

BOARDTALK



STARTING UP IN PHENIX CITY

RED EMMERSON

Nearly two years ago, Sierra Pacific Windows announced plans to expand our manufacturing footprint into the U.S. Southeast in Phenix City, Alabama. Since then, we have made a substantial investment to turn a 610,000 square foot old textile mill into a state-of-the-art windows manufacturing plant.

When we first decided to expand our window and door manufacturing capacity, we were looking for a strategic location with a skilled workforce, business-friendly environment, and strong community partnerships. Phenix City turned out to be the ideal choice.

In October, we held a ribbon-cutting event to commemorate the opening of our new Windows facility. Joining Sierra Pacific leadership at the celebration were Gov. Kay Ivey, Mayor Eddie Lowe, the Alabama Dept. of Commerce and many other local officials. The State of Alabama and Phenix City have been great to work with on this project. Their commitment to business growth and workforce development is appreciated and has really helped set us up for success in the Southeast.

Also joining us at the ribbon cutting were the new Window plant's first 43 crew members. These people have been in a unique position to be a part of the hard work that goes into the start-up of a major operation. They were there to see our windows

production start with H3 windows. And will be there as eventually hundreds of windows and doors are made every day.

They will soon be joined by more coworkers. In early 2025, we aim to have over 100 people working in Phenix City producing higher volumes of window orders from this facility. By mid-2026, we expect to employ 300 crew members, with aspirations of reaching 500 people in the years to come. These jobs – like so many across Sierra Pacific – are more than jobs. They are opportunities for careers.

Our investment in new Windows manufacturing also reflects our continued growth of the Windows Division, spurred by market demand for our high-quality windows. The Phenix City location will help us continue to generate new customers and demand for our products – particularly across the Southeastern and Atlantic regions of the United States.

This investment is also a reflection of Sierra Pacific's commitment to always look forward and innovate. We are in a competitive marketplace, so we must stay ahead by both adapting and driving change. By doing this – from forests to lumber to windows – our company is positioning for success both for today and for the long-term.

The addition of our Phenix City facility marks a significant milestone for both Sierra Pacific Industries and Sierra Pacific Windows in our journey of growth and innovation. This expansion represents our commitment to create quality products, foster careers, and strengthen partnerships in the communities we operate. Together with our skilled workforce and valued partners, Sierra Pacific is poised to continue building a legacy of excellence, innovation, and success for years to come.

Red

SPI COMPANY UPDATES

As we close out 2024, we reflect on a year of significant strategic capital investments across the Company—from lumber and windows manufacturing to forestry and resources. These achievements were made possible by the dedication of our crew members.

We look forward to 2025 as new projects transition into the construction, installation and operation phases. Our ongoing commitment to reinvest in our people, manufacturing facilities and timberlands continues to position SPI as an industry leader.

LUMBER AND MILLWORK

In 2024, we saw the successful completion of a variety of projects:

- **New Infrastructure:** Installation of a new planer line at Anderson, scanners at Red Bluff Millwork, truck shop in Oroville, truck shop and fabrication shop in Eugene, and a timber sorter and gang saw at Noti.
- **Dry Kiln Upgrades:** New dry kilns were installed in Aberdeen, Anderson, Burney, Lincoln, and Quincy.
- **Enhanced Wrapping:** Auto paper wrap machines at Anderson and Shelton.

Looking ahead to 2025, several mills are scheduled to receive auto wrap machines: Aberdeen, Burlington, Burney, Centralia, Lincoln and Quincy. Additional projects include a new sorter/package line in Quincy and boiler upgrades in Sonora, both targeting completion in 2025. Long-term initiatives, such as the construction of new stud and large log sawmills in Eugene remain underway with extended timelines.



Shelton Auto Paper Wrap Machine and Anderson Planer Line

FORESTRY

2024 was a milestone year for forestry, marked by notable achievements:

- **300 Millionth Seedling:** In spring, SPI celebrated the planting of its 300 millionth seedling.
- **Land Acquisitions:** SPI acquired 7,500 acres of forestland in Oregon and 24,000 acres in California.
- **Conifer Nursery and Seed Center:** We celebrated the opening of our new Conifer Nursery and Seed Center and the crew just wrapped the first full year of production with 4.4 million net seedlings produced. The team will begin sowing seeds for the 2025 season in January with 10.5 million seedlings targeted.

