

THE EDGE

#6 2023 REVIEW WINTER EDITION

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GORMAN *Group*



GORMAN
The Finest Boards

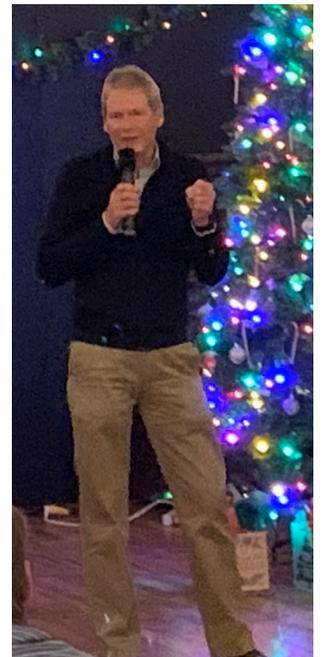


**DOWNIE
TIMBER LTD.**
SELKIRK

Gorman Bros.



CANOE brand
Canoe Forest Products





CEO MESSAGE

As this year draws to a close, I want to thank every one of you for doing your part to help us be successful. We knew that the post COVID years might see the economic pendulum swing back to normal, however, we did not expect it to overreach and lead to the inflationary pressures and increased interest rates we are experiencing, as well as customers who are now being extra careful of what they buy and when they buy it.

During the year we had to adjust shifting patterns to address inventory concerns. You helped accommodate those changes. Thank you for that.

With shortages of people, at certain times, others had to adjust holidays or stay for additional shifts to make up the shortfall. Thank you for that. Without the flexibility and understanding shown by so many we would not be successful.

We had many retirements this year. Some were natural, regular ones, while others took the early retirement bridging opportunity. Thank you to all of them. Some had been with us for well over 40 years. That is an incredible commitment to the company that contributes to the positive culture we have today.

I feel positive as we enter 2024. We have some exciting capital projects planned and new product lines that we will be testing. I recognize that there is ongoing global conflict and economic uncertainty but also know that we have the people and talent to adjust and change as needed. We have a history of weathering storms due to our flexibility and ability to adjust quickly when needed. We also have customers who respect our product and differentiate between it and others who produce similar looking products. The blend of flexibility and demand will help us through tougher times.

I, along with the whole Gorman family and our board of directors, look forward to 2024.

Nick



DID YOU KNOW?

The Western Hemlock, soaring to heights of 30 to 50 meters, is renowned for its slender crown and unique drooping growth at the top. Its branches, which sweep downward, support feathery foliage made of soft, glossy needles, dark green on top and whitish underneath. This tree extends beyond ecological significance, embodying rich cultural heritage. Indigenous coastal peoples leveraged its easily-worked wood for crafting utensils and feast dishes, while its bark, rich in tannins, was essential in traditional dyeing and tanning practices.

Named *Tsuga heterophylla*, blending Japanese and Greek for "mother tree" and "different leaves," the Western Hemlock symbolizes a beautiful amalgamation of nature and culture. It's a crucial food source for wildlife and has versatile human uses, from construction to traditional remedies. This tree stands as a testament to the deep, interconnected relationships between nature and human history.

SELKIRK SILVER



KICKING OFF OF OUR NEW SELKIRK SILVER LINE OF PRODUCTS IN HEMLOCK IN BOTH 7/8" S1S2E BOARDS AND PATTERNS.

This was no easy feat and has grown to a sales foot print of around 8-9M' projected for calendar year 2023 of finished sales. This species comes with its inherent challenges mainly in terms of drying and the typical grade loss associated with this important step.

The Forestry Innovation

investment states B.C.'s coastal Hem-Fir business has growth potential and the opportunity to regain market share despite facing a range of challenges. A proactive, collaborative approach by industry and gov't, to remove barriers and strategically market and brand hem-fir as a high-value species for niche markets will allow B.C. to seize both domestic and export opportunities.

The Gorman group happens to have access to the highest quality stands of what is

called mountain hemlock around us. These growth stands have tight grain, smaller knots, and brighter consistent coloring likened to ESLP boards. We're now stocking this new Hemlock pattern product in 160-180 box stores in US market as well as distributing through 5 other major 2 step distributor partners. We feel confident that as the market gains a trust in the product we will grow this volume to over 20M' annually in sales.

