

FIRST QUARTER 2025

# BOARDTALK



## STRENGTHENING OUR COMMITMENT TO WILDFIRE PREVENTION

MARK EMMERSON

In February, Sierra Pacific, the U.S. Department of Agriculture and the U.S. Forest Service announced a new partnership to implement wildfire prevention projects on Forest Service lands. This represents a big step forward in protecting our forests, communities, and critical resources from the increasing threat of wildfires.

Through a Stewardship Agreement with the USFS, over the next three years we will construct about 400 miles of shaded fuel breaks on USFS lands in California and Oregon. These will connect with 2,200 miles of fuel breaks that SPI has already completed on our own lands. These strategically connected fuel breaks will help firefighters battle wildfires more safely and effectively from both the ground and air.

In March, I met with U.S. Department of Agriculture Secretary Brooke Rollins to share the importance of this public-private partnership. Forest Service Chief Randy Moore (now retired), incoming Forest Service Chief Tom Schultz and Congressman Doug LaMalfa (R-CA) joined our discussion.

We discussed the increasing frequency and severity of wildfires. We also touched on the need for wildfire prevention to be treated for what it is: an emergency. Shaded fuel breaks play a key role in responding to that urgent need,

but their effectiveness depends on a comprehensive approach. Fuel breaks must extend across public and private lands to form a complete and continuous line of defense. Until then, their full potential to mitigate the rapid spread of fires cannot be realized.

Fuel breaks are a proven tool for slowing and stopping the spread of fires. When combined with proper firefighting resources, they have a 68.1% success rate in containing fires. We have already seen the impact of these measures firsthand. Fuel breaks established by SPI were essential in helping CAL FIRE stop the 2024 Park Fire.

Investing in fuel breaks makes financial sense—studies show that for every \$1 spent on wildfire prevention, \$4 is saved in suppression costs. Most importantly, every investment we make today helps save lives, protects irreplaceable ecosystems, and shields our communities from future devastation.

The work that we are undertaking to establish this interconnected fuel break network requires the dedication and collaboration of our entire forestry team and logging contractors. I appreciate the commitment and hard work of our team, which makes initiatives like this possible.

Simply put, this agreement will help save lives and protect property. Together, we are making a difference—one that will leave a lasting impact on our forests and the communities that depend on them.

*Mark*

# LEARN MORE: SPI'S FUEL BREAK STRATEGY

Fuel breaks reduce flammable vegetation in key areas, giving firefighters safe, effective spots to control wildfires. By focusing efforts where they matter most, we help protect forests, communities, and lives. That's why we've built a fuel break network on our forests and are now expanding that effort to US Forest Service lands under the new Stewardship Agreement.



Learn how CAL FIRE used an SPI fuel break to help stop the 2024 Park Fire.



*Retired Forest Service Chief Randy Moore, Agriculture Secretary Brooke Rollins, Mark Emmerson and Congressman LaMalfa.*

*A shaded fuel break on Sierra Pacific's forestlands.*

## Youth Skills Competition in Shelton



Sierra Pacific hosted the SkillsUSA Olympic Region Welding Fabrication Contest at the Shelton Fabrication Shop in January.

Students from Elma, Rochester, and Shelton high schools put their welding skills to the test in a hands-on competition, where they were judged on safety, precision, blueprint interpretation, and welding techniques. With 16 competitors across 5 teams, the event showcased the incredible talent and dedication of the next generation of skilled tradespeople.

Career and Technical Education (CTE) programs like this prepare students for real-world careers—many of which align with job opportunities SPI offers in our communities. Thank you to the Shelton crew for volunteering their time to make this a memorable experience for our future skilled workforce!



