



**GROWING FORESTS FOR OUR FUTURE.**

*Made in the U.S.A!*



## THE FUTURE OF WOOD LOOKS GOOD

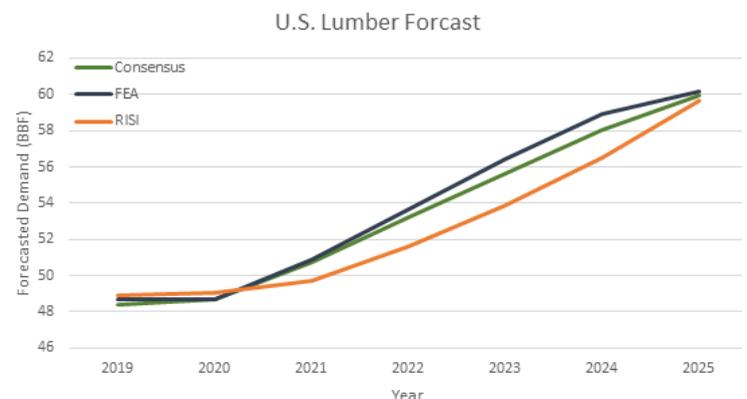
GEORGE EMMERSON

Anyone that has been following building materials markets over the past year can tell you it is unlike anything we have ever seen before. Not many, perhaps no one, can explain exactly how we got to where we are or what is going to happen in the future. However, there are those that make their living doing precisely that: they analyze markets, attempt to forecast our future, and help position our industry to plan and respond.

It would be foolish to “bet the farm” on demand and pricing predictions, no matter how much research, data, and computer modeling lead to a particular projection. After all, nobody came close to predicting what happened in 2020 or the current market and pricing conditions. The same is true for the market collapse of 2008 and 2009 that had quite the opposite effect on our business. Nonetheless, groups like Forest Economic Advisors, Fastmarkets RISI, and others exist to give our industry the best possible information needed to manage production and plan investments.

As best we can tell, the record pricing and demand our industry is experiencing is primarily the result of the following of factors: 1) A surge in home improvement projects triggered by lockdowns and working from home. This trend may last longer than the pandemic as people have adjusted to working at home as a potential new normal. 2) Demand for new residential housing as many fled their urban dwellings for more space and less risk of contracting COVID-19. And it could be that more people are wanting to get away from long commutes along with the political and social strife that has increased in big cities. 3) The pandemic forced people to spend less on travel, dining, and entertainment which in turn freed up money for other items, like home renovations. 4) A combination of other dynamics driving demand for new housing, including historic low mortgage rates, low inventory of homes for sale, and an increasing portion of the population reaching first-time homebuyer ages. Finally, 5) Existing manufacturing capacity was impacted by the pandemic and new capacity being brought online to meet increased demand is not keeping pace.

How long will this last? The short answer is nobody really knows. Using history as one of the best markers for estimating what will happen, these type conditions never last long and are bound to flip in the near future. Experts’ predictions are that demand will remain steady, but prices will fall as soon as the third quarter 2021. There are very good reasons to remain optimistic though. According to information compiled the Softwood Lumber Board, demand for lumber will continue to increase (see chart below). We can expect similar projections for other building materials, such as our windows. If these projections hold, there is not enough capacity to meet demand, which will keep upward pressure on pricing until new capacity is built or demands change.



Source: FPI 2020; FEA 2020; RISI 2020; Ben Romanchych Consulting 2020

While no one can definitively predict the future of our markets, we are fortunate to have resources that put a lot of effort into helping us make informed decisions about our business. We have recently invested in modernization and capacity improvements at our Burney sawmill. We are doing the same at our Anderson and Lincoln mills and are increasing window manufacturing capacity in Wisconsin. We also added about 80,000 acres to our timberlands ownership last year. These investments, and whatever the next ones may be, will help us respond to our customers’ demands which, for now, remain strong. We hope that will continue. Only time will tell.

*George*



# NO LOST TIME AWARDS

The following facilities had NO LOST TIME in 2020. Congratulations to these dedicated crew members and thank you for your commitment to safety!

