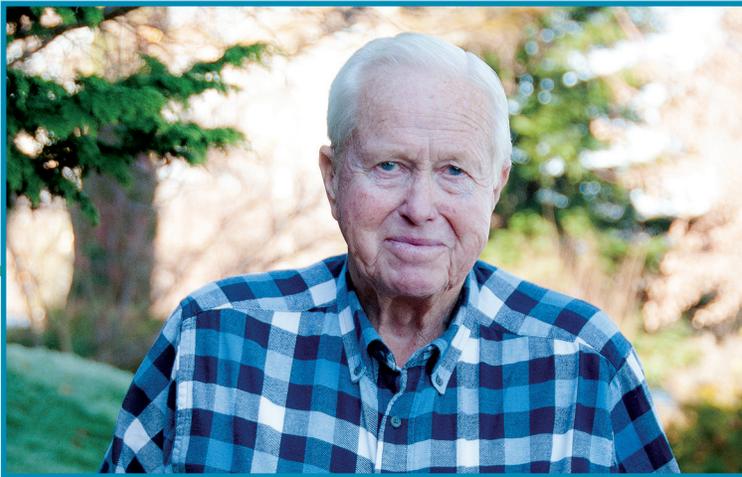




GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!



RESPONSIBLE LAND OWNERSHIP

RED EMMERSON

2020 has been a year like no other. While we continue to operate and supply our customers, a lot of uncertainty remains. Now more than ever, I value the certainty that having land provides. While managing timberland brings along its own risks, I know the land will be there and trees will continue to grow.

I always wanted to own land. Because owning land, particularly timberland, is so much more than a financial investment. Owning timberlands means that we have a long-term, sustainable supply of raw material for our sawmills. This gives us certainty that SPI will be able to provide quality products for consumer needs. And that we will continue to provide good jobs and support the rural communities where we operate.

When I made my first purchase of Humboldt County timberland in 1958, I thought those 2500 acres were a lot. Today, Sierra Pacific Industries owns more than 2 million acres across California and Washington. And we're always looking to add more productive forestland to our ownership. Our most recent purchase was made last year, when we bought 126,147 acres in California from Fruit Growers Supply Company. Earlier this year we reached an agreement to purchase about 63,000 acres of Sierra timberland from Soper-Wheeler Company; a sale we plan to close by the end of this year.

Timberland ownership comes with important responsibilities. The responsibility to manage our forests so we don't just have logs for today's needs, but for the years and generations to come. Our responsibility to be stewards of the forests for the wildlife that depend on them, the water that flows through them and the people that recreate in them.

Sierra Pacific has a great team of professionals ensuring we meet these responsibilities. We have foresters, biologists, and botanists who know our land better than anyone else. They use technology to help us manage our forests by tracking data

on forest productivity, wildlife, waterways and more. They are managing our lands to ensure we will have more trees on our lands 100 years from now than we have today.

They are planting trees for the next forest generation – over 6 million seedlings in 2019. This year we began a three-year effort to plant more than 30 million seedlings across our forestland that burned in the 2018 California fire season. That's in addition to our regular reforestation program.

SPI's professionals are managing our lands to reduce risks of future wildfires through implementation of strategic fuelbreaks. These provide partial openings – leaving larger trees and removing the excess brush – that can be used to slow wildfire. While it's difficult to know when and where a fire will start, having a fuelbreak system placed across the landscape provides places for firefighters to safely fight and stop a wildfire.

Our people are working to understand how wildlife uses our forests, incorporating this understanding into our forest harvest plans and long-term management. We are committing to long-term conservation of the northern spotted owl, California spotted owl, Pacific Fisher, salmon and other wildlife. Additionally, our forest management provides important habitat for countless other species, including wild game species such as deer and elk.

Our responsibility doesn't come without significant cost and risk. And it doesn't come without its detractors. But I believe we're doing the right thing. To provide assurances to our customers and public that our forest management practices are sustainable, SPI is certified to the Sustainable Forestry Initiative. This is a credible independent verification program that ensures we meet today's commitments and are dedicated to continuous learning and enhancement.

As I look ahead, I see more opportunities for Sierra Pacific Industries to acquire more timberland. Owning more land means we can further our responsible stewardship in providing a sustainable supply of wood for our sawmills, a reliable supply of quality lumber and wood products for our customers, manufacturing jobs in our rural communities, and healthy working forests for all to use and enjoy for today and for the future.

REMEMBER TO TAKE 60

You may have noticed the Take 60 signs in your work area or had a conversation with your supervisor about the program. Everyone should practice Take 60; take 60 seconds to assess the risk of what you are about to do. Please do this as part of your job and not just a suggestion or idea.



1. If you aren't 100% sure that you know how to safely do a job, stop before you start.
2. Having someone get injured or risk injury is never an acceptable outcome.
3. There are usually different ways to get something done. Choose the safest. If you're not sure what that may be, ask your supervisor.
4. The correct tools can turn a hazardous job into a safe one. Make sure you have the right ones.
5. Wearing the correct PPE the right way prevents hundreds of injuries at Sierra Pacific each year.
6. Injuries from not locking out or from a fall are almost always tragic. Everyone has to take a minute and assess the risks in these situations to make sure they are doing everything 100% correctly. Every time.

Thanks to the Shelton Safety Committee for creating this tool.

TEAM DRIVERS PUT TO THE TEST



Team drivers and friends (left) Celedonio Bautista "Celi" and (right) Aurelio Aceves "Leo".

Back in Wyoming, Celi was improving and was scheduled to be released from the hospital on Friday or Saturday. However, he needed to remain on oxygen and was COVID-19 positive. How to get Celi home? After exploring many options unsuccessfully, Acting Supervisor Pat Keenan asked Leo if he was willing to return to Wyoming to bring Celi back home. Leo had already been exposed to Celi and the hospital advised that transmission risk was low. Without hesitation, Leo agreed. Leo said, "I left him there and I'm worried about him. I will bring him home."

Leo headed back to Laramie in a rented SUV. Leo made it to Evanston, WY on Friday night, slept in the car (no hotels were available), arriving at the hospital on Saturday morning. Later that day, Celi was cleared to leave and they began the return home. Somewhere around Wendover, UT, Leo was understandably tired. Celi was feeling better, so Leo and Celi did what team drivers always do: they switched seats. After a few hours, Leo awoke and immediately noticed the car was about out of gas! Not to worry, they made it to Winnemucca, NV, with 2 miles left to empty. On Sunday morning – one week after leaving Red Bluff on this journey – Celi was safely back home to continue his COVID-19 recovery.