*"We are excited to support our local schools and see the kids compete. SkillsUSA competitions not only prepare students for skilled career opportunities, but they also build a foundation of teamwork, critical thinking, leadership, and confidence. Qualities we look for in future employees."*

– Jacquelin Earley, Workforce Coordinator for SPI



# SPOTLIGHT ON SUCCESS

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## TIM MIKKELSON

RED BLUFF MILLWORK MANAGER

For Tim Mikkelson, what began as just a job turned into a lifelong career built on hard work and pursuing opportunities. Now the Division Manager at Red Bluff Millwork, Tim's journey with SPI spans nearly three decades, full of growth, transitions, and leadership.

Tim first joined Sierra Pacific in 1991. At the time, he didn't know much about the company or the industry—he was young and simply needed a job. "I started as a laborer," he recalls. "I had no background in lumber, but I quickly saw this was a place that rewarded hard work and a willingness to take on responsibility."

That early realization laid the foundation for a long and successful career. Tim worked his way from laborer to finger joint crew member to operator, and although he briefly left SPI in 1995, he returned in 1997 with a renewed appreciation for the opportunities the Company has to offer. From there, his path included roles as hourly supervisor, department manager at Richfield Millwork, and later, superintendent back at Red Bluff. In May of 2023, Tim stepped into his current role as Division Manager—a full-circle moment in the very plant where he got his start.

His wide-ranging experience across the plant site has given him a deep understanding of the operation and a leadership style grounded in collaboration and communication. "Everyone has strengths," he says, "and if everyone feels like their opinion matters and is heard, it's easier to get to the end goal as a team."



Tim believes the key to advancement is to take initiative. "The first opportunity I had was to move into a machine operator position. I started taking on the responsibilities before I even had the title. If you wait to do a job until you have it, you may never get the chance."

That proactive mindset—combined with support from influential figures like his father, who instilled in him a strong work ethic, and his wife Katie, who's supported him through years of night shifts and long hours—has shaped both his career and character.

For the future, Tim looks forward to the continued modernization of the Millwork facility, improving technology and developing the next generation of leaders. "I want to grow our own crew members and help make our facility the best it can be."

For those just starting out or hoping to grow within SPI, Tim's advice is straightforward: "Show up every day. Be willing to take on new challenges. Respect those around you. And remember—there are opportunities across the entire company if you're open to them."

Reflecting on his journey, Tim sums it up best: "SPI really affords the opportunity to pursue the old-fashioned American Dream. We offer incredible opportunities for advancement—and all you really need is the willingness to go out and work for it."

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**Hometown:** Railroad Flat, CA

**Family:** Wife, two sons and one daughter

**Hobbies:** Camping and most other outdoor activities

**Goals:** See the Millwork facility grow and improve

# Raising the Bar: SPI Safety Committees

At SPI, safety isn't just a priority — it's a core part of who we are. From our sawmills and window plants to trucking, forestry, fabrication & tech shops, and even our office spaces, safety is woven into every part of our daily operations. Every crew member is trained, encouraged, and expected to make safety a daily habit, no matter their role or location.

That culture of safety is actively supported and strengthened by the dedicated crew members serving SPI's Safety Committees. These committees — made up of Safety Coordinators, trainers, and crew members — go above and beyond to support our safety mission. They meet regularly to review protocols, share feedback, and look for new ways to raise the bar. Their efforts ensure we continue evolving, improving, and protecting what matters most—our people.



Anderson Safety Committee

*"Many of our committee members consistently go above and beyond what is expected, assisting new hires with a willingness to help out and positive attitude. These crew members are a valuable asset to the company, always uplifting the team spirit."*

— Lonjino Solario, Richfield Safety Coordinator

Being part of a safety committee is more than just attending meetings. It's an opportunity to make a real impact. Committee members help shape a culture where everyone goes home safe and where improvements come from the ground up.

Think you've got what it takes to help lead the charge? Get involved. Consider joining your division's Safety Committee — your voice matters.



Oroville Safety Committee

## Forest Products Industry Unites to Support Local Healthcare

The Sierra Pacific Foundation is proud to support the Saving Lives campaign led by Summit Pacific Medical Center Foundation, contributing \$200,000 toward the hospital's expansion project in Grays Harbor County, WA.

