



# FORESTRY MUTUAL NEWS

Newsletter of the Forestry Mutual Insurance Company

Vol. 3, Issue 1

## FROM THE PRESIDENT'S DESK

### INSIDE THIS ISSUE...

*From the President's Desk: Forestry Mutual President Keith Biggs*..... 1

*Profile on Turn Bull Lumber*..... 1

*Log 'A Load Update*..... 2

*The SawShop* ..... 2

*Safety Alert*..... 3

## Forestry Mutual Board of Directors

- George Pace - Chairman
- Jim Allen
- Chip Capps
- Paul Davis
- Randy Denman
- Bud Martin
- Jim Pridgen
- Jim Shotwell
- Jim Sitts
- Bob Slocum
- Jack Swanner
- Michael Walters

**Forestry Mutual Insurance Company**  
 1600 Glenwood Ave.  
 Raleigh, NC 27608  
 (800) 849-7788

[www.forestrymutual.com](http://www.forestrymutual.com)

**Wood Products Intermediaries, Inc.**  
 P.O. Box 19467  
 Raleigh, NC 27619  
 (866) 755-0344

[www.forestrymutual.com](http://www.forestrymutual.com)

**I**would like to bring you up-to-date with our Timber Equipment Applications Management (T.E.A.M.) project. We last met at the conclusion of 2003 and will be meeting again this April. Our T.E.A.M. is a diverse group of manufacturers, insurance agencies and loggers that are working towards developing solutions to the fire problem with heavy logging equipment. Since we first started meeting in 2001, the focus of our group has been to develop safety materials for loggers and suggestions for manufacturer on how to reduce the amount of incidents.

We have realized our first priority of this project by establishing an informative classroom program for loggers on fire equipment hazards and proper machine maintenance. The course will be incorporated into the NCFAs ProLogger program and other similar logger training programs. We also have developed a *Forest Equipment Fire Alert* information sheet and caution stickers. These materials are currently being distributed to loggers through Forestry Mutual agents and continuing education classes.

Based on the track record of our previous safety programs, we are confident that if we can raise the level of awareness on how to prevent, reduce and minimize equipment fires, we will save our policyholders money in the long run while creating a safer work environment for all involved. We continue to enjoy tremendous support from the manufacturers and insurance carriers on this effort because every one has something to gain from less total loss fire claims. ■



Members of T.E.A.M. pose for a photo after meeting in October. The group will meet again in April to discuss the program's next steps.

## SWEET LUMBER AT TURN BULL

**O**nce you learn Pem Jenkins' background, there is a little irony in the fact that Jenkins' Turn Bull Lumber Company sits off of Sweet Home Church Road. You see, Jenkins previous work experience prior to Turn Bull was in the commodities business, selling sugar.

In his role as a commodities merchant, Jenkins bought raw sugar by the boat load from different Central American countries, sold it to American companies who refined the sugar and then bought it back to export it to the Caribbean.

While plenty of people have made interesting career transitions, few can rival Jenkins' shift, but for Jenkins, the switch was not such a drastic leap.

"I'll tell you what's interesting," stated Jenkins. "When I was working for Philipp Brothers, the chairman said we trade 35 different commodities in this company and they all are variations on the same theme. The merchandizing of lumber is similar to any of those other commodities but it has its own distinct differences."

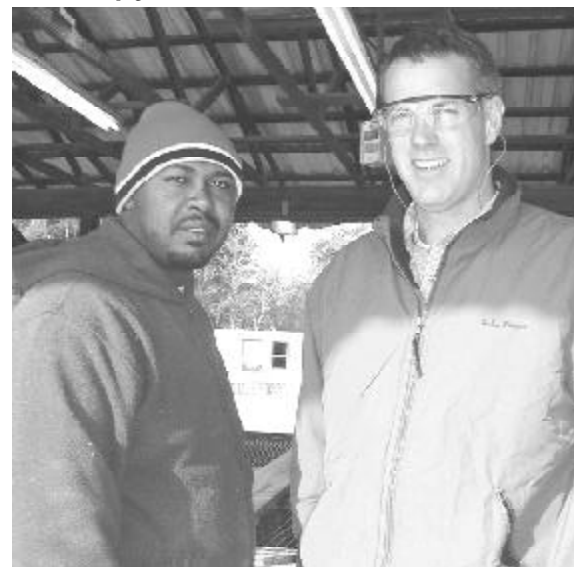
Jenkins, a 1985 graduate of the University of North Carolina with a Geography degree, started his professional career working for the Standard Commercial Tobacco Company. He spent two years working in their redrying plants in Wilson, North Carolina, Korea and then Thailand before returning to North Carolina in 1987 for what proved to be an eventful year.