People do amazing things all the time at SPI because we care about each other and the work we do. Leo and Celi's journey is certainly an example. Leo and Celi had some help on logistics from Pat Keenan and HR Coordinator Korrina Nance. Leo said about his team, "They never let us down." We are happy to report Leo and Celi are healthy and back on the road delivering our products around the country.

It was 5:00 am on a Sunday in Red Bluff, CA, when SPI team drivers Leo and Celi embarked on what was planned to be a routine delivery to Denver, CO. Neither Leo nor Celi could have predicted their early dawn departure was the start of a seven-day ordeal that would put their physical and mental toughness –and their friendship – to the test. After several hours on the road, Celi became ill. Very ill. He needed help. Leo dropped the trailer and navigated his way to the nearest hospital. Celi was admitted to the hospital in Laramie, WY, with pneumonia-like symptoms. The doctors advised his condition was serious and he would have to stay at least a few days.

While Celi remained in the hospital, Leo delivered their cargo to Denver and headed back to California, getting some much-needed sleep along the way in Salt Lake City, UT. While Leo was in route, we learned that Celi tested positive for COVID-19. As if the trip hadn't already been difficult enough – add potential COVID exposure and mandatory quarantine to Leo's itinerary. Leo parked the truck on Tuesday night in Red Bluff and began his isolation at home.

WE ARE GROWING AND NEED YOUR HELP

REFER A FRIEND TO GROW WITH US!

CASH FOR REFERRALS - SEE YOUR HR COORDINATOR FOR DETAILS!

BENE-FACTS



For information on **BECOMING TOBACCO FREE**, call Health Benefits at (530) 378-8200.



FREEDOM FROM ADDICTION

For information on **EMPLOYEE ASSISTANCE PROGRAM**, call Health Benefits at (530) 378-8200.



Pamphlets and more information for both of these benefit programs are also available from your HR Coordinator.

BIOMASS AND GREEN ENERGY

Renewable biomass energy from SPI's Burlington cogeneration facility will soon be providing power to homes and businesses in Western Washington, thanks to a contract recently signed with Puget Sound Energy (PSE). This contract is part of PSE's commitment to be coal-free by 2025 and carbon-neutral by 2030. Starting in 2021, PSE will begin delivering 17 MW of biomass energy produced from the Burlington Division to its customers. That's enough energy to power over 11,000 homes.

"Our crew is proud to be using locally grown, harvested and manufactured wood products to power homes in our own neighborhoods," said Brad Gould, Division Manager at the SPI Burlington facility. "This is a partnership that provides both environmental and economic solutions for our community."



PSE is also proud to be sourcing locally. "Not only are we supporting a local renewable energy project that is located right here in our service area, but we're also proud to be supporting local jobs in Skagit County," noted David Mills, Senior Vice President of Energy and Supply at PSE.

PSE produced a video touting the new green energy source, which includes SPI leaders, Division Manager Brad Gould and Area Manager Curt Adcock. To watch the video visit: <https://www.youtube.com/watch?v=XWtPPv4U4HA>

The Burlington cogeneration energy facility provides steam to dry lumber and run the mill site. Historically, the division sold its excess power to organizations as far away as Sacramento.

CREATING COMMUNITY ON SOCIAL MEDIA

With over 1 billion, (yes with a B) monthly users, Instagram is one of the most popular social networks of today. Having an emphasis on beautiful photography and video, Instagram is a favorite for many generations of people. All the entertainment of YouTube, inspiration of Pinterest, and connection of Facebook, are provided in one platform.

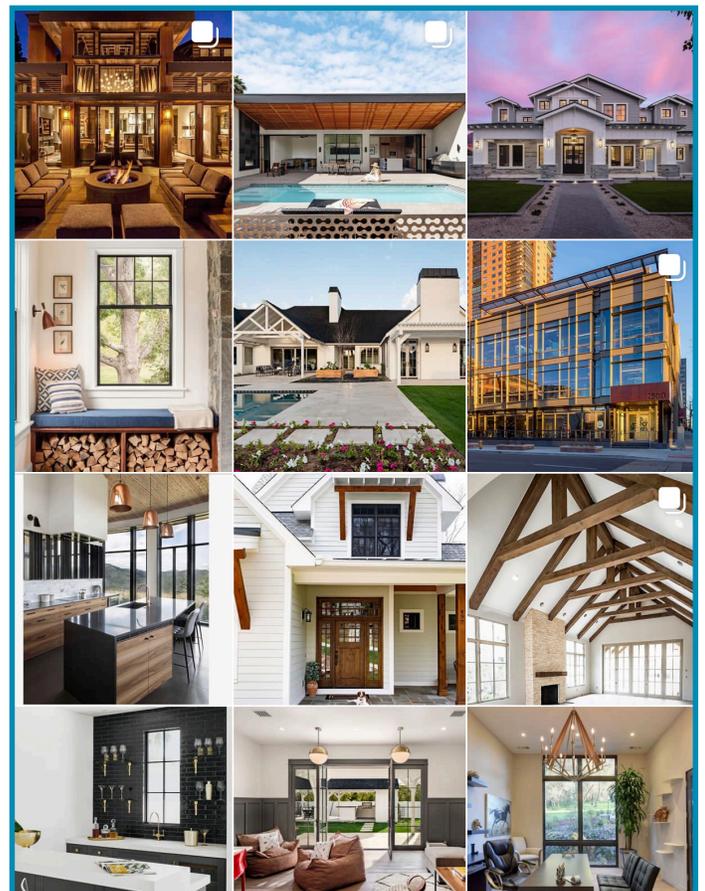
The Sierra Pacific Windows marketing team took note. Over the past few years they have dedicated most of our social efforts here. It's paying off! We now have over 13,000+ followers, a stellar engagement rate, and a mix of user-generated content, "beauty" shots and behind-the-scenes stories. A community is growing @sierrapacificwindows and we are excited!

