



## GROWING FORESTS FOR OUR FUTURE.

*Made in the U.S.A!*STANDING TALL FOR  
MASS TIMBER

GEORGE EMMERSON

As our industry continues to uncover new markets for wood products, a new innovation for the use of wood in tall buildings is bringing a shift in perspective. With recent updates made to the International Building Code (IBC), mass timber is gaining momentum and energizing the architect and building communities to think outside the concrete and steel box.

One of the most exciting new breakthroughs in US construction, the application of mass timber is popping up across the landscape from coast to coast. How does that affect Sierra Pacific? Put simply, mass timber is a high-value product that is made using dimension lumber. And we make a lot of dimension lumber.

What is mass timber? Tall mass timber buildings, in contrast to concrete and steel buildings, are constructed using wood for their primary load-bearing structure. Mass timber is typically characterized by the use of large solid wood panels for wall, floor and roof construction. Tall mass timber structures still utilize concrete for central support but the use of wood panels significantly reduces the overall weight of the building allowing for smaller footings and remarkably reduced concrete use. These panels are made by bonding several layers of lumber or plywood. Unlike other forms of wood construction, it is generally cut-to-size at an off-site location and then assembled and installed at the construction site. Examples of mass timber include Cross Laminated Timber (CLT), Structural Composite Lumber, glued-laminated timber (glulam), and large section sawn lumber. On page four, see how CLT and glulam are made and check out photos of recent US mass timber projects.

While Sierra Pacific is not manufacturing mass timber, we are supplying other manufacturers with lumber for their panels, beams, and columns. By doing so, we are expanding our market reach in a relatively new supply chain with a growing demand. The potential market benefit does not stop on the lumber side of our business. With its glass wall systems, Sierra Pacific Windows also has new opportunities to add value and powerful focal points to mass timber architecture.

Another feature of mass timber structures is their ability to be designed with exposed wood on the interior as well as the exterior, giving them a unique appearance compared to other construction materials. It is important to note that the tallest of these buildings, while showcasing the look of wood, do still require some measure of exterior noncombustible cladding. Even so, when architects couple the features of mass timber with wood windows, doors and wall systems, the visual beauty and inviting warmth remains unmatched in modern design.

The mass timber idea is not new. Europe had been using mass timber for at least 20 years, while the first commercial CLT building in the U.S. was constructed in 2011. Since that first success story, suppliers, builders and architects have been working to expand mass timber's acceptance and inclusion in U.S. building codes. Many of the industry organizations with whom Sierra Pacific is affiliated, such as the American Wood Council (AWC) and the Softwood Lumber Board (SLB), have dedicated resources to testing and documenting fire safety, structural integrity and mass timber's ability to withstand natural disasters such as earthquakes and hurricanes.

Because of their strength and dimensional stability, mass timber products offer a renewable, sustainable and carbon-friendly alternative for building applications where wood hasn't always been considered. Increased use of mass timber also improves markets for lumber, including lower grade lumber. This means traditionally lower value lumber – which could come out of the less healthy, overly-dense California forests that have been susceptible to drought, disease and catastrophic wildlife – has a new market providing more value.

As we see several new mass timber building projects on the horizon across the country, we can be optimistic about the opportunities Sierra Pacific has to be an active partner in this market. If you are interested in learning more about mass timber, check out AWC's research and learn about their efforts to update the IBC with mass timber alternatives at [awc.org/tallmasstimer](http://awc.org/tallmasstimer).

The next time you're surrounded by tall buildings, look up. You may be surprised to see lumber or glass wall systems from one of our facilities among the steel and concrete.

*George*  
George

# JUMPING IN TO RESTORE A BIT OF HISTORY

Both Sierra Pacific Industries and Windows jumped in as a community partner to help preserve and restore the historic White Sulphur Springs Ranch in Clio, California near our Quincy mill. With SPI Quincy framing lumber and beautiful windows from Sierra Pacific Windows Red Bluff, SPI-donated materials will be integral parts of the community pool and bathhouse that are being returned to the ranch. The bathhouse is part of an overall restoration effort at the ranch and the planned ADA swimming facility will accommodate all users, including children and the disabled. Construction of these projects began in late December. Businesses from Redding, Reno, Quincy, Truckee and Clio all contributed the necessary building materials and labor.



