

# BOARDTALK



## REDUCING WILDFIRE RISKS

MARK EMMERSON

For those of us living in the West, the risk of catastrophic wildfire is a concern every year. These fires are killing people, destroying homes, property, forests and wildlife habitat, ruining our air quality, and emitting massive amounts of greenhouse gases.

SPI is committed to leading meaningful change needed to protect our communities and forests from wildfire. We are working to address on several fronts, including:

### Fuels Reduction at Landscape Level

For a variety of reasons, Western forests are too dense and have too much fuel, making them more susceptible to catastrophic wildfire. These conditions also make it more hazardous for firefighters to fight fires. As part of aggressively managing fuel loads on our own lands, SPI has completed a variety of fuel reduction treatments on over 60,000 acres of our California lands, including 1500 miles for fuel breaks. We will do even more in the coming months and years. This work helps fire suppression efforts and mitigates spread of a fire.

Doing this same kind of work is also a priority for the U.S. Forest Service. Through a cooperative agreement with USFS, CAL FIRE, National Fish and Wildfire Foundation and many others we are working to get this vital work done at a pace and scale that matches the current extreme conditions. We are looking to leverage this partnership to further increase the work done on federal forests.

### Immediate Attack on Wildfires During Fire Season

With fire behaving in unprecedented ways, firefighters must immediately attack fires when they ignite, including fighting the fires around-the-clock. It is much easier to put out a 10-acre fire than a 10,000-acre fire. I am meeting with leaders at all levels in the state and federal governments to identify the right strategies for combating wildfires.

Experience shows that a more tailored use of backfiring is needed to fight fires. It is estimated that the use of backfiring contributed to 60 percent of the burned acres on the 1-million-acre 2021 Dixie Fire. We want all tools available to firefighters, but more caution and oversight should occur with backfiring in extreme drought and weather conditions.

We support more funding to hire and train firefighters. We are pleased with federal efforts to increase firefighter pay and implement year-round staffing. Unfortunately, hiring isn't happening fast enough and there aren't enough hand crews to do the on-the-ground fire suppression work. We have called for creative solutions to help fill these gaps – from increased use of the California National Guard where firefighter shortages exist to new hand crew training programs. We collectively need to create and retain a workforce dedicated to putting fires out and preventing fires by undertaking fuel reduction efforts.

### Post-Fire Forest Recovery

SPI's forestry teams are returning our fire-impacted lands back to healthy forests. After wildfires, our teams immediately assess the damage and harvest fire-damaged timber, sending logs to our sawmills before trees decay and become hazards. Roads and bridges are repaired. And seedlings are planted. This year, SPI completed reforestation on our lands burned in the 2018 fires, with 8 million seedlings planted in four years. Our reforestation efforts for the 2020 and 2021 wildfires are well underway; when we're done, we'll have planted over 31 million seedlings.

To address the growing need for seedlings, we are exploring the feasibility of building a nursery in northern California. If it comes to realization, we could expect to be growing millions of seedlings to help meet the reforestation needs of SPI and other forest owners.

### SPI Director of Wildfire and Fuels Management

We hired our first-ever director to develop and oversee SPI's work in wildfire suppression and resiliency efforts. Matt Pontes brings to SPI over 30 years of experience in forest and wildfire management, fire response and recovery, and public agency leadership.

I've been asked whether we are making any impact. While much work remains, I have reason for optimism. Even with California experiencing the driest conditions in 1200 years, there were fewer catastrophic wildfires this summer. Firefighting resources were deployed more quickly. Firefighters were attacking fires more aggressively and directly. These actions had real, positive impacts. While there were still large fires, the results could have been worse.

That said, it's taken several decades to get to the situation we face today. Real change takes time and continued engagement. SPI remains committed to do everything we can to affect the necessary change. This issue is just too important for the health and well-being of our communities and natural resources.

# FOREST MANAGEMENT & Benefits on Salmon and Steelhead populations in Northern California

SPI's sustainably managed forestlands contain many miles of streams that produce cold, clean water that support federally listed salmon, steelhead and many other fish species. This is why we are partnering with a top federal wildlife agency to help conserve fish habitat.

In September 2021, NOAA Fisheries approved a Habitat Conservation Plan (HCP) and Safe Harbor Agreement (SHA) associated with SPI's forest management program. The 50-year agreement covers the rivers and streams on SPI's California timberland in the Trinity River and Sacramento River basins that provide habitat for salmon and steelhead species listed under the Endangered Species Act. Combined, the HCP and SHA cover nearly 567,000 acres of forests located in 289 planning watersheds and over 243 miles of fish bearing streams.

As a part of this agreement, SPI has committed to implementing a number of conservation measures to support salmon and steelhead recovery. These include reducing erosion through road improvement projects, as well as enhancing watershed resiliency by identifying and implementing projects designed to reduce wildfire behavior, intensity, and magnitude.

We are also supporting NOAA Fisheries' plans to reintroduce endangered fish populations back into their historical watersheds in the Sacramento River and Trinity River basins. Barriers, such as dams, have cut off salmon and steelhead from much of their historical habitat, including streams that flow through SPI lands.

"When SPI approached us about collaborating, we knew there were real gains to be made on all sides. We value such conservation-minded partners who share our commitment and desire to conserve at-risk salmon and steelhead," said Cathy Marcinkevage, Assistant Regional Administrator in NOAA Fisheries' California Central Valley Office. "We especially note the consideration of creative ways to contribute towards the recovery of salmon in the area, in particular, SPI's work to maintain and improve upstream habitat, which will help advance NOAA Fisheries' priority actions of reintroducing populations of listed salmon to their historic spawning grounds."



The new Habitat Conservation Plan and Safe Harbor Agreement encompasses forest and key watersheds such as Boulder Creek, a tributary to the upper Sacramento River.