Additionally, 2024 underscored the importance of wildfire resilience and preparation. Our continued investment in vegetation management projects and our over 2,000 miles of fuel breaks helped mitigate wildfire impacts on SPI timberlands and our surrounding communities. We remain committed to expanding these initiatives in collaboration with neighboring landowners to proactively safeguard our landscapes and communities.



Phenix City Crew celebrating Ribbon Cutting, October 2024

WINDOWS

In addition to the continued build out of our newest manufacturing facility in Phenix City, the Window Division has numerous capital projects planned in 2025 including:

- **Product Development:** New equipment installations in Red Bluff and Medford to support the launch of our new casement and door products.
- **Sales Expansion:** Remodeling and expanding the Bend, OR sales showroom and opening new showrooms in Chicago and Salt Lake City.
- **Technological Advancements:** Upgrades to our quoting software aim to deliver an enhanced user experience for our customers.

As we enter 2025, we are excited to build upon these successes and continue driving innovation, sustainability, and growth across all areas of the Company.



Nursery Crew after first day of packing season, October 2024

SPOTLIGHT ON SUCCESS

RAMON VARGAS

ELECTRICIAN | BURNEY, CA

Ramon has been with SPI since 2012, climbing the ranks from an entry-level laborer to his current position as an Electrician. His journey with SPI exemplifies hard work, growth and determination.

Ramon's connection with SPI began long before his first day on the job. At 18, encouraged by a family member, he applied for a position but was advised by the Superintendent at the time to gain more experience and reapply—a challenge Ramon took to heart. Over the next decade, he honed his skills at Shasta Green before returning to SPI.

Starting as a Laborer in the Planer Department at the Burney Division, Ramon quickly moved through roles such as Planer Bander Operator and Sawmill Re-saw Operator, where he spent seven years. However, his sights were set higher. Whenever an electrician position became available, he threw his hat in the ring, determined to make his goal a reality.

In 2020, Ramon embarked on a four-year Electrician training program through the Shasta Builders Exchange. Combining formal education with hands-on experience, he developed the skills needed to transition into an Electrician Trainee role at SPI. Thanks to his hard work, he successfully completed his training and earned the title of Electrician.

"What I like most about my job is that it's always different," Ramon shares. "I'm never doing the same thing."



Ramon credits his parents for instilling in him the values of responsibility and hard work. A memorable childhood lesson from his father sparked his commitment to perfect attendance, a streak he proudly carried through school and now into his professional life. He also acknowledges the unwavering support of his wife and the many colleagues who have guided him along the way.

Through SPI's Sawmill Technical Education Program (STEP) for electricians, Ramon had the chance to further expand his expertise. This seven-week in-house training deepened his knowledge of electrical systems, enabling him to troubleshoot and maintain equipment more effectively and work independently.

Reflecting on his journey, Ramon advises others to "always work hard, be responsible and on time, and go the extra mile." He also highlights the importance of pursuing education and training to achieve career aspirations.

Looking ahead, Ramon is excited about continuing to grow with SPI. "I enjoy working for SPI. We have a great crew, great staff, and great supervisors. I appreciate that the company is willing to teach you a trade and support crew members in moving up the ranks."

Ramon's story highlights the value of persistence and dedication, making him a shining example of success within the SPI family.

Hometown: Fall River Mills, CA

Family: Wife, 2 sons, 2 daughters

Education: High School, Shasta Builders Exchange

Pets: 1 horse, 1 lamb, 4 dogs

Hobbies: Watching my kids play sports

First Nursery Seedlings Planted in Forests



The first seedlings from SPI's Conifer Nursery were planted this past fall, marking a milestone for reforestation efforts on state, federal, and private forest lands.

SPI foresters and planting crews planted some of the inaugural seedlings on the SPI Tahoe District. Collins Company also shared images of seedlings being planted in their Almanor Forest supporting reforestation efforts following the Dixie Fire.

SPI's Conifer Nursery and Seed Center is filling a critical need for seedling production across California. By providing millions of high-quality seedlings, we're helping landowners carry out their commitment to sustainable forest management ensuring the health of forests for generations to come.



Reflecting on 2024 Safety

What a year it has been for safety at Sierra Pacific Industries! The health and safety of our crew members has always been, and will always remain, our highest priority.

