



## Corporate Officers Visit Halsey Mill



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On September 24 and 25, the mill hosted several visitors from corporate headquarters. They were: Kathy Walters, executive vice president—Global Consumer Products; Sean Fallmann, president—North American Consumer Products; Paul Frederickson, senior vice president, North American Consumer Products; Jere Adams, vice president, human resources—North American

Consumer Products; Steve Church, senior director—communications; Tracy Trahan, division controller; Mike Tompkins, vice president—manufacturing; Curt Christianson, regional manager—human resources; and Chris Kienzle, regional controller.

It was Walters' first visit to the mill. She was in Washington to meet with Costco and

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## Protecting Our Commercial Knowledge

In my last column, I wrote about the difficulty of predicting what changes were coming our way and how we could use MBM to respond or prepare for change. One of the changes coming that is currently being assessed in the North American Consumer Products division is our exposure to commercial risk.

During a town hall meeting on her visit here in September, Kathy Walters, executive vice president—Global Consumer Products, carried the message from our corporate offices about the need to protect our commercial knowledge. She said a team is working to describe what Georgia-Pacific's vision is for corporate compliance. Once the vision

Halsey is currently conducting a risk assessment evaluation focused on commercial compliance. Much like was done during the facility risk assessment, we are identifying our most significant risks. Once that step is completed, we will come up with plans to work on the high-risk areas. For example, one of the commercial compliance standards relates to government contracting. This is a very low-risk area for Halsey and we will probably not spend any time working on it. However, we do need to comply with standards for government interactions and we have much more exposure in this area, so we will need to develop plans to mitigate our risk.



Steve Francoeur

resources on the highest risks first. We will then have a roadmap for future planning in this area.

I was very proud of all our employees during the visit by Walters and several other corporate executives in September. Thank you all for working so hard to deliver great results. It's pretty easy to tell our story when the results speak for themselves.

Your safety is important to us even when you're not at the mill, so as we move into the autumn and winter months, keep in mind that the roads can sometimes get treacherous. Please drive carefully.

Steve Francoeur  
Vice President—Halsey mill

*Thank you all for working so hard to deliver great results. It's pretty easy to tell our story when the results speak for themselves.*

is clear, it will drive the next steps within the division. Establishing the vision first is critical and is, of course, part of the MBM framework.

In the coming months, you will be hearing more about proprietary information, antitrust, and other commercial compliance topics. For most of us, the information that was covered in the Code of Conduct is sufficient.

As we work through this process, it will mimic the safety risk assessment process very closely—the only difference is that we will be looking at different topics and different types of risk. We will use the “plan, do, check, adjust” method to assess and monitor our progress. This approach helps us to ensure that we identify and evaluate as many risk areas as possible and that we focus our

Cover photo:  
Mark Robinson and Kathy Walters in the paper mill



### THE PAPER TRAIL

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## Corporate Officers Visit *Continued from front page*

decided to take the opportunity to visit the Halsey, Wauna, and Camas mills.

Halsey managers hosted a dinner for the group on Thursday night. “We heard a brief update on the retail business and some potential product changes being considered for Costco,” said Steve Francoeur, vice president—Halsey mill.

On Friday morning, Halsey managers made a brief presentation during breakfast at the mill. “We had several slides prepared, but we ended up spending the entire time focused on safety,” said Francoeur. “We received a lot of positive feedback from the executive team about the change in our safety performance. They were particularly pleased with what they viewed as a significant culture change. They also thanked us for openly sharing our success with others so that everyone can gain from our experience.”

After breakfast, Walters and Fallmann held a town hall meeting where they reviewed business results and upcoming challenges. They recognized some of the people who are responsible for Halsey’s safety culture change.

Fallmann gave some detailed information about the state of Georgia-Pacific’s business. “In particular, he said they expect inflation to impact us significantly as prices return to historical levels,” said Francoeur. “He also pointed out the need to continue with fixed cost controls, particularly as volumes slow.”

Walters talked about commercial compli-



*Ja-Sen Luey demonstrating the No. 8 camera system for Kathy Walters*

ance and the need to protect Georgia-Pacific’s knowledge. She said more information about this will be forthcoming in the future.

To wrap up the visit, the group took a quick tour of the mill. In secondary fiber, the focus was on pulp grade development and the status of the pulp sales business, said Francoeur. In the paper mill, the group was updated about improvements on the Lithium grade on #2 PM, trials on the No. 1

paper machine and their potential business impact, and the status of the dust collection projects.

