

WEYERHAEUSER DISASTER RELIEF PROGRAM REBUILDING A COMMUNITY

“Because of all of your efforts, WE ARE HOME! Words cannot truly express the outpouring of love we have received. We are eternally grateful to our Weyerhaeuser family.”—Jeff and Tricia Wernikowski, Gulfport, Miss.

“The days were long and hot, the work was intense, but the rewards were immeasurable. This has been an experience I won’t soon forget.”—Volunteer Louis Goguen, forester, Miramichi, New Brunswick

“This experience was such a blessing. I got so much more from it than I felt that I gave.”—Volunteer Jan Abel, quality assurance analyst, Federal Way, Wash.

“Having once more the opportunity to work side by side with other Weyerhaeuser employees and retirees made me realize anew why I enjoyed working for Weyerhaeuser so much. It’s all about the people and the values the company ascribes to. Thanks again!”—Volunteer Andy Schippers, retiree, Franklin, Tenn.

Weyerhaeuser Company’s comprehensive disaster relief efforts following hurricanes Katrina and Rita not only earned the forest products company a national corporate leadership award, but demonstrated the company’s citizenship commitment to making a difference in the communities where employees live and work.

The efforts—including donations, a full-time disaster coordinator, an unprecedented volunteer program and innovative employer’s guide—resulted in substantial help to Weyerhaeuser employees, retirees and communities.

“We immediately understood that these disasters, which struck at the heart of our southern operations, demanded extraordinary action to support our employees and their communities,” said Steve Rogel, Weyerhaeuser chairman, president and CEO.

Drawing on experience gained while assisting employees in North Carolina after 1999’s Hurricane Floyd, Weyerhaeuser quickly established a senior management committee, authorized donations of cash and building materials and appointed an experienced disaster coordinator.

A coordinated response

Within days, Weyerhaeuser project manager Katy Taylor of Olympia, Wash., was on the ground in coastal Mississippi to begin advocating for impacted

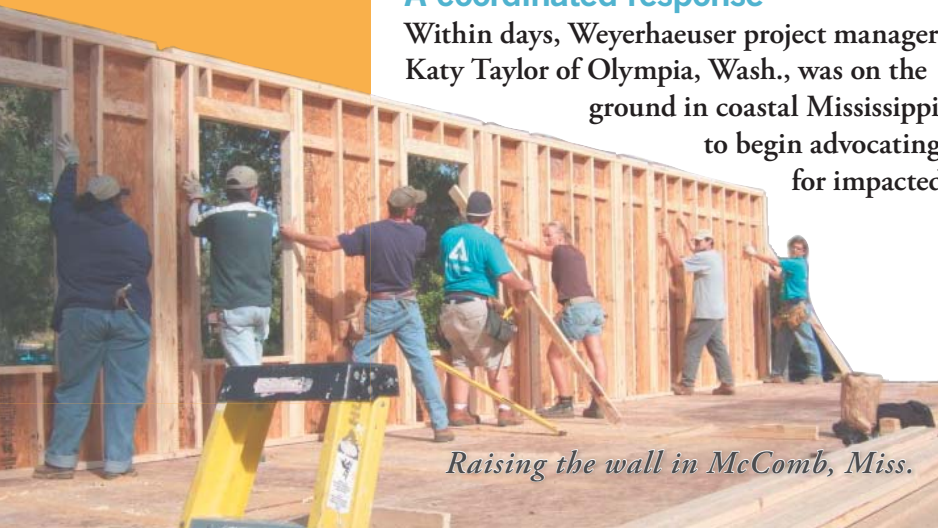
employees and retirees. As Taylor helped them calculate losses and negotiate their way through the maze of insurance claims, relief and governmental agencies, she worked with Weyerhaeuser senior leaders and the Weyerhaeuser Company Foundation to establish several other services to help employees and retirees. These included:

- An employee-to-employee assistance fund, augmented by a \$100,000 corporate match, administered by the United Way of Pierce County, Wash.
- An adopt-a-family program to link employee teams and company facilities to Weyerhaeuser families who experienced significant losses or had special needs.
- Professional counseling to give emotional support through this difficult time.

