



GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!



OUR MOST VALUED ASSET - OUR CREW

RED EMMERSON

I think our people work harder than most. It's something that comes with being a part of a successful and growing company. Sure, there are many other career choices out there that may present an easier path, more time off, fewer challenges, etc. But that's not who we are, and I am proud that our crewmembers take challenges head on and seize opportunities to do better and be better, both as individuals and for the Company.

This year has been full of challenges and rewards. Demand for lumber and windows has been at all-time highs. Keeping our most important customers supplied with what they need to run their businesses has not come easy. But we are getting it done because we have to. And we are getting it done with the hard work, sacrifice, and grit of our people that chose to build a career here. As a result of the market conditions and everyone's efforts, we have been able to provide a Company-wide pay increase and two bonuses this year to our crew. That's good, and we hope to be able to do more, but what I really hope to share here is the longer-term picture of what it means to be part of this Company.

I know that many of our people have been putting in a lot of hours lately and dealing with new challenges. Some of that will get resolved with time and smart growth of our workforce. Some of that is not a problem to be fixed – it's opportunity. Few careers have been built sitting on the couch on government-boosted unemployment. Few leaders have emerged by choosing the easiest path. And there's something to be said for having a boss that pushes you to learn new skills, challenges the limits of one's potential, and provides opportunities to succeed. Accomplishing great things as individuals and as a Company will always come with trials and sacrifice. It's not easy, but I believe it's worth the effort.

I have always believed that taking care of our people is key to our success. Fair pay and good benefits are certainly important, but it means more than that. It means providing a place where you can finish the day knowing that you accomplished something good and your work is appreciated. It means knowing that you are valued and your work is important. It means being part of a Company we can all be proud of and know will always be there for us in good times and during the tough times. I know you work harder than most. It is appreciated, and we will always try to make it worth your effort.

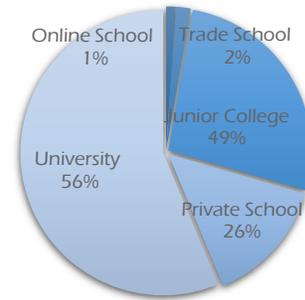
Red

\$610,000 IN SCHOLARSHIPS



For the upcoming academic year of 2021-22, the Sierra Pacific Foundation will award over \$610,000 in scholarships to 183 students as they attend colleges, universities and trade schools. "It is both an honor and a privilege for our family to continue to offer this ongoing support during these challenging times," said Carolyn Emmerson Dietz, Foundation President. "We remain committed to helping 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."

TYPES OF SCHOLARSHIPS



■ Online School ■ Trade School ■ Junior College ■ Private School ■ University

SCHOLARSHIP TRIVIA:

1. When was the Sierra Pacific Foundation established?
2. How much money has been awarded to scholarship recipients since it started?
3. What types of schools are supported?
4. Who may apply?
5. How many years are recipients eligible?

Answers:

1. The Sierra Pacific Foundation is the philanthropic organization founded by the Emmerson family in 1979.
2. Over \$8.8 million has been donated in scholarships.
3. Universities, colleges, junior colleges, trades schools, vocational schools, on-line schools, and international schools.
4. Eligible applicants are dependent children of Sierra Pacific Industries' employees.
5. 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.

ENGINES ARE ROLLING - BUT NO SIRENS



Fire crews from two stations pause from a training exercise hosted at our Burlington sawmill for a photo with a few SPI crew.



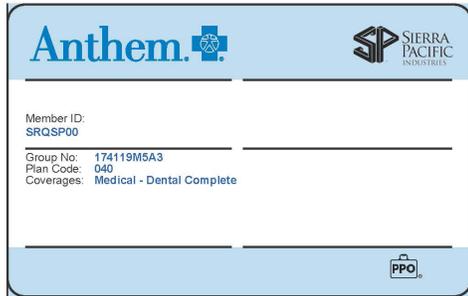
During a training exercise the Fire Chief checks the readings on a natural gas detector. These detectors were donated to the fire station by the SPI foundation.

