

# BOARDTALK



## MAKING A DIFFERENCE WITH FUEL BREAKS

MARK EMMERSON

Last year, I shared news about a new public-private partnership between the U.S. Forest Service and Sierra Pacific Industries to strengthen wildfire prevention on federal lands through the construction of hundreds of miles of fuel breaks on USFS lands.

Fuel breaks are designed to modify fire behavior through reduction of flammable vegetation in strategic locations, giving firefighters safer and effective places to control wildfires. This helps slow the spread of fires before they become major disasters. A connected network across public and private lands is essential. While fuel breaks cost money it is worth it because every dollar invested can save \$4 in disaster response and recovery costs.

That is why I joined U.S. Secretary of Agriculture Brooke Rollins and then-Forest Service Chief Randy Moore to sign a Stewardship Agreement in February 2025, committing SPI to build hundreds of miles of shaded fuel breaks on National Forest lands in California and Oregon. This builds on the 2,200 mile network that SPI has already established on our own lands.

I'm pleased to report that implementation of the Stewardship Agreement is well underway. Our crews have already completed more than 70 miles of new fuel breaks on Forest Service lands. By the end of this year, we expect to install an

additional 160 miles with another 110 miles planned for the following year. This demanding work – with challenging terrain and time sensitive conditions – is made possible by the dedication of our forestry team, logging contractors and support staff.

The effort is worth it. As shared in last quarter's Boardtalk, fuel breaks make a difference. During last summer's Coyote Fire in El Dorado County, California, early estimates projected the fire could grow to 20,000 acres. Thankfully that didn't happen. Instead, CAL FIRE used an SPI constructed fuel break to help control the fast-moving fire, containing it to 624 acres. This outcome protected nearby communities, improved firefighter safety and prevented tens of millions of dollars in damage and suppression costs.

This is why fuel breaks matter. They don't stop fires on their own, but when combined with skilled firefighting, they change outcomes. They buy time, create safer conditions and turn potential mega-fires into manageable incidents.

Fuel breaks are just part of SPI's broader wildfire risk reduction strategy. We lead in post-fire recovery and reforestation, operate localized weather stations to support wildfire risk assessments, and coordinate closely with federal and state firefighting agencies. With the West facing continued drought and heightened wildfire risk this summer, these efforts are essential.

I am proud of the work our team is doing on SPI and federal lands. Fuel breaks help protect forests, communities and lives. We are making a real difference where it matters most.

A handwritten signature in cursive script that reads 'Mark'.

# RECOGNIZING 2025 SAFETY ACHIEVEMENTS



## Injury-Free in 2025:

- *Fiber Products Operations*
- *Nursery*
- *Western Veneer*

These divisions achieved an extraordinary milestone: an entire year with zero injuries.

This level of performance doesn't happen by chance. It reflects strong leadership, consistent teamwork, and a shared commitment from every crew member to look out for one another. It means speaking up, staying focused, and never compromising—no matter the task or the pace.

Most importantly, it reinforces that safety and performance go hand in hand. When we create environments where people feel supported and protected, we work smarter, operate more efficiently, and ensure everyone goes home safely at the end of the day.

We recognize and thank every crew member who made this achievement possible. While this milestone is worth celebrating, it also sets the standard for what we continue to strive for moving forward.

Safety is more than a priority at Sierra Pacific—it's a core value that guides how we work every day. In 2025, several of our divisions demonstrated what's possible when that commitment is put into action.

## No Lost Time Achievements:

- *Anderson Fabrication Shop*
- *Chinese Camp*
- *Forestry*
- *Richfield Millwork*
- *Shelton*
- *Shelton Fabrication Shop*
- *Sonora*
- *Windows – Merrill Water Street*
- *Windows – Phenix City*

Achieving a year with no lost time injuries is another significant accomplishment across our operations.

A No Lost Time year means that no employee missed work due to a job-related injury. It reflects effective safety systems and a culture where individuals take ownership of safe work practices and actively look out for one another.