Throughout the year, we demonstrated our commitment to safety by continually growing and improving our safety program. Workplace safety is not a one-time initiative; it is an ongoing process requiring sustained effort and vigilance. By implementing strategic, continuous improvement practices, we systematically identified hazards, mitigated risks, and reinforced a positive safety culture throughout our organization.

While we made significant strides, we recognize that we fell short of our ultimate goal achieving an injury-free workplace. This serves as a reminder that there is always more to achieve, and as a company, we remain dedicated to ongoing improvement.

In 2024, we concentrated on five key areas:

- **Crew Member Involvement:** Actively engaging crew members in safety practices.
- **Management Commitment:** Ensuring leaders prioritize safety in every decision.
- **Training and Education:** Conducting regular safety training sessions.
- **Risk Assessment:** Continuously evaluating and addressing potential hazards.
- **Feedback Loop:** Collecting and acting on safety-related feedback from our teams.

Focusing on these elements led to great successes and we are committed to maintaining this proactive approach. As we move into 2025, we will continue prioritizing the safety and well-being of every crew member and to growing our safety program.

As we embark on a new year, let's remind ourselves that safety is a journey, not a destination. Together, we will stay focused on this journey, keeping safety at the forefront of everything we do.

SPI brings Holiday Cheer to Communities

SPI embraced the holiday spirit by donating Christmas trees and participating in numerous community events throughout the season. SPI crew from Aberdeen, Anderson, Centralia, Eugene, Lincoln, Oroville, Red Bluff, Quincy, Shelton, and Sonora brought joy to their communities by decorating trucks and floats for various light parades and celebrations.



Eugene's Holiday Parade Tour

SPI's Eugene trucking division spread joy across multiple parades in the region. Pictured (1) Driver Randy Ingram proudly showcasing the festive truck in the Monroe, OR Light Parade.



Award-Winning Aberdeen Float

Aberdeen crew in the Montesano Festival of Lights won the Choice Award for best float! (2) Left to right: Planer Supervisor Jake Sanchez, HR Coordinator Nikki Eang, Aberdeen Mill Manager Dan Phillips. Not pictured but instrumental to the float's construction: Jesse Velez, Rich Clark, and Trampess Sanders.



Quincy Crew Brings Cheer to Plumas

The Quincy Trucking crew spreading holiday magic. (3) Left to right: Driver Chris Wilson, Mechanic Robbie Johnson, Driver Jakob Bishop, and Mechanic Austin Person (not pictured).



Family Fun in Shelton and Lincoln

SPI drivers Evan Baker of Shelton (4) and Travis Lobland of Lincoln (5) shared the joy of the season with their families, who joined them for front-row seats to the holiday festivities. Shelton photo by Cooper Studios.

Changes to your Health Benefits in 2025

Increase to the Vision Plan Maximum Benefits:

The maximum Plan year benefit limit is increased to 80% of covered Vision services not to exceed per Covered Employee or Covered Dependent:

- \$100 for visual exams
- \$150 for glasses and/or contact lenses

Increase to the Dental Plan Maximum Benefits:

The maximum Plan year benefit limit is increased to 80% of covered Dental services not to exceed a \$1,500 paid benefit per Covered Employee or Covered Dependent.

Questions about your health benefits? Your health benefits team is here for you! Call (530) 378-8200.

Changes to the Summary Plan Descriptive effective January 1, 2025.

MILESTONES

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

40 Years!

Larry Pettigrew Trucking
Mark Luster Sales & Service

35 Years!

Hurschel Himes Richfield Millwork
Jerry Kelley Anderson Sawmill
Tracy Tkachuk Windows Medford

30 Years!

Christina Roggenkamp Sales & Service
Dan Zimmerman Eugene
Donald Scales Anderson Sawmill
Jon Fitzhugh Burney
Martin Ramirez Rodriguez Western Veneer
Tony Arroyo Red Bluff Millwork

25 Years!

Andrew Faircloth Sales & Service
Brenda Lamkins Windows Red Bluff
Carlos Barajas Richfield Millwork
Fabio Chavez-Iopez Noti
Jake Spengler Window Sales - Cent
Jeffery Hoznour Quincy
Johnny Avila Burney
Jose Herrejon Lincoln
Luis Cipriano Gonzalez Shasta Lake
Michael Laughlin Window Sales - NM
Ruben Bogarin-Caldera Red Bluff Millwork
Shaun Trublood Shasta Lake
Tami Holmes Richfield Reman

