

FIRST QUARTER 2022

BOARDTALK



PREPARED TO LEAD

MARK EMMERSON

In 2021, Sierra Pacific Industries became the largest privately-held US forestland owner with 2.3 million acres of timberland in California, Oregon and Washington. Our leadership is growing across the industry in other ways. With the 2021 acquisition of Oregon-based Seneca and sawmill rebuilds in Burney and Anderson, California, we are strengthening our position as one of the largest US lumber manufacturers. We are also growing as a preferred windows supplier in markets across the US, facilitated by our strong workforce and advanced manufacturing capabilities in California and Wisconsin.

The Company's growth has been planned and executed through informed and strategic decisions by our talented leadership team. In turn, the success created through hard work and smart decisions creates opportunities for others to learn, grow, and lead.

As I reflect on the change and growth of our company over more than years, I am excited about our future. I believe SPI has never been better positioned for success, and our crew

members have never had more opportunities to become future leaders. We are large enough to have promotions, retirements, and new jobs created on a daily basis, and over a wide geography. Those that want to grow their career with the Company have an array of options in a variety of disciplines.

Sierra Pacific Industries is characterized by a shared vision, hard work and valuing our relationships with crew members, customers, vendors and operating communities, combined with a strong team of leaders. Our success – both today and for the long-term – is also founded on my family's commitment to continually invest in SPI – innovating our manufacturing, sustainably managing timberland, developing our people, and providing family-wage jobs to the nearly 6,000 crew members who work at SPI.

As the Company grows, our challenge is to retain the values and culture that got us here. When we accomplish this increasingly difficult task, we are assured to create a deep bench of future leaders that understand the expectations, know the Company's way of doing things, and are prepared to lead.

As you know, there have been some changes recently at the top. With George's new role as Chairman, he remains committed to SPI's continued success, working with Red and me on strategic initiatives. I am excited that Todd Payne has joined SPI's leadership team as President & General Manager of the Lumber Business. As you'll read in this issue of BoardTalk, Todd – who joined us with 31 years of leadership and experience from Seneca – shares the same values that have been foundational for SPI's success.

There will be additional change with time and growth. It is reassuring to look across the Company and see the vast talent, including our next generation of family members, at the ready to secure our future success.

A handwritten signature in cursive script that reads 'Mark'.

INTRODUCING STUDENTS TO TRADE SKILLS

Preparing students for their futures. That is what one local high school is working towards by offering a variety of Career Technical Education (CTE) courses to introduce students to industry jobs and technical skills needed to acquire those jobs out of high school. Corning High School has had a traditional woodshop course for decades, making the switch a few years ago to focus the program curriculum towards residential and commercial construction. The program provides students with an introduction to reading layouts, following plans, basic construction math, using measuring tools, power tools and equipment, and the importance of safety practices on the jobsite. A variety of projects are completed throughout the academic year where students learn basic electrical, plumbing, drywall, concrete, and framing skills. As students move through the courses and learn the trade, they further develop their skills and build on previously learned information. Since changing the program focus, there has been an increase of student interest in the courses.

During a classroom visit in December of 2021, CHS principal, Jason Armstrong (also a former SPI crew member) and instructor Dan Proctor discussed the growth of the program, current student projects, and hopes for the future of the program. When asked how the program benefits from the partnership with SPI, Proctor stated: "The students benefit immensely through the partnership. We have received new equipment that allows students to safely and efficiently rip, bevel, crosscut, and plane lumber to their project requirements. The lumber donations give my students opportunities to learn about woodworking and construction without a big impact to them financially. The school can have



CHS students working on class projects



a program that teaches them skills that are in high demand and will benefit our community. Sierra Pacific is a recognizable name where they can look for employment after high school."

The lumber donated to the program came out of SPI's Richfield Division. Manager of Richfield Remanufacturing Russ Lee has taken an interest in the program and has visited the classroom on more than one occasion to see the progress of student projects. During the December visit, after seeing the current student projects and the new equipment recently purchased for the classroom, Russ said: "This is an example of seeing donations going to a great cause. Instructor Proctor's dedication to his students is paramount and his presentation as a teacher was evident in the student's engagement and application to the projects they were working on. This opportunity for Sierra Pacific to work with Corning High School will continue to give students an opportunity to obtain skills to assist them in the job market going forward."

