

**GROWING FORESTS FOR OUR FUTURE.***Made in the U.S.A!*

## OUR MOST VALUED ASSET - OUR CREW

---

**RED EMMERSON**

---

I think our people work harder than most. It's something that comes with being a part of a successful and growing company. Sure, there are many other career choices out there that may present an easier path, more time off, fewer challenges, etc. But that's not who we are, and I am proud that our crewmembers take challenges head on and seize opportunities to do better and be better, both as individuals and for the Company.

This year has been full of challenges and rewards. Demand for lumber and windows has been at all-time highs. Keeping our most important customers supplied with what they need to run their businesses has not come easy. But we are getting it done because we have to. And we are getting it done with the hard work, sacrifice, and grit of our people that chose to build a career here. As a result of the market conditions and everyone's efforts, we have been able to provide a Company-wide pay increase and two bonuses this year to our crew. That's good, and we hope to be able to do more, but what I really hope to share here is the longer-term picture of what it means to be part of this Company.

I know that many of our people have been putting in a lot of hours lately and dealing with new challenges. Some of that will get resolved with time and smart growth of our workforce. Some of that is not a problem to be fixed – it's opportunity. Few careers have been built sitting on the couch on government-boosted unemployment. Few leaders have emerged by choosing the easiest path. And there's something to be said for having a boss that pushes you to learn new skills, challenges the limits of one's potential, and provides opportunities to succeed. Accomplishing great things as individuals and as a Company will always come with trials and sacrifice. It's not easy, but I believe it's worth the effort.

I have always believed that taking care of our people is key to our success. Fair pay and good benefits are certainly important, but it means more than that. It means providing a place where you can finish the day knowing that you accomplished something good and your work is appreciated. It means knowing that you are valued and your work is important. It means being part of a Company we can all be proud of and know will always be there for us in good times and during the tough times. I know you work harder than most. It is appreciated, and we will always try to make it worth your effort.

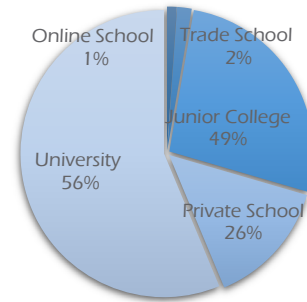
*Red*

# \$610,000 IN SCHOLARSHIPS



For the upcoming academic year of 2021-22, the Sierra Pacific Foundation will award over \$610,000 in scholarships to 183 students as they attend colleges, universities and trade schools. "It is both an honor and a privilege for our family to continue to offer this ongoing support during these challenging times," said Carolyn Emmerson Dietz, Foundation President. "We remain committed to helping tomorrow's leaders. As we help these outstanding young people pursue their dreams, we are investing in the future and in the generations to come."

## TYPES OF SCHOLARSHIPS



■ Online School ■ Trade School ■ Junior College ■ Private School ■ University

### SCHOLARSHIP TRIVIA:

1. When was the Sierra Pacific Foundation established?
2. How much money has been awarded to scholarship recipients since it started?
3. What types of schools are supported?
4. Who may apply?
5. How many years are recipients eligible?

### Answers:

1. The Sierra Pacific Foundation is the philanthropic organization founded by the Emmerson family in 1979.
2. Over \$8.8 million has been donated in scholarships.
3. Universities, colleges, junior colleges, trades schools, vocational schools, on-line schools, and international schools.
4. Eligible applicants are dependent children of Sierra Pacific Industries' employees.
5. Recipients are eligible for the scholarship for four years, with some granted a fifth year based on their school and finalizing their undergraduate degree or trade school program.

## ENGINES ARE ROLLING - BUT NO SIRENS



Fire crews from two stations pause from a training exercise hosted at our Burlington sawmill for a photo with a few SPI crew.



During a training exercise the Fire Chief checks the readings on a natural gas detector. These detectors were donated to the fire station by the SPI foundation.