The ranch came into existence in 1852, operating for more than century as a working ranch, hotel and venue for community events and recreation. Since 2010, the ranch has operated under the guidance of the Mohawk Valley Stewardship Council (MVSC.) The pool project is part of a broader effort to fully restore the ranch as a community resource, including small museum, hiking and biking trails, gardens, and an amphitheater for events. MVSC's mission aligns with the Sierra Pacific Foundation, as it works to connect people with their natural and cultural heritage, promote healthy lifestyles, and cultivate community engagement. With a focus on utilizing local resources, this project will undoubtedly breathe life back into this historic place in the heart of Plumas County and increase capacity for the benefit of current and future generations.

*Volunteers raise the walls of the historic White Sulphur Springs Ranch bath house. To find out more about this project, visit [whitesulphurspringsranch.com](http://whitesulphurspringsranch.com).*

# SPI SEEKS ENDANGERED SPECIES ACT ALLOWANCE FOR SPOTTED OWLS IN CA

SPI is working with U.S. Fish & Wildlife Service and California Department of Fish & Wildlife to obtain an Endangered Species Act permit for California and northern spotted owls that occupy SPI's California forests. As a part of the permit application, SPI developed a Habitat Conservation Plan (HCP) in collaboration with the USFWS, CDFW and US Forest Service. If approved, the permit will provide long-term management certainty across SPI's 1.6 million acres of sustainably-managed California timberland.

The HCP incorporates information gained over 30 years of research. Spotted owl populations on SPI's lands have remained stable, with SPI's active management providing a mosaic of forest stands that meet spotted owls' habitat needs. We also know how catastrophic wildfire impacts nesting habitat for owls and other species.

SPI is making a long-term commitment to spotted owl conservation, with measures including:

- increasing potential habitat areas across the landscape over time,
- protecting habitat at known owl activity centers by limiting habitat modification near nesting sites and within activity centers, and
- minimizing the size and rate of spread of wildfire by establishing a system of fuel breaks and a network of fuels reduction projects across the landscape, through a partnership with US Forest Service, CalFire and others.

The draft permit application will be made available for the public review this Spring. Following the public comment period, SPI will work with the agencies to address public comments, with the goal of securing a final permit this Fall.



# BENE-FACTS

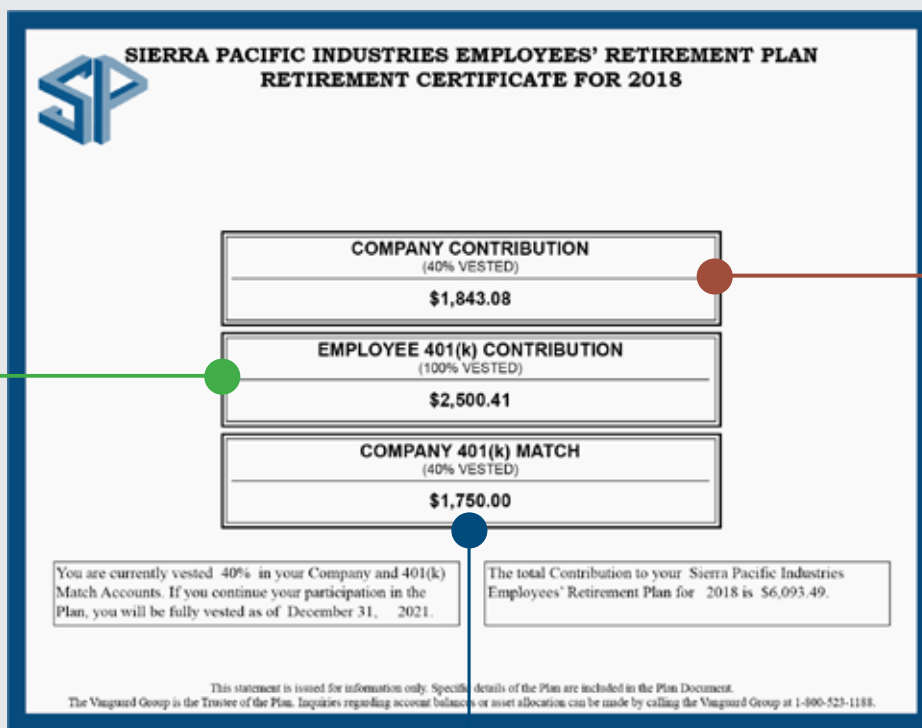


Limitations apply.

Call **HEALTH BENEFITS** at **(530) 378-8200** for full program details!

