

BOARDTALK



SOWING OUR FUTURE

MARK EMMERSON

Replanting our forests is the foundation of SPI's sustainable forest management strategy. After every harvest, we plant at least three trees for every tree we harvest. We also replant after wildfire impacts our lands. This isn't just something that Sierra Pacific does – it's something that any responsible forestland owner does. It's the only way we have certainty that we will have growing, healthy forests. Not just to meet current and future needs for lumber and other forest products, but also to provide for clean water and air, wildlife habitat, recreation, and jobs for rural economies.

As I look around at the devastation caused by wildfires in recent years, the need for reforestation has never been greater. In recent years over one-third of California's forests have been severely impacted by wildfires. Without direct intervention, these forests will be replaced by brush.

While planting trees may seem like a simple act, it requires long-term planning and investment. A key component is a seedling nursery that can grow seeds collected from pine and fir cones, growing them into small seedlings that will be planted in the forest. Unfortunately, nursery capacity for growing these seedlings hasn't kept up with the needs.



This is why Sierra Pacific invested over \$40 million to build a state-of-the-art greenhouse. With help from a \$3 million CAL FIRE grant, in April 2023 we began clearing ground for the construction of greenhouses, an office and other facilities. In February 2024, we were sowing the first seeds. Today, we have over 5 million seedlings growing at the nursery, and we began packing seedlings the first week in October.

Inside this Boardtalk, you will read about the ribbon-cutting ceremony we held to recognize the hard work of the many that made this nursery happen. Without the efforts of the SPI team, along with partners like Siskiyou County and CAL FIRE, we wouldn't have 5 million seedlings ready to be planted on public and private forestlands in California this fall and next spring.

But this is just the beginning. With our planned expansion, we aim to double production next year. We have plans to eventually reach a capacity of 25 million seedlings annually—nearly doubling California's current seedling production.

Our nursery stands as a testament to our commitment to reforestation and conservation. We are going to play a vital role in restoring California's forests. I am excited as we embark on this journey to grow seedlings that will help ensure we have forests for decades to come.



Mark

Nursery Crew (left) after first day of packing seedlings for shipment to customers
Inside one of the greenhouses (right)

Celebrating the Opening of our Conifer Seedling Nursery

On September 23, we celebrated the ribbon cutting of Sierra Pacific Industries' state-of-the-art conifer seedling nursery in Siskiyou County. The event commenced with guided tours of the facility, led by Jessica Hinojosa, our Nursery Operations Manager.

In addition to remarks from SPI leadership, we were honored by the presence of key partners, including Anale Burlew, Chief Deputy Director of CAL FIRE; Liz Berger, Deputy Regional Forester for the Pacific Southwest Region at the USFS; and Michael Kobseff from the Siskiyou County Board of Supervisors. Each offered their support for SPI's efforts, underscoring the critical role we play in meeting reforestation needs.

This milestone wouldn't have been possible without the dedication of our SPI team and contractors along with our county, state and federal partners. Together, we are addressing the significant gap in conifer seedling production, supporting California's reforestation goals, and ensuring a more sustainable future.

The establishment of this nursery embodies our commitment to "Growing Forests For Our Future" on an even greater scale. With this new chapter, the future is indeed bright.



Millwright Training Program Addressing Skills Gap

In May 2024, SPI launched a new Millwright Training Program to address the growing shortage of experienced individuals qualified to fill maintenance positions. This program follows the success of the Sawmill Technical Education Program (STEP) for electricians started in 2023.

The Millwright Training Program was designed to build up the next generation of skilled workers, offering crew members a chance to enhance their capabilities and grow in their careers.

This hands-on program offers a unique opportunity for participants to hone their skills in a controlled classroom environment. This setting allows them to see demonstrations, ask questions, and practice new techniques without the pressures typically found on the production floor.

