

THIRD QUARTER 2021

BOARDTALK



SIERRA
PACIFIC
INDUSTRIES

SUSTAINABLY MANAGED FORESTS

GROWING FORESTS FOR OUR FUTURE.

Made in the U.S.A!



Mark, Carolyn, Red, & George

To the 450 crew members joining us from Seneca, welcome to the Sierra Pacific Industries family! We believe you will find that our company shares much in common with what you valued as being part of Seneca: a commitment to our people and communities, sustainable forest management, innovation in manufacturing and quality products for our customers.

This Oregon-based family-run business is a company that we long-admired and respected. Started by Aaron Jones in 1953, Aaron grew Seneca to be a leader in sawmilling innovation and quality products, acquiring timberlands along the way. Aaron and Red traveled together to New Zealand to explore the potential for a joint business venture. While no business opportunity emerged from this trip, their friendship would find them discussing topics ranging from the spotted owl-related harvest restrictions to boasting about their hunting successes to pride in their families. When Aaron passed in 2014, his three daughters continued Aaron's legacy.

As a family-owned company with similar values, the four of us appreciate the opportunity to carry on this legacy. Seneca's culture, people and operations are a natural complement to Sierra Pacific.

Seneca is also a valued Oregon business leader. SPI shares a similar level of commitment to our operating communities. Through the Sierra Pacific Foundation, we provide financial support to charities and education scholarships to children of our crew members. The Foundation recently awarded over \$610,000 in scholarships to qualified crew members' children who are attending colleges, universities and trade schools in the 2021-22 school year. In 2020, \$2.7 million was given to nonprofit organizations in our operating communities. We look forward to sharing more about these programs as we expand Sierra Pacific Foundation's programs to our Oregon communities.

WELCOME OREGON

THE EMMERSONS

We also welcome another 30 new crew members from Oregon – those joining us from Western Veneer & Slicing Company in White City. Western Veneer is a manufacturer of thin wood veneer products that are typically glued onto finger joint components that are used in a number of ways, including door, window and millwork components. The company was started in 1988 by Phil Shugart with a 40,000 square foot building, a slicing machine and a dryer. Over the years, it expanded to three veneer slicing centers and three frame saws in a 140,000 square foot building. SPI has had a relationship with Western Veneer for over 25 years. The company has an industry reputation as one of the premier U.S. wood veneer slicing facilities. The operation is a natural complement to our millwork and windows businesses. We look forward to the opportunities this operation will provide.

With what we have learned so far, we see teams that are hard working and take pride in their work. While we expect there are feelings of uncertainty, we are confident the positive change and opportunity far outweigh concerns of the unknown. SPI is a family-owned company built on hard work, innovation, wise investments and valuing the people who work for us. By becoming part of the SPI family, the Oregon crew members can look forward to increased opportunities for career growth.

The joining of SPI, Seneca and Western Veneer bring together outstanding teams of people, sustainably managed forestlands and high-quality manufacturing assets. SPI now owns more than 2.3 million acres of forestlands in California, Oregon and Washington. We continue our leadership as one of the top U.S. lumber manufacturers with 18 sawmills, along with producing millwork, windows, doors and renewable energy. The success of these assets is made possible by the 5,800 people working at SPI.

With this incredible combination of companies, Sierra Pacific is positioned as the West Coast forest products industry leader and a top supplier to our customers across the US. We are set-up for continued success and growth. This is an exciting time for all us.

Mark Carolyn Red George

LEARNING ABOUT SENECA

Seneca joined the Sierra Pacific family last month, bringing a complementary set of timberlands, manufacturing, and people to SPI's West Coast operations. As a company that was also family-owned, Seneca shares our values in stewardship of the lands, a high-quality workforce, manufacturing innovation, and supporting communities and education.

Seneca's roots go back to 1953 when Aaron Jones started a small sawmill operation in Eugene, Oregon. From there he — and his daughters who continued his legacy of leadership and wood products innovation — grew the Oregon company to include 175,000 acres of sustainably managed forestland, four sawmills and a biomass energy facility.



