



GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!

KEEPING IT SAFE

GEORGE EMMERSON

I have often written here about our investments in big projects and technology that allow us to produce more lumber, millwork, and windows than ever before. Our gains in efficiency and productivity through technology advancements have been vital to the success of Sierra Pacific's operations today, and will continue to be into the future. However, the success of our operations and our industry will continue to rely heavily on people – the folks that operate our manufacturing processes, repair and maintain our equipment, and move our products around our millsites and the around the country.

Within our plants, many of the routine decisions that used to be made by operators, are now made by scanning technology coupled with advanced control systems. Still, the most important decisions we make in the plants are made without the assistance of technology. I am talking about the decisions we make every day that require a keen awareness of our surroundings, knowledge of hazards, and a staunch belief that safety is our highest priority and taking risks is unacceptable.

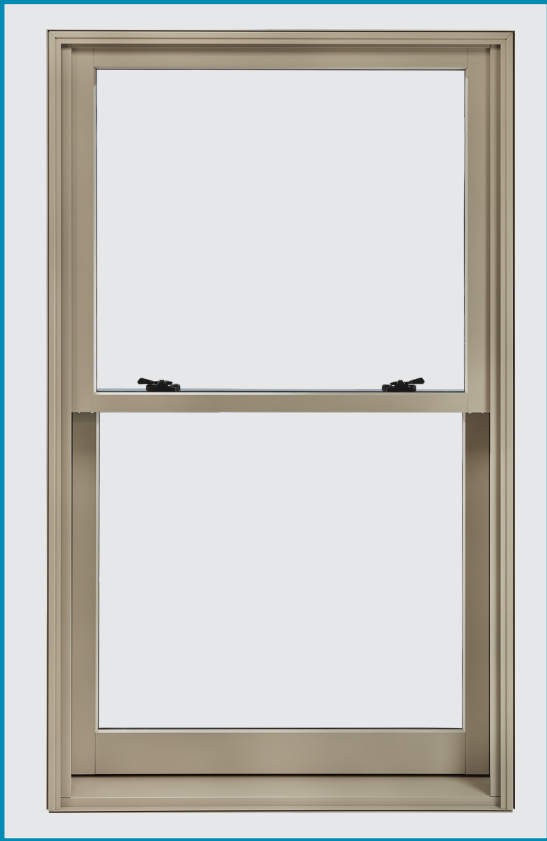
With advancements in technology and evolution of safety procedures and processes, I believe there are no tasks that can't be completed or problems that can't be solved in a way that keeps us out of harm's way. Injuries that occur in manufacturing settings are not usually caused by unavoidable hazards or bad luck; rather, a conscious decision was made to take a risk. Getting a job done quickly, keeping the production line going, maintaining quality, or meeting a customer's demand

should always be approached with a sense of urgency and importance. Without that, we would be out of business. However, if those objectives compromise our safety, we are doing it wrong.

Keeping ourselves and our fellow crewmembers safe on the job requires a certain mindset. It's one that actually compliments our drive for excellence in efficiency and quality. It starts with showing up for work each day with a desire and understanding that things will be done the right way. For many, the day will start with donning personal protective equipment (PPE), such as a hard hat, safety glasses, and high-visibility vests. Yes, PPE is actually protective, but perhaps more importantly it helps establish the mindset: I am ready to work, I am safe, I see that others are ready and safe, and we are going to do things right.

Doing things right when it comes to safety includes taking time to assess the task and understand proper safeguards prior to executing it. Wherever you are working – at a mill, in a truck, in the woods – taking 30 seconds to assess a task prior to charging into a potentially hazardous situation is a wise investment that can avoid a painful or debilitating injury. While we have done a lot of work to eliminate hazards and streamline safety processes, there is no more effective precaution than a thoughtful and informed decision to do it right. This extends to helping others make the right decisions and reminding folks that above all, we want them to go home each day healthy and injury-free. The mindset to take the time to do things right extends to benefits beyond safety, such as improved production and quality. When we succumb to complacency or are tempted by competing pressures, we put ourselves and those around us at risk. And it's not worth it to you, your family, your fellow crewmembers, or the Company and our Industry.

NEW PRODUCT LINE FOR WINDOWS



Sierra Pacific Windows is excited about the launch of a new product line: the Westchester double-hung. This is the first product line designed by the combined engineering resources from our California and Wisconsin window facilities. The Westchester is designed to expand our product offering to address the demand for an architecturally and historically correct double-hung window. This product will strengthen our overall offering, allowing for continued market share penetration in Eastern U.S. markets where double-hung products are the window of choice.

