

THIRD QTR. 2018

BOARDTALK



SIERRA
PACIFIC
INDUSTRIES

SUSTAINABLY MANAGED FORESTS

GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!



There seems to be a lot of discussion about the work ethic of our country's recent high school and college graduates. There might be good reason to debate the subject, but I am encouraged for our future when I look at the next generation of men and women getting started in the timber industry. As it has been since I can remember, there are plenty of young people out there who value a hard day's work, understand they have to earn their success, and have the talent and drive to do so. Sierra Pacific offers many opportunities for these young people to build a rewarding career, whether that be working with their hands in the mill or engineering new solutions to old challenges.

The success of SPI has always been a direct result of hiring capable, hard-working, innovative people. Some folks have a lot of industry experience; others come to us with limited experience but an earnest desire to work hard and learn. Some are introduced to the Sierra Pacific family through an internship or temporary summer position. Others apply at one of our facilities after seeing a job advertisement. No matter how they find us, if they put in an honest day's work and always strive to do their best, they will find their fit at Sierra Pacific.

Our professional internship program is an exciting program designed to develop our next generation of Company innovators and leaders. There is a broad cross section of paid internship opportunities - engineers, draftspersons, foresters, accountants, and computer professionals. Besides getting to practice real-world application of the concepts they've been learning in school, our interns get to know us better. And we

NEXT GENERATION INNOVATORS

RED EMMERSON

get to know them. Through tours of our mill facilities and forestlands, interns develop a well-rounded understanding of our industry and our business.

We have also just started a new scholarship opportunity for our professional interns. Toward the end of their summer internship period, interested students submitted applications for scholarships to assist them in their 2018-19 school year. It is important for Sierra Pacific to invest in the future of our company by supporting and developing our people. These scholarships are part of making that investment.

Another new partnership we started this past year is the Career Advancement Pathway Program (CAPP.) This program focuses on high school juniors and seniors planning to enroll in a local community college's advanced manufacturing certificate (12-18 months) or associates degree program (2 years.) CAPP participants engage with Sierra Pacific leaders in the classroom and during plant tours. High school graduates compete for work opportunities in our facilities. This makes Sierra Pacific a visible industry partner with high school and community college instructors, advisors and administrators. Building those relationships today helps keep the next generation workforce aware of the local, family-wage paying careers available to them at Sierra Pacific.

Many of these interns and CAPP students have been offered positions after completing their respective schooling. Regardless of where they choose to start their careers, our company and our industry benefit from understanding these young folks' views, ideas, and goals. As technology advances and 20th Century perspectives evolve to engage with a 21st Century workforce, Sierra Pacific remains committed to doing what we have always done: Grow our people to grow our business.

Red
Red

FINDING INSPIRATION IN THE WOODS

Sierra Pacific Industries has a long-standing partnership with California's Sierra Cascade Logging Conference's (SCLC) education and outreach efforts. Each year, SCLC hosts education events in the forest where middle school and high school students have the opportunity to experience firsthand different career opportunities in the woods while seeing sustainable forest management in action.

In May 2018, nearly 1,000 students, teachers, and parents from Shasta County and surrounding areas in northern California visited Sierra Pacific timberland near Viola for the SCLC **Cascade In-Woods Show**. Attendees walked a woods trail with stations along the way that shared different career opportunities within the timber industry and related fields. This annual event continues to grow year after year. SCLC invests time and money to organize the event and offer free transportation for students to share the opportunities within the forest products industry to the next generation of loggers, foresters, equipment operators, wildlife biologists, technicians and more.

May 2018 also marked the first annual **woodED Pathways** event for California students, teachers, and parents in Placer and El Dorado Counties and surrounding areas. At the event sponsored by SCLC, in partnership with UC Berkeley - Blodgett Forest Research Station, students and educators alike were surprised by the many career pathways in the timber industry. Taking place on UC Berkeley's Blodgett Forest in Georgetown, this education day is sure to continue to grow - inspiring young minds to consider many different careers in the woods.



Attendees learn about the Heavy Equipment certificate programs offered at Shasta Community College at the 2018 Cascade In-Woods Show near Viola. High paying careers in heavy equipment operation appeal to many local students.



