



THE PIMA APOST

News from the Paper Industry Management Association

SUMMER 2003

Change Is Good for PIMA

Change is inevitable, but some situations provide more impetus to change than others. The last few years in the paper industry certainly have provided the impetus; we've all gone through more changes than we'd even like to think about. But change is good—and it has been good for PIMA.

Our renewed drive to provide more and better member value has led us to focus on changes that will benefit you and your company directly. The momentum that is driving our heightened level of service is one of our key changes and that is the way we are now managing PIMA. It is absolutely necessary that PIMA provides services and training viewed as valuable by our industry.

In the old days—a couple of years ago—the president, affiliate chair, and

executive director pretty much ran PIMA for the year. Now, an executive committee led by the president, which includes the next levels of vice chairmen from both the industry and affiliates, manage PIMA. The result has been more ideas, efficient focus on the right things, and continuity from year to year. This has allowed our efforts to keep the pace from one year to the next.

PIMA provides value with training events so industry leaders stay aware of the business environment and learn leadership skills in specific and useful management areas. Webcasts have allowed us to provide these learning events close to mills, so that employees don't miss many work hours. PIMA provides such focused training so that leaders are able to immediately utilize learning to improve performance.

In 2004, we, along with the rest of our executive board, will focus on providing this value primarily through our divisions. Our divisions have the greatest opportunity to provide the aforementioned valuable training. We have 11 divisions distributed over the United States, with leaders who know paper mills and related businesses and what makes sense for their areas. The executive board, specialist committees, and the staff will be doing the things that will help our divisions succeed in providing the value.

It's shaping up to be a fun year for PIMA. Although changes in the industry and worldwide may have pushed us, we have eagerly jumped into that transition. We've provide value in the past, so we have the skill to provide value in the present and the future. It is fun when you know you are doing the right things and are able to witness the good results that follow. ▲



Harry Seamans
PIMA President
Vice President,
Pulp and Paperboard
Potlatch Corporation



Diane Murdock
Affiliate Chair
Appleton
International Inc.

Harry Seamans



Harry Seamans

PIMA President Harry Seamans graduated from Louisiana Tech with a degree in chemical engineering and started in the paper industry as a co-op student in 1972. He attended the Institute of Paper

Chemistry and graduated with a masters degree in paper science in 1977.

Seamans has worked for Potlatch Corporation since graduating in 1977. He has worked for 25 years in the Cypress Bend mill near McGehee, AK, and has been the mill manager for the last eight years. In 2003, Seamans was named the vice president of the Pulp and Paperboard Division of Potlatch and relocated to Lewiston, ID.

Harry got involved with PIMA at the Cypress Bend mill, and joined the chairs in Dixie PIMA. In 1992, he was co-president of the Dixie Division. Seamans joined the National Board of Directors for PIMA in 1999. ▲

Diane Murdock



Diane Murdock

PIMA National Affiliate Chairman Diane Murdock is director for business development with Appleton International, Inc. of Kimberly, WI. She is a member of PIMA's executive committee and board

of directors. She chairs PIMA's education and training and previously served on the membership committee. In addition to serving as the 1998 national conference chair, she has been a speaker at previous PIMA national conferences and PIMA's student summit.

Murdock served 3 years on the board of directors of TAPPI, and was named a TAPPI Fellow. ▲

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Potlatch Corporation

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Appleton International

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Ralph Feck
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2003 International Management Conference a Success


PIMA's 84th annual International Management Conference, June 29–July 2, in New York City was a success. More than 300 pulp and paper leaders were in attendance to hear the latest industry trends, leadership wisdom, and benchmarking standards of excellence from outside of the industry tops.

The conference commenced with a tribute to the Heroes of September 11, 2001, which included the presentation of the colors, the singing of the National Anthem, and the playing of the bagpipes by the FDNY Emerald Society Pipes and Drums. The keynote speaker, Chief John A. "Jay" Jonas, provided a compelling recount of the tragedy of September 11, and how the FDNY leadership has rebuilt since the terrible day.