The product line is comprised of more than 24 different products including double-hung, single-hung, sliding windows, picture and transom windows, and geometric shapes. All will be available in two sash thicknesses in both an aluminum clad wood and an all-wood version. Most will be available in a coastal impact version as well.

The design concept is very innovative, taking into consideration performance, function and aesthetics. There are several patents pending. The thermal performance will be industry leading. The structural performance will match the best in our field. Aesthetically, the design is clean and will appeal to new construction or renovated high-end homes, commercial and historical applications.

HIRE-A-VET AWARD

Proud Employer of U.S. Veterans



Veterans Day was very special for our SPI Shelton Family as they received the "Hire-A-Vet" award by the Employment Security Department (ESD) of Washington State for their efforts to employ military veterans in 2019. The ESD created the Hire-A-Vet award to call attention to unemployed veterans in Washington and to recognize

companies with a good track record of hiring, retaining and celebrating veterans in their workforce. SPI Shelton has hired 53 veterans since opening the mill in 2016, of which 15 of these were hired in 2019. "Veterans are among the best-trained candidates in the job market and make outstanding employees. Leading companies hire veterans because it's good for business. I encourage other Washington employers to strongly consider veterans in their next hiring decisions," said Department Commissioner Suzi LeVine. The ESD recognized one employer from each of the 12 workforce development areas in Washington State. SPI Shelton won the regional 5-county award for not only for their fantastic work hiring veterans but also for philanthropic support of veteran programs.



In the picture L-R Dan Phillips, Sawmill Superintendent; Steve Severson, Yes Vets program of Washington ESD; Chante Starr (Veteran), Accounts Payable; and Darrin Moorcroft, Division Manager.

HOW TO MAXIMIZE YOUR PRESCRIPTION BENEFITS



EXAMPLES OF SAVINGS USING THESE DISCOUNTS

Prescription	Retail Price	Discount Price	Pharmacy	Savings
Lipitor	\$113.94	\$18.90	CVS	83%
Wellbutrin	\$88.86	\$22.08	Walmart	75%
Zofran	\$31.00	\$12.23	Kroger	81%
Macrobid	\$52.99	\$26.09	Rite Aid	51%
Diclofenac Sodium	\$60.00	\$23.20	Walgreens	61%



SCHOLARSHIP PROGRAM APPLICATIONS OPEN



BOTH NEW STUDENT AND RETURNING STUDENT APPLICATIONS MUST BE COMPLETED ONLINE

Sierra Pacific Foundation awarded \$649,000 in scholarships to 209 students of SPI crew members for the 2019-20 academic year. Encourage your student to begin the online application process for the 2020-21 academic year. **Applications are due February 28, 2020.**

If your student is planning on ANY post high school education, whether his/her plans include community college, 4-year university or college, trade school or apprenticeship learning, please have him/her submit an application! This includes your student that has taken some time off after graduating high school, but is now planning to enroll in an accredited certificate or degree program. Share this information with your child - they may qualify!

Need access for your student to complete an online application? Most local libraries and schools have computer labs available to students. Have questions? Read the helpful online Frequently Asked Questions page at spi-ind.com/foundation/FAQ. If you have additional questions not listed, please contact the Scholarship Specialist at foundation@spi-ind.com or see your local HR Coordinator for assistance.



PARTNERS IN TRUCKING



CLASS A & B License Training

We are proud to support and partner with Shasta College in California to help develop a new regional commercial driver training program. Starting in February, students can take the extended education class which provides the instruction and hands-on driving practice needed to take their DMV test for Class A&B licenses.

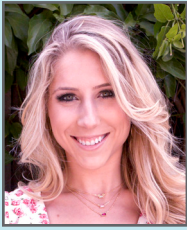
The industry is facing a shortage of more than 50,000 long-haul truck drivers, according to the American Trucking Association. As the economy grows, so will the demand for goods and the need for truck drivers. In fact, jobs in the trucking industry will grow by 11 percent from 2012 to 2022. SPI's Joe Nelson and Kristy Lanham worked with Shasta College to make this program come to life. It is a great opportunity

for students that want a career in driving and employers that need drivers. Courses will be offered at Shasta College Main Campus in Redding, Tehama (Red Bluff) and Intermountain (Burney) Satellite Campuses. The program courses are offered at a reasonable cost; or as part of the "College Promise" program could be free to qualifying students. Thanks Joe and Kristy for pushing this forward and to Shasta College for listening and taking action.

