



GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!

A HISTORY OF SUCCESS

RED EMMERSON

When I was 19, I got a job at a sawmill in Arcata, California. I worked nights there for a while and I got to do everything in the sawmill. I got on pretty good with the millwrights because every time the mill would break down, I'd go help them. Most of the people would just sit around, but I'd go help them. And so, when it came time for someone to work after-hours, they'd always pick me because I would help. To me, that was success.

I next went to work for a company called Precision Lumber. I started riding the carriage. I was a dogger on the carriage but I ended up running the edger saw. I was only 19 years old but I just wanted to do it. I was ambitious and hardworking. They'd pick me to help on weekends and I got more overtime and opportunities to learn.

Shortly after I turned 20, my father and I got a \$10,000 loan from a lumber wholesaler named Mike Crook. We used the loan to lease the old mill on Jacoby Creek in Arcata. It was all diesel-powered and we cut rough lumber and had it custom-surfaced. Crook would ship it to southern California and we'd get 5% commission on the sale.

My father always wanted to build a mill so we bought a property out there on Samoa Road in Arcata. We built the mill and started it up in November 1951. It wasn't much of a sawmill but it did make lumber. I got drafted into the service in March 1952 and was gone for a couple years.

I got home from the service in 1954 and we ran the mill on Samoa Road for a number of years. We put in a resaw, some dry kilns and more blacktop in the yard. We put in a pony rig and increased our productivity and so forth. We ran along there for a number of years and did quite well.

At that time, we didn't own any timberland. We bought cutting rights to our first timber in 1959. We put \$200,000 down and I remember thinking, "If we ever get that paid off, we'd be in the money forever." Well, how wrong I was! We got it paid off but there were other things. We kept investing back into the mill as we kept growing our business.

With the same work ethic that enabled me to learn all the different parts of how to operate a sawmill when I was just starting out, I have helped grow that first mill and those first cutting rights into 20 manufacturing plants across three states, 7 cogeneration plants, 2 design and fabrication shops, Sierra Pacific Windows sales offices throughout the entire country and ownership of nearly 2 million acres of timberland. I did not do this alone.

As our operations grew, so did our SPI family of crew members, operators, business partners and managers. The success of our company, from the beginning, has been hiring good people. I have always believed that you've got to treat your folks right and take care of them. Pay them right, treat them with dignity and they will treat the Company the same way. We've got some people that have been with us over 40 years here and I think if we take care of them, they'll take care of us.

From those very humble beginnings in that first leased old mill on Jacoby Creek, I committed myself to hard work and to taking every opportunity I had to learn about this industry. I remember every significant business deal, land purchase, and innovation. The history I look back on is filled with more success than not. I am thankful for each one of you who have contributed to this history through your talent and dedication. You continue to be the future of Sierra Pacific!

Red

SPI FOREST TRAINING GROUNDS

On an active timber harvest operation on Sierra Pacific timberland near Viola, California, you can hear the sound of a masticator breaking down the remnants of a recently-harvested area. Who's in the cab of that machine? Would you be surprised to learn it's one of four Shasta College Equipment Operations students earning worksite learning credits while on a paid internship with Creekside Logging?



We have all heard of on-the-job-training. This is a step beyond. The partnership between Shasta College, Creekside Logging, Sierra Pacific, and Sierra Cascade Logging Conference (SCLC) offers a forward-thinking solution to a shared challenge. As our industry's logging professionals reach retirement age in increasing numbers and as technology continues to reshape the way timber harvest plans (THPs) are executed, there is a real need for highly-skilled, expertly-trained, tech savvy operators. Partnerships like these may just be the answer.

This partnership was developed in response to a real-world challenge. Delbert Gannon of Creekside Logging was faced with a dilemma. As the contracted logging company for this particular SPI THP, Creekside had a masticator available to finish off the job but did not have anyone with the necessary skills ready to operate it. Gannon reached out to John Livingston, Equipment Operations & Maintenance Instructor at

Shasta College, to see if he had any leads on equipment operators. That conversation led to the concept of a paid internship for selected students. Gannon would be able to put his masticator to work and he would have the opportunity to train, interact with, and observe potential candidates that may be interested in a career with Creekside Logging after completing their education.