## RETIREMENT CERTIFICATES EXPLAINED!

On March 15, your supervisor handed you a retirement certificate that shows your retirement plan contributions for 2018. Pictured below is an **example** of a retirement certificate.



**401(k)**  
The money you add to your retirement account each paycheck by payroll deduction.

**COMPANY CONTRIBUTION**  
A pool of money that Sierra Pacific creates each year. This is shared among eligible crew members based on hours worked, years of service, and earnings for the year.

### 401(k) MATCH

The amount that Sierra Pacific contributes to your retirement, up to \$1,750, by matching what you put into your 401(k) during the year.

### WHAT IS VESTING?

For Company Contribution and Match, vesting is the amount you are entitled to receive if you leave employment. Vesting is progressive, starting from 20% vested (2 years of service) to 100% vested (6 years of service).

**CHECK OUT YOUR STATEMENT FROM VANGUARD IN APRIL TO SEE HOW MUCH YOUR TOTAL BALANCE HAS GROWN!**

# INDUSTRY TRENDS: MASS TIMBER

In January 2019, the International Code Council (ICC) approved a set of proposals to allow tall wood buildings as part of the 2021 International Building Code (IBC). Pictured here are two eye-catching examples of mass timber on display. Architectural design websites and magazines are full of stunning project photography showcasing the many possibilities of mass timber for today...and tomorrow.



Illustration of how two popular mass timber products, CLT and glulam, are made. Source: <https://www.researchgate.net>

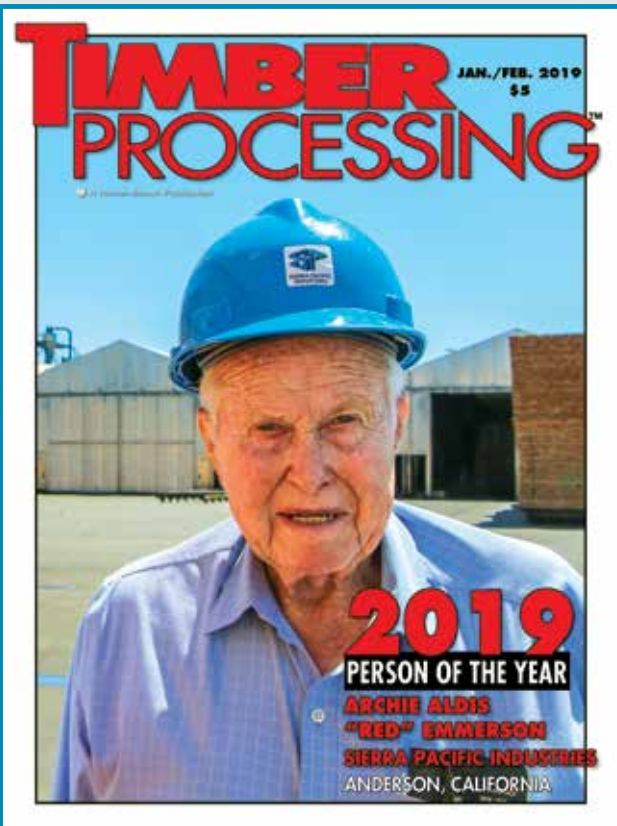


LEVER Architecture's office at Albina Yard in Portland, OR. (Courtesy Jeremy Bitterman) Source: <https://archpaper.com>



T3 Tower, a seven-story high rise in Minneapolis, MN, was the first modern tall wood building constructed in the US. Source: <https://www.architectmagazine.com>

# MAGAZINE HONORS RED EMMERSON AS ITS 2019 PERSON OF THE YEAR



You may have noticed a familiar face on the cover of the Jan./Feb. 2019 issue of **Timber Processing**. In its Oct. 2018 issue, the magazine's Editor-in-Chief Rich Donnell made the announcement: "Mr. Emmerson [is] the 31<sup>st</sup> recipient of the award. Needless to say, we're long overdue...in presenting the award to Mr. Emmerson...Red Emmerson remains a sawmiller through and through, and his sons and family members are as well."

In 2019's first issue, the article dedicated to highlighting Red's career is titled "Life Made of Timber" and is truly successful in capturing the humble and resourceful nature of Sierra Pacific's Chairman Emeritus. Not one to ever seek the spotlight, Red may not personally enjoy the attention this honor has brought, but as part of the extended SPI family we all celebrate Red's legacy, experience and success.