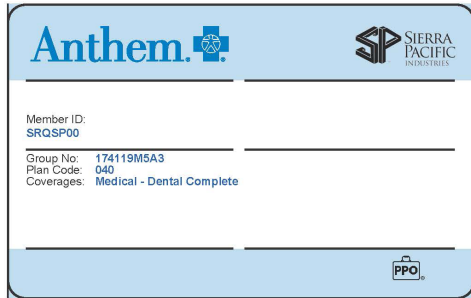
When six fire trucks roll onto a mill site it's usually not good news, but that was not the case in April for our Burlington division. The Leadership at the Burlington Sawmill took the initiative and hosted a joint training exercise with two local fire districts. Fire crews from the McLean Road Fire Station, District 2, and District 6 who also responds to calls in the area participated. The purpose of the training was to help fire crews become familiar with the bag house, chip conveyors and bins, and the onsite water sources and systems. Following the training the firefighters received a tour and then participated in group problem solving sessions with scenarios developed by Burlington Safety Coordinator Tony Minor.

Both Division Manager Brad Gould and Superintendent Scott Eschenbacher were in attendance. This event was an extension of the ongoing partnership SPI has with the local fire department. Chief Ekkelkamp of District 2, showed off some of the department's hi-tech gear including natural gas detectors and thermal and imaging cameras, both of which have been funded by grants from the Sierra Pacific Foundation. According to the chief, this new equipment allows the crews to operate much more safely by giving them better and more accurate information while on a call. Thank you to the Burlington crew for the proactive fire outreach and to the Skagit county fire departments for their ongoing partnership!



# BENE-FACTS

**FRONT**



**BACK**



## New Health Benefits ID Cards:

In the last few weeks you should have received your new Health Benefits Plan ID cards in the mail. (They look like the card above.)

**Why did you get a new card?** Your Dental and Medical ID cards have been combined into one convenient card.

### Remember:

- Make sure to show your new ID card to your Medical and Dental providers at your next visit.
- You should now have only two ID cards for your wallet: This new one and your CareMark Discount card.
- Be sure to contact the Health Benefits Department for replacement ID cards at 530-378-8200.

## GET#CONNECTED

Congratulations to SPI Forestry's Mike Mitzel for sharing this most popular crew member photo of the quarter. The photo was viewed 17,060 times and earned 284 likes, 51 comments, and 90 shares

"1 down, 9,999,999 to go! A closer look at this fire-devastated landscape shows a sign of green HOPE in the newly planted seedling by our reforestation specialist Mark Pritchard. In 2020, California experienced its worst fire season with 4.4 million acres burned across the state. At SPI we are doing our part, beginning the long, hard work of recovering and restoring our forestlands impacted by these wildfires. In the background is the beginning of the process: removing the dead and dying fire-damaged trees, sending them to our sawmills to be manufactured into lumber that will help store carbon for the long-term in homes and buildings. This planted seedling is the first of 10 MILLION trees to be planted over the next few years in the area devastated by the Bear Fire in Butte and Plumas counties. The newly planted trees are all a part of the restoration effort to help protect soil, restore damaged watersheds & wildlife habitats, and start anew a carbon sink in the young growing forest."



Get **#CONNECTED**. Forward your photo via Facebook message or directly to [kluther@spi-ind.com](mailto:kluther@spi-ind.com) with permission to re-post and you might see your photo here! Stay in touch with your **#spifamily!**

# DRIVEN TO INSPIRE



It went by in a flash, but it was one heck of an adventure! If you didn't hear the news, buckle up... Sierra Pacific merged out of the cruising lane and put the pedal to the metal – it was a pretty exciting ride! As a co-primary sponsor of Car #25 and driver Stefan Wilson at the INDY 500, the Sierra Pacific Windows and Industries brands were seen by 135,000 in-person fans, over 5.5 million viewers across tv and live streaming networks, the endless audience online and on social networks. That's a lot of coverage! All those eyes spying SPI is a huge deal, but what really inspired us to get involved in the greatest spectacle in racing was the driver behind the wheel, Stefan Wilson. With an unrelenting grit and passion for the sport (plus a pretty cool British accent) Stefan is the type of person you can't help but root for. His history in the industry, family ties, and hardworking nature all strike a chord with us at Sierra Pacific, and did we mention his accent?

