant's accounting operations, cross-training others within the Accounting Department, and duties related to month-end closing.

Jo has been with ICL since October 1991, primarily in the Accounting Department. Prior to Interstate, Jo worked for 14 years at Alden Bates Container, which was preceded by a four-year degree from Fitchburg State College.

Please join us in wishing Jo well in her new position.

Hycorr Rotary Die-Cutter

The Hycorr Rotary Die-Cut machine was installed in May 2005. This three-color printer die-cutter has provided ICL and its Sales Team with a truly differentiated product. The registration of printing is superior to any of our competitors'. The addition of a third color has attracted new business opportunities: our customers are now featuring their products in Wal-Mart and Home Depot stores in ICL's point-of-purchase graphic boxes. The new machine requires a different ink formulation due to the higher anilox rolls. Interstate Container - Fitchburg has been very helpful with the formulation of the graphic inks in their ink kitchen.

Our thanks to **Dick Monteiro**, **Mike Vlastos**, **Henry Faria**, **Dave Lafreniere** and the Maintenance Staff for a great job installing the machine. Thank you also to the Owners for the opportunity to manufacture value-added products on a superior machine at ICL.



ICL's new Hycorr Rotary Die-Cutter

Interstate Container - Lowell

Getting To Know Each Other ...

Mike Mello has been with Interstate Container - Lowell for 11 years and has worked and trained on every piece of equipment in the plant. When the new Post Folder/Gluer was installed, Mike took it upon himself to "master" the machine. Mike's current position is that of Leadperson for the Sheet Plant, where he is responsible for machine production and efficiency. Mike is encouraged that business has picked up and everyone is working hard.



Mike Mello

When asked about a special memory, Mike shared that, some time ago, while moving pallets of product he came across some kittens nestled in the divots in the orange pallet. Being a kind person, Mike captured the kittens and took them to a safe haven. Mike added that he enjoys the friendliness of his fellow employees and the compassion shown when he had surgery.

Mike and his wife of four years live in Dracut, MA.

Welcome!

Please join us in welcoming Sales Representatives **Bruce LaBossiere** and **Ken Brunelle** to the ICL family. We also welcome the following new members of the manufacturing team: **Edwin Alcantaro**, **George Bettencourt**, **Rudy Garcia**, **Mike Sherman**, **James Healy**, **Johnathan Lavoie**, **Mark Melo**, and **Edwin Santiago**.

Welcome back **Bob Sawyer**, who returns from medical leave ... and best wishes for a continued speedy recovery to **Jim Donovan** and **Richard "Ziggy" Sabotka**.

Happy Anniversary

Congratulations to the following employees on reaching their employment anniversaries with ICL:

20 years **Mike Lemieux**
15 years **Ray Ferris**
10 years **Jane Annis** and **Isabel Fidalgo**
5 years **Omar Calle**, **John Considine** and **Dianne Springer**

Interstate Container - Brunswick

Getting To Know Each Other ...

Jack Featherson, Plant Supervisor, has been with Interstate Container - Brunswick for about five years. He has worked in the production field for 32 years.

Jack believes the biggest challenge he faces on a day-to-day basis is avoiding mistakes.

When we asked Jack what he enjoys most about Brunswick, he said it was the people he works with. As for what the future might hold, Jack sees ICB continuing to grow.

Welcome

Please join us in welcoming **Ikmal Rahaman** (Driver) to the ICB team.

Happy Anniversary

Congratulations to **Antonio Mendoza** on reaching his 15 years of service with Brunswick.

The superior man is modest in his speech, but exceeds in his actions.

Confucius

Interstate Container - Fitchburg

Welcome

Please join us in welcoming Lori Baez, Jessica Frometta, Robert Graybill, Lafayette Mills, and Khamphoui Philalom to the manufacturing team.

Happy Anniversary

Congratulations to Mike Kaminski on reaching his 25 years of service with Fitchburg.



Fitchburg is a hive of activity - this is the busiest time of the year for the plant.

Interstate Container - Cambridge

Welcome!

Please join us in welcoming Scott Stoltzmann, who joined ICI on August 2nd as Converting Manager. Scott is responsible for management of the Inline, Flexo, United, and Jumbo machines, as well as the coater and stitcher. Scott is also providing temporary supervision of the corrugator on 2nd shift.

Scott has 20 years of experience in our industry and most recently was Corrugator and Die Cut Area Manager at Menasha's Wisconsin plant. He also spent time as their Shipping Manager.



Scott Stoltzmann

Said Scott of the Cambridge operations: "ICI is a very good company with a lot of opportunities."

Getting To Know Each Other ...

McKinley Potter, United Assistant Operator, has been with ICI for 4½ years. He started out breaking ends, moved to the coater, and is now on the United. As Assistant Operator, McKinley works on the prefeeder, keeps the ink going, and assists the Operator when needed.



McKinley Potter

McKinley doesn't see any major challenges on the horizon; things run smoothly. He loves working at Cambridge, adding, "I like the environment, the people, and my supervisor."

As to what the future might hold, McKinley sees positive things for Cambridge: "We're on the way up! People are taking pride in their work."

