

SECOND QUARTER 2026

BOARDTALK



SUCCESS IS BUILT ONE STEP AT A TIME

RED EMMERSON

Over the years, a lot of people have asked me what it takes to be successful. After more than 75 years in this business, I've learned there's no single secret, no magic formula, and no one big decision that makes all the difference.

What I've found is that success usually comes from a lot of small decisions made consistently over time. The key is having the discipline to keep making those decisions, even when the results aren't immediate.

When I first started in the lumber business, we didn't have much. We borrowed money to get started and worked hard every day just to keep moving forward. Looking back now, some of those challenges seemed enormous at the time.

But you learn something important when you've been around awhile: most problems are handled one step at a time. If you stay disciplined, think ahead, and keep working, things often turn out better than you expected. We've always tried to stay focused on the next right step.

Discipline matters in other ways, too. Over the years, we've tried to be careful about how we spend money and what risks we take. We've never believed in chasing quick wins. We reinvested in the future. When we made money, we put it back into the business: improving operations, taking care of

equipment, investing in our timberlands, and creating opportunities for the people who work here.

People sometimes point to a major acquisition or a new facility and assume that's what built Sierra Pacific. Those things certainly helped. But when I look back, I see something different. I see thousands of small improvements. A better process. A new piece of equipment. A smarter way of doing something. One good decision followed by another. A lot of small moves eventually become one big move.

Sierra Pacific's success is also tied to our people. We believe in hiring good people and giving them opportunities to grow. The quality of this company has always come from the people who show up every day, work hard, solve problems, and take pride in doing a good job.

As I look at where Sierra Pacific is today, I'm proud of what we've accomplished. And there will always be room to improve. That's another part of being disciplined. You never think you're finished. You keep looking for ways to get a little better, make a better decision, or do a better job than you did yesterday.

Keep making good decisions. Keep improving. Keep moving forward.

That's how success is built. And always has been.

Red

4 YEARS OF SAFETY SUMMIT PROGRESS

Over the last four years SPI has hosted its Safety Summit, bringing company leaders together to develop new ways to strengthen the company's safety program. The summit is highly interactive and has generated innovative ideas, highlighted best practices from across the company, and helped move several initiatives into company wide implementation.

Key Outcomes

- Improved training opportunities for crew members.
- Stronger follow-up and follow-through across the organization.
- More consistent safety policies and procedures.
- A growing set of initiatives designed to support a stronger safety culture.

The energy during the group discussions has been outstanding. Many participants comment this is the best meeting they have attended, reflecting the value of bringing leaders together to share ideas, learn from one another and build momentum.

Importantly, this coordinated and deliberate focus has resulted in a safer workplace, with a steady reduction in severe injuries year-over-year.

Next Steps

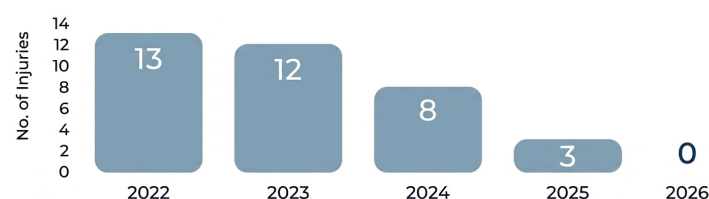
As part of our ongoing safety journey, the group will reconvene this fall to share progress, maintain momentum, and advance efforts to continue strengthening SPI's safety program and culture. It is encouraging to see the significant progress made so far and the group's continued focus on expanding involvement.

Under the leadership of SPI Safety Director, Brandon Mainard, we are extending Safety Summits to Safety Coordinators and Supervisors this year. These efforts are intended to complete the circle, ensure everyone is involved, and reinforce a continued focus on communication and training.

The company's commitment to improving safety is as strong as ever. The team remains fully committed to continuing this important effort.

Safety Improvements

Severe Injuries by Year



Lincoln Hosts WWPA Grade Meeting

SPI Lincoln hosted a Western Wood Product Association (WWPA) Group Grade Meeting on April 18 with 56 attendees from various forest product companies. We'd like to recognize the following crew members on their victories: Hunter Spade of Shasta Lake in the Certified Grader Class, Titus Lasater of Burney in the Grader Trainee Class, and Andrew Armstead of Shasta Lake in the QC Management Class. Great job and congratulations on this great achievement!