Stefan not only had the Sierra Pacific name behind him, but an Andretti Autosport Honda to boot. Along with primary sponsor LOHLA SPORT, and backer Cusick Motorsports, Wilson has a lot of companies and people that believe in him. The big day came and went.

Unfortunately Wilson did not get to chug the bottle of milk at the end of it all, but Sierra Pacific is proud to have been a part of this thrilling ride. If you want to catch up on the action, check out the INDY 500 highlight saved on our Instagram profile by scanning the QR code here. Meet Stefan, learn some fun INDY 500 facts,



## BASEBALL IS BACK FULL SWING IN WI



Westboro baseball field with its newly installed score board. Proudly showing off our SPW logo. The foundation joined with other local business and co-sponsored this scoreboard.

The 2021 baseball season will be an exciting one for citizens in our Medford WI, operating community. Not because Covid-19 restrictions are lifted (though that is exciting), but thanks to the Sierra Pacific Foundation for generously donating to help two different ballfields purchase new scoreboards.

The first field getting a new electronic score board is the Medford City Baseball League/Little League. This project has been in the works for the past two years and will be completed July 2021. After sitting dormant for many years, the organization has taken over two city fields serving over 300 local youth 5 years old through high school. They host games almost every night of the week and many weekend tournaments. Volunteers have been working hard "bringing the fields back to life" using the funds from the entry fees and concession sales to help get these ballfields back into good working condition.

The second scoreboard will be placed near Medford at the Westboro Baseball Field. This is considered a "heritage" field as it is one of the oldest operating fields in the county. Up until the last season it was using an over 60-year-old score board with wooden numbers that would need to be changed by hand. Needless to say, the members of the Trojan Baseball team as well as local little league are really looking forward to the added class and convenience that electronic scoreboard will add. We were a co-sponsor for this project which was installed and completed June 2021.

Both of these baseball organizations are eager to put these scoreboards to work. These new assets help market these fields as a destination, allowing them to host more tournaments, host more teams and bring in more revenue into the communities.



# SPOTLIGHT ON SUCCESS: CROSSING STATE LINES

Just after high school Luke Mansuetti joined the U.S. Air Force where he lived, worked, and, traveled around the globe. His “day job” was loading and offloading cargo planes, but the highlight of his time in the Air Force was playing baseball on many upper-level military teams. He was even selected to live in England for a year and a half, to play with and help coach the English teams. After 11 ½ years in the military, budget cuts led to an early release and Luke was looking to start over with a young family. He needed a job with career potential. After joining the civilian ranks he moved his young family to Loyalton, CA, where his sister and her husband lived. His brother-in-law was working at SPI’s former Loyalton sawmill and helped him get hired as a clean-up laborer at the debarker. When a bid position opened up in maintenance for an oiler, he jumped at the chance to learn from the millwrights. He took advantage of his time as an oiler to train with the millwrights, started “chasing whistles,” and became the relief supervisor. After about four years, a sawmill supervisor position opened up and he was quick to get his bid in and eager to move into supervision. When the Loyalton mill permanently closed in 2001, Luke accepted a position as a sawmill supervisor in Quincy. This is when he first learned the value of working in and learning from different mills.

In 2001-2002, SPI was expanding into Washington. Luke contacted the area manager that had moved up there to build the mill, as they had known each other in California. Aberdeen needed a swing shift sawmill supervisor, and Luke was looking for his next opportunity. So he and his family packed up their belongings and moved to Grays Harbor County without ever even having visiting the state. With this move, Luke found himself a part of a special team with about 20 others who had also moved from small towns in California, excited to build a foundation for SPI in a new community and in a new state. “We felt like pioneers, building from the ground up, not just a new mill, but also a new state for SPI,” says Luke. The Washington crew members called them the “displaced Californians,” but they were far from displaced. They became a tight-knit community with many of their kids growing up together and 20 years later are more like family than just “co-workers.”