Drone view of Eugene, Oregon Sawmill

Today, there are about 450 people managing the forest and manufacturing operations, which include:

SUSTAINABLY-MANAGED FORESTLAND

With 175,000 acres in Douglas, Lane and seven other counties, Seneca is growing more than they harvest every year. Today, there is 92 percent more stock on those acres than 30 years ago. Like SPI, Seneca has also managed these lands for clean water, thriving wildlife and abundant recreation opportunities.

FOUR STATE-OF-THE ART SAWMILLS

There are three sawmills on the Eugene mill site with a fourth at nearby Noti. Combined, these mills can produce 650 million board feet annually — enough to build the equivalent of about 40,000 homes every year. Their production includes premium grade green and dry Douglas fir dimension lumber and studs, and dry Hem-fir dimension and studs.

RENEWABLE BIOMASS ENERGY

The Eugene biomass co-generation energy facility produces enough green energy to power 13,000 homes by utilizing wood byproducts from its sawmill operations and harvest residuals from logging operations. The plant, which began operations in 2011, is among the cleanest and lowest emission renewable power plants currently running in the U.S. The power it produces is sold to a local utility while a portion of the steam is used to dry the lumber in the mill's eight dry kilns.



BENE-FACTS

MARK YOUR CALENDARS FOR OPEN ENROLLMENT



OPEN ENROLLMENT NOV. 23-DEC. 23, 2021

FLEXIBLE SPENDING ACCOUNT (FSA)

A Flexible Spending Account (FSA) is a program that allows you to set aside your pre-tax dollars to pay for eligible health and dependent care expenses you are paying out-of-pocket.

If you have any questions about coverage for **Plan Year 2022**, please contact the Health Benefits Department at **(530) 378-8284**.



GET #CONNECTED

Congratulations to SPI Burlington HR Coordinator Lydia Houston for sending along the most popular Facebook post of the quarter.

The post was viewed over 9,000 times and garnered a combined 531 likes, 13 comments, and 41 shares.

Thank you to our own Stan and Phyllis Stevens with their grandkids, Daisha, Chase, Ryana for representing SPI in the Founders Day parade in Aberdeen, WA, this past July. Fun fact: This is a three-generation #SPIfamily. Stans and Phyllis are both crewmembers as well as their son Dustin (not pictured) who is a Millwright at our Aberdeen sawmill and his daughter Daisha (far left) is a summer hire, as well as a #spifoundation scholarship recipient! Thank you Stevens family for all of your dedication and hard work! #logtrucks #spiproud

Want to GET **#CONNECTED** ?

Email your photos to dlewis@spi-ind.com OR Forward your photos via Facebook message with permission to re-post and you might see your photo here!



FOUNDATION SCHOLARSHIPS



The Foundation scholarship application period opens December 15!

Did you know that over the past 40 years, the Sierra Pacific Foundation has awarded nearly **\$8 Million to students pursuing diverse post-secondary educational goals?**

Your son or daughter could be among next year's recipients! Last scholarship season, the Foundation awarded \$610,000 to 183 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.

Scholarship applications for the 2022-2023 school year will be available online at spi-ind.com/foundation beginning December 15, 2021. Start talking with your student now about this opportunity to help fund their future!

UNPRECEDENTED DEMAND & WILD MARKET

There's Never Been A Better Time To Invest In Our Capacity.

"THINGS CHANGED, PEOPLE CHANGED, AND THE WORLD WENT ROLLING ALONG RIGHT OUTSIDE THE WINDOW." – NICHOLAS SPARKS

The Window Division continues to see impressive growth in 2021! Our sales efforts, bolstered by strong relationships, great service, and our tireless crew members, are most certainly contributing to our goal of increasing market share! While we've been on a steady growth trajectory since coming out of the downturn, nothing could have prepared us for the volume of business we are experiencing this year. The unexpected, dramatic increase in volume that we've seen this year has presented its share of challenges. Lead-times have been extended, as the entirety of our supply chain has been stressed. Shortages of raw material, labor, and the lingering adverse impact of the pandemic have all added to that challenge of meeting current demand. Thankfully we have added to our capacity and we're prepared for this type of growth.