**Anderson Poles**

**Burlington**

**Fab Shop Anderson**

**Fiber Products**

**Richfield Reman**

**Shasta Lake**

## Congratulations

**2020 Hi-Q Award  
National Grading Rules for  
Dimension Lumber**



**Andrew Armstead**  
SPI Shasta Lake



**Corbin Polizzi**  
SPI Shasta Lake



**Edwin Barnett**  
SPI Sonora

# SEABIRDS IN THE FOREST - MARBLED MURRELET



*A marbled murrelet in breeding plumage taking off from the water. Photo by Dan Cushing and S. Kim Nelson*



*The marbled murrelet egg on a mossy branch. Though the bird is the size of a robin, its egg the size of chicken egg. Photo by Nick Hatch, USDA Forest Service.*

SPI's Washington State forestry team reached a historic milestone with the February approval of a wildlife conservation plan by the U.S. Fish & Wildlife Service. The Safe Harbor Agreement (SHA) for the marbled murrelet, developed under the federal Endangered Species Act, is a 35-year plan to conserve habitat for this threatened species. This agreement reflects a shared understanding between SPI and the USFWS that conserving wildlife habitat and sustainably managing forests goes hand-in-hand.

The marbled murrelet is a small seabird that lives in coastal areas from California's Monterey Bay to Alaska's Aleutian Islands. Although saltwater fisherman might see large groups of murrelets foraging in near-shore waters, fewer than 100 nests have ever been found. Unlike its better-known cousins (puffins and auks) that form large, noisy colonies on the ground of rocky islands, murrelets choose to lay a single egg up to 70 miles inland in forested landscapes. When their chick hatches, parents take turns flying back and forth at night to saltwater at speeds up to 60 miles per hour carrying fish in their beaks.

SPI owns and manages about 300,000 acres of Washington State forestland to supply logs to our four sawmills. As part of our strategy to protect water quality and salmon runs consistent with Washington's Forest and Fish Law, SPI foresters leave unharvested riparian buffers of trees bordering streams and on erosion-prone slopes. As these trees in riparian buffers grow older, they will develop characteristics needed for murrelet habitat.

SPI foresters Patrick Allen and Brandon Baird and wildlife biologist Patrick Tweedy modeled and analyzed the distribution of these areas using Geographic Information System software and an extensive forest inventory database containing details about the species, size, and age of trees growing throughout SPI's ownership. SPI then developed a conservation plan that identifies specific locations most likely to provide nesting opportunities to murrelets over the next nine decades, committing SPI to set aside the existing best 595 acres for marbled murrelet habitat along with another 49,735 acres projected to develop into habitat.

The approved SHA reflects years of scientific research and hard work by SPI's forestry team. It also represents a 35-year commitment by SPI to conserve marbled murrelet nesting habitat.

# RETIREMENT CERTIFICATES EXPLAINED!

On March 15, your supervisor handed you a retirement certificate that shows your retirement plan contributions for 2020. Pictured below is an **example** of a retirement certificate.

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

SIERRA PACIFIC INDUSTRIES EMPLOYEES' RETIREMENT PLAN RETIREMENT CERTIFICATE FOR 2020	
COMPANY CONTRIBUTION (40% VESTED)	\$1,843.08
EMPLOYEE 401(k) CONTRIBUTION (100% VESTED)	\$2,500.41
COMPANY 401(k) MATCH (40% VESTED)	\$1,750.00

You are currently vested 40% in your Company and 401(k) Match Accounts. If you continue your participation in the Plan, you will be fully vested as of December 31, 2023.

The total Contribution to your Sierra Pacific Industries Employees' Retirement Plan for 2020 is \$6,093.49.

This statement is issued for information only. Specific details of the Plan are included in the Plan Document.  
The Vanguard Group is the Trustee of the Plan. Inquiries regarding account balances or asset allocation can be made by calling the Vanguard Group at 1-800-523-1188.

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

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

## WHAT IS VESTING?

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

## SPI CONTRIBUTES \$13.9 MILLION DOLLARS TO THE RETIREMENT ACCOUNTS OF SPI CREW MEMBERS



If you stacked \$13.9 million \$1 dollar bills on top of each other, it would be a tower of bills almost one mile high!

## BENE-FACTS

### COVID-19 VACCINATIONS COVERED AT NO COST TO YOU!

Watch your SPI TV, or check with your HR coordinator to learn more about vaccine availability in your area. The Health Benefits Plan covers FDA-approved COVID-19 vaccines during the COVID-19 Emergency Period at 100% - without cost sharing.



