



GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!WHEN OPPORTUNITY
KNOCKS

MARK EMMERSON

Recently, I was asked my perspective on the most important thing Sierra Pacific Industries provides its team members. Immediately, my thoughts turned to opportunity.

There are many things we are committed to providing our talented and dedicated men and women; things such as a safe work environment, fair pay, benefits, etc... But at the heart of what I hope every Sierra Pacific crew member experiences here is individual opportunity.

How does opportunity translate into success? Is it enough to simply "look for opportunities" or "find opportunities"?

Realizing individual opportunity is more than looking for it. You can't just see it or find it. You can't wait for it to come to you. You must pursue it. You must get as much value out of each opportunity as you can. When you are in pursuit, you will find yourself traveling farther along your chosen path than the person who found an opportunity and then stopped there.

I am extremely proud of the folks I see pursuing opportunity every day. In every department, division, and plant, veteran SPI crew members have built long and full careers by capitalizing on the opportunities presented them. In those same places, entry-level team members are starting their own pursuits and I know that many of these same folks will grow into the accomplished and successful SPI veterans of tomorrow.

Inside these pages, you will learn the story of Windows Medford plant manager Kevin Butcher. Kevin credits his success with always being open to pursuing the opportunities that he's seen. His pursuit took him from Red Bluff to Wisconsin and from an entry-level position to a plant manager.

The commitment to providing those individual opportunities here at SPI is also evident on our sales floor. Many of our sales team members started in entry-level positions at one production facility or another. They did not, by chance, just one day appear on the sales floor. Rather, they pursued opportunities to learn the many different parts of our business. That specific experience helped them turn those promotions into the positions they hold today.

In every breakroom in every division, bulletin boards are covered with job bids and postings. I encourage you to look and find opportunities and then act. For that opportunity to mean anything real to you, you must take it. Submit a bid sheet. Consider job postings that provide you the opportunity to move and advance. Take that step. Begin your pursuit. Don't give up no matter the outcome.

We are fortunate to live in a country where the notion of pursuing opportunity is an ingrained part of our society. The United States is known around the world as the "Land of Opportunity." We have a rich history of individuals building companies and industries out of nothing more than an idea, a lot of gumption, and an honest pursuit of the opportunities before them.

The Sierra Pacific Industries story is a perfect example of that mindset. My hope is that our crew members continue to pursue the opportunities within SPI far into the future. With great attitudes, willingness to learn and adapt, and the desire to pursue the opportunities found, our crew members will continue to build and grow their personal success.

SPI will continue to provide individual opportunities. Not everyone will see them, want them, or pursue them and that is okay. However, those that do can have a successful career and accomplish much in this company.

Mark
Mark

WARRIORS AND QUIET WATERS

The expansive views and peaceful setting of Montana's Bozeman area provides the perfect backdrop for beautiful Sierra Pacific Windows. When Warriors and Quiet Waters (WOW), an organization dedicated to helping a new generation of our combat veterans to successfully reintegrate into society, brought their "Home for Healing" project forward, Sierra Pacific was honored to take part. Through the experience of fly fishing in Montana, WOW is a catalyst for positive change in the lives of post-9/11 combat veterans.

At the heart of WOW's programs is the lodging from which Fishing Experiences (FXs) are based. Here, warriors find themselves in a peaceful environment, surrounded by loving volunteers in a setting far removed from hospitals, doctors, and the rigors of combat.

USMC Colonel Eric Hastings (Ret) expressed his heartfelt thanks to Sierra Pacific by explaining: "The windows truly bring light, life and joy inside for all to appreciate. We provide them [wounded warriors] the fly fishing, joy, love, and camaraderie that helps reintegrate and heal them. When they leave, they know they are loved and their sacrifices are truly appreciated!"

With the overwhelming numbers of seen and unseen injuries arising from over a decade of war, there will be a long-term continuing need for therapeutic recreation and alternative healing. Combat-related post traumatic stress and depression sometimes



Outdoor beauty can also be enjoyed inside with Sierra Pacific Windows

takes years to set in. Amputations don't grow back. Disabilities are present for life.

THROUGH THE EXPERIENCE OF FLY FISHING IN MONTANA, WOW IS A CATALYST FOR POSITIVE CHANGE IN THE LIVES OF POST 9/11 COMBAT VETERANS.

