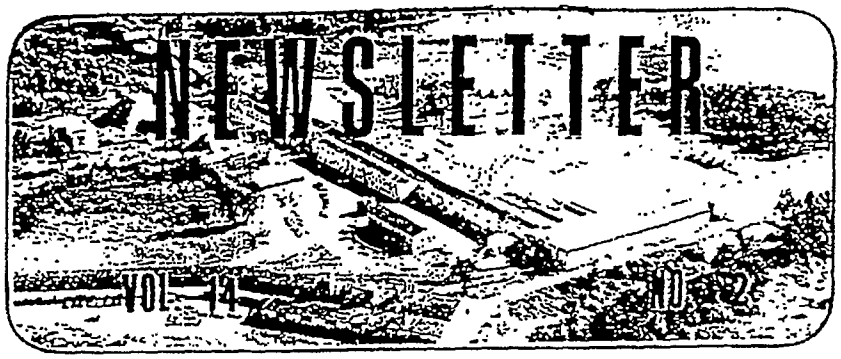


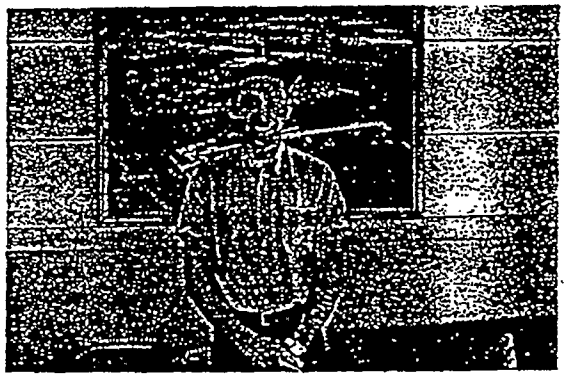
KAISER GYPSUM

INSULATING & ACOUSTICAL PRODUCTS

ST. HELENS, OREGON.

PLANT SALARY CHANGES ANNOUNCED RECENTLY

Larry R. Gellatly and LeRoy B. Albright have been promoted to supervisory positions in the Wet Mill and Remanufacturing Departments and Paul R. Swiderski has been employed as Foreman - Electrical, according to a recent announcement by J. D. Cassidy, Plant Manager.



LARRY GELLATLY



LEROY ALBRIGHT

Larry Gellatly started his plant career as a Laborer in the Finish Room in 1961. He worked numerous jobs until 1962 when he was promoted to Sr. Lab Technician in the Quality Control Department. He has now been promoted to Foreman - Wet Mill.

Albright joined Kaiser in 1967 and worked as a Laborer and Retrim Operator in the Finish Room prior to his transfer to Quality Control in 1970 as a Quality Control Technician. His recent promotion was to Assistant Foreman - Headrig.



PAUL SWIDERSKI

Paul Swiderski began work this month as Foreman - Electrical and will be the replacement for Ray Hoxsey, who will retire this summer.

Paul started his career with the Weyerhaeuser Corporation as an electrical apprentice. During his service with Weyerhaeuser, Paul advanced through the apprentice program until he ultimately became an electrical foreman. The last three years he has spent at Timber Structures, in Portland, as Maintenance Superintendent. He and his wife, Edith, will reside in Deer Island.

PLAINTIFF'S EXHIBIT

KG-353

BAR110802-0068

PLANT SUPERVISORY PERSONNEL ATTEND SAFETY MEETINGS

All St. Helens plant supervisors attended safety meetings recently covering items such as housekeeping, safety suggestions, occupational health and environmental control, the safe handling of hazardous materials, personal protective equipment, fire protection and materials handling.

It was emphasized that a competent supervisor can eliminate, in a reasonable and efficient way, at least fifty percent of all unsafe acts and conditions by recognizing that most accidents are a result of human failure or mechanical failure. Continued employee education is necessary to eliminate both human and mechanical failures.

Also attending the meetings was Rex Hovey, the Oregon State Safety Inspector for this area. Mr. Hovey's topic was aimed primarily at the employee's role in carrying out a safety program. He emphasized that employees' attitudes and examples are the backbone of any good safety program.

Safety is a 24-hour day, seven day a week program. It involves all of us directly. The below rules are to be followed by every one of us in this plant:

- Always be alert for unsafe acts, practices, and conditions.
- Be alert to the indifferent employee, the one who takes the short cuts, who feels that safety rules are "kid stuff."
- Be consistent in following all safety rules and regulations.
- Report promptly all accidents no matter how small they may seem. This is so that small accidents do not become large ones.

Safety and health regulations are formulated for the purpose of protecting all employees. Because such regulations are in the best interest of everyone, no one can disregard them. Lost time accidents and subsequent work time loss creates suffering for the employee and family, loss of pay, and are costly to the company in terms of absenteeism.

Opposite photos show supervisors attending the safety meetings.

In the photo below, left to right, are Foremen - Headrig, Tim Lungberg, Red. Jensen and Lee Albright; Plant Engineer, Roy Boozer; Manufacturing and Research Superintendent, Merle Kontny; Wood Supply Manager, Paul Vance; Plant Manager, Jack Cassidy; Foremen - Wet Mill, Bob Lalande and Ray Livingston; Foreman - Headrig, Vance McManigal; and Tile Room Foreman, Carl Ramsey.



