

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

With nearly every news cycle, I find myself reflecting on the divisiveness witnessed throughout our country. What causes a nation founded in the pursuit of fairness and equality to exhibit such extreme differences in opinions, perspectives and actions? At Sierra Pacific, we have made staying connected with one another a priority in overcoming challenges which too often arise in the path of progress. We believe personal relationship is key to promoting unity over division.

Today, Sierra Pacific has 5,300 employees supporting 14 sawmills, 7 cogeneration energy facilities, 2 millwork plants, 10 trucking terminals, 3 window and door plants, sales offices in 29 states, and more. We own and sustainably manage nearly 2.1 million acres of forestland. This wood fiber resource is the life blood of our business and connects us all to a shared understanding of our common values and collective mission.

Technology has very positive implications for us as a company and as a society. We can quickly connect with each other from across great distances. We can innovate, collaborate and produce at a scale not ever before witnessed in human history.

But technology is not without its pitfalls. The things that divide us seem to be more in the news and in our minds than ever before. The latest updates are unrelentingly delivered to our smartphones, living rooms, automobiles, and social media feeds on an hourly basis. Divisiveness is everywhere, every

STRONGER TOGETHER**MARK EMMERSON**

day. How do we promote unity within our comprehensive Sierra Pacific network of crew members, partners and friends?

There is not a screen yet invented that can replace a handshake, the nuance of a person's genuine interest in what another is saying, or the body language of someone going through something and in need of a kind word. There is not a smart phone, tablet, or webcam that can fully replace the impact of just being present with someone.

As a company, we are committed to keeping the personal relationship alive and well with our customers, our vendors, our communities, and most importantly, our crew members. We believe in the power of personal relationship. We believe in the handshake, in actively listening, and in offering thoughtful and considerate advice. We believe in face-to-face conversation and the fair exchange of ideas. Together, we are united in our efforts to promote vibrancy in the communities where we operate.

Technology in and of itself is not the problem. Every piece of lumber milled and every door and window manufactured today has benefited from sustainable sourcing driven by state-of-the-art technology. Technology continues to invite innovation and for that, we're thankful. But let's not dismiss the importance of the personal relationship. In order to sustain our lands and successfully run our operations, we depend on a comprehensive network of partnerships. We are a small company by some standards, but large enough to interact with a significant and diverse segment of our society. Let's be real with one another. Let's promote unity with a handshake and a smile. Divided, we are weak; together, we are strong.

Mark

ANDREA HOWELL DANCES TO VICTORY

There's something special, and a little scary, about dancing outside your comfort zone in support of others.

When asked if she had any favorite moments during her time as a contestant in One SAFE Place's (OSP) **13th Annual Dancing with the Stars Shasta County Style**, Andrea Howell, Sierra Pacific's Director of Corporate Affairs, offered a soft laugh and admitted the best part for her was when her last choreographed piece struck its final pose. She then went on to explain, "It was an honor to win champion in this year's event, but the real winner is One SAFE Place."



Andrea (center) surrounded by Sierra Pacific and forest industry partners celebrating her big win!

OSP's annual contest challenges dancers to raise funds in support of the life-saving services OSP provides to intimate partners, children, and seniors affected by domestic violence and sexual assault. The 2019 event raised over \$70,000. Andrea was crowned the 2019 Champion with the largest amount raised by a single contestant.

Andrea credits her dance partner Erik Molina with helping her feel comfortable sweeping across the stage in a beautiful contemporary piece set to Bradley Cooper's and Lady Gaga's "Shallow" before bringing out ALL the moves with their cha/cha/jazz routine to "Just Dance" also by Lady Gaga. The dance couple graced the stage with beauty and smiles. We are all **#SPIproud** of Andrea. Keep dancing!

SECOND CHANCE FOR BEESLEY FAMILY

SPI Centralia Boiler Operator Devon Beesley receives gift of life from stranger

Excerpt from **LewisTALK** by **Krysta Carper**, <http://lewistalk.com/2019/03/01/organ-donation-a-second-chance-at-life/>

Devon Beesley was saved by organ donation. His lifesaving surgery was a miracle multiplied. He desperately needed a kidney transplant and found a suitable living donor in his sister-in-law, Shayna. Unfortunately, she was too small to give her kidney to six-foot-tall Devon.