Our followers are posting their progress and finished pictures, potential customers are connecting with us to ask where they can purchase our product or what products are used in their favorite posts, and return customers are in our DMs (direct messages) to ask warranty and service questions. Instagram has become a one-stop-shop for all customers in every phase of the buyer's journey. It is a platform that allows us to build the brand to our customers, potential and current, every day.

We invite you to check it out. Follow us and be proud of the work put in by you, our crewmembers. From the seedling to the finished window or door, this community we are building on Instagram would not be possible without all the hard work put in behind the scenes.

Thank you! @sierrapacificwindows

This is a screen shot from the @sierrapacificwindows Instagram page, showing just some of the variety and end uses of our beautiful windows.



SPOTLIGHT ON SUCCESS- FINDING OPEN DOORS

Meet Mark Crowley, Sierra Pacific Windows Sales Director for the Northwest Region. He is a LONG way from where he started 18 years ago. Mark grew up no stranger to hard work. At 8 years old his parents gave him his first job at the family print shop collating papers, and by the age of 12 he was cleaning rooms at a nearby bed & breakfast. Fast forward to 2002: Mark was 24, newly married, just relocated to Anderson, CA, and needed a job... ASAP. He had heard the reputation of Sierra Pacific Windows and knew they offered a good hourly wage. So he called the Red Bluff office and immediately showed up for an interview.

“BE AGGRESSIVE, APPLY FOR EVERY JOB YOU CAN. IT TAKES COURAGE, BUT STICK YOUR NECK OUT AND JUST KEEP PUSHING.”

That is where his SP story began; as a laborer in the door shop. In his first few weeks on the job, a seasoned crew member gave him some advice that has helped to shape his career. This advice was: “Be aggressive, apply for every job you can. It takes courage, but stick your neck out and just keep pushing.” He began to apply for every job opening that came available. After more than six job interviews with no luck, the manager interviewing him for a service tech position saw potential for Mark to join the sales team and encouraged him to contact the sales managers. Mark began to reach

out to many different Regional Managers and eventually was able to interview for a few different regions, but none of them offered him a position immediately.

Mark was beginning to think that Sierra Pacific was just going to be a stop along the way in his career. Up until this point he had worked in many varying jobs from a snowboard instructor to an airport patrol officer. Then, he finally got the call: Penny, the Regional Manager in Colorado, offered him a sales job. In just a few short weeks he moved his young family to Colorado and began his career with the SPW sales team as a Territory Manager. This was a huge opportunity which led to managing 6 territories comprised of new residential, replacement, multi-family, commercial and dealer sales. While a TM, he also began to help with recruiting and training of new hires. About 2-3 years into his position, Mark began to set his sights on management. He continued to follow that sound advice “be aggressive...just keep pushing.” Over the next 8 years he was passed over for MANY different positions, but he still kept pushing. Starting his 11th year as Territory Manager, he was able to make the next advancement and accepted a position as Sales Manager for Colorado & New Mexico. He was now leading a team of 14 Territory Managers and Commercial & Architectural reps in the Rocky Mountain Region. This was an intimidating position to step into as many of the people he managed had worked for the company longer than him. Thankfully his boss at the time, Penny, reassured him that he was good enough to make the leap into management.

One month into his new position, SPW bought Hurd Windows. Mark took it upon himself to learn everything possible about the Hurd products and became an expert resource for his crew. All of his new knowledge paid off for him and his team, leading them to their most profitable year yet. Only 2 years into this role, Mark had become an integral part of the sales management team, making him an obvious choice for his next advancement, Utah Regional Manager. Quickly thereafter he made his most recent advancement, and is now the Sales Director for the Northwest Region. Mark now leads 5 Regional Managers and oversees 120 employees. In his current role Mark enjoys opportunities to mentor and support his team. He loves to “bring people in and bring people up.” He encourages them to keep pushing forward. Mark says the advice he would give to fellow SP crewmembers is: “Don’t get discouraged, keep pushing on, there is a ton of opportunity! Don’t worry so much about where you want to be in 5 years, rather focus on kicking butt in your current role, work hard, and keep trying for that next step.”

When asked about Mark Crowley, Tom Takach, SPW President says it best: “He’s a true Sierra Pacific success story. From working on the plant floor to his position on our sales leadership team today, Mark has continued to take on additional roles and responsibilities, and has been successful every step along the way. He’s a great example that shows there are endless career opportunities at Sierra Pacific if you’re willing to work hard and challenge yourself.”



Name:	Mark Crowley
Hometown:	Jackson, CA
Hobbies:	Rehabbing his fixer upper
Family:	Wife of 20 years and 3 kids
First Job:	Age 8: his parents print shop Age 12: a local feed store.
Activities:	Snowboarding, the beach, reading Military History books
Music:	Pearl Jam (Met his wife because of it)
Goal:	To provide his children with the tools they need to be successful adults in our society

CONGRATULATIONS!

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

Red

45 Years!

Bernardo Garibay
David McClelland
Donna Nowak

Sonora
Shasta Lake
Windows Medford

40 Years!

Pamela Chariton
Mack Crawford
John Fingleton
Richard Hanson
Byron Mallo
Mike McGrath
Gerald Mosier
Dan Quarton
Rik Veblen

Windows Medford
Lincoln
Richfield Millwork
Windows Medford
Windows Medford
Shasta Lake
Sales & Service
Lincoln
Lincoln

35 Years!

Richard Armstrong
Napoleon Avila
Rick Barrera
Kenny Brown
Kenneth Cooper
Ian Haney
Janet Jennings
Mark Jensen
Michael Larkee
Rick Northup
Jon Ward
Dawn Wudi
Todd Zimmerman

Richfield Millwork
Richfield Millwork
Richfield Millwork
Shasta Lake
Sonora
Trucking
Workers' Comp
Windows Medford
Trucking
Richfield Millwork
Richfield Millwork
Windows Medford
Windows Merrill

30 Years!

Anthony Azevedo III
Enrique Beltran
Jose Ceja
Gary Clark
Richard Coe
Steven Dake
Ramona Eisner
Douglas Emmerich
Luis Escalante
Rorrie Estrada
Jeffrey Fasiano
Jennifer Floyd
Ezequiel MFuentes
Mary Hierlmeier
Jack Hogan Jr
Nick Kroencke
Jason Lynch
Ricardo Manzo
Jeff Martinez
Enrique Mendoza
Felipe Morfin
Joseph Nelson
David North
Nancy Rebello
William Richmond
Judith Riemer
DiAnn Rindt
Paul Sadlier
Robert Schreiner
Clay Seaman
Luann Steger
James Taylor
Liz Wellington
Robert West
David Wolfe
Daniel Woodruff