SELKIRK SILVER COSTS MORE DUE TO LONGER DRYING TIMES TO BRING THE OVERALL AVERAGE INTO AN ACCEPTABLE LEVEL.

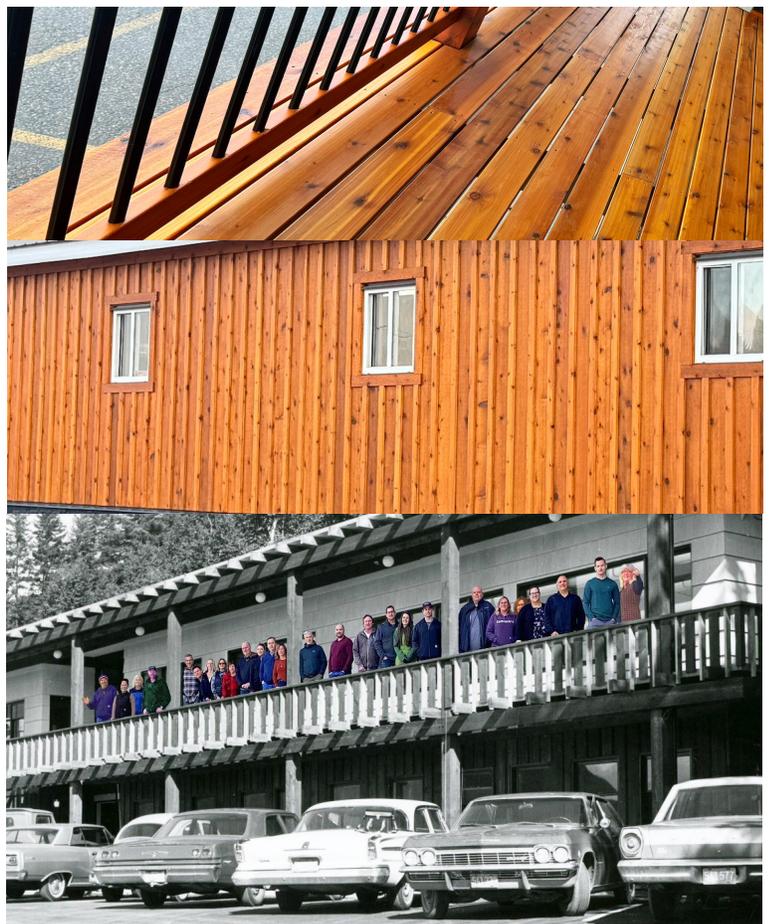


CANOE FOREST PRODUCTS UNVEILS SUSTAINABLE OFFICE FACELIFT

Canoe Forest Products (CFP), a leader in the plywood industry, has given its main office a remarkable facelift, reflecting its storied heritage and commitment to sustainable practices. This revitalization, featuring premium cedar from Downie Timber and Selkirk Cedar, aligns with CFP's dedication to quality and environmental stewardship.

The original office, with its classic wood burner and crank telephone, has been a community landmark, often mistaken for a motel and attracting queries about canoe rentals for lake excursions. The latest renovation focused on the woodlands office, added in 1997, now adorned with durable, aesthetically appealing Downie Cedar. This cedar, carefully selected and stained, enhances the building's natural charm. Additionally, new decking and railings constructed from sturdy 2x6 Selkirk Select decking contribute to the office's refreshed look.

These enhancements not only elevate the office's appearance but also ensure compliance with contemporary building standards. Utilizing cedar from a sister company underscores CFP's commitment to local industry and sustainable practices. This renovation is more than a mere update; it represents a fusion of CFP's rich forestry heritage with modern design, celebrating its enduring legacy while looking towards a sustainable future in forestry.



LP 301 LOW PROFILE LOADER

With Safety, Ergonomics and Mobile Pedestrian Interface being prime focusses in our industry. The LP301 Fully Remote Control Low Profile Loader assists in all areas.

The LP301 is only 30 inches tall, with a lift height of 65 inches and a maximum lift capacity of 453Kg.

The LP 301 is currently being used under the log infeed decks at Downie, eliminating the need to have cleanup employees working in these congested areas where ergonomics are poor, and the material is wet and heavy.