A reoccurring topic throughout many of the presentations focused on surviving and succeeding in the ever-changing business climate. This year's President's Panel addressed "How to Succeed in the

Changing Marketplace and Business Culture." A "Review of the Marketplace by the End Consumer" featured participants from The New York Times Company, Time, Inc., and Procter and Gamble. A Papermaker's Roundtable and Mill Manager's Panel addressed challenges and successes that participants have encountered in the past year. The Specialist Group breakout sessions addressed the importance for remaining competitive and profitable in the current business environment.

Hospitality receptions held each night of the conference allowed attendees the opportunity to network with other industry peers and to catch up with old industry friends. PIMA again thanks this year's sponsors for their generous support of these and other events!

For more information on this year's conference and for copies of presentations, visit www.pimaweb.org. 



*The FDNY Emerald Society
Pipes and Drums*



*The paper industry's best were
recognized at the 2003 PIMA
on Broadway banquet.*



*More than 300 pulp and paper leaders
were in attendance.*



Attendees from the Northeast Division of PIMA (from left) Gil Berube, Eric Wohltjin, and Rosaire Pelletier.



Executive of the Year winner John Luke, Meadwestvaco



2003 Presidents' Panel participants



Ray Heuchling, PIMA President for 2002-2003, passes the gavel to Harry Seamens, President, 2003-2004.



Networking opportunities abounded at this year's conference.



PIMA IT Conference a Key Opportunity

By Dave Stockford

OSisoft has participated in PIMA IT conferences for many years—either by exhibiting or supplying a representative for the conference planning committee. The company considers these conferences—like the one held April 27-30 2003 in Vancouver, B.C., Canada—as key opportunities for presenting OSisoft products to the IT decision makers in pulp and paper.

The conference does a superb job of setting up a well-organized exhibit for IT vendors to showcase their wares. At the same time, IT conference presentations are focused on the

lessons that pulp and paper IT experts and users learned while implementing and maintaining information technologies. Many of these presentations directly address both the user costs and benefits (ROI) of the various IT technologies.

All major players in IT in Pulp and Paper should seriously consider attending the 2004 Conference in New Orleans.



PIMA IT Conference
Stay Connected. Deliver Value

Ralph Feck New PIMA 1st Vice President



Ralph Feck will serve as PIMA's 1st Vice-President for 2003-2004 and also serves on the Executive Board Member Maine Pulp and Paper Association. He brings to the PIMA board more than 20 years of experience in the forest products industry, with an emphasis in pulp and paper technical operations and management.

A native of Jefferson, OR, Feck graduated from the University of Oregon in 1979 with a Bachelor of Science degree in chemistry. He comes from a true paper industry family: Ralph's father and grandfather both worked for Fraser Paper in Madawaska, ME. Ralph's wife, Debby, is a native of Woodland, ME, and works there for Domtar as its mill manager.

Feck has served his entire career in the pulp and paper industry with Georgia-Pacific, and is currently the vice president of Maine operations, while managing the Old Town operations. 🌲

Renegar & CPBIS/PIMA Management Excellence Award Winners

The paper industry's best were recognized at PIMA's Awards night, held during the 84th Annual International Management Conference, June 29-July 2, in New York City. This year's theme, "PIMA on Broadway," allowed award winners to walk the red carpet while being photographed by the paper industry "paparazzi." PIMA President Ray Heuchling, of Irving Forest Products, served as the event's emcee.

The Glen T. Renegar award recognizes an individual who has provided outstanding service and contribution toward the growth and betterment of PIMA. This year's recipient, Diane Murdock of Appleton International, Inc., played a major role in the successful launch of PIMA's online training curriculum, and will serve as the Affiliate Chair for 2003-2004.

Ben Thorp of Georgia-Pacific, winner of the new CPBIS/PIMA Management Excellence Award, was chosen based on his career contributions of excellence in the realm of Paper Industry Management. 🌲

Thorp Thanks Peers for Honor

Ben Thorp says he was "shocked, surprised, and honored to receive the CPBIS-PIMA award. My career goal has been to work in different 'corners' of the pulp and paper industry—namely the supplier, engineering, and owner sides," he says. "My current position at Georgia-Pacific has permitted me to see a well-run pulp and paper company, the development of a strategy to change the underlying products and markets, and the implementation of a massive change strategy that included two new through air-dried tissue machines and a commercial-scale black liquor gasifier.