Logger Jeremiah Gladen explains how the harvesting process works to students on the UC Berkeley's Blodgett Forest in Georgetown during the 2018 woodED Pathways education event. SOURCE: Mountain Democrat, photo by Mackenzie Myers

INTERN SCHOLARSHIPS ANNOUNCED

Sierra Pacific's First Annual Intern Scholarship award recipients have been announced! A total of \$20,500 was awarded to the top nine of 28 applicants. All applicants exemplified the work ethic and drive Sierra Pacific values in its crewmembers and leaders. Congratulations to the following interns:

NAME	DIVISION	SCHOOL	COURSE OF STUDY
Brian Dunham	Forestry	Humboldt State University	Forestry Operations
Joseph Guidetti	Forestry	University of Montana	Forest Resource Management
Dean Kern	Forestry	Humoldt State University	Forestry
Dalton Mitchell	Red Bluff Windows	CSU Chico	Mechanical Engineering
Riley Mowry	Forestry	Grays Harbor College	Forest Resource Management
Tanner Olson	Forestry	Oregon State University	Forest Management
Clint Reichert	Forestry	University of Montana	Forest Resource Management
Jordan Renteria	Red Bluff Windows	Oregon Institute of Technology	Operations Management
Jose Reyes Jr.	Red Bluff Windows	CSU Chico	Business

BENE-FACTS

Mark your calendars for October 1, 2018 - November 15, 2018!



OPEN ENROLLMENT PLAN YEAR 2019 SPI HEALTH BENEFITS PLAN

OCTOBER 1, 2018 - NOVEMBER 15, 2018

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. An Open Enrollment brochure will be arriving at the home of each crew member very soon. Please read the brochure carefully.

If you have any questions about coverage for **Plan Year 2019**, please contact the **Health Benefits Department** at (530) 378-8200.

GET #CONNECTED

Congratulations to sisters Kelsie and Kylie Thurber, Laborers (CAPP participants) at the SPI Fabrication Shop in Anderson, for sharing the most popular crew member photo of the quarter. This top fuel dragster displays the Sierra Pacific Windows logo and is piloted by their favorite driver, Leah Pritchett. The photo garnered a combined 178 likes, 8 comments, and 14 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!**





WHAT COMES NEXT?

School just started. Everyone is getting back into the routine. Lunches to make, gear to pack, homework to check. Is graduation on the horizon? Have you asked your son or daughter what comes next? **When you do, make sure the Sierra Pacific Foundation Scholarship is part of the answer!**

Last scholarship season, the Foundation awarded \$663,000 to 209 students toward costs associated with education after high school. Qualified recipients are eligible for the scholarship for four years. Sometimes recipients are granted a fifth year based on their school and their degree program.

The Sierra Pacific Foundation wants to help your student achieve his or her "next" by assisting with education funding. Whether your child is heading to a local community college, culinary school, trade/vocational school, cosmetology school, 4-year university, or any number of other post-secondary education opportunities, the Foundation can help.

Scholarship applications for the 2019-2020 school year will be available in December 2018. Start talking with your student now about this opportunity. Learn more at spi-ind.com/foundation.



MITZEL BROTHERS WIN AT THE LONG GAME

When Steven and Peter Mitzel, sons of SPI Forestry Area Manager Mike Mitzel, graduated high school several years apart, they did not foresee exactly how their paths would one day cross while sharing success in an elite industry working for the same company. Different interests, different majors, different paths led them both to Cobra Puma Golf in Carlsbad, CA. For all their differences, they did have one thing in common - both Mitzels were Sierra Pacific Foundation scholarship recipients. Today, both credit their scholarships as being instrumental in assisting them in pursuit of their individual dreams.

Steven, currently a Principal Design Engineer for Cobra Puma, attended Cal Poly San Luis Obispo and graduated with his mechanical engineering degree. In his eight years at Cobra Puma, Steven has earned several promotions to his present position where he contributes to the development of many successful products including Cobra's newest F8 drivers featuring the industry's first ever CNC-milled face. His career has taken him to the PGA Merchandise Show in Florida, vendor visits in Vietnam and China, and has provided the opportunity to be featured in product videos for Cobra Puma.



Also finding success in the golf world, Peter is a proud member of Willamette University's Class of 2017 where he graduated with a BA in Economics while earning several awards as part of Willamette's men's golf team. Honored with the Srixon/Cleveland Golf and Golf Coaches Association of America's All America Scholar Award for maintaining a 3.2 GPA while excelling on the golf team, Peter also was named to the Men's Golf First Team All Conference in the 2015-2016 school year. Upon graduation, Peter took a temporary job at Cobra Puma as a customer service representative. Just two months later, he was promoted to a full time permanent position, setting himself up well for continued success in the Cobra organization.

Steven explains: "Receiving the Foundation scholarship was a significant financial assistance and I owe the committee my thanks for their gracious contribution to help fund my education. The scholarship afforded me a financial head start after exiting college and allowed me to chase my dream job in San Diego."

