

Roots & Branches

HANCOCK
LUMBER

Vol 18 No. 38 February 1998
Editor: Carol Johnson

Spotlight On . . .



Happy Birthday Hancock Lumber 1848-1998

Hancock Lumber is celebrating its 150th year in 1998! Our opening year meetings were celebrated in a birthday party format which we plan to celebrate in many ways throughout the year. Our first big event will be celebrated in Boston at the NRLA America East show on January 28 - 31. Our sawmill division has booth space at the show that will include a display of Hancock Lumber from 1848 to the present. Lots of memorabilia has been gathered and will be displayed at the show. We have a large group of staff participating in the show and two busses of contractors and salespeople going to the show to help celebrate our birthday. Our sawmill will be hosting all of our employees and customers at a Fenway Barbecue on Saturday!

We have designed a sesqui logo (see above) that we have displayed on flags at all locations, on letterhead, on banners, and on lumber covers. All of our company clothing is embroidered with "Celebrating 150 Years", as are our nametags, our calendars, and pens. We plan to celebrate May Sale as a huge birthday party, we are planning a company wide celebration in August, and we are incorporating an employee recognition program for years served starting this year.

We have lots of fun planned for the year that will continuously include promoting staff understanding, significance and meaning of 150 years in business. We want everyone to understand that values matter, tradition matters, and stability has value.

Our goal is to spend the year doing a great business, while having fun and celebrating our stewardship.

1848

HANCOCK LUMBER

1998

MAJOR HANCOCK LUMBER PROJECT

SUNDAY RIVER'S GRAND SUMMIT HOTEL



If you ski, you should see this hotel. If you don't, you should see it anyway.

Hancock Lumber and Corporate Sales has been involved with the second American Ski Company hotel project, The Grand Summit Hotel at Sunday River in Newry, Maine.

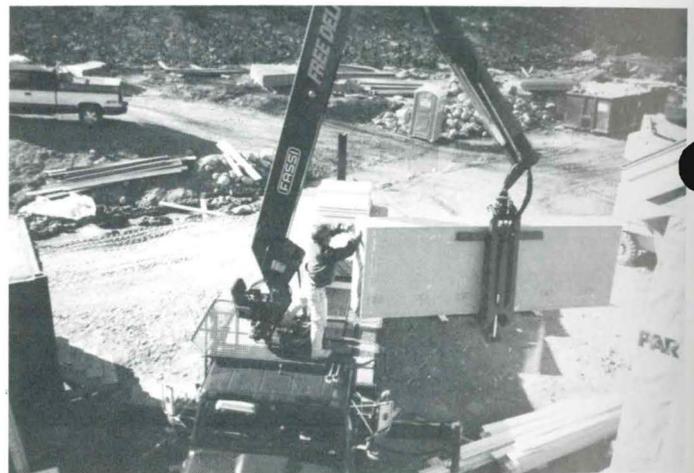
This hotel, bigger than the last, has kept many within the company hopping this past year. Between direct ship billings, deliveries from Casco, Windham and Yarmouth and sheetrock delivered and moved in the buildings, this team of people has been exemplary.

The Grand Summit Hotel, which itself is in excess of 225,000 square feet of space (that is equal to 125 average 1600 square foot Cape Cod homes) is one of the largest wood buildings in Western Maine. Hancock Lumber has been involved with almost all of the building materials in this building. We have supplied or been involved with shipping most of the plywoods, fir beams, lumber, Hancock pine, pressure treated lumber, skylights, sidings (vinyl, cedar clapboards and shingles), roofing, specialty items (bolts, hangers and hardware) and in excess of one million square feet of sheetrock. This is one BIG project.

Barr & Barr, Inc., the General Contractor for the hotel, celebrating its 70th year in 1997, based in Boston, started the project in July and expects a full completion date of Spring of 1998. This would make the Grand Summit Hotel the longest running and largest single project for Hancock Lumber in 1997.



Sheetrock Delivery



"OLD SAWMILL" DEMOLITION

Nathan Decker and his stepson, S.O. Hancock, went into the lumber business together in 1848. They kept fifteen logging teams constantly busy and were considered one of the largest log dealers in Cumberland County. At first, they did not manufacture lumber, but sold large quantities of logs to buyers on the water. They put the logs into Crooked River and from there into Sebago Lake. Hancock Lumber's first sawmill was set up in the 1880's. Portable mills were used at first. These mills were convenient since they were located at logging sites. The mills were moved from site to site by teams of horses. Initially, all sales were wholesale. Shipments were made throughout New England, New York, and Pennsylvania. Customers were largely retail yards and industrial accounts such as box shops and foundries.