The future of the program looks bright with the dedicated educators at CHS. Instructor Proctor shares his plans for growing the program, "I hope to provide more industry certifications to students, CNC equipment, build more connections to partnerships that will provide students with career opportunities, as well as employers with quality employees."

Currently, the Construction Tech 3 class is making Little Free Libraries for the local middle school. These walk-up libraries will be placed around the campus as a way for students to access reading material at no cost. The Construction Tech Program and all CTE courses offered are preparing the future workforce with a newfound interest around the trades and skills to prepare them for careers.



From Left: CHS Principal Jason Armstrong, CHS Construction Tech Instructor Dan Proctor, Community Relations Manager Kristy Coughlin, Richfield Remanufacturing Manager Russ Lee

MEET TODD PAYNE

PRESIDENT & GENERAL MANAGER
SIERRA PACIFIC INDUSTRIES LUMBER BUSINESS



Todd Payne joined SPI following the acquisition of Seneca in Fall 2021 and was shortly after named President and General Manager of SPI's Lumber Business. In the press release announcing the change in leadership, Todd stated, "I am very excited to join the SPI team...and look forward to helping lead SPI's core vision built around a foundation of communities, employees, and sustainability."

Throughout his 31 year career with Seneca, Todd held various positions joining the company as a forester and working up to President & CEO. Todd attended Oregon State University, where he received a Business degree with a minor in Forest Products. When asked to provide a fun fact about himself, Todd added, "I am a bit of a weather geek – something I inherited from my father and that was further reinforced during the forestry portion of my career given weather impacts virtually every forestry activity."



Hometown: Mapleton, OR

Family: Wife – Kristina, of 31 years; Two children – Lisa (29) and Brian (27)

Pets: One English bulldog - Olie

Hobbies: Fishing, Hunting and Running

First job: Bucking hay during my high school summers

Favorite car: '67-'69 Camaro

Teams: College – Oregon State Beavers, Professional – Golden State Warriors, San Francisco Giants, Dallas Cowboys

Future Goals: Professional – help lead SPI's continued growth, while maintaining their long-storied company culture (this is the key to success). Personally – retire to the Oregon Coast.

GET #CONNECTED

Here is the most popular Facebook post of last quarter! Published December 17th, 2021:

Centralia and Aberdeen Divisions participating in the Montesano Festival of Lights last Saturday. Driver, Rick Smith winning an award for his decorated log truck in the parade.

This post was viewed by 20.3K people and had 739 likes. Thanks for sharing your photos!



Want to GET #CONNECTED ?

Email your photos to dlewis@spi-ind.com or forward your photos via Facebook message with permission to re-post and you might see your photo here!

WINDOW ON TOMORROW

Open a window to the future with Sierra Pacific Windows and *Luxe Interiors + Design*.

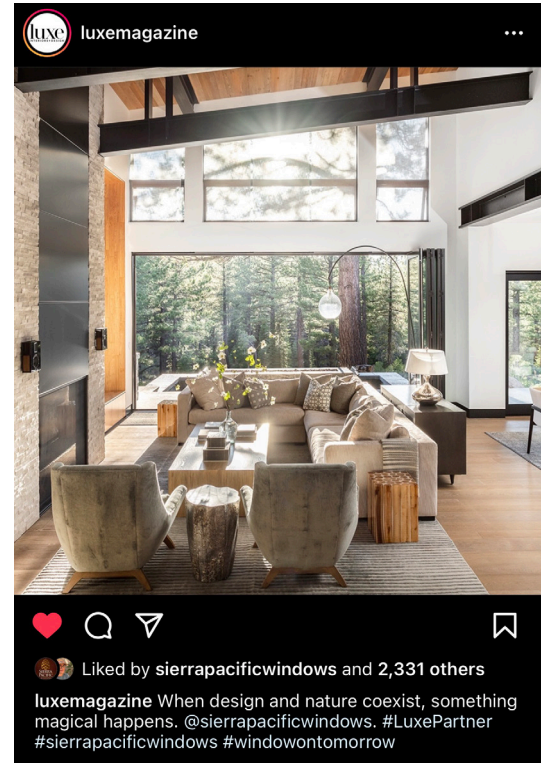
At Sierra Pacific, we consistently emphasize our company history, humble beginnings, and continued effort to connect with our past. But, is it also possible to do all of these things and still advance into the future? The obvious answer is yes. We prove this everyday with investments in new technologies, introductions of new products, and growth that was once unimaginable. With one foot grounded in our roots and the other always taking that perpetual step forward, it seemed absolutely fitting when the high-end consumer publication *Luxe Interiors + Design* approached us with the very modern cross-channel, content-driven digital marketing program befittingly named "Window on Tomorrow" with Sierra Pacific Windows.