And Red, in true fashion, is quick to share one of the keys to the company's success. "We've been lucky in that we've hired a lot of good people, and they've had a lot to do with our success." Red goes on to explain he's always tried "to be honest with people, keep up with them personally and respect them and reward them well." A "life made of timber" - a life well-lived indeed.

# SPOTLIGHT ON SUCCESS: THE WILD LIFE

In 2006, Amanda Shufelberger applied to Sierra Pacific for a fire patrol opening on the Weaverville district. She did not get that job but she was encouraged to continue pursuing opportunities with the company. On March 5, 2007, Amanda joined the SPI family as a wildlife biologist serving initially on both the Stirling and Tahoe forestry districts but now focusing all her efforts on Tahoe.

Before joining the Sierra Pacific team, Amanda gained experience by working in various jobs with several government agencies. Sierra Pacific was her first private forestry industry job. She describes: "When I joined SPI, I didn't really know that I'd be embarking on my full career. At the agencies, you move around all the time. Different agencies, different departments, different locations. I just didn't anticipate being with one company in one role for 12 years and I love it! I am doing my dream job and I love what I do."

Being part of the SPI family really means something to Amanda. She explains: "There's not a lot of turnover at SPI. Your colleagues really do become your family. You work side by side. You see their kids grow up. It is such a family environment and the level of engagement by the Emmerson family with all of us is such a part of that."

One of the highlights of Amanda's career is her discovery and tracking of Buddy the Wolverine, which has also provided a platform for something she enjoys: sharing with the public the hard science and field work in which SPI engages. In 2008, an unexpected species showed up on a motion detection camera that had been placed north of Truckee, California as part of a carnivore documentation effort SPI started in 2006. Wolverines had not been documented in California since the 1920s, so when this one lone male appeared, it was BIG NEWS. Amanda named

him Buddy and SPI has been the only company to document the occurrence of him every year between 2008 and his last known detection in 2018.

**"WE ARE ACTUALLY  
CHANGING PEOPLE'S  
PERCEPTION OF  
WILDLIFE AND MANAGED  
TIMBERLANDS"**

Amanda enjoys educating community organizations and schools regarding how Sierra Pacific approaches sustainable forest management. When she started, she was one of four biologists. Now there are 11 across SPI's ownership. "Because of all the cutting edge research we've been doing on species like the spotted owl and the fisher, along with all of our day to day field work, SPI is finally getting the recognition and respect from others in the scientific community," she explains. "We are actually changing people's perception of wildlife and managed timberlands. Most are surprised at the survey work that goes into the THP process before a tree is even harvested."

Perhaps its Amanda's perspective on just how fortunate she is to be doing what she loves that motivates her to share her joy with others where she sees an opportunity. This past December, Amanda found such an opportunity and shared the gift of life - with a stranger. She donated one of her two healthy kidneys to someone she doesn't know but hopes to soon meet.

Amanda had heard about living donation and started doing her research. She contacted UC Davis Medical Center in Sacramento and began the process of giving the gift of life. "The beauty of what I'm doing is that it's creating a 'chain donation,'" said Amanda. "I'm called a non-directed donor because my kidney didn't go to someone I chose. But it kicks off a chain, and I'm told four people are getting kidneys in the chain. All are from Northern California." Amanda says her only regret is that she doesn't have more kidneys to give and she would absolutely do it again.

Success comes in many forms. Amanda is a shining example of success in all its possible ways: fulfillment, dedication and joy in both her career and her personal life.



**Hometown:** Palo Cedro, CA  
**Education:** BS Wildlife Biology, CSU Humboldt  
**Pets:** Lots! Works with a dog & cat rescue & fospice (fostering hospice) for senior animals  
**First Job:** Switchboard operator & intercom announcer at J.C. Penney  
**Goals:** Already in her dream job but would one day like to have an animal rescue

# CONGRATULATIONS!

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

*Red*

*Maui*

*George*

## 35 Years!

Darren Dearman  
Cindy Martin  
Thomas Modrell

Shasta Lake  
Red Bluff Millwork  
Forestry

Ray Pulsifer  
Paul Smith  
Jeremy Szulczewski  
Leo Valle Jr.  
Jesse Warner

Lincoln  
Red Bluff Millwork  
Windows Merrill  
Red Bluff Millwork  
Quincy

## 30 Years!

Donald Cavalli  
Richard Grunder  
Tim Halkyard  
Henry Lennick  
Grant Mitchell  
David Morgan  
Craig Ostergaard