Peter goes on to share: "This scholarship is very special to me because of the values I have learned from this organization and the dedication of the people who support it. It is great to see the impact that this particular scholarship has on a wide variety of individuals who have different career goals. I will never forget the support and generosity provided by the Sierra Pacific Foundation scholarship and I look forward to hearing the stories of future scholars who have benefitted from this scholarship."

SPOTLIGHT ON SUCCESS: A WINDOW INTO DANI WEILER'S GROWTH IN MEDFORD

Sierra Pacific Windows Product Manager Dani Weiler's story spans 23 years and two brand identities. Through hard work, determination, and self-motivation, what started out as a job working in Hurd Windows' mailroom in 1995 has grown into a fulfilling and challenging career.

Before Sierra Pacific acquired Hurd in 2014, Dani had earned a project manager position in Hurd's commercial department leading their architectural services group. With nearly two decades of industry experience under her belt, Dani transitioned to the Sierra Pacific Windows family in that same role.

In 2016, Dani saw a job posting for a Product Manager. Two positions were open - one in California and one in Medford. She applied for the local position immediately but was not awarded the job. The California position was offered as an option for her but she did not feel it was the right move for her family after discussing the position with them, so she thanked the department manager for the opportunity but advised him that she was choosing to remain in Medford.

**"YOU CAN'T JUST SIT
BACK AND DO ONLY
WHAT YOU THINK
THE JOB ENTAILS.
GIVE IT 110%."**

Just a few weeks later, she was contacted by the department manager and again offered a Product Manager position...this time in Medford. Excited to continue growing her career, Dani took the position and has found one success after another.

Dani credits her varied experience during her tenure with Hurd and Sierra Pacific Windows for giving her a solid foundation on which to build her current role. Her well-rounded understanding of many different departments within the Windows operation aided her with taking on the Product Manager position. When asked what her favorite thing about her job is, Dani explains: "There's not ONE favorite thing. The position is so interesting because I work with all the different departments: eBid, pricing, engineering, manufacturing, and more. Every job I've had along the way has prepared me for this one."

Dani's story is another reminder to us all how the desire to learn, the willingness to work hard, and the commitment to succeed can grow your career. She started at Hurd when she was eighteen. Growing up on a dairy farm with chores to be completed twice each day, she was no stranger to hard work. She did attend a technical college for a semester but decided that it wasn't for her and capitalized on her work ethic in the job market. From there, she learned everything she could. With Sierra Pacific, Dani sees "...unlimited opportunity - but you have to be willing to work for it." She advises: "Show interest. Work hard. Grow yourself if you want to advance and do other things. Go above and beyond. You can't just sit back and do only what you think the job entails. Give it 110%."

Continued growth is in Dani's future. She sees opportunity to develop her position further and says, "I know there's so much more to learn!" We look forward to watching you grow, Dani!



Hometown:	Medford, WI
Education:	High school graduate
Family:	Married 20 years, 2 sons & 1 daughter
Pets:	3 dogs, fish, guinea pig named Squeaks, barn cats, pigs, chickens
Hobbies:	Loves to read...romance and science fiction mostly
Music:	Soft rock, pop
Activities:	One son plays baseball, other son participates in bass tournaments, daughter refining her makeup & hair artistry

CONGRATULATIONS!

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

Red

Maui

George

40 Years!

Rick Branson
Roger Edwards
Paul Howard

Quincy
Sonora
Richfield Millwork

William Grant
Gonzalo Heredia
Luis Hernandez
Sergio Huerta
Donny Humphreys
Tim Jones
Bryan Kohl
Jason Lagergren
Alvin Maas
Greg Madison
Mike McKinney
Maria Mendez
Victor Miramontes
Shawn Morgan
Greg Munoz
Frank Petersen
Mike Romero
Keith Slagle
Rickie Stutsman
Todd Taylor
Sam Torres Jr.
Mark Van Gilder
Carmel Villagomez
Robert Villarruel Jr.
John Walker
Pete Wickman

Windows Montana
Richfield Millwork
Richfield Reman
Lincoln
Burney
Aberdeen
Trucking
Aberdeen
Red Bluff Millwork
Aberdeen
Quincy
Richfield Reman
Red Bluff Millwork
Red Bluff Millwork
Richfield Millwork
Shasta Lake
Windows Arizona
Oroville
Aberdeen
Richfield Reman
Windows Red Bluff
Sales & Service
Red Bluff Millwork
Burney
Lincoln
Quincy