All the components of this particular situation were just right for this idea. This particular piece of SPI timberland was flat and relatively easy to access. The work was within close proximity to Shasta College. The four students were selected by Livingston based on their performance in his program. The students had to go through Creekside Logging's application process and were brought on as temporary employees. The students were able to bring the skills they were learning in class and apply them in a real-world environment. All four students were ecstatic with the amount of time they were able to experience in the cab actually operating the equipment. Dr. Susan Wyche, Dean of Business, Agriculture, Industry, Technology, & Safety at Shasta College, made a trip out to meet the students and learn about the program. "We know that internships and apprenticeships create valuable experience for our students, and make the link to future jobs," Wyche explained.

SPI Forester and SCLC past president Ted James and Anderson High School CAPP Grant Lead Teacher and SCLC member Carol Perea were instrumental in helping make the connections between industry and educators. Gannon, SCLC's current Education Chair, was able to put into practice an idea that connects the dots between industry, today's educators, and tomorrow's operators. And the students? You may just find one of them on Creekside's crew next year! Regardless, these four students really elevated their hands-on training by having this opportunity to operate real equipment on a real job site. These types of partnerships may be the wave of the future in developing tomorrow's skilled workforce.

GET #CONNECTED

Congratulations to Jesse Buus, Engineer in Quincy, for sharing the most popular crew member photo of the quarter. Jesse's beautiful October shots, just as the leaves began displaying all their autumn glory, were re-posted to Facebook, Twitter and LinkedIn and garnered a combined 188 likes, 8 comments, and 8 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!](https://twitter.com/spifamily)



BENE-FACTS

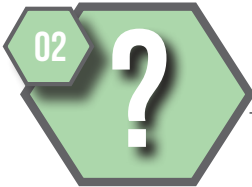


FAQ



Is my health coverage provided by Sierra Pacific Industries a Blue Cross plan, an Obamacare plan, or is it still the Sierra Pacific Industries Health Benefits Plan?

Although the Plan is required to comply with the Affordable Care Act (Obamacare), the Plan is still the Sierra Pacific Industries Health Benefits Plan. The Plan is not a Blue Cross plan, however Anthem Blue Cross provides services to the Plan, such as preferred provider contract rates and Utilization Review.



What is “preventive” care?
How is preventive care different from other types of medical care?

The purpose of preventive care is to screen a patient for potential diseases when it may be easier and less costly to treat the disease. When you go to your doctor for treatment of an illness, or because you have symptoms, those services are not preventive care.



If my child is behind on his/her routine immunizations, will the immunizations still be covered under the Plan?

If the immunizations are given within the range recommended by the CDC (US Centers for Disease Control and Prevention), and are given by a preferred provider, the immunizations will be considered covered preventive services. It is not uncommon for children to fall a little behind on their immunizations. The CDC does have built-in catch up periods for children who get behind.

I understand that the US Preventive Services Task Force does not recommend the routine screening of adult males for prostate cancer with a PSA test (prostate-specific antigen), but if I am already having problems with my prostate, will the Plan cover a PSA test?



A PSA test requested by a physician for adult males who are already having problems with their prostate would not be considered preventive care as it is not a screening. It would be considered a covered medical test subject to deductible and out-of-pocket limits.

Please visit healthcare.gov/coverage/preventive-care-benefits to learn more about which services are covered preventive care when provided by a contracted provider.

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



WATCH AT [SPI-IND.COM/CAREERS!](http://spi-ind.com/careers)

YOUR SPI ON FILM

Over the past several months, you may have spied our communications team leading a couple guys with cameras and microphones through our plant sites. The finished product is ready for you to experience! We embarked on this project to capture the heart of Sierra Pacific. There was no script. We interviewed a number of crew members to weave together our SPI story in their own words. We invite you to check it out at [spi-ind.com/careers!](http://spi-ind.com/careers)



SCHOLARSHIP APPLICATIONS AVAILABLE NOW

Did you know that the Sierra Pacific Foundation awarded \$680,000 to 227 students of Sierra Pacific crew members for the 2017-18 academic year?

Applications for 2018-19 are available now. Talk to your student about completing an application during winter break. Applications are available online at spi-ind.com/foundation and are due February 23, 2018.