"Our work with NOAA Fisheries reflects our shared understanding that wildlife conservation and sustainable forestry management—combined with sound science—go hand in hand," said SPI Vice President of Resources Dan Tomascheski. "We work to ensure our forests provide habitat features that support salmon, steelhead and other wildlife. This kind of conservation partnership maintains and produces thriving wildlife populations, while also providing SPI with the needed assurance to continue investing in our operations in a manner that provides for jobs, renewable forest products, recreation, and clean water and air."

HCPs and SHAs are examples of federal programs designed to enable collaborative conservation between federal wildfire agencies and landowners to facilitate the safe-guarding and recovery of endangered species. In return for long-time conservation commitments, landowners are provided assurances that they will not face new restrictions on their land because of good stewardship practices.

The HCP and SHA for salmon and steelhead are just the latest in a number of agreements SPI has made to help conserve habitats for endangered species. Other wildlife species we have agreed to help conserve include northern spotted owl (California & Washington), California spotted owl (California), fisher (California & Washington) and marbled murrelet (Washington).

# SPOTLIGHT ON SUCCESS

Growing up in Red Bluff, Mario Martinez was no stranger to SPI. When asked how he got his start with the Company, he said: "I knew Sierra Pacific was a great company to work for because I had friends' parents who worked for the Company. I always knew, one day, I wanted to work for Sierra Pacific Industries."

Upon graduating High School, Mario made a few college and career changes on his way to SPI. He started his post-high school education attending lineman school, then pursuing teaching credentials, and ultimately earning his BA in Organizational Leadership through Simpson University. Mario also worked for Dave's Boots in Red Bluff, where he was a boot cobbler for 7 years, selling, re-soling, and re-crafting boots.

In 2017, Mario began his career with SPI as the Safety and Environmental Coordinator at Red Bluff Millwork. Although a good starting point for Mario, he knew it wasn't his forever job. A year and a half later he joined the Specialty Lumber Sales team at the Anderson Main Office. He excelled in the role, where he was able to open and / or reactivate over 100 accounts.

It is his dedication and collaborative work style that prepared him for his current role of Transportation Manager, which he accepted in February of 2022. Mario had applied for a few different positions before landing one that best aligned with his talents. Mario adds: "Sierra Pacific is a great company to work for and as long as you are willing to get out of your comfort zone. There is always room for growth within the Company." Mario is looking forward to his future with SPI, contributing to the growth and success of the Company, and ultimately retiring after his career is complete.

When asked to provide an interesting fact about himself, Mario started with: "The first well-known fact about myself takes me back to my high school football days, where I had the pleasure of sacking Aaron Rogers not once, but twice during my high school career." Mario did not disappoint with the fun facts adding: "The next interesting fact about myself is that Troi Shilts was my high school geometry teacher." Troi is part of the Structural & Dimension Lumber Sales Team.

## MARIO MARTINEZ

TRANSPORTATION MANAGER – SALES



**Family:** Mario and his wife Carly of 22 years – together since their sophomore year of high school – have three children. Brody (11) who loves school, sports and working at both, Marissa (10) who loves volleyball, basketball, soccer, and wants her dad to get her a horse, and Cori, which he calls his 5-year-old firecracker, who loves challenging anyone and everyone at anything and everything with a HUGE smile on her face!

**Hobbies:** Coaching youth sports and participating in his kids' 4-H, hunting, fishing, and being outdoors

**Pets:** A black lab named Moose, a cat named Summer and a goat named Judy

**First Job:** Starting at 13, working the olive, prune, and peach orchards and pruning seasons with his Dad

**Favorite Car:** 1971 Ford Mustang, just like Eleanor in "Gone in 60 Seconds"

**Teams:** Bleeds silver and black – LOVE the Raiders! SF Giants and Oregon Ducks fan, loves attending and watching local and professional sports events with the family

## EUGENE 2.22.22 CREW

On 2.22.22, our Eugene, Oregon crew on Mill A's Day Shift set an all-time single shift production record of 600,669 BDF! Awesome job to our dedicated and hardworking crew!



# OPPORTUNITY IN YOUR COMMUNITY:

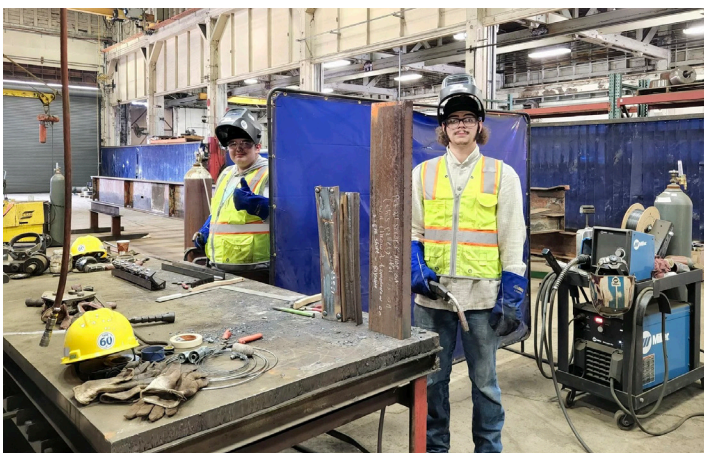
Shelton's Fab Shop is providing employment opportunities to local high school students by partnering with a youth apprenticeship program. The Aerospace Joint Apprenticeship Committee (AJAC) is an industry-driven apprenticeship organization focused on providing on-the-job experience through internships for both youth and adults in key industries like Automation & Machinery, Clean Energy, Transportation & Logistics, Wood & Paper, among other areas. The AJAC serves Washington state, partnering with 15 school districts, 12 community colleges and close to 300 companies.

This program provides participants with foundational skills and the ability to explore various career pathways and accessible careers in their own communities. The program is unique in having an exemption to the common 18-year-old minimum age requirement in the workplace. This gives 17-year-olds the ability to work in fields they may want to pursue after high school.