These teams demonstrated strong hazard awareness, proactive prevention, and a daily commitment to doing the job the right way. The result is a safer workplace, healthier crew members, and stronger overall operations.

While No Lost Time is an achievement to be proud of, it's also a reminder that safety is an ongoing journey. We will continue to challenge ourselves, improve our practices, and strengthen a culture where safety remains at the forefront of everything we do.

# Construction Progresses in Eugene

Investing for the future – construction at SPI Eugene is underway! Cutting Log Mill expected completion in second half of 2026 with dual-line Stud Mill to follow! Photos by McKenzie Bredemeyer



# SPOTLIGHT ON SUCCESS

## JOSEPH CHENEY

PLANER PRODUCTION SUPERVISOR  
ANDERSON DIVISION

This fall will mark 25 years since Joseph Cheney joined Sierra Pacific's Anderson Division.

Originally from Ohio, Joseph moved to California in search of greater opportunity. His father told him about a hiring event at Sierra Pacific, and he quickly made the trip west.

"I booked a flight and got into Sacramento at midnight," Joseph recalled. "By 8 a.m. I was standing in line to get an application. Back then the line went all the way out to the street."

First hired as a laborer in the Planer Department, he was focused on learning and growth opportunities from the start. From there, he moved to planer cleanup and then advanced to a sorter chaser position. While working on the sorter, Joseph often looked down at the grading line below watching the lumber graders at work.

"I'd observe them for hours. They were so focused, and their job looked so important. I knew that's what I wanted to do."

Joseph approached his supervisor about learning to grade and began studying grading rules on his own time—always putting in the extra effort to observe and ask questions. His dedication paid off when he earned a Grader Trainee position and began training full time, eventually advancing into an Uncertified Grader position.

Becoming a certified lumber grader requires intensive training in wood species, grading rules, and quality standards. After several years of experience, Joseph earned his certification through the Western Wood Products Association (WWPA), a significant professional achievement that reflects both skill and commitment.

During his years as a Grader, Joseph also helped mentor new grader trainees, sharing his knowledge and skill of being attentive to detail. Eventually, he was ready to pursue a role in leadership. Using the expertise he



developed as a Grader, he moved into the Quality Control Supervisor role gaining valuable leadership experience and preparing himself for the next step.

After three years in Quality Control, he stepped into his current role as Planer Production Supervisor, where he now oversees 18 crew members per shift.

"My focus is keeping the crew safe, motivated, and maintaining a positive attitude while we meet our quality and production standards," Joseph said. "The quality of the products we're putting out there is very important to me. I take the job and the standards seriously."

Throughout his career, several mentors have helped shape Joseph's path. One of the most influential was Kirk Maravirov, whose leadership left a lasting impression.

"Kirk was my supervisor for many years early in my career," Joseph said. "His work ethic, consistency, and commitment to quality and improvement have inspired me my entire career."

Today, Joseph strives to bring those same values to the crew he leads and encourages others to invest in themselves and pursue opportunities. Joseph believes that investing in yourself is the number one thing you can do – not just in your career, but in life.

Looking ahead, Joseph is committed to continuing to grow both personally and professionally while supporting the success of his crew and the company. He remains focused on what has guided him since the very beginning: hard work, continuous learning, and helping others succeed along the way.

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**Hometown:** Ashtabula, Ohio

**Family:** Three beautiful daughters and fiancé

**Hobbies:** Designing and building furniture, repairs & remodels on my house

**Pets:** Two pines, but precious dogs – Gus and Dale

# Youth Skills Competition in Shelton



Sierra Pacific hosted the SkillsUSA Olympic Region Welding Fabrication Contest at the Shelton Fabrication Shop this past January. The event brought together 12 local high school students on 4 teams to compete in a hands-on welding challenge that highlighted their technical skills, craftsmanship, and attention to safety.

Participants were evaluated on key competencies including precision, blueprint interpretation, and welding technique, demonstrating the strong foundation being built through Career and Technical Education (CTE) programs.