In 2021 we acquired the assets of Semco Windows. Its primary asset is an impressive 285,000 sq. ft. facility in Merrill, WI. The facility has now been retrofitted and we've begun production there. This includes a new state-of-the-art H3 line (now our 3rd in the U.S., including Red Bluff and Medford) and our fourth insulated glass line, among other added capabilities. The facility has over 40 dock doors and will add significantly to our logistics capacity as we move forward.

Across town, at our vinyl window plant, we've been adding state-of-the-art welding and cleaning equipment to increase our capacity. The new precision equipment is helping us maintain consistent productivity with the highest quality for our finished products. We're also adding another 15,000 sq. ft. of manufacturing space that will be used to expand our patio door capabilities. Earlier this year we also completed an expansion of our shipping dock, to help keep ahead of ongoing strong demand.

In Medford, WI and Red Bluff, CA we're preparing for the installations of our first fully automated interior pre-finish lines from Italy. The equipment will enable high-speed painting and staining of window and door parts while maintaining our strict quality and environmental standards. Factory-painted and



Photo courtesy: Devon Beesley

stained interiors is a growing trend, and this new equipment gives us the ability to capture more share of this ever-expanding market. On another front, market trends for outside living continue to drive high demand for our beautiful specialty door products, including pivot, lift and slide, multi-slide, and bi-folds. We've increased our capacity accordingly by adding a much larger footprint for manufacturing in Red Bluff, CA.

Expansion continues at our company-owned direct sales branches as well. We recently purchased, renovated, and moved into our new sales branch and warehouse in Lacey, WA. We service our Pacific Northwest region from this branch south of Seattle. Our new location gives us plenty of opportunities to grow our business throughout Washington and Oregon!

In short, we are committed to the continued growth of our business and fully understand the investments that such growth demands. We sincerely recognize and appreciate everyone's hard work to keep moving the needle forward in the Windows Division.

SPOTLIGHT ON SUCCESS



MEET ANGIE HARRIS,

a division accountant for the Shasta Lake Sawmill. Growing up in Fall River, Angie was no stranger to logging, sawmills, industry and hard work— but she never imagined that her career path would lead her to become a part of the Sierra Pacific Family.

For nearly 20 years she has worked in various administrative roles, which allowed her to use and grow her ability to coordinate, multitask and manage teams of people. Nearly 10 of those years she spent as an office manager/bookkeeper for a phone/telecommunications company. Angie began her career with SPI only 5 years ago — but since finding her place as the Office Coordinator for the Anderson Fab Shop in 2016, she has never looked back!

While working at the Fab Shop, she took initiative and worked toward her associates degree through the ACE (Accelerated College Experience) program at Shasta College. While working in the Fab Shop, she learned a lot about project cost accounting. When she took Managerial Accounting at Shasta College, Angie was excited to be learning more about something she was practicing daily in her work. As she grew in her course work and developed a love for accounting work, Angie began to take on more responsibilities in her role at the Fab Shop. She credits much of her growth to the Accountant, Paula Angstadt who was always willing to take the time to teach and guide her in her new role and interest in accounting.

Angie has been in awe of how much there is to learn about SPI. She says, “there are still departments within the Company I am learning exist.” Before stepping into her new role as Accountant to Shasta Lake, she didn’t know much about lumber or the process of production. Her experience in the Fab Shop pertained to items made mainly of steel and being exposed to the engineering, technology and building of the machinery used by the sawmills. Now, she gets to see those same machines in use. Since joining the production side of the company Angie has found herself in a completely different world enjoying the change and the challenge. “I am consistently challenged, always learning new things about accounting, the products SPI makes and sells, as well as about the Company in general. I feel very fortunate to have an amazing team of experienced accountants just a phone call away. They are all amazing and supportive.” She also is grateful for the management and the people at Shasta Lake, as they have made her feel welcome.