By 1920, S.O. Hancock had retired and his son, Milton was in charge. Milton used portable mills until he purchased the water mill in Casco Village and operated it as a combined water and electric mill until 1960. Up until November, this historic mill building was located opposite Hancock Lumber's administrative offices in Casco Village.

The building's structural damage, due to deterioration, had become a safety issue. Due to the fact that mill restoration was not a practical nor viable solution at this point, the decision was

made to take it down. In the spring of 1998 plans have been made for landscaping the area and for picnic tables to be put up where the old mill stood.



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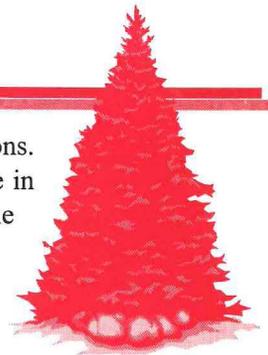


CHRISTMAS TREE SALES

In the spirit of Christmas, Hancock Lumber once again held Christmas tree sales at store locations. The purpose of this event is to raise money for local charities at a time of year when many people are in need of help. This has become an annual event at Hancock Lumber and one that helps us all get into the spirit of giving. 1997 charities included the following:

We were happy to donate a total of \$3,000.00! Our trees are always beautiful and we receive lots of compliments on both the trees and the fact that we donate the proceeds. It is a good time of year for everyone to get into the Christmas spirit and count our blessings, and we're happy to do so.

- Casco - Otisfield Alliance Church
- South Paris - Otisfield PTA
- Windham - Rotary Club
- Sanford - Altrusa
- Kennebunk - Animal Welfare Society of Kennebunk
- Yarmouth - Lions Club
- Pittsfield - Pine Tree Camp
- Bargain Barn - High Country Mission



SAFETY

INDIVIDUAL SAFETY AWARDS

GREGG SPEED, SAFETY DIRECTOR

The following employees will be receiving safety awards in the individual category for the third and fourth quarters of 1997. All of the clothing awards are embroidered with the company logo and the employee's name or nickname if requested. Recipients of the awards are those employees who have completed the specified number of injury-free years. These awards are presented to the employees at the end of the quarter in which they

— THIRD QUARTER 1997 RECIPIENTS —

ONE YEAR AWARD: Ryefield Sawmill - Leon Davies, Dana Skillings; So. Maine Family - Aaron Hatch, Kerry Quirion, Jim Silva; Greater Portland Family - Don Allard, Robert Hinckley, Joseph Stimpson, Ron Pratt; Pittsfield Sawmill - Glen Fogg, Charles Ward.

TWO YEAR AWARD: Ryefield Sawmill - Ken Rodgers, Richard Rose; So. Maine Family - Corey Brooks; Greater Portland - Bobby Nations; Pittsfield Mill - Denis McCloud.

THIRD YEAR AWARD: Ryefield Sawmill - Troy Mitchell; So. Maine - Matt Kelly; Greater Portland - Ron Libby.

FOURTH YEAR AWARD: Ryefield Sawmill - Keith Carlson; Pittsfield Mill - Lenny Martin; Greater Portland - Larry Odell; So. Maine - Kevin Lombard.

FIFTH YEAR AWARD: Ryefield Sawmill - Carlton Tripp; So. Maine - Richard Cluff, Gary Dunham; Pittsfield Mill - Andy Phillips.

SIXTH YEAR AWARD: Pittsfield Mill - Albert Lancaster.

SEVENTH YEAR AWARD: Pittsfield Sawmill - David Robinson.

EIGHTH YEAR AWARD: Greater Portland - Marc Dubreuil.

NINTH YEAR AWARD: Ryefield Sawmill - Paul Warren; Western Maine - Mark Johnson; So. Maine - Diane James.

— FOURTH QUARTER 1997 RECIPIENTS —

FIRST YEAR AWARD: Greater Portland - Keith Forest, Ed Richard; Pittsfield Mill - Rodney Williams; Ryefield Mill - Steve Hoyt.

SECOND YEAR AWARD: Western Maine - Peter Sargent, Charlie Spearrin, Steve Lalime; Greater Portland - Rick Bushey; So. Maine - John Intravaia; Pittsfield Mill - Harvey Leland, Don Woodard; Ryefield Mill - Steve Burton.

THIRD YEAR AWARD: Greater Portland - Dana Williams; So. Maine - Mark Whitney, Dave Whitehorn; Ryefield Mill - Mark Junco.

FOURTH YEAR AWARD: Greater Portland - Harland Storey; Pittsfield Mill - David Weymouth.