Red Bluff Millwork
Red Bluff Millwork
Richfield Millwork
Red Bluff Millwork
Lincoln
Windows Medford
Windows Medford
Windows Medford
Oroville
Anderson Sawmill
Fab Shop Anderson
Richfield Millwork
Red Bluff Millwork
Windows Medford
Red Bluff Millwork
Forestry
Windows Medford
Shelton
Anderson Sawmill
Richfield Millwork
Red Bluff Millwork
Trucking
Centralia
Shasta Lake
Red Bluff Millwork
Windows Medford
Windows Medford
Red Bluff Millwork
Windows Red Bluff
Sales & Service
Sales & Service
Quincy
Lincoln

Maui

25 Years!

Del Barnett
Ron Burch
Tyrone Griffin
Marni Harmon
Francisco Hernandez
Barbara Jay
Steven Jones
Martin Lopez
Daniel Marks
Benjamin Pasquale III
Kathleen Pinnell
Moises Ramirez
Kurt Rucker
Clinton Scarbrough
Rick Smith
Kimberley Tiesen
Charles Tilman
Phillip Tripp
Richard Wade
Scott Williams
Scotty Woodard Sr
Chris Yancy

20 Years!

Michael Aronson
Chad Arseneau
Rosalba Azevedo
Zac Baptiste
William Barnes
Ronald Bartlett
Cynthia Bidwell
William Bivin
Robert Brown
Terry Bruns
Daniel Cabbitto
Agustin Castro
Sandra Denlay
Clement Haring
Michael Helt
Kirk Hewitt
Cajun James
Nancy Jones
Michael Kitchen
Rachael Lotze
Tina Luedtke
Joe Mansanalez
Ismael Medina
Maria Mendoza
Salomon Meza
Randy Mills
Alex Montero
Phillip Myers
Richard Myers
Jason Oliver
Jorge Partida
Zackery Peterson
Andrew Petros
John Phillips
Jeremy Powers
Robert Prewitt
Ken Rewerts
Luis Reyes
Sherrie Slagle
Casey Smith
Kenneth Smith
Cindy Snell
Danny Tulgetske
Darold Turner

George

Red Bluff Millwork
Aberdeen
Lincoln
Windows Merrill
Chinese Camp
WS-Southern CA
Richfield Reman
Richfield Millwork
Burney
Red Bluff Millwork
Workers' Comp
Windows Red Bluff
Richfield Millwork
Red Bluff Millwork
Anderson Sawmill
Forestry
Shasta Lake
WS-Northern CA
Forestry
Windows Merrill
Burney
Richfield Reman

Forestry
Forestry
Red Bluff Millwork
Trucking
Trucking
Quincy
Burney
Shasta Lake
Richfield Millwork
WS-Arizona
Anderson Sawmill
Richfield Millwork
Windows Red Bluff
Windows Merrill
Quincy
Richfield Reman
Forestry
Windows Red Bluff
Red Bluff Millwork
Windows Red Bluff
Windows Merrill
Lincoln
Richfield Reman
Windows Red Bluff
Red Bluff Millwork
Lincoln
Lincoln
Red Bluff Millwork
Red Bluff Millwork
Chinese Camp
Windows Red Bluff
Red Bluff Millwork
Trucking
Windows Red Bluff
Windows Red Bluff
Red Bluff Millwork
Sales & Service
Windows Red Bluff
Oroville
Chinese Camp
Chinese Camp
Forestry
Oroville
Windows Red Bluff

Patricia Virden
Tammy Weir
Dana Whipple
William Williams
Timothy Wright

15 Years!

Craig Andersen
Renee Anthoney
Stephen Baer
Andrew Barre
Steven Bates
Danny Boban
Joshua Buchholz
Sergio Bustos-Moreno
Rosendo Calderon
Ernesto Castorena
Joseph Cherry
Martin Chervellera
Edward Coshow
Daniel Countz
David Cudia
Theodore Dahl
Lance Dodd
Hubert Dooley
Michael Eggel
Joseph Fruguglietti
Ricardo Gonzales
Jason Hale
Justin Harley
Joshua Harris
Charles Hicks
Zachariah Houser
Dale Keith
Ciara Krawczyk
Donald Lassiter
Justin Laws
Michael Lommori
Juan Lopez
Joshua Mangold
Francisco Manzo
Paul Martin
Ramiro Martinez
Ken Matoon
Tracy McKee
Jeremy Meier
Dianna Nichols
Lee Pelascini
Thomas Rich
Rodrigo Rodriguez
Angel Rosales
Antone Rose
Joel Ruiz
Stacey Sanders
Nicholas Sinclair
Stacy Smith
Savann Suy
Jon Tucker
Gonzalo Vargas
Isaias Villalobos
Brett Waldhart
Rudy Zoellick

Windows Red Bluff
Windows Medford
Anderson Sawmill
Lincoln
Shelton

Shasta Lake
Windows Merrill
Windows Red Bluff
Aberdeen
Forestry
Quincy
WS-Montana
Windows Red Bluff
Chinese Camp
Chinese Camp
WS-Colorado
Trucking
Red Bluff Millwork
Lincoln
Quincy
Windows Medford
Windows Red Bluff
Anderson Sawmill
Shasta Lake
Trucking
Aberdeen
Trucking
Quincy
Aberdeen
Burney
Anderson Sawmill
Windows Red Bluff
Windows Medford
Lincoln
Shasta Lake
Forestry
Lincoln
Anderson Sawmill
Chinese Camp
Chinese Camp
Lincoln
WS-Pacific NW
Anderson Sawmill
Shasta Lake
Windows Medford
Anderson Sawmill
Windows Red Bluff
Anderson Sawmill
Richfield Reman
Lincoln
Red Bluff Millwork
Aberdeen
Oroville
Windows Medford
Aberdeen
Sales & Service
Lincoln
Lincoln
Windows Medford
Windows Medford