20 Years!

Alexandra Sarmanto Windows Red Bluff
Alfonso Rivera Lincoln
Andrea White Windows Red Bluff
Carlos Rodriguez Oroville
Chad Smith Aberdeen Sawmill
Christopher Marks Burney
Damon Bowen Aberdeen Sawmill
David Gonzalez Richfield Millwork
Frank Witt Red Bluff Millwork
Greg Ledford Windows Medford
Gregory Smith Eugene
Jose Alfaro Richfield Millwork
Juan Montero Lincoln
Lisa Nieman Quincy
Matthew Carlton Sales & Service
Roberto Rosales Richfield Millwork
Sean Coe Lincoln
Sonia Zambrano Window Sales - MT
Timothy Troberg Forestry

15 Years!

Daniel Dunham Eugene
Jeffrey Kelley Shasta Lake
Jose Venegas Shasta Lake

10 Years!

Adam Bentley Red Bluff Millwork
Austin Hicks Anderson Sawmill
Benjamin Walker Window Sales - N CA
Christopher Binning Sonora
Cody Whitmore Trucking
Craig Zagala Lincoln
Derek Davidson Trucking
Douglas Lima Windows Red Bluff
Frances Trunnell Eugene
Harold Wodark Window Sales - CO
Joshua Darlington Lincoln
Karl Hankins Sales & Service
LaDonna Gonzales Window Sales - CO
Laura Peterson Windows Medford
Michael Kent Western Veneer
Michael Ponyah Centralia Sawmill
Raquel Perez Sales & Service
Raymond Witzel Burney
Russell Casimire Burlington Sawmill
Timothy Walters Window Sales - CO
Trevor Oudman Burlington Sawmill
Tyler Ficek Eugene

5 Years!

Adalberto Carvajal Lincoln
Anthony Wilson Sonora
Brandon Trask Burney
Carl Miller Red Bluff Millwork
Carlos Romero Red Bluff Millwork
Carrie Rinehart Windows Medford
Colby Spyres Lincoln
Daniel Edwards Anderson Sawmill
Daniel Sanchez-Mendoza Red Bluff Millwork
Daniel Wojcik Windows Medford
Dean Hudson Trucking
Donna Carlson Window Sales - S CA
Douglas Cessna Burney
Eli Greene Aberdeen Sawmill
Emilio Valdez Oroville
Eric Stevenson Burlington Sawmill
George Mahon Sales & Service
James Leinfelder Trucking
Jason Dean Burlington Sawmill
Jason McCoshum Red Bluff Millwork
Jason Park Window Sales - CO
Jerry Mallon Windows Medford
Jesse Swafford Jr Shasta Lake
Jessica Potocnik Windows Medford

5 Years continued...

Kalan Plaisted Sonora
Kenneth Valentine Burney
Kimberley Bedsworth Windows Phenix City
Kyle Scholer Quincy
Lawrence Nacke Fab Shop Shelton
Marcela Villa Richfield Millwork
Margarita Cecenas Richfield Reman
Mariana Palominos Richfield Millwork
Marlene Gajda Windows Medford
Mateo Nicholes Eugene
Matthew Gledhill Noti
Michael Kloos Window Sales - S CA
Michael Mendelson Trucking
Michael Mroz Burlington Sawmill
Micheal Hemsworth Burney
Oscar Villarruel Windows Red Bluff
Oswaldo Torres Garcia Windows Red Bluff
Patrick O'Brien Burney
Ralph Vestal Health Benefits
Renee Lewis Windows Medford
Robert Quinnell Centralia Sawmill
Robert Spallino Burlington Sawmill
Roland Speight Anderson Sawmill
Ronnie Davis Burney
Russell Owens Window Sales- PNW
Sarah Campbell Forestry
Sarah Smayda Window Sales - Cent
Scott Walldorff Shelton
Sean Anderson Aberdeen Sawmill
Shane Tilley Burlington Sawmill
Shawn Dorr Red Bluff Millwork
Spencer Hern Quincy
Tarrah Merino Windows Medford
Thomas Quednow Centralia Sawmill
Tom Jerde Aberdeen Sawmill
Tomoko Rinesmith Red Bluff Millwork
Vernon Miller Windows Medford
Victor Malave Chinese Camp
Victor Naranjo-Alamo Burney
Wyatt Colledge Red Bluff Millwork
Yesenia Bustos Eugene
Zane Abrams

*Celebrating a 5-year increment Milestone?
You may receive a text message from a
gifting service called Snappy with a link
to receive a gift from SPI as a small token
of our appreciation for you hard work and
dedication to the Company!*



RETIREMENTS



MARCELLA BROUWER

Marcella retired from her position of Chip Truck Driver with the Shelton Trucking Division. She plans to spend retirement building her home and then traveling and taking vacations with her grandchildren. Enjoy retirement, Marcella!



