

Employee Newsletter

Vol. 1 | February 2023

Q1



IDAHO PROJECT

Timber frame install going up in Idaho in January 2023.

Leadership Message

Jack Dickinson, President

I'm excited to announce our first Timberlyne employee newsletter! Jaima and I believe it is essential for everyone on our team to be connected to all that is happening at Timberlyne. Our recent growth has been exciting and challenging. As we've gotten bigger and more geographically dispersed we are looking for new tools to make sure we stay connected to each other. Our goal with this internal newsletter is to spark connection and conversation among our team and community!

In these newsletters, you will find updates about unique projects we are working on, new products or investments we are making, life events of our employees, information on company performance, customer stories, and alerts to new marketing content. A newsletter will be distributed each quarter with this information, along with an update from Jaima and me on the direction and priorities for the company.

We're always looking for feedback, so if you have any ideas for stories or topics to share, we'd love to hear them. Please reach out to KEmanuel@Timberlyne.com with suggestions for our next release.

Thank you for being a part of the Timberlyne team!

- Jack



2022 Fun Facts



2022 was a great year! Here's a quick recap with some fun information about our year at Timberlyne.

Our Top 10 States

1. TEXAS
2. CALIFORNIA
3. COLORADO
4. NEBRASKA
5. UTAH
6. WYOMING
7. FLORIDA
8. TENNESSEE
9. VIRGINIA
10. KANSAS

Website Traffic

2 million
unique
users

2.6 million
website
sessions

8.2M page
views



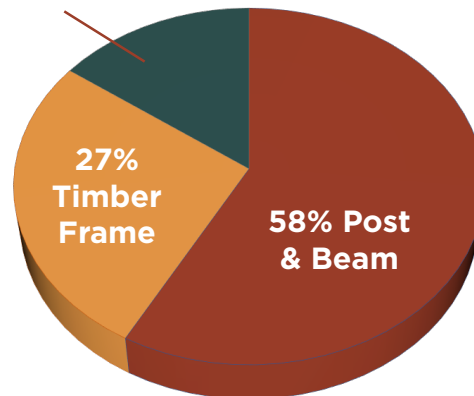
www.timberlyne.com

Top 5 Pre-Design Homes

1. STEAMBOAT - 9
2. RUSHMORE - 4
3. HUXLEY - 4
4. HOGAN - 3
5. CALABASAS, CANTATA, HENRY, HUBBARD, OSPREY



15% Mass Timber



SALES BY PRODUCT TYPE

"In 2022 there was a day where we did 20 loads in Wayne. This included inbound and outbound.

It's a huge accomplishment for us. Everyone was very efficient and did an awesome job of getting the trucks loaded and unloaded very quickly. We were done with all 20 trucks by 2:00 PM." - Pam Nissen, Logistics Manager

Top 5 Pre-Design Barns

1. GOLDENROD - 8
2. LILY - 6
3. MAGNOLIA - 5
4. BLUEBONNET - 4
5. GUNNAR - 4





Boerne, TX

More room for more projects.

With the additions in 2022, Timberlyne now has 125,000 combined square feet of manufacturing facilities.

New team members **Welcome! Q1 New Hires**



Danny joins our team as a Project Manager Assistant. Danny comes to us with over 15 years of experience in the Millwork-Interior finish out business. He studied Construction Science and Management at Texas State University. Danny resides in Fredericksburg, TX with his wife and five children. He enjoys working out, golfing, and hunting in his spare time. He's a huge Cowboys fan after growing up in Arlington near the stadium. He loves football, and his little brother is the offensive coordinator at UNT.

Danny Davis, Project Manager Assistant, Boerne TX



Kelli has joined our team as the Marketing Communications Manager. Kelli comes to us with over 10 years of experience as a communications specialist and studied Agricultural Journalism at the University of Nebraska-Lincoln. Kelli resides in North Bend, NE with her husband and two daughters. She enjoys anything outdoors, live music, animals, and farm/ranch life photography.