FIFTH YEAR AWARD: Ryefield Sawmill - David Snow.

SEVENTH YEAR AWARD: Pittsfield Sawmill - Neil Postlewaite.

NINTH YEAR AWARD: Ryefield Sawmill - Keith Sawyer.

DIVISIONAL SAFETY AWARDS



Southern Maine Family goes 2 Years without a loss time injury.

(See attached article, page 5)

Western Maine Family goes 7 Years without a loss time injury.

(See attached article, page 5)

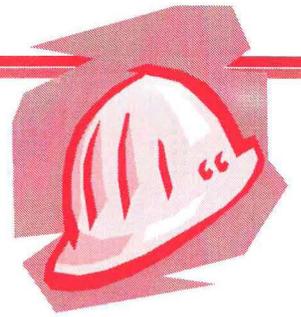
Greater Portland Family. On January 26, 1998, the Greater Portland Family went 2 years without a loss time injury. This milestone was the result of hard work and dedication to reducing accidents and injuries. Plans are currently being made for the celebration and award night. Congratulations!

Pittsfield Sawmill goes 42 months without a loss time injury! On January 20th, the Pittsfield Mill went 42 months without a loss time claim. We will be celebrating this milestone on January 29th with a lunch and safety awards for all employees. Great job!

SAFETY NEWS

WESTERN MAINE FAMILY & ADMINISTRATIVE OFFICE GO 7 YEARS WITHOUT A LOSS TIME INJURY!

On January 1, 1998, both the Western Maine Family (Casco, So. Paris, Pittsfield Retail, Bargain Barn) and the Administrative Office (including purchasing) reached the seven year safety milestone. Over 100 employees and guests gathered at Charlie Beigg's Banquet Center in No. Windham on Wednesday, January 21st to celebrate. Gregg Speed and Toby Hammond congratulated the group for their success in 1997 and were hopeful for another great year in health and safety for 1998. All eligible employees received L.L. Bean gift certificates in appreciation of their support of the safety program.



SOUTHERN MAINE FAMILY GOES 2 YEARS WITHOUT A LOSS TIME INJURY!

On October 18, 1997 the So. Maine Family (Sanford, Kennebunk, Northwood) went two years without a loss time claim. Over 65 employees and their guests gathered to celebrate at the Harbor Watch Restaurant in Kennebunkport on Saturday, November 15th. The food and atmosphere created the perfect setting to recognize everyone for their efforts towards reducing workplace injuries. Gregg Speed and Steve Rothrock both thanked the group for their safety "attitude" and encouraged everyone to be a part of the solution to help eliminate accidents and injury. All eligible employees received L.L. Bean gift certificates in appreciation of their efforts towards safety.



By BETSY DOANE *OF THE ICE STORM OF '98*

INCREDIBLE SIGHTS:

Ice encrusted branches entangled with power lines forming tunnels over the road. Miles of houses with only one faint light inside. Flashlights, Coleman lanterns and stoves, generators, melting snow on the wood stove. Long lines at the gas pumps. Did someone say "shortage"? The grocery store is actually closed?! But I need: batteries, Coleman fuel, food! The endless days of gray.

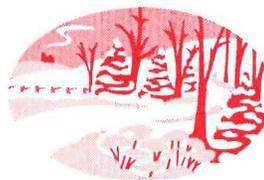
INCREDIBLE SADNESS:

The beautiful pines laden with ice hang their branches like skirts to the ground and broken branches litter their feet. The fir trees look like closed up umbrellas and the birches make arches into the frozen snow. Families displaced. Frozen pipes, spoiled food, jangled nerves, more expense. "Did you get your power yet?" starts every conversation. The endless days of gray.

RECOVERY:

We started a donation box of non perishable food at the Pittsfield Mill. The National guard marching up the road helping to clear the roadway. Pittsfield's own Tracy Martin was called to active duty to help evacuate the elderly in Waterville. Thanks Tracy! People opening their homes to neighbors and friends sharing water, food and "war stories".

Slowly, slowly power is restored. As we recover, remember that other people share your feelings. Talk about it. It really helps!