The program, featuring...

- a national native content article on [LuxeSource.com](#)
- digital ads on both their website and social channels
- an Instagram total takeover day
- and a DesignTV segment with celebrity designer/influencer [Emily Henderson](#)

...achieved over 1.3 million impressions. Not only that, but out of those 1.3 million impressions, over 63,000 engagements/actions/clicks on our content were taken.

With the increasing popularity of health and wellness in the home, the decision was made to focus the attention of the native content article on this real-time and relevant topic. Read all about how Sierra Pacific is at the forefront of biophilic design (design connected to nature both inside and out) by scanning the QR code.



"Sierra Pacific Reveals the Whys of Wood for a Healthy Home"



BENE-FACTS

WANT MORE INFO?

CALL HEALTH BENEFITS (530) 378-8200

WEIGHT MANAGEMENT PROGRAM

Sign up Required (easy sign up with HR Coordinator)

Program available to crew members and spouses

100% coverage of personal TrestleTree® Health Coach

80% reimbursement of:

- Weight Watchers® or Jenny Craig® membership fees
- Two doctor visits including lab work
- GENERIC prescriptions (60% for BRAND)
- Gastric bypass, laparoscopic adjustable gastric banding, sleeve gastrectomy (after six months TrestleTree® coaching)
- Counseling sessions with your licensed counseling therapist

WEIGHT MANAGEMENT BENEFITS

No Sign up Required

Benefits Included in Health Plan:

- Intensive counseling for: Obese adults & children
- Intensive counseling for: Overweight adults (BMI 25+) who have a cardiovascular risk (i.e. high blood pressure, diabetes, metabolic syndrome, high cholesterol, impaired glucose, use tobacco)
- 100% coverage of 12 to 26 group or individual sessions per year with a Blue Cross contracted Registered Dietician



Not all eligibility requirements and limitations are shown. Summary is meant to highlight certain benefits. Summary does not replace the Plan Document or Summary Plan Description. Please refer to the Plan Document for details.

SPOTLIGHT ON SUCCESS

Lee began his career with Sierra Pacific Industries as a laborer at Richfield Reman in Corning, CA. Since his start, he has moved through many positions, including: chain puller, bander operator, forklift operator, and moulder operator. Lee earned respect as a leader by working hard and showing determination. When asking Lee about his career with SPI, he said he knew early on he wanted to move up in the ranks. Although a supervisor position was not in his sights in his first years with the Company, as he moved through roles with more and more responsibility, he saw those roles as a potential opportunity for him to continue to grow with the Company. He applied for several different supervisor positions at different divisions before getting his opportunity. Lee's first supervisor position was at Red Bluff Windows. He said it was this point that he knew he wanted to continue to move up. And that's exactly what he strived to do. Lee's hard work and commitment to growth did not go unnoticed. In June of 2016, Lee became a supervisor at Richfield Millwork and in January of 2019, he was promoted to Superintendent of the Burney division. Though this new position came with more responsibility, his desire to reach higher didn't end there.

In November of 2021, Lee was awarded the position of Manager at Richfield Millwork. No stranger to the area, Lee returned to the place he considers home, looking forward to the challenges that come with his new role.