Angie beams when you talk with her about her career and new role: “I am proud to work for a company that invests in their crew members and promotes from within. I am truly grateful to be given such an amazing opportunity and look forward to furthering my career within Sierra Pacific and growing with Shasta Lake.”

Angie received her Associates degree in Accounting from Shasta College in 2020. She is currently working towards a BS in Business Administration, Accounting from Western Governor’s University.

INTERN SCHOLARSHIPS ANNOUNCED

Sierra Pacific’s 4th Annual Intern Scholarship program has awarded a total of \$22,000 to 13 applicants interning with the company. This program, separate from the long-standing Sierra Pacific Foundation scholarship, highlights the work ethic and drive Sierra Pacific values in its crew members and leaders. Congratulations to the following interns:

NAME	DIVISION	SCHOOL	Course of study
Makena Plourde	Almanor	College of the Redwoods	Forestry
Susan David	Anderson	Green River College	Forestry
Oren Nardi	Anderson - Research	College of the Redwoods	Forestry
Anthony Van Boekel	Red Bluff Windows	CSU, Chico	Mechanical Engineering
Jordan Williams	Centralia	University of Idaho	Forestry
Caleb Duncan	Redding	Humboldt State	Forestry
Matthew Crockett	Camino	Cal Poly	Forestry
Kyle Gerard	Red Bluff Windows	CSU, Sacramento	Mechanical Engineering
Kristina Bradley	Weaverville	Shasta College	Forestry & Tech
Sergio Manzo	Shelton	University of Washington	Accounting
Braden Crane	Anderson - Research	Humboldt State	Environmental Engineering
Erin Loader	Anderson	BYU	Mechanical Engineering

CONGRATULATIONS!

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

45 Years!

Adele Sample Red Bluff Millwork
Jaime Zamora Quincy

40 Years!

Steve Ricca Anderson Sawmill

35 Years!

Mike Button Richfield Millwork
Guy Cooper Chinese Camp
Wayne Dagen Red Bluff Millwork
Charles Galantine Richfield Millwork
Steve Gromacki Forestry
Mike Henderson Burney
David Krause Windows Medford
Tim Livingston Anderson Poles
Kelly Loertscher Windows Medford
Dennis Nichols Windows Medford
Robert Wright Red Bluff Millwork
Jody Zamzow-Woller Windows Merrill

30 Years!

Jim Gavris Trucking
Ron James Quincy
Thomas Miller Red Bluff Millwork
Bruce Palmer Windows Red Bluff
Ruri Ramirez Red Bluff Millwork
Mathew Stoute Shasta Lake
Eugene Villarreal Richfield Millwork

25 Years!

Sadie Ahlers Windows Medford
Jason Cook Red Bluff Millwork
Tracy Dowden Windows Medford
Derek Duryea Lincoln
Floyd Graham Shelton
Greg Hanck Quincy
Chico Labrado Quincy
Ted Rice Window Sales - PNW
Paul Scaffidi Window Sales - N CA
Scott Smith Windows Red Bluff
Terry Staley Trucking

20 Years!

Craig Bell Anderson Sawmill
Jake Brewer Windows Red Bluff
Heather Bronze Windows Red Bluff
Jasen Carpenter Lincoln
Joseph Cheney Anderson Sawmill
Javier Diaz Red Bluff Millwork
Sheri Dunmoyer Corporate
Luis Enriquez Red Bluff Millwork
Nathan Ferraris Window Sales - N CA
Ramon Garcia Richfield Millwork
Vladimir Gonzalez Lincoln
Jesus Jimenez Red Bluff Millwork
Jose Jimenez Windows Red Bluff
Blong Lee Lincoln
Fernando Leon Windows Red Bluff
Ramiro Miranda Red Bluff Millwork
Jeff Moore Windows Red Bluff
Orlando Nino Red Bluff Millwork
Servando Ocampo Red Bluff Millwork
Jorge Partida Red Bluff Millwork
Maria Pasillas Windows Red Bluff
Jeff Pevehouse Burney
Jaime Quintero Lincoln
Brian Riley Oroville
Ismael Rivera Lincoln
Juan Rodriguez Lincoln
Shirley Rose Windows Red Bluff
Robert Ruckel Red Bluff Millwork
Anabel Salazar Richfield Reman
Jesus Serrano Richfield Reman
Luis Tamayo Red Bluff Millwork
Ariel Torres Lincoln
Rafael Trenado Red Bluff Millwork
Julio Vargas Lincoln
Arturo Villagomez Red Bluff Millwork
Arturo Villarruel Jr Burney