# VINYL WINDOWS WITH SIERRA PACIFIC DNA

The town of Merrill in North Central Wisconsin with a population of about 10,000 residents is nicknamed “The City of Parks,” was originally a logging town, and has a rich heritage of window manufacturing. It is home to 432,000 sq. ft. of Sierra Pacific manufacturing capabilities, including our recent acquisition of assets from Semco Windows and Doors. At Sierra Pacific, we are known for our forest product offerings, but one offering we don’t mention as much is our vinyl window and door capabilities manufactured in, you guessed it, Merrill. About 147,000 sq. ft. of that 432,000 sq. ft. mentioned above are located at the Water Street facility where our vinyl line is housed. Although we do not grow vinyl trees, the line is valuable to us because it helps augment our wood window sales...and its growth is increasing at an incredible rate.

## Why Vinyl?

- It allows us to be a more attractive window supplier by being a single-source resource to customers. Wood windows do not fit the budget of all projects and the market for vinyl windows is much larger than wood windows.
- Many wood window projects may still incorporate some vinyl windows, such as in a bathroom or a garage area because of the need for a non-wood product in these applications.
- Commercial applications often have a stronger preference for the lower-maintenance associated with vinyl products.



Wide angle of our SPW Water Street Plant.

When you think of vinyl, you may think, of low-end price point, stock sizes, and only offered in white or beige. But those misconceptions do not apply to Sierra Pacific Windows’ vinyl offering. We’re known for our best-in-class approach to vinyl. We offer many options that make the line a nice complement to our wood window lines. You’ll see our hallmark 14 different exterior colors painted on our vinyl along with our recent—and one of our most successful product launches to date—the introduction of black interior and black exterior laminated vinyl windows.

Thanks to several unique product advantages, our strength in wood window manufacturing, great customer service, our 153 crewmembers at our Water Street location, and the reputation of the Sierra Pacific Windows brand, our vinyl window manufacturing is continually outpacing our sales expectations in the Window division.

## GET#CONNECTED

Congratulations to SPI Centralia’s Mike Ponyah for sharing the most popular crew member photo of the quarter. Mike sent this photo of a beautiful double rainbow in the lumber yard to our social media team via HR coordinator Casey LaChine. The photo was viewed 1,880 times and earned 138 likes, 7 comments, and 10 shares.

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



## \$100,000 TOWARD HOPE AND HEALING



SPI Kristy Lanham delivering the grant to the Staff of the Children’s Legacy Center.

The Sierra Pacific Foundation provided a \$100,000 grant to Northern California’s Children’s Legacy Center (CLC). Their mission is to give hope, provide healing, and ensure justice for abused, neglected, and trafficked children within our community. The non-profit is committed to ensuring every child is supported and finds a place of safety and peace. CLC’s empowered advocates provide the children access to the hope and healing they need to thrive. This is done through providing a forensic interview, non-acute medical exam, advocacy support, therapy services and housing (if needed). The Foundation’s contribution will make extended counseling services possible for childhood trauma victims. “We are changing the painful experience children have as they tell their story to multiple officials charged with enforcing our laws,” said CLC Executive Director Kimberly Johnson. “But, for a vulnerable child and their family members, that is merely step one. Emotional restoration requires ongoing counseling. The Sierra Pacific Foundation has made this second step possible.” Carolyn Emmerson Dietz, Sierra Pacific Foundation President remarked, “we believe in their mission and are pleased to be a part of the Children’s Legacy Center. The Foundation is proud to help bring licensed, therapeutic counseling services to children and families in the North State. As the partnering agencies work to secure justice for young victims, it is our hope that these supportive services will help them heal and restore hope in their lives.” The CLC is delivering critical resources and services for families across the region. We are thankful to come alongside and help champion healthy communities!

# SPOTLIGHT ON SUCCESS: MASTER LUMBERMAN

SPI has a new Master Lumberman in its ranks! Congratulations to Armando Lavelle, Quality Control Supervisor for the Lincoln sawmill. What is a Master Lumberman you ask? It's a distinguished industry award given by the Western Wood Products Association (WWPA) to outstanding lumbermen who have demonstrated knowledge, competence, and dedication in fostering the principles of quality lumber manufacture. Not to mention that the recipients of this award must be Certified Lumber Graders for a minimum of 20 years!

Armando holds 6 WWPA certifications and is able to grade all of the products SPI manufactures. He has demonstrated his master lumberman qualities as an SPI Crewmember for the last 32 years. When Quality Assurance Manager Rock Belden was asked about Armando, he was quick to comment: "I cannot say enough about Armando's character. He has earned the respect of all who have worked with him. He is honest, hardworking, and very dedicated to his trade (QC, lumber grading, and all the aspects of manufacturing). Because of this, he received this well-earned and prestigious award. SPI is lucky to have him!"