HANCOCK TRUMAN LIMITED LIABILITY COMPANY PAYS OFF BANK MORTGAGE

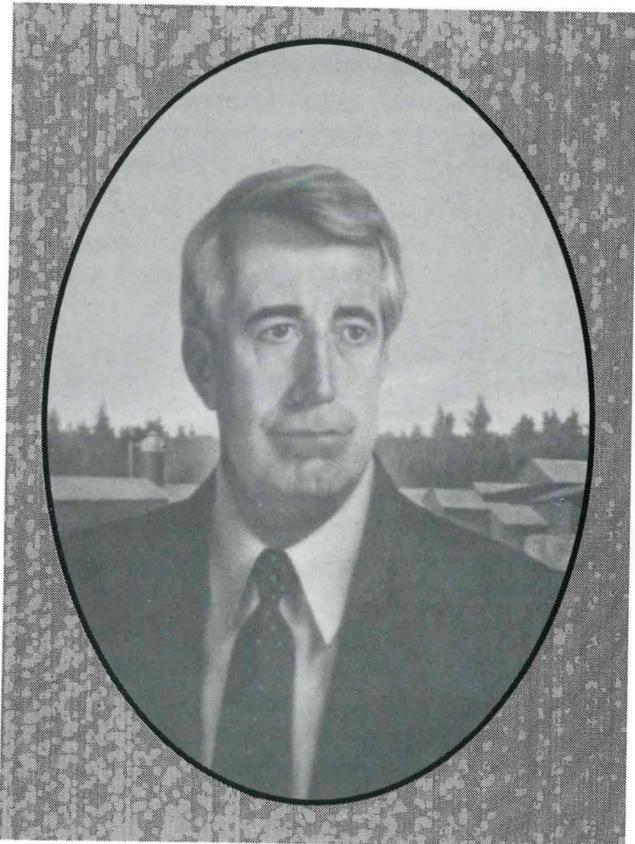
In August, 1997, Hancock Truman, LLC paid off its bank mortgage at Norway Savings Bank. Hancock Truman is a limited liability company that owns the South Paris store real estate and leases it to Hancock Lumber company, Inc. in a long term lease. Members of Hancock Truman are Leon Truman, Dave Hancock's estate, Tom Hancock, John Yazwinski, Kevin Hancock and Matt Hancock. Most of our stores are actually owned by a limited liability company and leased to Hancock Lumber Company, Inc.

The bank loan was in the amount of \$275,000 and was signed on March 15, 1985. It took twelve years, but the loan was finally paid off in August. On the day of payoff, Leon, his wife Freda and Carol Hancock took the final payoff check into Norway Savings Bank personally. Leon was quoted as saying that he wanted to make sure the final payment was properly recorded. At the next Hancock Truman meeting held in September, the members held a symbolic mortgage "ripping" ceremony. Congratulations go to the members of Hancock Truman.



L - R: Ross Tardiff-Norway Savings Bank, Juanita Smith-Norway Savings Bank, David Wyman, Norway Savings Bank, Peter Montpelier-President, Norway Savings Bank, Craig Richardson-Norway Savings Bank, Carol Hancock-Hancock Lumber, Freda Truman-Hancock Lumber, Leon Truman-Hancock Lumber.

HANCOCK TRAINING CENTER DEDICATION



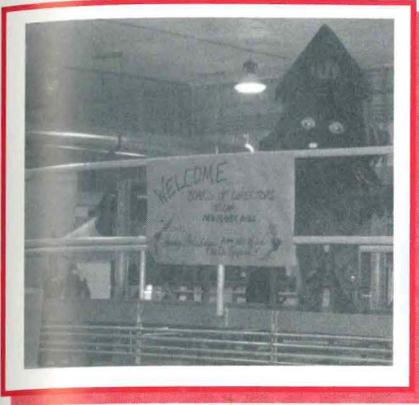
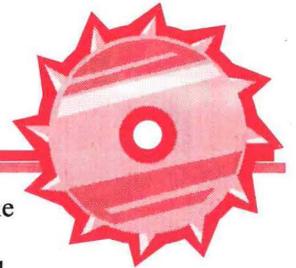
On December 17, 1997 the Stockholders and board of Directors dedicated the Hancock Lumber Conference and Training Center to David Hancock.

In the reception area of the Training Center now hangs a portrait of Dave. Beside the portrait is a plaque that reads: "The Hancock Lumber Conference and Training Center dedicated to K. David Hancock by the Board of Directors on December 17, 1997, for his visionary leadership and stewardship". In addition to the portrait and plaque, a new sign graces the entrance.



Hancock Lumber strongly believes in the philosophy that "Our People Make The Difference." The Training Center speaks to the fact that we are a company committed to its employees. No one was more dedicated to Hancock Lumber, this philosophy, and its employees than Dave Hancock. Dedicating this Center a celebratory way of remembering and honoring Dave Hancock's inspirational leadership and stewardship.