Red Mill George

15 Years!

Fran Barnett Aberdeen Sawmill
Dave Bellamy Centralia Sawmill
Erin Belnap Window Sales - Utah
Darin Bishop Aberdeen Sawmill
Matt Butler Trucking
Chris Caldwell Sales & Service
Silviano Carrillo Richfield Millwork
Travis Delaney Windows Red Bluff
Justin Dickens Lincoln
Pedro Garcia Red Bluff Millwork
Brad Gould Burlington Sawmill
Robert Grozea Oroville
Richard Jamerson Windows Red Bluff
Don James Jr Quincy
John Johnson Aberdeen Sawmill
Mike Kristofferson Burlington Sawmill
Rosario Lugo Red Bluff Millwork
James McCormick Quincy
Chuck McDonald Richfield Millwork
Donnie McNamara Centralia Sawmill
Gilbert Ocegueda Aberdeen Sawmill
Narciso Pagdanganan Lincoln
Rigoberto Parra Red Bluff Millwork
Jordan Perkuhn Centralia Sawmill
Theresa Ragudo Sales & Service
Kip Saechin Shasta Lake
Dustin Stevens Aberdeen Sawmill
James Tibbs Centralia Sawmill
Dennis White Centralia Sawmill
Steve White Shasta Lake
Gary Willis Centralia Sawmill
Aaron Wonder Window Sales - Colorado

10 Years!

Carlos Alanis Red Bluff Millwork
Jose Alvarez Shasta Lake
David Avila Windows Red Bluff
Denver Bedford Sonora
Travis Behling Windows Medford
James Broska Window Sales - Northeast
Keith Brown Quincy
Kent Brown Anderson Sawmill
Jeff Burkley Window Sales - Montana
Jesse Buus Quincy
Earl Caldwell Sonora
Travis Caudle Sonora
Thomas Chalfant Shasta Lake
Matthew Crnich Anderson Sawmill
Jesus Diaz Red Bluff Millwork
Carlos Diaz Burney
Greg Douglass Centralia Sawmill
Elmer Galindo Corporate
Erika Galvan Windows Red Bluff
Evan Geiger Red Bluff Millwork
Ken Gross Lincoln
Tanya Hartl Windows Medford
Nicole Jari Windows Medford
Kevin Jongsma Burlington Sawmill
Lawrence Lopez Jr Chinese Camp
Jodi Maenhout Window Sales - PNW
Michael Mitchell Lincoln
Laura Mueller Windows Medford
Travis Nash Sonora
Bobby Papapetrou Chinese Camp
Karla Podevels Windows Medford
Daniel Reber Sonora
Michael Schaumberg Window Sales - Arizona
Nate Taylor Fiber Products Operations
Aaron Thompson Sonora
Javier Torres Red Bluff Millwork
Matthew Toste Richfield Reman
Gary Waddell Richfield Reman
Mike Walliser Sonora
Brandon Weidner Fab Shop Anderson

