



The PIMA Leader Letter

A Newsletter Published for PIMA Volunteer Leaders

PIMA Announces New 2002-2003 Executive Committee



Ray Heuchling
PIMA President



Bobby Morrison
PIMA Affiliate Chair

PIMA has recently named new board members for the upcoming 2002-2003 term. Ray Heuchling, vice president of Pulp and Paper Sales (*Irving Forest Products*), assumes the role of National President. Bob Morrison, area manager, (*Voith Fabrics*), is the new National PIMA Affiliate Chair. Completing the Executive Committee is: Harry Seamans, (*Potlatch Corp.*) President Elect; Pat Begrowicz, (*MeadWestvaco Corp.*) First Vice President; Diane Murdock, (*Fluidix Microforming Systems Inc.*) First Affiliate Vice Chairman; Robert Taylor, (*International Paper*) Secretary/Treasurer;

Terry Gallagher, (*ONDEO Nalco Chemical Co.*) Second Affiliate Vice Chairman; Benjamin Thorp, (*Georgia-Pacific Corp.*), Director at Large; and Scott Baumruck, PIMA's Executive Vice President.

Experience and expertise are what the new board brings to PIMA. Heuchling, a PIMA member since 1980, started in pulp sales in 1977 with Irving Forest Products and is currently their vice president of Pulp and Paper Sales. Heuchling has previously served the Northeast PIMA region as well as held the position of First Vice President for National PIMA. A

graduate from City College of New York with a B.A. in psychology, he did graduate study work at Columbia University and University of Western Ontario, majoring in marketing management.

Morrison has been a PIMA member for 30 years, having joined the association in 1972. He began his paper industry career in 1964 with Kimberly-Clark and joined Brandon Drying Fabrics in 1972. In 1986 he was employed by Lindsey Wire, which was acquired by Voith Fabrics in the mid 1990's. Morrison has previously served as chair at Dixie PIMA and as Affiliate Chair of the Salesman's Society of Dixie PIMA.

The executive committee works to further the mission of PIMA, which is to contribute to the strength of the Pulp and Paper industry by providing the means for its members to address issues of relevance to the industry and to develop their management and leadership skills. The Board of Directors directs and oversees all association activities, one of which is the planning of the 2003 Annual Conference, June 30-July 2, in New York City.

2003 PIMA Annual Conferences

35th International Technology Conference
April 28-30, 2003
Vancouver, British Columbia, Canada

84th Annual International Management Conference - June 30-July 2, 2003
New York, NY

35th Annual PIMA International Technology Conference

April 27–30, 2003
Fairmont Hotel Vancouver
Vancouver, BC Canada



Exhibit Dates—April 28–29, 2003

The Annual PIMA Information Technology International Conference attracts top-level information technology executives from the paper and pulp industry. The PIMA IT conference is the perfect setting to introduce new products, network with industry associates, and build strong relationships with decision makers in the paper and pulp industry. The conference will take place at the Fairmont Hotel Vancouver in beautiful Vancouver, British Columbia.

Highlights:

Opening Reception - Excellent networking opportunity for one-on-one contact with managers and executives in the paper industry.

Breaks/Receptions - Held in exhibit hall to attract decision-makers to exhibitor booths.

Technology Showcases - Excellent for introducing new products and giving live demonstrations

International Attendees - More than 20% of PIMA attendees are from outside the U.S.

Decision-Makers - More than 35% of PIMA attendees are at the director level or above.

Save 10% on the Exhibit and Technology Showcase fee.

If you have any questions regarding exhibiting at the 2003 PIMA Information Technology International Conference, please contact Patrick Filippelli of PIMA at 847/375-4754, pfilippelli@amctec.com, or check out PIMA Web site at www.pimaweb.org

We look forward to seeing you in Vancouver!!!

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Northeast and Connecticut Valley Divisions Announce Plans for Joint Fall Meeting 2002

Madison, ME - Division Chairmen Joseph Clark, Maintenance Manager, Madison Paper Industries, and Tom Beauregard, Hollingsworth & Vose announce plans for the joint Northeast/Connecticut Valley Fall Meeting 2002 to be held September 19 – 20 at The Samoset Resort in Rockport, Maine. Northeast Affiliate Chairman Douglas L. Moore, Marketing Manager, Cianbro Corporation, reports that an excellent program has been formulated around the theme “**Energizing our Leaders for Success**”. This is definitely a meeting to attend. In order to make this program accessible and inexpensive, we are offering it on an “a la carte” basis so that attendees can pick & choose whatever sections they want. While we encourage attendance at the whole conference, it is not necessary and registrants will simply pay a registration fee in proportion to what they attend.