Anderson  
Anderson  
Burney  
Anderson Fab  
Lincoln  
Richfield Millwork  
Forestry

## 15 Years!

Terry Anders  
Jon Aydelott  
Jose Bandilla  
Alejandro Barajas  
Jim Beguin  
Roy Blackwell  
Tom Bratt  
Kerry Brumitt  
Felix De Santiago  
James Knight  
Micah Iee  
Jose Lopez  
Jose Melgoza  
Travis Merriman  
Jesse Velez  
Sammy Vonglakhone  
Duane Waltmire

Trucking  
Oroville  
Oroville  
Richfield Millwork  
Anderson Fab  
Oroville  
Aberdeen  
Lincoln  
Oroville  
Richfield Millwork  
Windows Red Bluff  
Oroville  
Lincoln  
Quincy  
Aberdeen  
Quincy  
Windows Southern CA

## 25 Years!

Todd Bower  
Zach Briggs  
Paul Carnaghe  
Dave Connair  
Rick Drak  
Daren Littlepage  
Rick Sage  
Pete Scala  
Felix Trejo  
Randy Willis

Richfield Millwork  
Windows Red Bluff  
Windows Northern CA  
Windows Southern CA  
Red Bluff Millwork  
Anderson  
Lincoln  
Main Office  
Main Office  
Sonora

## 20 Years!

Salvador Alvarez  
Manuel Avelar  
James Buckley  
Leslie Clement  
Cyndi Crum  
Bob Harmon  
Tim Hubbs  
Duane Johnson  
Nalin Maxfield  
Ricardo Mendoza  
Tani Millemann

Richfield Reman  
Lincoln  
Windows Red Bluff  
Quincy  
Chinese Camp  
Red Bluff Millwork  
Quincy  
Red Bluff Millwork  
Windows Utah  
Windows Red Bluff  
Sales & Service

## 10 Years!

Jesse Canida  
Jacob Carpenter  
Cody Guertin  
Jared Hickman  
Jeremy Kitchen  
Robert McLeod  
Teri Packenham