Events like this reflect Sierra Pacific's ongoing commitment to supporting CTE and investing in the next generation of skilled trades professionals. Thank you to the Shelton crew members who volunteered their time and expertise to make this event a success!

# Investing in the Future of Healthcare in Tehama County

The Sierra Pacific Foundation supported St. Elizabeth Community Hospital with a \$1 million commitment to its Surgical Services Upgrade Campaign – an investment that advances access to high-quality healthcare for generations to come in Tehama County.

This significant contribution, made in partnership with Mercy Foundation North, is helping to modernize surgical capabilities at the hospital and improve patient care throughout the region. Upgrades include the installation of a state-of-the-art Da Vinci Robotic Surgical System, enabling more precise, minimally invasive procedures and faster recovery times for patients, advanced decontamination systems, upgraded surgical rooms and equipment, as well as enhancements to the oncology patient experience.

Tehama County has long been an important part of the Sierra Pacific family—home to four Sierra Pacific Industries and Sierra Pacific Windows facilities, more than 117,000 acres of timberland, and over 1,300 dedicated crew members. This investment



Sierra Pacific leadership presenting donation to representatives from Dignity Health and St. Elizabeth Community Hospital

reflects the Foundation's ongoing commitment not only to its crew members, but also to their families and the communities where they live and work.

Through this investment, the Sierra Pacific Foundation continues its tradition of supporting initiatives that strengthen and improve our communities.

# Exciting times for SPW

Sierra Pacific Windows is continuing to make its mark in the industry, and 2026 is already reinforcing that momentum. There's a growing awareness around who we are and what we bring to the table, and first quarter 2026 reflected that we're moving in an exciting direction.

We kicked things off at the International Builders' Show in Orlando, Florida, where nearly 117,000 industry professionals gathered. This marked the final time the show will be hosted in Orlando before heading back to Las Vegas in 2027, making this year's show feel especially significant.

The SPW booth showcased our newly unified product line – creating a space that drew people in and sparked conversation. Attendees got an up-close look at key product introductions, including our new casement and direct set window. But the real showstopper was our Direct Set Sliding Door, returning after its debut last year and continuing to generate strong excitement and customer buzz ahead of its release this summer.

Beyond the products, the International Builders' Show continues to be about connection. In conjunction with the show, we hosted a customer reception which welcomed more than 300 guests. It was an evening filled with great conversations, strong connections, and a shared excitement for everything ahead. It was a great reminder of the relationships that continue to drive our company forward.

If the first few months are any indication, it's going to be a great year for SPW. We've got a lot in motion, a lot to look forward to, and plenty more to share as things unfold.



## 5 EASY WAYS TO SAVE \$ ON YOUR PRESCRIPTIONS

### 1 | ASK YOUR DOCTOR OR PHARMACIST IF YOU CAN SAVE BY



- Changing from a 30-day to a 90-day supply
- Switching from a brand name to a generic or over-the-counter drug
- Using a similar drug sometimes called a "therapeutic alternative"

### 2 | USE DISEASE & WELLNESS PROGRAMS

Your Health Benefits Plan includes programs for certain health conditions. These programs are designed to help you manage your health condition and can provide additional prescription benefits. For example, if you have diabetes and sign up for the Diabetes Management program, your covered diabetes medications are reimbursed at 100%.

### 3 | MANUFACTURER ASSISTANCE PROGRAMS

Companies that make expensive medications often have discount coupons or programs to help you with your deductible and coinsurance amounts. Information can be found at the medication's website.

### 4 | SHOP AROUND & COMPARE PRICES

Discount programs such as GoodRx.com, CostPlus Drugs, Amazon Prime, or Singlecare offer HUGE discounts on many medications; always present your Capital Rx discount card; check prices at other pharmacies – many have a list of common drugs they sell for only \$4; use Costco Mail Order

### 5 | TURN IN RECEIPTS TO GET REIMBURSED

After purchasing your medication, you can get reimbursed 60%, 80% or even 100% (depending on the medications) by turning in your prescription receipts to the Health Benefits Department. Don't forget to write your ID number on the receipt.