Spanning six weeks, this initial phase is just the beginning, with hopes to expand into intermediate and advanced levels in the future. During the program, participants dive into a wide range of skills including welding basics, torch work, fabrication, and power components. By the end of the course, trainees are expected to have the knowledge and skills necessary to repair and replace mechanical components in SPI's sawmill and manufacturing facilities.

Chris Saegar, the program's instructor, highlighted SPI's approach to addressing the skilled labor shortage as forward-thinking. "This program fills a crucial need while also offering an opportunity for crew members to gain skills

that might not be possible during regular operations."

He also emphasized the excitement and dedication of the students in the program. "It's my honor to be part of this program and get to witness students grow their skills in a field that I've spent my entire life involved in. It's truly a great achievement for Sierra Pacific and the employees as a whole; everyone benefits," said Saegar.

As SPI continues to invest in the growth and development of its workforce, this program marks a crucial step in preparing team members for success in critical maintenance roles.



Instructor Chris (left) with the first class of Millwright Program graduates

SPOTLIGHT ON SUCCESS

QUENTIN CAMPBELL

MAINTENANCE SUPERVISOR

BURLINGTON, WA

Quentin Campbell's journey with SPI began in 2004. He was working as a Yard Supervisor for Siskiyou Forest Products, a company that was soon going out of business. Quentin joined SPI at the Shasta Lake Division. Just starting out with the Company, he was tasked with welding and helping build the dry kilns. He quickly moved into a millwright position before advancing through various roles—night-shift millwright, electrician, grader, welder, and more—gaining an extensive skill set across multiple departments. "I've done a little bit of everything—forklift driver, chain puller, lead millwright. Each role has contributed to my understanding of how everything works in the plant," Quentin explains.

Quentin spent 11 years at Shasta Lake before moving up to Burlington for a greater opportunity. Today, Quentin is the Maintenance Supervisor of Burlington overseeing all maintenance operations. From the sawmill to the planer to the kilns, he ensures the smooth functioning of critical equipment in the mill and the rolling stock yard. His extensive experience allows him to approach each challenge with a hands-on, problem-solving mindset.

When asked about a notable experience during his career, he recalled his days in Shasta Lake when a headrig carriage needed replacing in the mill. "We found an old one up in Oregon, covered in blackberry bushes, cleaned it up, and installed it. That project taught me to think critically and creatively. You can turn something that seems like junk into something functional." It's a perfect example of the SPI way—fixing what we have and making it work better. Quentin added he thinks it's still the same equipment being used there today.

His approach to growth? Never stop learning. "If something interests me, I want to learn it. I would watch others, do my own research, and pick up skills along the way." This desire for knowledge and dedication led him to his current role in the maintenance department, a role he doesn't take lightly. "I have many crew members working for me now, and I always try to be a role model and lead by example. I believe in mutual respect. I wouldn't ask my team to do something I wouldn't do myself." He speaks highly of his team and how dependable they are.

A major influence in Quentin's early life was his uncle, a Marine who instilled in him a strong work ethic and the



Quentin (left) accepting his 20 year watch in June of 2024 pictured with Burlington Division Manager, Scott North (right)

importance of working hard every day. Quentin goes on to list many others that have helped him along the way. Friends, family, past and current managers – including Scott North, who Quentin describes as always encouraging not only him but all crew members to try new things even if they've never done them before. Quentin also greatly credits his wife of 30 years for her unwavering support, saying, "She's the reason I've been able to work long hours and build my career. Without her, I don't think I'd be where I am today. Having a supportive family behind you is everything."

Looking ahead, Quentin has his sights set on even bigger goals, including his dream of one day becoming a Plant Manager. "I want to continue learning and growing, but also pass on my knowledge to the next generation. It's important to inspire them to work hard, think critically, and take on challenges." For those looking to advance their own careers, Quentin's advice is simple: work hard, be dependable, and never shy away from learning something new. Step out of your comfort zone, and you'll be surprised by what you can achieve.

With Quentin's commitment, vision, and leadership, Burlington is well-positioned for continued success. We are proud to recognize Quentin as this quarters Spotlight on Success.