Please join us in welcoming Scott, his wife Terri, and children TJ and Luke.

Happy Anniversary

Congratulations to the following employees on reaching their one-year anniversary with ICI: Bill Berg, Jeff Cormier, John Czyzia, Faustino Garcia, Dennis Gillis, Lisa Hibble, Allen Lane, Wilberto Moya-Arce, Glenn Smith, CJ Walker, Adan Vasquez, and Josh West.

... and congratulations to Scott Seybold and Russell Hubbard who have been with the Cambridge operation since it opened its doors nine years ago!

Interstate Container - Miami

Happy Anniversary

Congratulations to **Bob Houck** on reaching his 25 years of service with the Interstate family.



ICM General Manager, Tom Seagraves (L) recognizes Plant Manager, Bob Houck (R) for his 25 years of service.

Welcome

Please join us in welcoming Derek Lewis and Pastor Miranda to the manufacturing team.

If you go to *work* on your goals, your goals will go to *work* on you. If you go to work on your plan, your plan will go to *work* on you. Whatever good things we build end up building us.

Jim Rohn

Interstate Container - Reading

Safety Update

On September 20, Interstate Container – Reading, celebrated their one-year anniversary without a lost time accident!

Congratulations to everyone at the plant!

In Memoriam

Connie Mutter, Truck Loader, passed away on July 26. Connie had worked at ICR for 1.5 years. Connie's mother, Debbie Berg, is an employee of UCI. Our sympathy and prayers go out to Debbie and her family.

Getting To Know Each Other...

Joe Venditti, Sales and Marketing Manager, is fast approaching his one year anniversary with Interstate Container – Reading. Joe is responsible for the development of new accounts and growth within existing accounts as well as hiring and developing Interstate's sales professionals. Being a 24-year veteran in the industry, Joe brings to the table experience in management and sales positions (primarily in Chicago and Baltimore).

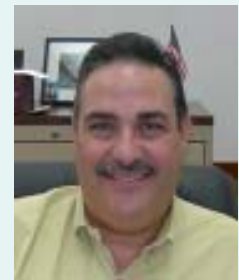
Taking his responsibilities seriously, Joe sees his major challenges as building ICR's sales team and growing Interstate's business with *"volume that satisfies our mix as well as our profitability."*

Joe loves the fact that Interstate has the best equipment and the best people to produce the best quality displays and point

of purchase packaging in the Northeast. He also believes Interstate offers outstanding customer service and maintains a great working relationship between Sales and Production.

In the next 3-5 years, Joe envisions Interstate achieving *"a great mix that gravitates more to our specialty printing, specialty flutes, and gluing operations as well as niche programs that are customer focused and profit driven."*

Joe and his wife, Julie, have two sons and make their home in Fleetwood, PA. They are enjoying the bounties that Berks County offers and look forward to many rewarding years with the Interstate family.



Joe Venditti

The true writer has nothing to say. What counts is the way he says it.

Alain Robbe-Grillet

IT's All About Information

Contributed by Jerry Clark, Corporate IT Manager

In early August, Interstate caught a very virulent and highly contagious form of virus – a variant of the W32.spybot.worm. Although non-destructive from a data or application perspective, it nevertheless rendered many systems unusable by clogging our networks with traffic in its attempts to propagate itself. There is never a good time for a virus outbreak but some are certainly worse than others – this one caught us during month-end closings. Needless to say it caused considerable angst and long hours for the IT staff.

A post-mortem audit of the situation identified a couple of areas for improving security updates for all systems connected to our networks, which have been addressed, but it also revealed a broad misunderstanding of our policy for computing and networking resources within Interstate – The Code of Conduct Governing the Use of Computing and Networking Resources within Interstate. That being the case, I thought I would use the next couple of issues of the newsletter to review salient points of this policy and why they are necessary.

As all of you are aware, Interstate relies on our computer networks and systems for most business activity – from order entry, scheduling, maintenance, shipping, invoicing, etc. to email and Internet access. We have made substantial investments for the purpose of improving business efficiencies. Employees are trained in these systems and encouraged to improve their knowledge and skills in computers in general.

Of course, we realize that these systems are occasionally used for non-business purposes too. This is understandable. With this freedom, though, comes responsibility - responsibility to use these resources in a manner that does not reflect badly on Interstate, in a manner that is courteous and sensitive to fellow employees, and in a manner that does not compromise the purpose for which the investments were made. It is every Interstate employee's duty to use these computing resources responsibly, professionally, ethically, and lawfully and to ensure that their guest and/or contractors do so as well. It is also the users' responsibility to know and understand the rules relating to their usage. To that end, a policy was developed that defines acceptable use of these systems, a Code of Conduct for all to follow. You can obtain a copy by contacting your Human Resources representative or any IT person.

As previously mentioned, the computers, computer files, e-mail system, and software furnished to employees and/or accessible by employees are Interstate property intended for business use. Under no circumstances may these (computers, software, networks, printers, plotters, scanners, etc.) be used for personal financial gain and/or commercial purposes; e.g., supporting political campaigns, candidates, legislation, or ballot issues.