Check out the helpful online Frequently Asked Questions page at spi-ind.com/foundation/FAQ. Have a question that you don't see listed on the FAQ page? Please email your inquiry to foundation@spi-ind.com.

If your student is planning on ANY higher education, whether his/her plans include college, university, trade school or apprenticeship learning, please have him/her submit an application!



SPI SHELTON PROVIDES HABITAT LUMBER

You've probably heard that Sierra Pacific is committed to being good neighbors in the communities in which it operates. There are a variety of different ways SPI acts on that commitment. Our newest Sierra Pacific mill in Shelton, WA, recently had the opportunity to help build up its community - literally!

Earlier this fall, SPI Shelton was honored to donate framing lumber to both Habitat for Humanity of Mason County and South Puget Sound Habitat for Humanity. Granted through the Sierra Pacific Foundation, the framing lumber will be



used in the construction of three different homes for the two non-profits.

Homes #27 and #29 will be built in Mason County. The lumber for the South Puget Sound home in Lacey, WA, will be used in conjunction with an American Forest Resource Council-sponsored (AFRC) project.

Being able to partner with an organization such as AFRC, one of SPI's trade associations, helps demonstrate the forest products industry's interest in improving local conditions for people in need of help. Promoting strong markets for forest products allows lumber producers and affiliates to give back in a way that benefits the communities where we all work and live.

Crew members at SPI Shelton load a South Puget Sound Habitat for Humanity truck with framing lumber.

SPOTLIGHT ON SUCCESS: MANNY IBARRA ACCOUNTS FOR HIS ACCOMPLISHMENTS

Manny Ibarra has a story to tell. From being awarded a Foundation scholarship to packaging windows to applying his college education as an accounting intern, Manny has made the most of every opportunity that he has found. The well-rounded and diverse SPI experience he gained while attending Butte Community College and California State University Chico provided Manny a solid foundation and understanding of SPI's business operations and readied him for an accountant position in Centralia, WA.

It all started Manny's senior year of high school. His dad, Margarito Ibarro, Machine Operator at Red Bluff Windows, told Manny about the Sierra Pacific Foundation scholarship. Manny applied and went through the interview process with the scholarship committee. He reflects, "The process was really cool. I didn't realize it at the time, but it was like a job interview. The application was kind of like a job application. It was a really good experience to go through that."

"LOTS OF OPERATIONS BRING LOTS OF OPPORTUNITIES. LOOK AT THE OPTIONS AVAILABLE. YOU CAN TIE YOUR GOALS INTO YOUR CAREER AT SIERRA PACIFIC."

Manny used his scholarship to assist with tuition and books at Butte College where he focused on his general education classes.

In late spring 2013, Manny's dad told him that Windows was hiring summer help. Manny applied and got a summer job working in the standards plant packaging windows before heading back to Butte College.

Manny returned to Windows to work the summer of 2014. Because he had chosen to wait until spring 2015 to transfer to CSU Chico, he asked at Windows if there would be any possibility he could transition to regular full-time. Manny worked full-time until he transferred to CSU Chico in the spring to pursue his bachelor's degree with a focus on accounting. Manny had become aware that the Windows' engineering department had hired an engineering student as an intern. Manny wondered if Sierra Pacific ever brought on accounting interns. He went to the HR Coordinator for Red Bluff Windows and asked the question. His initiative paid off and that one question ended up having a big influence on his eventual career path with Sierra Pacific.

Manny's question led to a conversation with SPI's intern coordinator. After going through the intern application and interview process, Manny was offered an accounting internship at Red Bluff Millwork in the summer of 2015. In 2016, Manny was again offered an internship position and he spent that summer at the Anderson main office working under the accountants in the sales and forestry departments. These experiences gave him a much broader view of Sierra Pacific's size as a company. "Lots of operations bring lots of opportunities. Look at the options available. You can tie your goals into your career at Sierra Pacific," encourages Manny.

For each eligible school year, Manny re-applied for a Foundation scholarship. He successfully graduated CSU Chico with his bachelor's degree in May 2017 with ZERO student loan debt. Manny credits this achievement in large part to the scholarship program.