"I also have been involved in the academic side of our industry as past president of the Georgia Tech Pulp and Paper Foundation; a member of the Research Advisory Committee at IPST; and as an alternate to the Industrial Advisory Board for the Center for Paper and Business Industry Studies (CPBIS). During my career I have also held positions ranging from president of small firms to vice president, and director of large firms.

"Having contacts in these 'corners' has expanded my network to the advantage of my employers and given me the expertise to analyze or address problems in hours or days—versus weeks or months. My experience has enabled me to see that my industry peers share the same problems and opportunities.

"Of the many lessons I've learned, four stand out. First, always tie what you or your team is doing directly to a major organizational goal. Second, always achieve your goals as fast as possible; industry needs change fast. The first two lessons are the most difficult for a team to adopt.

"The third lesson is to find ways that show your team that the high road is always a better road. The fourth is to continue to learn. I learn something new in every meeting I attend. When I meet with machine crews to solve a problem



Congratulations to Ben Thorp, CPPBIS/PIMA Management Excellence Award winner (far left), and Diane Murdock (second from right), Glen T. Renegar Award winner.

or start a new facility, I always assume there is someone who knows key things that I don't know. The same is true in my meetings with academics or industrialists.

"I recently spent some of my non-GP time with CPBIS and the Agenda 2020 Committees of AF&PA. I believe the pulp, paper and building products industry is uniquely fortunate to have such profound research being done on the business and technical sides. CPBIS is a Sloan Industry Center and capable of providing insight and direction like it did at MIT for the U.S. automotive industry. A book from the MIT Center—*The Machine that Changed the World* (from Rawson Associates—research that had a galvanizing effect on automakers worldwide and demonstrated the value potential of Sloan Industry Centers) gives some insight into what is needed and what is possible.

"Agenda 2020 will soon illustrate that the pulp bio-refineries that we currently operate can be improved, and that new products can be at least as valuable as the pulp and paper we now produce. For example, gasification of black liquor (now being practiced at Weyerhaeuser New Bern and soon to be practiced at GP, Big Island) can produce a hydrogen rich syngas, which is a renewable resource.

"One of my 'after hours' goals is to do what I can to make CPBIS and Agenda 2020 sufficiently credible so that our CEOs will have the increasing confidence to implement major recommendations from these organizations." 🌲

PIMA 2003 Award Winners

PIMA Executive of the Year

John Luke

CEO & President

MeadWestvaco Corp.

Luke was honored for his role in the successful merger of two paper giants, Mead Corp. and Westvaco Corp. into MeadWestvaco Corp.



PIMA Mill Manager of the Year

Richard D. Arnold

VP & Madawaska Operations Manager

Nexfor Fraser Papers Inc.,

Madawaska, ME

Arnold was honored for his leadership and management skills demonstrated at Nexfor Fraser Paper's mill in Madawaska, ME. Under his leadership, the Madawaska facility completed a \$108-million capital investment program, received national recognition for its Reliability Centered Maintenance program, and received several Maine Governor's awards.



Brookshire Moore Superintendent of the Year

Kenneth W. Brown

Operations Manager

Visy Paper Co., Conyers, GA

Under Brown's leadership,

Visy Paper's Conyers Mill

increased its machine

design capacity and set

new production records.

In addition, Ken oversaw improvements in energy, safety, machine optimization, and training. Ken is division chairman of PIMA's Dixie SouthEastern Division, and program chair for the PIMA Dixie Fall Meeting, Sept 10-13 in Point Clear, AL.



Ray H. Cross Community Service Award

Paul McCann

Procurement Team Leader

Appleton Papers Inc.

