

BOARDTALK



MAKING SOUND INVESTMENTS

RED EMMERSON

A key part to Sierra Pacific's growth and success is our commitment to invest in our operations – making sure we have manufacturing facilities that produce high-quality and cost-competitive products. As we've experienced strong lumber and windows markets in recent years, we are reinvesting in our operations. This ensures we have state-of-the-art facilities that meet customers needs in the busy times. It also ensures we are cost-competitive when the markets inevitably slow down.

We've been rebuilding three of our California sawmills. Following the 2019 start-up of the Burney sawmill rebuild, we completed a similar project at Anderson in 2022. Work is underway at Lincoln with start-up of the small log mill rebuild expected in Spring 2023. These projects increase our production capabilities, while also improving our manufacturing costs. As we rebuild mills, we continue operating the existing, older sawmills through most of the construction process. This keeps our crews working and allows us to continue making lumber for our customers.

In Eugene, work is underway for a new engineering & fabrication facility and truck shop. These will add to the network of facilities we have across the West Coast, with primary focus of the Eugene location to serve our Oregon operations. We expect this is just the beginning of further investments in our Oregon operations.

A variety of other projects are also underway. Two new dry kilns at the

Quincy sawmill are being constructed with start-up planned for early 2023. We're installing new scanning technology that will optimize cutting solutions at Red Bluff Millwork. Eleven of our sawmills have auto paper wrap machines scheduled for delivery and install in 2024-25. Investments in heavy rolling equipment – forklifts, shovel loaders, bob cats, log, lumber & chip trucks, and more – have also been made. Over the last couple of years, we have purchased 151 pieces of this rolling stock as we replaced older equipment and added to meet increasing demand from our customers.

With growing demand for our windows and doors, Sierra Pacific Windows is also continuing to increase production capacity. In 2020 we purchased the Semco Windows assets in Merrill, WI, including a large building, windows assembly plant equipment and a glass line. After clean-up and upgrades, we started producing wood windows at this site (Ohio Street) in early 2021 with a daily production today of over 400 windows. At the Merrill vinyl plant, we converted warehouse space and added equipment to increase production. With continued growth expected, we are exploring opportunities to expand our window manufacturing footprint into the U.S. Southeast.

Other Windows improvements include installation of equipment in Medford, WI, and Red Bluff, CA, that allows us to complete a factory-finish on interior wood components. Under a unique licensing agreement with a screen company, we will begin our own on-site production of window screens at Merrill (Ohio Street) and Red Bluff. On the showroom front, we upgraded and moved our Lacey, WA, branch warehouse with the purchase of a new, larger building. And we have purchased property to build a new branch location in Missoula, MT.

In Northern California, Sierra Pacific is embarking on a new enterprise: a conifer seedling nursery. We will be breaking ground in early 2023, initially building 20 greenhouses, an office, and seed sowing and packing facilities. We have plans to add more greenhouses and support facilities over the following couple of years. When all complete, the nursery will annually produce up to 25 million seedlings to meet reforestation and wildfire restoration needs for SPI and other public and private forestland owners.

These investments reflect our continued commitment to the future of Sierra Pacific and to our hard-working crewmembers that always keep us moving forward. Making these investments puts us in the best position for growth and success – both in good and tough times.

Red

BRINGING THE PARK BACK TO PLUMAS

In Plumas County, the small town of Greenville experienced major devastation from the 2021 Dixie Fire. The Greenville Community Park was not an exception to this devastation. While the fields were not touched by fire directly, the park was used as a staging site for firefighting efforts and sustained heavy damage from the firefighting equipment and emergency infrastructure. The park was deemed too dangerous for players to use from the uneven ground and damage to the greens. Those who formerly used the Community Fields for games, practices and recreation had to find fields elsewhere often having to travel out of town.