Manny was hopeful that there would be a permanent place for him in the SPI family. There was an opening at the Centralia mill for an accountant and Manny was offered the position. He admits he was not excited about the prospect of moving to Washington. He even declined the position at first. But then he thought about the opportunity. He thought about how the pursuit of his career goals could benefit from learning yet a different aspect of operations. And he realized that he wanted to take the job. Just a few short months ago, Manny made the move and he has no regrets now. Manny hopes to eventually transfer back to California but he is excited and grateful for the opportunity "...to learn everything there is to learn here [Centralia]."



- Hometown:** Corning, CA
- Education:** Corning High School, Butte College, CSU Chico
- Pets:** Milo (German Shepherd) & BooBoos (Pug mix)
- Hobbies:** Soccer! Soon will be playing on a league team in WA!
- Music:** Spanish Mexican music. It's what I grew up with. It's who I am.
- Goals:** Transfer back to CA & be the accountant at Red Bluff Windows.
- Before SPI:** First job was working in the watermelon fields with one of my best friends. Worked at a truck wash for several years during school.
- Fav Tradition:** Being home for the holidays!

CONGRATULATIONS!

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

Red

Maui

George

40 Years!

William Croman Richfield Reman

35 Years!

Jeff Beddall Richfield Millwork
Ron Drenon Burney
Kevin Krueger Windows Merrill
Daniel Longoria Red Bluff Millwork
Thomas McClure Anderson
Brad Rix Sales & Service
Tom Scruggs Burney

30 Years!

Brandon Babbitt Jr. Chinese Camp
Rock Belden Sales & Service
Phil Creedon Red Bluff Millwork
Gary Crews Anderson
Joe Ebersole Quincy
Tom Fraser Burney
Jon Gartman Anderson Main Office
Paul Jones Anderson
Tom Leedy Jr. Lincoln
Jeff Mitchell Shasta Lake
Robert Noftz Red Bluff Millwork
Randy Peterson Shasta Lake
Alfonso Sanchez Red Bluff Millwork
Steve Tavolazzi Anderson
Robbie Terras Burney
Terry Tolbert Anderson
Darin Vines Chinese Camp
Kevin Weems Anderson

25 Years!

Henry Anderson Quincy
Davin Cornett Lincoln
Richard Dodd Windows Red Bluff
Jason Edwards Red Bluff Millwork
Marie Kunze Windows Medford
Steve Landgraf Anderson
Greg Thom Red Bluff Millwork
Mark Tilley Windows Sales RockyMt

20 Years!

Ron Butler Windows Red Bluff
Patti Carnahan Sales & Service
Mike Dalglish Anderson Main Office
Tom Downing Quincy
Kelli Eusted Windows Red Bluff
Corey Gibson Windows Red Bluff
Andy Hardin Windows Red Bluff
Mike Higley Windows Red Bluff
Arnoldo Llamas Windows Red Bluff
Sherry Muncrief Anderson Main Office
Rick Rabey Windows Red Bluff
Denise Shelby Windows Red Bluff
Stephen Shults Windows Red Bluff
John Taylor Windows Red Bluff
Piedad Torres Windows Red Bluff
Jessie Trevino Windows Red Bluff
Isidro Valdez Lincoln

15 Years!

Ismael Alvarado Oroville
Mike Anderson Red Bluff Millwork
Steve Arnce Aberdeen
Tommy Baugh Anderson
Juan Corona Windows Red Bluff
Ken Ely Shasta Lake
Ricardo Flores Windows Red Bluff
Ray Gleaton Trucking
Frank Graham Red Bluff Millwork
Glenn Gray Centralia
Angel Hernandez Red Bluff Millwork
Jared James Anderson
Jose Jimenez Lincoln
John Kinner Anderson Main Office
Travis Lobland Trucking
Billy McElroy Jr. Quincy
Fredrick Michaelson Red Bluff Millwork
Thomas Neff Red Bluff Millwork
Armando Puga Rosa Aberdeen
Abraham Renteria Windows Red Bluff
Michelle Reynolds Workers' Comp
Mike Richards Aberdeen
Steve Somero Aberdeen
Steve Walde Aberdeen

