

FOURTH QUARTER 2020

# BOARDTALK



SIERRA  
PACIFIC  
INDUSTRIES

## SUSTAINABLY MANAGED FORESTS

### GROWING FORESTS FOR OUR FUTURE.

*Made in the U.S.A!*



## MOVING FORWARD

MARK EMMERSON

In the months leading up to the Presidential election – and in the month following – there has been much focus on what divides us. Conservative versus progressive. Rural versus urban. Coasts versus Middle America. I prefer to focus on what unites us: We all believe in America and the opportunities that being an American represents.

It's obvious to me that Americans care about America. Nearly 160 million Americans voted in the 2020 elections – the most in history. We saw the highest level of turnout since 1900 with nearly 67% of eligible voters turning out to vote. This unparalleled turnout represents an extraordinary milestone of civic engagement in a year marked by a devastating pandemic, market uncertainties, unprecedented catastrophic wildfires, record unemployment for so many, and political unrest.

It is because of all of these challenges – and so many more – that Americans care and turned out. And while not everyone that was elected shares the same perspectives that I do – or that you do – I believe it shows America still wants a government that works to make America a country we are proud of and can prosper in.

With Election Day now behind us, the choice that faces all of us is how we move forward. SPI is ready to move forward. To work with our government leaders – regardless of political party – to ensure SPI and the forest products industry is part of the solution for a strong, safe economic recovery and rebuilding America's economic prosperity. To have a strong economy that demands quality, sustainable products like lumber, wood windows and biomass energy. To adopt policies that recognize the contributions sustainably managed forestlands provide to rural communities, water quality, climate, wildlife habitat, and recreation.

I know there are leaders within the incoming Biden Administration and in Congress who share this same belief and desire.

President-elect Joe Biden has named Tom Vilsack to be the next Secretary of Agriculture. Vilsack already has eight years of experience under his belt, having previously served eight years as Agriculture Secretary. He understands the importance of forest management to maintain healthy forests, reduce catastrophic wildfire and support rural communities. In 2015, he toured SPI's Aberdeen Sawmill, speaking to the benefits of lumber manufacturing for providing jobs and sustainable building products.

In Congress, a forester will be the lead Republican for the House Natural Resources Committee. Since coming to Congress in 2015, Arkansas Congressman Bruce Westerman has been the leader on just about every forest policy issue. From policies on wildfire resiliency to federal timber supply to expanding wood markets. Given his credentials as a Yale forestry graduate and career experience designing sawmills at an engineering firm that specializes in wood products manufacturing, he brings credible forest policy leadership. He has also toured SPI operations, having visited the Shelton sawmill in 2017.

I look forward to working with Secretary Vilsack, Congressman Westerman, industry partners and other leaders to tackle the challenges facing our country and our industry. It won't be easy, but these unprecedented times create tremendous opportunity for new approaches to achieve long-lasting solutions.

I believe in America and its future. And I know our elected leaders and Americans do as well. While we won't always agree on the solutions, I believe we can meet these challenges by finding common ground and working together. Together we can move forward.

# SUSTAINABLE MANAGEMENT & WILDLIFE CONSERVATION



For decades, SPI has worked with federal and state wildlife agencies to understand how spotted owls and other wildlife use SPI's actively managed forestlands to meet their habitat needs. That work has culminated in securing a significant long-term spotted owl conservation agreement on SPI's California forestlands. This work reflects a shared perspective between SPI and the U.S. Fish & Wildlife Service (USFWS) that collaborative approaches are a preferred way to conserve wildlife and maintain working forest landscapes.

In October, the USFWS issued an approved Habitat Conservation Plan (HCP) and associated federal permit for nearly 1.6 million acres of SPI's California forests. The HCP will conserve important habitat for California spotted owls and northern spotted owls while providing SPI with certainty on managing its forestlands over the next 50 years. As part of the HCP, SPI is committing to on-going spotted owl research and establishing owl protection zones in areas where spotted owls are active or nesting. SPI has also committed to implementing strategic firebreaks to reduce risk of catastrophic wildfire coordinating this work with federal, state and private partners, as well as conducting barred owl research to address threats to spotted owls.