Armando's SPI story starts from humble beginnings. In 1982 at the young age of 17, he took a giant leap of faith moving more than 1,800 miles from all he knew. He left his home in Durango, Mexico, and moved to the U.S. on a Visa to live with his aunt in Orland, CA. After getting settled into his new home and country, he went to work at one of the first jobs he could find, helping a local farmer buck hay. That was a grueling job, but Armando had never been afraid of hard work. Soon hay season ended and he had to find his next opportunity. He took a full-time job at a local restaurant in Orland as a dishwasher, and over the next 4 years worked his way up to a prep cook and then a line cook. Life was going along well; he was enjoying his job at the restaurant and was engaged to his soon-to-be wife. A friend/co-worker was sharing with him about jobs at SPI Richfield and on a whim, he decided to go with his friend to an application day. This is when Armando's SPI career began. He was offered an entry-level position as a Chain Puller and he accepted and joined the SPI family in August of 1988. (His friend was not so fortunate and had to stay at the restaurant.)

Since he is a hard worker Armando has excelled in the SPI culture of "Grow with us!" He jumped at the first bid-job and became a Line Bar Resaw Operator which introduced him to the skill of grading. Richfield QC Supervisor Ray Verdun began to teach him the grade. Armando really enjoyed the theory behind grading and the challenge of getting the most recovery possible from each piece. He began to learn as much as he could about the process and made a goal for himself to become a Lumber Grader. He continued on his journey advancing positions to planer feeder, Optimizer Operator, and ultimately in 1993, he became a Lumber Grader at Richfield Reman.

"HE HAS EARNED THE RESPECT OF ALL WHO HAVE WORKED WITH HIM"

Just before his ten-year anniversary at SPI, the opportunity came for him to advance into grading at the Lincoln sawmill. Armando, excited about the opportunity, took the position and moved his young family to Lincoln. The next two years were very exciting in Armando's world. In 1998 he completed the processes and became an American Citizen. Then in September 2000 Armando became a Certified Lumber Grader with WWPA. Since becoming a Certified Grader and attending many grading competitions and classes, he made a new goal for himself to become a Quality Control Supervisor. He continued looking for opportunities to advance, becoming the Planer Supervisor and then in 2014 earned his current position as the Quality Control Supervisor.

As the 43rd crewmember at SPI to receive the Master Lumberman Award, Armando hopes he will not be the last. He really enjoys working with young people and teaching the grade. He conducts sawmill grading classes and is heavily involved in the training of all the graders in the Lincoln Division. He loves his job and the people he works with including his son, Emilio, who is now 3 years into his own SPI story. Though his daughters did not come to work with him at the mill, SPI is a part of their career story as well, as both received Sierra Pacific Foundation scholarships that supported their education to become Medical Assistants.

Congrats, Armando, on your Master Lumberman achievement. And, thank you for being a part of the SPI family through hard work and developing those around you.



<b>Hometown:</b>	Durango, Mexico
<b>Family:</b>	Wife of 32 years and 3 kids
<b>Teams:</b>	Dallas Cowboys
<b>Hobbies:</b>	Working on cars.
<b>Favorite Car:</b>	His 1969 Chevy C-10
<b>First Job:</b>	Bucking Hay
<b>Activities:</b>	Spending time with family.
<b>Music:</b>	All types of music!
<b>Goal:</b>	To finish his career, retire and build his wife her dream home.

# CONGRATULATIONS!

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

Red

## 45 Years!

Curt Adcock Shelton  
Mike Mitzel Forestry

## 40 Years!

Richard Boeckholt Red Bluff Millwork  
Rodney Meier Fab Shop Anderson

## 35 Years!

B.J. Gummerus Trucking  
Michael Harbath Windows Medford

## 30 Years!

David Ables Red Bluff Millwork  
Bill Carroll Richfield Millwork  
Manuel DeLaPuente Richfield Reman  
Manny Leal Richfield Millwork  
Jeff Osborn Red Bluff Millwork  
Mike Rehse Red Bluff Millwork

