

# BOARDTALK



## MORE THAN A JOB

MARK EMMERSON

At Sierra Pacific, we believe in offering more than just jobs; we provide fulfilling careers that empower individuals to grow, thrive, and make a meaningful impact. What sets us apart is our unwavering commitment to social and environmental responsibility. We strive to create a positive change in the world by incorporating sustainable practices into our operations and being the best stewards of our land, all while maintaining a negative carbon footprint. But it's not just our dedication to sustainability that makes us a great place to work. Our solid culture, built on trust, hard work, respect and family values fosters an environment where everyone is valued.

Every time someone leaves the Company, we ask them to tell us why they left and if they have any suggestions for how we can improve. We do this through an Exit Interview – and I read every one of them. With all the investments we have made in operations and people, I still get surprised and discouraged at some of the smaller, yet important, things we may have missed. When someone puts on their Exit Interview that “the bathrooms are gross” or “the parking area is dark,” it reminds us that being a great place to work is about more than good people, pay and benefits. With the help of Lumber President Todd Payne, and Windows President Tom Takach we are making substantial investments in our work environments beyond the production floors.

The efforts underway include upgrades, remodels, or additions to our restrooms and breakrooms throughout the Company and a renewed focus on good housekeeping. We want the work environment to be a place that people can take pride in and feel valued beyond our production results. We have found that clean, organized, and well-kept work areas result in improved safety, production, and retention. We are committed to making this a reality.

We are also continuing to make progress with our increased focus on safety. Sierra Pacific is developing a road map to create and implement more consistent and effective safety policies and procedures. We have made changes to new crew member training, improved safety signage and updated personal protective equipment policies. More importantly, we are changing the way we think about safety and developing an improved safety culture throughout the Company. As a follow up to the February Safety Summit, our manufacturing leaders met in September where we discussed progress and next steps. You can expect to see more improvements in this area.

The key to our success lies in the strength of our people and we are thankful for your commitment to your career, your team, and the Company. It takes everyone's involvement to make a lasting difference. Every day that you bring your best self to work, prioritize safety, promote a secure work environment, and look out for one another, you contribute to a better, stronger work environment for you and everyone here. These efforts make a difference. The feedback from crew members has been positive and the ratings on our Exit Interviews have improved. No matter how much we progress, the Company's commitment to a safe, healthy and productive work environment will never stop. We will continue to strive to be better and we want your input to do so. If you see areas that can be improved, we want to hear from you. Your input is valuable, and we are proud to have such exceptional individuals as part of our team. We look forward to continuing this journey together, always striving for safety, excellence and success.

*Mark*

# SAFETY SUMMIT FOLLOW UP



On September 14, the Company's Division Managers and other leaders assembled in Anderson to continue the important work of transforming our safety programs and culture. It was encouraging to hear the significant progress we have made since the February 2023 Safety Summit. The group shared several ideas for future improvements, many of which focused on the need for higher quality and more frequent training. It was clear that the Company's commitment to improving safety performance is as strong as ever and everyone is 100% on board with continuing the effort.

## Sierra Pacific Foundation Supports Upgrades to Medford, Wisconsin City Park

This Summer, Sierra Pacific Windows Crew members and their families presented a donation to the Medford, Wisconsin City Park on behalf of the Sierra Pacific Foundation.

This donation, benefiting the Our Village Playground Phase II, will help make the park more accessible to all. The south-side of the playground will undergo renovations to replace the pebble rocks which cause damage to other parts of the park and are difficult to walk or push a stroller or wheelchair through. The upgrades will also include additional playground equipment for children in the 2-5 year age group and update existing playground equipment.

The donation was presented at the Summer Solstice Fundraiser party this past June. Fundraising efforts for the project are still underway.



Pictured: Sierra Pacific Windows crew members and their families along with Our Village Playground Committee members



# SPOTLIGHT ON SUCCESS

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## BENJAMIN ETTER

LEAD ELECTRICIAN

QUINCY, CA

Ben started with SPI in 2016 after working as a diesel mechanic during his service with the US Army. Exiting the military and moving to his wife's hometown of Quincy, CA, he was encouraged to apply by his father-in-law and brother-in-law who both work for the Company.

