

BOARDTALK



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SUSTAINABLY MANAGED FORESTS

GROWING FORESTS FOR OUR FUTURE.

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READY FOR THE NEXT BIG THING

RED EMMERSON

I have never been able to predict with any certainty what ‘the next big thing’ will be that transforms our business or our industry. But with certainty, I can tell you that there is a next big thing, waiting to be discovered by exploring new ideas and experimenting with technology in ways not yet imagined. While we pride ourselves on our ability to innovate and experiment with technology in our mills and on our forestland, in many cases we simply can’t afford to operate with less than proven technology. It’s rarely a good idea to rely on the piece of equipment with Serial No. 001.

So how do we help make sure our industry continues to dream and innovate while we figure out how to optimize the technology we have? That takes investment in the next generation of dreamers, designers, and do-ers.

Within these pages, you’ll read about Sierra Pacific Foundation’s investment in the new advanced wood products lab at Oregon State University. The science and technology being employed at OSU in developing the next big thing for our industry is inspiring. It’s inspiring to me and it’s inspiring to a whole new generation of young people seeking to sustainably and responsibly harness all the benefits forest products offer. They’re excited about the future of our industry and about all the possibilities waiting just around the corner.

In the communities where we operate, we also invest resources into local education to connect the next

generation workforce with Sierra Pacific careers. Robotics (engineering/technology), career technical education (manufacturing/skilled trades), and natural resources (forestry/wildlife/botany) are just a few skillsets in which we engage – sharing the Sierra Pacific story and connecting who we are to students whose values align with the Company’s.

The return on the investments we make in science and education are difficult to measure. The rewards are not certain or definable at the time investments are made. “Leap of faith” may be a better expression than “investment.” After all, it is faith that drives us to put money and resources into the next generation and those institutions that will help to shape their future, which in turn will shape our future.

We don’t know exactly what the future holds. What research is being done right now that could increase the growth and health of our timberlands in the next decade? What technology is being developed today that could change how we break down a log in a mill? What new architectural concept will result in new window products? What’s the next big thing that will open up new markets for wood products?

We can be sure that good science coupled with fresh perspectives regarding how, when, and why wood is used will produce results that will continue to drive our industry forward. Connecting with our education partners and students will ensure a workforce excited about opportunities with the Company. When the next big thing hits, and the one after that, we’ll be proud that we played a part and will be ready to reap the rewards.

Red
Red

LUMBER BUILDS COMMUNITIES

Through the Sierra Pacific Foundation's commitment to growing healthy communities, there are many opportunities to support non-profit organizations doing great work.

One such group is Home For Our Troops (HFOT). HFOT's tagline is "Building Homes, Rebuilding Lives." Their mission is to build and donate specially-adapted custom homes nationwide for severely injured post-9/11 veterans, enabling them to rebuild their lives. Started in Massachusetts, this year marks HFOT's 15th anniversary. Since 2004, HFOT has built over 270 specially-adapted homes. The Sierra Pacific Foundation has supported two projects in Washington state in the past year.



Built with lumber manufactured by SPI Aberdeen, Centralia, and Shelton along with window packages produced by Sierra Pacific Windows, two veterans are receiving keys to their new homes - one more step on the journey of rebuilding their lives.

Marine SGT Milan Franklin and Army SGT Jereme Sawyer (pictured left) have both sacrificed so much. It is an honor and privilege to be able to support HFOT's mission in providing specially adapted homes for these two heroes. SGT Sawyer explains, "I am grateful and feel very blessed to be receiving this home. It means a lot more independence for me and will allow me to take my life back. Homes For Our Troops is a second chance, this would be a chance for me to start my life."

Learn more about these men's stories and HFOT at hfotusa.org.

Sierra Pacific Windows' Mike Shelby, SPI Centralia's Scott North, and Carey Miller of Miller Construction grab a quick photo with SGT Jereme Sawyer on window install day!