With this fully remote operated technology, we have reduced the workload of the cleanup department, while reducing or eliminating the potential for Mobile Pedestrian Interface.



SUSTAINABLE FORESTRY AND COMMUNITY COLLABORATION



Gorman Group's partnership with Sk'atsin Resources LLP focuses on training and employing Neskonlith community members in silviculture supervision and monitoring.

WOODLANDS

“SILVICULTURE” IS THE ART AND SCIENCE OF CONTROLLING THE ESTABLISHMENT, GROWTH, COMPOSITION, AND QUALITY OF FOREST VEGETATION FOR THE FULL RANGE OF FOREST RESOURCE OBJECTIVES.

A key part of the Gorman Group woodlands management obligations is the requirement to ensure the forests we harvest are properly regenerated for the future. The responsibility of this lies with our silviculture foresters, and their fleet of skilled contractors who conduct numerous activities to successfully establish new plantations.

The work of the silviculture department starts long before harvest and continues for 15-20 years after. Once harvested, a “cutblock” is prepared for reforestation. The temporary roads and access trails are rehabilitated, permanent roads are deactivated for water control, and the ground is site prepped for tree planting. Tree seedlings are ordered almost 2 years before the planting phase. The tree species, amount, size of seedlings, and planting instructions specific to each cutblock are determined before harvesting begins. This ensures the most ecologically suitable trees are being planted to produce the future forest. After planting, surveying, brushing, fill planting and pile burning will be done in a timely manner over the next 10-15 years.

The Gorman Group has committed to furthering reconciliation with Indigenous communities. An initiative of Canoe Forest Products Woodlands is a business-to-business arrangement with Sk’atsin Resources LLP. CFP is working directly with the Neskonlith community to train and employ their members for skilled work in silviculture supervision and monitoring. Throughout the program, Sk’atsin workers have gained experience in silviculture surveys, tree species identification, planting quality inspections, tree care,



forest health, project management and more. These skills can provide the Neskonlith community the opportunity to take on a meaningful role in reforestation, stewardship, and forest management on their traditional lands.

Gorman Group Woodlands strongly supports the work with Sk’atsin LLP and has started working to expand these business-to-business arrangements with other communities throughout our operating area. We hope to increase and develop our relationships with Indigenous peoples, based on recognition of rights, respect, cooperation and partnership.

BY KAITLIN CONROY, RPF

Gorman Group Woodlands supports expanding business-to-business arrangements with Indigenous communities, aiming to build relationships based on rights, respect, cooperation, and partnership.

Tree seedlings are ordered almost 2 years before planting, with species and planting instructions tailored to each cutblock for ecological suitability.



SALES AND MARKETING

The market for our products started slowly, influenced by factors like interest rates, inflation, and general economic conditions, challenging our sales strategy.

Wow! That was quite a year. If you told me that it was June, I may believe you, but the dark mornings kinda give it away. The season has changed and the Annual Review Newsletter forces me to think back about the last year and what is coming in the year ahead.

HIRING CHANGE

The first change that occurred in the sales department this year, was Chris Shelton accepting the role of sales relief for the group. He had a pretty short runway to learn a bit about plywood before Aaron went off on his annual holiday. I know a lot of people reading this think two days of training is enough for a salesperson to learn all that is needed to do this job, but I can assure you that there is always more to learn. Chris was back for a few days before heading up to Revelstoke to spend a few quality days with Landon. We had another vacancy for Chris to sell a bit of Cedar as Kevin and Landon were both off during the same time. He, of course, is still filling in daily and when Marc and Troy are away on the Gorman side.



MARKET

The market for all our products started very slowly early in the season. With so much talk about interest rates, Inflation, weather, housing starts and the general economy, it was hard to answer the questions of what is going on with sales. We did have 6 feet of snow to contend with in California of all places! There was a definite shift in business in May when volume began to move a little more readily. It was almost too easy: no floods, no Covid, no rail issues, no snow, no fires... until July. What is the Okanagan without fire talk in July and August? We had three major fires in our communities that caused some major concerns for our employees.



NEW PRODUCTS

Last year, we launched Selkirk Silver, a hemlock board that looks fantastic and has all the properties that we are known for; flat, dry, straight and consistent. This year, we launched a new Spruce board that has the same high-quality characteristics as our Gorman Elite Board and named it Selkirk Platinum. It has been strategically sold into markets that we want greater penetration in without diluting our current presence.