Hometown: Cottonwood, CA

Family: Wife of 30 years, 3 sons, 2 grandkids + another on the way

Education: Red Bluff High School

Pets: 2 dogs

Hobbies: Fishing, spending time with family, exploring the Pacific Northwest

Bridging Work and Home for Crew members

SPI Hosts Family Tour Days

Several Sierra Pacific Industries divisions recently held family tour days, giving crew members a chance to share their workplace with their loved ones. The tours provided families a firsthand look at the environments where their SPI family members work. From children and spouses to parents and even grandparents, many generations were welcomed for a unique behind-the-scenes experience. So far, SPI's Centralia, Shelton, Eugene, Noti and Richfield mills have hosted these family days.

The main takeaway from these tours was the connection they created between the crew members and their families. As families walked through the mills, they gained a clearer understanding of the stories shared at home—suddenly, terms and processes that once seemed foreign came to life. Many family members were surprised by the advanced technology and modern machinery used in the mills. They saw firsthand how the work has evolved beyond the days of manually handling logs and lumber, showcasing how much safer and more efficient the workplace has become.

Adding a personal touch to the experience, some crew members who brought their families were involved in guiding the tours. They shared their perspectives on the various job functions, allowing their loved ones to see exactly what they do each day. This not only deepened their families' understanding of the work but also fostered a sense of pride among the employees.



The tours were also an opportunity to educate families about SPI as a company. While touring the sites, some learned about the Company's approach to vertical integration, the close proximity of timberlands in Noti, or touched on environmental topics while walking past the waterfront in Shelton. Crew members became unofficial tour guides, offering personal insights that made the experience even more meaningful for their families.

Overall, the family tour days were a huge success. They allowed SPI employees to proudly showcase their workplace and educate their loved ones about the jobs they do and the company they work for. As the tours continue in other locations, they will no doubt strengthen the bond between work and home, making both a little more connected.



Photos from Left to Right: Noti, Eugene, Centralia, Shelton

Building a Safety-First Culture Together

Safety isn't just a set of rules—it's a shared commitment. Our safety culture relies on the daily efforts of every crew member to keep us all safe and productive.

Morning safety talks, which are being implemented at various facilities, are a quick and effective way to help keep safety at the forefront of our minds and remind us to always put safety first.

No matter what kind of work you do, situational awareness is a crucial habit for staying safe. Being aware of your

surroundings and potential risks can prevent accidents before they happen. Regularly discussing how aware we are of risks during these safety talks helps us improve and spot areas where more training might be needed.

Making safety a part of our daily routine allows us to work confidently, knowing we're protecting ourselves and our fellow crew members. At SPI, safety will always be our #1 priority, and together we can ensure it remains that way.

Oregon Fire School

This year our Oregon Forestry Crew partnered with Douglas Forest Protective Association for our 2024 Fire School. Hosted annually by SPI, this event is a cornerstone of our commitment to safety, preparedness, and collaboration.

Oregon's wildfire response approach operates under a "complete and coordinated" system, bringing together public and private entities for swift, effective action. Our crews contribute to this system alongside forest protective associations, the Oregon Department of Forestry, US Forest Service, and others, to protect our communities and natural resources.

Fire School plays a vital role in this coordinated effort by focusing on training and readiness. Our crews gain and refresh skills in fire line safety, equipment inspections, and response protocols, ensuring every crew member is prepared for the challenges of the season ahead. This preparation also strengthens relationships among partners.



This year was especially significant, marking the second fire season in which our Oregon crews could use the National Alliance of Forest Owners fire suppression agreement with the US Forest Service. This agreement allows us to provide additional support and resources to federal partners, enhancing our role within the larger, coordinated Oregon wildfire suppression system.

After a day of training, crews enjoyed a BBQ with community partners. They also honored long-time crew member Mark Gardner on his retirement. It was a moment to reflect on the contributions of past and present crew members, expressing gratitude for the hard work.