**“SPI WILL LET YOU  
BE WHATEVER YOU  
WANT TO BE, IF YOU  
DO THE WORK!”**

While he loves very small towns, his family thrived being close to Aberdeen and Olympia allowing them to take advantage of a larger scope of youth activities that were not available in Loyalton or Quincy at the time, such as high-level sports, dance, drill teams and cultural events. He says that was the best part of the move for his family. But for Luke, the best part of the move is hunting season. In his 11 years in Loyalton he was never successful in drawing a deer tag, even with deer in his backyard. “Here in Grays Harbor, you stop by the local hardware store and they just ask you if you want deer, elk, bear and cougar all on the same tag!” He is also quite the fisherman. He traded High Sierra trout for surf perch and ling cod at the beach. He feels like it’s a sportsman’s paradise. Luke said that while some may be afraid of the weather, he doesn’t miss water rationing and has really found his home.

In looking at his work history, many ask what brought about his decision to become a Safety and Environmental Coordinator at this point in his career. He said the favorite part of his job is mentoring coworkers and being able to share his experience with others. He had come to a point in his career where he really didn’t feel he could physically chase whistles anymore, but that he still had a lot to offer. He is enjoying being part of the safety culture that has really improved in his 28+ years in the business. He truly believes that it is Safety first, Quality second and Production third!

And the Aberdeen team appreciates having someone in this role that has experience in understanding both the big picture and the details of the mill. According to Aberdeen Division Manager Ron Birch: “The value of Luke’s varied experience, both in mentoring and really understanding how the jobs are done, is immeasurable.”

He feels like he’s a living example that you don’t need a fancy education to be really successful in life. According to Luke “SPI will let you be whatever you want to be, if you do the work!”



- Hometown:** Auburn, CA
- Family:** Wife, grown kids and 10 grandkids
- Hobbies:** Golf, hunting, fishing, traveling
- First Job:** U.S. Air Force
- Activities:** Spending time with family.
- Fun Fact:** His granddaughter was just hired at the Aberdeen mill for a summer hire to save money before she heads to Idaho State in the fall.

# CONGRATULATIONS!

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

Red

## 45 Years!

Bob Zelwick

Windows Red Bluff

## 40 Years!

Allan Eisner  
Greg Kautzer

Windows Medford  
Windows Medford

## 35 Years!

John Acker  
Gary Blanc  
Jimmy Burnett  
Dan Gonzales  
James Heisler Jr  
Curtis Hibbeln  
Lisa Krause  
Gina Lievens  
Kathe Stower  
Cindy Ziembo

Fiber Products  
Sales & Service  
Windows Merrill  
Quincy  
Windows Medford  
Burney  
Windows Merrill  
Shasta Lake  
Richfield Reman  
Windows Medford

## 30 Years!

Raul Alanis  
Jeff Duginski  
Doreen Eady  
Barb Graham  
Richard Jacobsen  
Tim Johnson  
Henry Lai  
Greg Miner  
Serafin Mondragon  
Dan Schmidt  
Todd Schmutzler  
Paul Sellers Jr  
Gustavo Torres  
Ray Weidner

Red Bluff Millwork  
Windows Merrill  
Sales & Service  
Red Bluff Millwork  
Red Bluff Millwork  
Anderson Sawmill  
Oroville  
Richfield Millwork  
Red Bluff Millwork  
Windows Merrill  
Windows Medford  
Quincy  
Richfield Millwork  
Sales & Service

## 25 Years!

Steven Anderson  
Heidi Apfelbeck  
Scott Beebe  
Jeremy Byrd  
Molly Cossuto  
Dylan Dickson  
Dan Dobson  
Mark Gray  
Ryan Land  
Jerry Martin  
Jim McCoard  
Dennis Noble  
Gary Noel  
Larry Pries  
Scott Reisdorf  
Tim Sabatke  
Roger Williams