Appleton, WI

McCann was recognized for his active participation in several community organizations. Paul serves on the boards of the YMCA of the Fox Cities, the Big Brothers/Big Sisters of the Fox Valley region, and City of Appleton Board of Appeals. He is also active in fundraising for local youth sports clubs and the Juvenile Diabetes Foundation.



Delano L. "Del" Boutin Division Service Award

Caren J. Stevens

Territory Manager

tesa tape inc., Newport, ME

The affiliate chair for PIMA's Northeast Division, Stevens has been involved in many division projects in her six years on the division's executive committee.



Thomas F. Sheerin, Sr. Service Award

Barbara "Gilly" Hitchcock

Owner/President

F-O-R-T-U-N-E Personnel

Bangor, ME

Hitchcock was recognized for her contributions in more than 20 years of service in the pulp and paper industry. Hitchcock started with International Paper's Androscoggin Mill in Jay, ME, but soon switched to sales. She is active in Northeast PIMA, the University of Maine Pulp and Paper Foundation, and the Kennebec Valley Technical College Pulp and Paper Technology. She is the daughter of PIMA life member Phillip M. Baker, secretary of PIMA's Northeast Division, who received the Thomas F. Sheerin Sr. Service Award in 1995.



Student of the Year Award

Adam J. Hoffman

University of Wisconsin-

Stevens Point

Stevens Point, WI

Hoffman served as president of the student chapter at the University of Wisconsin-Stevens Point, coordinated the 2002 Paper Science High School Preview Day, and served on the board of North Central PIMA. He is now employed in the paper industry as a project engineer for International Paper.



Kenneth H. Phillips Specialist Group Award

Ward Patton

General Manager

Metso Paper, Appleton, WI

Patton was honored for serving as the Specialist Group Chair for the 2003 PIMA International Management Conference, working with Specialist Groups to arrange the breakout sessions.



'Early Bird' 2003 Prize Winners

Congratulations to the following individuals for winning prizes in the Early Bird Contest. To be eligible for the drawing, individuals had to be registered at the Hilton New York by June 2.

Phil Williams

Paper Business Director, BASF Corp,

Charlotte, NC: voucher for airline tickets

David Gardiner

Vice President Sales, Kadant Web

Systems, Auburn, MA: certificate for

spa treatment at the Hilton New York

Kevin Rolfe

Senior Vice President Sales & Marketing,

Windsor, CT: dinner at the Etrusca

restaurant at the Hilton New York

Marc I. Cooper

President, Fiber Resource Group,

Beverly, MA: free registration for

PIMA's 2004 Joint Leadership

Conference, June 27-30, 2004, at the

Sheraton New Orleans, LA.

Paper Industry Management Association 2003 Leadership Council Inductees

The Leadership Council is an honorary group 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 National PIMA. Joining this distinguished group are the following 2003 Leadership Council inductees:

Guy H. Martinek

James A. McNutt

Barre R. Mitchell

Debra A. Wilkinson

Thomas L. Wright



PIMA Division News

Northeast Meeting

PIMA's Northeast Division's Spring Conference, "Bringing PIMA to the People," took place on April 2-4, 2003 at The Black Bear Inn in Orono, ME. Division Chair Dave Embley, Technical Manager, Irving Pulp & Paper Ltd., and Affiliate Chair Caren Stevens, Tesa Tape assembled a strong technical program that featured presentations on Natural Gas and a Mill Operations Roundtable, as well as a tour of Duke Energy's Maine Independent Station.

A technical session entitled "Natural Gas" provided information on the discovery, extraction and transmission of natural gas to the Northeast United States, as well as the permitting, construction and operation of natural gas projects. The technical session entitled "Mill Operations Roundtable" addressed challenges in seven areas: pulping, human resources, acquiring raw materials, power and utilities, technical services, environmental concerns, and getting products to the marketplace.

Attendees also had the opportunity to view many tabletop displays provided by the following companies: Alco, AutomaTech Inc., Aroostock Starch Company, BroTech, Cianbro Corporation, Imerys, Irving Pulp & Paper, New England Organics, North River Equipment, SHW, Tesa Tape, TJM Technologies, Trask Decrow, University of Maine and Vulcan Performance Chemicals.