To assist combat veterans on their path of recovery and reintegration, WOW launched the "Home for Healing" campaign to build Quiet Waters Ranch and create a destination for veterans and their caregivers to reflect, respond, and recover. Sierra Pacific was given an opportunity to come alongside and make a lasting and meaningful contribution to this noble cause. Truly, there is lasting beauty here. Inside and out.



Post 9/11 combat veterans are continuing to heal at Quiet Waters Ranch

GET #CONNECTED

Congratulations to Eddie Erickson, Gang Operator (Days) in Burney, for sharing the most popular crew member photo of the quarter. Eddie's OH DEER shot was taken in the Burney log yard. His photo was re-posted to Facebook, Twitter and LinkedIn and garnered a combined 130 Likes. Thank you, Eddie, for sharing your "views" with us!

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



BENE-FACTS



THE ER 411

It is a well-known fact that hospital services are expensive. In fact, **hospital services make up 65% of the total cost to the SPI Health Benefits Plan.** Although there are some services that must be provided in a hospital setting, statistics show that 65% of hospital emergency room (ER) visits aren't even emergencies*.

SO WHAT CAN WE DO?

In-network urgent care clinics provide a great alternative to a visit to the ER for non-life threatening conditions when you cannot get in to see your regular doctor. The average cost to a patient for a trip to an urgent care clinic is about \$60 while the average cost to a patient for a trip to the ER is about \$1,233**. Not only is the cost significantly less, but the wait time is often much less as well.

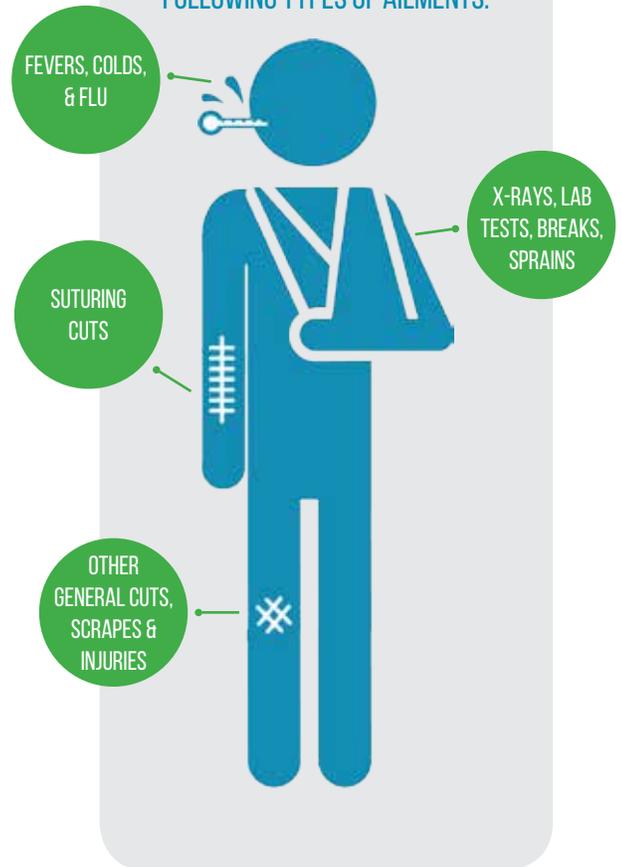
If your doctor orders services such as laboratory tests, x-rays, or physical therapy, look for a contracted provider outside a hospital setting. These services, when provided at a hospital, will cost you hundreds of dollars more.

Utilize your benefits well. Take good care of your health and get the necessary medical treatment to maintain it. As participants in the Plan, we all have an active role in keeping our Plan affordable.

If you are experiencing severe symptoms including but not limited to arm/chest pain, severe sudden headache, loss of consciousness, choking, etc..., please call 911 immediately.

*PLOS ONE, www.plosone.org, February 2013, Vol. 8, Issue 2, e55491, page 1; **PLOS ONE, www.plosone.org, February 2013, Vol. 8, Issue 2, e55491, page 1; <http://blog.bcbsnc.com/2014/04/5-emergency-room-myths-busted/>

INSTEAD OF EMERGENCY ROOMS, CONSIDER VISITING **IN-NETWORK URGENT CARE CENTERS** FOR THE FOLLOWING TYPES OF AILMENTS:



NAFP LAUNCHES WALK IN THE WOODS

In December 2016, we introduced you to the North American Forest Partnership (NAFP). On May 10, 2017, NAFP launched Walk in the Woods, a platform designed to engage the greater public in conversation about forests, the future of forests, and the social, economic, and environmental benefits they create.