But there was still hope. In early 2019, Shayna donated her kidney to a stranger in exchange for an appropriately-sized one for Devon. This chain surgery was initiated by a "non-directed donor," someone who offers to donate a kidney without a designated recipient, but with the explicit wish to donate to someone in need of a transplant.



While recovering, Devon and his wife, Paige, found the biggest challenge was maintaining normalcy for their young family. "Life after the transplant is hard," Devon says, "trying to adapt to a whole new lifestyle and a whole new set of rules. But it's worth all of the challenges. I feel like I can spend more time with them [children] and that I will be healthier than I was on dialysis."

Shayna also recovered well. Devon says, "I'm very grateful for her. Without her donation, my transplant wouldn't have been possible."

To learn more about the program through which Devon's non-directed donation was coordinated, visit uwmedicine.org/services/transplant/kidney-transplant.

Devon and his sister-in-law, Shayna Woods; Photo courtesy: Devon Beesley



Devon, Paige and their young family; Photo courtesy: Devon Beesley

BENE-FACTS

Mark your calendars for October 1, 2019 - November 15, 2019!



OPEN ENROLLMENT

PLAN YEAR 2020

SPI HEALTH BENEFITS PLAN

OCTOBER 1, 2019 - NOVEMBER 15, 2019

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. An Open Enrollment brochure will be arriving at the home of each crew member very soon. Please read the brochure carefully.

If you have any questions about coverage for **Plan Year 2020**, please contact the **Health Benefits Department** at **(530) 378-8200**.

SIERRA PACIFIC INDUSTRIES

REFER - A - FRIEND

WE ARE GROWING AND COULD USE YOUR HELP!
CASH FOR REFERRALS! SEE YOUR HR COORDINATOR FOR DETAILS!



SIERRA
PACIFIC
FOUNDATION



CLASS OF 2020 HITS THE BOOKS

The Foundation scholarship application period opens December 15!

Did you know that over the past 40 years, the Sierra Pacific Foundation has awarded nearly **\$8 Million to students pursuing diverse post-secondary educational goals?**

Your son or daughter could be among next year's recipients! Last scholarship season, the Foundation awarded \$649,000 to 209 students toward costs associated with education after high school. Past recipients have been enrolled in trade and tech schools, culinary schools, cosmetology programs, community college, online colleges and universities, as well as traditional four-year institutions.



Scholarship applications for the 2020-2021 school year will be available online at spi-ind.com/foundation beginning December 15, 2019. Start talking with your student now about this opportunity to help fund their future!

EVERY LOOSE RAIL.

EVERY TRAILING CABLE.

EVERY HAZARD OR NEAR MISS.

LOG IT. EVERY TIME.



INTERN SCHOLARSHIPS ANNOUNCED

Sierra Pacific's 2nd Annual Intern Scholarship program has awarded a total of \$22,000 to 13 applicants interning with the company. This program, separate from the long-standing Sierra Pacific Foundation scholarship, highlights the work ethic and drive Sierra Pacific values in its crewmembers and leaders. Congratulations to the following interns:

NAME	DIVISION	SCHOOL	COURSE OF STUDY
John David Andreas	Forestry	Humboldt State University	Forest Operations
Colton Davies	Sales & Service	CSU Chico	Computer Science
Aaron Fisher	Anderson Fab Shop	CSU Chico	Mechatronic Engineering
Kyle Gerard	Red Bluff Windows	CSU Sacramento	Mechanical Engineering
Bryce Harbert	Sales & Service	UC Berkeley	Business Administration
Eric James	Anderson Fab Shop	University of Nevada, Reno	Mechanical Engineering
Tanner Olson	Forestry	Oregon State University	Forest Operations Management
Clint Reichert	Forestry	University of Montana	Forest Resource Management
Jose Reyes Jr.	Red Bluff Windows	CSU Chico	Business Admin - Accounting
Miles Schack	Forestry	Oregon State University	Forest Operations Management
DaShayne Sewart	Forestry	Humboldt State University	Forestry - Fire Management
Nathan Sipola	Forestry	Humboldt State University	Forest Operations
Nolan Spencer	Anderson Fab Shop	CSU Chico	Mechatronic Engineering