10 Years!

Juan Arteaga
Maranda Balciari
Callan Blair
Richard Bloom
Mark Bolesky
Mathew Brewton
Brendan Burney
Julie Chariton
Michael Clark
Brian Cox
Joe Dubner
Jeffrey Duckworth
Robert Feamster
Clyde Frolich Jr.
Asaf Garcia
Ramon Hernandez
Daniel Jones
Daniel Kitchel

Windows Red Bluff
Windows Medford
Lincoln
WS-Northcentral
WS-Northcentral
Quincy
Quincy
Windows Medford
Windows Merrill
Trucking
Trucking
Quincy
Forestry
WS-Northern CA
Burlington
Burlington
Trucking
Centralia

Matthew Leise
Brian Lindstrand
James Lococo
Garrett Lomeli
Jason Mann
Travis McDowell
Kathryn Mewhinney
Wendy Miller
Jennifer Moxley
Richard O'Dell
Bryan Peck
Robert Phillips
Blake Pine
Savunn Plang
Joshua Renoud
Gustavo Rodriguez
Dana Rogge
Daniel Shelby
Jessie Smith
Phyllis Stevens
Gregory Stewart

Shelton
Forestry
Lincoln
Shasta Lake
Quincy
WS-Pacific NW
Trucking
Windows Medford
Quincy
Shasta Lake
Sonora
Burlington
Aberdeen
Aberdeen
Oroville
Burlington
WS-Montana
Fab Shop Anderson
Red Bluff Millwork
Aberdeen
Trucking

Ryan Svensson
Paul Tabory
Buddy Thomas
Butch Tittle
Elisabeth Trudeau
Javier Vallejo-Herrera
Vaylen Veysey
John Warden
Angela Wilcox
Terry Wolf
David Young

Quincy
Trucking
Windows Red Bluff
Lincoln
Burney
Sonora
Sonora
Quincy
Quincy
Windows Medford
Windows Medford



5 YEAR ACHIEVEMENTS

Carlos Alegretti
James Allen
Alden Arnold
Colton Bair
Adam Borman
John Breazeal
Joseph Brown
Johna Brown-Guzman
Daniel Bryan, Jr.
Charles Buffington
Loren Burn
James Camus
Josh Canepa
Jobey Chaisson
Russell Chapman
Ricky Christensen
Adrian Cisneros
Dennis Conary
Kristen Craig
Jeffrey Davies
Lynn Dohm
Wesley Dulle
Collin Emmerson
Isabel Esparza
Alejandro Estrada
Kayda Fechhelm
Kenneth Fisher
Dennis Fitch
Francisco Flores
Spencer Ford
Nicholas France
James Fulk
Alberto Galvan
Brodie Garber
Daniel Garcia
Tania Garcia
Alberto Garcia-Diaz
Steven Gibbs
Omar Gonzales
Ray Grapes
Daniel Greterman
Kevin Gustafson
David Hammond
Adan Hercules

Burlington
Windows Medford
Shasta Lake
Aberdeen
Windows Medford
Forestry
Richfield Millwork
Health Benefits
WS-Northeast
WS-Pacific NW
Aberdeen
Trucking
Sonora
Aberdeen
WS-Northeast
Trucking
Chinese Camp
Trucking
Aberdeen
WS-Northern CA
Windows Medford
Red Bluff Millwork
Shelton
WS-Southern CA
Burlington
Windows Medford
Anderson Sawmill
Trucking
Lincoln
Sales & Service
Sonora
Red Bluff Millwork
Chinese Camp
Anderson Sawmill
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Burlington
Chinese Camp
Shelton
Red Bluff Millwork
Shelton
Richfield Millwork
Trucking

Steve Hernandez
Kiley Higgins
Stephen Hix JR
Nichole Hogan
Heath Jackson
ChristianJara
Casey Jones
Paul Justice
Brian Kathrein
Ronald Kemp
Lori Kersey
Carissa Kestler
Joseph King
Jacob Kirishian
Allan Kleiman
Daniel Landstedt
William Lanier
Kassie Lynch
Kirk MacBride
Christopher Madden
Catherine Martin
Mark Martin
Jaime Mendoza
Richard Metheny
George Mick
Patrick Miller
Zachary Montgomery
Jose Montoya
Kyle Niederer
Rose Noble
Donald Olson
Obinna Osuji
Sierra Owens
EduardoPahua
Daniel Panks
Hector Partida
Robert Pearson
Maria Pedrizco
Sean Peery
Steven Perkins
Kevin Peterson
Edalit Ponce-Suarez
Kenneth Reppert

WS-Southern CA
Windows Medford
Sonora
Windows Red Bluff
Trucking
Richfield Millwork
Shasta Lake
Trucking
Windows Medford
Lincoln
Red Bluff Millwork
Windows Medford
Forestry
Windows Red Bluff
WS-Northeast
Lincoln
Aberdeen
Centralia
Sonora
Quincy
Windows Medford
Red Bluff Millwork
Anderson Sawmill
Shelton
Trucking
Quincy
Burney
Burney
Forestry
Richfield Millwork
Corporate
Lincoln
Anderson Sawmill
Red Bluff Millwork
Fab Shop Anderson
Red Bluff Millwork
Burney
Burlington
Fab Shop Anderson
Quincy
Windows Medford
Windows Red Bluff
Burlington

Angela Ricard
Ashley Rinehart
Justino Romo
Terry Rosson
Patricia Russell
Crispin Sanchez
Frank Sandoval
John Schafer
Kelly Scott
Kalin Seabolt
James Sheffield
James Smith
Jeremy Smith
Stacy Smith
Richard Stanton
Jeffrey Stevenson
Raymond Stewart
David Stoermer
Anthony Sylvester
Jessica Tadeo
Mark Tande
Christopher Tate
Candie Tauchen
Troy Tessmann
Roger Thompson
Angela Toepfer
Julia Tomascheski
Ginny Torres
Luis Torres
Shay Turpin
Lance Vanderpool
Benjamin Wilson
Lawrence Wise III
Adam Wolcott
Ronald Wold Jr
Soriya Yon
Jeremy Zachary
Darlene Zane
Daniel Zelwick
Andrew Ziembo
Nolan Zimmerman

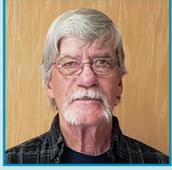
WS-Pacific NW
Windows Medford
Lincoln
WS-Southeast
Windows Red Bluff
Burney
Burlington
WS-Pacific NW
WS-Colorado
Quincy
Lincoln
Burney
Chinese Camp
Sonora
Windows Red Bluff
Anderson Sawmill
Burney
WS-Northcentral
Windows Red Bluff
Windows Red Bluff
Quincy
WS-Southern CA
Windows Medford
Windows Medford
Trucking
WS-Southern CA
WS-Utah
Red Bluff Millwork
Burlington
Burlington
Forestry
Sonora
Aberdeen
Quincy
Trucking
Aberdeen
Chinese Camp
Red Bluff Millwork
Windows Red Bluff
Windows Merrill
Sonora

RETIREES



JEFF BEDDALL

Retires as a supervisor from Richfield Millwork after 37 years of service. His first order of business will be spending lots of time with grandchildren, as well as camping, visiting family and working in the yard. Thank you for your years of service! We wish you all the best in your retirement.