Northeast PIMA's 2003 Fall Conference will take place Sept 18-19, 2003 at The Colony in Kennebunkport, ME. The Fall conference technical program will feature a panel of industry experts addressing the topic: "The Current State of Pulp and Paper Industry in the Northeast—Challenges, Strengths and Opportunities." The program will also address competition and labor issues affecting the pulp and paper industry; the availability of fiber resources to sustain and support growth in the Northeast; and the current business climate in the state of Maine.

The conference will also feature an operations roundtable in which industry representatives discuss issues and opportunities; the challenges of these difficult times, and tabletop displays. Other events include a Downeast Lobsterbake on Thursday, Sept. 18, and a banquet dinner the evening of Friday, Sept 19. If you cannot join us for the entire conference, we are again offering our events à la carte.

The Colony is an ocean side resort located within walking distance of the charming village of Kennebunkport. The Colony is considered Maine's first environmentally responsible hotel, initiating programs of solid waste reduction, material reuse, recycling, energy and water conservation, and hazardous waste elimination. For more information on the Colony Hotel, visit the Web site www.thecolonyhotel.com/maine.

We look forward to seeing you there! For more information on the PIMA Northeast Division Fall Conference, please contact David Embley at 506/633-3792; e-mail Embley.dave@irvingpulp.com

Southwestern Meeting

On May 16, 2003, the PIMA Southwestern Division awarded two Thomas J. Henry Memorial Scholarships valued at \$1,000 each. The winners were presented checks at Southwestern Divisions annual golf tournament and banquet at the Sunol Golf Course in Sunol, CA.

The first recipient, Victoria Mih, is the daughter of Jeff Mih, PIMA Southwestern board trustee and former chairman. He is currently the plant manager at Smurfit Stone Container Corporation in Santa Clara, CA. The second recipient, Carolyn Hartt, is the daughter of Patricia Hartt, converting planner at Fox River Paper Company in Ripon, CA.

We send a special thanks to the 100 golfers who participated in this event. Proceeds enable the Southwestern Division to raise the funds to make this scholarship program the success that it is. Watch for details this fall and make plans to attend a future Mill Tour and Maintenance Seminar.

New York State /Canadian Annual Golf Event

PIMA's New York/Canadian Division attracted 144 duffers to its annual golf outing on May 15, 2003, at the Queensbury Golf Course outside of Glens Falls, NY. The efforts of event organizers Tom and Sarmite Wright ensured that the day went smoothly. Golfers enjoyed an open bar and barbecued steak while meeting with new and old friends. Many prizes were awarded during the evening, thanks to the generosity of key suppliers such as Albany International, Voith, Metso Drive, JohnsonDiversey, Ashland, and Hercules.

The evening culminated with the drawing of two \$1,000 scholarships for members with a son or daughter currently attending college or university, or planning to in September 2003. PIMA Affiliate winner is Toni Riggi, daughter of Jeff Riggi of Glens Falls Interweb Inc. PIMA Mill winner is Daniel Willig, son of Stephen Willig of MeadWestvaco Inc. The PIMA New York/Canadian Division executive board looks forward to seeing members again in 2004.



Louis Morimanno, PIMA New York/Canada affiliate chair, (left) congratulates Jeff Riggi, father of scholarship winner Toni Riggi.

Industry Profile: Patricia A. Barnard



In keeping with its strong leadership focus, PIMA Post will publish periodic profiles on members who demonstrate leadership and mentorship skills in their day-to-day interactions within the pulp and paper industry. The first is Patricia A. Barnard, executive vice president, Human Resources, Georgia-Pacific Corporation. Barnard, a recent recipient of the Women in Leadership award, believes leadership begins with integrity. Leaders also inspire others with their clear vision, and then articulate ways to help others understand that vision.

Q: What challenges do paper industry unique leaders face?