SPOTLIGHT ON SUCCESS: MACHINE MAN

In the summer of 2015, when Dan Panks was taking a day off from his job as a wholesale auto parts manager to wait at home for the cable guy, he passed the time browsing job postings. He just wasn't excited about what he was doing and he had started thinking about finding something new, something different. On that particular day, he happened across a posting for a laborer position at Sierra Pacific. The application period was closing in fifteen minutes. He threw on a clean shirt, jumped in his car and made it down to the office with only moments to spare. And that was the start of everything.

Prior to his auto parts job, Dan had spent some time as an account manager for a vendor of Sierra Pacific's. He was familiar with the Anderson facility. He had always thought SPI looked like a good opportunity. He had some welding skills and he had enjoyed shop classes in high school so he thought, "If I could just start as a laborer, it won't take me too long to work my way up." He did start as a laborer in the Anderson Fab Shop and the job he thought he'd work his way up into was welding. The opportunity he discovered turned into so much more.

Dan made a habit of staying late after his shifts to work on his welding skills. Less than six months after he started, he saw a job bid go up for a welder. He was excited to be offered the position but regretfully had to decline because it was on swing shift and that was not something he was able to do at the time. He didn't get frustrated. He remained patient. It wasn't long before a job bid went up for a machinist trainee. Dan thought it looked interesting, he had some limited experience from high school, and he felt it was just the opportunity for which he had been waiting. Over the next 18 months, Dan advanced from a Machinist 3 to a Machinist 2. He was thoroughly enjoying his new, completely unanticipated, career path.

In July 2017, Dan saw his next opportunity. A Machine Shop Supervisor posting for the Anderson Fab Shop had been shared across the company. Dan submitted his resume for consideration. Dan's SPI journey took its next huge step as he was offered the position and given responsibility for one of the largest machine shops in northern California.

**"IT'S NEVER TOO
LATE TO HAVE A
NEW BEGINNING."**

In just two years, Dan grew from a laborer to a supervisor. None of his success was accidental. He worked hard. He worked intentionally with goals in mind. "Start at the bottom, set goals, and just work hard - that's my advice. Do the best you can do and wait for your opportunity. It will come. Don't get frustrated," he explains.

As a supervisor, Dan focuses on being fair and treating his crew with respect. He feels the perspective he brings to the shop as its supervisor is valuable because he started at the bottom first as a laborer and then as a machinist trainee. He appreciates the opportunity he sees within the company. "It's never too late to have a new beginning. With this company, the sky is the limit. You can go as far as you want to go," he shares. "There are so many opportunities. If I decided I didn't want to be in the machine shop, I could use my truck driving experience or sales experience or managerial experience to do so many other things with Sierra Pacific. But for now, my focus is 100% on the fab shop."

Dan's oldest daughter has also enjoyed the opportunities offered by SPI. As a past Sierra Pacific Foundation scholarship recipient, she is now a certified nursing assistant (CNA) and working toward becoming a licensed vocational nurse (LVN). His next oldest daughter is a junior in high school and already planning ahead to apply for a Foundation scholarship.

Dan has found success and his passion for pursuing goals is infectious. "The company is so big. You can pursue what you want to do and you CAN grow."



Hometown: Burney, CA
Pets: 14 year old yellow lab, Beau
Teams: Philadelphia Eagles & San Francisco Giants
Music: Variety! Classic rock and classic country!
Hobbies: Anything outdoors - golf, camping with family, fishing, hunting, kayaking, softball, etc.
Goals: Never stop learning and never stop taking advice.

CONGRATULATIONS!