Thank you to our Forestry Crew, who steps up each year in active wildland firefighting while managing and protecting our lands for forest health and future generations.

SPW Welcomes Lt. Governor Sara Rodriguez

Sierra Pacific Windows was thrilled to welcome Wisconsin Lieutenant Governor Sara Rodriguez and other esteemed local officials, including Merrill Mayor Steve Hass, for an insightful tour of our Merrill manufacturing plant this past July.

The tour was led by Plant Manager Brian Ball through the Ohio Street facility to provide a firsthand look at the unique production strategy Sierra Pacific brings to the window industry. On top of this, the tour extended insight to the commitment Sierra Pacific Windows has in supporting the City of Merrill. Lieutenant Governor Rodriguez expressed genuine interest in understanding the challenges and



opportunities that face the city of Merrill, eager to explore the ways in which the state of Wisconsin can better assist the community.

It was an inspiring day, highlighting the strong partnership between local government and industry.

MILESTONES

Thank you for your continued support. Glad to have you as part of our SPI family!

45 Years!

Joyce Benton

Burney

40 Years!

Domingo Ruezga
Leon Gregg
Marvin Stone
Randy Rodriguez

Chinese Camp
Red Bluff Millwork
Eugene
Red Bluff Millwork

35 Years!

Brent Mangum
Catherine Bohl
Donald Grooms
James Danielsen
Melvin Carlson
Michael Hess
Mike Prepeluh
Ufracio Barragan

Sales & Service
Windows Medford
Red Bluff Millwork
Sales & Service
Windows Medford
Lincoln
Windows Medford
Red Bluff Millwork

30 Years!

Arnulfo Fernandez
Carl Speers
Crescencio Trapala
David Herrera
David Latimer
Isidro Barragan
Jessica Gouza
Mark Dancel
Michael Card
Michael Simington
Tracy Soppa

Red Bluff Millwork
Burlington Sawmill
Anderson Sawmill
Eugene
Sales & Service
Anderson Sawmill
Windows Medford
Red Bluff Millwork
Shasta Lake
Noti
Windows Medford

25 Years!

Aaron Dummer
Alma Mejia
Anna Barnett
Arron Pack
Bonnie Buckley
Darroll Helgeson
Emily Cox
Gabriel Oregel
Hugo Montes
James Garrett
Jimmy McIntosh
Joe Galvez
Jose Diaz
Jose Gontiz-Delgado
Jose Pina
Julio Rodriguez-Servin
Margarito Lira
Mark Pustejovsky
Matthew Guske
Miguel Lozano
Ramiro Serrano
Raquel Garibay
Reuben Semer
Rinda Cook
Salvador Magana
Thomas Hallcock
Thomas Michael
Victor Magana

Eugene
Windows Red Bluff
Windows Red Bluff
Richfield Reman
Windows Red Bluff
Eugene
Red Bluff Millwork
Lincoln
Windows Red Bluff
Eugene
Quincy
Windows Red Bluff
Sonora
Windows Red Bluff
Windows Red Bluff
Richfield Reman
Windows Red Bluff
Forestry
Sales & Service
Lincoln
Windows Red Bluff
Windows Red Bluff
Burney
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Quincy
Windows Red Bluff

20 Years!

Alexander Villa
Alonzo Vargas
Cristina Herrera-Rocha
Cynthia Amistoso
Daniel Musick
Derk Johnson
Edward Smith Jr
Herb Frelich
Hugo Rivas
Jesus Macias
Jose Gonzalez
Jose Hernandez
Jose Mendoza
Juan Garcia
Kenneth Bridges
Kenny Kilo
Larry Ostman
Michael Zenda
Rigoberto Borja
Robert Starkey
Ronald Shanks

Window Sales - N CA
Lincoln
Windows Red Bluff
Window Sales - N CA
Windows Red Bluff
Anderson Sawmill
Fab Shop Anderson
Richfield Millwork
Lincoln
Red Bluff Millwork
Richfield Millwork
Richfield Millwork
Red Bluff Millwork
Red Bluff Millwork
Noti
Lab Shop Anderson
Windows Red Bluff
Lincoln
Aberdeen Sawmill
Eugene

