



Please Post

SAFETY, COLLEAGUES and COMMUNICATION

February 5, 2019

Communication is how we have improved our business and worked safely. 2018 was noteworthy in many ways—the highlight was working safely! We routinely talk about three things to improve our business:

***** SUPPORTING OUR COLLEAGUES *** MEASURING OUR RESULTS *** PLEASING OUR FANS *****

SAFETY touches all three. Looking out for each other's safety is the ultimate in ***Supporting Our Colleagues***. We effectively ***Measure and Publish our Safety and Production Results***. As you take responsibility for your own safety and for your colleagues you work with, you ***Please our biggest Fans*** – our families and friends. We've had a record run of improving our safety, and in 2019 we will be seeing new practices and processes designed to refresh, revitalize and continue our safety trend.

Our safety results, and thinking about our guiding principles, remind me of another critical component of communication for our business; our **"Open-Door Policy."**

If you have questions about your job, our company or something outside the company, we should talk about it. Your questions can be in the form of an idea, a concern, or an inquiry. Please talk to your supervisor, manager or call me directly (number below). Another option is to call Bridget Pedersen in Human Resources at 707-620-2968.

Our Open-Door Policy is discrete and confidential. I personally receive several "Open-Door" calls each year and we are able to address the questions. Sometimes policy changes or business improvements are the result of communication through our "Open-Door." Other times the answer is different than one may have hoped, but we will always talk about it and give it an honest, discrete and anonymous review. **Open-Door communication works, and it is confidential.**

You will also find an abundance of information about our company through several sources:

- **www.MendoCo.com** will link you to our website and all our social media where you will find information on jobs, products, forests, project ideas, community and much, much more.

Visit us on:

- Facebook: [Humboldt Redwood Allweather Wood / Mendocino Redwood](#)
- Instagram and Twitter: [@GetRedwood / @MendocinoRedwood](#)
- Pinterest: [Humboldt Redwood / Mendocino Redwood](#)
- YouTube Channel: [Humboldt Redwood Company / Mendocino Forest Products](#)
- **Jobs and career opportunities:**
 - Company site: www.careers-mfp.icims.com
 - ADP: www.workforcenow.adp.com
 - LinkedIn: www.linkedin.com/company/mendocino-forest-products/

Communication is how we have improved our business in the past, in particular Safety, and it is how we will continue to improve in the future. If you have questions or are unsure who to ask about something, call me anytime.

Thank you,

Bob Mertz
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