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

Red

40 Years!

Herb Baldwin
Joyce Benton
Cosme Castro Moreno
Ted Peterson

Forestry
Burney
Burney
Fiber Products Ops

35 Years!

Gustavo Arreola
Leon Gregg
Jerry Quiralte
Randy Rodriguez
Domingo Ruezga

Red Bluff Millwork
Red Bluff Millwork
Sonora
Red Bluff Millwork
Chinese Camp

30 Years!

Ufracio Barragan
Ellie Block
Catherine Bohl
Melvin Carlson
Rick Chatin
James Daniels
Don Ellison
Fortunato Enriquez
Daniel Garcia
Donald Grooms
Mike Hess
Brent Mangum
Michael McCarty
Sean McMeekin
Mike Prepeluh

Richfield Millwork
Windows Medford
Windows Medford
Windows Medford
Anderson
Sales & Service
Quincy
Red Bluff Millwork
Red Bluff Millwork
Red Bluff Millwork
Lincoln
Sales & Service
Richfield Millwork
Shasta Lake
Windows Medford

25 Years!

Isidro Barragan
Damon Card
Mark Dancel
Arnulfo Fernandez
Gouza Gouza
Russ Jennings
David Latimer
Tom McMahan
John Milhous
Chris Schlapia
Louis Sisneros
Tracy Soppa
Carl Speers
Chicho Trapala
Scott Treat

Anderson
Shasta Lake
Richfield Millwork
Red Bluff Millwork
Windows Merrill
Quincy
Sales & Service
Red Bluff Millwork
Lincoln
Shasta Lake
Richfield Millwork
Windows Medford
Burlington
Anderson
Richfield Millwork

20 Years!

Anna Barnett
Ron Bartlett
Raymond Bravo
David Brown
Rinda Cook
Emily Cox
Jose Diaz
Joe Galvez
Raquel Garibay
Memo Gontiz-Delgado
Matt Guske
Thomas Hallcock
David Jennex
Margarito Lira
Angel Lozano
Salvador Magana
Victor Magana
Jimmy McIntosh
Alma Mejia
Tom Michael
Hugo Montes
Gabriel Oregel
Arron Pack
Bonnie Pasquale
Jose Pina
Joshua Potter
Mark Pustejovsky
Julio Rodriguez-Servin
Reuben Semer
Ramiro Serrano, Jr.

Windows Red Bluff
Quincy
Lincoln
Windows Red Bluff
Windows Red Bluff
Red Bluff Millwork
Sonora
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Sales & Service
Windows Red Bluff
Red Bluff Millwork
Windows Red Bluff
Lincoln
Windows Red Bluff
Windows Red Bluff
Quincy
Windows Red Bluff
Quincy
Windows Red Bluff
Lincoln
Richfield Reman
Windows Red Bluff
Windows Red Bluff
Richfield Reman
Forestry
Richfield Reman
Burney
Windows Red Bluff

Maui

15 Years!

Fernando Aleman
Cynthia Amistoso
Lee Anders
Jr Bogarin
Rigoberto Borja
Kenneth Bridges
Eric Brown
Dave Eisenman
Rob Fields
Jeff Frelich
Juan Garcia
Jose Gonzalez
Jose Hernandez
Cristina Herrera Rocha
Derk Johnson
Mike Kladt
Jesus Macias
Jose Mendoza
Sonya Miranda
Daniel Musick
Larry Ostman
Christopher Pope
Hugo Rivas
Edward Smith Jr.
Robert Starkey
Eleazor Toche
Alonzo Vargas
Alexander Villa
Robert Wagenman
Michael Zenda

10 Years!

Robert Bivin Jr.
Eric Chaves
Julio Cordova
Jose Franco
Daniel Hernandez
Rafael Hernandez Cabrera
Tim Howes
Jerry Hubbard
John Janzen
Jared Krey
Mark Morris Jr.
Adalberto Pena Ruiz
Dana Rogge
Alicia Sanchez
Alex Valencia
Syd Van Auken

George

Windows Red Bluff
Windows Northern CA
Trucking
Red Bluff Millwork
Lincoln
Red Bluff Millwork
Shasta Lake
Quincy
Anderson
Fab Shop Anderson
Red Bluff Millwork
Richfield Millwork
Richfield Millwork
Windows Red Bluff
Burlington
Anderson
Lincoln
Richfield Millwork
Trucking
Windows Red Bluff
Fab Shop Anderson
Anderson
Richfield Millwork
Anderson
Aberdeen
Lincoln
Lincoln
Windows Northern CA
Windows Red Bluff
Windows Red Bluff