When six fire trucks roll onto a mill site it's usually not good news, but that was not the case in April for our Burlington division. The Leadership at the Burlington Sawmill took the initiative and hosted a joint training exercise with two local fire districts. Fire crews from the McLean Road Fire Station, District 2, and District 6 who also responds to calls in the area participated. The purpose of the training was to help fire crews become familiar with the bag house, chip conveyors and bins, and the onsite water sources and systems. Following the training the firefighters received a tour and then participated in group problem solving sessions with scenarios developed by Burlington Safety Coordinator Tony Minor.

Both Division Manager Brad Gould and Superintendent Scott Eschenbacher were in attendance. This event was an extension of the ongoing partnership SPI has with the local fire department. Chief Ekkelkamp of District 2, showed off some of the department's hi-tech gear including natural gas detectors and thermal and imaging cameras, both of which have been funded by grants from the Sierra Pacific Foundation. According to the chief, this new equipment allows the crews to operate much more safely by giving them better and more accurate information while on a call. Thank you to the Burlington crew for the proactive fire outreach and to the Skagit county fire departments for their ongoing partnership!

BENE-FACTS

FRONT



BACK



New Health Benefits ID Cards:

In the last few weeks you should have received your new Health Benefits Plan ID cards in the mail. (They look like the card above.)

Why did you get a new card? Your Dental and Medical ID cards have been combined into one convenient card.

Remember:

- Make sure to show your new ID card to your Medical and Dental providers at your next visit.
- You should now have only two ID cards for your wallet: This new one and your CareMark Discount card.
- Be sure to contact the Health Benefits Department for replacement ID cards at 530-378-8200.

GET#CONNECTED

Congratulations to SPI Forestry's Mike Mitzel for sharing this most popular crew member photo of the quarter. The photo was viewed 17,060 times and earned 284 likes, 51 comments, and 90 shares

"1 down, 9,999,999 to go! A closer look at this fire-devastated landscape shows a sign of green HOPE in the newly planted seedling by our reforestation specialist Mark Pritchard. In 2020, California experienced its worst fire season with 4.4 million acres burned across the state. At SPI we are doing our part, beginning the long, hard work of recovering and restoring our forestlands impacted by these wildfires. In the background is the beginning of the process: removing the dead and dying fire-damaged trees, sending them to our sawmills to be manufactured into lumber that will help store carbon for the long-term in homes and buildings. This planted seedling is the first of 10 MILLION trees to be planted over the next few years in the area devastated by the Bear Fire in Butte and Plumas counties. The newly planted trees are all a part of the restoration effort to help protect soil, restore damaged watersheds & wildlife habitats, and start anew a carbon sink in the young growing forest."



Get **#CONNECTED**. Forward your photo via Facebook message or directly to kluther@spi-ind.com with permission to re-post and you might see your photo here! Stay in touch with your [#spifamily!](https://www.facebook.com/spifamily/)

DRIVEN TO INSPIRE



It went by in a flash, but it was one heck of an adventure! If you didn't hear the news, buckle up... Sierra Pacific merged out of the cruising lane and put the pedal to the metal – it was a pretty exciting ride! As a co-primary sponsor of Car #25 and driver Stefan Wilson at the INDY 500, the Sierra Pacific Windows and Industries brands were seen by 135,000 in-person fans, over 5.5 million viewers across tv and live streaming networks, the endless audience online and on social networks. That's a lot of coverage! All those eyes spying SPI is a huge deal, but what really inspired us to get involved in the greatest spectacle in racing was the driver behind the wheel, Stefan Wilson. With an unrelenting grit and passion for the sport (plus a pretty cool British accent) Stefan is the type of person you can't help but root for. His history in the industry, family ties, and hardworking nature all strike a chord with us at Sierra Pacific, and did we mention his accent?

Stefan not only had the Sierra Pacific name behind him, but an Andretti Autosport Honda to boot. Along with primary sponsor LOHLA SPORT, and backer Cusick Motorsports, Wilson has a lot of companies and people that believe in him. The big day came and went.

Unfortunately Wilson did not get to chug the bottle of milk at the end of it all, but Sierra Pacific is proud to have been a part of this thrilling ride. If you want to catch up on the action, check out the INDY 500 highlight saved on our Instagram profile by scanning the QR code here. Meet Stefan, learn some fun INDY 500 facts,



BASEBALL IS BACK FULL SWING IN WI



Westboro baseball field with its newly installed score board. Proudly showing off our SPW logo. The foundation joined with other local business and co-sponsored this scoreboard.