Lee was born in Palm Springs, CA, and lived in Joshua Tree until he was 10 when his family



MEET
**LEE
STRINGER**
MANAGER
RICHFIELD
MILLWORK

moved to Cottonwood. He graduated from Red Bluff High School in 2001 and went to work for Sierra Pacific in 2002. He lived most his life in Tehama County until moving to Burney to accept his supervisor position where he stayed for nearly 3 years. Lee may have started his career right after high school, but he still took advantage of several educational opportunities offered to him. He has taken part in the Lumber Quality Institute Program through Oregon State University, and most recently received an Associates Certificate for Industrial Wood Processing through the British Columbia Institute of Technology.

Lee lives in Red Bluff with his wife and 4 children ages, 16, 14, 14 (twins), and 13. His hobbies include hunting and fishing. In his free time, he likes to travel, work outdoors, and watch his kids play sports.

NO LOST TIME AWARDS

ANDERSON POLES

BURLINGTON

FAB SHOP ANDERSON

FIBER PRODUCTS

RICHFIELD REMAN

SHASTA LAKE

These facilities had No Lost Time in 2021. Thank you to our dedicated crew members and your commitment to safety!



CONGRATULATIONS!

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

40 Years!

Paul Emmen
Russ Walch

Anderson Sawmill
Western Veneer

Lincoln
Shasta Lake
Shasta Lake
Corporate
Fab Shop Anderson
Windows Merrill - W St
Richfield Millwork
Red Bluff Millwork
Lincoln
Red Bluff Millwork
Shasta Lake
Lincoln
Noti
Shasta Lake
Anderson Sawmill

35 Years!

Brad Barker
John Bell
Kyle Bradley
Carolyn Dietz
Ted Elder
Don Gehrke
Dino Landingham
James Ostrander
Linda Ramsey
Albert Sayer
Donald Shorey
Robert Still
Scott Terrien
Larry Williams
Shane Young

30 Years!

Michael Brown Jr
Victor Gomez
Shawn Henderson
Martin Hernandez
Tommy Hughes Jr
Isidro Pasillas
Glen Rouse
Jim Spratt
Denise Svendsen

Lincoln
Red Bluff Millwork
Richfield Reman
Red Bluff Millwork
Lincoln
Windows Red Bluff
Forestry
Noti
Sales & Service

25 Years!

Rick Audsley
Mike Emmons
Dj Erickson
Rich Gann
Sjon Hornback
Jeff Jackman
Rocky Land
Scott Larson
Rob Paulson
Bill Powell
Apolonio Ramirez-Rodriguez
Gary Rogers
Danielle Weiler
Dennis Yucka

Windows Red Bluff
Forestry
Noti
Eugene
Quincy
Richfield Reman
Lincoln
Eugene
Quincy
Eugene
Western Veneer
Sales & Service
Windows Medford
Eugene

20 Years!

Raul Aguirre
Edgar Anaya
Gordon Bennett
Severiano Brisenno-Godinez
Aaron Buckle
Matt Buelow
James Carnes
Ken Dotson
Jim Falls
Carolina Garcia
Louisa Garcia
Martha Guevara
Scott Henson
Howard Hollingworth
John Hoofard
Ron Kelnhofer
Neal Lane
Scott Lovell
Jesus Luevano
Jason Mariner
Jose Martinez-Hernandez
Erik Mathisen
Karen McIntosh
Ken Moser
Gregory O'Dell
Sia Peau
Cesar Ramos
Jose Sandoval
Ben Schoefer
Kathy Spoon
Tim Tate
Mike Wylie

Richfield Millwork
Richfield Millwork
Burney
Richfield Reman
Western Veneer
Shasta Lake
Richfield Millwork
Shelton
Eugene
Windows Red Bluff
Anderson Sawmill
Lincoln
Windows Red Bluff
Aberdeen Sawmill
Windows Red Bluff
Red Bluff Millwork
Trucking
Noti
Windows Red Bluff
Lincoln
Windows Red Bluff
Eugene
Anderson Sawmill
Trucking
Windows Red Bluff
Sonora
Red Bluff Millwork
Windows Red Bluff
Anderson Sawmill
Aberdeen Sawmill
Forestry
Quincy