The underpinnings of this HCP are based on decades of owl surveys and research studies that demonstrate the spotted owl population on SPI's California forest landscape has remained relatively stable for over 30 years. On-going monitoring of SPI lands indicates that active, even-aged management of forests with incorporated essential owl retention areas can contribute to a landscape that provides a mosaic of forest stands that meet spotted owls' needs for nesting, roosting and foraging. By implementing the actions identified in the HCP and continuing sustainable forest management practices, SPI will support the conservation of spotted owl populations across its lands.

This wildlife conservation agreement represents a significant investment of time, resources and people by SPI, along with federal and state wildlife agencies. Leadership and staff from these organizations spent countless hours tracking owls, pouring over fathoms of data and thousands of pages of words, and grinding through the details on conference calls and virtual meetings. The work by these teams provides the foundation for the conservation and management commitments encompassed in the HCP.

One of 406 known California Spotted Owl sites on SPI forest lands. This female owl was originally banded in 2013 and this photograph was taken in 2018. She has nested 6 out of last 8 years and produced a total of 9 known young in that time (2013 through 2020). She and a mate are still occupying their site in the Shake Ridge area of our Martell District as of the 2020 survey season.

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"This commitment is one that SPI takes seriously," said Mark Emmeron. "This provides our company the long-term certainty we seek to sustainably manage our lands. It gives assurance we will have log supplies for our sawmills in the short- and long-term, allowing us to continue to invest in our operations and provide jobs and economic value in our rural communities. The HCP reinforces what we already know: species conservation and sustainable forest management – combined with sound science – go hand-in-hand. This collaborative initiative is maintaining and producing thriving wildlife populations across our managed forests."

"We're grateful for SPI's voluntary conservation efforts to retain and provide habitat for spotted owls and other forest-dwelling species," said Paul Souza, USFWS Regional Director of the California-Great Basin Region. "When industry and government work together toward a shared conservation goal, we find solutions that reduce the need for regulation and create a brighter future for fish and wildlife species and their habitats."

The signing of this agreement represents decades of research and hard work. The HCP represents a 50-year commitment by SPI to conserve spotted owls through continued research, wildlife conservation, and efforts to reduce the risk of catastrophic wildfire and other factors that threaten these species.

In woods tour of a fuel break : Dan Tomascheski (back) explains how fuel breaks work and are part of SPI's spotted owl HCP. Joining for the discussion are USFWS Director Aurelia Skipwith, USFWS Regional Director of the CA-Great Basin Region Paul Souza, USFS Pacific Southwest Deputy Regional Forester Barnie Gyant and SPI's Mark Emmerson.



SPI's team of foresters & biologists that made the HCP possible: Ed Murphy (SPI) Len Lindstrand III (SPI) Phil Detrich (PJD Environmental Consulting, INC.) Dan Tomascheski (SPI) Kevin Roberts (SPI) Brian Dotters (SPI) Not pictured, Jim Lynch (SPI)



# BENE-FACTS



## Health Benefits Premium Costs Down for 2021!

Are you surprised that the cost of your Health Benefits actually went down for 2021? One of the features of our Health Plan is that your premium costs are directly tied to the Health Plan's costs. When the Plan pays less money in claims and administration, you pay less premium share. It's no surprise that the cost of health care and prescription drugs are rising and will continue to do so. However, by staying healthy and being smart consumers can mitigate those costs, and even drive them down, like this year. Stay safe, stay healthy, save money!



	2020 Premium Share	2021 Premium Share
Employee	\$74	\$72
Spouse	\$117	\$116
Each Dependent Child	\$60	\$38

## SCHOLARSHIP APPLICATIONS NOW OPEN!

### BOTH NEW STUDENT AND RETURNING STUDENT APPLICATIONS MUST BE COMPLETED ONLINE

Sierra Pacific Foundation awarded \$618,000 in scholarships to 200 students of SPI crew members for the 2020-21 academic year. Encourage your student to begin the online application process for the 2021-22 academic year. **Applications are due February 26, 2021.**

If your student is planning on ANY post high school education, whether his/her plans include community college, 4-year university or college, trade school or apprenticeship learning, please have him/her submit an application! This includes your student that has taken some time off after graduating high school, but is now planning to enroll in an accredited certificate or degree program. Share this information with your child. They may qualify!

Need access for your student to complete an online application? Most local libraries and schools have computer labs available to students. Have questions? Read the helpful online Frequently Asked Questions page at [spi-ind.com/foundation/FAQ](http://spi-ind.com/foundation/FAQ). If you have additional questions not listed, please contact the Scholarship Specialist at [foundation@spi-ind.com](mailto:foundation@spi-ind.com) or see your local HR Coordinator for assistance.