Quincy
Windows Southern CA
Richfield Reman
Lincoln
Burlington
Richfield Reman
Sales & Service
Aberdeen
Burlington
Centralia
Lincoln
Richfield Reman
Windows Montana
Richfield Reman
Centralia
Centralia

5 YEAR ACHIEVEMENTS

Aurelio Aceves
Raymond Agee
Kyle Amos
Ernesto Arce
Jose Bandilla
Ryan Banks
Josh Barrentine
Devon Beesley
Aaron Bouback
William Brown
Chris Campbell
Russell Casimire Sr.
Stephen Cochran
Brent Cook
Colleen Couillard
Jose De La Rosa
Jorge Diaz
Alejandro Feelo
Lance Findlay
Corey Fox
Katie Frisch
Herman Gambino
Raquel Gannone
Ryan Gilge
Roy Goodner
Amanda Hart
Kenneth Hazelrigg
Edgar Hermoso
Miguel Herrejon
Aaron Hoffman
Leslie Hoffman
Cody Hoffman-Neff
Eric Imhof
Daniel Jones
Tyler Kennedy
James Killingbeck
Lori Kreamsreiter
Jerry Krsak
Shawn Lekie
Scott Lopez
John Machon
Steven Markt
Johnathan Marshall
Nicolas Mesa
John Missel
Sandy Mitchell
Juan Morfin
Dakoda Nordaker
Cesar Nunez
Michael O'Brian
Ayron Okelsrud
Juan Ortiz
Gabriel Osorio
Eddie Partida
Sean Pennucci
Eduardo Quezada
Jose Quezada
Jose Ramirez
Jesus Rojas
Shawanna Rule
Justo Sanabria Acevedo
Tyler Schettler
Sue Schilling
Jerry Sealander
Dominic Simone
Nick Smith
Randall Smith
Colby Smith-Gray
Jared Standridge
Mike Strachan
Erin Swezey
Silvia Tadeo
John Thienes
Robert Troxel
Doug Ungari
Ana Valenzuela
Jonathan Vega
Joann Wilke
Cantova Yibwemar

Trucking
Burney
Red Bluff Millwork
Windows Red Bluff
Oroville
Windows Red Bluff
Sonora
Centralia
Aberdeen
Anderson
Anderson
Burlington
Lincoln
Windows Montana
Windows Merrill
Windows Red Bluff
Windows Red Bluff
Richfield Millwork
Windows Merrill
Windows Merrill
Windows Merrill
Lincoln
Windows Red Bluff
Windows Medford
Anderson
Windows Medford
Burlington
Red Bluff Millwork
Red Bluff Millwork
Windows Merrill
Windows Merrill
Windows Red Bluff
Shasta Lake
Sonora
Burney
Trucking
Windows Medford
Trucking
Windows Medford
Red Bluff Millwork
Burney
Windows Arizona
Red Bluff Millwork
Windows Red Bluff
Trucking
Lincoln
Windows Red Bluff
Richfield Millwork
Windows Arizona
Lincoln
Sonora
Lincoln
Lincoln
Richfield Millwork
Anderson
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Lincoln
Shasta Lake
Richfield Millwork
Windows Arizona
Windows Medford
Windows Red Bluff
Red Bluff Millwork
Windows Merrill
Shasta Lake
Windows Red Bluff
Trucking
Burney
Sales & Service
Windows Red Bluff
Windows Montana
Lincoln
Sonora
Windows Red Bluff
Shasta Lake
Windows Merrill
Richfield Millwork



RETIREES



MARK BOSETTI

Upon retiring from his Log Procurement Manager role after nearly 28 years, Mark promises "...retirement will be filled with family, travel, fishing, and perfecting my fly-tying technique." Looks like you're on your way to catching the big one, Mark! Congratulations!



MARTY CONDON

After retiring as the Commercial Sales Manager (Southern CA) for Sierra Pacific Windows after 19 years, Marty's plans include an annual motor home trip to Hume Lake followed up with further destinations visiting our country's great national parks, many friends and lots of family along the way. Finally time to tackle life... congratulations, Marty! Best wishes!