PATRICK CLOUGH

After four decades as a machine operator Partick retires from SPW Medford. He has lots of projects lined up at home to keep him busy. One of his projects will be making camp firewood. He also hopes to do a lot of golfing and fishing - as well as a little traveling. Congratulations on your retirement, Patrick!



DUANE CROSS

Resaw operator at Richfield Millwork retired after 48 years with SPI. Duane says he plans on spending more quality time with G.G.W (golf, grandkids and wife) and not necessarily in that order. Sounds like retirement will be busy and fun, Duane! Thank you for your many years of service!



RUSS FOSTER

After more than 34 years with SPI, Russ recently retired from his position in shipping at Shata Lake. He would like to thank the Emmerson Family for being such a great employer. He plans on traveling, golfing, snow skiing, and a lot of fishing. He is also looking forward to enjoi all kinds of car racing. Enjoy it, Russell - you've earned it.



MITCH GRAHAM

Red Bluff Millwork will miss Mitch, as he retires after 24 years. He has a lot of things planned already including traveling back east to visit civil war states, a cruise to Alaska, working on his rental house and restoring some antique furniture. He is also looking forward to sleeping in until 6 AM and spending time with his dogs and pet goose "Buddy." That all sounds great, Mitch - Enjoy!



JOHN HAWKINS

John says he has been very fortunate to work for SPI as a forester for the past 22 years because "If you love what you do you will never work a day in your life." He and his wife are looking forward to traveling though Europe, visiting many of the National Parks and spending a lot of time with their grandchildren. Whatever he does he knows he will enjoy his retirement. Sounds like a great plan, John. Enjoy!



JOHNNY HUMPHREYS

After 29 years at SPI Burney, Johnny has decided to hang his hard hat up for good. He is looking forward to having more time to spend fishing with friends and family. He is also making plans to do some traveling, making sure to check out the casinos along the way. We wish you the best, Johnny. Enjoy each new day!



JIMMIE JOHNSON

Is parking his chip truck after driving for SPI for the last seven years. The very first thing on his list is to catch up on much needed sleep! After he is rested up he plans on doing some fishing and traveling and lastly - he will work on his honey-do list! Happy retirement, Jimmie, and fish ON!



RANDY KELLY

Has retired after 18 years of service at Red Bluff Windows R&D. He has just purchased a travel trailer and plans to spend time on the coast and eventually travel nationwide. Randy is looking forward having more time to spend with his grandkids, as well as fishing, shooting and getting back into playing his guitar. Happy Retirement, Randy!



DANIEL LOGSDON

Retired from SPW as a commercial territory manager. The next few years Daniel is planning to spend half of the year traveling with his wife and the other half at home in the Sacramento area enjoying his kids and grandkids. He is also looking forward to pursuing his passion for music and plans on doing a lot of writing and composing. Cheers, Daniel!



JIM LOOTENS

Anderson Warehouse Purchasing Agent retired with more than 40 continuous years with Sierra Pacific (and another dozen years off and on beforehand). Jim plans to dust off his fishing poles and cruise weekend yard sales looking for that next great bargain. He will also be getting his bike shop in order so he can fix bikes for the neighborhood kids. Thank you, Jim, for your many years of service and enjoy your retirement.



STEVEN MARKT

After his almost six-year tenure with SPW and over 40 years selling and installing wood clad windows, Steven has retired! He is looking forward to being able to see more of his kids and grandkids who live from AZ to NYC. In his spare time he hopes to hit lots of golf balls, hike, and fine-tune his bread baking skills. Not to forget his honey-do list authored by his amazing wife Keri. Cheers, Steven!



JOE OGEEN

Retired from his role as an equipment operator in Sonora after 34 years. He is really looking forward to enjoying time with his family which is the main reason for his retirement. He also has a lot of remodeling jobs around the house and tee times that he needs to catch up on. Thanks for your service, Joe. Enjoy!



JAMES OTTMAN

After over 23 years as a department lead at Red Bluff Millwork, James retired. Soon he will be relocating to Oklahoma to be with his son. He is going to work with his son restoring classic cars. And plans to find a cool project car to work on for himself, too. Enjoy Oklahoma, James. And happy retirement!



MARK PENDLETON

After 44 years selling windows and doors. Mark is excited to travel with his wife Laura. They have already scheduled a land and sea cruise through Alaska in the fall. Any voids in his schedule he plans on filling with family, golf, hunting, fishing and working around his home in Richmond, VA. Congratulations on a great career, Mark, and happy retirement!



DAVID PORTER

After 12 years David retired as the Director of Sales for the Transcend Division. He is looking forward to spending time with grandkids and reconnecting with old friends. He hopes to get back connected with his golf league and play in some senior tournaments. He will also be taking up playing piano again while continuing to work on his guitar skills. Congrats, David. Enjoy every minute!



GREG SINCLAIR

Sales and Service Manager has retired after a long and rewarding 35-year career. Considering COVID-19, Greg is using the next few months to complete past-due projects around the house and to get rested up. Then he and his wife will begin traveling the U.S. in their new travel trailer hoping to hit many of the National Parks along the way. Happy trails, Greg. And happy retirement!