Ben was hired as a laborer doing clean-up for the planer mill. Though he did have some mechanic skills, Ben believed starting from ground level to learn the production environment and how the sawmill operates would benefit him if pursuing a career in maintenance. While working clean-up, he had the opportunity to fill in for various positions throughout the mill. He pulled chain just shy of two years before expressing interest to join the electrical team and bidding the open position. Having a strong work ethic and desire to further develop his skill set, he started as an electrician trainee.

With the support of his coworkers (recognizing Dan Gonzales, Jamie Zamora, Donny Carnes, Josh Atkins, and Travis Pincky), Ben was able to develop his knowledge in the electrical field and promote from trainee to electrician. Mill electricians maintain equipment during running hours and come up with ways to increase production and reduce downtime. They also perform routine maintenance, new installations and troubleshoot problems as they arise.

As a former mechanic, Ben had ample problem-solving and troubleshooting experience. With these skills and his electrical knowledge, he was presented with opportunities to make improvements to benefit production in the sawmill and planer. By demonstrating his skills and working well with others, Ben had earned support from his supervisors and the electrical team when pursuing the role of Lead Electrician.



With encouragement from his family, Quincy Division Manager Matt Taborski, Supervisor Jesse Vankol and the electrical and maintenance teams, Ben acknowledges many people saying, "It's nice when you have supportive people you can ask for help."

By believing in the importance of learning the fundamentals and embracing all necessary steps when pursuing a new profession, Ben leads by example of how one can grow and promote from within.

When asked what advice he would provide others looking to advance their skills, he said, "Make mistakes and use them as a learning experience, push yourself to learn something new every day, and always lead by example. Don't ask others to do something you wouldn't do yourself." Ben also added the importance of resilience, being able to bounce back when things don't go your way or as planned, and keep looking forward.

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**Hometown:** Newton, IA. Currently resides in Quincy and loves the small mountain-town atmosphere

**Family:** Wife, Jillian; married 16 years and together since their junior year in high school; Daughter, Ellis (14) and son Logan (6)

**Education:** Some College

**Pets:** 2 dogs, 3 cats, 6 horses, 1 donkey, and a few rabbits, chickens and reptiles.

**Hobbies:** CNC Woodworking, Laser Engraving, and 3D Printing

**Goals:** Work hard then retire and travel

# SIERRA PACIFIC WINDOWS FRAME THE VIEW ON UTAH SKI RESORT EXPANSION



Major expansion is underway at Deer Valley, a sizable ski resort community located in the Wasatch Mountains in Park City, Utah. The project includes the addition of ski terrain and several resort style villages that come with commercial and residential expansion plans that will continue over the next several years.

*(Top) August 2023 construction underway for first hotel at Mayflower Resort, Sierra Pacific Windows to be included throughout.*

*(Right) Mark Crowley, Northwest Regional Sales Manager; Tom Takach, President Sierra Pacific Windows; and Mark Emmerson, CEO Sierra Pacific Industries visit the Utah Ski Resort Operations in March 2023 to meet with developers.*

The Mayflower Resort is just one of the new resort villages being constructed at Deer Valley. It is the first new mountain ski resort in the US since the 1980s with 4,300 acres of ski-able terrain and nearly 8,000 acres in total. Construction on the project is underway with plans for several hotels, residences, and other facilities. The first of several planned hotels includes Sierra Pacific Windows throughout as well as Sierra Pacific lumber. The hotel is targeted for completion in December of 2024. Along with the hotel, Sierra Pacific Windows can be found throughout the completed Pioche Apartment Complex which spans four separate buildings and over 1,000 window units!

Back in March, a team from Sierra Pacific had the opportunity to visit the site and see the progress underway in the area. The expansion of Deer Valley Resort presents Sierra Pacific the opportunity to build strong relationships and participate as a key supplier over the course of the project with the opportunity to supply thousands more windows, doors, and board feet of lumber.