A: Competition. The industry is consolidating more and more. There's a lot of competition globally in paper and pulp from China, Canada, Europe and many other places. The challenge for U.S. industry is to continue to compete with companies outside the United States where, in some cases, workers are paid lower wages, have government subsidies, and/or lower cost structures for making the same products. I think we're doing fairly well in some areas such as corrugated packaging. In white paper, there's less success in competing as more of it comes from overseas. There are too many players in the white paper business. I think further consolidation is inevitable in the pulp and paper side of the industry. There are still growth opportunities. Tissue is an example and one in which GP is succeeding. Do I see things getting better? Yes. We're smarter as businesspeople.

Focusing on core businesses is the key rather than spreading ourselves too thin. In tissue, Georgia-Pacific, Procter & Gamble and Kimberly-Clark, are the big three producers, whereas in segments there is more fragmentation still. I've enjoyed the 29 years I've been in this industry. I've also worked in banking, utilities and sales, and have been a teacher, too. But, I really like this industry. There's just something about the paper industry that's exciting.

Q: What challenges do women in your industry face?

A: It has been challenging as a woman getting where I am today, but I never let challenges bother me. To me, it's the work you do that gets you where you are. It's how people look at you, the success you have, your wins, your failures—it's based on what you do.

Paper is a predominantly male industry still, and it's not always easy for women to advance, but times are changing. The paper industry is more open than in the past. There are more women in engineering, management, and marketing positions. We've made much progress in this industry in terms of improving the diversity of our workforce, but there's still work to be done.

Q: Why did you choose a career in Human Resources?

A: I didn't really choose HR—it chose me. I was offered a job in the pension area, and it was one of the best jobs I ever had. I learned so much so fast, because it touched everyone in the company, every business. It was a great opportunity for someone with no background in the paper industry to learn about the business. I had exposure to acquisitions, mergers, labor contracts, etc. I spent several years working in benefits, two years recruiting, and several more years in compensation and training. Ultimately, I built a strong HR generalist's portfolio.

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Reach a World-Class Market in the New 2004 PIMA Buyers Guide

Suppliers to Pulp & Paper Mills, here's your opportunity to list your company's products and services where it matters! The newly designed PIMA Buyers Guide is an indispensable industry resource and easily accessed – Purchase your listing today!

- Available in both a printed version and an electronic version
 - o Display advertising available for the printed version
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Be a part of the resource that puts you at the fingertips of industry buyers!

PIMA Partners with AMA

PIMA has secured yet another substantial benefit for its members. On June 15, 2003, PIMA members began receiving benefits as associate members in the American Management Association (AMA).

AMA is a global not-for-profit, membership-based association, providing a full range of management development and educational services to individuals, companies and government agencies worldwide. For 80 years, business professionals have acquired the latest business know-how, valuable insights and increased confidence at AMA seminars, conferences, briefings, and executive forums, as well as through AMA books, research and self-study courses. The association provides management development and business training to 486 of the Fortune 500 companies, and thousands of other firms and government agencies.

The benefits of membership in AMA are substantial. All PIMA members are now entitled to member pricing on all AMA seminars, conferences and special events (a saving of \$100 to \$400 per session!) and preferred pricing on the use of AMA Executive Conference Centers in Atlanta, Chicago, New York, San Francisco and Washington, DC. PIMA members also can enroll and receive Executive Matters, a monthly e-newsletter; invitations to current issues breakfast briefings; and exclusive participation in Executive Member Research Surveys—plus timely results.

Additionally, all member company employees may enroll as Preferred Professional Members at no cost. The status gives them benefits such as unlimited access to AMA's online members-only management library; access to interactive management skills self-assessments; discounts on "Last-Minute Seating" registration of up to 50% at selected AMA seminars around the country. (These discounts are announced each month on the AMA members-only Web site.) The Member Savings area of the Web site also features exclusive discounts and special offers on employee screening services, career and recruitment tools and publications. PIMA Members may enroll online. Use account number 905122 to start a free membership. 

Calendar of Events



Dixie PIMA Fall Conference

Dixie PIMA's fall meeting promises a great program, great food, great location and great networking for those that want to learn more about their industry. The event takes place Sept 11–13 at the Grand Marriott in Point Clear, AL.

