

BOARDTALK



300 MILLION SEEDLINGS

RED EMMERSON

This spring, our forestry leaders and my family joined me in planting Sierra Pacific's 300 millionth seedling on our timberlands. This is an achievement that I am proud of – and one we should all take pride in.

It is also a possibility I wouldn't have begun to imagine when I started in the industry 75 years ago. At that time, I didn't own land – just mills. Eventually we started acquiring land, with Sierra Pacific's biggest acquisition in our history happening in 1988 when we purchased 522,000 acres of Sante Fe Railroad land. Before that we only had 121,900 acres.

As we started acquiring timberland, we knew we needed to make sure we were managing the lands sustainably and responsibly. Not just for today, but for the generations to come. That is why we started planting seedlings when we harvested trees. We want to maintain the forest. We want to grow trees. Sierra Pacific wants to take care of the forests. These 300 million seedlings planted on our timberlands is a part of that responsibility. We are ensuring we will have forests not just for today, but also for the future.

While we were planting the 300 millionth seedling in our timberlands, we were also sowing 6.1 million seeds in our new conifer seedling nursery. Today, the nursery has little bitty trees that we will plant in our forests next year. And those little bitty trees will someday become great big trees.

Sustainable forest management extends beyond planting. It involves ongoing nurturing, careful management, and a seamless connection to our sawmills and products. This integrated approach ensures that every tree we plant supports not only the forest ecosystem for wildlife, clean water and air, and recreation, but also provides for a reliable supply of logs for our sawmills and the products they produce. For today – and for generations to come.

All this work is made possible by our team of forestry professionals. From foresters and biologists to botanists and reforestation specialists, these individuals are at the heart of our operations. Their efforts are supported by the latest scientific advancements, which play a crucial role in our reforestation initiatives. From meticulous seed collection adapted to various climate zones to advanced planting techniques, optimized seedling densities, and rigorous health assessments, science informs every step of our process.

Our generational commitment is clear: we are growing forests for our future. As we celebrate this significant milestone of having planted 300 million seedlings in our forests – along with our investment in the new conifer seedling nursery and all of the seedlings it will produce for our forests – we remain dedicated to this vital work. The trees we plant today are a legacy for future generations.



Red

OROVILLE RECEIVES AWARD FROM CAL OSHA

Sierra Pacific Industries Oroville Division has been awarded elite Star Voluntary Protection Program status from the California Occupational Safety and Health Administration (Cal OSHA) for exceeding workplace health and safety standards. Of only 68 companies in California to receive this recognition, they are the only sawmill ever to achieve it.

Achieving Star VPP status took eight years of rigorous work, including extensive employee training and numerous improvements to the work environment. Nevertheless, the Oroville Division sought to operate above and beyond the strictest Cal OSHA standards, always seeking ways to fine-tune and improve.

This incredible honor is a testament of our dedication to safety and the hard work of our amazing crew. Oroville Division Manager Mike Vinum attributes this achievement to his crew saying, "To get this recognition, you have to have a culture, a buy-in by the crew to do the work to be successful. It's the crew who deserves the credit for this great achievement."



Mike Vinum, Oroville Manager (left) and Rick Parsons, Safety Coordinator (right)

A recognition BBQ was held in June at the new Oroville truck shop where SPI crew members and leadership were joined by local and state elected officials, community leaders, and leadership from Cal OSHA to commemorate the milestone. In addition to the award from Cal OSHA, the site received special recognition with a Resolution of Achievement presented by Oroville Mayor David Pittman, as well as a Certificate of Special Congressional Recognition presented by Congressman Doug LaMalfa.

We're proud of our team's commitment to going above and beyond for safety and for striving for excellence. We congratulate the Oroville crew members on this great achievement.



Crew recognition BBQ

MASTER LUMBERMAN



Hank Spears of SPI Centralia received the Western Wood Products Association (WWPA) Master Lumberman's award at the WWPA Annual Spring meeting in Vancouver, Washington this past April.

This prestigious award recognizes outstanding lumber grading and quality control professionals in the Western Lumber industry. There are few that receive the award as it requires

candidates go through an interview process, be in supervision for 20 years, be a certified grader for 20 years with all grade certificates for the mill they work at, have deep knowledge of the entire plant site they work, and be of good moral character.