WHAT'S HOT IN WINDOW & DOOR TRENDS

Contemporary designs focusing on more light, less window, bold colors & a clean, squared line

by Penny Goodpaster (Retired); excerpt from **Colorado Homes Magazine**

Contemporary home design is a strong preference among homeowners these days, and for good reason. The style is light, bright and open, encouraging seamless transitions between living spaces both inside and out.

Here are three window and door trends bringing light and life to contemporary homes:

1. Large and in charge: Huge expanses of floor-to-ceiling glass are often the starting point in contemporary home style, capitalizing on unobstructed views and natural light. Among the hottest trends are entire window-walls that extend interior living spaces to outdoor retreats - by way of massive bi-fold, multi-slide, and lift-and-slide systems.

2. The straight and narrow: Think "more light, less window." Among the contemporary style must-haves: straight lines, narrow stiles, rails and sashes, fixed windows with narrow frames, corner beads, and squared lines of window and door profiles, grilles and hardware.

3. Black is back: The contemporary movement has brought bold features into the mix when it comes to windows and door design. Black interiors and exteriors, as well as black-on-black hardware, are the biggest trends so far. The result is a stunning statement for any contemporary home design.



BENE-FACTS



PRESCRIPTION

FAQ

01



How do your prescription drug benefits work?

1. Use your CareMark discount card at the pharmacy when purchasing your prescription medications.
2. Write your CareMark discount card ID number on the prescription receipt and send it to Health Benefits.
3. Once you have met your deductible, reimbursement for covered medications is 80% for generic drugs and 60% for brand name drugs.

02



Do I have to use my CareMark discount card in order to get reimbursement?

Yes. Prescription benefits are limited to in-network services only.

03



Can I use another discount program such as GoodRx® in addition to my CareMark discount card?

Yes. After the pharmacy runs your prescription through CareMark, if you have another discount card that provides a greater discount to you, the pharmacy will sell you the medication at the lowest of the two prices. You can then turn in your prescription receipt for reimbursement.

The Fine Print: Not all details of these benefits are shown above. This summary is meant to highlight certain benefits and Plan provisions. This summary does not replace the Plan Document or Summary Plan Description. Please refer to these documents for details.

SUPPORTING ADVANCES IN TECHNOLOGY

In October 2015, the Sierra Pacific Foundation committed \$6 million to the College of Forestry at Oregon State University to support construction of an advanced wood products laboratory. The A.A. "Red" Emmerson Advanced Wood Products Laboratory is a world-class timber engineering facility dedicated to furthering research, innovation and collaboration across the timber design, engineering, fabrication and construction sector.

The Emmerson family attended the dedication of the completed lab in May 2019. "We are extremely pleased to be associated with OSU's Advanced Wood Products Laboratory," George Emmerson said. "Sierra Pacific Industries has grown dramatically in the past 25 years, and we attribute much of that growth to a belief that advanced mill technology is an essential element of maintaining a competitive edge in the wood products industry."



The laboratory houses two distinct technical functions:

- A **structural testing bay**, complete with a 25' tall, 4' thick reaction wall capable of testing the strength and integrity of structures up to three stories high and a 60' x 80' strong floor.
- An **advanced wood products manufacturing bay**, currently being outfitted with state-of-the-art fabrication equipment, including a cross laminated timber (CLT) press, a 5-axis CNC, and a high-accuracy robot mounted on a linear track system.

"Wood has become the building product of choice... no other material can match it for sustainability and renewability," Mark Emmerson added. "Success requires constant innovation."

Red and Maria Emmerson at Oregon State University's dedication of the A.A. "Red" Emmerson Advanced Wood Products Laboratory in Corvallis, Oregon.



FOUNDATION GRANTS \$649,000

2019-2020 Scholarship Recipients Announced

The Sierra Pacific Foundation has awarded \$649,000 to 209 students as they attend colleges, universities, and trade schools during the 2019-2020 school year.

For 40 years, the Foundation has been granting scholarships to dependent children of Sierra Pacific crew members. Qualified recipients are eligible for the scholarship for four years. Sometimes recipients are granted a fifth year based on their school and finalizing their undergraduate degree or trade school program.