Sierra Pacific and fellow industry leaders—including Willis Enterprises, Murphy Company, Port Blakely, and Weyerhaeuser—made contributions underscoring our shared commitment to the health and well-being of the communities where we live and work. This investment will help enhance emergency and hospital services for the region—including the care relied on by our Aberdeen and Shelton crew and their families.

SPI values the care and treatment provided for our crew members' work-related medical needs and this expansion ensures that quality care remains accessible when it's needed most. Sierra Pacific is honored to stand alongside others in the forest products industry in supporting this vital effort to strengthen the health and well-being of our community.



Josh Martin, CEO of Summit Pacific Medical Center, leads a tour of the hospital's expansion project. Photo courtesy of Summit Pacific.



# Exciting times for SPW

2025 is off to an incredible start for Sierra Pacific Windows! We hit the ground running at the International Builders' Show (IBS) in Las Vegas, where we unveiled our brand-new booth. It featured our new direct set window installed with CLiC™ Glass and direct set sliding patio door, in addition to a show-stopping 14-foot TimberLite™ 2.0 display. The booth showcased product and built excitement, and served as a space to foster connections. Our team engaged in countless conversations, forging new relationships and strengthening existing ones.

Check out this video that highlights what Sierra Pacific brought to the International Builders' Show.



The excitement generated at IBS carried over to our National Sales Meeting, where our full sales force gathered in Phenix City, Alabama. This strategic location marks a significant expansion for Sierra Pacific Windows, bolstering our capacity and commitment to serving the growing demand for our premium products.

The focus of the National Sales Meeting was firmly set on the many Window Division initiatives coming in 2025. A key highlight was unveiling SeedLink, our new unified quoting and ordering platform. Playing off the term "seedling," SeedLink will make it easier and more efficient than ever to specify and order Sierra Pacific windows and doors.

## 5 EASY WAYS TO SAVE \$ ON YOUR PRESCRIPTIONS

### 1 ASK YOUR DOCTOR OR PHARMACIST IF YOU CAN SAVE BY



- Changing from a 30-day to a 90-day supply
- Switching from a brand name to a generic or over-the-counter drug
- Using a similar drug sometimes called a "therapeutic alternative"

### 2 USE DISEASE & WELLNESS PROGRAMS

Your Health Benefits Plan includes programs for certain health conditions. These programs are designed to help you manage your health condition and can provide additional prescription benefits. For example, if you have diabetes and sign up for the Diabetes Management program, your covered diabetes medications are reimbursed at 100%.

### 3 MANUFACTURER ASSISTANCE PROGRAMS

Companies that make expensive medications often have discount coupons or programs to help you with your deductible and coinsurance amounts. Information can be found at the medication's website.

### 4 SHOP AROUND & COMPARE PRICES

Discount programs such as GoodRx.com or BlinkHealth.com offer HUGE discounts on many medications.

Always present your Caremark/CVS card.

Check prices at other pharmacies. Many have a \$5 list.

### 5 TURN IN RECEIPTS TO GET REIMBURSED

After purchasing your medication, you can get reimbursed 60%, 80% or even 100% (depending on the medications) by turning in your prescription receipts to the Health Benefits Department. Don't forget to write your ID number on the receipt.

Not all eligibility requirements and limitations are shown. This summary is meant to highlight certain benefits. This summary does not replace the Plan Document or Summary Plan Description. Please refer to the Plan Documents for details.