Sonora  
Sonora  
Lincoln  
Sonora  
Shelton  
Chinese Camp  
Windows Medford

# 5 YEAR ACHIEVEMENTS

Guadalupe Alvarez  
Isaac Armstrong  
Cesar Avelar Herrera  
Juan Banales

Billy Barrios  
Colten Bivin  
Brian Borgert  
Jeffrey Brock

Katie Brost  
Nathan Byrd  
Jason Campbell  
Chelsea Casey

Gustavo Cazares  
Ruben Chavez  
Mike Compson Jr.  
John Cuellar

Stephan Cullens  
Terrance Dassow  
Christopher Dodge  
Taylor Duckett

Shon DuVall  
Ed Ellis  
Justin Farmer  
Brian Feelo

Jon Goffic  
Jacob Harris  
Mackenzie Higgins  
Lyle Holland

Michael Howard  
Michael Hunter  
Bryant Jagger  
Brian Kerrick

Justin Kormen  
Efren Lozoya  
Omar Lozoya  
Ramon Madrigal Sanchez

Cesar Marin Padilla  
Alex McGreck  
Jennifer Michlig  
Dan Miller

Jose Munguia  
Dustin Newlove  
Dustin Owens  
Lisa Perry

Bubba Pope  
Ricardo Rivera  
Gustavo Rodriguez  
Jaycie Ruch

Kenny Rumble  
Gary Rybowiak  
Greg Sandberg  
Reyes Servin

Taylor Smith  
Joseph Starr  
Shane Stiefel  
Bo Stier

Juan Tadeo Alonso  
Tom Takach  
Adam Tindall  
Frank Vasquez

Shelly Ward-Frawley  
Michael Whitaker Sr.  
Casie Woellner

Burney  
Burlington  
Windows Red Bluff  
Burlington

Red Bluff Millwork  
Quincy  
Windows Merrill  
Windows Red Bluff

Windows Medford  
Red Bluff Millwork  
Burlington  
Red Bluff Millwork

Burlington  
Windows Red Bluff  
Red Bluff Millwork  
Shasta Lake

Chinese Camp  
Windows Medford  
Red Bluff Millwork  
Windows Red Bluff

Windows Red Bluff  
Trucking  
Windows Northern CA  
Richfield Millwork

Richfield Millwork  
Lincoln  
Windows Medford  
Lincoln

Aberdeen  
Chinese Camp  
Windows Colorado  
Red Bluff Millwork

Windows Red Bluff  
Windows Red Bluff  
Sales & Service  
Richfield Millwork

Burlington  
Burlington  
Windows Medford  
Burney

Windows Red Bluff  
Quincy  
Windows Red Bluff  
Sales & Service

Windows Red Bluff  
Lincoln  
Oroville  
Windows Medford

Red Bluff Millwork  
Windows Colorado  
Anderson  
Red Bluff Millwork

Sonora  
Forestry  
Oroville  
Burney

Windows Red Bluff  
Windows  
Lincoln  
Red Bluff Millwork

Lincoln  
Burney  
Windows Merrill



Congratulations  
**POLENISIA PEAU**  
SPI SONORA

**2018 Hi-Q Award**  
National Grading Rules for Dimension Lumber

# NO LOST TIME IN 2018!

The following facilities had NO LOST TIME in 2018. Congratulations to these dedicated crew members and thank you for your commitment to safety!

**ANDERSON POLES  
BURLINGTON  
FAB SHOP ANDERSON  
FAB SHOP SHELTON  
FIBER PRODUCTS  
SHASTA LAKE**



# RETIREES



## MARK BARRICK

After retiring as a Salvage Cutter at Red Bluff Millwork after 28 years, the first order of business for Mark will be training his new puppy, Shelby. He also plans on fishing at Battle Creek and Almanor as well as visit friends in Arizona. Mark plans to stop in once in awhile to visit. "This place has been just fantastic!" he explains. Thank you, Mark, for your years of service!



## DALE CATHEY

After 13 years with SPI, Dale recently retired from his Automation Integrator role at the Anderson Fab Shop. Dale's daughter and her husband recently purchased a large school bus they want him to convert to a quality motor home. That will keep him busy for awhile! Other than that, he plans to be hikin', bikin', and kayakin'. Sounds like a great plan, Dale!



## TRUDY FREEMAN

Trudy, Specialty Fabricator for Red Bluff Windows, has retired after 20 years. She plans to spend time with her grandkids and to fully enjoy her retirement. You've earned it, Trudy!



## JIM GREFE

Upon retirement from his Machine Operator #2 role at Windows in Merrill after 42 years, Jim would like to do more fishing and hunting. He would also like to travel to Florida. When asked what he's really looking forward to, he shared "I am going to try to sleep in and enjoy my retirement!" Congratulations, Jim!



## DUANE HAMM

After 20 years, Duane has retired from his Parts Picker position in the Double Hung department of Medford Windows. He hopes to hunt and fish while also finding time to travel around the country a little. Kudos, Duane!



## GARY JOHNSON

Gary, a fabricator at the Anderson Fab Shop, recently retired after 26 years with SPI. He plans to visit his sister and his dad, take a trip to Arizona and do lots of hiking. He's looking forward to relaxing. Enjoy your retirement, Gary!



## TIMOTHY JONES

Tim recently retired as a Certified Lumber Grader at SPI Aberdeen after 15 years. A buddy of Tim's once bet him that he would not retire with all his fingers intact but Tim is happy to report that all 10 digits are safe and accounted for. He plans on collecting on that bet first and foremost! Any plans to take up piano, Tim?



## DENNIS LAVIN

After 3 years with Sierra Pacific Windows in Medford, Dennis has retired from his machine operator #2 position in the doors department. Dennis is trying to learn to golf but hasn't quite got it figured out yet. He says it is time to harvest and enjoy the fruits of his labor. Congratulations, Dennis!



## STEVEN PEDERSON

Steven has retired from his Millwright #1 position at SPI Lincoln after 4 years. His retirement plans include traveling with his wife and dog, working around the house, hiking, bowling, and golfing. Future travel plans include a cruise stopping in four countries and a trip to Arizona. Sounds like retirement will be busy and fun, Steven! Enjoy!



## JUAN SANCHEZ

After 25 years with Sierra Pacific, Juan Sanchez retired from his Moulder Feeder role at Richfield Reman. He's planning trips to Mexico to visit and hang out with his family and friends. Juan looks forward to resting in his retirement. Enjoy it, Juan - you've earned it!