"It is both an honor and a privilege for our family to offer this support to tomorrow's leaders. As we help these outstanding young people pursue their dreams, we are investing in the future and in the generations to come," said Carolyn Emmerson Dietz, Foundation President. "We look forward to the next 40 years."

It's never too soon to start planning for your child's education and the Sierra Pacific Foundation can play a part in funding your student's post-secondary schooling. Applications for the next school year will open December 15, 2019 so mark your calendar now!



Work together to make sure you all go home **SAFE** at the end of each shift.

Talk to your manager, supervisor, or safety coordinator if you see something unsafe.



SPOTLIGHT ON SUCCESS: CHASING DREAMS

Inspiration comes in many forms. Sometimes a person's sheer tenacity is inspiring. Perhaps inspiration is delivered by way of an individual's natural talent and potential being realized. Inspiration may be shared through the hard work and commitment of a fellow team member. Meet Ioelu "Jo Jo" Levao. Jo Jo embodies all these traits. In this issue of BoardTalk, he shares his SPI story.

In 1998, Jo Jo moved his family to the United States. Ultimately ending up in Susanville, CA, Jo Jo began looking for a job. His father-in-law suggested he try to find work at Sierra Pacific. Jo Jo applied for a clean-up position and did not get an interview. But Jo Jo did not give up. He applied a second time resulting in an interview. "The only question I was asked in the interview was: Do you know how to use a shovel?" Jo Jo recalls. He had been working on a fishing boat in Samoa prior to coming to the States and while he had no specific mill experience, he could weld and use a torch and, most importantly, he really wanted to work and he definitely knew how to use a shovel.

For 10 months, Jo Jo worked clean-up at SPI Susanville. It didn't take him long to figure out he really wanted to become a millwright. "I took advantage of every opportunity to work clean-up near the millwrights," he explains. He talked with his supervisors and managers and let them know he'd like to learn the skills needed to become a millwright. Jo Jo feels that he earned the opportunity to work with the millwrights because he worked hard and was always looking for ways to make himself useful to the crew. One day, a job bid went up for a millwright trainee and Jo Jo submitted his bid sheet. He was awarded the trainee position and he began learning the trade.

Just one week after being put in the trainee slot, a night shift whistle chaser wanted to move down as a helper on days so Jo Jo quickly was promoted into the night shift role. Then just two weeks later, a day shift whistle chaser left and Jo Jo earned that spot. Another week went by and a millwright #1 position on the night shift opened up. Jo Jo again put in his bid and was awarded the position. In just one month, he went from a trainee to a millwright #1. Jo Jo's advancement is a reflection of his readiness to take advantage of every opportunity that came his way. "Come and work. Show it. Prove it. Actions speak louder than words. Do the work. Everything else will follow," explained Jo Jo.

**"ACTIONS SPEAK LOUDER
THAN WORDS. DO THE
WORK. EVERYTHING ELSE
WILL FOLLOW."**

In 2000, SPI's expansion into the state of Washington brought new opportunities. Jo Jo and his wife decided that the timing was right to make a move to help build the new SPI mill in Aberdeen. Jo Jo really wanted to learn how to build a mill from the ground up. His reputation for working well with everyone and truly being a team player made him a welcome addition to the Aberdeen team. For the next 16 years, Jo Jo worked as a millwright #1 at SPI Aberdeen before lending his experience to the SPI Shelton crew in 2016. Jo Jo shared, "I have no plan for retirement. My body will tell me when I'm done. I haven't slowed down at all since day one."

Keeping with the family tradition, Jo Jo's brother, Fili Toeleiu, joined the SPI family in 2010. Fili operates a loader at the Aberdeen mill. Jo Jo and his wife still live in the home they bought in Aberdeen and both are very active in the community. All three of their children were awarded Sierra Pacific Foundation scholarships. Jo Jo did not finish high school but all three of his children have enrolled in college and the pride he feels for them is unmistakable. "I have supported my entire family on my job. I just received my 20-year gold watch. I've never had such a fancy thing like that. I appreciate that so much," explained Jo Jo.

Jo Jo will be the first to tell you how much he appreciates the chances he's been given to learn at Sierra Pacific. In turn, we appreciate learning how far hard work and commitment can take all of us through Jo Jo's story.