This past November, the Sierra Pacific Foundation presented Greenville Little League with a check for \$20,000 to aid in the rebuilding of the Community Fields. Not only do these fields serve Little League teams, but adult softball teams and locals for recreation with basketball courts and a play-ground structure. Donations given to this project will go toward repairing the fields, expanding and maintaining the courts and paved areas, and repairing the play structure. A Facebook post from Greenville Little League, stated they hope to break ground in early 2023. The restoration and improvement efforts made by all contributors and the Foundation are a hope to bring the community back together and re-establish a sense of normalcy in an area that has lost much, but remains strong.



SPI Community Relations Manager Mark Luster presents check to Player Agent Karisa Joseph and President of Greenville Little League Kaley Bentz.

ONE OF SPW'S BIGGEST YOUTUBE PRODUCT SPOTLIGHTS YET!

Off The Ranch's Completed Abandoned Mansion

With over 18 million combined subscribers, the chances are some of our crewmembers know of Matt and Mere Carriker, YouTube sensations of Off The Ranch, Demolition Ranch, and Vet Ranch. Did you know that Sierra Pacific played a crucial role in their massively popular Abandoned Mansion series featured on their Off The Ranch channel?

It's true. It wasn't just a panned shot of our window labels either. We are talking almost half an hour of dedicated Sierra Pacific coverage across three episodes.

- **Renovating an Abandoned Mansion Part 18 - Window Installation**
1.6m views | 78k likes | 3.3k comments
- **Renovating an Abandoned Mansion Part 24 - Door Installation**
1.7m views | 85k likes | 4.1k comments
- **Completely Renovating an Abandoned Mansion!!! - Just posted in November**
2.9m views | 149k likes | 8k comments

Those numbers aren't too shabby, and the house isn't either. This is not your typical home. It really is a mansion, which means a ton of windows, patio doors, and a huge bi-fold door that steals the show.



← Be sure to check out the final product of all their hard work!



Renovating an Abandoned Mansion Part 24

1.7M views • 2 years ago



SPOTLIGHT ON SUCCESS

JESSICA HINOJOSA

TREE IMPROVEMENT MANAGER

The seeds to Jessica's success at SPI began when she joined us in 2016 as a Regeneration Forester on the Almanor District. She worked three planting seasons on Almanor before moving over to Tahoe District working two more seasons in regen. She describes her experience as a regen forester as amazing but not short of hard work with planting seasons, vegetation management projects, and precommercial thins. Though she enjoyed this role, she was ready for something new. When a District Forester position for Tahoe came available in 2021, Jessica jumped at the opportunity.

Just a year later, chatter in the Company's Forestry Division started to surface around the idea of an SPI-owned seedling nursery. With the nursery project now moving forward, the need for someone to oversee the planning and construction of the nursery project arose. Jessica raised her hand and was tapped to lead SPI's tree improvement program, including the nursery project. When asked about her first thought of the project, she responded: "I knew it was a huge opportunity. The ability to start a nursery project from ground zero isn't something that is presented often. I feel very appreciative to be the one who gets to see it through."

Construction for the first phase of the nursery, co-located with SPI's Seed Orchard in Siskiyou County near the town of Gazelle, will be underway in early 2023. This first phase includes 20 greenhouses and associated facilities that will initially grow 6 million seedlings. Additional build-out and production is anticipated to quickly follow. The seedlings grown in the nursery will supply SPI's California reforestation needs – along with many other public and private organizations across the state that are working to recover and restore California's forests. And Jessica will be on the front lines for this endeavor.

Her supervisor Mark Gray says Jessica was tapped as SPI's newest Tree Improvement Manager because of "her hard work, focus on constant improvement and a willingness for change."

"I love working for a family-owned company like Sierra Pacific. The ability for me to start working as a regen forester and just a few years later land a manager role – not many companies provide that opportunity or encouragement to grow," Jessica says.



Interesting fact about Jessica: She grows more than trees! She is an avid gardener, with tomatoes being her specialty. Last year she grew 46 different varieties and 68 total plants!

Family: Husband, Ryan and baby boy, Leon, 1 year

Hobbies: Gardening, horseback riding, CrossFit

First Job: Summer Internship with Louisiana Pacific doing quality checks on planting crews

Teams: Dodgers!!