Windows Merrill  
Windows Medford  
Anderson Poles  
Red Bluff Millwork  
Sales & Service  
Windows Red Bluff  
Quincy  
Forestry  
Sonora  
Red Bluff Millwork  
Windows Red Bluff  
Chinese Camp  
Lincoln  
Chinese Camp  
Windows Medford  
Windows Merrill  
Windows Merrill

## 20 Years!

Patrick Allen  
Maria Alvarado  
Jonathon Andrews  
Sylvester Avila  
Ed Barnett  
Toby Bowman  
Gilberto Cardenas-Sanchez  
Luciano Cortes  
Israel Delatorre  
Charles Ellertson  
Roy Hall  
Maria Herrera  
Victor Herrera  
Brian Howard  
Dave Ingram  
Ivan Iquera  
Terry Johnson  
Craig Kask  
Pat Keep  
Eddie Lawson  
Rosendo Lopez  
Greg Mahon  
Justin McCabe  
Mario Melchor  
Ruben Melchor  
Clemencio Mendez  
Ines Moreno Jr  
James Pendergrass  
Eric Pitner  
Armando Ramirez  
Tom Riddell  
Briana Robertson  
Ken Rodriguez  
Roland Rusher  
Salvador Serrato  
Talina Smith  
Jeffrey Strong  
Ana Tapia  
Ramon Torrez

Forestry  
Richfield Millwork  
Anderson Sawmill  
Burney  
Sonora  
Burney  
Red Bluff Millwork  
Oroville  
Burney  
Burlington Sawmill  
Oroville  
Windows Red Bluff  
Richfield Millwork  
Burney  
Oroville  
Oroville  
Oroville  
Lincoln  
Burney  
Anderson Sawmill  
Burney  
Red Bluff Millwork  
Oroville  
Oroville  
Oroville  
Red Bluff Millwork  
Anderson Sawmill  
Oroville  
Sales & Service  
Oroville  
Burney  
Windows Red Bluff  
Burney  
Sonora  
Red Bluff Millwork  
Windows Red Bluff  
Shasta Lake  
Windows Red Bluff  
Burney

Maui

Rodrigo Ubias  
Gerardo Vargas  
Arnoldo Vasquez  
Iggly Venegas  
Santino Yabra

## 15 Years!

Robert Anderson  
Don Blackburn  
Carl Brown  
Tirzah Chase  
Dustin Eggleston  
Alton Emery  
David Fackrell III  
Robert Fecko  
Ricardo Fernandez  
Alfredo Flores  
Jeff Granstrom  
Tim Greene  
Forest Grim  
Rafael Hernandez  
Guy Kaplan  
James Lucas  
Robert Mason  
Fernando Montoya  
Darrin Moorcroft  
Toby Mulligan  
Roger Newton  
Rigo Pasillas  
Marius Petrucescu  
Linnie Roberts  
Miguel Rojas  
Daisuke Sakuma  
Lonjino Solorio  
Mike Waring  
Darby Whatley  
Dennis Young

## 10 Years!

Uriel Avelar-Herrera  
Mark Biren  
John Blachley  
Mike Bolf  
Glenn Boyles  
Randy Brock  
Matt Brooks  
Randy Burns  
Tashalia Butler  
Duane Carrera  
Richard Castillo  
Victor Ciardi  
John Davis  
Mike Davis  
Amy Dehne  
Dan Dixon  
Adam Ellsworth  
Serapio Escalante  
Julie Frahmman  
Mike Galloway  
Santiago Gonzales  
Perry Greene IV  
Matthew Guthrie  
Mike Henrichs  
Gabriela Herrera  
Rob Lane, Jr  
Brian Marquette  
Jason McCurry  
Bob Mellady  
Manfred Metzler  
Bryan Meyer  
Eddie Navarra  
Chris Nieman  
Jeff Olson  
Lynn Olson  
Emiliano Ortega  
Roger Oudman  
Flora Perez  
Drew Peterson  
Louis Pinnell  
John Reynolds  
Larry Salvador  
Linda Schilling  
Bill Southwick  
Peggy Teasley  
Ed True  
Ben Vera  
Michael Vuyovich  
Daniel Waltermire  
Tom Watson  
James Williamson  
Chris Wilson