We are also contemplating running a Larch Species in our Westbank Sawmill to fill a need in Europe and replacing Siberian Larch. This could be a long-term product that has a growth potential and has a specific use in that part of the world.

QUALITY AND THE YEAR

Again, I point out what our customers say about us and how we are seen in the Global Market. Quality above all else is the most important thing about our products. It doesn't matter if I talk to customers about plywood, cedar, boards or our packaging, the focus on quality of our Brand is our most important feature. I have highlighted before the videos we completed. The most important one is the one that showcases the importance of quality. If you have not watched it, please ask your supervisor to show it to you. It is vital we maintain this high level of quality and service!

All the best to you and your families in 2024!

- Sales Department

Aaron, Chris, Kevin, Landon, Marc, Troy & Brent

Our focus on quality is paramount across all products from plywood to Cedar, as highlighted in our brand-focused quality showcase video.



NAWLA 2023

NORTH AMERICAN WHOLESALE LUMBER ASSOCIATION

NAWLA is an acronym for North American Wholesale Lumber Association. The annual show in the fall every year is actually called the Traders Market, but most people know it as NAWLA.

The gathering is held one year in the West, the next in the East, and alternates around different cities in the United States. It is a place for Manufacturers and Distributors to come together to discuss their business for the past year and the year ahead. It is a great time to show customers new products, discuss new potential branch openings and investigate additional volume for our products.



After a successful 2023 NAWLA event, the Gorman Group wore special jerseys with a nod to our westcoast teams.

The show itself is only two days. The manufacturers (Gorman & Downie) set up a booth on the show floor where our customers, or potential new customers, can come and have open discussions. The two days before the actual show, we host our larger customers in a hotel suite for 1 hour blocks. During this time, we show the 5 year history and set targets and goals for the upcoming year. It is also a good time to identify potential programs we want to increase or the customer is looking to grow. We look at all these as a regional market or specific segment.

After these meetings, or after the show, we host a dinner for our customers. These are usually informal, but gives us and the customers a chance to grow the important relationships we have with the distribution network. This was a good year for attendance and our customers believe 2024 will be pretty good. They are optimistic about the year ahead.

Friend of the Gorman Group, wore one of our 2023 NAWLA jersey to a NHL game during the Trade Show, between Columbus Blue Jackets and Dallas Stars.



How to Make The *Finest* Boards

Benefits of a Lumber Quality Control Program

In the highly competitive and quality-conscious world of lumber manufacturing, the significance of a robust Quality Control (QC) program cannot be overstated. Far from being just a regulatory compliance measure, it represents a deep-rooted commitment to delivering superior lumber products that consistently meet, and often surpass, the stringent demands of both industry standards and customer expectations.

A Lumber Quality Control Program is a systematic and comprehensive approach implemented throughout the manufacturing process to monitor, assess, and enhance the quality of lumber products.

A SYSTEMATIC APPROACH

A Lumber Quality Control Program embodies a systematic and comprehensive methodology, meticulously woven into every aspect of the manufacturing process. This extensive program spans from the initial selection of timber to the distribution of the final product, with an unwavering focus on ensuring that each phase strictly adheres to established quality standards.

TIMBER SELECTION

The journey towards quality begins right at the source – with the selection of timber. This involves choosing the right species of wood from sustainably managed forests and rigorously inspecting it for any defects or irregularities. This critical step lays the groundwork for a high-caliber end product.

GRADING STANDARDS

Next comes the adherence to rigorous industry grading standards. Lumber is categorized based on various criteria such as strength, appearance, and dimensional precision. Each grade represents a specific set of use-case requirements, ensuring the lumber is fit for its intended purpose.

MOISTURE CONTENT MANAGEMENT

Controlling the moisture content in lumber is vital. It helps prevent common issues like warping or cracking. Effective drying processes and continuous moisture monitoring are integral parts of a QC program, maintaining the wood at optimal moisture levels.