Future Goals: Manage a successful Conifer Seedling Nursery and Tree Improvement Program for SPI

Jessica is originally from Bella Coola, BC, Canada. She received her BS in Forestry from University British Columbia in Vancouver followed by going to work for Canadian forest products company, Tolko Industries. She worked 2 ½ years for Tolko as an Operations Forester (called a Regeneration Forester in the US).

While traveling in Thailand, Jessica met her husband Ryan, who lived in Texas. Jessica eventually moved to the states and after receiving a job offer from SPI, Jessica and Ryan moved to California.

When asked what she could share with those looking to grow their career with SPI she added, "Though success is tied to hard work – and for me long hours of regen work – I'd say being willing to move where the opportunity presents itself. SPI is growing in the areas it operates, which brings new career paths if you are willing to pursue them."

POEM OF A LOG TRUCK DRIVER

by Jef Turner, SPI Lincoln

*Log Truck Driver up early in the morning,
off to a job that never gets boring.*

*Heading to the mountains to have his truck loaded by four.
Race back down to the mill, unload, then back up to get more.*

*This is not just a job that we do every day.
And we don't do it just for the pay,
it's a lifestyle that we live, breathe and sleep.
It's in our veins in our souls and it runs deep.*

*Cut off by a Prius making a last-second turn as I roll down the hill.
Eighty thousand pounds does not stop on a dime and I got a Prius stuck in my grill.*

*Putting up with bad and rude drivers is something we deal with every city mile,
but when we get back to the mountains our face returns a big smile.*

*City folks working pencil pushing jobs from 9 to 5.
A Log Truck Driver breathes clean mountain air to keep him alive.
You can go to your office dressed in your suit, tie and vest,
I go to my office and have a view that is the best.*

*The weekend comes and city folk head to the mountains to get away from it all.
I get paid to be here through the seasons of spring, summer and fall.*

*Log truck driving is not just a game,
we don't make a fortune and will never have any fame.*

*Most of us did not pay attention to the books in school,
to us they were boring and not all that cool.
Most of us daydreamt' and thought with any luck,
that someday in the future we would be behind the wheel of a big truck.*

*Now we polish our trucks and make the chrome shine,
just so we can return to the woods and get them dirty after time.*

*To a log truck driver 70 hours is a common work week,
doesn't leave a lot of time for anything except to eat, shower and sleep.*

*The alarm goes off and to the mountains we go.
Bringing back more timber, this is the job we do March - November.*

*We love what we do and we do it with pride,
but there's one thing that we just cannot hide.*

*When Friday rolls around and the work week is done,
there's nothing we love more than having fun & time with our loved ones.*

9/30/22



Foundation Scholarship Recipients to Second-Gen SPI Crew

As a family-owned company, we are proud to have a number of crewmembers with parents, children and relatives also working for the Company.



ROBERT HOOVER

CALIFORNIA LOG RESOURCES MANAGER

Foundation Scholarship Recipient, Robert Hoover started in the summer of '97 as a forestry intern. At that time SPI didn't have a formal intern program, but he worked his way through college as Inventory Crew saying the opportunities SPI provided him as a student were invaluable and helped pave the way toward those first steps to college. Robert is a second-generation Humboldt State University Forester. His father, Ron Hoover, was the Timber Manager for the Arcata Division. Robert describes his father as his hero and inspiration for becoming a forester, "My dad took me to the woods every chance he had – the timber industry and SPI were at the center of my family's universe growing up. When it came time to choose an education and career path, I couldn't think of anywhere else I wanted to be." Robert received his 20-year watch last June and hopes to work for SPI long enough for another.



ERIC JAMES

MECHANICAL ENGINEER, ANDERSON FABRICATION SHOP

Receiving Sierra Pacific Foundation Scholarships throughout his education journey, Eric started at Shasta College before transferring to University of Nevada, Reno receiving his BS in Mechanical Engineering. Though Eric's father, Redding District Manager Ted James, has had a long Forestry career with SPI, Eric states SPI was not his initial end-goal. It was not until he spent three summers as a Research and Monitoring Intern and two as an Engineer Intern in the Fab Shop did he start to look at SPI as a future option. "As an intern, I found SPI culture is something I enjoyed being a part of – the shared sense of humor, matched work ethic, and sense of community with those I work with," Eric shared. "The scholarships I received from the Foundation were a great asset helping to offset education costs so I could focus on my studies during the semester." During the last few months of his college career Eric was checking SPI postings almost daily in hopes a position would come available and eventually interviewed and accepted his current job in Anderson returning to his hometown and family.