**QUESTIONS?**  
CONTACT HEALTH BENEFITS  
(530) 378-8200

# MILESTONES

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

## 40 Years!

Humberto Moreno  
John Perry

Red Bluff Millwork  
Richfield Reman

## 35 Years!

Cecilio Bonilla  
David Hinton  
Dennis Kramer  
Mario Moreno  
Pedro Griego  
Shawn Moore

Richfield Millwork  
Burney  
Richfield Millwork  
Red Bluff Millwork  
Richfield Millwork  
Anderson Sawmill

## 30 Years!

Bill Fowler  
Isidro Pahua  
James Rydelius  
Jon Luis  
Jose Mejia Jr  
Lester Spearin  
Mark Corbell  
Michael Childers Sr.  
Richard Reynolds  
Walter Connor

Anderson Main  
Richfield Millwork  
Shelton  
Richfield Millwork  
Richfield Reman  
Aberdeen Sawmill  
Anderson Sawmill  
Burney  
Red Bluff Millwork  
Window Sales - PNW

## 25 Years!

Antonio Anaya  
Brian Hoznour  
Daniel Bell  
Donald Kimball  
Douglas Young  
Fred Strube  
Ignacio Gamez  
James Patty  
Jorge Lopez  
Katie Rust  
Mario Lomas  
Scott Brown  
Steve Kafka  
Steven DeBonis  
W. Westmoreland III  
Wesley Smith

Richfield Millwork  
Richfield Reman  
Eugene  
Red Bluff Millwork  
Fiber Products  
Red Bluff Millwork  
Lincoln  
Lincoln  
Lincoln  
Aberdeen Sawmill  
Chinese Camp  
Sonora  
Forestry  
Forestry  
Lincoln  
Richfield Millwork

## 20 Years!

Ana Pasillas  
Arnulfo Camarena Jr  
Brent Vandiver  
Carlus Duff  
Daniel Gaebe  
David Heller  
Edward Godoy  
Eric Van Winkle  
Jason Swan  
Joseph Puentes  
Justin Courtright  
K.C. MacMillan  
Keith Slagle  
Lorena Herrera  
Michael Cummings  
Mikael Harned  
Ricardo Camarena  
Stephen Casey  
William Colledge Jr

Windows Red Bluff  
Red Bluff Millwork  
Sales & Service  
Anderson Sawmill  
Red Bluff Millwork  
Windows Medford  
Richfield Millwork  
Shasta Lake  
Quincy  
Shasta Lake  
Burney  
Aberdeen Sawmill  
Oroville  
Windows Red Bluff  
Trucking  
Lincoln  
Trucking  
Quincy  
Burney

## 15 Years!

Angel Mendez  
Charles Koon  
Christopher Gonzalez  
Dan Nolan  
Dave Clark  
Joshua Hayertz  
Luis Martinez  
Osvaldo Ruvalcaba  
Renee Rickert  
Samuel Nash  
Steven Gonzalez  
Wesley Owens

Centralia Sawmill  
Eugene  
Burney  
Richfield Reman  
Trucking  
Burlington Sawmill  
Centralia Sawmill  
Trucking  
Sales & Service  
Fab Shop Shelton  
Richfield Millwork  
Centralia Sawmill

## 10 Years!

Ben Robinson  
Brock Hatfield  
Carl Harrison  
David Shilts  
Deonta' Brown  
Douglas Pousard  
Dusty Rice  
Frederick Parsons  
George Bedford  
Gregory Heier  
Jacqueline Rau  
James English  
James Marks  
Jesus Armenta-Lugo  
Jose Caldera III  
Jose Diaz-Curiel  
Juan Caro  
Lane Church  
Larry Newton  
Mark Tidball  
Mary Strohmman  
Matthew Short  
Paul Kolecheck  
Preston Knowlton  
Robert Johnson  
Rodney Anderson  
Rodney Hempel  
Rodolfo Salazar-Yanez  
Russell Allen  
Todd Wojcik  
Travis Rogers  
Wendy Duesing  
William McMaster  
William Scholl  
Zackary Debo