To learn more and join the conversation, check out the innovative and interactive Walk in the Woods website at walkinthewoodswith.us. Follow them on Facebook (@walknthewoods) and Twitter (@_walknthewoods).



FOUNDATION GRANTS \$680,000

2017-2018 Scholarship Recipients Announced

The Sierra Pacific Foundation recently marked its thirty-eighth year in granting scholarships to dependent children of Sierra Pacific Industries' employees.

This year, an amount of \$680,000 has been awarded to 226 students as they attend colleges, universities, and trade schools during the 2017-2018 school year. Qualified recipients are eligible for the scholarship for four years. Sometimes recipients are granted a fifth year based on their school and their degree program.

"We believe that by helping these outstanding young people pursue their dreams and become tomorrow's leaders, we are investing in the future," said Carolyn Emmerson Dietz, Foundation President. "Our family is very proud to be able to offer this type of program to the next generation."



It's never too soon to start planning for your child's education and the Sierra Pacific Foundation can play a part in funding your student's post-secondary schooling. Start those conversations with your family now. Whatever your child's dreams, we can help them get the education they need to succeed. Applications for the 2018-2019 school year will be available in December. Learn more at spi-ind.com/foundation.

BUDDY THE WOLVERINE BACK AT IT

In 2008, SPI Wildlife Biologist Amanda Shufelberger was going through photos captured by the SPI meso-carnivore survey cameras on the Tahoe District and came across several blurry photos that she assumed were of a bear cub. But then she thought, "There wouldn't be a bear cub at that elevation at this time of year foraging!" Upon further investigation, Amanda determined that the survey cameras had caught a wolverine on film. This was an incredible discovery as wolverines were thought to be completely eradicated in California nearly 100 years ago!

Amanda nicknamed the wolverine Buddy and has consistently monitored his existence through survey photo evidence since her 2008 discovery. SPI's motion detection, night-vision equipped game cameras are triggered when foraging animals enter the area of bait stations set up just for this purpose. In February 2017, after not being seen on film for nearly a year, Amanda was thrilled to find some shots of a familiar-looking wolverine (pictured below). DNA tests on hair collected from the baited camera stations are still pending to verify that THIS wolverine is in fact Buddy but visual inspection of the animal indicates a likely match!



SPOTLIGHT ON SUCCESS: OPPORTUNITY LEADS KEVIN BUTCHER TO WISCONSIN

Sierra Pacific Windows Medford plant manager Kevin Butcher has a keen eye for recognizing opportunity when he sees it. His commitment to following where that opportunity leads has taken him across the country to Wisconsin and he LOVES it!

Kevin first started his career with Sierra Pacific in 1998 at Red Bluff Windows. Fresh out of high school, he was hired in an entry-level position in the standards plant. Within his first year, he bid on a door plant job and was awarded the position. Kevin remembers: "I saw the bid for the door plant and I had only been there nine months. The Door #1 position was one of the highest paying jobs without being a supervisor and I didn't think there was any way I would get the job but I put a bid in anyway." Kevin saw an opportunity and he took a chance. Kevin uses his own experience to encourage all crew members to bid on positions as they come available. "It doesn't matter if you've only been with the company for a little while. If you apply yourself, there's no telling where you may end up going."

Kevin continued to take every opportunity to learn and expand his skillset along the way. If volunteers were requested to move to different shifts or plants, or even divisions, Kevin raised his hand. He advanced to the specialty plant as a supervisor and then spent time supervising the glass plant. When volunteers were requested to transfer to the Richfield Millwork plant to learn that side of the business, Kevin was first in line. He worked there, supervising the moulders. He then transferred to the Red Bluff Millwork plant to supervise the cut line. In 2003, Kevin transferred back to Red Bluff Windows and soon became a department manager and eventually promoted to the superintendent of standards, specialties, and doors. After about 3 years, he was transferred to the glass department as a superintendent.

"OPPORTUNITIES ARE AVAILABLE FOR ANYONE THAT WANTS TO WORK HARD, LEARN, AND KEEP ADVANCING."

Around the beginning of 2014, Kevin began visiting the Wisconsin operations. He would spend two weeks in Wisconsin and then be home in California for 4 days. This schedule continued until October 2014 when he made the big move across the country. In the spring of 2015, Kevin accepted the superintendent position of the Medford plant and was promoted to plant manager in mid-2016.