George

Lincoln  
Burney  
Richfield Millwork  
Burney  
Burney

Shelton  
Centralia Sawmill  
Anderson Sawmill  
Sales & Service  
Lincoln  
Aberdeen Sawmill  
Aberdeen Sawmill  
Forestry  
Lincoln  
Richfield Millwork  
Aberdeen Sawmill  
Centralia Sawmill  
Lincoln  
Richfield Millwork  
Centralia Sawmill  
Red Bluff Millwork  
Shelton  
Centralia Sawmill  
Forestry  
Fab Shop Anderson  
Lincoln  
Aberdeen Sawmill  
Lincoln  
Forestry  
Richfield Reman  
Centralia Sawmill  
Windows Red Bluff  
Window Sales

Windows Red Bluff  
Fab Shop Anderson  
Forestry  
Lincoln  
Sonora  
Burney  
Quincy  
Sonora  
Windows Medford  
Trucking  
Centralia Sawmill  
Forestry  
Sonora  
Quincy  
Windows Medford  
Fab Shop Shelton  
Burlington Sawmill  
Lincoln  
Windows Medford  
Trucking  
Windows Red Bluff  
Quincy  
Burlington Sawmill  
Windows Merrill  
Windows Red Bluff  
Burney  
Sonora  
Sonora  
Windows Medford  
Lincoln  
Trucking  
Aberdeen Sawmill  
Quincy  
Burlington Sawmill  
Windows Medford  
Richfield Millwork  
Trucking  
Windows Red Bluff  
Fab Shop Anderson  
Shelton  
Burney  
Sonora  
Windows Medford  
Anderson Sawmill  
Burney  
Windows Red Bluff  
Sonora  
Trucking  
Quincy  
Sonora  
Sonora  
Trucking

# 5 YEAR ACHIEVEMENTS

Ben Alden  
Matthew Andrews  
James Angelucci  
Amy Ball  
Matthew Bolf  
Nick Borghi  
Chris Brown  
Cory Busher  
Rosie Cadmus  
Shane Cardona  
Jason Carlson  
Matt Chidester  
John Correia  
Christian Couch  
Scott Davis  
Ernesto Delgado  
Marco Diaz  
Jonathon Dollarhide  
Shirley Dyer  
Ivan Elias  
Alberto Esquivel  
Jessica Foushee  
David Gallegos  
Juan Gallegos  
Jessica Garcia  
Donna Geiger  
Vincent Gonzales  
Sheila Gosse  
Zebedee Harong  
Mel Heier  
Jeremy Higgins  
Jessica Hinojosa  
Richard Holloway  
Waylon Huestis  
David Huff  
Nicholas Jakubik  
Joe Jiskra  
Shane Keffer  
Bradley Kennedy  
Dan Kissner  
Alan Lamb  
Todd Larson  
Don LaRocque Jr  
Matt Long  
Luis Lopez  
Robert Lundquist  
Hunter McKelvey  
Terrell Mond  
Cory Moss  
Saira Munoz  
John Odegard  
Manuela Pahua  
Chuck Peterson  
Cheyanne Presley  
Jonathon Prochnow  
Ozzy Ramirez  
Edgar Reyes  
Randy Short  
Jennifer Sinclair  
Ben Sluder  
David Smith  
Jaiden Smith  
Josh Steen  
Glenn Stover  
Karl Swetnika  
Juan Valdivia-Morales  
Moises Villegas  
Amber Webber  
Michael Williams  
Channing Wilson  
Torrie Winningham  
Karl Wirth  
Richard York  
Eric Ysit  
Steven Zermeno  
Michael Zygowicz