Apprenticeship programs like this help fill gaps between the highly skilled individuals currently working in the field and the next generation. This program provides real-world experience and hands-on learning to high school juniors or seniors preparing to enter the workforce.

Students pursuing this program first have the opportunity to tour and learn about participating companies to get an idea of where they are most interested in working. Shelton's Fab Shop sparked interest in many students and ultimately three apprentices were brought on board – Kaleb, Brandon and Sonny. Shelton Fab partners with the Aberdeen and Shelton Sawmill later in the program and these divisions also contribute to the selection of student apprentices.

The 18-month program officially launched in May with a signing and the three began working at SPI in July. They worked full-time in the summer, and are part time during the school year, being paid an hourly wage. Apprentices log 2,000 on-the-job training hours, working in the morning at the fab shop and attending their regular high school classes in the afternoon. This is made possible due to the partnership between the High Schools CTE program and the AJAC alliance.



Kaleb and Sonny welding



Sonny, Brandon, and Kaleb at signing night with SPI Crew Jacquelin Earley and Ron Burch

Many were involved with getting this program running smooth and structured to ensure it a good experience for both the students and SPI. Shelton Fab Shop Superintendent Korey Harris implemented a plan for students on how they would go about working on real projects the Fab Shop needed addressed. Kaleb, Brandon and Sonny were presented with a problem and tasked to present an idea, come up with a project design and then execute the solution building and installing the parts. Some of the projects worked on include saw infeed material stops for the Fab Shop, forestry pinecone drying racks, chipper grates for Aberdeen, and OLI-spiked side press roll for Shelton.

While group instruction and training was provided, each began floating to their area of specific interest and were able to receive additional one-on-one instruction supporting their desire to expand their knowledge in pathways they may explore careers in.

Hosting students in the Fab Shop has also had a positive impact on resident SPI crewmembers boosting morale and adding an influx of excitement on the shop floor. Young minds eager to learn new skills provide SPI crew the opportunity to lead by example providing insight to the next generation of workforce.

"This program has not only opened career pathways for these three students, but word has also been getting out to surrounding communities," said Korey Harris. "The hope is that all three pursue a career with Sierra Pacific after graduation, but no matter the outcome all of us have gained beneficial skills from the experience. This program is a great opportunity for us and local schools to learn together and to strengthen our partnerships."

# Shelton Hosts Youth Apprentices

SPI's AJAC apprentices were asked about their overall experience so far, favorite projects they've been able to work on and next steps for their future.

## Kaleb

"My favorite experience working on projects has been welding. It's fun. I also enjoyed learning CNC Lathe work, but now know it's not what I want to do for a job."

Back at school, junior classmates are asking how they can be in the program the next year, "My friends think this is awesome. My parents are happy I am getting this experience, I tell them all the things I get to do here."

## Brandon

"As far as (favorite) projects, it's the spike rolls. I have never used assembly in CAD before and working on this project taught me more about machining."

Brandon had taken a 9th-grade CAD class previously and is self-taught using YouTube. He is now working on projects with SolidWorks and CAD Modeling applications.

After the program, Brandon wants to stay with Sierra Pacific getting a few years of experience before going to engineering school.

## Sonny

"I didn't expect to work on big projects so soon. I like everything I have been doing and have improved a lot in welding. I like working with pieces and making a finished product and hope to see how the projects we work on are used in the mills."

Sonny has been offered a job with another company upon completion of the program, but did add, "I don't know yet, I just might stay with SPI."



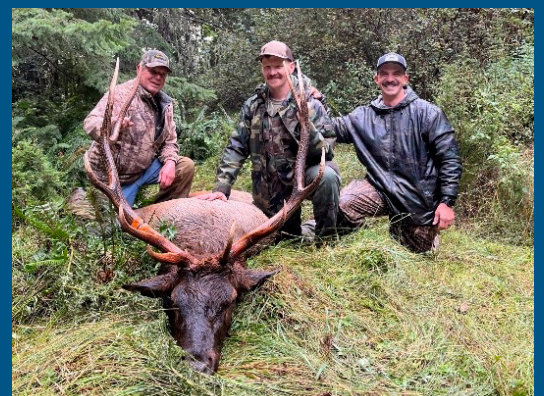
Brandon & Kaleb working on a CAD project

Students successfully pursuing this opportunity are those with a good work ethic and willingness to learn. Upon completion of the program, they will have skills and experience to enter the workforce at a higher level. All three students are doing exceptionally well in the program and at SPI. There is real interest and hope to expand this program hoping to offer similar opportunities to youth at the Eugene Fab Shop (once complete) and the Anderson Fab shop.

"I honestly believe this is a real solution for many of the problems we are facing in our industry," said Darrin Moorcroft, Shelton Manager. "We have never had an opportunity to work so closely with schools and students; we can see the benefit. We are already seeing added value for them as learners, and to us as a business. They have been successful in completing projects and we have lots of excitement on the shop floor."

## ROOSEVELT ELK TAG RAFFLE

As a large private landowner in California, SPI drew one landowner elk tag in the coastal Northwestern Zone for Fall 2022. The tag was raffled off in a free company-wide raffle on July 26. Joshua McIlroy, Sonora Resaw Operator, was announced the lucky winner. He is pictured (center) with his family and big game prize.



# SPW NATIONAL MARKETING CAMPAIGNS

While many companies pulled their marketing efforts back over the last two years, we stayed the course and used the opportunity to continue building awareness and interest with our ongoing Sierra Pacific Windows marketing campaigns.