## Sierra Pacific Industries recognized as Lumber Vendor of Year by The Home Depot

Sierra Pacific Industries was recently recognized as the Lumber Vendor of the Year at The Home Depot's 2023 Innovation Awards ceremony in September. This home improvement retail company recognizes a number of products and partners every year with SPI awarded as Partner of the Year in the Lumber Category. Sierra Pacific is the first sawmill to earn the award in the last 10 years. This award highlights the teamwork and effort that our SPI crew members bring to their jobs each day. SPI is a unique vendor for The Home Depot providing a wide mix of

products to their distribution centers which in turn end up in their nation-wide retail stores. These products include Kiln Dried Doug Fir Dimension, Studs, Fencing, Pine Commons, and a number of products from our Richfield Remanufacturing Division. This award reflects the many contributions of our crew members – from the sawmill crews to the transportation team to our sales team. We are honored to receive this award and recognition of being an important partner with The Home Depot.



# Sawmill Technical Education Program Grads



Two additional classes complete STEP! (July 2023 Class pictured left, August 2023 class, right)  
The Sawmill Technical Education Program (STEP) has been underway since January 2023. The seven-week program held out of the Anderson Fabrication and Technology Division focuses on electrical training for crew members that currently hold jobs as mill electricians or electrician trainees.

## OPEN ENROLLMENT | SPI HEALTH BENEFITS PLAN YEAR 2024

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. See the Open Enrollment packet (you should have received in the mail) for more information.

If you have questions about coverage for Plan Year 2024, please contact the Health Benefits Department at (530) 378-8200.

Not making changes? If there are no changes to your current application, you will not need to re-enroll for the 2024 Plan Year. No action is required.

### Interested in Flexible Spending Accounts (FSA)?

Open Enrollment for FSA is November 23 – December 23 of each year. Enrollment forms for the 2024 Plan Year will be mailed to employees' homes at the end of November. Unlike the Medical and Dental Plans, you must make a new election **each year** for the FSA.

## MARK YOUR CALENDAR

OCTOBER 1- NOVEMBER 15, 2023



**Plan Year 2024 includes same low deductibles and out-of-pocket limits significantly lower than national averages!**

*see plan booklet for more information*

# MILESTONES

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

## 45 Years!

Rick Branson  
Paul Howard  
George Emmerson

Quincy  
Richfield Millwork  
Anderson Main

## 40 Years!

Eugene Essert Jr  
John Lacy  
Jackson Spencer

Windows Merrill - W St  
Richfield Millwork  
Lincoln

## 35 Years!

Steve Roberts  
Theodore Kralcik  
Bruce Williams  
James Ogle  
Kenneth Hacker  
Paul Schilling  
Stephanie Donham  
Darrel Firnstahl  
Javier Martinez  
Steve Colombero  
Scott Floyd  
Mark Alves

Forestry  
Windows Medford  
Lincoln  
Red Bluff Millwork  
Shasta Lake  
Windows Medford  
Anderson Main  
Windows Medford  
Red Bluff Millwork  
Lincoln  
Richfield Millwork  
Richfield Millwork

## 30 Years!

Lee Gramch  
Timothy Blasco  
Marcos Villalba  
Gregg Hansen  
Davin Cornett  
Eric Moore  
Julia Kelley  
Rigoberto Mendoza  
Exequiel Rubio  
Clint Guibergia  
Ron Price  
Jose Manzo

Lincoln  
Lincoln  
Richfield Millwork  
Red Bluff Millwork  
Lincoln  
Anderson Sawmill  
Forestry  
Richfield Millwork  
Richfield Reman  
Richfield Millwork  
Windows Red Bluff  
Shelton

## 25 Years!

James Larson  
Raymond Busselen  
Marcela Taylor  
Juan Ubias  
Susana Jimenez  
Hilario Sanchez  
Tyler Cross  
Adam Palmer  
Edward Littlefield  
Jesus Herrera  
Shaun Deluca