## ED VAZQUEZ

After 48 years of service, second only to Red himself, Ed Vazquez retired from his Equipment Operator position at SPI Oroville. According to Ed, "I have 15 years of 'honeys' to catch up on. I am going to rebuild my 1977 Shovelhead Harley and then I am going to mend some fences and kill some ghosts." What a career, Ed! You will be missed!



## TOM WALZ

Tom has plans. After nearly four decades of focusing on the forests of Northern California in his role as SPI's Weaverville District Manager, retirement brings more time to explore places he has not yet seen. Walking, hiking, biking, and kayaking in unique places near and far is an inviting prospect. Some remodeling, traveling, reading, and volunteering in the community should keep the calendar filled. Thank you, Tom, for your 39 years of service!

# GET #CONNECTED

Congratulations to SPI Burlington's forklift driver Darren Rice for sharing the most popular crew member photo of the quarter. Darren sent this shot of Alejandro safely cleaning snow off a rail car to our social media team via HR coordinator Lydia Houston. The photo was viewed a staggering 7,145 times and garnered a combined 370 likes, 14 comments, and 18 shares.

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



# BOARDTALK

SIERRA  
PACIFIC  
INDUSTRIES

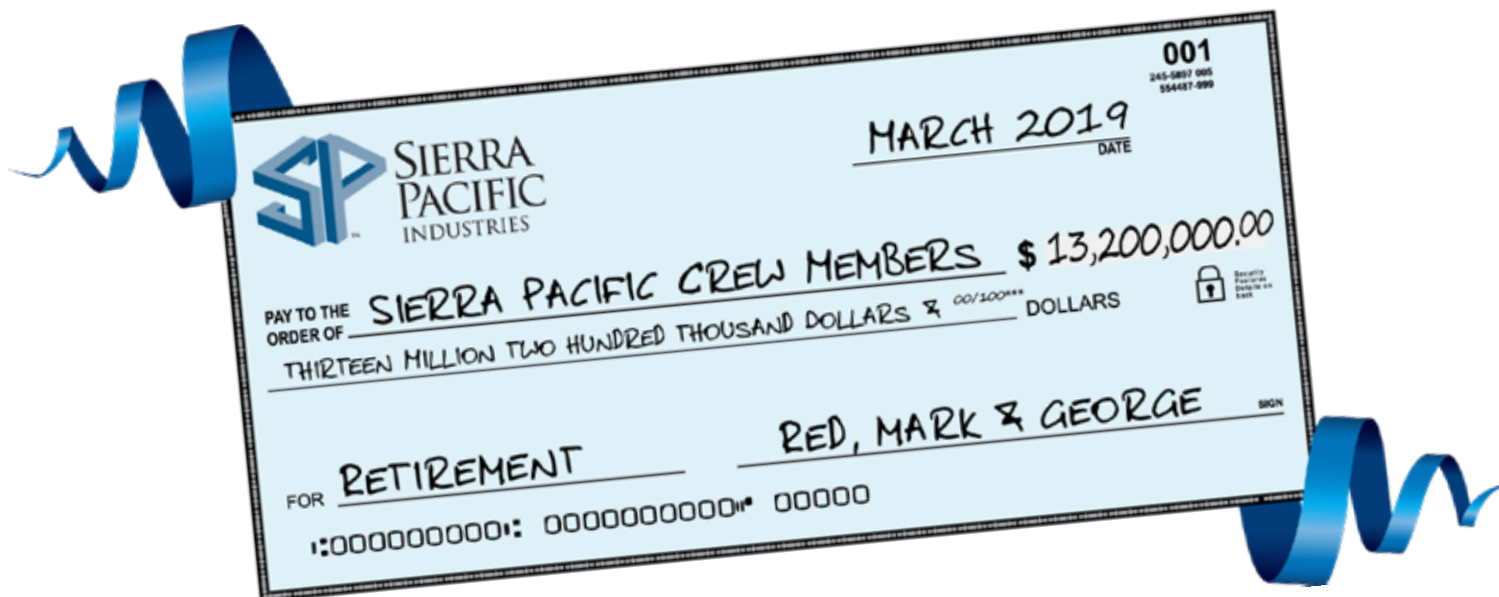
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## YOUR SIERRA PACIFIC RETIREMENT PLAN

For 2018, Sierra Pacific will contribute \$13.2 million to the retirement accounts of eligible crew members. We are very pleased to be able to offer this great retirement plan, including a combined amount of both the 401(k) Match and Company Contribution, for the future of you and your family.



Thank you for your  
dedication and commitment  
to Sierra Pacific.