**SIERRA PACIFIC FOUNDATION**

Cost of Education

Academic scholarships

Certification

Diploma

Loan Debt

# \$1,500 HIRING BONUS



We are an EEOC Equal Opportunity Employer including those with a disability and veterans.



Now is a great time to start a career with Sierra Pacific! If you know someone that values a hard day's work, wants to work with great people, and appreciates opportunity, we have a career for them at Sierra Pacific. For a limited time, we are offering a \$1,500 hiring bonus at the following locations:

California		Washington	Wisconsin
Quincy Sonora Red Bluff	Burney Chinese Camp Richfield	Shelton Centralia	Medford Merrill

Starting Wages: Sawmills **\$18.75** - Millwork **\$18.25** - Windows **\$17.50** Trucking **(Depending on location)**

## ROOTED IN SIERRA PACIFIC CULTURE

The Sierra Pacific Windows' Display and Marketing teams have been working hard to update our display offering. Not only are all displays now produced in-house, but they pay homage to our roots in the forest products industry by leveraging the use of our most prized material wood!

Featuring a glue-laminated-like product produced in our Richfield plant, the rolling window and standing door displays perfectly coordinate with each other and our brand. Offered through our 4D Marketing Support program, these displays are available for order by our branches and 600+ dealers and distributors.

Updated signage highlighting our one-of-a-kind vertical-integration is exhibited on the displays along with product information and even storage!

Leveraging the talents and craftsmanship of our crewmembers made this new display program possible. A big shout-out to Gregg, Ryan, Claudio, and Daniel - the Display Department Dream Team - at our Red Bluff facility. These showroom show-stoppers are stunning! (Say that six times fast).



Display Department



Westchester Double Hung Rolling Display

## SPI GROWS FOREST OWNERSHIP



SPI is growing our forest ownership, adding more acres of sustainably managed forestlands that we will manage for high quality timber, clean cold water, wildlife habitat and recreation. Acquisitions this year include over 62,000 acres in the California Sierras from Soper-Wheeler Company and 14,000 acres near Washington State's Willapa Bay. These bring our ownership to over 2.14 million acres of U.S. forestland, with more than 1.8 million acres in California and about 305,000 acres in Washington.

# SPOTLIGHT ON SUCCESS: MRS. TRUCK BOSS

Trucking and Dispatch Supervisor (Truck Boss) Colleen Lomolino has always had a love for the forest products industry, but it would be nearly three decades before she was able to unite her passion for the industry with her career as part of the SPI Family.

## AS A SELF-PROCLAIMED "TOMBOY" COLLEEN ISN'T YOUR STEREOTYPICAL "LADY."

Born and raised in the Bay Area, the need for affordable housing and her passion for the outdoors drew Colleen to Sonora, California, in the late 1980s. She had married into a logging family and loved all the different aspects of the industry: driving in the mountains, enjoying nature, the beautiful landscape, and bringing a valuable resource to market. She appreciated the employment that the sawmill brought to a small town, recalling "everyone was like family, and having come from the Bay Area where it is hard to feel connected to many people, I was thankful to call Sonora home."

As a self-proclaimed "tomboy" Colleen isn't your stereotypical "lady." She has always loved mechanics, building her first motorcycle at age 18. Colleen followed her passion and attended College of San Mateo studying machine tool technology, welding, metallurgy, and computer programming. Colleen says: "In a male-dominated workforce you have to know your job and do it well. In some instances, you need to be a cut above." She became a machine programmer in the early 90s, believing that it would be the wave of the future. Colleen knew that her passion for mechanics combined with her education would be valuable, giving her that "cut above" other journey level machinists. Before joining the SPI Family, she enjoyed a successful career working as a Machinist/Fabrication Programmer for nearly 28 years.

In 2003, her son Marty Lawrence (now head scaler at our Chinese Camp Sawmill) was a log scaler at the Sonora Sawmill. Marty connected Colleen with the Columbia River Log Scaling Bureau, helping her secure her first job in the industry. It wasn't long after working in the scale shack that Colleen knew she wanted to become part of the SPI Family. She began watching all the postings hoping her prior education and experience as a machinist would allow her the upper hand and help her obtain a position. She applied for a Sawfiler position, knowing that she had lots of experience, but also knew others were qualified and that SPI tends to promote from within. She was not selected, but she didn't stop trying, watching for any opportunity to get her foot in the door.