The 2021 baseball season will be an exciting one for citizens in our Medford WI, operating community. Not because Covid-19 restrictions are lifted (though that is exciting), but thanks to the Sierra Pacific Foundation for generously donating to help two different ballfields purchase new scoreboards.

The first field getting a new electronic score board is the Medford City Baseball League/Little League. This project has been in the works for the past two years and will be completed July 2021. After sitting dormant for many years, the organization has taken over two city fields serving over 300 local youth 5 years old through high school. They host games almost every night of the week and many weekend tournaments. Volunteers have been working hard "bringing the fields back to life" using the funds from the entry fees and concession sales to help get these ballfields back into good working condition.

The second scoreboard will be placed near Medford at the Westboro Baseball Field. This is considered a "heritage" field as it is one of the oldest operating fields in the county. Up until the last season it was using an over 60-year-old score board with wooden numbers that would need to be changed by hand. Needless to say, the members of the Trojan Baseball team as well as local little league are really looking forward to the added class and convenience that electronic scoreboard will add. We were a co-sponsor for this project which was installed and completed June 2021.

Both of these baseball organizations are eager to put these scoreboards to work. These new assets help market these fields as a destination, allowing them to host more tournaments, host more teams and bring in more revenue into the communities.

SPOTLIGHT ON SUCCESS: CROSSING STATE LINES

Just after high school Luke Mansuetti joined the U.S. Air Force where he lived, worked, and, traveled around the globe. His “day job” was loading and offloading cargo planes, but the highlight of his time in the Air Force was playing baseball on many upper-level military teams. He was even selected to live in England for a year and a half, to play with and help coach the English teams. After 11 ½ years in the military, budget cuts led to an early release and Luke was looking to start over with a young family. He needed a job with career potential. After joining the civilian ranks he moved his young family to Loyalton, CA, where his sister and her husband lived. His brother-in-law was working at SPI’s former Loyalton sawmill and helped him get hired as a clean-up laborer at the debarker. When a bid position opened up in maintenance for an oiler, he jumped at the chance to learn from the millwrights. He took advantage of his time as an oiler to train with the millwrights, started “chasing whistles,” and became the relief supervisor. After about four years, a sawmill supervisor position opened up and he was quick to get his bid in and eager to move into supervision. When the Loyalton mill permanently closed in 2001, Luke accepted a position as a sawmill supervisor in Quincy. This is when he first learned the value of working in and learning from different mills.

In 2001-2002, SPI was expanding into Washington. Luke contacted the area manager that had moved up there to build the mill, as they had known each other in California. Aberdeen needed a swing shift sawmill supervisor, and Luke was looking for his next opportunity. So he and his family packed up their belongings and moved to Grays Harbor County without ever even having visiting the state. With this move, Luke found himself a part of a special team with about 20 others who had also moved from small towns in California, excited to build a foundation for SPI in a new community and in a new state. “We felt like pioneers, building from the ground up, not just a new mill, but also a new state for SPI,” says Luke. The Washington crew members called them the “displaced Californians,” but they were far from displaced. They became a tight-knit community with many of their kids growing up together and 20 years later are more like family than just “co-workers.”

“SPI WILL LET YOU
BE WHATEVER YOU
WANT TO BE, IF YOU
DO THE WORK!”

While he loves very small towns, his family thrived being close to Aberdeen and Olympia allowing them to take advantage of a larger scope of youth activities that were not available in Loyalton or Quincy at the time, such as high-level sports, dance, drill teams and cultural events. He says that was the best part of the move for his family. But for Luke, the best part of the move is hunting season. In his 11 years in Loyalton he was never successful in drawing a deer tag, even with deer in his backyard. “Here in Grays Harbor, you stop by the local hardware store and they just ask you if you want deer, elk, bear and cougar all on the same tag!” He is also quite the fisherman. He traded High Sierra trout for surf perch and ling cod at the beach. He feels like it’s a sportsman’s paradise. Luke said that while some may be afraid of the weather, he doesn’t miss water rationing and has really found his home.

In looking at his work history, many ask what brought about his decision to become a Safety and Environmental Coordinator at this point in his career. He said the favorite part of his job is mentoring coworkers and being able to share his experience with others. He had come to a point in his career where he really didn’t feel he could physically chase whistles anymore, but that he still had a lot to offer. He is enjoying being part of the safety culture that has really improved in his 28+ years in the business. He truly believes that it is Safety first, Quality second and Production third!