SIERRA PACIFIC INDUSTRIES REFER - A - FRIEND

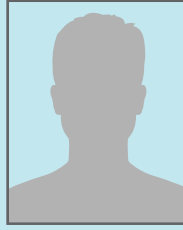
WE ARE GROWING AND COULD USE YOUR HELP!
CA\$H FOR REFERRALS! SEE YOUR HR COORDINATOR FOR DETAILS!

INTERNSHIP SUCCESS: SUMMER TO CAREER



MONICA FISHER - CONTROL SYSTEMS ENGINEER, ANDERSON FAB

While earning a Mechatronic degree with a double minor in Computer Engineering and Organizational Communications at CSU Chico Monica interned at the Fab Shop in Anderson for 3 summers. As an intern she was impressed by SPI's family culture and with the company values. Fun fact: She is Miss Pacific Coast 2019, her platform is "Brains Compliment Beauty" focusing on STEM education for kids.



DAISUKE SAKUMA - DISTRICT FORESTER, BURLINGTON

Daisuke has a Forest Management degree from University of Washington. While in college he had a friend who was an intern and told him about the program. Even after being on staff with SPI for over 12 years he still can't forget his 2 HOT summers of internship in Redding. He did learn that he is immune to poison oak after working in it all summer.



ANDREW FULLERTON - PROCUREMENT FORESTER, BURNEY

Andrew is a 2nd generation forester, with a Natural Resource degree from Eastern Oregon State University. After researching online he found SPI and completed two summer Forestry Internships, one in CA and one in WA. The people he worked with were the highlight; their example, knowledge and how they helped him to succeed. The worst of his experience was the white thorn and poison oak.



DARRELL SINCLAIR - DESIGN ENGINEER, RED BLUFF WINDOWS

While earning his Mechanical Engineering degree at CSU Chico, Darrell learned about SPI at an informational session. He then went on to intern in Research/Development in Windows. The best part of his internship was being tasked with designing, testing, and interpreting the results of a structural experiment. When not at work he enjoys bass fishing and duck hunting.



JAKE GRAHAM - FORESTER, ABERDEEN

Jake was earning his degree in Forestry Management from Oregon State University and heard about the internship program from a family member. He completed a summer internship in 2014 and has now been with SPI for 4.5 years. He chose SPI because of its location, competitive wages and quality of work.



LANCE VANDERPOOL - DISTRICT FORESTER, RYDERWOOD

After one of his classmates had an internship Lance applied for one the following year, and went on to complete 2 internships before getting hired on full time. Lance says, "I loved every second...it was a huge learning opportunity that led into a full-time career, that's hard to beat!" He is the 4th generation in his family to work on West Fork Tree Farm which was purchased by SPI in 2015.



DALTON GROSS - ACCOUNTANT, OROVILLE

A second generation SPI crewmember, his dad is a Sawfiler at Lincoln. Not only was Dalton an intern, he was also an SPI scholarship recipient. Dalton says, "I love the family-like environment and how SPI cares and truly wants the best for their employees....I am excited to continue my career here." Fun fact: he is a major Notre Dame fan, he has 3 tattoos to prove it and got engaged on the home field after a game.



PARKER WABER - DISTRICT FORESTER, RYDERWOOD

While studying Forest Operations Management at Oregon State University Parker found the internship on an online job board. He applied because the job description was interesting and it was in close proximity to where he grew up. Parker says the best part was being exposed to many different aspects of operational forestry. Fun fact: He played one year of college football.



MANUEL IBARRA - ACCOUNTANT, RED BLUFF MILLWORK

Before he was an intern he worked in the windows plant as a packager. He was already #SPIfamily as his dad works in Windows, not to mention he was a SPI Foundation scholarship recipient as well. During his 2 internships, Manny enjoyed being able to learn about different parts of SPI he didn't know about before. Manny says, "SPI has granted me a lot of great opportunities that I will forever be grateful for."



JOHNNY WOODS - DISTRICT FORESTER, RYDERWOOD

Johnny grew up around SPI owned property and found the intern program online while studying Forestry at the University of Montana. He applied and went on to intern for 3 summers during his college career. He loved being able to learn hands on forestry and be in the woods everyday. Johnny just finished his first year full time with SPI.



RILEY MOWRY - DIVISION FORESTER, ABERDEEN

After learning about SPI by touring the Aberdeen Mill with his college he later learned about the internship program. Having never been able to work in log procurement he was excited for the opportunity and completed 2 summer internships; saying "it's the best way to get experience in the real world." Riley has a degree in Forest Resource Management. Fun fact: he has the same birthday as his grandpa.