Hunter Spade



Titus Lasater



Andrew Armstead

QUESTIONS ABOUT YOUR HEALTH BENEFITS?

Call the friendly Sierra Pacific Health Benefits Department for info on programs, benefits and answers to your questions at (530) 378-8200.



SPOTLIGHT ON SUCCESS



CHRIS GUMM

INFRASTRUCTURE MANAGER

ANDERSON, CA

For Chris Gumm, a curiosity about computers and a willingness to learn opened the door to an unexpected career path at SPI. Over the past 20 years, that journey has taken him from the Help Desk to his current role as Infrastructure Manager.

After graduating from Arizona State University with a degree in Visual Communication, Chris returned to the Redding area with plans to pursue a career in graphic design. While searching for work, he taught himself how to repair computers and started a small business servicing computers for homeowners and local businesses.

When a family friend who worked at SPI mentioned an open position at our Help Desk, Chris decided to apply despite having limited experience in information technology. "I was really into computers, so I thought, why not?" Chris recalled.

Chris joined SPI in January 2005, quickly growing his passion for IT. He spent countless hours learning about networking and servers. To better understand how systems worked, he even took a retired server home and built a mock version of SPI's network, giving himself hands-on experience troubleshooting and developing solutions.

One of the first opportunities Chris identified

was improving how SPI deployed desktop and laptop computers. He recognized that implementing a hard drive imaging system would allow newly built computers to be delivered fully configured and ready for use.

His willingness to seek improvements and take on new challenges paved the way for career advancement. In 2013, Chris was promoted to Help Desk Manager, leading a team of five employees. He later advanced to Network Engineer in 2018 and moved into his current role as Infrastructure Manager in 2020.

Chris credits much of his success to the work ethic instilled by his father and grandfather, who taught him to always do his best regardless of the task. At SPI, he also benefited from the mentorship of his first supervisor, Pat Lee, who encouraged him to explore new technologies and ideas that could improve company operations.

Today, Chris enjoys collaborating with crew members across all divisions and values the relationships he has built throughout the company. Looking ahead, he is particularly excited about the role emerging technologies will play in the future of IT. "I'm interested to see how artificial intelligence will change the IT tools and systems we use every day," he said.

For crew members looking to advance their careers, Chris believes technical expertise is only part of the equation. "Technical skills are important, but a positive attitude, reliability, and willingness to help others go a long way," he said. "Many SPI leaders have earned opportunities through their work ethic and commitment to the team."

From self-taught computer enthusiast to Infrastructure Manager, Chris's journey reflects the opportunities available at SPI for those willing to learn, take initiative, and embrace new challenges. Twenty years after joining the company, he remains focused on supporting SPI's people, improving technology, and helping position the company for the future.

Hometown: Anderson

Family: Wife, two sons and a daughter

First Job: Solar Installer & Laborer

Hobbies: Snow skiing, wake boarding, being outdoors

Music: Listens to just about everything. Used to be a DJ!

EUGENE YOUTH SPORTS PARK

Thanks to a \$700,000 capstone gift from the Sierra Pacific Foundation, the Eugene Civic Alliance (ECA) and Kidsports have successfully completed the \$48 million Civic Park capital campaign for the construction of the Civic Park Kidsports facility, a multi-sport complex serving youth and families across the region.

"The Sierra Pacific Foundation is proud to support a project that brings people together around the shared purpose of building vibrant communities for generations to come," said Carolyn Emmerson Dietz, Sierra Pacific Foundation President. "At Sierra Pacific we believe strong communities are built through persistent hard work, investment, and partnership, much like how we invest in the health of our forests, manufacturing operations, and crews. Civic Park is what it looks like when a community works together to build something lasting."

"The Sierra Pacific Foundation gift is a generous and meaningful commitment to Civic Park, the local community and as importantly, to Kidsports. This gift helped to bring to life the final elements of ECA's vision of Civic Park," said Jon Anderson, the Eugene Civic Alliance Board President. "On behalf of the Eugene Civic Alliance Board of Directors, thank you Sierra Pacific."



"Sierra Pacific's generosity is a direct investment in both place and people and to Kidsports mission of 'all kids play,'" said Bev Smith the Executive Director of Kidsports. "Their generosity ensures that future generations will have a home to play, develop, and have fun."