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

## 20 Years!

Peter Wickman  
Rosa Espinoza  
Mark VanGilder  
Ruben Flores  
Kenneth Denlay  
Sergio Huerta  
Alfred Chavez  
Giovanni Cedillos  
Gregorio Munoz  
Christopher Garlington  
Donald Humphreys  
Frank Petersen  
Mike Romero  
Gregory Madison  
Jason Lagergren  
Jay Woolett  
Steven Emershy  
Victor Miramontes  
Samuel Torres Jr  
Christopher Barger  
Cole Fullerton  
William Grant  
Carmel Villagomez  
Maria Mendez  
Shawn Morgan  
Eric Dawald  
Robert Villarruel Jr  
Scott Albrecht

Quincy  
Windows Red Bluff  
Sales & Service  
Windows Red Bluff  
Windows Red Bluff  
Lincoln  
Richfield Reman  
Quincy  
Red Bluff Millwork  
Sonora  
Anderson Sawmill  
Shasta Lake  
Window Sales - Arizona  
Aberdeen  
Aberdeen  
Eugene  
Forestry  
Red Bluff Millwork  
Windows Red Bluff  
Richfield Millwork  
Quincy  
Window Sales - MT  
Red Bluff Millwork  
Richfield Reman  
Red Bluff Millwork  
Window Sales - West  
Burney  
Windows Medford

## 15 Years!

Alejandro Villalobos  
Luis Guerrero  
Sarah Backen  
Scott Blazius  
Joseph Kennedy  
Max Raasch  
Beth Lynch  
Scott Taylor  
Juventino Gonzalez  
Rene Munoz  
Melanie Knifton  
Brandon Mitchell  
Robert McKenna  
Paul Niemer  
Billy Butcher  
Ryan McCollum  
Luis Escamilla Valdez  
Moises Hernandez

Fiber Products  
Lincoln  
Forestry  
Lincoln  
Shelton  
Burlington  
Eugene  
Forestry  
Lincoln  
Lincoln  
Anderson Main  
Burlington  
Trucking  
Sales & Service  
Windows Merrill - O St  
Shasta Lake  
Western Veneer  
Chinese Camp

## 10 Years!

Mark Pritchard  
Nina Ried  
Thomas Haywood  
David Wells  
Joshua Hoffman  
David Pompa  
David Duarte  
Isaias Bernal-Vargas  
Darnell Hamilton  
Dominic Chavez  
Shawn Nesler  
Craig Schmill  
Alfonso Negrete-Mendoza  
Kristina Young  
Oscar Mendoza  
Harvey James  
Katie Stratford  
Jose Gonzalez  
Victor Zepeda  
Jose Moreno-Vargas  
Manuel Perez  
Richard Stolen  
Connie Pruett  
Koda Noblitt  
Kenneth Emerson  
Jesus Ceja  
Jeremiah Smith  
Marcela Barajas  
Javier Ramos  
Anthony Podlas  
Thomas Mason  
MaKenna Miller  
Tyler Dake  
Gabriel Acevedo-Chavez  
Kimberly Banwarth  
Jose Aguilar-Sanchez  
Mark Nowak  
Jeffrey Schmidtke  
Miguel Vasquez  
Jose Trejo-Gonzalez  
Ernie Diaz  
Saul Mondragon  
Clair Frydendall

Forestry  
Windows Medford  
Windows Red Bluff  
Burlington  
Windows Merrill - W St  
Quincy  
Sonora  
Eugene  
Quincy  
Windows Red Bluff  
Noti  
Window Sales - MT  
Windows Red Bluff  
Quincy  
Red Bluff Millwork  
Eugene  
Burlington  
Richfield Millwork  
Window Sales - Utah  
Windows Phenix City  
Quincy  
Aberdeen  
Aberdeen  
Centralia  
Shasta Lake  
Windows Red Bluff  
Quincy  
Lincoln  
Lincoln  
Shasta Lake  
Forestry  
Windows Medford  
Windows Medford  
Windows Red Bluff  
Window Sales - N CA  
Aberdeen  
Windows Medford  
Trucking  
Chinese Camp  
Window Sales - N CA  
Windows Red Bluff  
Shasta Lake  
Trucking