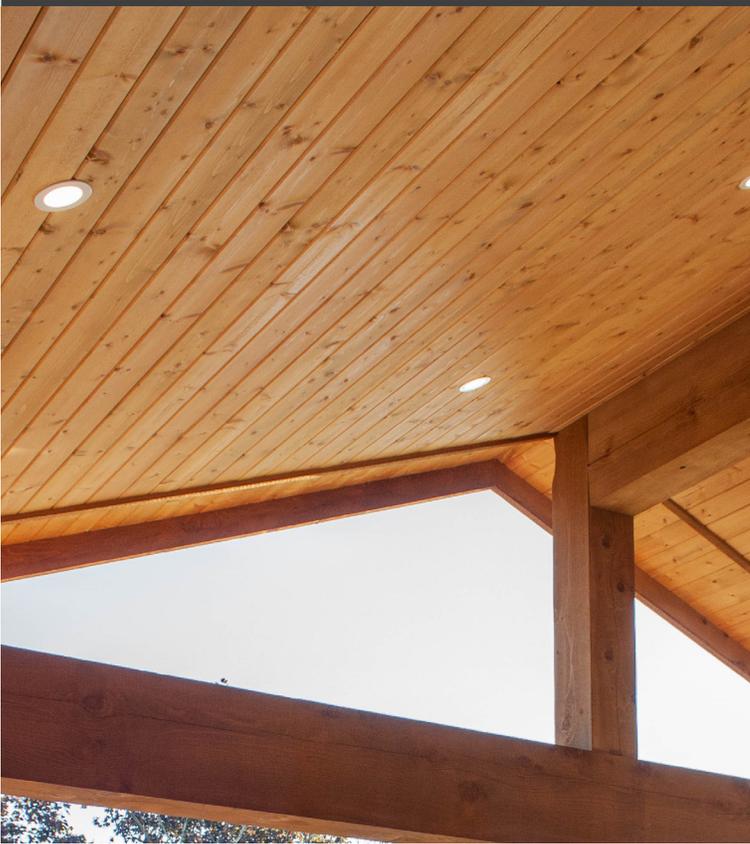
PROCESS MONITORING

Throughout the manufacturing stages – from sawing and planing to finishing – the lumber is constantly monitored. This continuous oversight ensures that the quality and characteristics of the lumber are preserved throughout its production.

INSPECTION PROTOCOLS

Regular and thorough inspections, both visual and mechanical, form the backbone of the QC program. They enable the early detection and rectification of any defects or irregularities, ensuring that only lumber of the highest quality reaches the market.





CUSTOMER SATISFACTION

High-quality, consistent lumber fosters customer trust and satisfaction. It is crucial, whether the lumber is used in construction, furniture-making, or other applications.

REDUCED WASTE

By catching defects early in the manufacturing process, a QC program significantly reduces waste. This not only optimizes resource utilization but also supports sustainability.



COMPLIANCE WITH STANDARDS

Adhering to industry standards is a legal necessity and a testament to a company's dedication to quality.

MARKET COMPETITIVENESS

In an industry where quality is a key differentiator, a solid QC program provides a competitive edge, establishing the company as a reliable supplier.

THE ROLE OF TECHNOLOGY

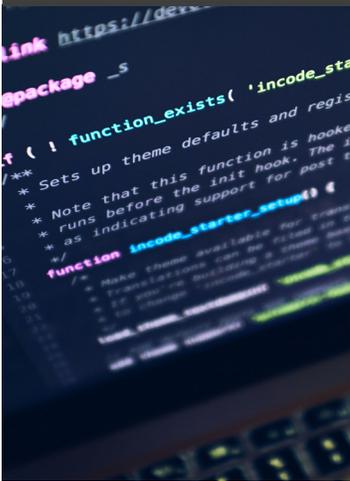
Modern technologies like automated grading systems and data analytics have revolutionized lumber QC. They bring enhanced precision and efficiency to the process, ensuring consistent adherence to quality standards.



A Quality Control program in lumber manufacturing is more than a set of procedures; it's a guarantee of excellence. By integrating stringent standards, leveraging advanced technologies, and committing to sustainable practices, lumber manufacturers pave the way for quality-driven success, earning the trust of customers globally and leaving a lasting impact on the industry.

DOWNIE TIMBER CAPITAL PROJECTS

NEW TECHNOLOGY ENHANCES ACCURACY AND EFFICIENCY IN LUMBER PROCESSING, IMPROVING PRODUCT QUALITY AND PLANT SUSTAINABILITY.