SPI SOLUTIONS TAKE SHAPE AT OSU



In April, four SPI crew members from Oregon and Washington participated in Oregon State University's 2026 Forest Products Management Development Program alongside teams from Roseburg Forest Products and Boise Cascade.

The four day program is a business-focused curriculum where each team of two (with guidance from a mentor) comes up with a capital investment project, completes a detailed financial analysis, and creates a formal presentation of their proposal. Each team then presents their capital investment proposal project in a shark-tank like competition.

Crew members Mike Texley and Jed Dodge from our Eugene Division and Tyler Moriarty and Greg Paris from our Burlington and Centralia Divisions attended. The Eugene team designed a small package boiler project to increase production capacity long term, supporting the current Eugene mill project. The Washington team's project incorporated infrared cameras for use near motors, bearings, and other friction spots. This low-cost solution will assist in decreasing downtime, preventive maintenance, and fire protection. The project is now being implemented in multiple SPI mills. Great job to both teams and thank you for representing SPI through this program, building leadership and management skills, and supporting SPI as we grow!

PEOPLE, PROGRESS, AND PURPOSE

SIERRA PACIFIC WINDOWS NATIONAL SALES MEETING

In March, Sierra Pacific Windows welcomed its sales team from across the country to Redding, California, for its National Sales Meeting. Throughout the week, the team reconnected, celebrated accomplishments, and shared a sense of enthusiasm for what's ahead.

One of the week's highlights was the recognition of top-performing salespeople. These individuals continue to raise the bar, and the meeting provided an opportunity to celebrate their hard work, dedication, and achievements. Their success is something to celebrate and speaks to the strength and collaboration of the entire team.

While most of the week focused on goals and opportunities, attendees also toured SPI's conifer seedling nursery to get a firsthand look at where it all begins. Walking through the nursery and witnessing the care, planning, and long-term vision behind its operations served as a powerful reminder of what sets the company apart and the values it's built upon.

Above all, the week emphasized the importance of connection. Bringing team members together in one place created a space for meaningful conversations and insightful training, helping to strengthen the foundation that continues to drive SPW forward.



Members of the SPW sales team exploring the SPI seedling nursery in Gazelle, CA

The National Sales Meeting served as a reminder of the continued growth and momentum being built across the organization. With a talented team, a strong foundation, and a shared vision, Sierra Pacific Windows looks forward to another successful quarter.



\$746,000 IN SCHOLARSHIPS

The Sierra Pacific Foundation has awarded over \$746,000 in scholarships to 239 students as they attend colleges, universities, and trade schools during the 2026-2027 school year.

"Our commitment to education is a commitment to a brighter future for all," said Carolyn Emmerson Dietz, Sierra Pacific Foundation President. "The Foundation is proud to support these students as they broaden their learning and their training."

The Sierra Pacific Foundation grants scholarships to qualified, dependent children of Sierra Pacific Industries' employees. 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.



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.

MILESTONES

45 Years!

Allan Eisner

Windows Medford

40 Years!

Cindy Ziembo
Gary Blanc
Gina Lievens
James Burnett
John Acker

Windows Medford
Sales & Service
Shasta Lake
Windows Merrill - W St
Fiber Products Op.

35 Years!

Barbara Graham
Doreen Eady
Greg Miner
Gustavo Torres
Henry Lal
Jeffrey Duginski
Paul Sellers
Raul Alanis
Raymond Weidner
Serafin Mondragon

Red Bluff Millwork
Sales & Service
Richfield Millwork
Red Bluff Millwork
Oroville
Windows Merrill - W St
Quincy
Red Bluff Millwork
Sales & Service
Red Bluff Millwork

30 Years!

Apolonio Ramirez-Rodriguez
Daniel Dobson
Dennis Yucka
Dylan Dickson
Gerald Martin
Jeremy Byrd
Lawrence Pries
Molly Cossuto
Roger Williams
Scott Beebe
Scott Larson
Scott Reisdorf
Timothy Sabatke

Western Veneer
Richfield Reman
Eugene
Windows Red Bluff
Red Bluff Millwork
Red Bluff Millwork
Chinese Camp
Sales & Service
Windows Merrill - W St
Anderson Sawmill
Eugene
Windows Medford
Windows Merrill - W St