On the morning of September 19th, the Northeast PIMA Pulping Specialist Committee will lead a session that addresses the “*International Pulp Supply*”. There will be a number of speakers that look at alternative sources of pulp from such areas as South America and Southeast Asia.

In the following session, Harry Bailey of Harry Bailey Associates will lead a discussion entitled “*Workplace Security*”. Speakers include Mr. Paul Wagner, Advanced Technologies, Mr. Michael Baer, Vescom Corporation and Dr. Jeff Matrenga. These speakers will address the topics of “Access Control”, “Contract versus In-house Security Systems” and “Workplace Violence”. This is certain to be an interesting session given the state of security in our nation today. Harry Bailey mentioned that this topic is “an important and timely topic in these tense times”.

PIMA Divisions Calendar of Events

September 19-20, 2002

Connecticut Valley/Northeast

Division Fall Meeting

Energizing Our Leaders for Success

Samoset Resort

Rockport, ME

September 24, 2002

North Central Sporting Clays/5-Stand Competition

Stress Relief Management

J&H Game Farm

Navarino, WI

September 25-27, 2002

Dixie Division Fall Conference

Kingston Plantation

Myrtle Beach, SC

September 26-27, 2002

Mid-Atlantic Division Fall Meeting

Gettysburg, PA

September 27-28, 2002

New York/Canadian Meeting

Lake Placid, NY

Following the Annual Business meetings on Friday morning, September 20th, Mr. Mike Hogan of Hogan Inc. will lead a session entitled “*What it Takes to Survive in Today's Environment*”. This session will feature Mr. Dennis Belanger of Management Resources Group.

The afternoon session will feature a panel of local mill executives who will discuss “*The Survival of Our Industry*”. The session will be moderated by Mr. Doug Moore of Cianbro Corporation. At presstime, Mr. Dick Arnold of Fraser Papers, Madawaska, Maine

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Dixie PIMA Fall Meeting

September 25-27, 2002
Kingston Plantation Resort
Myrtle Beach, SC



Featuring

Keynote: "Erk" Russell

Award winning football coach of the Georgia Southern, Eagles

Presenting

- New and Emerging Technology showcases
- Kepner Tregoe seminar on Analytic Trouble Shooting
- Mill Managers Panel
- Management Sessions:
- Energy * Water Conservation * Safety * Process Reliability

Inquiries

David Phillips, Dixie Southeast Chair, 736/236-5503
Robert Green, Dixie Southern Chair, 252/636-6553

2002 Leadership Council Inductees

The Leadership Council is composed of long-term PIMA members recognized for their significant contributions to the management of the paper industry; those who have been selected as PIMA "Executive of the Year"; and those who have held leadership positions within the National PIMA organization. The 2002 Leadership Council Inductees are as follows:

John Canon

Richard T. Colvin

Marvin D. Cooper

William B. Howes

Richard Johnston

Thomas J. Krieg

C. Richard Larrick

Albert B. Moore

Joint Fall Meeting

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has agreed to participate as well as John Donahue, Mill Manager, SAPPI-Westbrook, Dana Pelletier, Mill Manager, Newark Group Mill, Fitchburg, MA, and John Williams, President, MPPA. The Executive Panel will discuss such topics as "The present state of the industry and the economy", "What will the workforce look like in the future?", "How technology will change the industry", and "The effect of global competition".

Friday evening meeting participants will have the opportunity to learn about the "New directions

for PIMA" from the after dinner speaker Mr. Ray Heuchling, Irving Forest Products and President of PIMA.

Mark your calendars now. For more information, please contact Joe Clark, Madison Paper (207-696-1273), Doug Moore, Cianbro Corporation (207-487-4234), Leo Robert, Curtis Fine Papers (413-743-0290) or Phil Baker, Engelhard Corporation (207-781-2461).

Reach for the Apple in New York!

Save the date for PIMA's 84th Annual International Management Conference, June 29-July 2, 2003, at the New York Hilton, NY, NY.