## 25 Years!

Cathy Duncan Richfield Millwork  
Everett Easley Quincy  
Bill Evenson Windows Red Bluff  
Bill Gibson Jr Trucking  
Eric Hokanson Quincy  
Lonnie Huntsman Quincy  
Terry Knight Windows Red Bluff  
Brian McDonald Red Bluff Millwork  
Jesus Perez Chinese Camp  
Robert Randall Trucking  
John Smith Jr Red Bluff Millwork  
Frank Tanori Jr Chinese Camp  
Jim Thomas Chinese Camp  
Danni Wymer Lincoln  
Joseph Young Windows Red Bluff  
Brian Ziembo Windows Medford

## 20 Years!

Burl Cavanagh Trucking  
Enrique Cisneros Windows Red Bluff  
Rafael Franco Windows Red Bluff  
Jose Gomez Lincoln  
Lynn Holland Anderson Sawmill  
John Kleier Red Bluff Millwork  
Billy Langlois Forestry  
Dave Marlin Anderson Sawmill  
Vicente Pleitez Red Bluff Millwork  
Carlos Rico Red Bluff Millwork  
Eduardo Rivera Lincoln  
J.J. Ruiz II Window Sales  
Graciano Sanchez-Rivera Red Bluff Millwork  
Jeff Thompson Window Sales

## 15 Years!

Celedonio Bautista Trucking  
Mike Bentley Forestry  
Beau Braaten Aberdeen Sawmill  
Stu Brown Windows Medford  
Chris Carlberg Aberdeen Sawmill  
Ron Carrigan Window Sales  
Travis Carter Fab Shop Shelton  
Debra Chavez Red Bluff Millwork  
Jose Delgado-Hernandez Lincoln  
John Gold Forestry  
Rod Kaplan Aberdeen Sawmill  
Eric McMullen Window Sales  
Richard Nelson Anderson Sawmill  
Gerardo Pena/Ruiz Richfield Millwork  
Milgen Perez Aberdeen Sawmill  
James Richard Shasta Lake  
Glen Rocha Anderson Sawmill  
Guo Ruan Window Sales  
Doug Sand Forestry  
Alan Schlote Burlington Sawmill  
Alfredo Servin Red Bluff Millwork  
Dominic Truniger Windows Medford  
Ron Waggoner Oroville

Maui

## 10 Years!

Jeff Alford Anderson Sawmill  
Raymond Anderson Red Bluff Millwork  
James Andrew Oroville  
Jose Arredondo-Reyes Oroville  
Rick Axtell Centralia Sawmill  
Gary Baldwin, Jr. Anderson Sawmill  
Brett Blackwell Oroville  
Jeffrey Bueler Oroville  
Don Cearley, Jr. Burney  
Rafael Chavez Red Bluff Millwork  
Richard Clark Aberdeen Sawmill  
William Davis Sonora  
Billy Duncan Oroville  
Agustin Fraga Oroville  
Alvaro Galvan Oroville  
Victoria Garcia Oroville  
Christian Gibbons Sonora  
Jose Guzman Oroville  
Douglas Hanson Sonora  
Tony Hargis Sonora  
Scott Henderson Trucking  
Wesley Herman Shelton  
Edward Johnson Oroville  
Eric Johnson Oroville  
Vernon Leavitt Anderson Sawmill  
Isidro Lopez Oroville  
Santiago Lopez Oroville  
Zeferino Martinez Quincy  
Mike McColm Quincy  
Nick Nussle Quincy  
Karl Oberg Trucking  
Donaldo Pureco Oroville  
Jose Ramirez Oroville  
Gerald Raupp Window Sales  
Matt Reno Forestry  
Jonathan Roosevelt Sales & Service  
Michael Rust Sonora  
Elo Saelee Oroville  
Jed Saueressig Sonora  
Arturo Sayago Oroville  
Steve Schoepflin Trucking  
Olafou Silva Centralia Sawmill  
Casey Toups Centralia Sawmill  
Victor Valladolid Oroville  
Hector Velazquez Oroville  
Jacob Whitt Sonora  
Ignacio Zamacona Red Bluff Millwork

George

## 5 YEAR ACHIEVEMENTS

Vanessa Anderson Windows Medford  
Eric Avitia Richfield Millwork  
John Beaman Centralia Sawmill  
Lloyd Benham, Jr Quincy  
Greg Black Forestry  
Jeff Bottum Fab Shop Anderson  
Dona Brandner Windows Medford  
Josh Broome Trucking  
Jason Brown Fab Shop Anderson  
Bob Burwell Quincy  
Jacob Cole Aberdeen Sawmill  
Jackie Connely Burney  
Scott Cooper Aberdeen Sawmill