## 5 Years!

Nai Saetern  
Stephen Trotter  
Janine Richards  
Sara Fogleman  
Shawn Modersohn  
Kevin Kester  
Todd Ewan  
Steven Johnston  
Alexis Carrillo-Soto  
Armond Mottet  
Brent Chapman  
Jose Palomares  
Flor Ceja  
Kenneth Plouvier  
Derek Schief  
Kathy Becker

Oroville  
Burney  
Quincy  
Quincy  
Shelton  
Noti  
Windows Medford  
Red Bluff Millwork  
Lincoln  
Trucking  
Shasta Lake  
Windows Red Bluff  
Windows Red Bluff  
Oroville  
Centralia  
Windows Medford

## 5 Years cont..

Jacqueline Eldridge  
Isael Huesca  
John Holeman  
Christopher Richmond  
Julia Corrado  
Amanda Glebke  
Lennart Lindstrand III  
Jorge Garcia  
Leon Vires  
Rafael Lopez-Hernandez  
Rebecca Schwarz  
Eric Smith  
Juan Ramirez  
Moises Hernandez  
Steven Gilster  
Mario Moreno  
Joseph Wilson  
Kathleen Poster-Bettner  
Jonathan Frahmann  
Randy Hamm  
Cheryl Ellis  
Dakota Burger  
Jamal Halvorson  
Kari Raddatz  
Quinten Erlei  
Ricardo Hernandez  
Juan Arellano-Estrada  
Ernesto Porras  
Jesse Kennedy  
Justin Christensen  
Desmond Potter  
Ronda Donovan  
Thomas Adams  
Jerome Dunn  
Brian Bailey  
Mark Hopkins  
Juan Ramirez-Sedano  
Luke Wagner  
Richard Williams  
Fernando Venegas-Velasquez  
Harley Cook  
Samuel Elledge  
James McDougall  
Nicolas Salinas  
Jose Aguilar-Arana  
Cassandra Vacek  
Jesus Heredia  
Guillermo Padilla  
Antonio Goya  
John Syfert  
James Gilvin  
Gary Burrow  
Ramon Manzo-Magana  
Kristi Shelton  
Peggy Judkins  
John Banuelos  
Victor Montes-Valdez  
Omar Camarena-Rojas  
Manuel Lara  
Ted Lampke  
Benjamin Adams  
Heather Albers  
Linda Nuernberger  
Michelle Stutte  
Wendy Nunez-Lezama  
Charles Epperson  
Derek Kenerson  
Kristopher Corbell  
Vincent Bowne  
Carlos Zamora-Marin  
Joshua Faulks  
Remi Trottier  
John Howlett

Sales & Service  
Eugene  
Eugene  
Quincy  
Red Bluff Millwork  
Windows Medford  
Forestry  
Burlington  
Sonora  
Shelton  
Windows Medford  
Window Sales - N CA  
Oroville  
Chinese Camp  
Forestry  
Lincoln  
Red Bluff Millwork  
Windows Medford  
Windows Medford  
Windows Medford  
Windows Merrill - W St  
Aberdeen  
Shasta Lake  
Windows Merrill - W St  
Anderson Sawmill  
Chinese Camp  
Eugene  
Window Sales - Arizona  
Forestry  
Noti  
Anderson Sawmill  
Windows Medford  
Sales & Service  
Anderson Sawmill  
Red Bluff Millwork  
Sonora  
Windows Red Bluff  
Forestry  
Forestry  
Shasta Lake  
Windows Medford  
Fab Shop Anderson  
Aberdeen  
Aberdeen  
Aberdeen  
Aberdeen  
Cassandra Vacek  
Trucking  
Window Sales - PNW  
Trucking  
Eugene  
Noti  
Windows Merrill - W St  
Shasta Lake  
Shasta Lake  
Sales & Service  
Windows Red Bluff  
Windows Red Bluff  
Windows Red Bluff  
Windows Red Bluff  
Noti  
Noti  
Windows Medford  
Windows Medford  
Windows Medford  
Windows Red Bluff  
Eugene  
Anderson Sawmill  
Shasta Lake  
Sonora  
Windows Red Bluff  
Anderson Sawmill  
Eugene  
Trucking

# RETIREMENTS



## TOM DOWNING

Tom retired from his position of Procurement Manager in Quincy after 25 years with the Company. Even in retirement Tom plans to continue riding his bicycle bright and early each day. With more leisure time, Tom looks forward to working on home projects and possibly even work on a Baja bug. Congratulations, Tom!