Kevin absolutely LOVES Wisconsin. An avid angler, Kevin has found that he really enjoys ice fishing as well as all the great fishing available when the lakes aren't frozen. With close proximity to the Great Lakes and many other local lakes, he never has to travel very far to do what he loves. Kevin also really enjoys the small town community of Medford. He shares, "The people are really nice and laid back. It's a slower pace...more relaxed." He likes the weather too. "I don't miss the Red Bluff summer heat!"

Kevin explains his success: "My willingness to go to any department was a big benefit in keeping myself moving forward. I added value to myself by learning what all the different departments did and it helped me to be prepared to come out to Wisconsin. You don't need a college degree to be successful. Opportunities are available for anyone that wants to work hard, learn, and keep advancing."



Smallmouth Bass caught in Lake Superior in May

- Hometown:** Lakehead, CA
- Education:** Central Valley High School in Shasta Lake City, CA
- Critters:** Jed the Basset Hound
- Hobbies:** Fishing & working around the house with girlfriend Bobbi
- Music:** Oldies & Classic Country
- Goals:** Putting in a garden on his 2 acres - everything stays green in Wisconsin!
- Before SPI:** Worked summers at local grocery store in Lakehead during high school years

CONGRATULATIONS!

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

Red
George
Maui

40 Years!

Sharee Colby
Ken Fleming
Beverly Kilty
Randy Marble
Robert Sherrill

Windows Medford
Forestry
Windows Medford
Quincy
Red Bluff Millwork

35 Years!

Mike Grimm
Jon Hagen
Don Porteous

Burney
Sales & Service
Shasta Lake

30 Years!

Terry Alvarado
Michael Chariton
Rebecca Dengel
Joel Garcia
Danny Graumann
Terry Hudgens
Daniel Larkee
Lynda Lawson
Louie Licon
David Maxwell
Richard Maxwell
William Moore
John Morey
Doug Pearson
John Read
John Rife
Steve Schilling
Wayne Schmidt
Mike Snyder
Carla Thomas
Michael Tracy
Kurt Wiley

Lincoln
Windows Medford
Windows Merrill
Lincoln
Windows Medford
Richfield Millwork
Windows Medford
Keystone
Shasta Lake
Red Bluff Millwork
Richfield Millwork
Lincoln
Shasta Lake
Anderson
Oroville
Red Bluff Millwork
Windows Medford
Windows Medford
Aberdeen
Windows Medford
Richfield Millwork
Sonora

25 Years!

Gregory Dums
Michael Finnegan
Monty Henke
Donald Kernan
Ken Lovelady
Cresencio Navarro
James Nelson
Lino Sanchez
James Streibig
Brenda Trauter
Dana Zimmerman

Windows Medford
Windows Medford
Windows Medford
Burney
Sales & Service
Red Bluff Millwork
Red Bluff Millwork
Richfield Millwork
Windows Medford
Windows Red Bluff
Sales & Service

20 Years!

William Bisso
Jaime Chavez
Allan Ching
Dave Coleman
Joe Gorden
Eladio Gutierrez
Ricardo Gutierrez
Joe Konzal
Jeff Lee
Martha Medina
Tim Mikkelsen
Randy Miller
Juan Miranda
Daniel Moreno
Karen O'Connell-Moore
Efrain Polanco
Jaime Rodriguez
Jesus Rosas
Mike Trindade
Moises Valdez
Guillermo Villa
Susan Witherspoon
Dennis Wright

Red Bluff Millwork
Windows Red Bluff
Trucking
Lincoln
Windows Red Bluff
Richfield Millwork
Richfield Millwork
Window Sales Northwest
Anderson
Windows Red Bluff
Red Bluff Millwork
Burney
Quincy
Richfield Millwork
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Lincoln
Lincoln
Windows Red Bluff
SP Land Investments
Shasta Lake

15 Years!

Jose Avila
Ron Berman
Andrea Black
Gary Clark
Joaquin Cruz
Mitch Elliott
Terry Forrester
Dave Garrigus
Tim Green
Ryan Hadley
Rick Heacock
Coy Lauderdale
Alfredo Leal
Maria Madrigal
John Meisenheimer
Tina Orduno
Jason Ortega
Jon Perry
Brandon Rausch
Alan Schmidt
Mike Shelby
Jaime Solis
Sabino Vazquez
Mike Vinum
Nancee Weir
Greg Wetzell