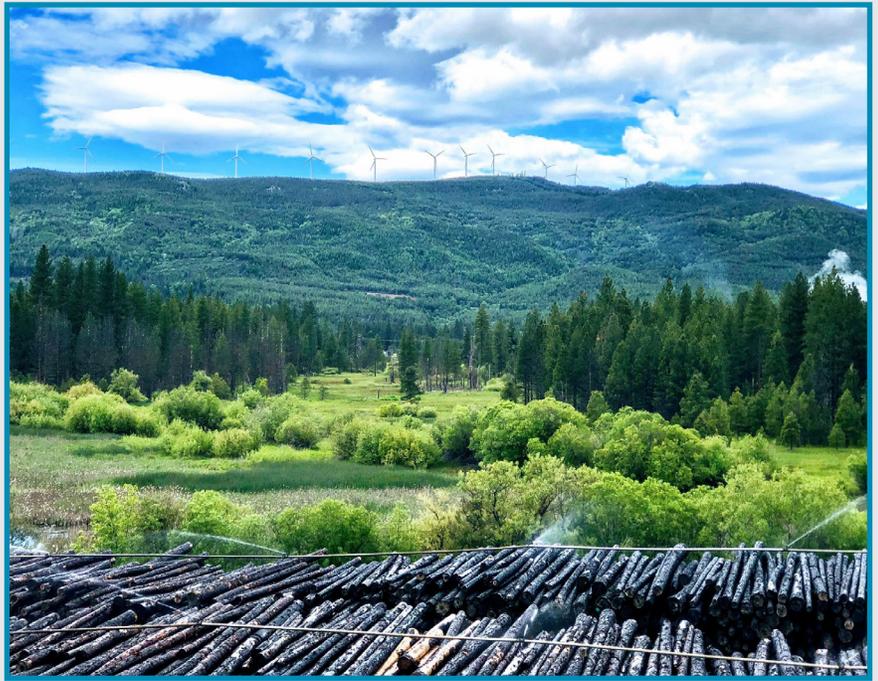
MICHAEL THRUSH

Michael has retired after serving as a forester for nearly 40 years. He is looking forward to visiting his kids in Idaho and Texas as well as leisurely traveling to Alaska. He will pack his days fishing, hunting, hiking and enjoying the great outdoors like he did in his career. Sounds like great plans! Congratulations, Michael!

GET#CONNECTED

Congratulations Isreal Soria (a Forklift Driver for our Burney sawmill) for sharing the most popular crew member photo of the quarter. Isreal shared this photo of the beautiful spring view from the log deck at our mill in Burney, CA. The photo was viewed 4,714 times and earned a combined 102 likes, 5 comments, and 30 shares.

Get **#CONNECTED**. We want to see your photos! You can send them 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!**



WINDOWS TRENDING ON YOUTUBE

What does an abandoned mansion in Austin, TX, and a forest products window company from Northern California have in common? Both are featured in a top trending video on YouTube. Spoiler Alert: It's us, along with YouTube sensation Matt Carriker, from the exceedingly popular "Off The Ranch" YouTube channel.

Matt has a few Youtube channels, including "Off The Ranch" featuring his Abandoned Mansion series. He and his wife, Meredith, purchased a huge abandoned mansion in Austin, TX, and are taking us through the process of making it their family home through weekly YouTube episodes. They chose Sierra Pacific for their windows and doors and have featured us in several of their videos. Their channel has over 3.7 million followers, with our videos reaching well over a million viewers. A bit of back story: The couple had already decided to purchase our windows from Capital Hardwoods, a certified Sierra Pacific Windows dealer. The window install was featured in Part 18. We were introduced to Matt & Meredith (thank you Robbie Kelley!) at the International Builders' Show in Las Vegas. At the show they were in awe of our BiFold Door on display. Which was featured in their IBS overview video "Buying This Crazy Door For The Mansion!!!" and reengineered their back patio entrance to incorporate the massive door.



We struck exposure gold in Abandoned Mansion Part 24, which primarily focuses on the installation of the door system. The episode was even featured on the front page of YouTube and claimed the #17 spot for trending videos in the entire world the first day!

Take a look at some of these impressive numbers:

- 1.5 million views of Sierra Pacific Windows' bi-fold door installation, a 17-minute piece.
- 3.9 million viewers watched all three Off The Ranch videos featuring Sierra Pacific.
- Over 10,500 additional new website visitors to www.sierrapacificwindows.com in 3 days.
- 2,400 more views of our Instagram profile in 3 days.
- Dozens of immediate requests for more literature.
- Tons of positive chatter online for long-term brand reinforcement.

This type of exposure just doesn't happen every day. It wouldn't be possible without all the behind-the-scenes work that goes into every one of our products. From the seed to the delivered window or door, the relationships gained along the way and the service provided after the purchase. It took a team to get here and we have the best team in the industry!

Check out all the videos Sierra Pacific is featured in below:

- Renovating an Abandoned Mansion Part 24 - <https://youtu.be/xztWkqq7Wn4>
- Renovating an Abandoned Mansion Part 18 - https://youtu.be/4soNNKL_hkc
- Buying this Crazy Door for the Mansion - <https://youtu.be/EdGZyNRfikk> (skip to 6:00 to see them visit our booth)

STAYING DILIGENT TO BEAT COVID -19



COVID-19 SYMPTOM/EXPOSURE SCREENING CHECKLIST



Please review this checklist prior to coming into work each day.

Do you or any member of your household have any of the following symptoms?	YES	NO
FEVER Do you have a temperature 100.4 °F or greater or feeling feverish?		
COUGH New or worsening cough unrelated to another health condition?		
SHORTNESS OF BREATH New or worsening shortness of breath unrelated to another health condition?		
OTHER FLU-LIKE SYMPTOMS Experiencing general flu-like symptoms (body aches, fatigue, nausea, new loss of taste or smell)?		

In the last 14 days, have you or a member of your household:	YES	NO
Been tested for COVID-19 due to symptoms or at the direction of a physician or public health agency because of exposure?		
Been in close contact with any persons diagnosed with laboratory confirmed COVID-19? Close contact is considered to be within 6ft for longer than 15 minutes or had any physical contact.		

If you answer YES to any of these questions, DO NOT come to work. Contact your supervisor or HR Coordinator for further information and direction.

If you answered NO to each question, please remember:

- Wash your hands before work and regularly
- Practice good personal hygiene
- Abide by social distancing guidelines

WE APPRECIATE YOUR EFFORTS TO KEEP YOUR WORKPLACE SAFE!

It is not by luck that we have been able to keep the coronavirus from causing an outbreak within Sierra Pacific's operations. However, the threat still looms and is real.