5 YEAR ACHIEVEMENTS

Tyler Alexander
Donald Aseltine
Alexzander Berry
Michael Borja
Andrew Brown
Manuel Camarena
Yolanda Cazares
Luiz Chavez
Mike Compson, Sr.
Anthony Crabtree
Michael Deseguirant
Michael DeRose
Jamie Duquette
Jacquelin Earley
Robby Farmer
Tyler Ferro
Dakota Fisher-Makovsky
Casey Gilbert Jr
Jason Gould
Nathan Gramch
Charles Hair
Mary Hildebrandt
Mimi Hill
Jayson Hollingsworth
Cristina Ilaraza
Thomas Klinkenberg
Joshua Ladd
Andrea Lafferty
Michael Lawson
Matt Lewinski
Andrew Lofgren
Jaime Lopez
Santos Magallan
Leland Malohn
Marie Manning
Andrew McCullough
Sally Meyer
Jesse Mondragon
Jim Moore
Kellin Moore
Alejandro Mora
Cindy Murkowski
Nic Myrtle
Lisa Noland
David Pflueger
Dick Phillips II
Michael Popenfoose
Heather Prust
Adrian Renteria
Brom Richards Jr
Johanna Rubio
Erick Samataro-Dubreuil
Angel Sanchez
Sonya Schroeder
Debbie Smith
Darin Speers
Delroy Ugbinada
Daniel Underwood
Amber VonLoh
Diane Wagenman
Bill Watkins
Allan Wendt
Emily Ziembo

Sonora
Trucking
Lincoln
Sonora
Richfield Reman
Burlington Sawmill
Windows Red Bluff
Red Bluff Millwork
Windows Red Bluff
Lincoln
Fab Shop Shelton
Windows Red Bluff
Burlington Sawmill
Shelton
Windows Red Bluff
Windows Red Bluff
Windows Medford
Lincoln
Burlington Sawmill
Lincoln
Window Sales - Colorado
Windows Medford
Corporate
Windows Medford
Window Sales - NM
Window Sales - Colorado
Richfield Reman
Windows Red Bluff
Lincoln
Window Sales - Colorado
Fab Shop Shelton
Burlington Sawmill
Trucking
Richfield Reman
Quincy
Fab Shop Anderson
Windows Merrill
Windows Red Bluff
Windows Merrill
Windows Red Bluff
Trucking
Windows Medford
Anderson Sawmill
Windows Medford
Anderson Sawmill
Shelton
Chinese Camp
Windows Medford
Lincoln
Aberdeen Sawmill
Lincoln
Shelton
Lincoln
Red Bluff Millwork
Aberdeen Sawmill
Burlington Sawmill
Burney
Shelton
Windows Medford
Windows Red Bluff
Sonora
Windows Medford
Windows Medford



KEEP ON GROWING

RETIREES



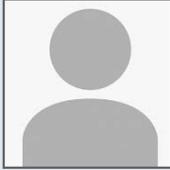
STEVEN ACKLEY

After 12 years with Sierra Pacific, Steven retired from the Sonora Sawmill as Supervisor QC in August. His plans upon retirement include moving to Tennessee, and having a mini farm. He also plans on fishing and traveling. Thank you and happy retirement Steven!



DANA ISOLINE

Commercial Sales Manager of Colorado Sales Windows, Dana, retired after 19 years of service. He plans to retire with son Aaron's custom guitar making company, helping with woodworking, sales and marketing. He encourages any of his Sierra Pacific Family to contact him if visiting town of Grand Lake and RMNP. Rock on Dana!



DON BELL

Don retired as a Log Truck Driver after 11 years with the company. He is looking forward to rest and reflecting during retirement. He also plans on camping and hanging out with his dog. Enjoy your retirement and happy camping Don!



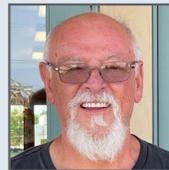
ERIC JOHNSON

Chain puller at the Oroville Sawmill, Eric retired after 15 years with SPI. Eric plans on fishing, gardening and traveling to Alaska and Montana. His other hobbies include woodcarving of fish and wildlife faces. Happy retirement Eric!



STUART BROWN

After 15 years, Stuart retired as Sr Director Product & Service from Medford Windows. He and his wife Tracy retired together in August and recently purchased a lake house. Stuart is looking forward to pursuing his interests of fishing, woodworking, gardening, traveling, and entertaining. Congratulations Stuart!



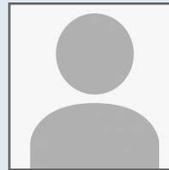
DAVID OLEARY

David retired from the Lincoln Sawmill in the position of Edger Optimizer in July. During retirement he plans on chasing around his adopted kids and grandkids, as well as getting more involved with kids' football. He enjoys riding his Harley and camping with his family. Thank you for the over 36 years of service David!