Colleen worked in the scale shack on and off for approximately 5 years in between government machining jobs. As a result of the financial crisis of 2007-2008 the company she was working for laid-off their employees. Finding a new job was not easy during the recession. Colleen decided she would need to go back to school and subsequently received her associate degree in science from Columbia College. While pursuing a career in the medical field, opportunity came knocking for Colleen to become a part of the industry she knew she loved.

In 2012, Sonora Trucking Division posted a job opening for a dispatch person. Colleen jumped at the opportunity. After working in dispatch for five years, it was clear Colleen had more to offer. In 2017, following promotion of Joe Nelson to Trucking Division Manager, the Sonora Truck Boss job came open. Colleen was the obvious choice to step into the role. She credits her mechanical background, education, hard work and dedication as the reasons for her success at SPI.

Colleen loves her job and is grateful to be in a prominent role within the industry. One of the highlights of her career is empowering and encouraging other women to get into the industry and, helping them succeed. For instance, Sonora has a few lady log truck drivers: Kathryn Mewhinney, Janeen Flanagan and Aimee "Erica" Lopez, who share her same passion and work ethic. Colleen prides herself on building a team based on knowledge, experience and character. Colleen says: "No one likes to feel threatened in a job, which is why I believe in a 'meeting of the minds' and utilizing everyone as team. Regardless of male or female, we all have something to contribute." Her advice to future women and men in the workforce: "Be passionate about your job, love what you do, don't be afraid to try new things, and stay dedicated and loyal."

Some of Sonora Trucking Division's GIRL POWER: Left to right: Janeen Flanagan, Colleen Lomolino, Kathy Mewhinney



- Hometown:** San Mateo, CA
- Family:** Husband Neil of 20 years and son Marty Lawrence
- Education:** AA Science
- Hobbies:** Camping, Scuba Diving, Motorcycles
- Motorcycle:** 1996 Harley Davidson Low Rider
- Music:** Classic 1970s
- Teams:** Go Raiders!
- Fun Fact:** Met her husband, the love of her life at a bar called "The Dog House"
- First Job:** Waitress at JJ Newberry
- Goals:** Stay healthy and enjoy life

# CONGRATULATIONS!

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

*Red*

*Med*

*George*

## 40 Years!

Ray Roberts Lincoln

## 35 Years!

Michael Geiger Red Bluff Millwork  
Bradley Myers Richfield Reman  
Doug Weldin Shasta Lake

## 30 Years!

Carl Kelsey Lincoln  
David Clark Anderson Sawmill  
Jerry Kelley Shasta Lake  
Hurschel Himes Richfield Reman  
Tracy Tkachuk Windows Medford

## 25 Years!

Dave Bowman Sales & Service  
Dan Dodson Quincy  
Peteo Hargraves Quincy  
Ron Hibbs Fab Shop Anderson  
Kim Robida Windows Medford  
Dan Slettum Burney  
Stony Stonebarger Quincy  
Kenneth Thompson Red Bluff Millwork  
Jose Zaragoza Red Bluff Millwork

## 20 Years!

Pete Cortes Window Sales  
Dave Kiff Windows Red Bluff  
Becky Malchow Windows Medford  
Steve Mason Quincy  
Vicente Miranda Windows Red Bluff  
Bill Morrison Oroville  
Matthew Potts Oroville  
Shonda Randel Windows Red Bluff  
Jim Russell Burney  
Jeremiah Whitehead Sales & Service

## 15 Years!

Perla Altamirano Red Bluff Millwork  
Jose Barajas Lincoln  
Steven Ferguson Windows Red Bluff  
Doug Gow Aberdeen Sawmill  
Elisha Kukich Window Sales  
Juan Magana Red Bluff Millwork  
Shanan Ping Aberdeen Sawmill  
Paul Rau Windows Medford  
Richard Sage Jr. Lincoln  
Nestor Sanchez Lincoln  
John Schmidt Window Sales  
Landon Shaw Aberdeen Sawmill  
David Skibbie Lincoln  
Joe Taylor Oroville  
David Thompson Anderson Sawmill  
Lee Tilley Lincoln  
Amanda Van Huff Quincy  
Walt Waltmire Window Sales