And the Aberdeen team appreciates having someone in this role that has experience in understanding both the big picture and the details of the mill. According to Aberdeen Division Manager Ron Birch: “The value of Luke’s varied experience, both in mentoring and really understanding how the jobs are done, is immeasurable.”

He feels like he’s a living example that you don’t need a fancy education to be really successful in life. According to Luke “SPI will let you be whatever you want to be, if you do the work!”



- Hometown:** Auburn, CA
- Family:** Wife, grown kids and 10 grandkids
- Hobbies:** Golf, hunting, fishing, traveling
- First Job:** U.S. Air Force
- Activities:** Spending time with family.
- Fun Fact:** His granddaughter was just hired at the Aberdeen mill for a summer hire to save money before she heads to Idaho State in the fall.

CONGRATULATIONS!

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

Red

45 Years!
Bob Zelwick
Windows Red Bluff

40 Years!
Allan Eisner
Greg Kautzer
Windows Medford
Windows Medford

35 Years!
John Acker
Gary Blanc
Jimmy Burnett
Dan Gonzales
James Heisler Jr
Curtis Hibbeln
Lisa Krause
Gina Lievens
Kathe Stower
Cindy Ziembo
Fiber Products
Sales & Service
Windows Merrill
Quincy
Windows Medford
Burney
Windows Merrill
Shasta Lake
Richfield Reman
Windows Medford

30 Years!
Raul Alanis
Jeff Duginski
Doreen Eady
Barb Graham
Richard Jacobsen
Tim Johnson
Henry Lai
Greg Miner
Serafin Mondragon
Dan Schmidt
Todd Schmutzler
Paul Sellers Jr
Gustavo Torres
Ray Weidner
Red Bluff Millwork
Windows Merrill
Sales & Service
Red Bluff Millwork
Red Bluff Millwork
Anderson Sawmill
Oroville
Richfield Millwork
Red Bluff Millwork
Windows Merrill
Windows Medford
Quincy
Richfield Millwork
Sales & Service

25 Years!
Steven Anderson
Heidi Apfelbeck
Scott Beebe
Jeremy Byrd
Molly Cossuto
Dylan Dickson
Dan Dobson
Mark Gray
Ryan Land
Jerry Martin
Jim McCoard
Dennis Noble
Gary Noel
Larry Pries
Scott Reisdorf
Tim Sabatke
Roger Williams
Windows Merrill
Windows Medford
Anderson Poles
Red Bluff Millwork
Sales & Service
Windows Red Bluff
Quincy
Forestry
Sonora
Red Bluff Millwork
Windows Red Bluff
Chinese Camp
Lincoln
Chinese Camp
Windows Medford
Windows Merrill
Windows Merrill

20 Years!
Patrick Allen
Maria Alvarado
Jonathon Andrews
Sylvester Avila
Ed Barnett
Toby Bowman
Gilberto Cardenas-Sanchez
Luciano Cortes
Israel Delatorre
Charles Ellertson
Roy Hall
Maria Herrera
Victor Herrera
Brian Howard
Dave Ingram
Ivan Iquera
Terry Johnson
Craig Kask
Pat Keep
Eddie Lawson
Rosendo Lopez
Greg Mahon
Justin McCabe
Mario Melchor
Ruben Melchor
Clemencio Mendez
Ines Moreno Jr
James Pendergrass
Eric Pitner
Armando Ramirez
Tom Riddell
Briana Robertson
Ken Rodriguez
Roland Rusher
Salvador Serrato
Talina Smith
Jeffrey Strong
Ana Tapia
Ramon Torrez
Forestry
Richfield Millwork
Anderson Sawmill
Burney
Sonora
Burney
Red Bluff Millwork
Oroville
Oroville
Oroville
Oroville
Red Bluff Millwork
Anderson Sawmill
Oroville
Sales & Service
Oroville
Burney
Windows Red Bluff
Burney
Sonora
Red Bluff Millwork
Windows Red Bluff
Shasta Lake
Windows Red Bluff
Burney