ERIC YSITT - DEPT. MANAGER, RED BLUFF WINDOWS

While studying natural resources at Shasta College a professor encouraged him to apply, and he completed one season as a Research Forestry Technician. He loved being able to interact with nature and wildlife and said "everyday was an adventure!" Eric's advice would be to come in with your education, but to stay open minded to different opportunities.

CONGRATULATIONS!

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

Red

Meal

George

45 Years!

Carl Phillips

Chinese Camp

35 Years!

Mark Luster
Sally Stover
Larry Pettigrew

Sales & Service
Windows Red Bluff
Trucking

30 Years!

Carl Kelsey
David Clark
Jerry Kelley
Hurschel Himes
Tracy Tkachuk

Lincoln
Anderson Sawmill
Shasta Lake
Richfield Reman
Windows Medford

25 Years!

Tony Arroyo
Christina Roggenkamp
Fred Blough
Mark Haslerud
Don Scales
Jon Fitzhugh
Brian Muller

Red Bluff Millwork
Sales & Service
Fab Shop Anderson
Fab Shop Anderson
Anderson Sawmill
Burney
Aberdeen

20 Years!

Shaun Trublood
Larry Lacey Jr
Johnny Avila
Brenda Lamkins
Luis Saavedra
Jake Spengler
Bert Larson III
Nathan Drechsler
Andy Faircloth
Luis Cipriano
Carlos Barajas
Jose Herrejon
Jeff Hoznour
Mike Laughlin
Ruben Bogarin-Caldera
Tami Holmes

Shasta Lake
Lincoln
Burney
Windows Red Bluff
Red Bluff Millwork
WS-Northern CA
Windows Red Bluff
Lincoln
Sales & Service
Shasta Lake
Red Bluff Millwork
Lincoln
Quincy
WS-New Mexico
Red Bluff Millwork
Richfield Reman

15 Years!

Timothy Troberg
Sonia Zambrano
Chris Marks
Carlos Rodriguez
Alexandra Sarmanto
Jose Alfaro
Lisa Nieman
Leann Rhodes
Alfonso Rivera
David Gonzalez
Juan Montero
Damon Bowen
Greg Ledford
Jose Guevara
Steve Hanover
Matt Carlton
Sean Coe
Lloyd Santos
Andrea White
Roberto Rosales
Frank Witt
Adam Young

Forestry
WS-Montana
Burney
Oroville
Windows Red Bluff
Richfield Millwork
Quincy
Burlington
Lincoln
Richfield Millwork
Lincoln
Aberdeen
Windows Medford
Lincoln
Trucking
Red Bluff Millwork
Lincoln
Windows Red Bluff
Windows Red Bluff
Richfield Millwork
Red Bluff Millwork
Quincy

10 Years!

Josh Misener
Jose Venegas
Jeff Kelley
Johnathan Gill
Daniel Nordgren

Forestry
Shasta Lake
Shasta Lake
Burlington
Windows Medford

Thank You!



5 YEAR ACHIEVEMENTS

Devon Begin	Burlington
Jason Bennett	Trucking
Adam Bentley	Red Bluff Millwork
Christopher Binning	Sonora
Miguel Camacho	Lincoln
Russel Casimire, Jr	Burlington
Joshua Darlington	Lincoln
Derek Davidson	Trucking
Jaime Donovan	Aberdeen
Jean Ann Gavis	Windows Red Bluff
LaDonna Gonzales	WS-Colorado
Matt Gray	Windows Red Bluff
Karl Hankins	Sales & Service
Edward Hard	Sonora
Austin Hicks	Burney
Ian Hilgart	Aberdeen
William Hunter	Burlington
Lolita Kelly	Richfield Millwork
Douglas Lima	Windows Red Bluff
Maria Mora	Windows Red Bluff
Bo Mullen	Quincy
Trevor Oudman	Burlington
Daniel Paaaina	Quincy
Raquel Perez	Sales & Service
Laura Peterson	Windows Medford
Michael Poyah	Centralia
Abigail Ramos	Lincoln
Ron Schechla	Trucking
Marvin Sheppard Jr	Red Bluff Millwork
Lori Waldhart	Windows Medford
Ben Walker	Windows Red Bluff
Timothy Walters	WS-Colorado
Derek Weatherbee	Forestry
Cody Whitmore	Trucking
Galen Wild	Windows Medford
Ray Witzel	Burney
Harold Wodark	WS-Colorado
Gino Yemalmal	Richfield Millwork
Dan Yoder	Windows Red Bluff
Craig Zagal	Lincoln

TIME CARD - UPDATE

New for 2020! You will notice that your time card looks slightly different with the addition of background messages related to safety, benefits, human resources or other relevant topics. The messages are intended to be reminders of important tips and information. If you have ideas for a time card message or have any questions, please talk with your supervisor or human resources coordinator.