JASMIN LIRA

HUMAN RESOURCES OFFICE SUPPORT, RED BLUFF WINDOWS

Jasmin started with SPI as a summer hire at Red Bluff Millwork before pursuing higher education. She received a Foundation Scholarship while attending Butte College for an associates in Medical Office Administration. She then hired on full time with the Sierra Pacific Health Benefits Department as a Claims Examiner. Three years later, she transferred to Red Bluff Windows to accept her current position. Jasmin says the scholarship she received was an indicator she had an opportunity to further her education and obtain a great career. Jasmin said her father is the one who encouraged her to ultimately work for SPI. "He has been working for Red Bluff Millwork for over 30 years; it's a great company to work for and provides great benefits," Jasmin explains. She hopes to expand her knowledge in different areas of the Company and has an open mind to different opportunities.



GARY YOUNG

AUDITOR, ANDERSON MAIN OFFICE

Gary received his bachelor's degree from UC San Diego and master's in accountancy from San Diego State University before starting his career with SPI in 2017 – though he did work two summers at Red Bluff Millwork after High School. When asked how receiving a Foundation Scholarship helped him pursue his career, Gary stated: "It eased the burden of the cost of a college education. With one less thing to worry about, you can focus more on what matters – the education." Gary is a third generation SPI crew member. Both his father Shane Young who retired in 2022 and his grandfather worked for the Company. Gary lived and worked in Southern California for many years, but after having a child desired to be closer to family (Gary's wife is also a SPI Scholarship recipient). "SPI is without a doubt the premier business headquartered in the North State. Coupled with the impact it already had on my life, it was a no-brainer to take an opportunity with the Company when I did," Gary added. "I'm looking forward to continued growth and the opportunities that come with it."

MILESTONES

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

45 Years!

William Croman

Richfield Millwork

40 Years!

Ron Drenon
Kevin Krueger
Tom Scruggs

Burney
Windows Merrill - Water
Burney

35 Years!

Brandon Babbitt Jr
Rock Belden
Phil Creedon
Joe Ebersole
Jon Gartman
Tom Leedy Jr
Jeff Mitchell
Robert Noftz
Randy Peterson
Alfonso Sanchez
Steve Tavolazzi
Robbie Terras
Kevin Weems

Chinese Camp
Sales & Service
Red Bluff Millwork
Quincy
Anderson Main Office
Lincoln
Shasta Lake
Red Bluff Millwork
Shasta Lake
Red Bluff Millwork
Anderson Sawmill
Burney
Anderson Sawmill

30 Years!

Henry Anderson
Davin Cornett
Richard Dodd
Jason Edwards
Marie Kunze
Steve Landgraf
Doug Marci
Mark Tilley

Quincy
Lincoln
Windows Red Bluff
Red Bluff Millwork
Windows Medford
Anderson Sawmill
Western Veneer
Window Sales - CO

25 Years!

Mike Dalglish
Tom Downing
Corey Gibson
Andy Hardin
Mike Higley
Jason Nelson
Rick Rabey
Stephen Shults
John Taylor
Piedad Torres
Jessie Trevino
Isidro Valdez

Anderson Main Office
Quincy
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Eugene
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Windows Red Bluff
Lincoln

20 Years!

Ismael Alvarado
Mike Anderson
Tommy Baugh
Juan Corona
Ken Ely
Ricardo Flores
Frank Graham
Glenn Gray
Angel Hernandez
Jared James
Jose Jimenez
John Kinner
Travis Lobland
Fredrick Michaelson
Armando Puga-Rosa
Abraham Renteria
Steve Somero
Steve Walde