The Innovation and Continuous Improvement Team (ICIT) supports and promotes initiatives within the Gorman Group to improve employee safety, environmental footprint, production efficiencies and our ability to extract more from the fiber supply. They are also constantly seeking out funding and grant opportunities to ensure growth and sustainability of the Gorman Group.



NEW MOISTURE METERS

Recently installed at both the sawmill and the planer. By sorting the lumber in the sawmill by moisture content, the kilns are able to dry more accurately, significantly reducing the standard deviation. By detecting wet pockets at the planer, the optimizer will be able to trim for grade based on moisture, reducing the amount of downgrade and improving recovery.



NEW NICHOLSON A8 DEBARKER

This projected 2024 \$4.6M project will replace the existing debarker and upgrade the log handling equipment in front of the Double Length Infeed. The new debarker is more robust and designed for the current operating speeds of the mill and the long-term sustainability of the plant. Installation is scheduled for Fall 2024.



LUMBY POLE DIVISION DONATION AT SILVER STAR

Gorman Bros. Lumby Pole Division generously donated logs to Silver Star Ski Resort, in Vernon, this past summer. These logs have been used to create a new play structure and jungle gym, enriching the family-friendly atmosphere of the resort.

OROVILLE MOULDER 1 LUG LOADER



This was internally designed and installed at the Pattern Moulder to reduce the duties of the first Trimmer Operator. This was required to adapt to process tongue and groove pattern products instead of the original square edge boards.

GORMAN BROS. CAPITAL PROJECTS

In the ever-evolving landscape of industrial operations, staying ahead means not just keeping pace with technological advancements but also leading the charge in implementing them.

CANTER LINE BOOTH

The operators booth is getting a much-anticipated ergonomic upgrade. Following the successes of other booth upgrades, the consoles will be more flexible to the preferences of the operators. The new layouts are being developed with collaborative input from operators and maintenance personnel.



LOCK'N'SAFE BIN RESTRAINTS

This multi-phase project was wrapped up this summer. The installation enables safe access under the J-bar sorter bins for cleanup, maintenance, and correcting operational cross-ups.

NEW BURNER CONTROLS AT THE NORTH DH KILNS

In an ongoing effort to reduce fossil fuel emissions, this control system upgrade will improve the kiln drying efficiency and reduce natural gas consumption.

ELECTRIC HEADRIG DRIVE

This project was recently approved to improve the consistency and electric efficiency of the Headrig Line. The current hydraulic system will be replaced with a modern electric drive with regenerative braking. Saw damage and saw changes should be reduced by the new Saw-Add saw deviation monitoring system.



WE DON'T COMPETE ON SAFETY



The Gorman Group recently hosted the members of the Manufacturing Advisory Group (MAG) for their quarterly meeting. The MAG is comprised of safety representatives from peer BC Wood Product Manufacturing companies and is associated with the BC Forest Safety Council, which serves as its Health & Safety Association (HSA).

The day's agenda was divided into two parts: the initial portion dedicated to the formal meeting, and the latter half reserved for an informative mill tour. During the tour, safety professionals had the opportunity to witness our safety program and practices in action, providing valuable feedback based on their observations.

HISTORY OF OROVILLE REMAN & RELOAD

In 1964 Ross and John Gorman established Oroville Bin and Pallet to manufacture apple bins for their US customers. In 1981, the business moved to 9th Avenue with direct access to the BNSF railway linking Gorman Bros. lumber to the US market. Today Oroville Reman and Reload occupies 36 acres, employs 115 employees to operate 5 machine centers, 3 dry kilns and ships more than 150 million board feet to the US market. Going into our 60th year of operation, Oroville Reman continues to evolve and adapt to help drive the success of the Gorman Group.



THE FAMILIES OF OROVILLE REMAN & RELOAD

Oroville Reman and Reload, a Gorman Family business, is operated by Oroville families. The strength of our operations team is family. Husbands, wives, fathers, mothers, sons, daughters, aunts, uncles, and cousins build our team.

Watkins, Walker, Gerken, Hilderbrand, Glover, Snider, Latshaw, Bordwell, Hirst, Spears, Frazier, Viveros-Hernandez, Placencio, Sanabria, Rounds, Pitt and more.

From our families to yours, we wish you all the best in 2024.