Windows Red Bluff
Lincoln
Red Bluff Millwork
Anderson Poles
Burney
Richfield Reman
Windows Red Bluff
Aberdeen
Burney
Burney
Trucking
Red Bluff Millwork
Red Bluff Millwork
Windows Red Bluff
Anderson
Sales & Service
Sales & Service
Aberdeen
Windows Medford
Red Bluff Millwork
Window Sales Olympia
Richfield Millwork
Red Bluff Millwork
Oroville
Window Sales Central CA
Aberdeen

10 Years!

Jose Andaso
Juan Andrade
Joshua Ansures
Tallon Ball
Tyler Boos
Eli Campbell
Charles Crawford
Gilbert Davis
Randy Davis
William Falkner
Ryan Flanagan
Jeff Fletcher
Brent Gerard
Warren Greedy
Mark Greene
Robert Guess
Jimmie Harrison
Forrest Hauser
Ulises Herrera
Richard Howard, Jr.
Rod Jackson
Daniel Lovan
Jerry Mathis
Daniel McClimans
Joseph McGrath
Michael McKeand
Tony McKenzie
Matt Moses
Lane Moss
Glen Norton
Kenneth Peel
Jose Pena
Carlos Ramirez
Brandon Reich
Jesse Rogers
Cyrinda Smith
Mark Smith
Aaron Socey
Charles Story
Lorenzo Suarez
Frank Vazquez
Francisco Villanueva
Daniel Villarruel
Jason Weeks

Aberdeen
Richfield Reman
Burney
Centralia
Centralia
Centralia
Sales & Service
Burlington
Anderson
Centralia
Quincy
Trucking
Window Sales Oregon
Centralia
Centralia
Centralia
Trucking
Shasta Lake
Trucking
Burney
Lincoln
Centralia
Burlington
Burlington
Burlington
Forestry
Richfield Reman
Forestry
Burlington
Trucking
Burlington
Richfield Millwork
Quincy
Shasta Lake
Lincoln
Centralia
Burlington
Sonora
Window Sales Rocky Mt
Richfield Millwork
Fab Shop Anderson
Richfield Reman
Burney
Chinese Camp

5 YEAR ACHIEVEMENTS

“Welcome to the club! Looking forward to having you around for many more years!” Red

Mike Allen
Andrew Amparano
Jesse Barnett
Mario Barriga
Jeff Bazzini
Clayton Blandford
Andrew Bray
Keith Burkhart
Gene Carsner
Brent Casey
Maria Castro
James Chenoweth
Chris Cook
Louie Cortez
Ryan Dahlstrom
Darrell Diederich
Kale Dörner
Steve Drybread
Billy Elder
Robbie Elliott, Jr.
Justo Eslava
Gabriel Espinosa
Hans Flores
Jared Foley
Julio Galvan
James Gandolfo
Josh Gifford
John Graham
Sherry Graham
Clayton Greer
Joshua Guild
Luke Gustafson
Eric Hawley
Corey Hogan
Eddie Ingalls
Mario Jaquez
Tony Kitchner
Carl Knopp
Pepe Landa
Peggy Lichtl
Martha Magana
Tom Mangham
Sergio Marquez
Cody Mills
Chad Morgan
Eric Mosier
Bill Muncrief
Ricardo Ochoa
Julie Olson
Kevin Osbourn
Bobby Parsons
Omar Perez
Rene Perez
Tara Petti
Corbin Polizzi
David Porschien
Janine Probst
Justin Randolph
Jimmy Reynolds
Dustin Rhyne
Cesar Rodriguez
Jose Rojas
Tiffany Seefeld
Russ Skelton
Rick Smith
Peter Smith III
Taylor Spade
Robert Spallino
Stanley Stevens
Ed Sweeney
Brian Thuemler
Oscar Torres
Zach VanDiver
Ramon Vargas
Victor Vazquez
John Vert IV
Greg Walker
Tyler Winn
Mike Wolf
Brett Woolley
Cheryl Wright

