

LONGVIEW FIBRE COMPANY
COMPENSATION COMMITTEE CHARTER

Purpose and Authority:

The purpose of the Compensation Committee (the "Committee") is to:

- review and approve corporate goals and objectives relevant to the Chief Executive Officer's compensation, evaluate the Chief Executive Officer's performance in light of these goals and objectives, and, either as a Committee or together with the other independent directors (as directed by the Board), determine and approve the Chief Executive Officer's compensation level based on this evaluation;
- make recommendations to the Board regarding compensation for other executive officers and regarding incentive-compensation and equity-based plans;
- produce the report of the Committee included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC.

The Committee shall have the sole authority to engage or terminate any outside compensation consultant that is used to assist the Committee in the evaluation of Chief Executive Officer or executive officer compensation, including the sole authority to approve fees and other retention terms. The Committee shall also have all authority necessary to fulfill the duties and responsibilities assigned to the Committee in this Charter or otherwise assigned to it by the Board.

The Committee may obtain advice and assistance from outside legal, accounting and other advisors as the Committee deems necessary to carry out its duties, and shall have the authority to select, retain and compensate these advisors without seeking Board approval.

As the Committee deems appropriate, it may form and delegate authority to subcommittees and may delegate authority to one or more designated members of the Board.

Composition:

Independence

The Committee shall be composed of two or more directors, as determined by the Board, each of whom shall:

- meet, as determined by the Board, the standards established by the New York Stock Exchange, other applicable laws and regulations governing independence, and the Company's Corporate Governance Guidelines from time to time,

- be a "non-employee director" within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, and
- be an "outside director" within the meaning of Section 162(m) of the Internal Revenue Code.

Appointment and Removal of Members

The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee. The Board may remove any member from the Committee at any time with or without cause.

Duties and Responsibilities:

The Committee shall have the following direct duties and responsibilities, in addition to any duties and responsibilities assigned to the Committee from time to time by the Board.

Compensation Philosophy and Goals

- Develop an executive compensation philosophy for the Company and establish and annually review policies regarding executive compensation programs and practices.

CEO, Executive and Director's Compensation

- Annually review and approve corporate goals and objectives relevant to the Chief Executive Officer's compensation, evaluate the Chief Executive Officer's performance in light of these goals and objectives, and, either as a Committee or together with the other independent directors (as directed by the Board), determine and approve the Chief Executive Officer's compensation level (including salary, bonus, incentive and equity compensation) based on this evaluation. In determining the long-term incentive component of the Chief Executive Officer's compensation, the Committee (and, if applicable, the other independent directors) may consider, among other relevant factors, the Company's performance and relative shareholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards given to the Chief Executive Officer in past years.
- In consultation with the Chief Executive Officer, annually review the compensation structure for the Company's other executive officers and recommend to the Board the compensation (including salary, bonus, incentive and equity compensation) for these other executive officers based on this review.
- Annually review the compensation for the Company's Directors (including, but not limited to, Board service fees and committee service fees), and report its recommendations to the Board for its approval.
- Establish and administer annual and long-term compensation plans for executive officers.

- Recommend to the Board for its approval and, where appropriate, submission to the Company's shareholders, incentive compensation plans and equity-based plans, and periodically review these plans and recommend to the Board any changes.
- Recommend to the Board for its approval changes to executive compensation policies and programs.
- Review and approve all special executive employment, compensation, severance, change in control and retirement agreements or arrangements.

Stock Ownership Guidelines

- Annually review executive stock ownership and, if determined to be appropriate by the Committee, develop and recommend to the Board executive stock ownership guidelines, and monitor progress toward meeting any such guidelines.
- Periodically review the desirability of, and, if determined to be appropriate by the Committee, develop and recommend to the Board, director stock ownership guidelines and monitor compliance with such guidelines.

Tax-Qualified Plans

- Review and recommend to the Board for Board action, all tax-qualified retirement plans and all plan amendments; provided, however, that the Committee or the administrative committee for the plan may adopt, without Board action or approval, plan amendments to the extent permitted by the terms of the relevant plan. Assist the Board in fulfilling its ERISA fiduciary and non-fiduciary functions by overseeing plan committees, including plan administrative committees, and reviewing and recommending to the Board for action:
 - the designation of the trustee and the execution of trust agreements for any such plan or plans;
 - the termination, merger or consolidation of any such plan or plans; and
 - the extension of plan participation to employees of affiliates or subsidiaries.

Nonqualified Benefit Plans

- Review and recommend to the Board for Board action all nonqualified benefit plans and all plan amendments that are non-administrative in nature; approve and recommend to the Board for its action:
 - the designation of the trustee and the execution of trust agreements for any such plan or plans;
 - the termination, merger or consolidation of any such plan or plans; and

- the extension of plan participation to employees of affiliates or subsidiaries.
- Periodically review plan administration, participation and regulatory compliance of nonqualified plans.

Reports

- Regularly report to the Board on significant matters arising from the Committee's activities.
- Produce the report of the Committee on executive compensation required by the rules of the SEC to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC.

Meetings:

The Committee shall establish a meeting calendar annually. The Committee may hold such other meetings as are necessary or appropriate for the Committee to fulfill its responsibilities. In the absence of a member designated by the Board to serve as Chair, the members of the Committee may appoint from among their number a person to preside at their meetings. When appropriate, the Committee may meet in separate executive session with management, employees, internal audit and the independent auditor to discuss matters that the Committee or the other groups believe warrant Committee attention.

Evaluation:

The Committee shall review and reassess this Charter at least annually and, if appropriate, propose changes to the Board.

The Committee shall obtain or perform an annual evaluation of the Committee's performance and make applicable recommendations for improvement.

January 2004