In converting, the group discussed SafeStart and reviewed the Ametrine project, the HIRA project on No. 4, the highlights of No. 8, the RCA for a hydraulic issue with the saw, and the camera system on No. 8.

Although their time was short, the group was very pleased with what they heard, said Francoeur. “They observed employees that were actively engaged in safety and our business, and they also commented once again how great the place looked,” he said.

The group was back on an airplane by lunchtime. ■

*“We received a lot of positive feedback from the executive team about the change in our safety performance.”*

*—Steve Francoeur*

## MOPED Gang on the Move

Two recent near misses involving pedestrians and mobile equipment in the Halsey mill prompted the creation of a working group focused on mobile equipment and pedestrian safety. Calling themselves the MOPED Gang (MOBILE/PEDestrian), the 12-member group includes representatives from converting, shipping, maintenance, and the safety team.

The MOPED Gang began their work together by conducting a Hazard Identification and Risk Assessment (HIRA) on pedestrians and mobile equipment at the mill. As a result of the assessment, the group prioritized three areas of the mill in which to concentrate their initial efforts. “That mile-high view really opened our eyes to the hot spots we need to work on,” said Larry Campbell, mobile equipment trainer. “We ended up breaking the main mill into three zones, and the team split up and analyzed everything in their area.”

Most pedestrian/mobile equipment interaction occurs in converting and the warehouse, so those areas are being given top priority. “We haven’t gotten to secondary fiber or the paper mill yet,” said Chris Sims, shipping coordinator. “Over time, we will probably move into those areas to complete the process, but at this point we’re focusing on three zones. Those zones include work process areas and warehouses.”

Sims said that although several pedestrian routes and aisles have been established over the years, many traditional crossings are also busy lift truck routes, which creates safety hazards. Nothing has yet been decided, but recommended changes could include reducing the number and location of pedestrian crossings and installing additional guarding to separate pedestrians and mobile equipment.

Making these types of changes will affect employees’ ingrained habits and may prove

challenging at first, said Sims. “We’re talking about some areas where people have walked for years. Some of these changes might make it less convenient, but our objective is to make it safer for both pedestrians and mobile equipment. I’m not saying we’re going to change every route, but it might take some doing to reset people’s habits.”

The group is planning to try out some new technologies that promise to make crossings safer. These technologies could include motion-activated warning lights, audible signals, and/or cameras mounted on the mobile equipment. “There may be other equipment available that we don’t even know about yet—we’re still exploring,” said Sims.

Once a plan is in place for addressing these safety issues, the group will develop a communication model to keep the mill informed of the group’s progress and alert everyone about any changes.

Although forklift manufacturers have tried to make the equipment as safe as possible, things can still go wrong, as evidenced by the recent near misses. Campbell said holding the view that pedestrians always have the right of way is not useful at the mill. “You may have had the right-of-way, but if I didn’t see you and I hit you, you’re still injured,” he said. “When it comes down to it, a pedestrian will lose. It’s as simple as that.”

He said that education will play a big part in the issue, and having well-defined policies and procedures will help make the mill safer once everyone is on board.

“Remember when you got your driver’s license and the big saying was ‘drive defensively?’” queried Campbell. “When you walk in this mill, we want you to ‘walk defensively.’ We cannot be complacent as we walk through our mill.” ■



The MOPED Gang. Back (L-R): Joe Kelley, Matt Russell, Larry Campbell, Dean Davenport, Chris Sims, and Joe Ciullo. Front: Tony Johnson, Frank Taylor, and Andy Cotton



# The Safety Team

By Joe Ciullo, Safety Manager

North American Consumer Products puts “leadership and management commitment” at the top of the safety management system model. Over the last couple of years, one of the ways our management team has been demonstrating leadership commitment is by bolstering our mill’s resources.

A major initiative in this area was the hiring of converting employees to help curtail the overtime employees were working. Converting was not the only department working enormous amounts of overtime, but filling these positions helps other departments fill their positions more easily.

Our management team continued to show their commitment by fully staffing the safety department and ensuring that it has the appropriate resources to effectively help our mill realize our vision. Today, our safety team consists of a safety manager, safety supervisor, safety engineer, medical services coordinator/mill nurse, and four facility safety coordinators.