Again, shown in the below picture, left to right, are Foreman - Headrig, Vance McManigal; Tile Room Foreman, Carl Ramsey; Foreman - Headrig, Carl Lungberg; Foreman - Wet Mill, Willie Harris; Foreman - Headrig, Tim Lungberg, Red Jensen and Lee Albright; and Foreman - Tile Room, Pat Huston.



Continued on page four, column two.

A child's cap gun is the "most common cause of permanent hearing loss" among youngsters aged 5 to 10, says Dr. R. E. Marcus, ear specialist. To protect their hearing, children should not be allowed to fire a cap gun in the house, he warns.

BAR110802-0069

CONTEST RULES FOR SAFETY BINGO

A new Safety Bingo incentive contest will begin on February 28, 1972, for all hourly employees. The plant will be divided into three accident prevention teams and each team member will receive a bingo card. Two numbers will be drawn weekly until there is a bingo in each team. The member getting the bingo should sign and date the card and return it to the Personnel Office or to his foreman. In the event of a tie "bingo" between two or more members of one accident prevention team, there will be a special drawing for high bingo number. A lost time accident occurring during the contest will terminate the contest.

The three accident prevention teams are: 1. Remanufacturing; 2. Wet Mill, Headrig, Yard Crew and Shipping; 3. Maintenance, A/C, Boiler Crew, Janitor, Sampleman and Paintmaker. Rankings will be based on: (1) Housekeeping; (2) Safety Recommendations; (3) Accidents, (4) Unreported Accidents, and (5) Safety Violations.

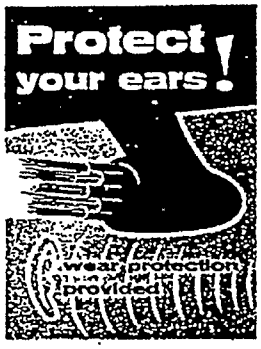
STUDENTS FROM STATE SCHOOL VISIT PLANT

Sixteen students from the Oregon State School for the Blind visited the plant recently. The students were able to feel the products with their hands and were able, after awhile, to identify some of the products.



Shown in the above picture are the students and their instructors.

SPEAKING OF SAFETY-----



As you are probably aware, this plant is presently on the verge of starting a very thorough hearing protection program. Our plant has been sound-surveyed twice in the past and as a result of these surveys it has been determined that hearing protection will be required in certain areas.

The Federal and State laws provide that hazardous noise areas are those areas that have a noise level of 91 dba's or above. These laws are designed to protect employees from permanent hearing loss. They also require a company to provide the necessary safeguards, thus insuring proper ear protection.

The safeguards that are or will be required by this plant are: one, the wearing of ear protection where designated; two, annual hearing examinations; three, where feasible, the engineering of equipment to reduce sound levels. Ear protection, prescribed to be worn, is the air cushioned ear plug. The ear plug is made of a soft rubber and is easily inserted in the ear with no discomfort to the wearer. The plugs are easily cleaned by merely washing them with soap and water.

Annual hearing examinations will be required commencing in the near future. The tests will be administered at the local hospital by competent and qualified personnel. The test will take approximately ten minutes and will be retained by the hospital for future referral information. The soundproof booth and the audiometer are being donated to the hospital for use by the community.

The purpose of audiometric testing is to detect small changes in hearing acuity and take necessary control measures before the small changes become hearing impairments.

The plant areas where hearing protection is designated to be worn are: the yard area around the air compressor; the scoop, the refiner area, between digesters, at the work bench, and at the control panels; the area around the forming machine; the tipple; the hot calender area; the tile lines and at the hog.

BAR110802-0070

SUPERVISORS ATTEND SAFETY MEETINGS

(Continued from page two) Pictured below during a meeting is Headrig Production & Quality Control Superintendent, Bill Rawlings; Foreman - Tile Room, Bill Pierce; Tile Room and Quality Control Superintendent, Ron Bendio; Production, Scheduling & Shipping Supervisor, Francis Martin; Foreman - Wet Mill, Larry Gellatly; Plant Manager, Jack Cassidy; Foreman - Headrig, Carl Lungberg; Foreman - Wet Mill, Herschel Pitts; and Manufacturing & Research Superintendent, Merle Kontny.



TRAINING CONDUCTED FOR FIRE BRIGADE

Refresher training for the Finish Room fire brigade crews was concluded recently. Maintenance Man, Ivan Dooley, conducted the tests and explained the operation of the overhead sprinkler systems, the various types of fire extinguishers used in this plant, and proper storage of fire hoses.

Pictured below, left to right, are Dooley, Pat Huston, Floyd Nelson, Art Pelletier, Gale Leanna, Sam Aklin, and John Neuschwanger.



pg 4

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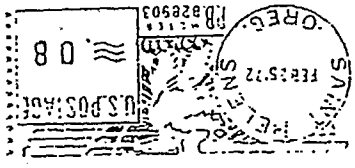

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