## 10 Years!

Heather Alexander Quincy  
Scott Bailey Aberdeen Sawmill  
Kevin David Windows Merrill  
Dayna Davis Sonora  
Garet Emmerson Red Bluff Windows  
Jonathan Gearhart Burlington Sawmill  
Kyle Hanson Windows Medford  
Robert Hendrickson Windows Medford  
Robyn Kolecheck Windows Medford  
Charles Mangum Windows Medford  
Johahn Marmaduke Windows Medford  
Jeramie Mason Burlington Sawmill  
Trevor Parker Sonora  
Chris Saeger Shelton  
Tony Spaffing Sonora  
Fili Toeieiu Aberdeen Sawmill  
Bill Turner Sales & Service  
Matthew Webster Sales & Service  
Rick Zoellick Windows Medford

# 5 YEAR ACHIEVEMENTS

Peggy Angulo	Chinese Camp
John Browne	Aberdeen Sawmill
Steven Dickerson	Red Bluff Millwork
Malcolm Drake	Anderson Sawmill
Luis Espinoza	Red Bluff Millwork
Felix Garcia	Trucking
Eric Garcia	Centralia Sawmill
Flora Graham	Quincy
Melissa Gumz	Windows Medford
Jason Hayes	Sales & Service
Mike Hern	Quincy
Ashley Hess	Lincoln
Bradley Kalmom	Windows Medford
Jeff Kleinschmidt	Windows Medford
Marty Lawrence	Chinese Camp
Jules Leach	Anderson Sawmill
Leslie Lewis	Quincy
Alex Machuca	Lincoln
Erin McLeod	Forestry
Freddy Mendez	Richfield Millwork
Liz Miille	Quincy
Manny Moreno	Window Sales
Greg Ouellette	Centralia Sawmill
Donald Richardson	Burlington Sawmill
Oscar Rosales	Window Sales
James Ryion	Oroville
Troy Schlatter	Chinese Camp
Lauden Schroll	Trucking
Adam Shanks	Richfield Millwork
Alan Swanson	Window Sales
Kenneth Sweeney	Trucking
Luke Tande	Quincy
Nora Thums	Windows Medford
Jennifer Walters	Windows Medford
Alan Warnes	Shelton
Terese Ziembo	Windows Medford

## Proud Employer of U.S. Veterans

# NATIONAL GUARD INTERNSHIP AT SHELTON



The Shelton division continues to look for ways to support the military and veterans. In 2019, the division was recognized statewide by winning the Hire-a-Vet award through the YesVets program for the Employment Security Department of Washington. The award recognized not only the many veteran hires, but also support of veterans through Foundation and direct donations. Shelton was nominated and a finalist for the award again in 2020. This year a new opportunity to support veterans and active duty military arose when Jacquelin Earley, the HR Coordinator for Shelton, was contacted by our community partners at the National Guard. They have a ROTC student who will enlist after graduation into the mechanic program. That recruit, Todd Garrison, recently accepted an internship position in the Shelton Truck Shop and will work alongside the mechanics until his deployment. They're all working toward a path for him to return to work between deployments. It is hoped this is the first of many successful partnerships with the National Guard. Kudos to Shelton for the innovative thinking! Welcome to the SPI Family, Todd, and thank you for your service!

In the picture: New National Guard intern Todd Garrison in his ROTC uniform at the annual military inspection at Shelton High School. Todd is set to enlist with the National Guard June 2021 after his high school graduation. As a guards person he will be specializing as a "Wheeled Mechanic."

# RETIREES



## TRINIDAD CABEZAS

After more than 12 years with Sierra Pacific, Trinidad is retiring from the Oroville Sawmill. He is not done working yet - he is going to look for an easier part time job and help his wife with her business as well. Enjoy retirement, Trinidad! Thank you for your service.



## JEFF MARTINEZ

After 30 years with Sierra Pacific, Jeff is excited to begin retirement from his Cogen Boiler #1 position at SPI Anderson. He is looking forward to traveling with his fifth wheel, visiting his brother and a lot of camping, fishing and golf. Don't worry, he still has his honey do list to keep him busy. Oh, and gold mining, the price is high! Enjoy retirement, Jeff. Thank you for your service!



## SHELLY DOWNS

Shelly, a Loader Operator for Fiber Products, retires after 29 years of service! She is looking forward to using her retirement to slow down and relax, taking one day at a time. She and her husband are also planning on traveling across the U.S. visiting monuments and, is excited to branch out and try new things. Thank you, Shelly, for your commitment to SPI!