Wow—what a difference from years past! We used to operate in a reactionary mode, putting out the fires of the day and then starting over the following day. In order for us to sustain our safety process, developing a safety team is an essential change. Having the appropriate resources allows us to proactively tackle safety issues.

To give you a clear picture of the safety team’s structure, the roles and responsibilities of our safety team members follows:

**Safety manager:** The safety manager (Joe Ciullo), is responsible for strategic planning of the mill’s safety process to ensure that as a mill we are building a sustainable safety management system. In terms of the MBM framework, the safety manager primarily focuses on the vision, virtues, and talents.

**Safety supervisor:** The safety supervisor (Tammy O’Brien) is the safety coordinator’s resource person and is responsible for leading the mill in its incident analysis and ergonomics efforts.

**Safety engineer:** This role is new to our mill. It is much like the mechanical and electrical engineering entry level engineer program. Our safety engineer (Joe Kelley) is leading our combustible dust program and takes the lead in process safety.

**Medical services coordinator:** The mill nurse (Steve Kesey) provides us with professional medical assistance and coordinates Workers’ Compensation claims. In addition, the person in this position assists the worksite analysis facility coordinator (Andy Cotton) with the industrial hygiene plan and is the mill’s leader on pandemic issues.

**Safety coordinators:** Each of our four safety coordinators is responsible for a particular safety area:

- The **facility protection coordinator** (Chuck Ponke) is responsible for all of the fire protection systems in the mill and also leads the Emergency Response Team.
- The **worksite analysis facility coordinator** (Andy Cotton) coordinates comprehensive safety and industrial hygiene surveys to identify existing hazards in our workplace. For example, this coordinator is responsible for the HIRA initiative.



Joe Ciullo

- The **hazard prevention and control facility coordinator** (Matt Russell) focuses on confined space entry, lockout/tagout, and fall prevention and protection.
- The **training program facility coordinator** (Gary Walker) is primarily responsible for developing, maintaining, and overseeing all safety training materials for the mill.

We will soon add to the safety home page on the internal web site a breakdown of the safety team’s responsibilities. This information will make it easier for you to know who to call for answers to your safety questions.

The safety team’s vision is: “As a team, we will cultivate safety success by building confidence in our safety culture through encouragement, training, and leadership.” ■

*The safety team vision:  
“As a team, we will cultivate safety success by building confidence in our safety culture through encouragement, training, and leadership.”*

## Purchasing Department Reorganizes



*Juanita Rodriguez, Karen Roseberry, Stacey Jones, Ed Sherman*

Prompted by the transfer of Nick Kaiser to Georgia-Pacific's Muskogee facility, the Halsey purchasing department has been completely reorganized. Kaiser made a transition to the south to be closer to relatives and further his paper mill experience. The reorganization is creating a cross-trained team that will provide value to the company. "With Nick's departure, it left an opportunity to rearrange the duties of our remaining folks so it will give them some experience to enhance and round out their procurement skills," said Ed Sherman, manager—purchasing and stores.

Stacey Jones, who has been stores manager for the past two years, assumed Kaiser's duties when he left in October. "This is a great opportunity for me to learn the other half of the procurement organization," she said. The

majority of Jones' time will be spent providing contract services. She will partner with other departments in the mill to handle bids and contracts for large-scale projects.

Jones is not entirely new to purchasing, but she is new to Georgia-Pacific's procedures. "I had some experience with the purchasing side of procurement while with my former employer," she said, "but now I'm learning it from the GP perspective. The two halves of procurement are quite separate here, so there's a lot to learn. But it's been a lot of fun. So far, I love it."

After joining the purchasing department as a buyer last winter, Juanita Rodriguez has now been promoted to stores manager, taking over Jones' duties. She is supervising a crew of six hourly employees and managing the storeroom and receiving department. "As

a new storeroom manager and a new person in a supervisory role, one of the things that made the transition easy for me is that we have a really strong crew that is capable and comfortable in their roles," she said.

Rodriguez said she appreciates the strong mentoring she has received from Ed Sherman and she is grateful that Jones remains in the department and is a strong resource as she transitions into her new role. "There's a very strong support network from all angles," she said.

Karen Roseberry assumed the position vacated by Rodriguez (*see page 7*).