35 Years!

Gene Essert Jr.
John Gallistel
John Lacy
Jackson Spencer

Windows Merrill
Windows Medford
Richfield Millwork
Lincoln

30 Years!

Mark Alves
Sandra Ament
Arlend Bonsey
Michelle Burdick
Craig Coffey
Steve Colombero
Stephanie Donham
Darrel Firnstahl
Scott Floyd
Ramon Garcia
Ken Hacker
Theodore Kralcik
Armando Lavalie
Javier Martinez
Dan Ogle
Ed Rasmussen
Steve Roberts
Paul Schilling
Robert Segtar
Greg Stevenson
Bruce Williams

Richfield Millwork
Windows Merrill
Anderson
Windows Medford
Richfield Millwork
Lincoln
Main Office
Windows Medford
Richfield Millwork
Richfield Reman
Shasta Lake
Windows Medford
Lincoln
Richfield Millwork
Red Bluff Millwork
Red Bluff Millwork
Forestry
Windows Medford
Richfield Millwork
Burney
Lincoln

Lincoln
Lincoln
Windows Medford
Chinese Camp
Burlington
Windows Southwest
Lincoln
Lincoln
Chinese Camp
Chinese Camp
Shelton
Sales & Service
Shasta Lake
Trucking
Burlington
Lincoln
Burney
Sales & Service
Burlington
Lincoln
Chinese Camp
Lincoln
Burlington

25 Years!

Tim Blasco
Jeff Connor
Lee Gramch
Clint Guilbergia
Gregg Hansen
Julia Kelley
Jose Manzo
Rigoberto Mendoza
Eric Moore
Ron Price
Exequiel Rubio
Juan Sanchez
Marcos Villalba

Lincoln
Windows Pacific NW
Lincoln
Richfield Millwork
Richfield Millwork
Forestry
Shelton
Richfield Millwork
Anderson
Windows Red Bluff
Richfield Reman
Richfield Reman
Richfield Millwork

10 Years!

Domingo Barajas
Scott Blazius
Billy Butcher
Rodney Carrera Jr.
Kevin Charneski
Byron Clayton
Juventino Gonzalez
Luis Guerrero
Moises Hernandez
Daniel Jameson
Joseph Kennedy
Melanie Knifton
Ryan McCollum
Robert McKenna
Brandon Mitchell
Rene Munoz
Dana Nelson
Paul Niemer
Max Raasch
Tony Smith
Anthony Tarango
Alejandro Villalobos
Vernon Wilks

Quincy
Sonora
Windows Medford
Chinese Camp
Windows Red Bluff
Windows Medford
Red Bluff Millwork
Windows Red Bluff
Red Bluff Millwork
Windows Red Bluff
Windows Red Bluff
Lincoln

20 Years!

Ray Busselen
Shaun Deluca
Duane Hamm
Jesus Herrera
Susan Jimenez
James Larson
Ed Littlefield
Adam Palmer
Lefty Sanchez
Marcela Taylor
Max Torres
Juan Ubias

Windows Medford
Aberdeen
Red Bluff Millwork
Windows Red Bluff
Quincy
Richfield Reman
Windows Northwest
Windows Red Bluff
Forestry
Windows Red Bluff
Windows Red Bluff
Quincy
Sonora
Chinese Camp
Windows Northern CA

15 Years!

Scott Albrecht
Oscar Bailey
Alberto Barajas
Christopher Barger
Gio Cedillos
Alfred Chavez
Eric Dawald
Kenny Denlay
Steve Emershy
Rosa Espinoza
Ruben Flores
Cole Fullerton
Chris Garlington
Eric Gillen
Glen Gilmore

Thank You!

5 YEAR ACHIEVEMENTS

Gabriel Acevedo Chavez
Jose Aguilar-Sanchez
Bryan Anderson
Kimberly Banwarth
Nicholas Beik
Danniel Brown
Erick Burkey
Jesus Ceja
Charlie Cesareo-Loza
Dominic Chavez
Lori Covey
Jhovani Crispin Rendon
MaKenna Dahl
Tyler Dake
Ernie Diaz
William Drapeau
David Duarte
Ken Emerson
Jose Espinoza
Clair Frydendall
Mayra Garcia
Miguel Garcia
Trino Gonzalez
Darnell Hamilton
Jonathan Harris Jr.
Thomas Haywood
Monica Hemmer
Josh Hoffman
Jim Johnson
Devin Kilpatrick
Eric Krey
Timothy Lee
Sam Luce
Emil Mason
Oscar Mendoza
Cade Mohler
Saul Mondragon
Heath Moon
Jose Moreno Vargas
Scott Morin
Marcela Munoz
Alfonso Negrete Mendoza
Koda Nobliitt
Mark Nowak
Ronald Osborn
Manuel Perez
Anthony Podlas
David Pompa
Cody Powell
Mark Pritchard
Connie Pruett
Ron Rabe
Javier Ramos
Nina Ried
Christopher Roberts
Jeff Schmidtke
Craig Schmill
Tyler Scholz
Jeremiah Smith
Scott Smith
Justin Sorrosa
Rich Stolen
Katie Stratford
Emmitt Taylor II
Gabriel Torres
Jose Trejo Gonzalez
Miguel Vasquez
Robert Vierra
Justin Wade
David Wells
Benjamin Williamson
Richard Winter
Kristina Young
Victor Zepeda