10 Years!

Paula Angstadt Anderson
Mark Bower Centralia
Chad Cook Forestry
Brian Dunbar Anderson
Joe Erlei Jr. Shasta Lake
Roberto Franco Anderson Main Office
Ellen Griggs Health Benefits
Bruce Hendin Trucking
Joe Holzer Quincy
Michael Hulsey Lincoln
Randall Loren Windows Sales SE
Jonathan Mathis Centralia
April McKim Richfield Millwork
Darryl Metcalf Aberdeen
Juan Moctezuma Windows Sales Irvine
Juan Ortiz Martinez Centralia
J. Antonio Ramos Lincoln
Dennis Ross Lincoln
Tomas Ruiz-Rosas Burney
Cody Still Lincoln
Eric Sweet Forestry
Brian Wayland Sonora
Jeremy Weidel Windows Red Bluff
Brian Willkie Burlington
Calvin Wilson Centralia

5 YEAR ACHIEVEMENTS

"Welcome to the club! Looking forward to having you around for many more years!"

Red

Chris Avila Red Bluff Millwork
Anthony Barnhart Trucking
Brandon Belli Burlington
Clint Berry Richfield Millwork
Walter Charlton Trucking
Aaron Croucher Burlington
James Doughty Red Bluff Millwork
Arthur Duncan Chinese Camp
Jeff Ebersole Burney
Jake Funk Richfield Millwork
Larry Gadbois Windows Sales CentCA
Tony Galvez Richfield Millwork
James Hoffman Windows Medford
Randy Hudson Red Bluff Millwork
Devon Hundley Trucking
James Johnson Burlington
Paula Lavaki Burlington
Brent MacKenzie Sonora
Ruben Madera Graciano Windows Red Bluff
Aaron Montgomery Quincy
Rodolfo Moreno Centralia
Joaquin Ochoa Lincoln
Ryan Perez Windows Red Bluff
Cortney Ritchey Quincy
Porfirio Rodriguez Oroville
Uriel Rodriguez Oroville
Maria Sanchez Windows Red Bluff
Lance Schmid Quincy
Lucy Spindler-Agundez Richfield Millwork
Jonathan Surtees Windows Red Bluff
Cathy Wallace-Michael Quincy
Tanner Wilson Quincy



RETIREEES



Edward Bartholomew

retired from his Road Builder position in Forestry after 26 years with the Company. He plans to relocate to New Zealand where his daughter and her family live. A trip to Ireland to visit his other daughter and her family is also planned as well as many other places around the US that he would like to see. Sounds like you have a great road plan ahead, Edward!



Phillip Beguin

has retired from his Edge Glue crewmember position after 13 years at Richfield Millwork. He didn't have much to share other than he plans on some fishing and camping. A cruise to Alaska is also on the list. Enjoy yourself Phillip!



David Hendrich

retired after 42 years at Shasta Lake from his Mechanic #1 position. He and his wife like RV camping and one spot on their destination list is Yellowstone Park. David plans to start his 2 year old grandson as an apprentice by teaching him things in his shop. Nothing like starting them early! Have fun, David!



Henry Stacy (Camera Shy)

is looking forward to being in the mountains after his retirement from his Grader position after six years at Sonora. Camping, fishing, hunting, fewer people, and less traffic all await him and his wife in Idaho. Way too much fun, Henry!

WHEN PPE LIVES UP TO ITS PURPOSE

On September 15, 2017, SPI Anderson Electrician Scott Wilson was called to assist with a long infeed chain that had appeared to have been tripped. On a day like any other day, Scott was about to have one of the most frightening experiences of his 30-year electrician career. And on that day that was truly just like any other day, Scott began his shift by putting on his required Personal Protection Equipment (PPE).

As a mill electrician, Scott is required to use Hazard Risk Category (HRC) 2 arc flash protection which includes a long sleeve fire retardant (FR) shirt, FR coveralls, arc flash hood, and leather gloves. Long sleeves and coveralls are not always the most comfortable to wear in the heat of a northern California summer but there is a purpose to the requirement. Accidents happen. Required PPE can keep an accident from becoming a catastrophe. Just ask Scott.