Thank you all for staying diligent with:

- Social distancing
- Wearing a face covering
- Practicing good hygiene
- Staying home if you are sick
- Disinfecting high touch surfaces
- Using the screening checklist
- Avoiding large gatherings
- Following local and state guidance at work and away from work

We are fortunate to have been able to provide continued employment during the pandemic. While we have avoided a workplace outbreak, we have had crewmembers test positive for COVID-19 or need to isolate. We need everyone's help to continue to stay safe and healthy.

THANK YOU!

CLASS OF 2021 HEADS BACK TO SCHOOL



SIERRA PACIFIC
FOUNDATION
GROWING HEALTHY COMMUNITIES...

The Foundation scholarship application period opens on-line December 15!

Did you know that over the past 40 years, the Sierra Pacific Foundation has awarded over \$8 million to students pursuing diverse post-secondary educational goals?

Your son or daughter could be among next year's recipients! Last scholarship season, the Foundation awarded \$618,000 to 200 students toward costs associated with education after high school. Past recipients have been enrolled in trade and tech schools, culinary schools, cosmetology programs, community college, online colleges and universities, as well as traditional four-year institutions.

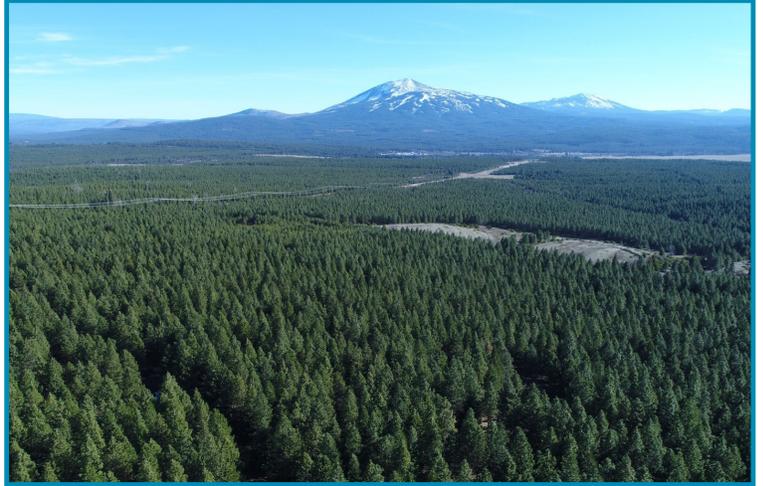
Scholarship applications for the 2020-2021 school year will be available online at spi-ind.com/foundation beginning **December 15, 2020**. Start talking with your student now about this opportunity to help fund their future!

EMBERS AND ASHES TO THRIVING FORESTS



Looking toward Burney Mountain one year after the Fountain Fire consumed 9,000 acres of SPI forestland. At the time it was the most devastating fire to occur on private land.

In August 1992, the Fountain Fire (FF) ravaged more than 64,000 acres of timberland in eastern Shasta County CA. At the time, this was the most devastating fire for California private land owners (99% of the fire was on private land) and represented 1% of the industrial land base of CA. Sierra Pacific lands accounted for 15% (9,000 acres) of the fire. In 2019 SPI purchased an additional 5,000 acres of FF land, bringing our total to 24% of the burn (nearly 14,000 acres). It is hard to believe that the above photos are from nearly the same place in Burney CA...amazing what 28 years of HARD work and responsible forest management can do.



Current day view looking toward Burney Mountain through a thriving young forest, owned, planted and managed by SPI. (Both photos are from nearly same location.)



It can be said that our forest management practices are "Night and Day" different compared to government agencies. Left of the photo is dead standing timber that will not be replanted, growing vigorous brush on Forest Service land. It will not be replanted. The right is our land cleared and replanted with small (hard to see) seedlings.



Part of our new young forest two years after being replanted.

Many government agencies do not replant post fire. It is also NOT a legal requirement for our industry to replant. It IS however, a requirement in the eyes of the Emerson family; to be responsible stewards of the land and to ensure the future of the company. Beginning in 1993 (the year following the fire) and over the next 5 years, 2.7 million seedlings were planted within the burn. Mark Gray, Reforestation Manager/Tree Improvement Manager, shared the different steps to a successfully re-grow forests post fire: 1. Good quality seeds, 2. Healthy nursery stock, 3. Weed control, 4. Planting in best conditions, 5. Three years controlling competing vegetation, 6. Control tree competition, 7. Pre-commercial thinning, and 8. Forest is free to grow to full potential.

This was the largest project our regen (regeneration) team had worked on at the time. Mark recalled how even the logistics of transporting the huge quantities of seedlings to the various replanting crews was a feat. In typical SPI fashion, our crews met and conquered the challenges ahead of them. Our forestry department took full advantage of the learning opportunities from the Fountain Fire. The Regen crew has been restructured and is now stronger, more efficient, fine-tuned and highly skilled. Proving so by their ability to meet the company's ever expanding regeneration needs and new challenges.

One such challenge: The 2018 fire season which destroyed 54,000 acres of SPI timberland that is SIX TIMES larger than the FF losses. With pride, Gray shared how his team had risen to the challenge. They expect to have it fully replanted in just THREE years. Spring 2020 crews planted 4 million trees within the 2018 burns, setting a new record by planting 600,000 trees in just one week.

Looking at our young FF forests, you would never know they were part of a devastating fire. Because of these steps in regeneration and forest management our FF lands are thriving! Our healthy forest and fuels management greatly reduces the risk for catastrophic fires. If a fire did occur again, it will be easier to battle, and the expected losses should be less.

BOARDTALK



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WAGE INCREASE ANNOUNCEMENT

No one could have predicted what happened this year or what will happen in the coming months with the pandemic. We certainly understand that you have all been challenged and tested at work and at home over these past several months. We are pleased to announce a 3% WAGE INCREASE across the Company. Our industry is currently experiencing a surprisingly good market, and we know the key to

holding our position lies with the hard work and dedication of EVERYONE in the company. It will not be easy and it never is. We recognize there will be more hurdles before us and very much appreciate your efforts. Going forward, we ask for your continued help in keeping us all safe and our business thriving.



We sincerely
THANK EVERYONE
for stepping up to meet the
challenges we are facing this year.

Red George Maul