## MARIA MARTINEZ

After 20 years with Sierra Pacific Windows, Maria has retired. First she hopes to visit her father in Mexico who just turned 103! She also plans on tending and adding to her rose garden which has 60 plants already. And of course, Maria plans on relaxing and spending time with her grandkids. Well done Maria! You have earned it. Now you can stop and smell the roses!



## TED DRENON

After 37 years Ted is hanging up his hard hat and lumber crayon and has retired as a Certified Grader from Burney Sawmill. He is looking forward to spending time working on welding projects at home. He also plans to do some hunting and exploring. Thank you, Ted, for your years of service and we hope you fully enjoy retirement!



## JUDITH RIEMER

Judy retired from her duties after 30 years at SPW Medford. She is looking forward to camping, fishing working in her garden and cooking for her family. Maybe a little gambling too. Thank you, Judy, for your years of service. We hope you fully enjoy retirement!



## JESUS HERRERA

Jesus recently retired from our Oroville Sawmill. He is looking forward to camping and fishing with his boys and doing some traveling. Jesus is also looking forward to more time with his family. Thank you for your 19-year career with SPI. Enjoy your retirement, Jesus!



## DOUGLAS SHAFER

After 19+ years with Sierra Pacific as a log truck driver Douglas is ready to retire and enjoy life! The first thing he plans to do is catch up on lost sleep. Then he will travel to visit relatives he hasn't seen in years. Congratulations, Douglas! Enjoy the easy life!



## BRUCE JOBE

Bruce is retiring from Richfield Reman after being a part of the SPI Family for almost 50 years! He is looking forward to working on the family farm and a LOT of hunting. Bruce, thank you for your service and dedication to SPI! Cheers to good farming and a happy, healthy retirement!



## MARK STOWERS

After 15 years with Sierra Pacific, Mark has retired from our Sonora Sawmill as Quality Control. He is looking forward to spending time with his first grand-baby born July 2020 and a second due Dec. 2020. He is thankful to have more time to invest in his photography hobby and to travel with his wife. Enjoy those babies, Mark. Cheers!



## JOSEPH KNEER

After 33 years of service, Joe appreciates ALL the opportunities SPI has afforded him. Joe enjoys reflecting on all the great people with whom he's worked. He has made friends for life. He encourages us all to remember our 401k contributions - starting early and maxing out those company matches. With that, Joe looks forward to retirement so he and his wife Cathy can "...do anything we want!" Thanks, Joe. Cheers!



## ROBERT SWAIN

Robert, has retired from Red Bluff Millwork after 29+ years of service! He has been busy working on remodeling his houseboat so he can live on Shasta Lake each summer. Thank you, Robert, for your commitment to SPI! Happy retirement!



## DANIEL LANDSTEDT

Daniel is retiring as a Mechanic from Lincoln after 5 years of service. Daniel is looking forward to more free time to get out on the river with his dog and enjoy life. He also plans on getting a fishing license. Sounds like a good plan, Daniel. Fish on!



## WILLIAM THOMPSON

William is retiring as a Machinist from SPI Burlington after 13 years of service. He is looking forward to putting his skills to work on a home remodel. He and his wife train Boykin Spaniels for hunting and are looking forward to being able to enter them into national competitions now that he will have time to travel. He will also fit some hunting and fishing into his new schedule. Enjoy, William!



## DANIEL LONGORIA

Daniel has retired as an Electrician #1 at Red Bluff Millwork. He plans to travel around the U.S. visiting family and also to Australia to visit his son. After working swing shift so long he is excited to enjoy the mornings, as well as a lot of hunting and fishing and maybe even get back into racing his truck. Thank you, Daniel, for your 38 year-career with SPI. Enjoy retirement!



## SAMPHONE VONLAKHONE

Samphone recently retired as Millwright at our Quincy Sawmill. He plans to work on projects around the house and dedicate time to his hobbies. Samphone is also looking forward to more time with his family. Thank you for your 17-year career with SPI. Enjoy your retirement!

# GET #CONNECTED

A day to help promote breast cancer awareness, Think Pink Day at the Anderson Main Office scored 144 "Likes" and 5 shares reaching 2,637 people!

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



# BOARDTALK



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# Happy Holidays



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We hope the goodness of the holidays are with you this season. May the New Year bring you and your family peace, health and happiness.

*Red George Mail*