RON BUTLER

Ron retired from the role of Supervisor at Red Bluff Windows. After over 23 years of service with company Ron is now looking forward to spending more time with his grandkids. He has a list of projects to do around his house, will be tending to his garden and getting some fishing in. Happy retirement Ron!



TERESA RAYA

After 20 years with Sierra Pacific Industries, Teresa retired from the Lincoln Sawmill. Plans for retirement include starting yoga and working in the yard. Enjoy your retirement Teresa, you've earned it!



SHAREE COLBY

After 44 years of service, Sharee, Powdercoat/Fab Supervisor, retired from Medford Windows Division. She plans on doing all the things around her house that were put off until she had the time. Enjoy your retirement and hanging with your grandkids Sharee!



KEITH SHARP

Keith Sharp retired from Shasta Lake after 39 years as a sawyer. He plans on joining a bowling league, traveling to the ocean as much as possible, and golfing. He is excited to spend more time with his son and grandson, as well as doing all the things he didn't have time for when he was working. Happy retirement Keith!



STEVE GASTON

After 35 years as head of the IT Department, Steve looks forward to spending more time with family and friends. Steve and his wife, Clare, plan to travel and eagerly anticipate spending more time outdoors hiking, biking and exploring SW Idaho. Best wishes to Steve as we continue to follow his lessons in being "cyber smart"!



NANCEE WEIR

Nancee retired from Windows Sales Team Southern California after 19 years service. She is looking forward to enjoying time with family and her grandkids. Traveling, gardening, and crafting will fill much of her time. Nancee added, "Thank you SPW for a wonderful ride." We hope you enjoy your retirement Nancee!



JOYCE GEBAUER

Joyce retired after 34 years from the Medford Windows Division Sales Team. She and her husband are looking forward to enjoying time with family and friends. She shared this comment: "You're lucky, you work in an area with people that have a really great work ethic." Joyce responded with, "I truly did, thank you."



DAVID WHATLEY

Quality Tech at Windows Red Bluff, David, retired after 17 years. Him and his wife plan on purchasing a travel trailer to explore, remodeling their home and spending time with family. His main goal is to participate in Mission work. David was raised in Peru and would like to return for a short-term ministry. Happy retirement David!



STEPHEN "PETO" HARGRAVES

With 26 years service at the Quincy Sawmill, Liftdriver, Stephen "Peto" retired in August. His plans include catching up on his TV soaps with naps whenever he wants. He is looking forward to tinkering around the house, and lots of traveling, hunting and fishing. Happy napping, and congratulations on your retirement!



BOB ZELWICK

After 45 years with the company, Bob retired as Safety/Environmental Coordinator at Red Bluff Windows. His plans after retirement include community service, as he is a Court Appointed Special Advocate (CASA), spending time with his grandchildren, and traveling with his wife. Enjoy your retirement, Bob!



MIKE HENRICHS

Mike retired from Merrill Windows Division after 10 years of service as Tech-Electrician. Him and his wife plan to spend more time with their grandchildren, watching them grow up, traveling and seeing what new adventures they can discover. Thank you for service and enjoy your retirement, Mike!

BOARDTALK

SIERRA
PACIFIC
INDUSTRIES

Sierra Pacific Industries
P.O. Box 496028
Redding, CA 96049-6028
SPI-IND.com

PRESORTED
STANDARD
US POSTAGE PAID
REDDING CA
PERMIT NO 45

RETURN SERVICE REQUESTED

HEALTHY STARTS WITH YOU!

With the holiday season quickly approaching and COVID remaining a threat, help put an end to crew members, friends, and family getting sick with COVID-19. You can help us all get back to normal! COVID-19 vaccines are FREE, at 100% no cost to you. Appointments are offered at a wide range of times and locations to fit your schedule. **Make your appointment today!**



Vaccination info and how to make an appointment can be found at:

WWW.SPI-IND.COM/VACCINES