

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

THIRD QUARTER 2021

BOARDTALK



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