Oroville
Windows Merrill - Ohio
Anderson Sawmill
Windows Red Bluff
Shasta Lake
Windows Red Bluff
Red Bluff Millwork
Centralia Sawmill
Red Bluff Millwork
Anderson Sawmill
Lincoln
Burney
Trucking
Red Bluff Millwork
Aberdeen Sawmill
Windows Red Bluff
Aberdeen Sawmill
Aberdeen Sawmill

15 Years!

Paula Angstadt
Mark Bower
Chad Cook
Brian Dunbar
Roberto Franco
Ellen Griggs
Michael Hulsey
Craig Keller
Randall Loren
Jonathan Mathis
April McKim
Darryl Metcalf
John Moctezuma
Juan Ortiz-Martinez
J. Antonio Ramos
Mark Renken
Dennis Ross
Tomas Ruiz-Rosas
Cody Still
Eric Sweet
Brian Wayland
Jeremy Wiedel
Brian Willkie

Anderson Sawmill
Centralia Sawmill
Forestry
Aberdeen Sawmill
Anderson Main Office
Health Benefits
Lincoln
Eugene
Window Sales - Southeast
Centralia Sawmill
Sales & Service
Aberdeen Sawmill
Window Sales - So CA
Centralia Sawmill
Lincoln
Noti
Lincoln
Burney
Lincoln
Forestry
Sonora
Windows Red Bluff
Burlington Sawmill

10 Years!

Chris Avila
Anthony Barnhart
Brandon Belli
Russ Blum
Walter Charlton
John Duncan
Jeff Ebersole
Jake Funk
Tony Galvez
Rick Goodman
Randy Hudson
Brent MacKenzie
Joaquin Ochoa
Cody Rictor
Cortney Ritchey
Porfirio Rodriguez
Uriel Rodriguez
Maria Sanchez
Lance Schmid

Red Bluff Millwork
Trucking
Burlington Sawmill
Eugene
Trucking
Chinese Camp
Burney
Richfield Reman
Richfield Millwork
Eugene
Red Bluff Millwork
Sonora
Lincoln
Eugene
Quincy
Oroville
Oroville
Windows Red Bluff
Quincy

5 Years!

Victor Aguilera
Ashley Angelucci
Marlon Bone-Cason
Joseph Bontempo
Jayne Brandner
Catrina Brown
Matthew Brown
Logan Bucki
Jaymie Burdick
Aaron Burke
Charlie Carriker
Eugenio Carrillo
Olevea Carter
Steve Chacon
Zenon Chavez
Fidel Chavez-Martinez
Travis Chermak
Jason Conn
Chris Cornwell
Elia Corona
Felisitas DeHaro-Dye
Manuel DeLaPuente-Rangel
Hector Fernandez
Oscar Ferrer-Zuniga
Frank Flores
Eddie Gamez-Nemeico
Kara Green
Maeve Henwood
Miguel Hernandez
Salvador Hernandez
Eric Hike
Greg Jenkins
Lisa Johnson
Jason Jones
David Kersey
Dale Kindle
James Lehr
Lucas Luedtke
Duke Manning
Tye Martin
Jareth Martinez-Amolitos
Tony McCullough
Skyler Mercer
David Morris
Riley Mowry
Courtney Mravik
Elmer Nava
Charles Netzel
Noelle Neuberger
Daniel Nicoles
Laurel Ortiz
Timothy Parker
Fidel Pedrizco
Gage Petersen
Soupharak Phothong
Amy Pietkiewicz
Paul Poli
Andrew Purvis
Jose Quezada-Enciso
Nick Reppert
Jackie Roberts
Marco Rodriguez
Joe Rudolph
Alexander Sigalas
Hunter Simington
Thomas Smith
Andrew Soczka
Sean Stanley
Dalton Talbert
James Tamargo Jr.
Uriel Vargas-Hernandez
Jesse Velez Jr.
Filberto Villeda Rojo
Anthony Vincent
Michael Wilkes
Jeff Wilson
Andrew Wilson