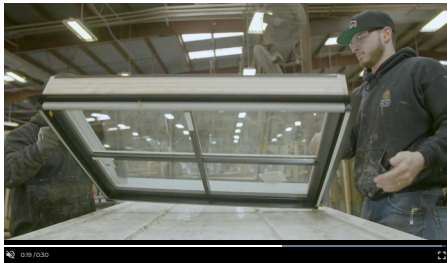
Luxe  
Everything  
design:  
OUTDOOR

SIERRA PACIFIC  
WINDOWS



## Live More Openly

By Connecting With Nature  
Presented by Sierra Pacific Windows



The passage between inside and out is one of the most crucial considerations in design. Whether increasing natural light and airflow, or experiencing life beyond four walls, windows and doors are the gateway to good health and well-being. "A home connected to nature helps us live more openly," says Dominic Truniger, vice president of sales and marketing for Sierra Pacific Windows, a leader in the high-end wood window and door market. With products born from Mother Nature and manufactured by a company that respects and nurtures her essence, Sierra Pacific embodies biophilic design, inside and out.

### ROOT CAUSE

Rooted in the timber industry since 1949, Sierra Pacific Windows takes a seed-to-window approach, thanks to parent company Sierra Pacific Industries, which owns over two million acres of sustainably managed forestland in California, Oregon and Washington. That means continuous quality control from the moment tree seedlings are planted until wood windows are produced, approved and delivered. True vertical integration



In March and April, we again teamed up with high-end consumer publication Luxe Interiors + Design. This time the campaign focused on outdoor living in "Everything Design: Outdoors". When this opportunity came knocking, we quickly opened the door and we are so glad we did! We launched our "Live More Openly" initiative, highlighting the significance of window and door design in the outdoor space and the importance of fenestration products in creating a home that encourages good health and well-being. The campaign generated amazing results, further reinforcing the Sierra Pacific Windows brand in the luxury home market.

### TAKE A LOOK AT THESE STATS:

Main Everything Design: Outdoor Landing Page Impressions - 250,000

Dedicated Sierra Pacific Windows Landing Page Impressions - 252,378

Social Promotion Impressions - 940,103

Banner Ad Impressions - 20,307

DesignTV Segment Impressions - 149,732

**Total Exposure - more than 1.6 million impressions (AKA eyes on our brand!)**

Along with the seasonal Luxe campaign, we also continued our annual partnership with the national trade publications Builder and Architect magazines. Four-page inserts cannot be missed in each of the issues, which include full-page imagery of some of our most eye-catching projects. Our messaging focused on educating the viewer on the environmental commitments Sierra Pacific has incorporated in our everyday and long-term efforts in the operations of our company and manufacturing of our products.

Collaborating with these well-respected and immensely popular publishing companies is an effort we are proud to be a part of. The Sierra Pacific brand continues to grow thanks to these large-scale marketing efforts, but none of this messaging would be possible without the dedication and pride put in every day by each of our crewmembers. Thanks for being a part of our journey!

## GET #CONNECTED

Most popular Facebook post of Quarter 2!  
Published, June 27<sup>th</sup>, 2022:

Happy MOOday! SPI Centralia received consecutive visits from this trio, prompting crew to think they may be in the market for fencing materials!

This post was viewed by over 4.6k people.  
Thanks for sharing your photos!

Want to GET #CONNECTED?

Email your photos to [dlewis@spi-ind.com](mailto:dlewis@spi-ind.com) or send via Facebook message and you might see your photo here!



# PICK TWO FOR SAFETY

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Pick two things today. Tomorrow, pick a different pair.  
The day after... you get the picture.

1. Look at your work area for loose guards/trip hazards/electrical hazards.
2. Find a newer crew member (someone who has been here less than a year) and provide help or guidance in some way.
3. Participate in the safety committee.
4. Make a safety suggestion.
5. Look around and notice things, big and small.
6. Thank someone for making a good safety decision or action.
7. Ask questions at a safety meeting.
8. Pick up a board or piece of trash.
9. Help the Safety Coordinator with an inspection.
10. Anything else you think will help!



A safe workplace doesn't just happen on its own. It requires active participation from everyone. If someone asks you at the end of the day "what did you do today to make us safer" will you have an answer?

**Which two will you pick today?**

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## OPEN | SPI HEALTH BENEFITS ENROLLMENT | PLAN YEAR 2023

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. If you have questions about coverage for Plan Year 2023, please contact the Health Benefits Department at (530) 378-8200.

## MARK YOUR CALENDAR

OCTOBER 1- NOVEMBER 15, 2022



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## \$519,000 IN SCHOLARSHIPS

The Sierra Pacific Foundation is awarding over \$519,000 in scholarships to 163 students as they attend colleges, universities and trade schools during the 2022-2023 school year.

"Our family is honored to continue to support students as they further their education," said Carolyn Emmerson Dietz, Foundation President. "The commitment to helping tomorrow's leaders remains strong. We are investing in the future and in the generations to come as we help these outstanding young people pursue their dreams."



It's never too soon to start planning for your child's education. To learn more about Sierra Pacific Foundation and Scholarship FAQ's visit [spi-ind.com/foundation](http://spi-ind.com/foundation).

# MILESTONES

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

## 45 Years!

Jim Dunn  
Ken Fleming  
Beverly Kilty  
Deb Knippel

Shasta Lake  
Forestry  
Windows Medford  
Windows Medford

## 40 Years!

Randy Baxter  
Mike Grimm  
Jon Hagen  
Tom Harrington  
Todd Heier  
Jess Mendoza  
Keith Thuemler

Shasta Lake  
Burney  
Sales & Service  
Forestry  
Windows Medford  
Burney  
Richfield Reman

## 35 Years!

Samuel Ayala  
Richard Brown  
John Canida  
Michael Chariton  
Rebecca Dengel  
Juan Espinoza  
Bert Fackrell  
Gonzo Gonzalez  
Terry Hudgens  
Dave Jackson  
Daniel Larkee  
William Moore  
Doug Pearson  
Mike Snyder  
Terry Thuemler  
Ralph Thurman