All the team members said reorganization will benefit the company in the long run. Rodriguez is a resource for Roseberry as she

*Continued on page 7*

## Riggott Assumes HR Generalist Duties

Emily Riggott joined the Halsey human resources department in September, assuming the responsibilities formerly performed by Erica Hauser. Her duties include labor relations, selection and staffing, human resources support and coaching, policy administration, employee relations, and performance management. She is charged with ensuring compliance with employment laws and regulations and with imparting the MBM Guiding Principles to employees.

Riggott was raised in Connecticut and attended the College of St. Rose in Albany, N.Y. In 2005, she earned a bachelor's degree in psychology with a concentration in industrial organizational psychology and a minor in business. In June 2008, she earned a Professional in Human Resources certification.

While she was a college student, she began an internship at Cascade Tissue Group in



*Emily Riggott*

Waterford, N.Y. During the internship, she worked in the converting facility, the sales organization, and the paper mill. The internship led to the offer of a full-time position in the human resources department, where she worked until 2008. Her duties at Cascade

Tissue Group were similar to the duties she now has at the Halsey mill.

Riggott relocated to Oregon in 2008 to be closer to her significant other. She took a position at Samaritan Health Services, where she recruited specialty care nurses and radiology professionals. She said she got “extremely excited” when she heard about the opening at Georgia-Pacific.

“I really enjoy the manufacturing setting, so I was excited to see this position come available,” she said. “I jumped at the opportunity and was lucky enough to be offered the position.”

When she is not working, Riggott enjoys spending her time being active in the outdoors. She likes to explore the Pacific Northwest on skis, on foot, or in a raft. She also plays indoor soccer and tends a garden at her home in Corvallis. ■

## Roseberry Joins Purchasing

Karen Roseberry joined the purchasing department in September. She will be processing purchasing orders, servicing internal customers (primarily engineers and planners), working with vendors, and optimizing inventory levels.

Before coming to the Halsey mill, Roseberry worked at HP as a repair/process operator and later transitioned into a technical support position for product and process engineering. During the early 2000s while working at HP, she attended Linn-Benton Community College and earned an associate's degree, focusing her classes in business.

After a major layoff at HP in 2005, she began working at a pathology laboratory in Eugene as a “gross room” assistant. In that position, she worked with pathology assistants, measuring biopsies and recording the results. After about nine months, she

decided to take advantage of a retraining program that was available to her because of her status at HP and return to school at Oregon State University. In 2008, she earned a bachelor's degree in business administration with a minor in health management policy.

Although she was originally interested in a career in the medical field, she learned about the job at the mill and decided to apply. “Purchasing sounded very fascinating in terms of working with vendors and collaborating with other people—that's kind of what drew me in,” she said. “It's been great. Everyone's been fantastic.”

Prior to her job at HP, Roseberry raised three daughters. They are now grown, and she has three grandchildren. For the past three years, she has been studying a Japanese martial art called Kosho-Ryu Kenpo Karate. “It's a lot of fun,” she said. ■

## Purchasing Reorganization

*Continued from page 6*

develops in her new position and, because she is familiar with purchasing because she provided backup support for Kaiser, she is helping Jones learn her new duties.

“I love it that we've created this really cohesive team,” said Jones. “I have stores experience, so I can still help out when Karen or Juanita are slammed. Everybody's training everybody right now.” Of course, Sherman is available to the entire team for support and mentoring.

“My goal is to have a good cross-trained team that can complement and work together better and also increase their value to the company and the value that they can contribute to the company,” he said. “Everybody is starting to get transitioned over and we're certainly still helping each other, but we're coming up to speed rapidly.” ■

## United Way Drive in Progress

The United Way team kicked off the 2009 pledge drive on Sept. 28. Employees have until Dec. 1 to make their pledges and can use a simple form on the internal web site to donate.

“Rich Kane set up a shortcut for us on our mill home page so people can log on and do their own pledges online,” said Kathleen Lee, principal secretary. “Solicitors can help people individually through the process.”

This year’s goal is \$55,000, which is \$1,000 more than was raised last year. “Most of our employees are very generous, so we’re hoping to have a really successful campaign,” said Micki Mangan, human resources administrator. “It only succeeds because of the employees and their efforts.”

As in prior years, solicitors toured nonprofit facilities that receive United Way funds. This year, they attended presentations by the Albany Boys and Girls Club, which provides

after school activities for youth; Albany Family Tree Relief Nursery, a child abuse prevention organization; Albany Partnership for Housing, a local organization that provides housing for low-income families and individuals; and the Mid-Willamette Valley YMCA, a Christian organization that provides services for youth.