Sonora
Window Sales Irvine
Forestry
Lincoln
Red Bluff Millwork
Quincy
Forestry
Quincy
Trucking
Red Bluff Millwork
Richfield Reman
Trucking
Shasta Lake
Chinese Camp
Aberdeen
Window Sales North Central
Sonora
Quincy
Fab Shop Anderson
Centralia
Chinese Camp
Aberdeen
Richfield Millwork
Windows Red Bluff
Chinese Camp
Trucking
Red Bluff Millwork
Red Bluff Millwork
Anderson
Red Bluff Millwork
Windows Red Bluff
Fab Shop Anderson
Richfield Reman
Red Bluff Millwork
Anderson
Quincy
Red Bluff Millwork
Centralia
Lincoln
Windows Medford
Anderson Main Office
Window Sales Oregon
Quincy
Burlington
Red Bluff Millwork
Trucking
Sales & Service
Windows Red Bluff
Chinese Camp
Quincy
Trucking
Shasta Lake
Shasta Lake
Forestry
Shasta Lake
Fab Shop Anderson
Windows Medford
Shasta Lake
Quincy
Sales & Service
Richfield Millwork
Aberdeen
Windows Medford
Richfield Reman
Trucking
Red Bluff Millwork
Shasta Lake
Fab Shop Shelton
Trucking
Trucking
Red Bluff Millwork
Red Bluff Millwork
Aberdeen
Burney
Oroville
Burney
Shasta Lake
Lincoln
Windows Medford
Fab Shop Anderson
Windows Medford



RETIREES



Robert Swanson

has been in the lumber industry for 44 years, with 13 of that being in Aberdeen doing Paper Wrap. He plans on taking some time for himself before he and his wife take a trip to Australia. Watch out for those kangaroos Mate, uh, we mean Robert!



Jack Chase

has retired from his Lumber Sales position in Anderson after 33 years with SPI. He plans lots of traveling because that's what his wife wants and lots of fishing because that's what he wants. He bought a mountain bike that he plans to wear out. Have fun and wear your helmet, Jack!



Chris Danicourt

plans to load up the horses and go riding with the Back Country Horsemen after retiring from his Log Truck Driver position after 15 years in Sonora. Dutch oven cooking, fishing, and hunting will keep him plenty busy. Sounds like a ton of fun, Chris!



Leroy Dobyns

plans to enjoy not working after 39 years in Burney as the Superintendent. He plans on spending quality time with his wife, kids, and the grandkids. Fishing and hunting will keep him active and out of trouble. Great plan, Leroy!



William Eisner

is retiring from his Machine Operator 2 position at Windows Medford. Work around home, gardening, and more traveling will round out his retirement list. Good luck, William...and don't work too much!



Ben Grant

has retired from his Railroad Engineer job after 41 years in Quincy. His wife has an extensive honey-do list for him. Fishing and spending time with his grandkids are his priorities. A little gardening is also going to happen. Enjoy yourself, Ben!



Randy Johnson

retired from his Millwright position after 10 years at Aberdeen. He plans to complete his honey-do list before loading up his boat, motorcycle, and camper and heading for Utah and Colorado. Have a safe trip, Randy!



Robert Meyers

recently retired from his Millwright #1 position after 45 years at Richfield Reman. He is looking forward to spending time on church activities and time with his grandkids. Fishing, hunting, and farm work will occupy the rest of his time. Have fun Robert! Take time to relax!