Fab Shop Anderson  
Forestry  
Fab Shop Anderson  
Windows Red Bluff  
Lincoln  
Quincy  
Quincy  
Red Bluff Millwork  
Windows Medford  
Anderson Sawmill  
Windows Medford  
Shasta Lake  
Lincoln  
Quincy  
Burlington Sawmill  
Chinese Camp  
Burlington Sawmill  
Trucking  
Windows Medford  
Lincoln  
Burlington Sawmill  
Windows Red Bluff  
Forestry  
Trucking  
Lincoln  
Windows Medford  
Lincoln  
Windows Medford  
Red Bluff Millwork  
Windows Medford  
Sales & Service  
Forestry  
Anderson Poles  
Centralia Sawmill  
Shasta Lake  
Burlington Sawmill  
Windows Medford  
Red Bluff Millwork  
Burney  
Centralia Sawmill  
Aberdeen Sawmill  
Forestry  
Aberdeen Sawmill  
Quincy  
Windows Red Bluff  
Burlington Sawmill  
Sonora  
Red Bluff Millwork  
Burlington Sawmill  
Lincoln  
Aberdeen Sawmill  
Richfield Reman  
Windows Medford  
Windows Red Bluff  
Windows Medford  
Lincoln  
Anderson Sawmill  
Shasta Lake  
Windows Red Bluff  
Sales & Service  
Windows Merrill  
Lincoln  
Aberdeen Sawmill  
Burlington Sawmill  
Window Sales - Northern CA  
Richfield Reman  
Windows Red Bluff  
Quincy  
Forestry  
Window Sales - Southcentral  
Sales & Service  
Trucking  
Fab Shop Anderson  
Windows Red Bluff  
Lincoln  
Windows Medford



# RETIREES



## JUAN ABARCA

Juan, a prime-line operator at Richfield Reman has retired after 32 years of service. He will be building his retirement home in Mexico and is looking forward to spending time exploring the south end of Mexico as well as the US National Parks. He also wants to explore the night life of some big cities like New York, Chicago and Miami! Party on, Juan! You deserve it!



## JAMES BAKER

James Baker, a SPI truck driver for more than 25 years out of the Anderson truck shop has driven his last load and retired. He plans to fill his new found free time enjoying his family. Thank you, James, for keeping the logs rolling for so many years! Enjoy your retirement, you deserve it!



## BRIAN BORGERT

Has retired as a machine operator at the SPW Water St. Merrill, WI plant after 7 years. He bought a touring bike and has plans to put some major miles on it. First trips planned are to Sturgis and the Grand Canyon. When not on the open road he will spend time with his grandkids and fixing things around the house. Happy retirement, Brian.



## DONALD CAVALLI

An Anderson carline helper has retired. He is looking forward to spending a lot of time with his kids and grandkids, and with any time left over he will work on his hobbies: fishing, wood working, and photography. Thanks for the dedicated 32 years, Donald! Enjoy!



## ROGER DRAY

After almost 34 years within the industry Roger retired from SPW Medford. He is looking forward to hitting the gym, fishing, and hunting for birds and deer. He hopes to spend more time with his grandkids and enjoy his cabin in the woods. Thank you, Roger! Enjoy your retirement!



## DONNIE ELLISON

Donnie has retired as a certified lumber grader after a 32 year career at the Quincy Sawmill. He will continue to raise his 2 wonderful kids. (Which keep him very busy!) This summer he plans to hike 528 miles on the Pacific Crest Trail through Washington state. Thank you, Donnie, for your many years of service! Happy Hiking!



## PETER HILL

Has retired from his position as a dry kiln supervisor at our Lincoln Sawmill after 23 years of service. His next chapter of life will take place in Texas where he bought land and plans on raising cattle and building a home, when the lumber prices come down. Thank you, Peter!



## JACK HOGAN JR.

The prime line at Red Bluff Millwork may never be the same with Jack retiring after 30 years of service. He is going to dedicate time to working on his boat and getting it ready for fishing season, he might even participate in fishing tournaments again. Thank you, Jack! Fish on!



## LYNDA LAWSON

Lynda Lawson has retired from her position as a bark picker after 34 years with SPI. She wants to spend time in Idaho with her grandson and visiting family. She is also looking forward to drowning lots of worms (fishing)! Thank you, Lynda, for your many years of hard work! Enjoy your retirement, you deserve it!