Home Place:	Western Samoa
Education:	Eleventh grade
Family:	Wife of 28 years + 3 children
Sports:	Football and basketball; both sons play college football - one at Eastern WA University, one at University of Hawaii
Music:	Country; traditional Samoan music
Hobbies:	Fishing!!!
Goals:	Keep working! No specific plans for retirement

CONGRATULATIONS!

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

Red

Maui

George

45 Years!

Scott Weber Windows Medford

40 Years!

David Blank Windows Medford
John Clark Anderson
Patrick Clough Windows Medford
Brian Parsons Red Bluff Millwork
Debra Thomsen Windows Medford

35 Years!

Billy Butcher Shasta Lake
Ken Davies Red Bluff Millwork
Keith Greenwood Forestry
Dave Hagerman Shasta Lake
Keith Herndon Burlington
Tom Nelson Forestry
Dave Smith Shasta Lake
Ronald Snively Richfield Reman

30 Years!

Juan Abarca Quincy
Scott Childers Shasta Lake
Mike Dressel Shasta Lake
Darla Gilles Windows Medford
Lucy Hanish Windows Medford
Ted James Forestry
Salomon Meza Richfield Millwork
Juan Miranda Red Bluff Millwork
Tammy Olwell Windows Medford
Monty Pevy Lincoln
Tom Rahming Richfield Millwork
Becky Sabatke Windows Medford
Mike Savercool Richfield Millwork
Al Thieme Windows Medford
Cheryl Wibben Windows Medford

25 Years!

Rick Canaga Anderson
Willy Hanlen III Burney
Mike Mallon Red Bluff Millwork
David Nelson Anderson
Robert Newton Lincoln
John Pinheiro Red Bluff Millwork
Scott Thomas Windows Northern CA

20 Years!

Ramon Anguiano Richfield Millwork
Tom Atkins Chinese Camp
Durk Daniel Trucking
Juan Franco Lincoln
Ramon Guerrero Windows Red Bluff
Joe Hamm Windows Medford
Deborah Holloway Windows Red Bluff
Al Koprivnikar Red Bluff Millwork
Jo Jo Levaio Shelton
Peter Lopez Oroville
Jose Morales Richfield Millwork
Rolando Moreno Red Bluff Millwork
Ernest Moser Trucking
Joe Palmer Forestry
Alfredo Ramirez Windows Red Bluff
Shaun Trublood Shasta Lake
Jason Tryan Burney
Charles White Windows PNW

15 Years!

Russell Adams Lincoln
Michael Affonso Windows Red Bluff
Luz Barragan Windows Red Bluff
Quentin Campbell Burlington
Kico Castorena Windows Red Bluff
Jesus Castro Red Bluff Millwork
Baltazar Caudillo Oroville
Alberto Cedillo Windows Red Bluff
Jonette Chairez Windows Red Bluff
Alejandro Cuevas-Chavez Richfield Millwork
Tom Flesuras Quincy
Simon Galaviz Windows Red Bluff
Darell Grames Windows Red Bluff
Chris Hubbard Windows Northern CA
Brandon Jackson Shasta Lake
Edward Jackson Trucking
Evy Kaukonen Sales & Service
Anthony Keenan Trucking
Ginger Kleist Windows Medford
Pete Knell Lincoln
April Lucas Windows Medford
Juan Marin Windows Red Bluff
Tom Martino Windows Arizona
Aaron Matthews Jr. Shasta Lake
Teresa Meza Windows Red Bluff
David Null Windows Red Bluff
Jessica O'Brien Forestry
Panh Phanachone Anderson
Joe Puentes Forestry
Gabriel Quintana Aberdeen
Mario Ramos Lincoln
Lisa Richards Red Bluff Millwork
Martin Rodriguez Richfield Reman
Julio Sanchez Burney
Lyn Shoup Trucking
Trent Sutfin Richfield Millwork
Bruce Taylor Quincy
Lourdes Torres Windows Red Bluff
Teresa Torres Windows Red Bluff
Steve Tucker Main Office
David Whatley Windows Red Bluff
Keith Woods Chinese Camp

10 Years!

Jesus Cardenas Burlington
Bill Freeman Trucking
Clyde Frolich Jr. Windows Northern CA
Tyler Jacoby Lincoln
Jorge Quintero Lincoln
Rodney Richmond Trucking

Thank You!