Not all eligibility requirements and limitations are shown. This summary is meant to highlight certain benefits. This summary does not replace the Plan Document or Summary Plan Description. Please refer to the Plan Documents for details.

**QUESTIONS?**  
CONTACT HEALTH BENEFITS  
(530) 378-8200

# MILESTONES

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

## 40 Years!

Byron Gummerus Trucking  
Michael Harbath Windows Merrill - W St

## 35 Years!

Jeffrey Osborn Richfield Millwork  
Manuel DeLaPuente Richfield Reman  
Manuel Leal Richfield Millwork  
Michael Rehse Richfield Millwork

## 30 Years!

Cathy Duncan Richfield Millwork  
Daniel Slettum Eugene  
Francisco Tanori Jr Chinese Camp  
James Thomas Chinese Camp  
Robert Randall Trucking  
William Evenson Windows Red Bluff

## 25 Years!

Burl Cavanagh Trucking  
Carlos Rico Red Bluff Millwork  
Eduardo Rivera Lincoln  
Enrique Cisneros Windows Red Bluff  
John Kleier Red Bluff Millwork  
Jose Gomez Lincoln  
Karl Talburt Forestry  
Rafael Franco Windows Red Bluff  
Scott Gourley Eugene  
Vicente Pleitez Red Bluff Millwork

## 20 Years!

Alan Schlotte Burlington Sawmill  
Beau Braaten Aberdeen Sawmill  
Celedonio Bautista Trucking  
Chris Carlberg Aberdeen Sawmill  
Debra Chavez Red Bluff Millwork  
Douglas Sand Forestry  
Eric McMullen Window Sales - Utah  
Gerardo Pena-Ruiz Richfield Millwork  
Jose Delgado-Hernandez Lincoln  
Milgen Perez Aberdeen Sawmill  
Richard Nelson Anderson Sawmill  
Robin Peetsch Eugene  
Rod Kaplan Aberdeen Sawmill  
Travis Carter Fab Shop Eugene

## 15 Years!

Agustin Fraga Oroville  
Andrew Furlong Eugene  
Arturo Sayago Oroville  
Billy Duncan Oroville  
Brett Blackwell Oroville  
Christian Gibbons Sonora  
Donaldo Pureco Oroville  
Edward Johnson Oroville  
Elo Saelee Oroville  
Gerald Raupp Window Sales - Central  
Harvey Willet Eugene  
Heather Alexander Quincy  
Hector Velazquez Oroville  
Holguer Vasconez Noti  
Isidro Lopez Oroville  
Jacob Whitt Sonora  
James Andrew Oroville  
Jedidiah Saueressig Sonora  
Jonathan Roosevelt Sales & Service  
Jose Guzman Oroville  
Jose Ramirez Oroville

## 15 years continued

Karl Oberg Trucking  
Matthew Reno Forestry  
Michael McColm Quincy  
Nicholas Nussle Quincy  
Raymond Anderson Red Bluff Millwork  
Richard Axtell Centralia Sawmill  
Santiago Lopez Oroville  
Scott Henderson Trucking  
Victor Valladolid Oroville  
Victoria Garcia Oroville  
Wesley Herman Shelton  
William Davis Sonora  
Zeferino Martinez Oroville