## RICK LINDBLOM

Retired from his position as the Anderson Truck shop supervisor after 30 years. Though Rick is retiring from SPI he is not retiring from work. He is starting his own business following in his fathers footsteps. Any free time you can find him at his cabin on Trinity Lake. Well done, Rick, thank you! Best of luck in your new business!



## DAVID MCCLELLAND

After 46 years, David retired as a Letourneau Operator at the Shasta Lake Sawmill. His first plan is to finish some home improvement projects. He also is thankful for the COVID restrictions to lift so he can spend some time and money gambling. Most of all he will relax and just enjoy life. Best of luck, David! Thank you!



## TOM MCMAHAN

Tom has decided to retire after 26.5 years at Red Bluff Millwork. He kicked off his retirement by buying a home and moving to Alabama. There he will keep busy working on his taxidermy business as well as a lot of hunting and fishing. Thanks for all the dedicated years, Tom! Happy Retirement!



## DANIEL NORDGREN

Daniel has retired after 11 years as the director of Product of Implementation at SPW Medford and 42 years in the industry. He and his wife are looking forward to a more relaxing lifestyle. They plan to visit much of the country with their 5th wheel, spend more time with their kids and grandkids and hope to enjoy cruises with family and friends. Thank you, Daniel! Happy travels!



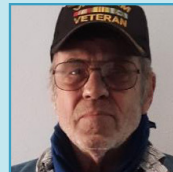
## MARK PETERSEN

Mark as worked for SPI for 33 years and is retiring as a machinist from our Sawmill in Aberdeen, WA. His first goal will be building a shop for all his machining projects and spending as much time as possible with his 8 grand kids. He is also an avid gardener and is looking forward to spending more time growing delicious produce. Thank you for your dedication, Mark!



## SHARON POLACEK

Sharon has retired as a machine operator after 9 years of service at SPW Merrill. She is looking forward to some much needed rest and making great memories with her grandkids! Any other free time you can find her riding her Harley, bird hunting and just living life to the fullest! Sounds like a great plan, Sharon! Thank you, and enjoy!



## DOUG RANDEL

Doug Randel, a skilled Millright and Machinist at our Centralia, WA sawmill has decided to hang up his hard hat after 14 years with SPI. He has purchased a RV and plans to fill his retirement with travel. His first stop? TEXAS! Thank you, Doug! Happy and safe travels!



## RON SCHMID

After 18 years and 354 days Ron has retired as a diesel mechanic. To keep his hands clean he will spend time driving to National Parks, playing with his grandkids, staying in the mountains, taking the dog swimming and just enjoying life. Thank you, Ron, for helping to keep the Quincy Sawmill equipment in tip-top shape!



## JACK SMITH

The Quincy, CA sawmill is losing a valued and respected employee as Jack retires as the Maintenance Supervisor after 31 years of service. He has heard the retirement checks are bigger in the south and is moving to Kingsland, Texas. Thanks for the many years, Jack! Enjoy your next adventure!

# BOARDTALK



SIERRA  
PACIFIC  
INDUSTRIES

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

PRESORTED  
STANDARD  
US POSTAGE PAID  
REDDING CA  
PERMIT NO 10

RETURN SERVICE REQUESTED

# 3% WAGE INCREASE AND BONUS

It's no secret that the pricing for building products has been at all-time highs much of the year. At the same time, demand for housing remains solid as the country begins to restore normalcy. While we don't control market conditions, we do have to respond to them. This often involves working harder and longer to meet increased demands, all while ensuring we stay healthy and safe. We are grateful for the folks who have chosen to build a career with us and who can be counted on to stay with us through the good and the bad. And when times are good financially, we want to share in the success achieved as a team.

We were pleased to announce a 3% wage increase for hourly crewmembers, effective May 24th. Along with the wage increase, we also announced a second 2021 bonus for all eligible crewmembers.

Thank you for your hard work, dedication, and team effort.

*Red*

*George*

*Macl*