5 YEAR ACHIEVEMENTS

Ana Arguera Windows Red Bluff
Brian Ball Windows Red Bluff
John Baranek Windows Southern CA
Everardo Barragan Red Bluff Millwork
Rafael Barriga Windows Red Bluff
George Bickers Fiber Products
Jamie Bickers Red Bluff Millwork
Randall Brantley Sonora
Randal Brossow Windows Medford
Justin Buckley Sales & Service
Craig Campbell Windows Colorado
Josh Cantrell Centralia
Dennis Conda Jr. Burlington
Lance Dehne Windows Medford
Jose Diaz-Mojica Windows Red Bluff
Christopher Dow Forestry
Karla Dudek Windows Merrill
Meghan Ellis Windows Merrill
Michael Furze Windows Red Bluff
Dennis Gall Red Bluff Millwork
Mark Gallistel Windows Medford
Kyle Gilmore Red Bluff Millwork
Destinee Graap Windows Merrill
Danny Green Windows Medford
Sue Gryskiewicz Windows Merrill
Max Haney Burney
Lindsey Harris Sales & Service
Mike Haskell Windows Northern CA
Kent Hazel Fiber Products
Deanna Heinle Windows Red Bluff
Dagoberto Hernandez-Estrada Aberdeen
Candice Hyatt Anderson Fab
William King Trucking
Michaelyn Larges Windows Red Bluff
Heather Leal Windows Southern CA
Donny Maciel Windows Colorado
Alejandro Magana Windows Red Bluff
Jose Meza Red Bluff Millwork
Silvano Mojica Red Bluff Millwork
Alfredo Perez Trucking
Uriel Perez Aberdeen
Scott Peterson Sales & Service
William Price Anderson
Alberto Rodriguez Windows Red Bluff
Jose Rodriguez Uribe Windows Red Bluff
Irma Sanchez Red Bluff Millwork
Eric Sands Windows Red Bluff
Jeff Schneider Windows Merrill
Korrina Smith Trucking
Kelly Stowell Windows Montana
Tyler Tatom Forestry
Thomas Tlusty Windows Medford
Michael Toberer Shasta Lake
Oracio Vargas Windows Red Bluff
Trevor Weems Windows Red Bluff
Mike Young Red Bluff Millwork

Great Job!

WWPA 2019 ANNUAL GRADE COMPETITION

The competition was hosted at SPI Anderson on May 4. With 72 participants from the western US, SPI crew members took home their fare share of top awards. Congrats to (L-R) Joe Cheney, Juan Espinoza, and Mario Martinez for winning their respective divisions!



RETIREES



WHEELER BIRDWELL

Upon retiring from his forestry position after 41 years, Wheeler wants to do "...as much traveling as we can afford." Now he can fish, snowboard, duck hunt, kayak, river raft, hike and work on home projects any day of the week. He says he might even work out at the gym regularly but "...talk is cheap..." so then again, maybe not!



JIM COOKE

After retiring as a Twin Operator at SPI Quincy after eight years, Jim will be hitting the road on his 28-day motorcycle trip to Laconia, NH for bike week. Thank you, Jim, for your years of service and stay safe out there!



SERGIO HERNANDEZ

After 10 years with SPI, Sergio recently retired from Cleanup at SPI Lincoln. Sergio plans to fish and work on his home. He also bought an RV so he and his wife can travel. They plan to visit their son in Texas when he returns from Afghanistan. Thank you for your dedication, Sergio!



LILLIE IVERY

Lillie, Moulder crew at Red Bluff Millwork, has retired after 46 years. While excited about retirement, Lillie really wants to take this opportunity to thank Sierra Pacific. "I have been fortunate to work here for all these years, supporting my family at home as well as the team that I worked with. I am leaving with wonderful memories, all 10 fingers and toes, and joy in my heart!"