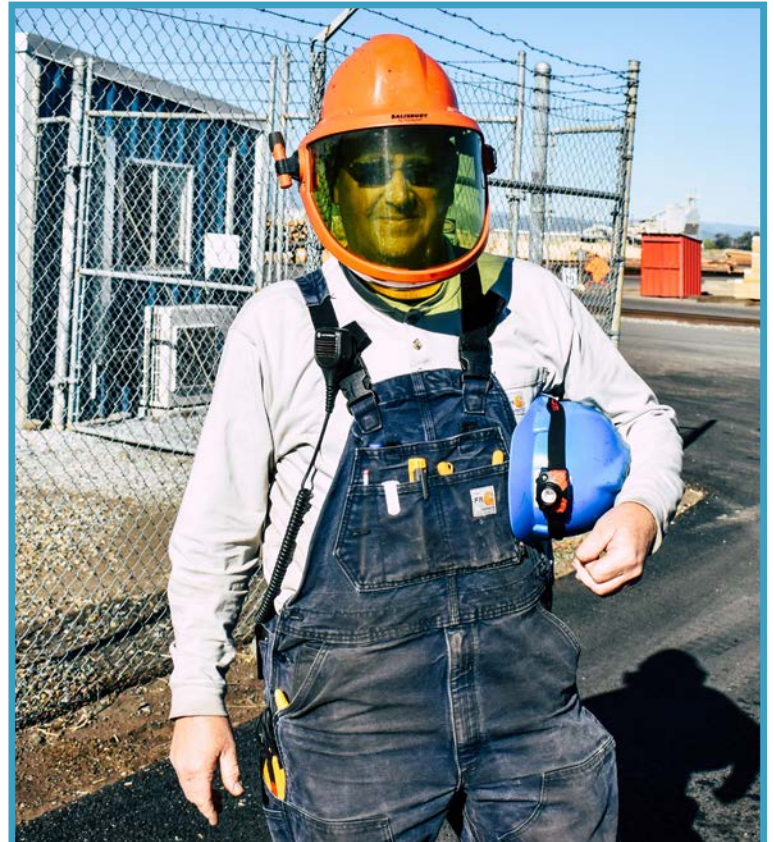
Back to our story, Scott headed to troubleshoot the long infeed chain. He assumed that the overload had tripped. When he got in front of the breaker, he realized that the overload was not tripped but the disconnect was. Scott reset the disconnect and asked the operator to attempt to start it up so he could test the voltage. Scott never got a chance.

When the operator attempted to start it, there was an immediate arc flash that hit Scott square in the face and torso. Because Scott had dressed appropriately for his task on that day just like any other day, he walked away from an accident that would have otherwise been very tragic.

When the arc flash hit, Scott had time to register that he was seeing an orange flame erupting out and he recalls turning his head and seeing a fireball on his arm. That arm was covered in a fire retardant sleeve and had Scott NOT been wearing his PPE, his arm would have been severely burned. He remembers thinking that his arm was hot but the FR sleeve did its job in giving Scott time to put out the flame before it penetrated through to his skin.

Had Scott not been wearing his arc flash hood, his face would have been hit full on with that erupting flame and instead of going home at the end of that shift, he would have been in the hospital. Scott explained, "This incident is the only time in my career that something like this has happened. I wasn't expecting it. When it comes to your PPE, wear it. I value my job. As part of my job, I am required to wear specific PPE. If I hadn't had it on that day, I would be hurt and would not be able to do my job."

Paul Niemer, Safety, believes Scott's experience is a great lesson for us all. Paul went on to say that what happened to Scott was an accident. There was no negligence; no one was at fault. It was an accident and a great illustration of how PPE does live up to its purpose in protecting our SPI family on the job.



SPI Anderson Electrician Scott Wilson one month after his arc flash encounter

BOARDTALK

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**DURING THIS SEASON, WE OFFER
OUR HEARTFELT THANKS
TO YOU FOR YOUR
SERVICE AND DEDICATION
THROUGHOUT THE PAST YEAR.**

**WE WISH YOU AND YOURS A
HAPPY HOLIDAY AND
WE LOOK FORWARD TO
SHARING CONTINUED SUCCESS
WITH YOU IN 2018!**

Red *George*
Mail