Mangan said the tours help the solicitors understand the needs of the community. “It’s always an eye opener for everybody,” she said.

Ryan Aiello, converting employee and United Way campaign chairman, said all four organizations began their presentations by saying that the need for their services is greater this year than it has ever been. “I thought it was bad last year, and it’s worse this year than it was last year,” he said. “Every single one of the directors reported that all of their requests for scholarships,

services, goods, food—you name it—is the highest it’s ever been—ever. The recession is affecting everyone.”

Aiello said donating to United Way can help those who are struggling to make ends meet. “We all have very good jobs and there are a lot of people who don’t,” he said. “Other people may still have a job, but perhaps they’ve been laid off for a week or two and they need to go down to the food bank. That could easily happen to us, too. So while we’re able to, let’s step out in faith and help somebody else. The Halsey Mill has an excellent work force who has always answered the call for the needy. I am hoping for the same this year.”

It is not necessary to go to a United Way presentation to make a donation; just see or send an email to Aiello ([ryan.aiello@gapac.com](mailto:ryan.aiello@gapac.com)) and he will be happy to help. ■



*The Halsey Mill United Way Team*

# Volunteers Paint Elderly Woman's Home



Steve Kesey

Seventeen Halsey employees and their friends and family members helped to brighten the world of Gloria Young, 82, of Albany in September. They spent their non-working hours painting her house as part of the annual Paint Your Heart Out volunteer effort.

"She was really grateful for the help," said Stacey Jones, purchasing agent. The original plan was to spend one Saturday painting but, as it turned out, the house needed two coats of paint, so the volunteers spent another Saturday in addition to time during the week to finish up the project.



Laura Killian

"The team was great," said Jones. "We could not have gotten two coats on her house without them. Even in the face of it being a home game for the Beavers, people turned out in droves, so I couldn't have been happier about that. We had a mix of hourly and salaried folks, and a lot of repeats from last year."

Jones is especially grateful for the efforts of Jeff Bond, converting employee. "Jeff is a consistent volunteer for Paint Your Heart Out," she said. "He was so instrumental this year—he really led this effort. He spent a tremendous amount of time during his days off on the job site, not just helping organize the painting and doing the lion's share of it himself, but also helping Gloria with several other tasks around her home, like fixing some windows. I know he's been a real blessing to her, and I personally appreciate all he's done for this member of our community."

Micki Mangan has taken the lead in organizing Paint Your Heart Out for several years, but she is planning to retire in April. She is mentoring Jones so someone will be able

to step in and lead the event. "Micki Mangan has been so instrumental and such a face for GP in terms of our philanthropic work," said Jones. "She's sort of tapped several of us to be the leads for the various charitable works we do. I tried to learn as much as I could this year about how to run the Paint Your Heart Out effort. She's just flawless in her execution, so it's been great to learn from her."

Jones is happy to be part of the Paint Your Heart Out effort and hopes to get more people involved next year.

"I love this project," she said. "I'm glad Micki asked me to be a part of it, because it's really gratifying. I want to encourage folks if they haven't volunteered for this particular event in the past to consider it, because it's a great deal of fun." ■

*Many thanks to  
this year's  
Paint Your Heart  
Out participants!*

*Jeff Bond  
Joe Ciullo  
Debbie Coleman  
John Ellinger  
Chantelle Hansen  
Rich Kane  
Steve Kesey  
Laura Killian  
Sara Lambeth  
Kathleen Lee  
Sydney Leon  
Micki Mangan  
Mike Mangan  
Murae Van Ras  
Emily Riggott  
Juanita Rodriguez  
Dennis Rolfe  
Leslie Wood*

## Halsey Mill Donates Scholarship Funds to LBCC

After much consideration and a special request to corporate headquarters, the Halsey mill was able to give \$5,000 to Linn-Benton Community College for their scholarship program.

The economic downturn has affected everyone and Georgia-Pacific is no exception. The mill makes several charitable donations each year, with United Way being the largest. This past year, the mill was asked to cut back on these donations.

“We have made a donation to LBCC for several years, but unfortunately this year it—along with several other of our normal donations—did not make the initial cut,” said Steve Francoeur, vice president—Halsey mill.

Like most other public institutions, LBCC’s budget has decreased significantly. Unfortunately, there has also been a significant increase in the need for their services.