"I got married and went back to school in the

same month," stated Jenkins.

Jenkins enrolled in graduate school at the University of North Carolina while his wife, Patti, continued her law school studies at Chapel Hill. When he graduated in 1989 with a master's degree in Political Science with a certificate in Latin Studies, Jenkins began his career as a commodities merchant.

*(continued on page 3)*



(l-r) Marcus Williams and Pem Jenkins pose for a photo at Turn Bull Lumber.

# LOG 'A LOAD HONORS NC CHAMPIONS

**T**he North Carolina Log 'A Load for Kids maintained its status as one of the nation's top contributors to the Children's Miracle Network (CMN) in 2003 as North Carolina Log 'A Load Chairman Charlie DeBrito of Forestry Mutual announced that North Carolina led all states by raising \$385,000 in 2003. Based on this overwhelming support of CMN over the years, two North Carolinians were honored this year at the National Log 'A Load for Kids Conference held in November in San Antonio, Texas. George Ragsdale received the Lifetime Champion Award and Buddy Shavender was honored with the 2003 Volunteer Champion.

North Carolina's George Ragsdale, lovingly known as the "Godfather of Log 'A Load For Kids" was recognized with a Lifetime Champion Award for his tireless, enthusiastic advocacy for Log 'A Load For Kids and for Children's Miracle Network (CMN) Hospitals.

"George is the most influential person who has ever been involved in Log 'A Load," stated friend and Log 'A Load volunteer Buddy Shavender. "George has given his time, talent and treasure to help kids through the program because it brings him joy."

George Ragsdale, a long-time leader in the logging industry and an avid supporter of Log 'A Load For Kids, auctioned off property and equipment from one of his sawmills and solicited equipment from other sawmills and loggers to include in the sale. Most of the money that went to Children's Miracle Network came from George's sawmill. Since George got involved with Log 'A Load For Kids over a decade ago, he has dedicated incredible amounts of time, effort and personal assets to helping kids. George has provided seed money to help new states get their Log 'A Load for Kids program started and has made countless calls to his many contacts and supporters.

"The caretakers of these children in the hospital – they are special people," stated Ragsdale. "They're not just nurses, but they are really involved with the children, just like they are family. It is really awesome."

Log 'A Load for Kids also honored Buddy Shavender and his family as the recipients of its Third Annual Log 'A Load for Kids Volunteer Champion Award. This award recognizes the recipient's outstanding accomplishment.



(l-r) Marcy, Buddy, Marya, Stacy and Tracy Shavender pose with their Log 'A Load Volunteer Champion Award.

## THE SAWSHOP

by Bryan Wagner  
Chainsaw Trainer for  
Forestry Mutual



### TRENDS – TOO CLOSE

**T**his is the first of a series dealing with trends. A good definition of a trend is a reoccurring type of incident or act. Forestry Mutual is constantly studying trends to reverse their outcome, two of which are injuries and death. We all know that logging is an inherently dangerous occupation. The combination of weight and gravity makes logging one of the most dangerous jobs in the world. A small mistake or misjudgment can lead to a major catastrophe resulting in injury or death. The first step to eliminating a trend is to reduce risk. Simply following basic logging safety rules can lower risk. However, in order for your safety rules to be effective, they must be maintained and enforced by the company's management or the owner.