25 Years!

Armando Ramirez
Arnoldo Vasquez
Brian Howard
Briana Robertson
Clemencio Mendez
Craig Kask
David Ingram
Eddie Lawson
Eric Pitner
Gerardo Vargas
Gilberto Cardenas-Sanchez
Gregory Mahon
Ignacio Venegas
Ines Moreno Jr
Israel Delatorre
Ivan Iquera
Jeffrey Strong
Justin McCabe
Kenneth Rodriguez
Maria Herrera
Mario Melchor
Patrick Allen
Patrick Keep
Ramon Torrez
Rodrigo Ubias
Ruben Melchor
Santino Yabra
Sylvester Avila
Talina Smith
Terry Johnson
Tobias Bowman
Victor Herrera

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

20 Years!

Alfredo Flores
Cristino Carlos
Darby Whatley
Darrin Moorcroft
David Fackrell III
Dennis Young
Donald Blackburn
Dustin Eggleston
Fernando Montoya
Forest Grim
Guy Kaplan
J Guadalupe Esquivel-Cervantes
James Lucas
Jeffery Granstrom
Linnie Roberts

Richfield Millwork
Eugene
Windows Red Bluff
Shelton
Aberdeen Sawmill
Window Sales - AZ
Aberdeen Sawmill
Lincoln
Red Bluff Millwork
Lincoln
Centralia Sawmill
Western Veneer
Richfield Millwork
Aberdeen Sawmill
Aberdeen Sawmill

Lonjino Solorio
Marius Petruescu
Miguel Rojas
Rafael Hernandez
Ricardo Fernandez
Richard Waring
Rigoberto Pasillas
Robert Fecko
Robert Mason
Tirzah Chase
Toby Mulligan

15 Years!

Adam Ellsworth
Amy Dehne
Benjamin Vera
Christopher Nieman
Christopher Wilson
Craig Dodson
Daniel Waltermire
Ed True
Eddie Navarra
Emiliano Ortega
Gabriela Herrera
Jason McCurry
Jeffrey Olson
John Davis
John Reynolds
Julie Frahmman
Keith Graziano
Kevin Padgett
Louis Pinnell
Mark Biren
Matthew Brooks
Michael Bolf
Michael Davis
Michael Vuyovich
Randy Brock
Richard Castillo
Richard Clark
Robert Lane Jr.
Robert Mellady
Roger Oudman
Russell Garrison
Serapio Escalante
Tashalia Butler
Thomas Watson
Uriel Avelar-Herrera
William Southwick

10 Years!

Alan Lamb
Benjamin Alden
Bradley Kennedy
Cesar Parra-Garcia
Channing Wilson
Christopher Brumley
Cory Busher
Darrell Sinclair
David Huff
Edgar Reyes
Emosi Togagae
Ernesto Delgadillo
Frank Avilla
Glenn Stover
Gregory Roderick
Hunter McKelvey
Jaiden Smith
James Angelucci
Jennifer Sinclair
Jeremy Higgins
Jessica Foushee
Jessica Hinojosa
Center
John Correia
Jonathon Prochnow
Joshua Steen
Justin Patr Gordon
Karl Swetnika
Karl Wirth
Luis Lopez
Manuela Pahua
Marco Diaz
Matthew Andrews
Matthew Bolf
Matthew Chidester
Melanie Heier
Michael Lawson
Michael Zygowicz
Randy Short
Rosanne Zygowicz
Saira Munoz
Scott Davis
Shane Keffer

Richfield Millwork
Lincoln
Lincoln
Richfield Millwork
Lincoln
Centralia Sawmill
Forestry
Centralia Sawmill
Sales & Service
Centralia Sawmill

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

Aberdeen Sawmill
Fab Shop Anderson
Burney
Oroville
Window Sales - So.Cent.
Eugene
Sales & Service
Windows Red Bluff
Shasta Lake
Anderson Sawmill
Burlington Sawmill
Chinese Camp
Lincoln
Burlington Sawmill
Noti
Sonora
Lincoln
Fab Shop Anderson
Window Sales - Nor. CA
Sales & Service
Windows Red Bluff
Conifer Nursery & Seed