Red Bluff Millwork  
Anderson Sawmill  
Chinese Camp  
Windows Medford  
Windows Merrill Ohio St  
Red Bluff Millwork  
Anderson Sawmill  
Chinese Camp  
Richfield Millwork  
Eugene  
Windows Merrill Ohio St  
Lincoln  
Burney  
Aberdeen Sawmill  
Richfield Reman  
Shelton

## 30 Years!

Bill Colledge  
Donald Cowan  
Peter Davis Sr  
Gregory Dums  
Michael Garrett  
Gerald Helkey, Sr  
Sergio Lira  
Scott Long  
Gregg Mathews  
Mike McLeod  
Hank Meyer  
James Nelson  
Lino Sanchez  
Brenda Trauter

Burney  
Red Bluff Millwork  
Richfield Millwork  
Windows Medford  
Red Bluff Millwork  
Richfield Millwork  
Red Bluff Millwork  
Sales & Service  
Windows Red Bluff  
Red Bluff Millwork  
Anderson Sawmill  
Red Bluff Millwork  
Richfield Millwork  
Windows Red Bluff

## 25 Years!

Abe Aguilar  
David Bethany  
Cesar Bogarin  
Cory Dow  
Louis Dulay  
Scott Duncan  
John Goniea  
Eladio Gutierrez  
Paul Ingles Jr  
Lee Isaac  
Rydell Jordan  
Michael Long  
Juan Loza  
Scott Menefee  
Tim Mikkelson  
Juan Miranda  
Sherry Muncrief  
Nathan Paz  
Efrain Polanco  
Jaime Rodriguez  
Rafael Rodriguez  
Jim Swain  
Scott Tucker  
Tom Twiford  
David Wagenman  
Sean Yarber

Chinese Camp  
Anderson Sawmill  
Richfield Reman  
Eugene  
Lincoln  
Window Sales - Montana  
Windows Red Bluff  
Windows Red Bluff  
Sales & Service  
Richfield Millwork  
Chinese Camp  
Oroville  
Windows Red Bluff  
Windows Red Bluff  
Red Bluff Millwork  
Quincy  
Sales & Service  
Chinese Camp  
Windows Red Bluff  
Windows Red Bluff  
Red Bluff Millwork  
Windows Red Bluff  
Red Bluff Millwork  
Red Bluff Millwork  
Eugene

## 20 Years!

Michael Adams  
Barbara Alford  
David Alvarado  
Jose Avila  
Michael Baker  
Andrea Black  
Deanna Boes  
James Coley  
Tony Compus  
Mark Crowley  
Benito Diaz  
Jose Duarte  
Jesus Guillen  
Ryan Hadley  
Frank Hambly  
Josh Hartsell  
Ryan Kaser  
Chris Lewis  
Juan Marquina  
Craig Martinka  
Luis Mendoza  
Kevin Nadin  
Tina Orduno  
Matthew Payne  
Jon Perry  
Brandon Rausch  
Juventino Rivera  
David Roberts  
Kevin Roberts  
Amador Rodriguez  
Jaime Solis  
Lee Stringer  
Jose Tirado  
Ryan Wehbey  
Gene Wescott  
Jim Whitsett

Shasta Lake  
Windows Red Bluff  
Red Bluff Millwork  
Windows Red Bluff  
Windows Red Bluff  
Red Bluff Millwork  
Red Bluff Millwork  
Red Bluff Millwork  
Shasta Lake  
Windows Red Bluff  
Eugene  
Windows Red Bluff  
Red Bluff Millwork  
Anderson Sawmill  
Windows Red Bluff  
Sales & Service  
Window Sales - CO  
Trucking  
Red Bluff Millwork  
Aberdeen Sawmill  
Windows Red Bluff  
Sales & Service  
Sales & Service  
Shasta Lake  
Aberdeen Sawmill  
Windows Medford  
Windows Red Bluff  
Window Sales - N. Central  
Forestry  
Richfield Reman  
Richfield Millwork  
Richfield Millwork  
Red Bluff Millwork  
Red Bluff Millwork  
Trucking  
Corporate

## 15 Years!

Mike Baker  
Marina Barnes  
Heidi Bowen  
Junior Cabral  
Dusty Chenoweth  
Eduardo Contreras  
Charles Crawford  
Jonathon Curran  
Eric Cypher  
Ernesto Estrada  
Ryan Flanagan  
Jacob Fraley  
Alejandro Franco  
James Griffith  
Fred Guzman  
James Halls  
Forrest Hauser  
Jose Hernandez  
Moises Hernandez-Romero  
Mark Herrera  
Derek Hought  
Erica Knight  
Daniel Lovan  
Joseph McGrath  
Tony McKenzie  
Barrett Miller  
Tony Minor  
Uriel Nava  
Glen Norton  
Gary Powell  
Wayne Ragan  
Brandon Reich  
Ethan Rittel  
Kindy Sarbacher  
Dale Transue  
Frank Vazquez  
Robin Wadman

Aberdeen Sawmill  
Burney  
Sales & Service  
Burlington Sawmill  
Forestry  
Red Bluff Millwork  
Sales & Service  
Centralia Sawmill  
Burlington Sawmill  
Shelton  
Shelton  
Lincoln  
Red Bluff Millwork  
Corporate  
Burlington Sawmill  
Quincy  
Shasta Lake  
Burlington Sawmill  
Burlington Sawmill  
Shelton  
Eugene  
Window Sales - N. CA  
Centralia Sawmill  
Burlington Sawmill  
Richfield Millwork  
Centralia Sawmill  
Burlington Sawmill  
Lincoln  
Trucking  
Eugene  
Eugene  
Shasta Lake  
Burlington Sawmill  
Burney  
Trucking  
Fab Shop Anderson  
Eugene