Congratulations to Hank on this great achievement!

Pictured: Hank (left) accepting his award

SPOTLIGHT ON SUCCESS



Growing up in the small town of Quincy, Lance Wert was aware of Sierra Pacific Industries. His first memorable encounter with the Company was during a high school tour of the mill. Though he had early exposure with SPI, he never thought much of it being the place that would eventually shape his career. After his freshman year of college, Lance returned to Quincy for the summer and took on a

part-time job at the mill in 2003. Reflecting on this period, he recalls, "I always say my first job with SPI was washing logging trucks." However, he realized the importance of completing his education and returned to college to finish his degree.

Upon graduating, Lance ventured into the Aerospace industry as a Manufacturing Engineer in Sacramento. He soon realized the "big city" wasn't for him and started job hunting in more familiar environments. This led him back to SPI, where he applied for an opening at the Anderson Tech Shop. He started in the Tech Shop full time as an Electrician in 2008.

Lance's journey with SPI is marked by a series of progressive roles, each building on the last. After working as an Electrician, he advanced to a PLC Programmer. His skills and ambitions then led him to the Machine Shop where he served as a CNC Programmer before advancing to Machine Shop Supervisor. His expertise eventually brought him into the office as a Mechanical Engineer. Today, Lance serves as the Mechanical Engineering Supervisor, overseeing a team and driving innovative projects.

When Lance first started with SPI, he recognized the immense opportunities within the Tech Shop. Although he had some knowledge of PLCs and electronics from

LANCE WERT

MECHANICAL ENGINEERING SUPERVISOR

ANDERSON ENGINEERING, TECHNOLOGY & FABRICATION SHOP

his college courses, he was eager to learn more by going after new opportunities. He recalls a supervisor who provided him with an old GE 90-30 PLC and some lights and switches. Lance dedicated his own time to expanding his skills learning and familiarizing himself with the equipment and its functions. This self-driven initiative, and the many others Lance took on, paid off as he grew his expertise. Lance credits his success to his time spent working in different areas of the shop and not being afraid to ask about learning new skills.

For Lance, the future at SPI is always exciting. "It's always enjoyable to see what the next 'BIG' project will be," he shares. He's witnessed the Company's continual expansion and frequent upgrades to facilities. Though he's worked on many projects, when asked to share a memorable one the Burney mill build came to mind. Lance recalls, "There was an urgent need for a new drop out gate on the edge of the trimmer. It was cool to see the entire shop come together to develop a solution. We were able to get the equipment installed just a few weeks later. It was a real team effort."

Lance offers valuable advice to those looking to grow their careers: "Don't be afraid to apply for a different job and try something new, even if it may be a big change from what you're doing." He emphasizes that going after opportunities is a powerful way to acquire new skills and advance professionally.

Lance Wert's SPI story is a testament to the value of continuous learning, adaptability, and seizing opportunities. We recognize Lance for his achievements making him this Quarter's SPI Spotlight on Success.



Pictured: Lance with sons working on a VW engine

Hometown: Born and raised in Quincy, CA

Family: Wife and 3 sons

Education: B.S. Manufacturing Technology, CSU Chico

Hobbies: Airsoft, target shooting, mountain biking, running, working on cars (VW Baja)

FROM INTERN TO CREW MEMBER

Sierra Pacific Industries is thrilled to welcome Caleb Lewis, former intern through the Connected Lane County (CLC) Manufacturing Technology Exceleator Program, as a full-time crew member to the Eugene sawmill. Caleb is excited to be donning his yellow hat as part of the swing shift clean-up crew contributing to the efficiency and safety of our operations.

Caleb's journey to SPI is both inspiring and heartwarming. He attended high school in Mapleton, a close-knit community an hour west of the Eugene mill and 30 minutes from our Noti mill. Despite facing significant challenges, including homelessness during his youth, Caleb found strength and support in the small community of Mapleton. "I'm a product of Mapleton, and I don't forget where my roots came from. I was raised by a caring and loving community," Caleb shared.