Sonora  
Windows Medford  
Sales & Service  
Sales & Service  
Shasta Lake  
Sonora  
Noti  
Oroville  
Fiber Products  
Windows Medford  
Windows Medford  
Windows Medford  
Quincy  
Windows Red Bluff  
Red Bluff Millwork  
Windows Red Bluff  
Richfield Millwork  
Trucking  
Window Sales - MT  
Trucking  
Red Bluff Millwork  
Windows Red Bluff  
Windows Medford  
Quincy  
Trucking  
Windows Medford  
Windows Medford  
Trucking  
Redding  
Windows Medford  
Windows Red Bluff  
Windows Medford  
Window Sales - N. East  
Quincy  
Centralia Sawmill

## 5 Years!

Aaron Hershey  
Adam Elvebak  
Alejandro Lankins  
Alexander Briceno  
Allan Hopp  
Ateven Gray  
Barbara Alessio  
Benjamin Greener  
Brandon Pitner  
Brock Weinmann  
Bruce Anderson  
Bruce Baldwin  
Bryant Lane  
Buddy Taylor  
Cecilia Wade  
Christal Dasher

Shelton  
Eugene  
Windows Red Bluff  
Richfield Reman  
Windows Merrill - O St  
Sonora  
Sonora  
Chinese Camp  
Centralia Sawmill  
Shelton  
Noti  
Quincy  
Eugene  
Chinese Camp  
Red Bluff Millwork  
Shasta Lake

## 5 Years Continued

Colby Cardiff  
Crystal Bowen  
Daniel Kaufman  
Daniel Strand  
David Britton  
Dean Kern  
Dedra Nekeferoff  
Domingo Pedimonte  
Douglas Peterson  
Enrique Alfaro  
Eric Cumer  
Esteban Saavedra  
Fergus Fitzgerald  
Fernando Vargas  
Guy Hall  
Hipolito Hernandez  
Hunter Spade  
Jason Seehafer  
John Dodge  
Johnathon Vargas  
Jose Juarez  
Joseph Guidetti  
Joshua Fite  
Joshua Nelson  
Josiah Detar  
Justin Burchett  
Kenneth Bottemiller  
Luis Remigio Meda  
Marian Walczak  
Merle Israelsky  
Michael Browne  
Michael Gallagher  
Michael Krehbiel  
Michelle Cantrell  
Nathan Sangenitto  
Nathan Sisneros  
Norma Romero  
Octavio Manzo  
Paula Alvarez  
Peter Tomajcik  
Quenten VanHecker  
Renato Rodrigues  
Robert Fischer  
Rodney Jackson  
Rolando Aguilar  
Ryan Hillebrand  
Sean Duffin  
Steven Ziembo  
Thomas Wehe  
Timothy Hanson  
Timothy Hix  
Timothy Lemke  
Timothy Smallman  
Virginia lattoni  
Wendy Cruz  
Wesley Navarre

Shasta Lake  
Centralia Sawmill  
Centralia Sawmill  
Windows Merrill - O St  
Trucking  
Forestry  
Trucking  
Burlington Sawmill  
Noti  
Richfield Reman  
Noti  
Lincoln  
Window Sales - CO  
Burney  
Lincoln  
Burlington Sawmill  
Shasta Lake  
Noti  
Eugene  
Lincoln  
Aberdeen Sawmill  
Forestry  
Shelton  
Centralia Sawmill  
Fab Shop Shelton  
Quincy  
Forestry  
Richfield Reman  
Burlington Sawmill  
Oroville  
Aberdeen Sawmill  
Anderson Sawmill  
Quincy  
Windows Red Bluff  
Anderson Sawmill  
Windows Red Bluff  
Richfield Millwork  
Burney  
Shelton  
Windows Merrill - O St  
Windows Medford  
Aberdeen Sawmill  
Windows Medford  
Lincoln  
Windows Medford  
Windows Medford  
Windows Medford  
Windows Medford  
Forestry  
Chinese Camp  
Windows Merrill - W St  
Quincy  
Windows Merrill - O St  
Burney  
Forestry

*Celebrating a 5-year increment Milestone?  
You may receive a text message from a  
gifting service called Snappy with a link  
to receive a gift from SPI as a small token  
of our appreciation for you hard work and  
dedication to the Company!*



# RETIREMENTS



## ROD ANDERSON

Rod retired from Medford after just shy of 10 years with SPW. His plans for retirement are to "live like I'm dying". Congratulations on your retirement, Rod!