Dan Cordell Centralia Sawmill  
Eduardo Cuautle Fab Shop Anderson  
Jason Dake Windows Medford  
Tyler Dotson Shelton  
Cory Drenon Forestry  
Robert Duff Fab Shop Anderson  
Thomas Ehret Window Sales  
Luis Espinoza Richfield Millwork  
Tanner Estes Anderson Sawmill  
Ben Etter Quincy  
Shaun Fontaine Lincoln  
Skylar Ford Shelton  
Jay Francis Forestry  
Bonnie Fussell Sonora  
Steve Gard Burney  
Kristi Garrigus Burney  
Philip Goodlove Window Sales  
Jeff Grubaugh Trucking  
Bill Hagen Sales & Service  
Steve Hill Jr Centralia Sawmill  
Rand Homan Burney  
Tara Johnson Windows Medford  
Barry Kirkham Trucking  
Jessie Laca Quincy  
Brandon Larsen Forestry  
Russell Lee Richfield Reman  
Erica Lopez Trucking  
Jaime Marquez Centralia Sawmill  
Marty McMahan Centralia Sawmill  
Daniel Miller Sonora  
Zack Miller Quincy  
Estevan Morales Richfield Millwork  
Shawn Mullenix Burney  
Tommy Munger Quincy  
Curt Netzer Windows Medford  
Angela Osborne Sonora  
Kollin Osborne Quincy  
Frank Peralta Windows Red Bluff  
Travis Porter Red Bluff Millwork  
Victor Ramirez-Torres Richfield Reman  
John Reichert Chinese Camp  
Cristian Rodriguez Burlington Sawmill  
Julie Rouiller Windows Medford  
Luis Ruiz-Medrano Red Bluff Millwork  
Winter Rule Burney  
Ernie Sanchez Burney  
Mark Scheckla Trucking  
Jeff Shumaker Burney  
Darrell Sinclair Windows Red Bluff  
Ricky Skinner Quincy  
George Stevens, Jr. Anderson Sawmill  
Russell Stone Burney  
John Surtees Windows Red Bluff  
Clayton Torrence Fab Shop Anderson  
Jesse Vankol Quincy  
Sal Vera Gonzalez Richfield Millwork  
Darrell Wagenman Red Bluff Millwork  
Brittney Warner Red Bluff Millwork  
Randall Welch Window Sales - Southern CA  
Kayla Wendt Windows Medford  
Roy Williams Window Sales - Southeast  
Robert Willingham Window Sales - Southeast  
Edward Winters Sonora  
Fred Young Sonora  
Jose J. Zaragoza Red Bluff Millwork  
Diana Zeigler Window Sales - Arizona  
Dan Ziebron Forestry

# RETIREES



## GAIL BEARD

Logistic Manager at SPW Medford has retired after almost 44 years! Gail is looking forward to traveling with her husband Allen, and Alaska is at the top of their list of places to visit. She is also looking forward to spending more time with her grandkids. As well as working in her flowerbeds and just enjoying the outdoors. Congratulations, Gail! Enjoy every moment!



## FRED BLOUGH

Fred plans on enjoying the "four seasons": deer season, fish season, turkey season and camping season. He also plans on getting some work done around the house while continuing with his fire fighting career. Ultimately Fred plans on gardening and doing a lot of camping with his wife. Thanks for the 26 years, Fred. The Anderson Fab Shop will miss you!



## BILLY BUTCHER

The Shasta Lake sawmill will miss Billy after nearly 37 years of service. He has retired from his position as a Millwright, and now plans to keep busy traveling and visiting his grandkids. He also plans to go to Florida to hold an alligator. Thank you, Billy, for your years of service and enjoy your retirement!



## TIM CARDINAL

A Red Bluff Millwork salvage cutter has retired. When asked about his retirement plans, Tim says he will be "doing a lot of not working." While he is "not working" Tim plans on a lot of hunting, fishing and he might even get back into taxidermy. Thanks for the dedicated 38 years, Tim! Enjoy!



## LINDA CULLIGAN

After almost 25 years with SPW Linda has retired as the Nor Cal Office Coordinator. She will be moving to New York state and is looking forward to exploring the east coast country side. Linda also plans on traveling to visit family in Oregon and long walks with her pup, Marlee. Thank you, Linda!