## 10 Years!

Aimee Lopez Trucking  
Alexander Brooks Eugene  
Angela Osborne Sonora  
Benjamin Etter Quincy  
Bonnie Fussell Sonora  
Brandon Larsen Forestry  
Clayton Torrence Fab Shop Anderson  
Daniel Miller Sonora  
Darrell Wagenman Trucking  
David Cole Aberdeen Sawmill  
Dona Brandner Sales & Service  
Donovan Payton Eugene  
Eduardo Cuautle Fab Shop Anderson  
Gary Mendenhall Forestry  
Gregory Black Forestry  
Jaime Marquez Centralia Sawmill  
Jason Dake Windows Medford  
Jay Francis Forestry  
Jeff Grubaugh Trucking  
Jeff Shumaker Burney  
Jeffrey Bottum Fab Shop Anderson  
Jesse Vankol Quincy  
John Beaman Centralia Sawmill  
John Reichert Chinese Camp  
Julie Rouiller Windows Medford  
Kristina Garrigus Burney  
Lloyd Benham Quincy  
Martin McMahan Fab Shop Shelton  
Rand Homan Burney  
Randall Welch Window Sales - So CA  
Robert Willingham Window Sales - Central  
Roy Williams Window Sales - SE  
Russell Lee Sonora  
Salvador Vera-Gonzalez Richfield Millwork  
Skylar Ford Shelton  
Tara Johnson Windows Medford  
Thomas Munger Quincy  
Travis Porter Red Bluff Millwork  
Ward Cooper Aberdeen Sawmill  
William Hagen Sales & Service  
Zack Miller Quincy

## 5 Years!

Abel Lopez Lincoln  
Alexander Jenkinson Eugene  
Alexei Heisinger Windows Merrill - O St  
Amanda Herrera-Tadeo Windows Red Bluff  
Aubrey Dunn Forestry  
Austin Reynaga Burlington Sawmill  
Brandon Baxter Windows Phenix City  
Brendon Silvius Eugene  
Brianna Oslage Windows Merrill - W St  
Calista Johnson Shelton  
Christian Soeth-Callaway Lincoln  
Corey Dial Richfield Millwork  
Dakotah Tatroe Windows Medford  
Dana Clark Noti

## 5 years continued

Danielle Leal Richfield Millwork  
Debora Lucas Windows Red Bluff  
Dillon James Fab Shop Anderson  
Donald Eaves Sonora  
Eddie Bates Eugene  
Elliott Musumeci Sonora  
Everardo Gonzalez Red Bluff Millwork  
Felix Brito Lincoln  
Francisco Meza-Medina Chinese Camp  
Garrett Hanford Chinese Camp  
Gary Wadzinski Sales & Service  
Geoffrey Eriksen Eugene  
Gerred Smith Sales & Service  
Hector Sanchez Trucking  
Ian Pettengill Eugene  
Ivan Gutierrez Oroville  
Jack LeClair Windows Red Bluff  
Jacob McCullough Fab Shop Anderson  
Jade Lemtheb Red Bluff Millwork  
James Cesco Chinese Camp  
Jared Hanover Anderson Sawmill  
Javier Zavala Windows Merrill - O St  
Jeffery Reynolds Shasta Lake  
Jenise Dahl Windows Medford  
Jerry Brading Red Bluff Millwork  
Jessica Maerz Windows Merrill - O St  
Jessica Szama Windows Merrill - W St  
John Schlicht Shelton  
Jonathan Freitas Forestry  
Jose Lopez Burney  
Joseph Kitchen Centralia Sawmill  
Joseph Montoya Window Sales - CO  
Justin Cryer Windows Red Bluff  
Justin Waddle Shasta Lake  
Kevin Meyer Windows Medford  
Kimberly Furia Red Bluff Millwork  
Levi Hewitt Shasta Lake  
Luke Field Richfield Reman  
Ma Dolores Montoya Burney  
Mariah Stanek Windows Medford  
Mark Horta Red Bluff Millwork  
Mark Schultz Windows Merrill - O St  
Mark Storzinger Windows Medford  
Mark Warriner Window Sales - So CA  
Matt DeLuz Burney  
Mauricio Hernandez Burlington Sawmill  
Michelle Dymora-Graap Windows Merrill - W St  
Michelle Henrichs Windows Merrill - W St  
Mikel Murphy Burney  
Monica Amador Red Bluff Millwork  
Oscar Radillo-Ramirez Eugene  
Phleet Greear Windows Phenix City  
Rachel Filbeck Chinese Camp  
Rebecca Canty Windows Red Bluff  
Rebecca Ryan Windows Merrill - W St  
Renee Jensen Windows Medford  
Robert Frazier Trucking  
Roberto Castaneda Windows Red Bluff  
Rosa Covarrubias Burney  
Ryan McKillop Lincoln  
Sarah Stenberg Windows Merrill - W St  
Shane Sutheimer Windows Medford  
Steven Mullenix Burney  
Taylor Phillips Burney  
Timothy Pace Quincy  
Tyler Heaton Eugene  
Vanessa Stolzenburg Windows Merrill - W St  
William Founds Centralia Sawmill  
Yvette Green Red Bluff Millwork  
Timothy Lemke Windows Merrill - W St  
Timothy Smallman Quincy  
Virginia Iattoni Windows Merrill - O St  
Wendy Cruz Burney  
Wesley Navarre Forestry