Maui

Rodrigo Ubias
Gerardo Vargas
Arnoldo Vasquez
Iggly Venegas
Santino Yabra

15 Years!
Robert Anderson
Don Blackburn
Carl Brown
Tirzah Chase
Dustin Eggleston
Alton Emery
David Fackrell III
Robert Fecko
Ricardo Fernandez
Alfredo Flores
Jeff Granstrom
Tim Greene
Forest Grim
Rafael Hernandez
Guy Kaplan
James Lucas
Robert Mason
Fernando Montoya
Darrin Moorcroft
Toby Mulligan
Roger Newton
Rigo Pasillas
Marius Petrucescu
Linnie Roberts
Miguel Rojas
Daisuke Sakuma
Lonjino Solorio
Mike Waring
Darby Whatley
Dennis Young

10 Years!
Uriel Avelar-Herrera
Mark Biren
John Blachley
Mike Bolf
Glenn Boyles
Randy Brock
Matt Brooks
Randy Burns
Tashalia Butler
Duane Carrera
Richard Castillo
Victor Ciardi
John Davis
Mike Davis
Amy Dehne
Dan Dixon
Adam Ellsworth
Serapio Escalante
Julie Frahmman
Mike Galloway
Santiago Gonzales
Perry Greene IV
Matthew Guthrie
Mike Henrichs
Gabriela Herrera
Rob Lane, Jr
Brian Marquette
Jason McCurry
Bob Mellady
Manfred Metzler
Bryan Meyer
Eddie Navarra
Chris Nieman
Jeff Olson
Lynn Olson
Emiliano Ortega
Roger Oudman
Flora Perez
Drew Peterson
Louis Pinnell
John Reynolds
Larry Salvador
Linda Schilling
Bill Southwick
Peggy Teasley
Ed True
Ben Vera
Michael Vuyovich
Daniel Waltermire
Tom Watson
James Williamson
Chris Wilson

George

Lincoln
Burney
Richfield Millwork
Burney
Burney

Shelton
Centralia Sawmill
Anderson Sawmill
Sales & Service
Lincoln
Aberdeen Sawmill
Aberdeen Sawmill
Forestry
Lincoln
Richfield Millwork
Aberdeen Sawmill
Centralia Sawmill
Lincoln
Richfield Millwork
Centralia Sawmill
Richfield Millwork
Red Bluff Millwork
Shelton
Centralia Sawmill
Forestry
Fab Shop Anderson
Lincoln
Aberdeen Sawmill
Lincoln
Forestry
Richfield Reman
Centralia Sawmill
Windows Red Bluff
Window Sales

Windows Red Bluff
Fab Shop Anderson
Forestry
Lincoln
Sonora
Burney
Quincy
Sonora
Windows Medford
Trucking
Centralia Sawmill
Forestry
Sonora
Quincy
Windows Medford
Fab Shop Shelton
Burlington Sawmill
Lincoln
Windows Medford
Trucking
Windows Red Bluff
Quincy
Burlington Sawmill
Windows Merrill
Windows Red Bluff
Burney
Sonora
Sonora
Windows Medford
Lincoln
Trucking
Aberdeen Sawmill
Quincy
Burlington Sawmill
Windows Medford
Richfield Millwork
Trucking
Windows Red Bluff
Fab Shop Anderson
Shelton
Burney
Sonora
Windows Medford
Anderson Sawmill
Burney
Windows Red Bluff
Sonora
Trucking
Quincy
Sonora
Sonora
Trucking

5 YEAR ACHIEVEMENTS

Ben Alden
Matthew Andrews
James Angelucci
Amy Ball
Matthew Bolf
Nick Borghi
Chris Brown
Cory Busher
Rosie Cadmus
Shane Cardona
Jason Carlson
Matt Chidester
John Correia
Christian Couch
Scott Davis
Ernesto Delgadillo
Marco Diaz
Jonathon Dollarhide
Shirley Dyer
Ivan Elias
Alberto Esquivel
Jessica Foushee
David Gallegos
Juan Gallegos
Jessica Garcia
Donna Geiger
Vincent Gonzales
Sheila Gosse
Zebedee Harong
Mel Heier
Jeremy Higgins
Jessica Hinojosa
Richard Holloway
Waylon Huestis
David Huff
Nicholas Jakubik
Joe Jiskra
Shane Keffer
Bradley Kennedy
Dan Kissner
Alan Lamb
Todd Larson
Don LaRocque Jr
Matt Long
Luis Lopez
Robert Lundquist
Hunter McKelvey
Terrell Mond
Cory Moss
Saira Munoz
John Odegard
Manuela Pahua
Chuck Peterson
Cheyanne Presley
Jonathon Prochnow
Ozzy Ramirez
Edgar Reyes
Randy Short
Jennifer Sinclair
Ben Sluder
David Smith
Jaiden Smith
Josh Steen
Glenn Stover
Karl Swetnika
Juan Valdivia-Morales
Moises Villegas
Amber Webber
Michael Williams
Channing Wilson
Torrie Winningham
Karl Wirth
Richard York
Eric Ysitt
Steven Zermeno
Michael Zygowicz