## CURT GAUDET

Curt has retired after a 34 year career at the Lincoln Sawmill. He is moving to Florida where he plans to fish in the gulf and buy an ocean worthy jet ski. He is also looking forward to getting back into hot rods and fixing up his 1968 Corvette. Enjoy the sunny and easy life, Curt!



## DORENE GENGLER

Has retired from her Line Lead position at SPW Medford. First thing Dorene plans on doing is SLEEPING IN! She is also looking forward to spending time with her family including her grandkids and great grand kids, as well as gardening and floating on the water. Enjoy your never-ending weekend, Dorene!



## GLEN GILMORE

Now that Glen is retired, he plans on playing as much golf on as many courses as possible. He may even find a part time job at a local course to keep him busy when hes not golfing. He is also looking forward to spending time with his son, daughter and grandkids. Enjoy every round, Glen!



## KENNY HEFFLEY

Kenny Heffley has retired from his position as Sorter Operator at the Burney Sawmill after 22 years. He is planning on getting caught up on projects around the house and spending time traveling on his motorcycle. Enjoy your retirement, Kenny.



## PAUL JONES

Retired from his position as a Forklift Driver at SPI Anderson after 33 years. Paul is planning on spending a lot more time on the two wheels of his bicycle. He is also looking forward to enjoying the retired life golfing, fishing and spending more time with his wife, Nancy. Well done, Paul! Enjoy, you have earned it!



## DEE LANDGRAF

After 43 years, Dee retired from her Accountant position at the Shasta Lake Sawmill. Dee plans to enjoy the easy life now - playing on the sand dunes, traveling, motorcycling, and puttering around the house. As the weather gets warmer, Dee and her husband plan to motorcycle to Texas, and maybe even into Canada. Enjoy the easy life, Dee!



## ERIC SHELBY

Eric retired from his Sales Manager position after 25 years with Sierra Pacific. He and his wife, Jane, look forward to spoiling the grandkids, spending more time with the kids, and putting many miles on their 5th wheel. Eric says, "I'll be fishing whenever I want to, and I'll be enjoying some relaxing rounds of golf." Enjoy!



## SALLY STOVER

Sally has retired after 36 years at the Millwork and Windows divisions. She is looking forward to traveling with her husband John, and a life without deadlines! Sally will use her time to spoil her 6 grandkids, master the National Park system, and discover her genealogy. Fair winds and following seas, Sally!



## DONALD TOMCZAK

Retired from General Assembly after 30 years with SPW Medford. He will fill his newly found free time with plenty of hunting and fishing. He also hopes to travel into Alaska. Thank you for your service, Donald! Fish on!



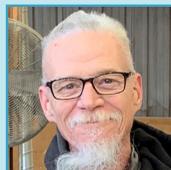
## ELLEN TRUDEAU

Ellen Trudeau has decided to hang up her hard hat after 12.5 years at Sonora as Bander Operator and 10 years at Burney as Paper-wrap. She is looking forward to doing anything she wants to! Road trips, spending time with grandkids and yard work. Enjoy your Retirement, Ellen.



## PEGGY TURNER

After 37 years with the Burney Division as Shipping Supervisor Peggy has retired. She is planning on spending more quality time with family. Thank you, Peggy. Enjoy your retirement!!!!



## ROBERT WAGENMAN

Retired from Specialty Parts at Red Bluff Windows after 17 years. Robert is going to work part time making bee boxes and is looking forward to watching his grandkids a few days each week. Thank you, Robert, for your years of service!



## KIRK WILLIAMS

After thirty years at SPI Richfield, Kirk has retired from his position as Optimizer Operator. His plans include relaxing and enjoying the retired life. He is looking forward to taking his kids fishing, soaking it all in. Most importantly he will focus on beating cancer! We wish you a LONG, healthy and happy retirement, Kirk!

# BOARDTALK

SIERRA  
PACIFIC  
INDUSTRIES

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## 2020 CREWMEMBER BONUS!

Last year brought many new challenges to our crew and their families. We are grateful for everyone that not only endured the trials of 2020, but persisted in keeping operations running safely and effectively. As a result of your efforts and a strong market, we were able to provide all eligible crewmembers a bonus this year. To our entire crew...

# THANK YOU!



In 2020, the Sierra Pacific Foundation contributed over \$2.2 million to education, youth programs and other nonprofit organizations in our communities. It also awarded \$485,747 in education scholarships to children of SPI crew members.