Windows Red Bluff
Aberdeen
Red Bluff Millwork
Windows Red Bluff
Red Bluff Millwork
Shelton
Keystone
Windows Red Bluff
Burlington
Windows Red Bluff
Red Bluff Millwork
Windows Red Bluff
Windows Medford
Windows Medford
Windows Red Bluff
Quincy
Sonora
Shasta Lake
Windows Red Bluff
Trucking
Windows Red Bluff
Chinese Camp
Richfield Millwork
Quincy
Quincy
Windows Red Bluff
Windows Medford
Windows Merrill
Trucking
Richfield Millwork
Centralia Sawmill
Chinese Camp
Sonora
Forestry
Red Bluff Millwork
Forestry
Shasta Lake
Windows Red Bluff
Windows Red Bluff
Windows Colorado
Lincoln
Windows Red Bluff
Centralia
Windows Medford
Windows Montana
Quincy
Shasta Lake
Quincy
Sales & Service
Forestry
Aberdeen
Quincy
Lincoln
Windows Medford
Sonora
Trucking
Windows Montana
Chinese Camp
Quincy
Oroville
Red Bluff Millwork
Aberdeen
Burlington
Sonora
Chinese Camp
Windows Northern CA
Chinese Camp
Sonora
Sonora
Burlington
Chinese Camp
Windows Medford
Quincy
Windows Northern CA

RETIREEES



PAULA BRAUDWAY

After retiring as the Safety/Environmental Coordinator at SPI Anderson after 28 years, Paula plans on traveling the U.S. on her Harley, spending more time with her husband and grandkids, and exploring her amateur geology interests. A little known fact, Paula is a "rock hound" of sorts and has collected cool rocks from several states. She plans to collect many more!



LARRY CARTER

Larry has plans. After 32 years with SPI, he recently retired from his Boiler/Kiln Supervisor role at Shasta Lake. He plans to enjoy this next phase by resting up and getting things caught up. Larry also looks forward to spending lots of time on Lake Shasta. Sounds like great plans, Larry!



BRUCE HAYNES

Bruce, Log Procurement Manager for Anderson and Shasta Lake sawmill divisions, has retired. With over 50 years experience in the forest products industry, Bruce spent the last 27 years of his career with SPI. Bruce plans to stay active tending his herd of cattle, hunting, fishing, and enjoying time with his children and grandchildren. Enjoy your retirement Bruce!



TERRY NAVONE

Terry retired from his Resaw-Horizontal position after 43 years. Sounds like he will be keeping busy! He said he has a lot of work to do on his ranch and he looks forward to getting back into 1000-yard benchrest shooting. He also plans on A LOT more hunting! He would like to travel to Montana and Wyoming while hanging out with his wife of 38 years. Have fun Terry!



MARK SPACKMAN

After 14 years at SPI Lincoln, Mark and his wife are making a move to Willits, CA, near Fort Bragg to be closer to their kids and grandchildren. Retiring from his Loader Operator role, Mark and his wife have been working toward this for a long time and look forward to traveling and enjoying life together. Congratulations Mark!



LARRY THURMAN

"It's been a good ride," explains Larry when speaking about his retirement from his Purchasing Manager position at Red Bluff Millwork after 25 years. He plans on doing some traveling as well as lots of fishing and spending time with his grandkids. His 13-year-old grandson is a cart racer so Larry is planning on being his full-time Pit Crew and going to Nationals this year!

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CA\$H FOR REFERRALS! SEE YOUR HR COORDINATOR FOR DETAILS!

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EVERY HAZARD OR NEAR MISS.

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MAY BE YOUR OWN.



BOARDTALK



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SPI SHELTON HOSTS COMMUNITY DEDICATION

On September 17, 2018, SPI Shelton hosted a Community Mill Dedication. Community leaders, local organizations, elected officials, and others were invited to celebrate the official dedication of our newest Sierra Pacific sawmill. Join us in wishing congratulations to the hard-working men and women who have made this project happen!



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