Lincoln
Windows Medford
Aberdeen Sawmill
Eugene
Window Sales - Nor. CA
Trucking
Windows Red Bluff
Richfield Reman
Burlington Sawmill
Forestry
Lincoln
Shasta Lake
Windows Medford
Trucking
Windows Medford
Shasta Lake
Windows Medford
Lincoln
Burlington Sawmill
Red Bluff Millwork

Sheila Gosse
Steven Zermeno
Torrie Wunningham
Vincent Gonzales
Waylon Huestis

5 Years!

Aaron Kitchens
Abrahan Ortuno-Suarez
Alejandro Rojas-Haaby
Amelia Muller
Andrew Bellamy
Andrew Davenport
Angel Guzman-Haro
Anthony Lubuw
Anthony Ramsey
Archie Gutierrez
Benjamin Chavez
Benjamin Sanchez
Carrie Smith
Christine Jongbloedt
Christopher Costa
Christopher Gutierrez
Clanton Self
Constantine Takwi
David Bolton
Diego Lopez
Donovan Robleto-Barkley
Dustin Morris
Dustin Thomas
Endymion Bliefert
Eric James
Esmeralda Acevedo
Felicia Waid
Gary Pfuhl
Gary Royal
Gavin Brown
George Grubbs
Giovani Garcia
Giovany Centeno-Gutierrez
Hannah Grabowski
Hugo Ocampo-Alvarez
Jacob Abbott
Jacob Wortman
James Lett
James Vair
Janilee Weiland
Jaqueline Lopez
Jerardo Sanchez
Jessica Kogler
Jessica Shank
Jesus Montes
Jon Wilson
Jonathan Smith
Juan Mejia
Kimberly Malone
Kristen Walker
Lauro Islas
Leticia Melchor-Zamora
Li Li Li
Lilia Villanueva-Figuero
Lorenzo Garcia
MacKenzie Kukas
Mark Liles
Matthew Simicsak
Michael Phillips
Michael Vann
Nicholas Costa
Olivia Marin-Arellano
Payton Anderson
Peggy Schroeder
Raymond McGinnis
Rhett Bates
Riley Larsen
Ryker Hall
Scott Oilar
Shasta Martinez-Quezada
Skyler Dickson
Stephanie Kunau
Stephen Baczkowski
Steven Anderson
Sunshine Allen
Tiffany Ellis
Timothy Decker
Timothy Handsaker
Timothy Smith
Todd Garrison
Tracy Thom
Tramess Sanders
Tyler Anaya
Tyler Freymond
Tyler Gliniecki
Tyler McFall
Victoria Day

Forestry
Aberdeen Sawmill
Eugene
Window Sales - CO
Centralia Sawmill
Western Veneer
Richfield Millwork
Burlington Sawmill
Quincy
Lincoln
Chinese Camp
Window Sales - NM
Windows Merrill - W St
Windows Merrill - O St
Red Bluff Millwork
Quincy
Eugene
Red Bluff Millwork
Sales & Service
Oroville
Red Bluff Millwork
Eugene
Windows Medford
Fab Shop Anderson
Fab Shop Anderson
Windows Red Bluff
Windows Merrill - O St
Windows Merrill - W St
Trucking
Eugene
Windows Medford
Lincoln
Richfield Reman
Sonora
Sales & Service
Windows Phenix City
Burney
Trucking
Windows Merrill - O St
Windows Medford
Richfield Millwork
Burney
Windows Phenix City
Red Bluff Millwork
Oroville
Anderson Sawmill
Aberdeen Sawmill
Eugene
Fab Shop Anderson
Sales & Service
Burney
Richfield Millwork
Windows Merrill - W St
Windows Red Bluff
Richfield Reman
Centralia Sawmill
Shelton
Fab Shop Anderson
Burlington Sawmill
Trucking
Red Bluff Millwork
Windows Red Bluff
Window Sales - UT
Windows Merrill - O St
Windows Red Bluff
Anderson Sawmill
Window Sales - AZ
Windows Merrill - O St
Windows Red Bluff
Windows Red Bluff
Chinese Camp
Windows Red Bluff
Fab Shop Anderson
Shelton
Sonora
Fab Shop Anderson
Windows Medford
Noti
Windows Red Bluff
Trucking
Shelton
Aberdeen Sawmill
Window Sales - UT
Lincoln
Windows Medford
Shasta Lake
Forestry

RETIREMENTS



BARBARA ANDERSON

Barbara retired from SPW Merrill, Water St. after 5.5 years with the company. She looks forward to spending time with her grandkids and on her hobbies. She also has plans to travel Route 66 with her husband and just enjoy life. Congrats, Barbara!