## DOUG MARCI

Doug retired from his position of Slicer Operator at Western Veneer after just shy of 31 years. He plans to spend retirement hunting, fishing and camping. He is looking forward to spending time with family and working on his property. Congratulations Doug!



## SCOTT FLOYD

Scott retired from Richfield Millwork as a Grinder after 35 years with the Company. His plans for retirement are fishing, golfing, and chores. He also plans to continue raising coy fish in his pond. Congratulations, Scott!



## LINDA SCHILLING

Linda retired from Sierra Pacific Windows Medford as a Machine Operator after 12 years. She plans to spend time with her grand kids, garden and go camping – along with everything else she didn't have time for before. Enjoy retirement, Linda!



## FRANK HAMBLY

Frank retired from Sierra Pacific Windows Red Bluff after 21 years. He plans to take bike trips on his Harley and spend some time on his boat on the lake fishing. He will enjoy spending more time with his granddaughter. Congratulations, Frank!



## RON SKAGGS

Ron retired from the Anderson Sawmill after 35 years with the Company. During retirement, Ron is "going on a permanent vacation." Enjoy retirement, Ron!



## RICK HANSON

Rick retired from Sierra Pacific Windows Medford as a Machine Operator after 43 years with the Company. He plans to work at home, do some fishing and camping and take an occasional trip to the casino! Enjoy retirement, Rick!



## TIM TATE

After 22 years, Tim Tate retired from his forestry position as the South Sierra Area Manager. Tim is looking forward to relaxing and enjoying many things in retirement including hunting, fishing, and gardening. And, highest on that list is spending more time with his wife and grand kids. Enjoy your retirement, Tim!



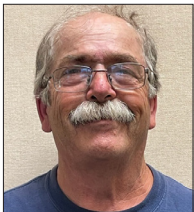
## MARK GRUND

Mark retired from his position of Glass Cutter at Sierra Pacific Windows Merrill (Water St.) after 40 years with the Company. He plans on hunting, fishing, cutting wood and possibly working around the house. He doesn't plan to sleep in and will continue being active. Congratulations, Mark!



## RUSSELL WALCH

Russell retired from Western Veneer after more than 42 years with the Company. He plans to spend retirement with his grand kids, doing some traveling, tackling his honey-do list as well as fishing and hunting. Enjoy your retirement, Russell!



## CARL KELSEY

Carl retired from the Lincoln Sawmill after 33 years with SPI. He plans to look into moving out of state, do some camping, fishing and work on his 'honey-do' list. Enjoy your retirement, Carl!



## BRIAN WAYLAND

After more than 16 years with Sierra Pacific, Brian retired from his position of Sonora Procurement Manager. In retirement Brian plans to enjoy leisurely time with family, traveling, and spending more time around the house. Congrats on your retirement, Brian!



## DALE KISSLER

Dale retired from his position on Grader at Shasta Lake after 40 years with the Company. His plans for retirement are to live life without a schedule. Enjoy your retirement, Dale!

THANK YOU FOR YOUR SERVICE *Congratulations* ON RETIREMENT!

# BOARD TALK

GROWING FORESTS FOR OUR FUTURE.

MADE IN THE U.S.A.!



SIERRA  
PACIFIC  
INDUSTRIES



SIERRA  
PACIFIC  
WINDOWS

Sierra Pacific Industries  
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Redding, CA 96049-6028  
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RETURN SERVICE REQUESTED

## CREW IN THE COMMUNITY PLUMAS-SIERRA COUNTY FAIR PARADE



Chris Wilson, SPI Quincy Log Truck Driver, participates in the Plumas-Sierra County Fair Parade July 29, 2023.

Photos courtesy of Amber McMichael