Fab Shop Anderson
Forestry
Fab Shop Anderson
Windows Red Bluff
Lincoln
Quincy
Quincy
Red Bluff Millwork
Windows Medford
Anderson Sawmill
Windows Medford
Shasta Lake
Lincoln
Quincy
Burlington Sawmill
Chinese Camp
Burlington Sawmill
Trucking
Windows Medford
Lincoln
Burlington Sawmill
Windows Red Bluff
Forestry
Trucking
Lincoln
Windows Medford
Lincoln
Windows Medford
Red Bluff Millwork
Windows Medford
Sales & Service
Forestry
Anderson Poles
Centralia Sawmill
Shasta Lake
Burlington Sawmill
Windows Medford
Red Bluff Millwork
Burney
Centralia Sawmill
Aberdeen Sawmill
Forestry
Aberdeen Sawmill
Quincy
Windows Red Bluff
Burlington Sawmill
Sonora
Red Bluff Millwork
Burlington Sawmill
Lincoln
Aberdeen Sawmill
Richfield Reman
Windows Medford
Windows Red Bluff
Windows Medford
Lincoln
Anderson Sawmill
Shasta Lake
Windows Red Bluff
Sales & Service
Windows Merrill
Lincoln
Aberdeen Sawmill
Burlington Sawmill
Window Sales - Northern CA
Richfield Reman
Windows Red Bluff
Quincy
Forestry
Window Sales - Southcentral
Sales & Service
Trucking
Fab Shop Anderson
Windows Red Bluff
Lincoln
Windows Medford

RETIREES



JUAN ABARCA

Juan, a prime-line operator at Richfield Reman has retired after 32 years of service. He will be building his retirement home in Mexico and is looking forward to spending time exploring the south end of Mexico as well as the US National Parks. He also wants to explore the night life of some big cities like New York, Chicago and Miami! Party on, Juan! You deserve it!



JAMES BAKER

James Baker, a SPI truck driver for more than 25 years out of the Anderson truck shop has driven his last load and retired. He plans to fill his new found free time enjoying his family. Thank you, James, for keeping the logs rolling for so many years! Enjoy your retirement, you deserve it!



BRIAN BORGERT

Has retired as a machine operator at the SPW Water St. Merrill, WI plant after 7 years. He bought a touring bike and has plans to put some major miles on it. First trips planned are to Sturgis and the Grand Canyon. When not on the open road he will spend time with his grandkids and fixing things around the house. Happy retirement, Brian.



DONALD CAVALLI

An Anderson carline helper has retired. He is looking forward to spending a lot of time with his kids and grandkids, and with any time left over he will work on his hobbies: fishing, wood working, and photography. Thanks for the dedicated 32 years, Donald! Enjoy!



ROGER DRAY

After almost 34 years within the industry Roger retired from SPW Medford. He is looking forward to hitting the gym, fishing, and hunting for birds and deer. He hopes to spend more time with his grandkids and enjoy his cabin in the woods. Thank you, Roger! Enjoy your retirement!



DONNIE ELLISON

Donnie has retired as a certified lumber grader after a 32 year career at the Quincy Sawmill. He will continue to raise his 2 wonderful kids. (Which keep him very busy!) This summer he plans to hike 528 miles on the Pacific Crest Trail through Washington state. Thank you, Donnie, for your many years of service! Happy Hiking!



PETER HILL

Has retired from his position as a dry kiln supervisor at our Lincoln Sawmill after 23 years of service. His next chapter of life will take place in Texas where he bought land and plans on raising cattle and building a home, when the lumber prices come down. Thank you, Peter!