15 Years!

Alejandro Valencia
Brenda Johnson
Daniel Hernandez
Eric Chaves
Gerald Hubbard
Jared Krey
Jed Munyon
Jerry Gaches
John Janzen
Jose Franco
Julio Cordova
Rafael Hernandez-Cabrera
Syd VanAuken

Centralia Sawmill
Sales & Service
Burlington Sawmill
Window Sales - So CA
Aberdeen Sawmill
Centralia Sawmill
Eugene
Eugene
Burlington Sawmill
Lincoln
Richfield Reman
Richfield Reman
Centralia Sawmill

10 Years!

Aaron Bouback
Alejandra Feelo
Aurelio Aceves
Ayron Okelsrud
Candice Hyatt
Cantova Yibwemar
Carlos Tarusan
Colby Smith-Gray
Colleen Couillard
Craig Walls
Daniel Jones
Edgar Hermoso
Eduardo Partida
Eduardo Quezada
Erin Swezey
Ernesto Arce
Felipe Radillo-Ramirez
Gabriel Osorio
Gilberto Alvarez
Herman Gambino
Jaime Barbosa Avalos
James Killingbeck
Jesus Rojas
John Machon
John Missel
Johnathan Marshall
Jonathan Vega
Jorge Diaz
Jose Alvarez-Agustin
Jose Quezada
Josh Barrentine
Juan Ortiz
Justin Buckley
Justo Sanabria-Acevedo
Kenneth Hazelrigg
Kyle Amos
Lance Findlay
Michael O'Brian
Mike Strachan
Nicholas Smith
Raymond Agee
Roy Goodner
Ryan Banks
Ryan Gilge
Sandra Mitchell
Shawanna Rule
Sylvia Tadio-Alonzo
Tyler Kennedy
Tyler Schettler

Aberdeen Sawmill
Richfield Millwork
Trucking
Sonora
Fab Shop Anderson
Red Bluff Millwork
Eugene
Windows Red Bluff
Windows Merrill - W St
Main Office
Sonora
Red Bluff Millwork
Red Bluff Millwork
Windows Red Bluff
Sales & Service
Windows Red Bluff
Eugene
Lincoln
Lincoln
Richfield Reman
Lincoln
Western Veneer
Trucking
Lincoln
Burney
Trucking
Red Bluff Millwork
Shasta Lake
Windows Red Bluff
Eugene
Windows Red Bluff
Sonora
Lincoln
Sales & Service
Richfield Millwork
Burlington Sawmill
Red Bluff Millwork
Windows Merrill - W St
Lincoln
Burney
Windows Merrill - O St
Burney
Anderson Sawmill
Windows Red Bluff
Windows Medford
Lincoln
Shasta Lake
Windows Red Bluff
Burney
Windows Red Bluff

5 Years!

Alejandro Huerta
Alex Maiava
Ami Ellis
Andrew Tupper
Angel Vega
Anna Perkins
Bradley Rainwater
Brandon Fitzgerald
Brandt Latham
Brenda Gonzalez
Brianna Stonebarger
Caleb Trunkey
Cameron Jashinsky
Candy Martin
Carlos Amezcua
Carrie Hansell
Carter Manning

Eugene
Shelton
Windows Medford
Shelton
Lincoln
Windows Medford
Burney
Windows Red Bluff
Shelton
Windows Red Bluff
Quincy
Eugene
Shasta Lake
Burney
Shelton
Windows Red Bluff
Burlington Sawmill