#### TOO CLOSE

A very disturbing trend continues to surface. Three recent logging fatalities have involved employees too close to mechanized equipment. Employees being too close to mechanical felling operations have caused two of the last three fatalities. Both men were killed within 75 feet of a working fellerbuncher. In both cases the fellerbuncher "lost" the tree in which it was cutting. Both incidents caused instantaneous death to the employees. Following and enforcing basic logging safety rules would have prevented the deaths of two people. **A minimum of two tree lengths must be observed from all felling operations.**

The third fatality came from a mechanized crew involving a lodged tree being pulled down by a skidder. As the lodged tree was being pulled, the support tree split. One half of the support tree fell to the ground, striking and killing a topper that was 85 feet away. This death as the other two was totally preventable. If the two-tree length rule had been followed, three men would still be alive.

**Workers must keep a minimum distance of at least two tree lengths between themselves and**

**mobile equipment or felling operations. A lodged tree shall be marked or flagged and no work shall be conducted within two-tree lengths until the hazard has been removed.**

By far the biggest risk on a mechanized logging crew is its people on the ground, mainly toppers. Great risk is recognized with moving mobile equipment and ground personnel. Owners and management must constantly monitor this situation. Employees must be trained and educated to maintain safe working distances. Management must **enforce** proper working distance.

What is the distance of two tree lengths? Three-hundred feet is the general rule for two-tree lengths. To a football player, 300 feet is 100 yards and the length of the field. Employees that didn't play football may be hunters or shooters. To a hunter, 300 feet is a common rifle sight-in range. This is a good way to demonstrate proper working distance for logging employees. Employers should use any tool available to stress the importance of maintaining proper working distances.

Our goal for 2004 is to eliminate the trend of **TOO CLOSE**. We must be pro-active to achieve this goal. We must reduce the risk before it can become an incident. By following and enforcing basic safety rules this trend can be turned around. Until next time, be safe out there, log with care! ■



## Sweet Lumber at Turn Bull..(from page 1)

A native of Elizabeth City, North Carolina, Jenkins and his wife began to reevaluate living in the Northeast with the arrival of their first child, daughter Sophie in 1991. Adding to this equation was the fact that Jenkins' sugar unit had been sold once during his tenure and was on the block once again.

"I started looking at various businesses in eastern North Carolina that were similar to the commodities business," stated Jenkins.

While he was searching, Jenkins' position was eliminated and he began to investigate the various opportunities he had pondered earlier.

In May of 1993, Jenkins and Mike Evans of Evans Lumber Company in Nashville, North Carolina struck a deal that allowed Jenkins to lease a facility that Evans had shut down a few months earlier. Jenkins credits Evans for structuring a deal that allowed the sawmill novice to start up the mill with very little up-front capital.

While one might think that an individual who dares to run a sawmill after spending the past eight years as either a student or commodities trader is a true gambler, Jenkins says he always knew he had an ace in his hand when he opened the gates at Turn Bull.

"I knew in the back of my mind that my wife was an attorney and could support us if we failed," stated Jenkins with a laugh and a smack on his knee.

But the second half of his answer provides the insight why Pem Jenkins and Turn Bull Lumber have been successful for the past 11 years. He is a keen business man.

"It seemed in 1993 that we were coming out of a recession," explains Jenkins. "The lumber market had started the year before that moving up. It seemed like a good time to try it."

While Jenkins had plenty of business experience buying and selling materials, albeit sugar and not timber, he knew he lacked the basic manufacturing experience necessary for the day-to-day operations. To address this temporary shortcoming, Jenkins hired Ed Cashwell to manage the mill.

"Mr. Cashwell was so important to our success because he had the manufacturing background," stated Jenkins. "He was a big factor as far as helping us get our feet on

the ground."

Under a new management team, Turn Bull Lumber Company opened in 1993 with 17 employees, many of which had worked in the mill prior to its closing a few months earlier. When he began leasing the facility, the mill had a circle head rig and a circle gang saw and soon after Jenkins installed a six-foot McDonough ban head rig.

As it turns out, Jenkins's overall assessment of the economy, not necessarily his sawmilling skills, enabled him to get off to a successful start.