Loaned employee program

One of the most significant aspects of Weyerhaeuser’s response is its loaned employee program. The program covers salaries plus the costs of travel and up to 60 days of living and meal expenses for employees who participate in rebuilding projects. It also pays the travel, living and meal expenses of retirees and spouses who volunteer. Weyerhaeuser’s work has centered around three Mississippi communities where the company has operations: Long Beach/Gulfport, McComb and Magnolia, Miss., plus the New Orleans area, where retirees suffered damage.

Participants describe their work as “the toughest job you’ll ever love.” Partnering with North Carolina Baptist Builders—a faith-based non-profit group with



Raising the wall in McComb, Miss.



Weyerhaeuser

a mission to rebuild 600 homes on the coast—volunteers do everything from hanging wall board to installing plumbing. Each week, one volunteer becomes the team leader, coordinating with the Baptist Builders’ smoothly-run rebuilding operation to keep projects moving. They live in Global Village Shelters—specially designed emergency housing made by Weyerhaeuser from the material used in corrugated boxes—at the same complex as the Baptist volunteers.

42,000 hours volunteered

By the end of 2006, nearly 300 Weyerhaeuser people—IT specialists, mill workers, engineers, salespeople and retired employees from across the United States and Canada—will have worked more than 42,000 hours to rebuild more than 50 homes.

In all, 128 families are being assisted. Forty of the hardest-hit have been “adopted” by Weyerhaeuser employees, who provided Christmas and birthday gifts, cash and gift cards for replacing lost household items. More than \$144,000 has been distributed from the employee-to-employee fund.

Said one appreciative employee: “My husband and I are so grateful for the support of so many in the Weyerhaeuser family—from the amazingly generous group that adopted us, to the four wonderful people who painted the inside of our home yesterday, to those who have worked so hard to make these things happen. Thank you.”

A guide for employers

Employers interested in creating their own disaster-relief program can learn about Weyerhaeuser’s experience in a 210-page guide: *Rebuilding a Community: An Employer’s Guide to Assisting Employees in a Disaster*.

The Weyerhaeuser guide documents innovative strategies, best practices and tactics for helping employees and includes checklists, processes for case-management advocacy and streamlined claims-processing forms. The guide has been made available nationally to disaster relief agencies, non-profit organizations, and employers, including the Mississippi and Louisiana state emergency management agencies, the U.S. Chamber of Commerce, Business Roundtable and American Red Cross. It can also be found at www.weyerhaeuser.com/katrina.

Loaned employee program participants working on a retiree’s home in New Orleans

Contribution summary

\$1,500,000	Expenses (including employee wages) for participants who worked on the relief effort
\$500,000	Weyerhaeuser Foundation donation to American Red Cross for general relief efforts
\$241,000	Weyerhaeuser Foundation donations to community-based relief organizations
\$187,000	Weyerhaeuser Foundation donations to Red Cross Chapters across the United States for disaster preparedness
\$105,000	Building materials donated to North Carolina Baptist Builders
\$155,000	Value of other donated building materials and corrugated boxes
\$100,000	Weyerhaeuser Company donation to match employee contributions to the employee-to-employee fund
\$30,000	Weyerhaeuser Foundation donation to North Carolina Baptist Builders
\$20,000	Weyerhaeuser Foundation donation to St. Andrew’s Mission

Background information on Weyerhaeuser

Weyerhaeuser Company is one of the world’s largest integrated forest products companies. It has 49,900 employees and offices or operations in 18 countries, with customers worldwide. Weyerhaeuser is headquartered in Federal Way, Wash., and principally engaged in the growing and harvesting of timber; the manufacture, distribution and sale of forest products; and real estate construction, development and related activities. www.weyerhaeuser.com.

Weyerhaeuser employs almost 5,000 people at more than 40 locations in Louisiana, Mississippi and Alabama, including heavily impacted communities in south Mississippi and Louisiana. The company manages more than 2.4 million acres of timberlands in the three states.