Along these same lines, no software, shareware or purchased, should be installed on these systems without prior notification and approval of an Interstate IT person. We recognize that there are legitimate business reasons for individuals needing to install additional software and have therefore configured some systems to allow this. This does rank right at the top, however, in terms of workstation and laptop support issues – usually it is non-business related software (screen saver or a nifty email add-in) that conflicts with a legitimate application or carries an embedded virus. Commercially developed and distributed software seldom is an issue. Of course, it goes without saying that all software on a system needs to be legal, i.e., has a license for use on that system.

As you might surmise, since these systems and anything stored on them belong to the company, they may be accessed by an authorized agent of Interstate at any time (a general rule of thumb: Do not store anything on these systems of a personal nature that you would not want to read on the front page of your local newspaper). An IT person is an authorized agent – especially when attempting to diagnose and treat a virus or sick computer.

Of course many of you access sensitive information in your daily business activities and, perhaps, may even keep some of that on a local drive. Don't do that - don't store data locally that is! Local desktop or laptop drives are not backed up as a rule. Store data on servers for backup purposes. If you are uncomfortable doing this, then you should keep it on a removable storage device (DVD, memory stick, zip drive, etc.), have multiple copies, and store in a secure, remote location.

When it comes to our computing resources, think CLEAR: **C**areful, **L**egal, **E**thical, **A**nd **R**esponsible.

Remember IT is all about information - collecting it, massaging it, reporting it, analyzing it... to increase efficiency, improve decision-making, and enhance performance.

A Mission That Taught Me The True Meaning of Love

Contributed by Fady Fayad, Product Manager, Marketing and Merchandizing Services - Sanita

We share with you the following article from Mr. Fady Fayad, who has been with Indevco for ten years.

I decided to spend two weeks of my Christmas vacation in Ethiopia, with the poorest of the poor. I worked alongside the Sisters of Mother Theresa (Missionary of Charity) at a camp for the destitute and dying. The camp's more than 700 patients suffer many medical problems, including HIV-Aids, Malaria, Tuberculosis, Leprosy, and elephantiasis.

The [Missionary of Charity] camp relies only on six sisters of the congregation who are in a daily fight against injustice in a place where people are starving to death and left without medication and special care.

Every day I joined the Sisters and patients to assist in changing dressings to heal wounds and prevent further complications. For example, a person could develop skin problems simply because he or she doesn't wear shoes. Without shoes, mosquito and fly larvae can infiltrate the feet and, if left untreated, it can develop into a major skin disease called elephantiasis.

It shocked me to learn that the cost of a pair of shoes in Ethiopia is only 45 cents, and it forced me to think of the dollars spent on unnecessary things, and how much good that money would have done in such a place.



Fady Fayad treating a patient at the Missionary of Charity in Ethiopia.

Thanks to the support of the Indevco Foundation, we were able to offer 300 patients sport shoes and special clothes. The patients and I had wonderful and memorable moments of joy where we felt peace inside our hearts during this special time of grace and love.

I went to Ethiopia to offer help but ended up gaining and learning the true meaning of love and service. We should all do our part by offering to those unfortunate a smile and joy, but most of all, the hope of a better tomorrow.



*“The Fruit of Silence is Prayer
The Fruit of Prayer is Faith
The Fruit of Faith is Love
The Fruit of Love is Service
The Fruit of Service is Peace”*

Mother Theresa

Opportunities multiply
as they are seized.

Sun Tzu

A great man shows his greatness by the way he treats little men.

Thomas Carlyle

INDEVCO Day

Contributed by Mr. Antoine Awit, Human Resources Delegate, Containerboard Division, Indevco

Indevco Day is a yearly event during which Indevco employees get together united in the spirit of a family for a day of fun, joy and exploration. The day starts at 8:00 a.m. with everyone gathering at Indevco headquarters in Ajaltoun for a quick breakfast (croissants, tea, coffee, and juice). At 8:30 a.m. everyone is transported by bus to a historical church in the area selected for visitation, where a private mass for all Indevco employees takes place. After the mass, Indevco Day continues with activities for all.

This year, Indevco Day took place at Massaya – Taanayel in the Bekaa Valley (west of the capital Beirut), an area known for its wine and yogurt production. Indevco employees visited the winery and had a BBQ lunch, followed by a show representing a traditional Lebanese wedding performed by Indevco colleagues. It was a huge success.

Last year, Indevco Day was at Batroun Village Club (north of Beirut) where employees and their families spent a whole day swimming and doing other fun activities at the beautiful resort in Batroun on the Mediterranean seashore.

In 2003, Indevco Day was in the historical valley of Kannoubeen (northern mountains of Lebanon), an area known for its many convents. On that day, the morning mass was conducted by the Patriarch, Cardinal Mar Nasrallah Boutros Sfeir. Indevco's Chairman, Mr. Georges Frem assisted with the mass.

Following are some pictures from Indevco Day celebrations.



Mr. Georges Frem (R) talks with Cardinal Mar Nasrallah Boutros Sfeir (C) following mass in Kannoubeen.