INTRODUCING UKG

Exciting changes are on the horizon as we gear up for the early 2024 launch of the UKG Pro HR Information System (HRIS).

This cutting-edge system promises a host of benefits for all of us at the Gorman Group. The UKG Pro HRIS will revolutionize the way we manage HR, delivering...

STREAMLINED OPERATIONS

Bid farewell to time-consuming paperwork and hello to efficient, automated processes that free up your time.

PRECISION IN PAYROLL

Rest assured that your pay will be accurate and punctual, providing peace of mind.

EMPLOYEE EMPOWERMENT

Access your HR information, update personal details, and request time off at your convenience, putting control at your fingertips.

CAREER DEVELOPMENT

Identify and pursue training and development opportunities to continually advance in your role.

ENHANCED COMMUNICATION

Connect with management and colleagues seamlessly, simplifying inquiries and collaboration.

The implementation of UKG Pro HRIS promises a workplace experience and communication upgrade, making us more efficient, accurate, timely, and informed. Keep an eye out for further updates and training sessions as we approach the go-live date.

UPCOMING 2024 PROJECTS

CANOE FOREST PRODUCTS NEW HIGH-EFFICIENCY VENEER DRYING

This new Dryer will significantly reduce drying time, and subsequently consume less natural gas and electricity. Although the dryer itself won't be installed until Fall 2024, in preparation for the install, crews are busy working to replace the existing roof sections over Dryer #1 and #2. This roof replacement should be completed this fall before the snow flies.



NEVER FORGOTTEN, ALWAYS WITH US



JEFF LIPSETT 1959-2023

Jeff Lipsett, a beloved team member at Canoe Forest Products, passed away recently. His career, spanning over three decades, started in 1988 at Federated Co-operatives Limited, where he excelled from Silviculture Forester to Multidivisional Forestry Manager. He later joined the Gorman Group, bringing the same dedication and warmth to his work. Jeff was known for his unique management style, blending professional rigor with personal warmth, and was respected for his mentorship and love for fishing.

In 2011, Jeff transitioned to the Gorman family business, adapting with enthusiasm and inspiring many with his approach to life and work. His

last day at work encapsulated his career's essence of respect, optimism, and meaningful connections.

To honor Jeff's memory and his passion for sports, the Jeff Lipsett Memorial Fund has been established. This basketball sponsorship through the 1977 Golds team will support young athletes and keep Jeff's spirit alive in the community. Donations can be made to sas@sd83.bc.ca, with options for those requiring a charitable donation receipt.

The CFP community extends its condolences to Jeff's family and cherishes his legacy in forestry and his support for young athletes' passions. He will be remembered as a leader filled with humor and compassion.



WAYNE RIKLEY 1959-2023

We said goodbye to our dear friend Wayne Rikley this year. Wayne worked with many of us Gorman's for over 42 years as a certified Planer Tech, Moulder Tech and Feeder. It was specifically at the Moulder where he was an integral part of the team and a great friend to many of the crew. We all loved working with Wayne, whose honesty and integrity was unquestionable, and aside from all these qualities, he was an extremely nice guy. Wayne was a man of few words, but once you scratched the surface and got to know him, those words

were always quick witted and very humorous. Whenever you needed help, like a true friend and without hesitation, he was always there for you.

Many of you will have fond recollections of the times he would regale us with stories about the old days at Gorman's and always brought a smile to a cold and dark afternoon shift. It is with these memories that we will always remember him.

Wayne, you were a true gentleman and a great friend. You will be missed dearly, and we extend our deepest sympathies and condolences to your whole family and all your friends.



Welcoming the Newest Members to the Gorman Group Family

January

Eleanor Amelia Guderyan
6 lbs 0 oz

May

Cohen Arthur Johnston
1 lbs 13 oz

August

Blake Belle
7 lbs 7 oz
Psalm Adonis Pineda
7 lbs 6 oz

October

Kinsley Grace Watkins
9 lbs 5 oz
Liam Arthur Brisbane
9 lbs 5 oz

April

Sterling Felix Bean
9 lbs 5 oz

Merle Marshall Nicholson
7 lbs 5 oz

June

Lily Rose Snider
7 lbs 8 oz

September

Kashton Gregory Hislop
7 lbs 1 oz

November

Hunter William Grove
8 lbs 7 oz

Margot Image
7 lbs 15 oz



CONGRATULATIONS!