ROBERT ESPARZA

After over 38 years with SPI, Robert recently retired from his sawfile supervisor position at Red Bluff Millwork. He will be hitting the links golfing in tournaments for which he has qualified. He will also hit the road on the way to San Diego with his grandkids before exploring more of the West coast. Thank you for your dedication, Robert!



BRUCE FAUDE

Bruce, a member of the mulling crew at Medford Windows, has retired after two years. He plans to fish more, hunt harder and cut fire wood. Bruce will also make time to relax. Another project he looks forward to in his newfound spare time is building traditional pine caskets. Enjoy retirement, Bruce!



JOHN GARDNER

Upon retirement from his Cogen Supervisor role at SPI Aberdeen after 36 years, John plans to spend some quality time with his grandkids and the rest of his family. He also hopes to pursue his woodworking and metal art along with regular coffee dates and fishing trips with friends. Congratulations, John!



PENNY GOODPASTER

After over 22 years, Penny has retired as Regional Manager (Colorado) at Sierra Pacific Windows. She plans on daily 30-40 mile bicycle rides. She looks forward to visiting her grandchildren and children before sailing away on a cruise in December. Additional travel plans include Disneyworld, Washington DC, Nashville, the New England region and anywhere else that sounds interesting. Kudos, Penny!



RICHARD GRUNDER

After 30 years with Sierra Pacific, Richard is excited to begin retirement from his Mechanic #1 position at SPI Anderson traveling across the country with his wife in their RV. The couple plans to winter in Arizona and summer up north. Richard is a proud veteran, serving 3 years in the US Navy and 20 years in the Army Reserves. Thank you, Richard, for your service!



MELINDA HUFFMAN

Melinda recently retired from her Claims Examiner role with Sierra Pacific after 20 years. She and her husband look forward to not living by any specific timelines and being able to travel near and far whenever they feel like it as well as spending plenty of quality time with their grandchildren. Congratulations, Melinda!



ARTHUR KUSS

Arthur retired from his duties as the R & D Supervisor at Medford Windows after nearly 48 years. Thank you, Arthur, for your years of service and we hope you fully enjoy retirement!



CHARLIE RISINGER

After 46 years with Sierra Pacific in lumber sales, Charlie is ready to hang up the phone! Traveling with his wife Sue and getting the opportunity to watch the grandkids grow up is at the top of their list of things to do with the extra time together, though he does plan on sneaking out to the lake to hook the big ones now and again!



WILLIAM TURNBOUGH

William has retired from his Millwright #1 position at SPI Lincoln after 25 years. He plans to spend his free time camping, fishing and just plain relaxing. We hope you enjoy it, William. You've earned it!



VERNON WILKS

After 11 years of service, Vernon retired from his grader role at SPI Burlington. He plans to take it easy for awhile before perhaps doing some prospecting in Montana. He is looking forward to spending more time with his family enjoying activities such as hiking, fishing and camping. Strike it big, Vernon!

GET #CONNECTED

Congratulations to SPI Burlington HR Coordinator Lydia Houston for sending along the most popular photo of the quarter.

Lydia shared, "A driver from one of our transportation partners travels with his young son. Every trip, they strap his son's favorite toy on the back of the trailer."

The photo was viewed over 9,000 times and garnered a combined 531 likes, 13 comments, and 41 shares.

Get **#CONNECTED**. Forward your photo via Facebook message with permission to re-post and you might see your photo here! Stay in touch with your **#spifamily!**



BOARDTALK



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FIRST SEAT TRAINS LOGGING OPERATORS

There are new recruits in the woods these days - thanks to the new FIRST SEAT (Forestry Industry Real-world Skills Training Sustaining Employment Applying Technology) Certificate program at Shasta College in Redding, CA. Developed within the College's well-established Equipment Operations & Maintenance program, FIRST SEAT focuses on training students on real logging equipment being used on real logging operations. The future of the industry is now and Sierra Pacific Industries is proud to be part of this strategic partnership.



Shasta College faculty and administrators, SPI representatives and other key industry partners proudly display new John Deere 648 L Skidder leased from Pape Machinery.