15 Years!

Jeremy Alberts
Shean Allen
Bob Anzar
Jamey Benson
Jim Berkey
Josh Blunt
Cris Carlos
Dustin Circle
Max Diaz Chavez
Matthew Ellis
Lupe Esquivel-Cervantes
Kris Ferris
Dave Freeburn
Jim Hansen
Mark Harris
David Johnson
Duffy Joyce
Derek Kilpatrick
Nick Korst
Julio Lujan Garcia
Caleb McGirr
Robert Melton
Norm Overlund
Jason Palmer
Dan Phillips
Matt Rhodes
Francisco Roman
Martha Sanchez-Marin
Alberto Saraz
Sandy Slagle
Robert Sorg
Hank Spears
Jack Spink
Kevin Tuers
Adalberto Villalobos
Pamela Werner

Eugene
Burlington Sawmill
Trucking
Windows Red Bluff
Window Sales - So CA
Aberdeen Sawmill
Eugene
Noti
Eugene
Burlington Sawmill
Western Veneer
Quincy
Window Sales - So CA
Red Bluff Millwork
Burlington Sawmill
Burlington Sawmill
Burlington Sawmill
Richfield Reman
Aberdeen Sawmill
Eugene
Quincy
Burlington Sawmill
Eugene
Aberdeen Sawmill
Shelton
Sales & Service
Lincoln
Burlington Sawmill
Eugene
Oroville
Window Sales - Colorado
Centralia Sawmill
Sales & Service
Eugene
Lincoln
Sales & Service

10 Years!

David Armenta
Robert Baker
Joseph Bartels
Mike Brinkmeyer
Ryan Canfield
Jeff Caster
Dan Connolly
Isaac Curran
Jeremy Davis
Katie Decker
Ismael DelaLoza
Shane DeWalt
Doug Dhillon
Craig Dodson
John Durkin
Churstie Evans
Todd Fowler
Jackie Frazier
Don Frieze
Andrew Furlong
Brendan Haynes
David Johnson
Kevin Johnson
Richard Kleman
Don Koontz
Andrew Laird
Danny Lal
Baldomero Leon
Jose Martinez
Garry McNamara
Anthony Molina
Lee Moyer
Shannon Musso
Victor Navarro Jr
Roger Nichols
Kevin Padgett
Justin Plueard
Jared Reibin
Curtis Robinson
Ray Rose
Mark Sand
Larry Sharp Jr
Nick Sigler
Anne Smith
Keith Sundberg
Tim Tanner
Gina Tully
Holguer Vasconez
Caleb Vierra
Everett Warren
Shawn Welch
Harvey Willet
Robert Willie

Aberdeen Sawmill
Trucking
Sonora
Noti
Noti
Forestry
Eugene
Sonora
Sonora
Windows Medford
Windows Medford
Trucking
Shelton
Red Bluff Millwork
Eugene
Trucking
Corporate
Sonora
Aberdeen Sawmill
Windows Medford
Eugene
Shasta Lake
Quincy
Aberdeen Sawmill
Windows Merrill - W St
Eugene
Eugene
Quincy
Aberdeen Sawmill
Centralia Sawmill
Shelton
Quincy
Noti
Burlington Sawmill
Sonora
Windows Medford
Eugene
Eugene
Sonora
Fab Shop Anderson
Quincy
Noti
Trucking
Sonora
Windows Medford
Eugene
Eugene
Sales & Service
Noti
Forestry
Noti
Shasta Lake
Eugene
Eugene