“The college is a valuable partner with the mill,” said Francoeur. “It provides educa-



*John McArdle, development director, Linn-Benton Community College; Steve Francoeur, vice president—Halsey mill; Carol Schaafsma, executive vice president, LBCC; and Gary Ruppert, dean of instruction, LBCC*

tional opportunities for our employees and lower cost opportunities for the children of our employees. As the year progressed and the economic forecast improved, we made

an attempt to fund this donation and it was approved. We ended up being able fund it, but at a lesser amount than we normally give.” ■

## Golf Tournament Raises Gift Money

Thirty-two people participated in this year’s Halsey Golf Tournament, which was held on September 12 at Diamond Woods.

“We had a great day,” said Steve Francoeur, vice president—Halsey mill. “We had great weather that day and the play was pretty competitive. Everyone seemed to enjoy themselves.”

Golfers purchased mulligans, which raised \$140 for this year’s drive to provide Christmas gifts for children.

### Team winners

*First place:* Derric Giddings, Rick Plagmann, John Ongers, Steve Garcia. *Second place:* Mick Allen, Dave Raisl, Jim Kellogg, Wayne Evans. *Third place:* Dean Davenport, Monty Norris, Major Van Eaton, Adam Williams

### Individual winners

*Long drive:* Monty Norris. *Closest to the pin:* Buck Barnhouse. *Most accurate drive:* Andy Popp

Thanks to everyone who participated!



*One of Dennis Potter’s western photographs, taken at the Philomath rodeo. The photo of the couple on the tandem bike (at right) won a first place award in a photography contest (the photo has been cropped to fit the space).*

DO YOU KNOW OF SOMEONE AT THE HALSEY MILL WHO HAS GONE ABOVE AND BEYOND?  
CONTACT DONNA BLACK: 369-1266 OR DONNA.BLACK@GAPAC.COM



## DENNIS POTTER: AWARD-WINNING PHOTOGRAPHER

On the back cover of a beautiful coffee table book called *Capture Lane County* is a color photograph of an older couple riding a tandem bicycle at Fern Ridge Reservoir near Eugene. The photo, which also appears on a double-page spread inside the book, was submitted as part of a contest sponsored by the Eugene Register-Guard. The local newspaper solicited photographs taken in Lane County by professional and amateur photographers.

The photograph of the couple on the bicycle won the first place consensus award in the sports and recreation category by a vote of more than 600,000 people. Dennis Potter, converting employee, took the photograph. He has several others in the publication, chosen from nearly 900 submissions. The other photos include a snow scene west of Junction City, a close-up of a butterfly, and white fence in the fog.

Potter started taking photos in high school and college in the early 1970s. His favorite subjects are sports—especially rodeos and water skiers—and scenery. On his days off, he often spends his time taking photos around the Northwest.

He also enjoys shooting people (with a camera, that is). “I love taking pictures of the older people where they have shadows and wrinkles in their skin,” he said. “They have a lot of character to them.”

He has been showing and selling his work for about 15 years, but keeps it “at a hobby level,” he said. For example, his photographs have been displayed at Barnes and Noble, Wyatt’s Restaurant in Albany, and Soda Creek Gallery in Sisters. One of his images from a rodeo in Philomath was chosen to be featured in a calendar published by *RANGE* magazine.

Over the years, Potter has won numerous other awards for his photography, including

three gold medals in international competitions sponsored by the Photographic Society of America. “They’re really hard to win because so many thousands of photos go in before a gold medal is selected,” he said. He has also won merchandise and cash from organizations such as National Geographic, Canon, and Nikon. He is a judge for the Nature Photographers of the Pacific Northwest competitions.

Last year, Potter was invited to be a presenter at the “Shooting the West” convention held in Winnemucca, Nevada. “It was kind of an honor because I’m the first nonprofessional they’ve ever hired to do that,” he said. He put together two short digital presentations that showcased his work—one featuring his rodeo work and one featuring scenic shots of Oregon.

Potter said he used to do weddings, but doesn’t do that many now because “they’re a little bit stressful.” Occasionally, he shoots pictures at local sporting events and takes senior portraits. Mostly, however, he likes to just keep his eyes open for that special photograph. He and his wife Cathy enjoy taking rides in the country on his days off.

“I think it’s really neat if you can capture a moment in time, whether it’s good light or expressions on people’s faces,” he said. “I just really enjoy it.”