5 Years cont..

Damian Castellanos
Dan Otto
Daniel Covarrubias
Daniel Frasier
Daniel Vasquez
Derrick Luke
Dillon Clifton
Dionicio Cantu
Douglas Cummings
Dylan Rainwater
Eddie Shields
Eric Hans
Evan Light
Fawn Donovan
George Williams
Grant Ghramm
Gregory Brawner
Guy Givens
Jack Ogden
Jacquelin Reinhart
James McKay
Jamie Leder
Jennifer Willis
Jered Roberts
Jerman Sandoval-Contreras
Jerry Green
Jesus Gallegos
Jill Arveson
John Laub
John Nichols III
John Ramirez
John Wood
Jordan Nhy
Joseph White
Joshua Simonson
Justin Fogleman
Kathryn Costigan
Kenneth Isaacs
Kyle Kavina
Larry Wolfe
Lawrence Quiroz
Lynda Truckey
Mario Espinoza
Martin Lindgren
Marvin Springer
Mathew Howard
Matthew McClanahan
Matthew Westrich
Michael Corbin
Michael Marmo
Michael Olson
Michael Olson
Michael Wyhlidko
Nathaniel Moldenhauer
Nicodemus Gilbert
Nikki Stockowitz
Orville Petsch
Paul Carlson
Petsmon Phaviseth
Randall Gearhart
Renato Zaragoza-Jimenez
Riley Mowry
Robert Allaway
Robert Dreyer
Roger Precht
Ruth Woolery
Ryan Flegel
Sergio Merino-Orozco
Servando Zamora
Silvia Torres
Steve Lekie
Tamey Carpenter
Taylor Harsh
Timothy Slater
Timothy Wesle
Trevor Hill
Tyler Reynolds
Vera Ivanova
Vicki Hall
Wyatt Sevier
Zachary Hartley
Zachary Stark

Shasta Lake
Trucking
Richfield Reman
Eugene
Windows Red Bluff
Eugene
Quincy
Burlington Sawmill
Quincy
Burney
Quincy
Windows Red Bluff
Forestry
Windows Merrill - O St
Red Bluff Millwork
Trucking
Window Sales - So. CA
Window Sales - CO
Burney
Windows Medford
Sonora
Windows Merrill - W St
Burlington Sawmill
Shasta Lake
Shelton
Sonora
Windows Red Bluff
Burney
Windows Medford
Anderson Sawmill
Windows Red Bluff
Shasta Lake
Quincy
Richfield Reman
Burney
Quincy
Lincoln
Burney
Windows Medford
Windows Merrill - W St
Burney
Windows Medford
Windows Red Bluff
Trucking
Shelton
Burney
Centralia Sawmill
Windows Medford
Shelton
Window Sales - SE
Centralia Sawmill
Noti
Forestry
Centralia Sawmill
Shasta Lake
Windows Merrill - W St
Burney
Trucking
Anderson Sawmill
Shelton
Richfield Millwork
Aberdeen Sawmill
Eugene
Trucking
Window Sales - Chicago
Burney
Eugene
Shelton
Window Sales - Utah
Windows Red Bluff
Windows Medford
Eugene
Eugene
Windows Red Bluff
Windows Medford
Eugene
Anderson Sawmill
Window Sales - CO
Windows Merrill - W St
Quincy
Noti
Trucking

RETIREMENTS



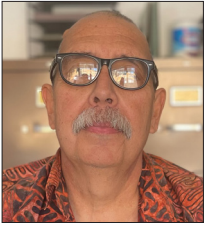
JOSEPH BROWN

Joe retired from his position of Loader Operator at Lincoln after 20 years with the Company. He plans to help his son with his tree trimming business as well as spend his retirement traveling, walking and fishing. Congratulations, Joe!



DANA PROUTY

Dana retired from Burney as a log truck driver after 9 years with the Company. He plans to ride motorcycles, farm and restore an old farm tractor during his retirement. Enjoy your retirement, Dana!



ANTONIO COMPUS

Antonio retired from his position of Millwright at Shasta Lake after 22 years with the Company. He plans to spend more time with his grand kids during his retirement. Enjoy your retirement, Antonio!