# RETIREMENTS



## KEVIN AZBELL

Kevin retired from his position of Manufacturing Engineer at SPW Medford after 12 years. He has a long list for retirement and doesn't see boredom in his future. He plans to spend more time with family and on hobbies. Congrats, Kevin!



## DOUGLAS CUMMINGS

Doug retired from his Forklift position with Quincy after 6 years with the Company. He plans to travel, do lots of fishing, and get back into old hobbies. Congratulations, Doug!



## CRAIG DYER

Craig retired after 36 years as a Construction Project Manager with the Company. He has no particular plans except to "do whatever I want!" in retirement. Congratulations and enjoy, Craig!



## BILL EVENSON

Bill retired from Red Bluff Windows after 30 years with the Company. He plans to spend time on the lake mid-week, garden, and do some home remodeling. He looks forward to his grandson's high school graduation. Congratulations, Bill!



## LAURIE HEATON

Laurie retired from Eugene after 9.5 years with the Company. Her first day of retirement she plans to start with a morning walk. She is looking forward to spending time with her grandchildren and camping with family. Congratulations, Laurie!



## RICHARD JACOBSEN

Richard retired from Red Bluff Millwork after 35 years with the Company. He plans to travel the West Coast hitting every brewery along the way! He will spend the rest of his time fishing, camping, and wood working. Congratulations, Richard!



## DAVE KIFF

Dave retired from his position as Controller with Red Bluff Windows after 25 years. He plans to enjoy lazy days, travel with his wife, visit family, and attend rock concerts for bands he hasn't yet seen. Enjoy retirement, Dave!



## IOELU 'JO' LEVAO

Jo retired from his Millwright position at Shelton after 26.5 years with the Company. He is excited to spend time with his two grand kids taking on a promotion and new job title of #1 Papa! Enjoy retirement, Jo!



## TONY MCCULLOUGH

Tony retired from his Forklift position at Shelton after 8 years with the Company. He plans to travel, fish, and says "enjoy it – it comes faster than you think!" Congratulations on retirement, Tony!



## VICTOR MIRAMONTES

Victor retired from Red Bluff Millwork after over 22 years with the Company. He has big travel plans immediately following his retirement. He also plans to enjoy time with his kids and grand kids as well as do lots of fishing and hunting. Congrats, Victor!



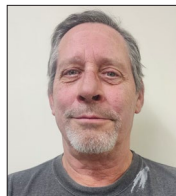
## LISA NOLAND

Lisa retired from SPW Medford after 9 years with the Company. She plans to work on projects, crafts, and watch the grand kid's sporting events. She is looking forward to gardening and working in her flowerbeds. Enjoy, Lisa!



## LARRY OSTMAN

Larry retired from his Engineer position with the Anderson Fab Shop after 21 years. He plans to travel, visit national parks, finish the addition on his house, and continue raising goats and cows. Enjoy retirement, Larry!



## TOM QUEDNOW

Tom retired from SPW Medford after 7 years with the Company. He plans to spend retirement relaxing and enjoying life. Congratulations and enjoy, Tom!



## JOSE ROMERO-MORA

Jose retired from Shelton after 9 years with the Company. He plans to stay home and relax as well as travel to Mexico during his retirement. Congratulations and enjoy, Jose!