5 Years!

Ramiro Aguilar
Alan Alcaraz
Julie Allaway
Eloy Ambriz
Derek Armstrong
Tami Baker
Josiah Barajas
Brayon Barragan-Herrera
Jose Barrera
David Bartelt
Josh Bartlett
Jared Beaudin
Lyle Belnap
Stacy Beyer
Trevor Blackburn
Ashley Bonnichsen
Damian Borchart
Bert Brambila
Alex Brooks
Chris Brumley
Brenda Buckridge
Jill Buckridge
Judi Burr
Justin Clark
Robbie Coker
Trevor Dake
Adam Ertz
Levi Esgate
Jose Espinoza
Felix Estrada
Jarrett Fleming
Max Forbis
Gary Franzen
Sheri Gabert
Leonardo Garcia
Justin Gordon
Shawna Gullotto
Victor Guzman Jr
Thomas Hager
Angellica Harris
Laurie Heaton
Juan Hernandez Zavala
Matt Hill
Nicole Hill
Arnie Hills
Robert Hodges
Samuel Hodsdon
Ruben Holguin
Lawrence Jay
Damon Johnson
David Jones
Granger Juarez
Liz Kimmins
Rick Kohnhorst
Daniel Kraegenbrink
Steven Kraegenbrink
Teresa Langan
Mike Lawson
Justin Lehr
Mark Lemmer
Tyler Lueth
Andrea Marin
Neo Martinez
Jose Martinez
Mario Martinez
Johnny McGinnis
Pat Merrill
Chad Micklethun
Elizabeth Moore
Michael Nicholson
Chelsea Norton
Oscar Ochoa
Richard Olson
Jamie Pastorino
Donovan Payton
Henry Posada
Cesar Rivas
Dave Robinson
Greg Roderick
Layne Rolle
Kay Rose
Andres Rubio Gomez
Travis Schutt
Efrain Silva Hernandez
Travis Sinclair
David Sousa
Roger Staab
Preston Stankey
Bob Stookey
Meiji Sullivan
Felipe Valle Jr
Geoff Vandersluis
John Walowich
Pat Walters
Carol Wentz
Glen White
Nick White
Derrick Wiemeier
Brian Wilson
Courtney Ziehke

Windows Red Bluff
Richfield Reman
Forestry
Richfield Millwork
Eugene
Shelton
Centralia Sawmill
Windows Red Bluff
Red Bluff Millwork
Windows Medford
Eugene
Window Sales - West
Window Sales - Utah
Windows Medford
Centralia Sawmill
Sales & Service
Windows Medford
Eugene
Eugene
Eugene
Noti
Eugene
Shelton
Windows Medford
Shelton
Windows Medford
Windows Medford
Eugene
Windows Red Bluff
Trucking
Shasta Lake
Fab Shop Shelton
Window Sales - Colorado
Eugene
Richfield Millwork
Eugene
Windows Red Bluff
Lincoln
Shelton
Shasta Lake
Eugene
Eugene
Richfield Millwork
Windows Merrill - W St
Windows Medford
Windows Medford
Noti
Window Sales - So CA
Window Sales - Arizona
Shelton
Chinese Camp
Lincoln
Shasta Lake
Windows Merrill - W St
Sales & Service
Windows Medford
Windows Medford
Workers' Comp
Eugene
Windows Medford
Windows Merrill - W St
Windows Medford
Window Sales - Arizona
Richfield Millwork
Shelton
Sales & Service
Windows Red Bluff
Windows Medford
Trucking
Windows Red Bluff
Burlington Sawmill
Centralia Sawmill
Trucking
Burlington Sawmill
Eugene
Eugene
Eugene
Window Sales - Arizona
Windows Red Bluff
Shasta Lake
Noti
Shelton
Sales & Service
Quincy
Trucking
Eugene
Sonora
Trucking
Windows Medford
Burlington Sawmill
Window Sales - West
Shelton
Lincoln
Shelton
Window Sales - West
Quincy
Eugene
Quincy
Richfield Reman
Red Bluff Millwork
Window Sales - So central
Windows Medford

Red
Mark
George

RETIREES



WILLIAM ASHLEY

William retired after 29 years at the Lincoln Division. He leaves his position of Millwright to enjoy retirement where he plans on fishing, upgrading his property, riding his motorcycle and gardening. He is looking forward to traveling, camping and going to the coast. He is excited to quote, "See what the world looks like from another window." Happy Retirement William!