## 10 Years!

Samuel Aguilar  
Travis Anderson  
Oliberto Bartolon-Roblero  
Tommy Bowyer  
Dylan Braggiotti  
Andrew Bray  
Marc Callagan  
Amy Campos  
Aurelia Carretero  
Brent Casey  
Maria Castro  
Darren Cox  
Monica Doberstein  
Robbie Elliott Jr  
Ryan Erven  
Hans Flores  
Robert Fuller  
Julio Galvan  
Casey Gilbert Sr  
Maria Giron  
Craig Goodwin  
Eric Hawley  
Steve Holeman  
Jason Hubbert  
Eddie Ingalls  
Shelly Johnson  
Christine Karrasch  
Scott Kibler  
Carl Knopp  
Bill Muncrief  
Adam Nekut  
Joseph Pasillas  
Janine Probst  
Andrew Proulx  
Tyler Rockwell  
Cesar Rodriguez  
Scott Russell  
Chilo Sanchez  
Reynaldo Santos  
Russ Skelton  
Aaron Smith  
Mike Spangle  
Ramon Vargas  
Danny Wallace  
Josh Wallace  
Travis Williams  
Dave Wilson  
Jeff Winn

Red Bluff Millwork  
Sonora  
Eugene  
Lincoln  
Window Sales - So. CA  
Forestry  
Eugene  
Windows Red Bluff  
Windows Red Bluff  
Quincy  
Richfield Reman  
Red Bluff Millwork  
Windows Medford  
Centralia Sawmill  
Centralia Sawmill  
Red Bluff Millwork  
Anderson Sawmill  
Chinese Camp  
Lincoln  
Windows Red Bluff  
Windows Medford  
Richfield Reman  
Lincoln  
Anderson Sawmill  
Anderson Sawmill  
Sales & Service  
Windows Medford  
Red Bluff Millwork  
Centralia Sawmill  
Sales & Service  
Quincy  
Red Bluff Millwork  
Windows Medford  
Windows Merrill Water  
Quincy  
Richfield Millwork  
Sonora  
Trucking  
Lincoln  
Shasta Lake  
Forestry  
Red Bluff Millwork  
Burney  
Chinese Camp  
Sonora  
Red Bluff Millwork  
Aberdeen Sawmill  
Noti

## 5 Years!

Michael Adams  
McKenna Aguilera  
Brian Barry  
Warren Baughman  
Justin Beebe  
Jeff Beringer  
Fernando Bernal Jr  
Alex Boer  
Derek Bradshaw  
Heath Brook  
Robert Brown  
Jonathan Brummel  
Calvin Bruton  
Tomas Caldera-Apodaca  
Daren Calkins  
Russell Canaday  
Thomas Carioscio  
Kimberly Carney  
Daniel Collins  
Ryan Corkrey  
Paulo Costa  
David Deckys  
Kelly Dick  
Peggy Dye  
Tom Eisner  
David Foster  
Ruben Garcia  
Miguel Garcia-Resendiz

Shelton  
Windows Medford  
Trucking  
Shelton  
Shelton  
Trucking  
Sales & Service  
Window Sales - Pacif  
Burlington Sawmill  
Lincoln  
Lincoln  
Fiber Products  
Trucking  
Windows Red Bluff  
Burlington Sawmill  
Shelton  
Window Sales - Chicago  
Window Sales - Chicago  
Fab Shop Anderson  
Trucking  
Trucking  
Fab Shop Anderson  
Trucking  
Burney  
Windows Medford  
Quincy  
Lincoln  
Aberdeen Sawmill



## 5 Years...

Nathalia Gudmundson	Windows Medford
Francisco Gutierrez-Cedeno	Lincoln
Jamie Hanson	Lincoln
Dallas Harreld	Lincoln
Vanessa Hayes	Windows Red Bluff
Kevin Haynes	Sales & Service
Roland Hays	Quincy
Justin Heath	Fiber Products
Bill Henderson	Window Sales - Arizona
Cody Hereford	Fab Shop Anderson
Gustavo Hermoso	Windows Red Bluff
Elizabeth Herschell	Windows Medford
Isaiah Hill Pletcher	Noti
Jeremiah Hubbs	Shelton
Todd Innocenzi	Window Sales - Chicago
Luciano Jaimes	Shelton
Brook Johnson	Windows Medford
Greg Johnson	Trucking
Dan Kahn	Trucking
Kurtis Kessler	Quincy
Jordan Knight	Windows Red Bluff
Andrew Kruse	Eugene
Fleeman Kwazelin	Richfield Reman
Matt Lepka	Windows Medford
Paul Littler	Lincoln
Lorenzo Lopez	Chinese Camp
Craig Ludwig	Red Bluff Millwork
Eybar Madrigal	Anderson Sawmill
Brian McCaughey	Trucking
Reyes Mendoza-Paulino	Eugene
Jodie Metz	Windows Medford
Ted Miller	Centralia Sawmill
Sean Moore	Window Sales - Arizona
Chris Mullen	Shelton
Taylor Nankervis	Fab Shop Anderson
Terren Navone	Anderson Sawmill
Frank Nevarez	Sonora
Stephen Pearson	Shelton
Tara Peirce	Red Bluff Millwork
Brian Pene	Anderson Sawmill
Vanessa Perez	Red Bluff Millwork
Matt Phelps	Eugene
Jamie Phillips	Shelton
Alonso Prado	Richfield Reman
Luke Putnam	Windows Red Bluff
Kyle Quante	Windows Medford
Shena Quante	Windows Medford
Andrew Raney	Shelton
Michele Richey	Window Sales - CO
Joshua Rose	Burney
Nick Rose	Lincoln
Dakota Russ	Richfield Reman
Jake Sanchez	Shelton
Octavio Sanchez	Shelton
Travis Sarbacher	Burney
Patrick Sasso	Windows Red Bluff
Glenn Schoenfeld	Window Sales - SE
Katie Siemek	Windows Medford
Israel Silva-Hernandez	Eugene
Michael Smith	Shasta Lake
John Sohlman	Noti
Cody Stewart	Window Sales Pacif NW
Guy Stewart	Quincy
Solomon Storment	Sonora
Timothy Urban	Centralia Sawmill
Chris Valleau	Burlington Sawmill
Kevin Vontalge	Lincoln
Marshall Wadnizak	Eugene
Richard Walling	Trucking
Bronze Warner	Centralia Sawmill
Rob Watson	Shelton
Paul Weatherman	Lincoln
Nate Weston	Eugene
Russ Williams	Shelton
David Williams-Escosa	Window Sales - N. CA
Jeffrey Worrel	Windows Red Bluff
Gary Young	Sales & Service