While attending Mapleton High School, Caleb learned about the CLC organization and their Manufacturing Technology Exceleator Internship Program. The program is designed to prepare young people for the workforce providing education, training, and practical application of professional and technical skills. Through this program, youth are exposed to six weeks of classroom learning as well as on-the-job training and mentorship at companies in the area – one of those companies being SPI.

Sierra Pacific has been a proud partner of CLC and their internship program since its inception in 2023. Our collaboration includes not only hosting interns at our Eugene mill but contributing materials and funds through the Sierra Pacific Foundation. The internship program costs are covered by CLC and the on-site experiences by local businesses, ensuring students gain relevant industry skills and insights, creating a positive impact on the students, companies, and broader communities. SPI worked closely with Caleb's CLC program coordinator, Ryan, who shared about Caleb, "Caleb was a very active and motivated participant in our six-week training program. His attitude and engagement indicated he would be a good fit for Sierra Pacific's culture and internship opportunity."



Caleb worked on several projects during his internship, including building a new welder's tray, creating metal feet for loading ramps, and shadowing electricians. He particularly enjoyed working with the millwrights and gaining a deeper understanding of the trade. Now, as a full-time member of our team, Caleb aspires to work in clean-up at the merchandiser in the

short-term and pursue a career as an electrician in the long-term.

Reflecting on his journey, a job in manufacturing was not initially on his radar. Caleb shares, "It never crossed my mind that SPI might be a possible employer for me. If it weren't for the exposure through our CLC partnership, I wouldn't have made the leap." Caleb's story is a testament to the transformative power of community, opportunities and the stability and growth he's found in the very short time since joining SPI.

For future interns and prospective crew members, Caleb offers sound advice: "Ask a lot of questions. It showed I cared because I was asking a ton of questions. It helps you figure out where you want to be, where I could go within this company." His sincere words resonate with all of us, reminding of the importance of curiosity and determination.

We are grateful for partnerships with innovative organizations like Connected Lane County and are proud to welcome Caleb Lewis as part of the Sierra Pacific Industries family. We look forward to supporting his growth and success as a SPI crew member.

QUESTIONS ABOUT YOUR HEALTH BENEFITS?

Call the friendly Sierra Pacific Health Benefits Department for info on programs, benefits and answers to your questions at (530) 378-8200.



EXCITING PROGRESS AT SPW ALABAMA



Aerial view of the plant site

Things are moving along nicely and we are excited on the progress of our new windows manufacturing plant in Phenix City.

We have been diligently working to revitalize the space (all 600,000 sq. ft. of it), preparing it for manufacturing capabilities. Several crew members from window and sawmill operations have transferred from within the Company, bringing with them a wealth of experience and understanding of our values and operations. We've also hired outstanding individuals from Alabama, bringing our current team in Phenix City to 42.

One of the major milestones achieved is the installation of our state-of-the-art LiSEC glass line. This advanced equipment will allow us to produce high-quality insulated glass products with precision and efficiency. Additionally, we are in the process of installing the Makor prefinished paint line and our

powder coat operation, which will further enhance our production capabilities. We have multiple pieces of equipment ready for our H3 window line. This Fall, we aim to be manufacturing windows specifically focusing on the H3 line. Following this, we plan to expand our production to include doors, casements, and direct sets.

Currently, our team is focused on testing and processing equipment to ensure everything is running smoothly. Simultaneously, we are training our Alabama crew members at our Wisconsin facilities, ensuring they are fully equipped to operate our advanced machinery.

We are excited about the progress being made and the opportunities that lie ahead. This new location is a testament to our dedication to growth and innovation. We are confident this facility will enhance our ability to serve our customers in the East and beyond with top-tier products and exceptional service.



LiSEC Glass Line

\$571,000 IN SCHOLARSHIPS

The Sierra Pacific Foundation is awarding over \$571,000 in scholarships to 189 students as they attend colleges, universities and trade schools during the 2024-2025 school year.

"As a family we are honored to invest in the future of these students," said Carolyn Emmerson Dietz Sierra Pacific Foundation President. "The Foundation remains committed to invest in the leaders of tomorrow and the generations that follow."

The Sierra Pacific Foundation grants scholarships to qualified, dependent children of Sierra Pacific Industries' employees. Recipients are eligible for the scholarship for four years, with some granted a fifth year based on their school and finalizing their undergraduate degree or trade school program.