"We were fortunate enough that we got started at a good time so we could make a few mistakes," stated Jenkins. "The market was strong in 1993. It didn't hurt us when we made those mistakes."

A strong market was forgiving on a young sawmill operator who might have let logs stain on him, but that proved to be just one side of the manufacturing business that Jenkins was learning.

Just two years into operating, Turn Bull Lumber had a terrible tragedy when a mill worker, Drew Pearson, was killed in an accident. One might think that this tragic event would have chased Jenkins from his pursuit of operating a sawmill.

"No, but it was sobering," stated Jenkins. "It was an eye opener to realize that is a dangerous place and that something like that could happen. I wish there was something we could do to go back and change that. And I think, no matter's whose facility that you are in, somebody can get killed working at a sawmill on any day at any time."

When Jenkins started Turn Bull, he was in a mandated state pool for insurance until he and his facility developed a track record. In 1994, Jenkins signed on with Forestry Mutual Insurance Company and began implementing safety meetings and equipment maintenance into the daily routine at Turn Bull.

"Keith Biggs, Coy Baker and Jimmy Locklear have been a big help to us," stated Jenkins. "We had a death at the facility, but Forestry Mutual stuck with us. Number one, they didn't cancel our insurance. Prior to the accident, they worked with us to get our safety program in place and after the accident they worked with us to continue to improve our

*(continued on back cover)*



## SAFETY ALERT

by John Lemire  
Director of Loss Control for  
Forestry Mutual

### PPE - A Top Priority

**D**eveloping a Personal Protective Equipment (PPE) program is an OSHA requirement for all employers. The process of identifying hazards that exist in every workplace and taking measures to protect employees is essential. The priority should be the elimination or control of the hazards but in many cases, using PPE is the only approach.

PPE is worn to minimize exposure to specific occupational hazards. Examples of PPE are chainsaw chaps, gloves, kickback aprons, fall protection, as well as head, eye and foot protection. This equipment is essential in guarding against hazards and employees must ensure its use to protect against injury.

A PPE program must be comprehensive and active. It requires commitment and active participation at the planning, development, and implementation stages from all levels: senior management, supervisors, and employees. A successful program consists of some essential elements:

- Workplace hazard survey
- Engineering controls
- Selection of proper PPE
- Proper fit testing, training and equipment maintenance
- Management support
- Enforcement

Senior management must be committed to ensuring that policies and procedures are enforced. PPE programs must be seen to have equal importance with all other organizational policies, procedures and programs.

The appointment of a program coordinator will go a long way to ensuring the success of the program. The coordinator has the responsibility to ensure that each of the elements of a program is in place and operational.

In the introductory phase, a program must be planned carefully, developed fully and implemented with enforcement. It should be introduced gradually and in phases (it would not be acceptable to gradually phase in a PPE program when fail-

ure to use the equipment poses a significant risk of major injury). The intention should be stated and employees properly trained in wearing the PPE. The beneficial effects of the program should be publicized widely and possibly a target date set for compliance. This will allow for employees to comply with the program requirements with no enforcement action taken until the target date.

The more employee involvement in all stages of the program, the smoother the program will be to implement and manage. Users must be told why the PPE is to be worn and trained how to properly use it.

Once the need for PPE has been established, the next task is to select the proper type. Choose the right PPE to match the hazard. On some jobs the same task is performed throughout the entire job cycle so it is easy to select the proper PPE. In other instances, workers may be exposed to two or more different hazards. A welder for example may require protection against welding gases, harmful light rays, molten metal and flying chips. In such instances, multiple protection is needed: a welding helmet, welders goggles and the appropriate respirator or air-supplied welding hood.

Once the program is under way there will be a continuing need for involvement from management and supervisory personnel as well as individual workers. Education programs should continue on a regular basis.

The success of the PPE program depends upon winning the cooperation and support of all those concerned. This can best be achieved by helping employees understand the need to wear the PPE and by encouraging them to want to wear it rather than demanding that they do so.