SHARON HOMMEL

Sharon retired from her position of Product Data Specialist in Medford after 5 years with the Company. She plans to travel with her husband to see the Black Hills of South Dakota and possibly take another cruise. When not traveling, she plans to keep up with her current hobbies. Enjoy, Sharon!



MARTIN CHERVELLERA

After more than 19 years with the Company, Martin retired from his position of Chip Truck Driver in Red Bluff. He has extensive travel plans including a trip to Alabama and Tennessee to visit his Army buddies, as well see Vermont and Wisconsin in the fall. He also hopes to make a trip to Italy. Congratulations!



MITCH MCCAULEY

Mitch retired from his position of Chipper Operator at Eugene after 39+ years. Mitch enjoyed his fellow crew members and plans on keeping in touch with many of them. He is looking forward to golfing and planting a garden in the spring. He plans on spending more time with his grandchildren. Congratulations, Mitch!



DONNA NOWAK

Donna retired from SPW Medford Purchasing after 49 years with the Company. Donna plans to work on using up her fabric stash on quilting and sewing projects. She also plans to read and garden in her free time. Enjoy, Donna!



KARLA PODEVELS

Karla retired from SPW Medford after 13 years. Karla plans to work in her flower garden, do some landscaping, and projects around the house. She also plans to travel and visit her sister in Colorado. Congratulations, Karla!



ALFONSO RIVERA

After 20 years with the Company, Alfonso retired from his paperwrap position at Lincoln. During his retirement, he plans to travel to Mexico to visit family as well as work on a few small carpentry projects. Congratulations and enjoy retirement, Alfonso!



ROLAND RUSHER

Roland retired from his position of Kiln Operator at Sonora after 23 years with the Company. He plans to spend retirement enjoying his hobbies now that he will have more time on his hands. Congratulations, Roland!



HILARIO SANCHEZ

Hilario retired from Red Bluff Millwork after 25 years with the Company. He has lots of travel plans on the agenda hoping to get to Mexico a couple times a year with his wife as well as travel to Europe. He plans to get to the gym at some point and may get a part time job to keep him busy. Sounds like a full retirement, enjoy!



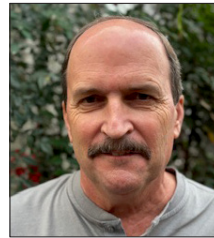
IRMA SANCHEZ

After 36 years with the Company, Irma retired from her position of Moulder Crew at Richfield Millwork. She plans to spend more time with her grand kids, travel and visit family in Mexico. Congratulations on your retirement!



WILLIAM (BILLY) SCOTT

After 41 years with Medford, Billy retired from his position of Machine Operator. He plans to do a lot of fishing, maybe a little gardening in the summer, and mostly sit back and enjoy life. Congratulations on your retirement, Billy!



KEN WILDE

Ken retired after 38 years with the company from his position of Log Procurement Manager at Lincoln. His plans are to enjoy leisure time, spend more time with his wife Winni and family, and travel around the US. Enjoy retirement, Ken!

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.

BOARD TALK

GROWING FORESTS FOR OUR FUTURE.

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SCHOLARSHIP APPLICATIONS ARE OPEN!



Did you know that over the past 45 years, the Sierra Pacific Foundation has awarded over \$10 Million to students pursuing diverse post-secondary educational goals?

Your son or daughter could be among this year's recipients! Last scholarship season, the Foundation awarded \$571,000 to 189 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.

APPLICATION DEADLINE: FEBRUARY 28, 2025

Scholarship applications are available online at: spi-ind.com/Foundation/ScholarshipApplication beginning December 15, 2024 and close February 28, 2025. Start talking with your student now about this opportunity to help fund their future!



SCAN FOR APPLICATION

QUESTIONS? Visit: spi-ind.com/foundation/FAQ
OR talk with your HR Coordinator