MARK PUSTEJOVSKY

After 25 years, Mark retired from his position as Forestry Regeneration Manager for the North/Central Sierra Region. Mark plans to take time to reflect and tend to his rambunctious garden, travel to visit family, and enjoy our country's great natural wonders. Enjoy your retirement!



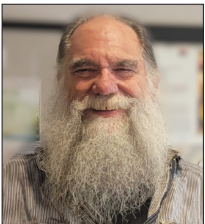
MARK GARDNER

Mark retired after over 34 years as a Forester with our Oregon division. He will be enjoying his free time working on projects around his property, traveling and spending time with family. They plan on taking road trips in the future years. Enjoy retirement, Mark!



DOMINIC TRUNIGER

After 10 years with Sierra Pacific, Dom retired from his position as VP of Window Sales. He plans to visit Switzerland for an extended stay and spend time with his wife, daughters, and grandchildren. Between family and his love for the outdoors, he plans to stay busy in his retirement. Congratulations, Dom!



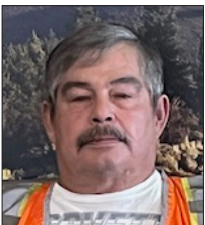
ROBERT LUNDQUIST

Robert retired from his position of Millwright at Burlington after 8 years with the Company. He plans to take a road trip to visit family and friends while exploring the Pacific Northwest. He also plans to spend more time on his hobbies and do some remodel construction. Congratulations, Robert!



FRANK VASQUEZ

Frank retired from his position of Fingerjoint Crew at Red Bluff Millwork after 10.5 years with the Company. His first item on his to do list is a trip to Japan and Spain, followed by some US travel. Then he plans to tackle the long list of honey-do projects and go dancing more. Congratulations on your retirement, Frank!



MARK MARTIN

Mark retired from his position of Log Truck Driver at Lincoln after 21.5 years with the Company. He plans to take care of the family, do some traveling and spend his time on his hobbies and the honey-do list. Enjoy your retirement, Mark!



KEVIN WEEMS

Kevin retired from his position of Cogen Operator at Anderson after 36 years with the Company. He plans on taking a vacation with his family, spending time with his children and grandchildren and his hobbies of painting and gardening. Enjoy Retirement, Kevin!

THANK YOU FOR YOUR SERVICE

Congratulations ON RETIREMENT!

SCHOLARSHIPS AVAILABLE FROM THE SIERRA PACIFIC FOUNDATION

MARK YOUR CALENDARS! APPLICATIONS OPEN DECEMBER 15TH

Scholarship applications are open to dependents of SPI crew members available online at spi-ind.com/foundation beginning December 15, 2024 closing February 28, 2025. Start talking with your student now about this opportunity to help fund their future! Details and eligibility at spi-ind.com/foundation/FAQ.



BOARD TALK

GROWING FORESTS FOR OUR FUTURE.

MADE IN THE U.S.A.!



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INDUSTRIES



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PACIFIC
WINDOWS

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RETURN SERVICE REQUESTED

OPEN | SPI HEALTH BENEFITS ENROLLMENT | PLAN YEAR 2025

Open Enrollment is the time each year when you can make changes in health coverage for you and your family for the next Plan Year. See the Open Enrollment packet (you should have received in the mail) for more information.

If you have questions about coverage for Plan Year 2025, please contact the Health Benefits Department at (530) 378-8200.

Not making changes? If there are no changes to your current application, you will not need to re-enroll for the 2025 Plan Year. No action is required.

Interested in Flexible Spending Accounts (FSA)?

Open Enrollment for FSA is November 23 – December 23 of each year. Enrollment forms for the 2025 Plan Year will be mailed to employees' homes at the end of November. Unlike the Medical and Dental Plans, you must make a new election **each year** for the FSA.

MARK YOUR CALENDAR

OCTOBER 1- NOVEMBER 15, 2024



**Plan Year 2025 includes reduced monthly premiums
and no changes to your low deductibles!**

see plan booklet for more information