Since the goal of a safety program is to prevent occupational injury, PPE cannot achieve its full-protection potential without employee knowledge and cooperation. The proper use of PPE is the first step in

**ensuring a safe workplace.**

## **Sweet Lumber at Turnbull... (from page 3)**

safety program.”

Jenkins emphasizes that all mill owners must make safety a hands-on commitment.

“The biggest thing I learned is that you cannot depend on others to tell you what’s right and wrong when it comes to safety,” stated Jenkins. “You need to listen to them, take their advice, but you need to make sure you know what’s being done.”

“The one thing that sticks out about Pem,” stated Forestry Mutual President Keith Biggs, “is that he is like a sponge. You see him all the time listening, learning, taking in all the information and then putting it to use in his operation.”

Another characteristic that stands out about Jenkins, who bought Turn Bull from Evans in 1996, is that he rarely uses the word, ‘I’. Everything is ‘we’ or ‘us’ when talking about his success at Turn Bull. When we toured his facility, I had to wait until the very end of the interview to get a picture of Pem by himself because every time I went to take his picture, he pulled someone else into the photo.

One such individual was Marcus Williams. Jenkins proudly pointed out that Williams has been

with the company since 1993 and in 1998 went to the National Hardwood Lumber Association’s Inspector School in Memphis and now is Turn Bull’s top lumber inspector.

Jenkins’ sense of teamwork is contagious and this trait is probably why so many folks within the forest products industry have gone out of their way to help him.

“The biggest factor is that people have been supportive of us from the log side, selling their logs here,” answered Jenkins when asked to explain his success.

The forest products industry is often portrayed as an ultra-competitive industry where folks protect their own interests. Pem Jenkins has quite the opposite opinion.

“I think at the end of the day the independent operators in this business are fine, good people,” stated Jenkins.

Today, Turn Bull Lumber has nearly doubled in size, employing 35 workers. The facility produces roughly 10-11 million board feet of quality bandsawn hardwoods and cypress on an annual basis.

In 2003, Pem Jenkins and his staff at Turn Bull Lumber Company were honored by Forestry Mutual as

the Sawmill of the Year for their safety record as part of its E.K. Pitman Safety Awards.

“When it comes to implementing our safety program, Jay Lee, mill manager, and Tony Hood, maintenance manager, these are the guys who have done it and done a great job,” explains Jenkins.

Lee, who replaced Cashwell upon his retirement in May of 2000, and Hood work in tandem to ensure that the machines are installed and maintained in a fashion that maximizes the productivity while providing the safest workplace possible.

“Pete Dunlow also has been a great help,” stated Jenkins. “He has

helped us upgrade our facility by providing us with low cost solutions.”

Sitting behind a weathered desk and in a portable office that Jenkins would be the first to admit could use some upgrades, this self-made sawmiller does not miss the glitter and high life of New York City. Pem and his wife Patti now have four children, Sophie (12), Nash (11), Susanna (8) and Eugenia (6) and are quite happy to reside in Wilmington, North Carolina.

“It’s been wonderful to come back to North Carolina,” sums up Jenkins. “This is a good business. These are good people. We have been mighty fortunate.” ■

---

## **Log ‘A Load Awards... (from page 2)**

ments on behalf of his or her state Log ‘A Load for Kids program.

Since 1992, the Shavender family has been involved in the North Carolina Log ‘A Load for Kids program, helping to raise over \$750,000 for the University Health Systems of Eastern Carolina’s Children’s Hospital.

Buddy served as state Chairman for North Carolina’s Log ‘A Load for Kids program for a total of five years. Buddy has been instrumental in the tremendous success of the North Carolina Log ‘A Load for Kids program by promoting the program at every level from his own employees and business associates in the industry, to his friends in the community and the state. He was responsible for the governor of North Carolina proclaiming the first week of March each year as Log ‘A Load for Kids Week. ■



Forestry Mutual Insurance Inc.  
1600 Glenwood Ave.  
Raleigh, NC 27608

Presorted Standard  
U.S. Postage  
PAID  
Raleigh, NC  
Permit 1998