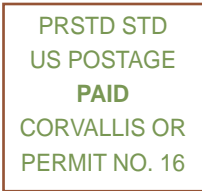
*Dennis Potter (self portrait)*

Potter started out using a “point and shoot” Kodak 110 camera. Eventually, he transitioned to a 35-millimeter, and then went digital about 10 years ago. He used Nikon equipment for a while, but now shoots with a Canon 40D-SLR that has 100-400 mm and 17-85 mm lenses and a flash.

He said he works in about a dozen different software programs for processing and manipulating photos and does most of his own printing, matting, and framing.

Potter said he has toyed with the idea of a career in photography, but has decided against it for now. “I just think it’s time better spent doing what I do at Georgia-Pacific,” he said. “Maybe when I retire.” He said he has sold some images 15 or 20 times, such as one featuring a little boy with a horse. “If you get one really, really good shot you can sell it several times,” he said. “That pays for your camera equipment.” ■





## Employee Services Contact Information

### Employee Assistance Program (EAP) and Mental Health / Substance Abuse

United Behavioral Health ..... 800-811-6960  
[www.liveandworkwell.com](http://www.liveandworkwell.com) or [www.myuhc.com](http://www.myuhc.com)

### Employee Self Service (ESS)

Access to Internet (from home) ..... <http://hr.gp.com>  
(contact local IT if you need new login and password)  
Corporate Solution Center ..... 877-352-4357

### Employment Verifications

The Work Number ..... 800-367-5690  
Company Code ..... 10739  
Client Service Center (help desk) ..... 800-996-7566

### HR Service Center

General questions, benefits, addresses,  
Direct deposit, W-4 ..... 800-700-3365  
Fax ..... 404-749-2624

### Mill Phone Numbers

Halsey (Vehicle Access Gate) ..... 541-369-1210  
Halsey (Foot Access Gate) ..... 541-369-1577  
Halsey Mill ..... 541-369-2293  
Or ..... 800-962-1527

### Medical, Vision, and Dental Benefits (Hourly & Salaried)

United Health Care ([www.myuhc.com](http://www.myuhc.com)) ..... 800-334-1643  
Caremark (prescriptions: [www.caremark.com](http://www.caremark.com)) .. 800-826-6941  
EyeMed Vision ([www.eyemedvisioncare.com](http://www.eyemedvisioncare.com)) ... 866-723-0513  
Dental (UMR: [www.umar.com](http://www.umar.com)) ..... 888-459-3013

### GP Cares

Optum Health ([www.gp-cares.com](http://www.gp-cares.com)) ..... 888-472-2731

### Pensions (Hourly) United Steel Worker's Pension Fund

Nelda Drake (last names A-G) ..... 800-251-4109  
Juan Cavalini (last names H-K) ..... 866-412-5388  
Pam Eaton (last names L-P) ..... 800-423-8743  
Barbara Mathis (last names Q-Z) ..... 800-251-4108  
Pension Estimates ..... 800-474-8673  
Fax ..... 615-333-5760

### Pensions (Salaried)

Vanguard ([www.vanguard.com](http://www.vanguard.com)) ..... 800-523-1188

### 401K (Hourly and Salaried)

Hewitt (<http://resources.hewitt.com/koch>) .... 877-344-5772

### Flexible Spending Account (FSA)

UMR ([www.umar.com](http://www.umar.com)) ..... 888-459-3013

### Health Savings Account (HSA)

Optum Health Bank ([www.myuhc.com](http://www.myuhc.com)) ..... 800-791-9361

### Safety Glass Providers

Albany Eye Care, Albany ..... 541-926-6077  
EyeCare Associates, Albany ..... 541-926-5848  
Valley Eye Care, Corvallis ..... 541-754-6222  
Family Vision Center, Eugene ..... 541-686-1237  
Lifetime Vision Source, Lebanon ..... 541-451-1144  
EyeCare Associates, Lebanon ..... 541-451-5808  
Pomeroy Optical, Salem ..... 503-363-9011  
Custom Eyes, Springfield ..... 541-741-0122  
Eycare Focus ..... 541-726-5055  
Mid Valley Eye Center, Sweet Home.... 541-367-2188  
AO/Representative Tami Logan ..... 541-401-5022

### Long-Term Disability and Accident and Sickness

MetLife ([www.metlife.com/mybenefits](http://www.metlife.com/mybenefits)) ..... 877-320-3173