## OSVALDO RUVALCABA

Osvaldo retired from Red Bluff Trucking as a Chip Truck driver after just shy of 16 years. He is looking forward to finishing his classic car and going to car shows. He also plans to travel to Mexico to visit family and friends. Enjoy retirement, Osvaldo!



## STEVE SCHILLING

Steve retired from his position as Machine Operator with SPW Medford after 39 years. He plans to spend retirement doing whatever his wife Lori wants. Congratulations, Steve!



## MARGARITO YBARRA-MADERA

Margarito retired from his position of Machine Operator at SPW Red Bluff after 22 years. He plans to travel across the US and Mexico visiting family and to work on home projects. Congratulations and enjoy retirement, Margarito!

# BOARD TALK

GROWING FORESTS FOR OUR FUTURE.

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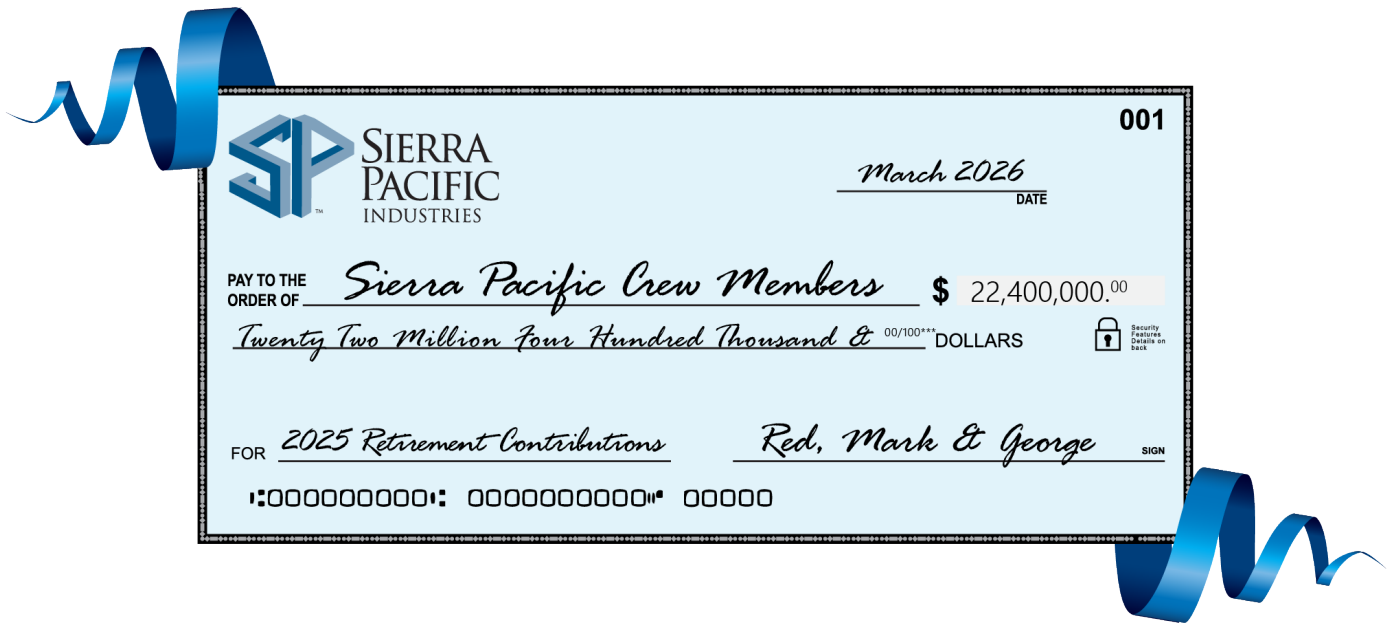


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**Thank you for your dedication and commitment to Sierra Pacific.**

For 2025, Sierra Pacific Industries contributed \$22.4 million to the retirement accounts of eligible crew members. We are very pleased to be able to offer this great retirement plan, which includes both the 401(k) Match and Company Contribution, for the future of you and your family.