DON LEE

Upon retirement from his Dry Kiln Supervisor role at SPI Burlington after nine years, Don and his wife Rhonda plan to move back to Olympia, WA. The couple plans on cruising the British Isles to celebrate Don's retirement. Congratulations, Don!



RICARDO MENDOZA

After 20 years, Ricardo has retired from his Machine Operator position at Red Bluff Windows. He hopes to get some work done around the house and visit family. His son is graduating in Boston and Ricardo hopes to be there for the big day. Kudos, Ricardo!



MICHAEL RICHARDS

Michael, QC Supervisor at SPI Aberdeen, recently retired after 32 years with SPI. His plans include camping, fishing, and many home projects. Travel is also on the horizon: Mexico, Belize, and Nicaragua are on the itinerary. Enjoy your retirement, Michael!



BECKY RILEY

Alarm clock onboard! After nearly 33 years with Sierra Pacific, Becky is especially excited to begin retirement with a Caribbean/Mexico family cruise. The time that retirement offers will be filled at the gym, walks with friends, camping, hiking, book clubs, piano playing and taking in our country's sites with her and her husband's travel trailer in tow! Thank you, Becky, for your service!



TIMOTHY RILEY

Timothy is retiring as a Millwright from SPI Burlington after eight years. Jumping right into enjoying this next phase, he has a trip planned for Africa. Besides global travel, he plans on sticking a little closer to home enjoying a lot of camping, hunting, and fishing. Congratulations, Timothy!



MIKE SHELBY

After 17 years with Sierra Pacific Windows, Mike has retired as Regional Manager. He's not wasting any time enjoying retirement with a month-long road trip planned to visit six grandchildren in California, Florida and Georgia. Next up will be a trip to the UK to visit two more grandchildren. Sounds like you'll be busy, Mike!



MARK SMITH

Another retiring Millwright from SPI Burlington, Mark has been part of the SPI family for 13 years. His retirement plans include trying to finish up his duck collection. He has 22 different species now mounted at his house and he's looking forward to completing that collection. Happy hunting, Mark!



TONY SMITH

After 10 years with Sierra Pacific, Tony recently retired from Cleanup at SPI Lincoln. He plans to work on his health and around the house. Another top priority is catching up with family. Enjoy it, Tony - you've earned it!



MIKE STALTER

After 22 years of service, Mike retired from his Department Lead position at Red Bluff Windows. Mike plans to take this time to care for his family and himself. Things to look forward to? Enjoying his pool this summer, sleeping in and just "doing what you do" when you retire. Don't forget the sunscreen, Mike!



STEPHEN YOUNG

Stephen, Filer at Red Bluff Millwork, has retired after 43 years. He recently built a new home in Georgia and he and his wife will be moving there to be closer to his son. Other retirement plans include woodworking, trying his hand at salt water fishing, and learning more about the culture and history of Georgia. Congratulations, Stephen!

GET #CONNECTED

Congratulations to SPI reforestation team member Sara Holloway for sharing the most popular crew member photo of the quarter. Working above French Gulch, CA, in the area of the 2018 Carr Fire, Sara captioned this shot: "A beautiful day to restore the forest!" The photo was viewed over 8,400 times and garnered a combined 453 likes, 27 comments, and 59 shares.

Get **#CONNECTED**. Forward your photo via Facebook message or directly to broe@spi-ind.com with permission to re-post and you might see your photo here! Stay in touch with your **#spifamily!**



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SEEDLINGS BRING HOPE & RESTORATION

For this planting season, Sierra Pacific Industries was honored to distribute 12,000 seedlings to northern California residents impacted by recent fires. Incense cedar, sequoia, sugar pine, and douglas fir were handed out at community events organized by regional partners focused on North State fire recovery and watershed restoration projects. Each seedling represents hope and restoration for these residents and their communities.



Grateful residents accept Sierra Pacific Industries seedlings at an event organized by French Gulch Upper Clear Creek Resource Management Group in April 2019.