# HEALTH BENEFITS PLAN FOR RETIREES

## DID YOU KNOW...

- SPI offers a Retiree Health Benefits Plan for eligible employees who retire from the company before they are 63 ½ years old
- The Retiree Plan benefits are very similar to the medical benefits available in the Health Benefits Plan
- The Retiree Plan is a great option for SPI retirees who need coverage for a longer period than COBRA continuation offers
- The Retiree Plan is available for SPI Retirees and their eligible spouses
- The premium is the same as the COBRA continuation coverage premium
- If interested, you must elect Retiree Plan coverage before (or on the day of) retirement

**(530) 378-8200**

Call Health Benefits for more information about eligibility requirements and benefits



THE FINE PRINT – not all eligibility requirements and limitations are shown. This summary is meant to highlight certain benefits. This summary does not replace the Plan Document. Please refer to the Plan Document for details.

# RETIREEES



## CRAIG ANDERSEN

Craig retired from Shasta Lake after 16 years with the Company. He plans to spend his extra time with his wife and two dogs, as well as care for his wife's mother. He plans to focus on home improvements and get extra rest!



## JAMES FIELDS

After 17 years, James retired from his position of Service Tech at the Anderson Sawmill. He is going to Alaska! James was a commercial fisherman for 12 years and hopes to get his license again and build a house in Alaska.



## TERRY KNIGHT

After 26 years, Terry retired from Inside Sales at Red Bluff Windows. He plans to travel to Montana more to see his son, volunteer at church, and ride his trike. He is looking forward to having time to "do old guy things" and sell things on e-bay.



## GUSTAVO ARREOLA

Gustavo retired as Salvage Cutter from Red Bluff Millwork after 38 years. He has plans to spend more time with his wife, going dancing and to baseball games (Go Oakland A's!). Along with his home projects, he hopes to travel to Mexico and exercise now that he will have the time.



## ALAN GULKO

Alan retired from Lincoln after 14 years as an Accountant. He plans to travel with his beautiful wife and family. He is looking forward to spending time with his grandkids, volunteer work, golf lessons, and maybe serve on the grand jury.



## DAVID KACZMARCIK

David retired as a Machine Operator from Medford after 44 years with SPW.



## ED BARNETT

Ed retired from his position of Grader at Sonora after 21 years. He will enjoy having some time for himself and for fishing. He has always wanted to see his picture in the retirement section of Boardtalk, and the time has come!



## JOSEPH HAMM

Joseph retired from Medford after 23 years. He plans to spend his retirement going fishing and cutting wood for the next year.



## RON KELNHOFER

After over 22 years, Ron retired from Red Bluff Millwork. He is looking forward to not getting up a 4am or working Saturdays. Ron's wife still works, and he's going to have dinner waiting for her when she gets home! He plans on keeping busy with home projects, going camping, and visiting friends.



## RICHARD CANAGA

After over 27 years, Richard retired from the Anderson Sawmill as Crane Operator. He plans to spend his time with his kids and grand kids, putting around the house, and traveling.



## MICHAEL HELT

After 22 years with SPI, Mike Helt retired from his position as Machinist at Quincy. He plans to travel, start on the honey-do list, golf and golf some more!



## KEN LOVELADY

Ken retired as a Log Scaler after 30 years with SPI, and 50 years total experience. He is looking forward to getting caught up on his 'honey-do' list. Ken and his wife plan to visit every baseball stadium in the US!



## JAN CASTER

Jan retired as a forester out of the Lassen District after 24 years with the Company. Jan will miss her SPI family but is looking forward to spending her retirement exploring the western states and driving the Alaska Highway. She is going to hunt and fish as much as possible and might relax a little.



## MIKE HERN

Mike retired from his position of Millwright at Quincy after 6 years. He is looking forward to gold-mining, building cars, and traveling during his retirement.



## PAUL MARTIN

After 17 years, Paul retired as a Laborer from Chinese Camp. He plans on catching up on the night-time programming, and possibly volunteering at the local historical society.



## CRAIG COFFEY

Craig retired from Richfield Millwork after 33 years with SPI. He looks forward to completing home projects, going camping and crabbing in Crescent City with his kids and spending more time with his girlfriend.



## KEITH HERNDON

Keith retired from Burlington as Cogen Operator after 38 years with the Company. Keith and his wife will be busy raising their two granddaughters. He plans on woodworking and having more time to ride his motorcycles.



## MANFRED METZLER

Manfred retired after 11 years from Lincoln as a Loader Operator. He plans on tackling his very long honey-do list, taking care of his grandkids and traveling to Germany a lot!



## VINCE COPELAND

Vince retired as a Loader Operator in Shasta Lake after nearly 40 years. He plans to travel to see his grandkids in Oregon with his travel trailer, work on his street rods and make time for more family events.



## JOE HILGART

After 19 years, Joe retired as a Millwright from Aberdeen. He plans to relax, spend time with family and is looking forward to becoming a new grandpa in September. He is overjoyed and looking forward to this next chapter in his life.



## ROSE NOBLE

Rose retired from Richfield Reman after 6 years from her position as Patch Crew. She plans on spending time with family during her retirement.