All are invited to an information-packed sessions on stress management, safety, technology showcasing, mill managers panel, superintendents roundtable and leisure activities.

Registration begins Wednesday, Sept. 10. Programs are Sept 11–12, with leisure activities planned for Sept. 13. For registration information, please contact PIMA Headquarters at 847/375-6860. For hotel reservations, phone The Grand Marriott in Point Clear, 251/928-9201; for room discounts, please mention Dixie PIMA. See you at the Grand.

September 10–13, 2003

Dixie Fall Meeting

Grand Hotel Marriott
Point Clear, AL

For hotel reservations, call 251/928-9201. For registration, call PIMA, 847/375-6860

September 18–20, 2003

Northeast Fall Meeting

"Deliver the New PIMA to the People"

The Colony Hotel

Kennebunkport, ME

Contact: David Embley,

embley.dave@irvingpulp.com, for hotel reservations or phone 207/967-3331

September 16, 2003

North Central Sporting Clays

Ridge Hunting Preserve, Little Falls, MN

Contact: Jim Ragus ragusjim@aol.com or phone 920/725-1779; fax 920/725-7339

September 23, 2003

North Central PIMA Division—4th Annual "Guns of Navarino"

North Central Sporting Clays

J&H Game Farm

Navarino, WI

Contact: Nick Dohr, dohrknob@aol.com



Division Fall Conference

North Central PIMA Division's 4th Annual "Guns of Navarino"

PIMA's North Central Division will hold its 4th Annual "Guns of Navarino" sporting clays outing on **Tuesday, September 23, at the J&H Game Farm in Navarino, WI.** Registration begins at noon, and the shoot will follow at 1 pm. For more information, please call Nick Dohr at 920/729-7066.

October 8–9, 2003

Mid-Atlantic PIMA/TAPPI Meeting

Clark's Summit, PA

For more information contact Pam Hubley at 717/225-4711

November 5–6, 2003

Pacific Coast Division Fall Meeting

Details to be announced; keep checking www.pimaweb.org

November 6, 2003

North Central Fall Meeting (In Conjunction with the Papermaker's Hall of Fame)

Keynote Speaker: Pat Schillinger, Wisconsin Paper Council

Details to follow at www.pimaweb.org
Information on the Papermaker's Hall of Fame: www.paperhall.org

****Dates, locations, and times are subject to change. Please contact the Division Contact listed, call PIMA at 847/375-6860, or e-mail info@pima-online.org for more information.

Industry Profile: Patricia A. Barnard *continued from page 7*

Q: Have any mentors helped you along the way?

A: I've had several. One is Pete Correll, our chairman and CEO at Georgia-Pacific. He's always been honest and to the point with me. Jim McSweeney, the former CEO of Mead, helped me along too. Both of them offered me opportunities that I may never have gotten elsewhere, and such support is something that I strive to provide to others. Networking is important. Recently, I was contacted by a person who had lost his job. I gave him contacts and passed along his résumé. He told me, "You don't know how much this means. So many people at your level would never call back." That's important. A lot of people helped me along and I feel I should do the same for others. That's


important because it's a tough industry right now. At Georgia-Pacific, we've set up mentoring programs for all employees, because it's important to provide that support.

Of what achievements—personal and professional—are you most proud?

A: I'm especially proud of the childcare center that we created here at Georgia-Pacific headquarters—one where employees feel comfortable bringing their children. It's convenient, flexible and in our building—close to where the parents work. The center has been a tremendous success—a "win" in the struggle to balance what you provide to employees with what you can afford. We're in a tough business environment. Because the industry keeps shrinking

through consolidation, cost pressure is always a factor to consider. You have to weigh everything to arrive at the right balance.

Q: Why do you think that PIMA is a great organization?

A: Several years ago, I used to visit different pulp and paper schools. I served on the advisory board at [Miami Oxford], and I attended PIMA meetings with students. I saw a great deal of excitement in the students, and I saw that they took a lot away from the meetings—learning, networking, and more. It's a great organization, especially for people who didn't really know what P&P was when they got in school, and it got them excited about the industry. 

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