Rex Perry

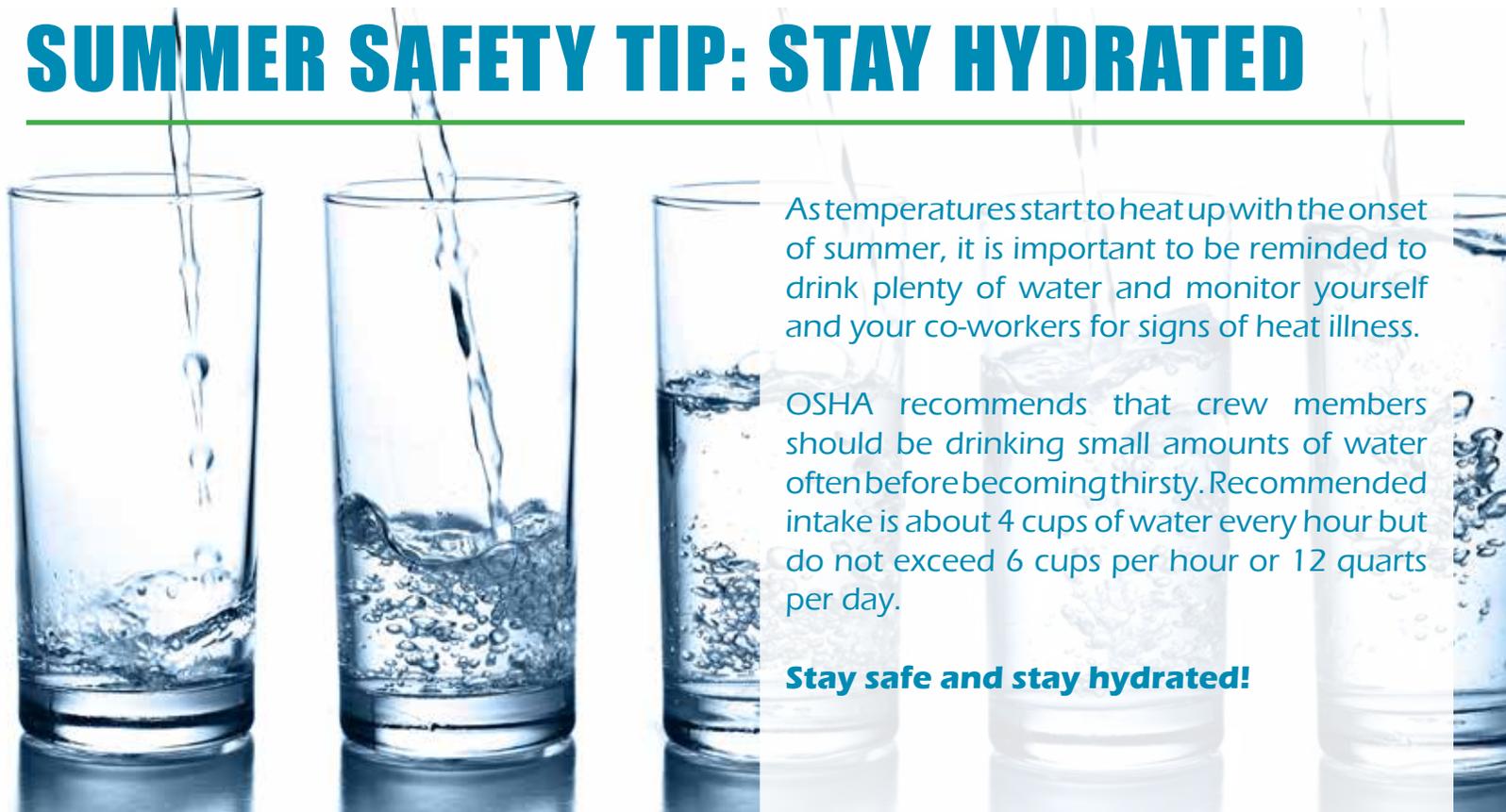
has retired from his Chipper/Hog Operator position after 15 years at Aberdeen. He plans to spend his retirement traveling. His first destination will be South Dakota where he will visit his daughter and granddaughter. Sounds like a lot of windshield time, Rex! Enjoy!



Donald Schmidt

may be a familiar name. He shared his retirement goals of traveling and spending time with his grandkids in the last BoardTalk issue but we did not have a picture to share. Now that we have a photo, we decided to celebrate a little more! He retired from his Machine Operator #2 position after 26 years at Windows in Medford. Enjoy yourself, Donald!

SUMMER SAFETY TIP: STAY HYDRATED



As temperatures start to heat up with the onset of summer, it is important to be reminded to drink plenty of water and monitor yourself and your co-workers for signs of heat illness.

OSHA recommends that crew members should be drinking small amounts of water often before becoming thirsty. Recommended intake is about 4 cups of water every hour but do not exceed 6 cups per hour or 12 quarts per day.

Stay safe and stay hydrated!

BOARDTALK



SIERRA
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STANDARD
US POSTAGE PAID
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RETURN SERVICE REQUESTED

COYLE, FACKRELL EARN WWPA HONORS

Please join us in congratulating SPI Lincoln Manager Brian Coyle and SPI Anderson QC Supervisor Bert Fackrell on deserved recognition given by the Western Wood Products Association (WWPA).

Brian Coyle was presented with the extremely prestigious Master Lumberman Award in March 2017. Honorees must first be nominated and then approved by a committee based on the honoree's qualifications and accomplishments, including holding a minimum of 20 years WWPA certification. Congratulations Brian!

At the April 2017 WWPA Grade Meeting Training Competition hosted by Collins Pine in Lakeview, OR, Bert Fackrell won the QC Supervision/Master Lumberman Division. Great job Bert!



WWPA Master Lumberman Award presented to Brian Coyle (right).



Bert Fackrell (left) receives his QC Supervision grader competition award.