JIM BEGUIN

After 21 years, Jim retired from the Anderson Fab Shop as Millwright. Jim plans to wake up everyday on the Trinity River in his trailer. He plans on spending all his time fishing, gold panning, and traveling to Montana and South Dakota. Go Rams! Enjoy retirement Jim!



GARY D. CARRERA

Gary retired from his position of Log Truck Driver after 10 years with the Company. He plans on enjoying life with his grandchildren and great grandchildren during his retirement. Congratulations Gary!



DAVE CLARK

Dave Retired as Cogen/Boiler Operator at the Anderson Sawmill after 32 years with SPI. He plans on golfing, fishing, mountain biking, and just enjoying life during his retirement. Enjoy it all, happy retirement!



DENNIS CONARY

Dennis retired from his position as Chip Truck Driver in Centrailia after 6 years. He plans on working on his property, and traveling to Texas to visit his family. He also plans to spend time on his hobby, which includes working on old stereo equipment. Enjoy your retirement Dennis!



CHARLIE DEARMAN

After 38 years at Shasta Lake, Charlie retired from his position as Stacker Operator. Charlie plans to golf, play with his grandkids, and travel with his wife to see friends from his time in the Navy. Charlie wrote, "I am grateful for Sierra Pacific and the opportunities that were given to me." Thank you for your service and enjoy your retirement!



DAVE FREEBURN

Dave retired from SPW Sales - Southern California after 16 years with the Company. Dave is planning on relaxing and focusing on enjoying life and the things that mean the most to him: his health and wife Ronda. Dave cannot wait to travel and go to Disneyland in his retirement. Congratulation Dave and enjoy Disneyland - and retirement!



ROBERT FREYMOND

After 33 years, Robert retired as Millwright from the Lincoln Sawmill. He plans on spending time with his dad, grandkids, and working some side jobs. Congratulations Robert!



MIKE GALLOWAY

Mike retired after 10 years as a Log Truck Driver. He plans on traveling the US for two years during his retirement. Happy retirement Mike!



MICHAEL GARRISON

After 20 years with SPI, Michael retired from the Anderson Sawmill as Electrician. He is currently remodeling his house and putting in an almond orchard. He is looking forward to spending time with his wife, camping, fishing and just enjoying life. Congratulations on your retirement Michael!



BRYAN GUMZ

Bryan retired from Medford as Machine Operator after 38 years of service. He plans on enjoying retirement with his wife Rita, fishing, hunting, trips on their UTV and traveling from coast to coast. Happy retirement Bryan!



HENRY LENNICK

After 31 years with the Company, Henry retired from his position of Machinist at the Anderson Fab Shop. He plans on spending his retirement traveling to visit his daughters in Tacoma and Long Beach. He plans on finishing his shop and work around his house while still fitting in some fishing. He also plans on restoring his 1958 Chevy Impala he has had since high school.



BYRON MALLO

Byron Retired as a Fabrication Specialist after 41 years at the Medford location. He plans on spending time with his grandchildren, hunting and fishing in his retirement. Congratulations Byron, enjoy your retirement!



EDWARD MCDONALD

After 36 years, Edward retired from the Lincoln Division as Cogen Operator. He plans on going on vacation to Oregon and spending retirement fishing, hunting with his son, and camping. Happy retirement Edward!



ROD MEIER

Rod retired from the Anderson Fab Shop after 41 years. He hopes to reprogram himself to sleep past 4am, chip away at his to-do list at home - but not too hard, he said. He also plans on taking an RV trip to see family and visit National Parks on the way. He is looking forward to watching his grandkids grow and enjoying life at a bit of a slower pace.



RON SCHECKLA

Ron retired as a Log Truck Driver out of Burney after 7 years. He is looking forward not having to set an alarm clock and go to work. Congratulations on your retirement Ron!



ROBERT SCHREINER

Robert retired from Medford after 32 years of service. He plans on spending his retirement working in his shop and traveling. Enjoy your retirement, Robert!