The conference will feature topics such as:

- International Benchmarking Strategies
- Industry Trends
- Improving Mill Profitability
- *and much, much more!*

The 2003 President's Panel Participants



Pete Correll
President & CEO
Georgia-Pacific Corporation



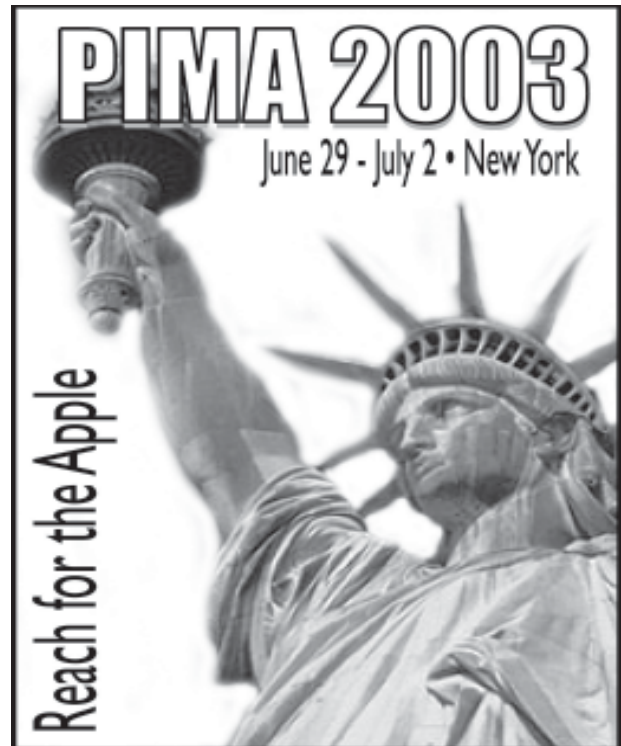
Steve Buckman
Buckman Laboratories



Russell T. Lewis
President & CEO
New York Times Company



Hans Mueller
President & CEO
Voith Paper Holding
GmbH & Co.



Ray Henchling kicks off his new role as president, leading a group of attendees from the San Francisco conference in a chorus "kick" line of Sinatra's New York New York, getting everyone excited about next year's Annual Management Conference in NY.

PIMA Management Conference Huge Success

Over 400 industry leaders joined PIMA for the 83rd Annual International Management Conference in San Francisco, June 18-21, 2002. The Conference offered answers to some of the most troubling issues that every manager needs to know. The ***7 New Rules for Today's Manager*** was the basis of an exciting and informative conference.

The Opening ceremonies kicked off the conference with a presentation by the Color Guard, the singing of the National Anthem, followed by the opening breakfast and uplifting keynote presentation given by David Naster. Mr. Naster is the author of *You Just Have to Laugh* and had everyone laughing, early in the morning!

“groovy” ‘60s theme party. Attendees knocked themselves out dressing for the theme party and danced the night away to Purple Haze.

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The 7 Rules of Management were:

- ***Rule #1 New Rule of Leadership***
- ***Rule #2 New Rule of the Market***
- ***Rule #3 New Rule of Technology***
- ***Rule #4 New Rule of the Workplace***
- ***Rule #5 New Rule of the Workforce***
- ***Rule #6 New Rule of the Environment***
- ***Rule #7 New Rule of the Economy***



The conference provided great opportunities for industry leaders to network and mingle at the

Conference Highlights

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Friday night, attendees recognized their peers at the Annual Awards Luncheon and Awards Dinner. PIMA's National Awards programs honors deserving individuals in the pulp and paper industry for professional excellence and distinguished service. The following individuals were honored:

Thomas F. Sheerin, Sr. Service Award

Glenn V. Ostle

Metso Paper

Ray H. Cross Community Service

Patrice Pergolski

Weyerhaeuser

Student of the Year

Joseph Jorgenson

University of Minnesota

Kenneth G. Phillips Specialist Group Award

C.A. "Kasy" King

Technology Resource Management

Delano L. "Del" Boutin Division Service

Robert A. "Bobby" Morrison

Voith Fabrics

Glen T. Renegar Award

Willis J. Potts

Inland Paperboard and Packaging

Executive of the Year

William B. Howes

Chairman

Inland Paperboard and Packaging, Inc.

Mill Manager of the Year

Larry Newell

Liberty Paper

Brookshire Moore - Superintendent of the Year

Dana F. Deans

International Paper

Both spouse and youth enjoyed outings to many exciting San Francisco sights including: Alcatraz, Sausalito, Napa Valley, China Town and Six Flags Theme Park.