It's never too soon to start planning for your child's education!

To learn more about Sierra Pacific Foundation and Scholarship FAQ's visit spi-ind.com/foundation.

MILESTONES

45 Years!

Debra Thomsen

Windows Medford

40 Years!

David Hagerman
David Smith
Keith Greenwood
Ken Davies
Ronald Snively

Shasta Lake
Shasta Lake
Forestry
Red Bluff Millwork
Richfield Reman

35 Years!

Allen Thieme
Cheryl Wibben
Darla Gilles
Juan Miranda
Lucy Hanish
Michael Dressel
Michael Savercool
Rebecca Sabatke
Salomon Meza
Scott Bradley
Tammy Olwell
Ted James
Thomas Rahming

Windows Medford
Windows Medford
Windows Medford
Red Bluff Millwork
Windows Medford
Sales & Service
Windows Red Bluff
Windows Merrill - O St
Richfield Millwork
Western Veneer
Windows Medford
Forestry
Richfield Millwork

30 Years!

John Pinheiro
Mike Mallon
Robert Newton
Scott Thomas
Willard Hanlen III
Zachary Briggs

Red Bluff Millwork
Red Bluff Millwork
Lincoln
Window Sales - N CA
Burney
Windows Red Bluff

25 Years!

Alfredo Ramirez
Charles White
Christopher Dailey
David Baxley
Deborah Holloway
Ignacio Lopez
Ioelu Levao
Jason Tryan
Jeffery Daniel
Joe Palmer
Jose Morales
Juan Franco
Ramon Anguiano
Ramon Guerrero
Rolando Moreno
Tom Atkins

Windows Red Bluff
Window Sales - PNW
Quincy
Eugene
Windows Red Bluff
Eugene
Shelton
Burney
Trucking
Forestry
Richfield Millwork
Lincoln
Richfield Millwork
Windows Red Bluff
Red Bluff Millwork
Chinese Camp

20 Years!

Aaron Matthews Jr
Alberto Cedillo
Alejandro Cuevas-Chavez
Anthony Keenan
April Lucas
Baltazar Caudillo
Bruce Taylor
Christopher Hubbard
Cornelius Pelroy
Edward Jackson
Evy Kaukonen
Felix DeSantiago
Francisco Castorena
Gabriel Quintana
Ginger Kleist
Jay Sutfin
Jesus Castro
Jon Aydelott
Jose Bandilla
Jose Lopez
Juan Marin
Keith Woods
Lisa Richards
Lourdes Torres
Luz Barragan
Mario Ramos
Panh Phanachone
Patrick Martino
Pete Knell
Quentin Campbell
Roy Blackwell
Simon Galaviz
Steven Tucker
Teresa Meza

Shasta Lake
Windows Red Bluff
Red Bluff Millwork
Trucking
Windows Medford
Oroville
Quincy
Window Sales - N CA
Noti
Trucking
Sales & Service
Oroville
Windows Red Bluff
Aberdeen Sawmill
Windows Medford
Richfield Millwork
Red Bluff Millwork
Oroville
Oroville
Oroville
Windows Red Bluff
Chinese Camp
Red Bluff Millwork
Windows Red Bluff
Lincoln
Lincoln
Anderson Sawmill
Window Sales - Arizona
Lincoln
Burlington Sawmill
Oroville
Windows Red Bluff
Airport
Windows Red Bluff

15 Years!

Jorge Quintero
Rodney Richmond

Lincoln
Trucking

10 Years!

Alberto Rodriguez
Ana Arguera
Brian Ball
Christopher Dow
Craig Campbell
Deanna Wilson
Dennise Conda
Destinee Graap
Eric Sands
Everardo Barragan
Jeffrey Schneider
John Baranek
Jose Diaz-Mojica
Jose Perez
Karla Dudek
Kent Hazel
Kyle Gilmore
Lance Dehne
Mark Gallistel
Michael Furze
Mike Haskell
Randall Brantley
Silviano Mojica
Sue Gryskiewicz