## PETER DAVIS SR.

After 32 years with the Company, Peter retired from his position of Forklift Driver at Richfield Millwork. In retirement, he plans on fishing, taking a cruise to Alaska with his wife and umpiring little league games in the summer. Enjoy retirement, Peter!



## CARLOS FRANCO

Carlos retired from the Lincoln Division as a Millwright after 25 years with the Company. He plans on working part-time, fishing and spending time with his wife. He also plans to travel to Mexico and Spain. Congratulations on retirement, Carlos!



## ROY GOODNER

Roy retired from his Millwright position with Anderson after over 10 years with the Company. He plans to travel to see his brother in Los Angeles, work on his '52 Chevy pickup as well as on his 50-acre ranch. Congratulations, Roy!



## JAMES HEISLER

James retired from his position of Machine Operator at Medford after 39 years with Sierra Pacific. He plans on spending retirement camping, working around the house and converting his pop-up camper into an ice fishing shanty. Enjoy retirement, James!



## PAUL HOWARD

Paul retired from Richfield Millwork after 46 ½ years with the Company. He plans on spending time with his grandson in Minnesota, his brother in Maine doing some lobstering and fishing, and finishing projects at home. Congrats, Paul!



## MARIE KUNZE

Marie retired from her position as Production Scheduler at Medford after 32 years. She plans on traveling, fishing, and spending time with family and friends. Congratulations on retirement, Marie!



## MIKE MCGRATH

Mike retired from Shasta Lake as a Lumber Grader after over 44 year with the Company. In retirement, Mike plans on fly fishing, back packing, gardening and spending time with his grandkids. Enjoy retirement, Mike!



## JAMES MEDLEY

James retired from Aberdeen and his position as Forklift Driver after 23 years with the Company. He plans on spending more time with his family and exploring the country in his RV. Congratulations and enjoy retirement!



## JAMES NELSON

James retired from Red Bluff Millwork after just shy of 33 years. In retirement, he plans to spend more time with his daughter, learn to play the guitar – something he's always wanted to do, and volunteer more in the community. Congratulations, James!



## CHUCK WESTMORELAND

After 25 years, Chuck retired from his position of Rolling Stock Supervisor at Lincoln. He has a lot of interests and is going to spend retirement figuring it out as he goes. Enjoy retirement, Chuck!



## TIMOTHY WRIGHT

Timothy retired from Shelton as a Saw Filer after 24 ½ years with the Company. In retirement he plans to take an Alaskan cruise with his wife, enjoy time outdoors hunting and fishing and work on home upgrade projects. Congratulations and enjoy!



## SALLY YELLSTROM

After 37 years, Sally retired from SPW Merrill-Water St. She plans on spending retirement focusing on her health, babysitting her grandson and gardening. Happy retirement and enjoy, Sally!

## Health Benefits Retiree Plan

Retiring before you're eligible for Medicare? Contact Health Benefits to find out about continued Health Benefits Coverage after you retire! We know everyone's situation is different and we're here to walk you through your options! Call us at (530) 378-8200.

# BOARDTALK

GROWING FORESTS FOR OUR FUTURE.

MADE IN THE USA!



SIERRA  
PACIFIC  
INDUSTRIES



SIERRA  
PACIFIC  
WINDOWS

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PRESORTED  
STANDARD  
US POSTAGE PAID  
REDDING CA  
PERMIT NO 45

RETURN SERVICE REQUESTED



**Thank you for your dedication and commitment to Sierra Pacific.**

For 2024, Sierra Pacific Industries contributed \$20.9 million to the retirement accounts of eligible crew members. We are very pleased to be able to offer this great retirement plan, which includes both the 401(k) Match and Company Contribution, for the future of you and your family.