MICHAEL BOLF

Mike retired from his position of Kiln Operator at the Lincoln mill after 8 years with the company. After settling into retirement, he plans to spend his time hunting and fishing. Best wishes in retirement, Mike!



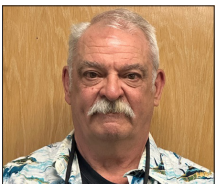
RAYMOND BUSSELEN

Raymond retired from the Quincy mill as a Shipping Forklift Driver after 28 years with the company. He plans on traveling and spending more time with the grandkids. Congratulations, Raymond!



JOE CHERRY

Joe retired from his position of Colorado Service Technician with Sierra Pacific Windows after 21 years with the company. He plans to spend more time with his sweetie pie, travel the U.S., and enjoy more car shows and cruises. Best wishes in retirement, Joe!



TIM DECKER

Tim retired from SPW Medford after over 4 years with the company. He plans to garden, raise animals and get in some home improvement projects. Congratulations and enjoy retirement, Tim!



MIKE DRESSSELL

After 37 years with the company, Mike is retiring from his Log Scaler Supervisor position. Mike is starting out retirement with 5 road trips. Additional plans include gardening, fishing, and just hanging out with family. Enjoy your time, Mike!



CATHY DUNCAN

Cathy retired from her position of Sizer Operator with Richfield Millwork after 48 years with the company. She is looking forward to visiting grandkids, kayaking, fishing, working in the yard, and spending time exploring. Enjoy retirement, Cathy!



PHIL HAMILTON

After 42.5 years, Phil retired as a Fingerjoint crew member from Red Bluff Millwork. He plans to spend time camping and boating with his dog. He is looking forward to visiting friends in AZ and spending time with his wife and nine grandkids. Congratulations, Phil!



EDWARD JACKSON

Edward retired as a Truck Driver for Anderson after 21 years with the company. He plans to prioritize the health of his mind, body, and soul. Congratulations and enjoy retirement, Edward!



JUAN MARQUINA

Juan retired from Red Bluff Millwork after over 23 years with the company. He has lots of travel planned with the first being a trip to Peru with his wife. He also plans to tackle home and yard projects as well as get lots of fishing time in. Enjoy retirement, Juan!



CONRAD MASON

Conrad retired from his position as Headrig Sawyer in Quincy after 39 years. Conrad plans on elk hunting with his son, finishing his 69 vette and then attending some car shows. Congratulations, Craig!



LISA NIEMAN

Lisa retired as a Custodian at Quincy after 21.5 years with the company. She plans to work at her own business and spend time with her grandson during retirement. Congratulations and enjoy, Lisa!



AJ PETROS

AJ has been with the company for 26 years and is retiring from his role as a Truck Driver. He is excited to "relax & lock the gate". Best wishes in retirement, AJ!



MIKE SELF

Mike retired from his position as a Kiln Operator at the Shasta Lake Mill, after 22 years. As a car enthusiast, Mike plans on enjoying every moment of being a hot rodder. Congratulations and enjoy, Mike!



PAUL SELLERS

Paul retired from his position of Forklift Driver at the Quincy Mill after 35 years with the company. He is looking forward to traveling and spending time with his father. Enjoy retirement, Paul!



JODY ZAMZOW-WOLLER

Jody retired from SPW Merrill, Water St. after 39.5 years with the company. She looks forward to not living by her alarm clock and having more time to enjoy her passion for horses. She also plans to travel out West. Congratulations, Jody!

Health Benefits Retiree Plan

Retiring before you're eligible for Medicare? Contact Health Benefits to find out about continued Health Benefits Coverage after you retire! We know everyone's situation is different and we're here to walk you through your options! Call us at (530) 378-8200.

BOARDTALK

GROWING FORESTS FOR OUR FUTURE.

MADE IN THE U.S.A!



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3% WAGE INCREASE

We are pleased to announce a 3% wage increase this summer across the Company.

While economic conditions remain uncertain, your hard work and contributions position us to outpace the competition and support continued growth. Thank you for all you do and for being a part of our team.

Red Mail George