Windows Red Bluff
Windows Red Bluff
Windows Merrill - O St
Forestry
Window Sales - CO
Windows Red Bluff
Burlington Sawmill
Windows Merrill - W St
Windows Red Bluff
Red Bluff Millwork
Windows Merrill - W St
Window Sales - S CA
Windows Red Bluff
Trucking
Windows Merrill - O St
Fiber Products
Forestry
Windows Medford
Windows Medford
Windows Red Bluff
Window Sales - N CA
Chinese Camp
Red Bluff Millwork
Windows Merrill - W St

5 Years!

Aaron Vorhis
Alex Gentry
Alyssa Komarek
Andrew Armstead
Andrew Wilund
Anthony Forret
Benjamin Raynal
Brian Dunham
Caleb Williams
Chad Smith
Chelsey Stroman
Christopher Roosevelt
Cristian Miranda-Lavalle
David Zimmerlee
Emelyn Olivera-Castillon
Emilio Lavalle
Evan Baker
Gabriel Espinosa
Ignacio Sanchez
Javier Espinoza
Jesse Rath
Joan Rodriguez
John Morton
Jorge Lopez
Jose Valladolid
Joshua Grabau
Kyle Meyn
Lee Hedlund
Lloyd Brundage
Lucas Large
Luis Martinez
Luke Howard
Marshall Spade
Matthew Anderson
Matthew Swanson
Meihlan Moran
Michael Gibson
Michael Torres
Miguel Rocha
Pedro Ruelas
Rachelle Dutra
Richard Hopkins
Richard Rutledge
Robert Hernandez
Robert Lair
Robert Painter
Stephen Moore
Tammy Griesbach
Tanner Taylor
Thomas Feemster Jr
Timothy Higley
Tori Folz
Zachary Carstensen

Anderson Sawmill
Windows Medford
Windows Medford
Shasta Lake
Windows Merrill - O St
Trucking
Forestry
Forestry
Aberdeen Sawmill
Shelton
Windows Red Bluff
Oroville
Lincoln
Windows Medford
Windows Red Bluff
Lincoln
Trucking
Aberdeen Sawmill
Burney
Windows Red Bluff
Quincy
Lincoln
Chinese Camp
Oroville
Windows Red Bluff
Windows Medford
Sales & Service
Centralia Sawmill
Eugene
Sales & Service
Centralia Sawmill
Trucking
Shasta Lake
Quincy
Burney
Windows Red Bluff
Eugene
Anderson Sawmill
Lincoln
Burney
Quincy
Shelton
Shelton
Lincoln
Window Sales - CO
Chinese Camp
Lincoln
Windows Medford
Quincy
Chinese Camp
Window Sales - MT
Windows Merrill - W St
Windows Medford



your retirement, Michael!

MICHAEL BAKER

Michael retired after 21 years with Red Bluff Windows. He plans to make metal artwork, do some camping, hunting, fishing and relax if possible. Congrats on



family. Congratulations, Lora!

LORA BATES

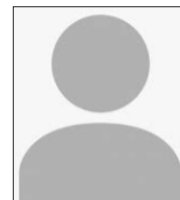
After almost 21 years, Lora retired from Red Bluff Millwork. She has many plans that will keep her busy including a million home projects, road trips and visiting



honey-do list when time allows. Congrats, Mike!

MIKE BUTTON

Mike retired from Richfield Millwork after 37 years with the Company. He is looking forward to camping, traveling, spending time family, and tending to his wife's



RUSSELL CASIMIRE SR.

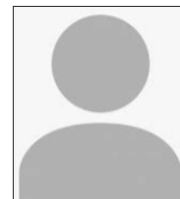
Russell retired from Burlington after 9 years. He plans to work around his home and on his 1967 Mustang. Enjoy retirement, Russell!



sleeping in and plans to visit family and do some traveling. Congrats, Ken!

KEN DAVIES

Ken retired from Red Bluff Millwork after 40 years with the Company. His first plan for retirement is to throw away his alarm clock. He's looking forward to



KENNETH ELY

Ken retired from Shasta Lake after 22 years. He plans to fix a few old cars, play around on his ranch, and mostly just relax. Enjoy retirement, Ken!

RETIREMENTS



DAVID GILMORE

David retired from Red Bluff Millwork after 11 years. David has big plans for retirement now that he will have more time on his hands including spending time

with family and getting in more golf games. Enjoy retirement, David!