WE WOULDN'T BE HERE WITHOUT YOU!

5 Years

Andy Anderson
Derick Anderson
Matt Aubin
Carleen Bedard
Dan Biollo
Tyler Cobb
Alex Doyle
Byron Edwards
Scott Goodland
Joseph Hall
Alana Hill
Chantel Holmes
Chuck Hunlock
Rene Leclerc
Sarah Liscombe
Connor Makarewicz
Curtis Michaels
Jason Neumeyer
Connor Olsen
Ben Petry

Andrew Sawyer
Eric Sefton
Dylan Simpson
Aaron Skura
Dalton Smith
Landon Wegner

10 Years

Douglas Alves
Anthony Anaya
Matt Angus
Nicole Arkle
Tyler Barrett
Kyle Boaz
Doug Carlson
Cyle Carter
Bryan Fish
Matt Fitzgerald
Liz Hawryluk
Michael Higginbotom
Adam Jarvis
Douglas Keilty

Moriah Kembel
Nathan Koss
Shelley LaRocque
Gerald Leese
Iwona Mankowska
Seth McCrae
Michael McLeay
Urs Nef
Joe Nucich
Garrett O'Leary
Dave Pazzdierski
Chad Pieper
Dylan Powell
Sandra Rounds
Jose Placencio-Sanabria
Gordon Sansom
Hayley Snider
Stewart Taylor
Jesse Warren
Peter Wiens
Aaron Willis

15 Years

Mike Ash
Kevin Babcock
Allan Benty
Dave Pazzdierski
Curtis Summerfelt

20 Years

Debbie Barstad
Jesse Capp
Roger Cook
Dawn Doebert
Joe LeRose
Glen Sol
Brian Viik

25 Years

Heidi Bender
Janine Carey
Troy Eckhart
Shelly Gerken

Doug Hill
Wayne Johnson
Jason Lund
Gord Palmer
Ted Paterson
Joseph Petty
Ian Rempel

Chris Russell
Patti Schmidt
Debbie Snider
Herb Speidel
Bill Steeves

30 Years

Chad Anderson
Greg Bertrim
Rich Casey
Dale Collins
Derek Hobson
Bill Melnyk
Baljit Pabla
Shawn Perry

Pardeep Sharma
Joseph Stuart
Kathy Wirachowsky

35 Years

Chris Berarducci
David Fowlie
Darcy Keehn

40 Years

Brent Collins
Rob Greenwood
Brian Johnson
Ken Marsh

45 Years

Robert Smith
Andy Wilkerson

HAPPY RETIREMENT

YOU HAVE EARNED IT!

GORMAN
The Finest Boards

Tim Baker - 3 Years
Tony Jones - 11 Years
Dave Pazzdierski - 15 Years
Ritch Brisbane - 16 Years
Darren Chambers - 17 Years
John Hebert - 26 Years
Rick Brown - 27 Years
Scott MacPherson - 28 Years
Coralea Banning - 36 Years
Tony Soro - 36 Years
Matt Graham - 37 Years
Stephanie Gibson - 38 Years
Adrian Dawson - 39 Years
Mike Zeyha - 39 Years
Ken Marsh - 40 Years
Brian Johnson - 40 Years
Scott Fenton - 41 Years
Dave Kneller - 42 Years
Doug Truant - 43 Years
Brad Kolababa - 44 Years
Andy Wilkerson - 45 Years

DOWNIE
TIMBER LTD.

SELKIRK

Dwayne Ouillette - 11 Years
Petra Van Dijk - 16 Years
Shane Volpatti - 21 Years
Brad Park - 31 Years
Jarrett VanSickle - 34 Years
Doug Holden - 34 Years



OROVILLE
REMAN & RELOAD

Kim Hirst - 41 Years

CANOE brand[®]
Canoe Forest Products

Corinne Pierce - 22 Years
Sean Sheppard - 25 Years
Randy Kloska - 27 Years
Scott Parr - 29 Years
Steve Krossa - 32 Years
Bill Taylor - 42 Years



Gorman Bros.
Lumby Pole Division

George Jubinville - 18 Years



NAME: _____

AGE: _____