JACK HOGAN JR.

The prime line at Red Bluff Millwork may never be the same with Jack retiring after 30 years of service. He is going to dedicate time to working on his boat and getting it ready for fishing season, he might even participate in fishing tournaments again. Thank you, Jack! Fish on!



LYNDA LAWSON

Lynda Lawson has retired from her position as a bark picker after 34 years with SPI. She wants to spend time in Idaho with her grandson and visiting family. She is also looking forward to drowning lots of worms (fishing)! Thank you, Lynda, for your many years of hard work! Enjoy your retirement, you deserve it!



RICK LINDBLOM

Retired from his position as the Anderson Truck shop supervisor after 30 years. Though Rick is retiring from SPI he is not retiring from work. He is starting his own business following in his fathers footsteps. Any free time you can find him at his cabin on Trinity Lake. Well done, Rick, thank you! Best of luck in your new business!



DAVID MCCLELLAND

After 46 years, David retired as a Letourneau Operator at the Shasta Lake Sawmill. His first plan is to finish some home improvement projects. He also is thankful for the COVID restrictions to lift so he can spend some time and money gambling. Most of all he will relax and just enjoy life. Best of luck, David! Thank you!



TOM MCMAHAM

Tom has decided to retire after 26.5 years at Red Bluff Millwork. He kicked off his retirement by buying a home and moving to Alabama. There he will keep busy working on his taxidermy business as well as a lot of hunting and fishing. Thanks for all the dedicated years, Tom! Happy Retirement!



DANIEL NORDGREN

Daniel has retired after 11 years as the director of Product of Implementation at SPW Medford and 42 years in the industry. He and his wife are looking forward to a more relaxing lifestyle. They plan to visit much of the country with their 5th wheel, spend more time with their kids and grandkids and hope to enjoy cruises with family and friends. Thank you, Daniel! Happy travels!



MARK PETERSEN

Mark as worked for SPI for 33 years and is retiring as a machinist from our Sawmill in Aberdeen, WA. His first goal will be building a shop for all his machining projects and spending as much time as possible with his 8 grand kids. He is also an avid gardener and is looking forward to spending more time growing delicious produce. Thank you for your dedication, Mark!



SHARON POLACEK

Sharon has retired as a machine operator after 9 years of service at SPW Merrill. She is looking forward to some much needed rest and making great memories with her grandkids! Any other free time you can find her riding her Harley, bird hunting and just living life to the fullest! Sounds like a great plan, Sharon! Thank you, and enjoy!



DOUG RANDEL

Doug Randel, a skilled Millright and Machinist at our Centralia, WA sawmill has decided to hang up his hard hat after 14 years with SPI. He has purchased a RV and plans to fill his retirement with travel. His first stop? TEXAS! Thank you, Doug! Happy and safe travels!



RON SCHMID

After 18 years and 354 days Ron has retired as a diesel mechanic. To keep his hands clean he will spend time driving to National Parks, playing with his grandkids, staying in the mountains, taking the dog swimming and just enjoying life. Thank you, Ron, for helping to keep the Quincy Sawmill equipment in tip-top shape!



JACK SMITH

The Quincy, CA sawmill is losing a valued and respected employee as Jack retires as the Maintenance Supervisor after 31 years of service. He has heard the retirement checks are bigger in the south and is moving to Kingsland, Texas. Thanks for the many years, Jack! Enjoy your next adventure!

BOARDTALK



SIERRA
PACIFIC
INDUSTRIES

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Redding, CA 96049-6028
SPI-IND.com

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RETURN SERVICE REQUESTED

3% WAGE INCREASE AND BONUS

It's no secret that the pricing for building products has been at all-time highs much of the year. At the same time, demand for housing remains solid as the country begins to restore normalcy. While we don't control market conditions, we do have to respond to them. This often involves working harder and longer to meet increased demands, all while ensuring we stay healthy and safe. We are grateful for the folks who have chosen to build a career with us and who can be counted on to stay with us through the good and the bad. And when times are good financially, we want to share in the success achieved as a team.

We were pleased to announce a 3% wage increase for hourly crewmembers, effective May 24th. Along with the wage increase, we also announced a second 2021 bonus for all eligible crewmembers.

Thank you for your hard work, dedication, and team effort.

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George

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