HANCOCK STARTS UP NEW STATE OF THE ART PLANER MILL



On December 19, 1997, our new planer mill started a new milestone in producing higher quality Eastern White Pine boards. A brand new Swedish WACO Planer, along with a remodeled trim saw system, was placed in a new building. The new building is

80' x 220', and although it did not survive the thunderstorm in August '97, it did survive the ICE STORM in '98!

The new planer mill project will further enhance production capabilities, quality of product, and grade recovery to our customers. The layout design and manufacturing of the mill took numerous late nights of hard work, mostly from our own employees, headed up by Finished Product Manager, Garrett Klingler. The end result was seen first hand by the Board of Directors on December 17th in which all who were

present were very impressed with the mill.

"The tremendous amount of talent that was shown by our employees in fabricating this mill was very impressive. The new planer mill is just one of the many technological advances that keeps us on the cutting edge in our industry," says Matt Hancock, Director of Sawmill Operations.

We would like to thank those who were involved in this project. It shows how our people truly make the difference in the year of our 150th birthday and well into the future.



COMMUNITY INVOLVEMENT

MAINE HOME BUILDERS BEAT THE CLOCK

Thanks to the Home Builders Association of Maine, one lucky family recently watched their dream house spring up literally overnight; and the best part is half the proceeds from the \$99,900 purchase price went to aid the Maine Special Olympics.

"The 24 Hour Dash for Maine Special Olympics" was the brain child of Jim Silva of Hancock Lumber in Sanford, Maine. Silva noted that the HBA of Maine had built a previous home for charity in the mid-1980's but with one major difference — that project stretched out over nine months. To turn this concept into a reality, he formed a committee of seven that included himself, Glen Gervais of Custom Built Homes of Windham; Susan Duchaine of Design Dwelling, Inc.; Dave Semon, Taggart Construction; Kathleen Donnellon, Century Security; Karvis Mir, Mir Marketing; and Rob Wilkins, Hancock Lumber. The committee gathered donations of labor, materials and equipment from about 100 area contractors and firms.

Through the generosity of its members the Home Builders of Maine undertook the challenge of constructing a 24-foot by 42-foot three bedroom home, from the top of the foundation to completion in 24 hours with 100% donated land, materials and labor. The Maine Special Olympics is a wonderful organization that does a great job for very special people in Maine and this was a way of letting them know what their efforts mean to Maine people. The income from the sale of the house will be used to build summer cabins at Camp Tall Pines in Poland, Maine and to fund a sailing program.

Construction on the home in Gorham began at 7 a.m. on Friday, September 19th. Twenty four carpenters began framing the house and by quarter past eight roof trusses were being set. Three electricians were assigned to each room and it took an 11-person crew an hour to shingle the roof. "Most of the people working on the house didn't even know each other but they worked together like they had worked together all of their lives," said Silva. At 6:30 a.m. the next morning, the house was completed.

The Home Builders Association of Maine participate in community outreach programs because their members are concerned, caring professionals and they believe their involvement makes the communities where they live and work better places.

OFFICE ANTICS



Halloween is an extremely fun day at the Admin Office in Casco. Everyone arrived at work dressed for the day in their favorite costumes.



— Bewildered —



— Off to See the Wizard —
Scarecrow - Tina, Cowardly Lion - Karla, Tin Man - Connie, Wicked Witch - Wendy, Dorothy - Nikki.



— Who Wouldn't Like These Spiders? —
Payables L-R: Pat Penny, Ruth Brill, Danielle Allen, Linda Wing.



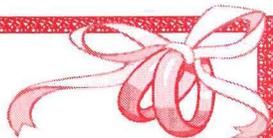
— Biker Buddies —
L-R: Wayne Huck, Cristal Cote, Marc Beaudoin

Weddings

Congratulations To:

Rodney & Billie-Jo Basford (Pittsfield Sawmill),
married Friday, October 31, 1997.

Best wishes to both of you from all of us.



Births Congratulations To:



Peter & Ann Marie Sargent (Casco Retail) on the birth of their son, Jeffrey William. Jeffrey was born Friday, October 24th and weighed 9 lbs. 4 ozs.

Brad & Anne Morris (Northwood) on the birth of their son, Kevin, on Tuesday, November 19th. Kevin weighed 8 lbs. 4 ozs.. He has a sister, Stephanie.

MILL RECORDS !!!

Pittsfield Sawmill Record . . .

On January 21, 1998 the Pittsfield sawmill team broke their sawing record by producing 95,005 board feet. Their previous record was 93,573 board feet on April 25, 1997.

Congratulations to everyone !!!!!!!!!



Liz Marcella celebrates the coming of the New Year and the beginning of Hancock Lumber's 150th Birthday.