Windows Medford
Anderson Sawmill
Oroville
Centralia Sawmill
Windows Medford
Aberdeen Sawmill
Shelton
Windows Medford
Trucking
Window Sales - Arizona
Shelton
Lincoln
Lincoln
Window Sales - Arizona
Chinese Camp
Aberdeen Sawmill
Fab Shop Anderson
Windows Red Bluff
Quincy
Windows Red Bluff
Windows Red Bluff
Richfield Millwork
Lincoln
Burney
Windows Red Bluff
Red Bluff Millwork
Quincy
Forestry
Red Bluff Millwork
Chinese Camp
Chinese Camp
Windows Medford
Windows Medford
Eugene
Red Bluff Millwork
Burney
Burlington Sawmill
Windows Merrill - Ohio
Eugene
Red Bluff Millwork
Window Sales - Utah
Shelton
Quincy
Window Sales - SouthE
Aberdeen Sawmill
Windows Medford
Richfield Reman
Fab Shop Shelton
Windows Medford
Quincy
Lincoln
Red Bluff Millwork
Windows Red Bluff
Shasta Lake
Shasta Lake
Window Sales - NorthE
Trucking
Noti
Lincoln
Burlington Sawmill
Windows Medford
Red Bluff Millwork
Windows Medford
Anderson Sawmill
Noti
Burlington Sawmill
Windows Medford
Window Sales - PNW
Burlington Sawmill
Quincy
Eugene
Aberdeen Sawmill
Shelton
Sonora
Burlington Sawmill
Trucking
Richfield Reman



GET #CONNECTED

Timber Dogs of SPI 🐾

A popular Facebook post of Quarter 4!
Published 11/9/22 | Submitted by:

1. Joseph Lavelle, Tahoe District
2. Dave Marshall, Aberdeen Division
3. Cody Kidd, Tahoe District

RETIREMENTS

Thank you for your dedication and years with SPI



JOHN CLARK

John retired from his position of Planer Operator at the Anderson Sawmill after 43 years with the Company. His plans for retirement include: "The Three G's"– Grandkids, Gardening and Galivanting. Congratulations and enjoy your retirement John!



TRIS SALKELD

Tris retired from Check Scaling after 15 years with SPI, and 46 total years over his career. He is looking forward to catching up with his grandkids and attending all their sporting events. He plans on doing some traveling in his 5th wheel and some light remodeling projects around the house. Congratulations on your retirement Tris!



MIKE LONG

After 25 years with the Company, Mike retired from his position of Filer at the Oroville Sawmill. He plans on traveling, cooking, and woodworking. Mike loves to BBQ brisket, ribs, etc. and plans to do that even more. Enjoy your retirement!



GEORGE STEVENS JR.

George retired from his position of Log Scaler at the Anderson Sawmill after 6 years with the Company. He plans to relax and travel a little visiting Tennessee where his daughter lives. Enjoy your retirement!



DENNIS PEBLEY

Dennis retired from his position of Millwright from the Lincoln Sawmill after 24 years with the Company. He plans on spending time with his grandkids, and building a cabin during his retirement. Congratulations Dennis!



TIM REINKE

Tim retired from Sierra Pacific Windows Medford after 39 years with the Company. He plans to catch up on fishing, spend quality time with his daughters and granddaughter and ride his Harley every chance he gets! Congratulations on your retirement Tim!



MICHAEL RUST

Michael retired from his position of Cogen #2 the Sonora Sawmill after 11 ½ years with the Company. He plans on catching up on his honey-do list, but doesn't have any big plans other than that. Have a relaxing retirement, Michael!"

Congratulations
ON YOUR RETIREMENT!

SCHOLARSHIP APPLICATIONS ARE OPEN!



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 \$519,300 to 163 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.

2023-2024 SCHOOL YEAR

APPLICATION DEADLINE: FEBRUARY 24, 2023

Scholarship applications for the 2023-2024 school year are available online at spi-ind.com/foundation beginning December 15, 2022 and close February 24, 2023. Start talking with your student now about this opportunity to help fund their future!



SCAN FOR APPLICATION

BOARDTALK

GROWING FORESTS FOR OUR FUTURE.

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May the New Year bring you and your family peace, health, and happiness.

Red Mail George