## GILBERT DAVIS

After 15 years, Gilbert retired from SPI Burlington. He plans on taking lots of walks with his wife, fishing and lots of computer gaming. He is also looking forward to taking his 4 grandkids out on the boat.



## GARY HOON

Gary retired from his position of Lumber Truck Driver after 12 years with SPI. In retirement, he plans on traveling with his wife in their RV, playing more golf, fishing, and working on his house.



## BRADLEY MYERS

Bradley retired from Richfield Reman after 36 years with the Company. He plans to continue helping in his church, fixing up houses and his sail-boat and build a play structure for his grandkids. He is looking forward to traveling and going on an Alaskan cruise!



### **RICHARD MYERS**

Rich retired from his position of Oiler at Red Bluff Millwork just shy of 22 years. His big plans for retirement include: moving to Montana, spending time with his son and grandkids, and working with his two-year old rescue dog. He plans to continue to volunteer with senior citizens, as he finds it rewarding.



### **GARY ROGERS**

Gary retired as a Purchasing Agent from the Anderson Warehouse after 26 years with the Company. He plans to explore the East Coast, continuing work on mission trips, and hunting and fishing. He also plans on spending time with his daughter and grandkids.



### **KARL THOMPSON**

Karl retired from his position of Utility from Richfield Millwork after 28 years with SPI. He plans on gardening, fishing, and remodelling his house.



### **NARCISO PAGDANGANAN**

Narciso retired from Lincoln as a Millwright with the Company for 15 years. He plans to work in the garden, visit family in LA, Canada, and go to the Philippines.



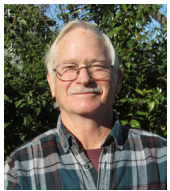
### **LARRY SALVADOR**

Larry retired from Sonora after 11 years with the Company. He plans to spend retirement traveling, riding his motorcycle and working around the house.



### **ROBERT WEST**

Robert retired as National Account Manager after 32 years with the Company. He plans on spending more time with his family, playing his guitar, and taking a trip to Europe to golf in Scotland.



### **BRIAN PARSONS**

Brian retired as Sander Operator from Red Bluff Millwork after almost 43 years. He plans on tackling his long list of projects, hunting, fishing, and traditional archery! He plans on pursuing ministry opportunities and playing harmonica in his church group, as well as traveling to visit his children & grandchildren.



### **ALBERT SAYER**

Albert retired as Safety Coordinator from Red Bluff Millwork after 35 years with the Company. He plans on spending more time with his wife, kids, grandkids, doing some traveling, playing golf and just enjoying life.



### **JEFF WILLIAMSON**

Jeff retired from Shasta Lake after 29 years with SPI. He hopes to move to Idaho to be near his grandkids see more of them. He plans on spending time golfing, fishing and camping, and working around his house.



### **DON PORTEOUS**

After 43 years, Don retired from his position of Planer Supervisor at Shasta Lake. He plans on boating, fishing, hunting, and enjoying his many other hobbies and doing home projects. Don said, "It's time I trade this family for more time with the other."



### **TODD SCHMUTZLER**

Todd retired from his position of R&D tech from Medford after just shy of 31 years with SPW. Todd has a long list of plans for his retirement – fishing every week, long snowmobile trips, traveling the US in his RV are just a few!



### **SUSAN WITHERSPOON**

Susan retired after 25 years with Forestry. She is looking forward to extra time at home with family, visiting kids and grandkids, and lots of time in the garden.



### **LINDA RAMSEY**

After 35 years with the Company, Linda retired from her position of Bander at Lincoln. She is looking forward to gardening and catching up on work around the house. She plans to drink wine, and maybe try some bourbon.



### **ROBERT STILL**

After 37 years, Robert retired from Lincoln as a Millwright. When asked how he was going to spend retirement, Robert said "I'm going to do whatever I want, whenever I want to do it!" He also plans on working around the house and volunteering at church.



### **DANNI WYMER**

Danni retired from Lincoln in Accounts Payable after 26 years. She plans on cruising to Alaska, and getting back into gardening and finishing yard projects.



### **RANDY ROBERTS**

Randy retired as a Log Truck Driver out of Lincoln after 5 years. He plans on traveling the states with his wife and finding somewhere new to call home.



### **KATHE STOWER**

Kathe retired from Richfield Reman in her position of Shipping Supervisor after just shy of 36 years. She plans on spending time with her kids and grandkids, lounging by the pool and gardening. She hopes to hit all the MLB stadiums (hopefully catching the Dodgers every time!)



### **SHANE YOUNG**

Shane retired as Area Manager after 36 years with SPI. He plans on traveling, refinishing furniture, and making wine in his spare time. He is looking forward to chasing his 6 grandchildren around and spending time with Sally, his wonderful wife of 38 years.

Thank you for your dedication and years with SPI

*Congratulations*  
ON YOUR RETIREMENT!

# BOARDTALK

GROWING FORESTS FOR OUR FUTURE.

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RETURN SERVICE REQUESTED

## SPI CREW WINS AT ANNUAL COMPETITION

The WWPA (Western Wood Products Association) annual Lumber Grader Training and Competition was held at Collins Pine Forest Products in Chester, CA in April, 2022. The competition has four categories; OC Supervisor/Master Lumberman, Certified Lumber Grader, Non Certified Lumber Grader and Open Non-Graders. Twenty-one SPI crewmembers attended with two winners in the competition. Congratulations to Juan Espinoza, Red Bluff/Richfield OC Supervisor in the OC Supervisor/Master Lumberman Division (middle top photo) and Shawn Morgan, Red Bluff/Richfield Millwork OC in the Open Non-Grader Division (middle bottom photo). Both pictured with (L) Charlie Phillips-WWPA Field Manager and (R) Pete Austin-WWPA Director of Quality Standards.