Pay Week:		EE#:		Sierra Pacific Industries -				Growing Forests for our Future	
Job:		Supv:		Dept/Shift/Supv#:					
Start	Meal	End	Regular	Job:	Job:	Job:	Regularly Scheduled Hours Not Worked		
(Time)	(Time)	(Time)	Job	Dept:	Dept:	Dept:	Hours	Reason	
			Hrs Wk'd	Hrs Wk'd	Hrs Wk'd	Hrs Wk'd			
Mon									
Tue									
Wed									
Thu									
Fri									
Sat									
Sun									
Total									

I agree the hours/times above are true and correct, and that I was authorized to take rest and meal periods. If a rest or meal period was not taken according to Company policy, it was voluntary and of my choosing.

Employee: _____ Supervisor: _____ Form: PROTMCRO

RETIREES



LORI COLLINS

After more than 34 years with Sierra Pacific, Lori is retiring from Anderson Lumber Sales. Lori's plans include moving cross-country to North Carolina before hitting the road to explore our many national parks. Lori, thank you for your service and dedication to SPI and the lumber industry!



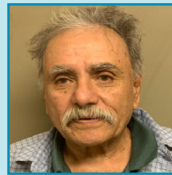
JOHN MILHOUS

After 25 years with Sierra Pacific, John is excited to begin retirement from his Cogen Boiler #3 position at SPI Lincoln. He is looking forward to spending more time with family and grandkids. John also wants to get back into horseback riding, gardening and going fishing more. Enjoy retirement, John. Thank you for your service!



RODGER EDWARDS

Rodger, the lead Sawfiler at the Sonora sawmill, retires after 41 years of service! He is looking forward to using his retirement for more travel, hunting, fishing and camping. And, of course, watching his grandkids sporting games. Thank you, Rodger, for your commitment to SPI!



JORGE SANCHEZ

Jorge recently retired from Sierra Pacific Keystone as a Bark Picker after 19 years 3 months. He plans on spending more time with his horses, and knows he will keep busy with his Husband to-do list. Thank you, Jorge. Congratulations and enjoy!



TONY HUMPHREYS

Tony is retiring as a Destacker from Richfield Millwork after 44 years of service. Tony is looking forward to more free time to enjoy his grandkids, work on old cars, and just "enjoy life" he says. Thank you, Tony, for your years of service and we hope you fully enjoy retirement!



JAMES THUEMLER

James retired from his duties as a Grinder at Richfield Millwork after 44 years. He is looking forward to 1. Fishing, 2. Hunting, 3. Wood Cutting, 4. What ever else he wants to do. Thank you, James, for your years of service and we hope you fully enjoy retirement!



VAN JANWAY

Van recently retired as Planer Operator at our Lincoln Sawmill. He plans to travel some and go camping and fishing. Van is also looking forward to more time with his family. Thank you for your 31.5 year-career with SPI. Enjoy your retirement!



BRIAN WALIGORSKI

After 30 years with Sierra Pacific as an PLC Electrician at Anderson, Brian is ready to retire and enjoy! He has a lot of projects to start and to finish. Once his wife Debbie retires they plan to do a lot of RV-ing; north for summer and south for winter. As well as spending time with his grandkids (2 boys, 1 girl). Congratulations, Brian!



DEDICATED TO GROWING HEALTH COMMUNITIES

In 2019, the Sierra Pacific Foundation gave over \$1.9 million to education, youth programs and other nonprofit organizations in our communities. It also awarded \$649,000 in education scholarships to children of SPI crew members.

GET #CONNECTED

SPI's truck in the City of Anderson's annual Christmas Parade was the most popular photo of the quarter. Thanks to Rick Lindblom, Drew Bailey and family for representing SPI with this festive rig!

The photo was viewed over 2,900 times and garnered a combined 206 likes, 265 engagements, 16 comments, and 18 shares.

Get #CONNECTED. E-mail your photo to Kluther@spi-ind.com or share via Facebook message with permission to re-post and you might see your photo here! Stay in touch with your #spifamily!



BOARDTALK



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HAPPY HOLIDAYS!

DURING THIS SEASON, OUR THOUGHTS TURN GRATEFULLY TO THOSE WHO HAVE HELPED MAKE OUR SUCCESS POSSIBLE. IT IS IN THIS SPIRIT THAT WE SAY THANK YOU FOR YOUR CONTINUED SERVICE AND DEDICATION. WE WISH YOU PEACE, JOY AND PROSPERITY THROUGHOUT THE COMING YEAR.

George Red Maul