RICKIE STUTSMAN

Rickie retired from the Aberdeen Division in his position of Grader after 18 years with the company. He is looking forward to going places on his motorcycle without being on a time limit. He plans to travel to see family in Indiana he hasn't seen in many years. Happy retirement Rickie!

BOARDTALK

GROWING FORESTS FOR OUR FUTURE.

MADE IN THE U.S.A!



SIERRA
PACIFIC
INDUSTRIES



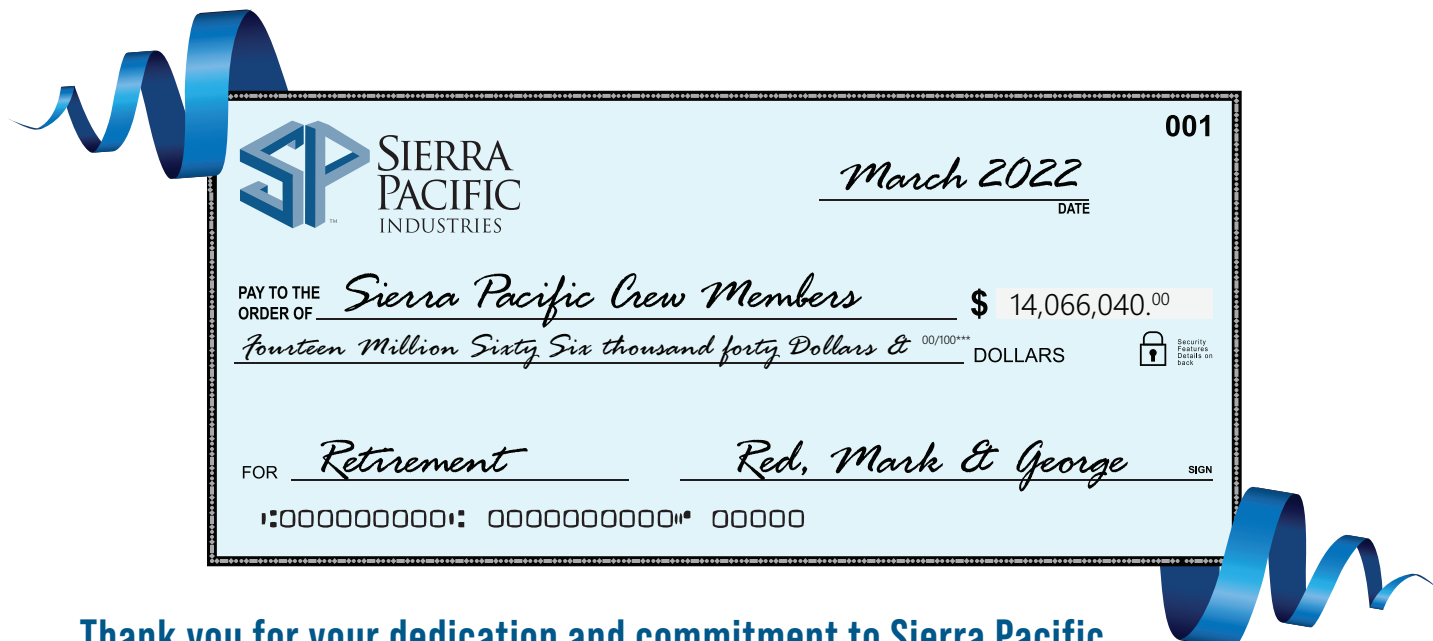
SIERRA
PACIFIC
WINDOWS

Sierra Pacific Industries
P.O. Box 496028
Redding, CA 96049-6028
SPI-IND.COM

PRESORTED
STANDARD
US POSTAGE PAID
REDDING CA
PERMIT NO 45

RETURN SERVICE REQUESTED

2021 RETIREMENT CONTRIBUTIONS



Thank you for your dedication and commitment to Sierra Pacific.

For 2021, Sierra Pacific Industries will contribute \$14 million to the retirement accounts of eligible crew members. We are very pleased to be able to offer this great retirement plan, including a combined amount of both the 401(k) Match and Company Contribution, for the future of you and your family.