STEVE KERN

Steve retired from Shasta Lake after 36 years. He plans on visiting relatives, traveling, working on his photography and doing some fly fishing. He thinks that and his

honey-do list will keep him well entertained. Enjoy retirement, Steve!



ADELE SAMPLE

Adele retired from Red Bluff Millwork after 47.5 years with the Company. Adele's first order of business is to sleep in! She is looking forward to putting around the

house and just being at home with her family.



TIM GREENE

Tim retired from Centralia after 18 years. He plans to spend time with family and do some hunting and fishing in his retirement. Congratulations, Tim!



BEVERLY KILTY

After almost 47 years, Bev retired from Windows Medford with many great memories. She is looking forward to having time to do whatever – hiking, kayaking, snow-shoeing

and working with her horse. Congratulations, Bev!



SHERRIE SLAGLE

Sherrie retired from Oroville after 24 years with the Company. She is looking forward to spending time with her grand kids and mom traveling, camping

and hosting pool parties with her family. Congratulations, Sherrie!



LUCY A. HANISH

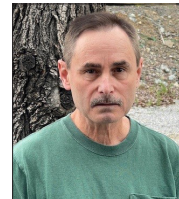
Lucy retired from Windows Medford after more than 34 years with the Company. She plans to wok around the house. Enjoy retirement, Lucy!



EFREN LOZOYA

Efren retired from Red Bluff Windows after 10 years with the Company. He plans to spend time with his grand kids, hunt, fish, travel and do some part-time work on his

honey-do list. Enjoy retirement, Efren!



MATTHEW STOUTE

After 33 years of service, Matthew retired from Shasta Lake. He plans to travel and do a lot of fishing. Enjoy retirement!



MARK HASLERUD

Mark retired from the Anderson Tech Shop after 29 years with the Company. He plans to relax, catch up on projects, explore, and do some hunting and fishing

in his retirement. Congrats, Mark!



DANNY MORGAN

Danny retired from Richfield Millwork after 38 years with the Company. He is looking forward to traveling the US and Canada in his retirement. Congratulations, Danny!



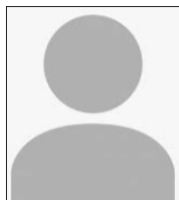
CHRIS TERRIEN

Chris retired after 45 years with Noti. He plans to work on his new home on the coast with his wife and fishing any chance he gets. Congratulations on retirement, Chris!



JAMES HEITZMAN

After more than 44 years, James retired from Eugene. He is excited to spend more time with his wife and family doing more traveling. Congrats and enjoy your retirement!



ERIC MOSIER

Eric retired from the Trucking Division after 12 years with the Company. He plans to spend time with his wife, relax, and visit his grand kids. He also plans on taking up a

new hobby. Congratulations, Eric!



DANIEL WAGENMAN

Dan retired from Red Bluff Millwork after 24 years with the Company. He plans to restore an old car he purchased back in the 70's, saying, "I think

it's about time!" Enjoy retirement, Dan!



RON HIBBS

Ron retired from the Anderson Fabrication Shop after 29 years with the Company. He plans to travel, see his family, CNC machine hobbies, and work on his hot rods.

He's looking forward to enjoying life and not being rushed!



PAUL NIEMER

Paul retired after 16 years with the Company. He is ready to enjoy a slower pace of life, but does have big plans for keeping busy including traveling and spending

time with family. Enjoy retirement, Paul!

BOARD TALK

GROWING FORESTS FOR OUR FUTURE.

MADE IN THE U.S.A!



SIERRA
PACIFIC
INDUSTRIES



SIERRA
PACIFIC
WINDOWS

Sierra Pacific Industries
P.O. Box 496028
Redding, CA 96049-6028
SPI-IND.COM

PRESORTED
STANDARD
US POSTAGE PAID
REDDING CA
PERMIT NO 45

RETURN SERVICE REQUESTED



3% WAGE INCREASE

We are pleased to announce a 3% wage increase across the Company.

The hard work and talent of our crew along with investments in our operations give us great confidence for the future. Thank you for being part of our team.

Red Mail George

Effective June 3, 2024