Kelli Emanuel, Marketing Communications Manager, Wayne NE



Ryan joins the team as a Project Manager. Ryan comes to us after working for an underground company installing fiber throughout SD and NE. He studied Sport Management at Wayne State College. Born and raised in Wayne, Ryan now resides here with his wife and four kids. He enjoys golf and reffing basketball in his spare time.

Ryan Hix, Project Manager, Wayne NE



Kaila has joined Timberlyne as a Project Manager Assistant. She joins us after working at Alamo As-Built and has experience working on a large-scale church community project and a grocery/general store project. She attended UTSA where she obtained her Bachelor's in Architecture. Kaila lives in San Antonio with her husband and dog. She enjoys gardening, crafting, music, and different types of art.

Kaila Gillam-Tomiczek, Project Manager Assistant, Boerne TX

Q1 Breakfast

Employees gather for quarterly breakfast in Wayne, NE. Jaima Geisert and Cody Wortmann distribute anniversary cards and introduce new hires.



Wayne, NE

Spurs Project Update

“The Rock” at La Cantera



Timberlyne is currently installing a large mass timber facility in San Antonio, TX. This facility will house the San Antonio Spurs and be the home of their new training facility. It is located at The Rock at La Cantera, and will not only be a practice facility, but a human performance research center. Timberlyne's contributions have been monumental. Twenty glulam beams that are 130-feet long, 6.5 feet tall, and weigh over 13 tons a piece. The beams made the long trip from Oregon to Texas. Outside of the glulams, additional mass timber features are going into the 134,000-square-foot facility. Once complete, this will be the largest mass timber-constructed training facility in the U.S. and the largest mass timber construction in Texas.

Additional Pictures: timberlyne.com/gallery/commercial/san-antonio-mass-timber



L: Prepping to place the 130-foot glulams into place via crane in Nov. 2022. **R:** Employees Alex Arrunada and Brad Longe admire the facility during a site visit on Jan. 23, 2023.

Current Openings



- BIM Commercial Estimator NE & TX
- Graphic Designer, NE
- Project Manager, NE & TX
- Revit CAD Designer, NE
- Sales Specialist, NE
- CAD Designer, TX
- CNC Machine Operator, TX
- Construction Install Crew, TX
- Construction Manager Assistant, TX
- Framers/Carpenter, TX
- Lumber Mill General Labor, MN

Now Hiring!

Meet “The Robot”



Timberlyne invested in “The Robot” at our Boerne, TX location. But what exactly is this machine, and what is it capable of? The ROBOT-Max is a CNC joinery machine made by Hundegger, and it’s the largest CNC machine in North America. This machine offers single-pass processing of timbers up to 24 in. x 51 in.. It has the largest capacity for cutting cross-sections of 4 ft. X 2 ft. We first began using this machine in July 2022 to cut timbers for the San Antonio Spurs mass timber project.

“Overall shipments have grown about 90% from last year to this year. We’ve definitely increased our capacity thanks to The Robot.

- Alex Arizpe, Executive Director of Operations TX & Procurement.

Source: <https://www.hundegger.com/en-us/machines/joinery-machines/robot-max>

Q4 Timberlyne Work Anniversaries

17 YEARS | Calvin Wiechman

14 YEARS | Robert McBride

13 YEARS | David Bird

12 YEARS | Martin Begnaud, Alejandro Arizpe

11 YEARS | Kassidi Elsbernd

9 YEARS | Richard Kramm

8 YEARS | Donald Dirks, Wayne Thibodeaux, Ryan Dahl.

7 YEARS | Melanie McManigal

6 YEARS | Robin Meyer

5 YEARS | Dave Doescher

5 YEARS | Jack Dickinson

4 YEARS | Luke McGrew

3 YEARS | Edward McGinnes, Marlon Mucker, Tristian Doebl, Sean Carrigg, Larry Ballinger, Ted Racek.

2 YEARS | Jose Gonzalez, Christopher Burgess, Brittney Janke, Patrick Wendte, Connor Vaselaar.

1 YEAR | Michael Coker, Tyler Spielmann, Eric Arnold, Jesus Mejia, Jerry Ricks, Trent Beza, Mark Harleman, Michael Pavur, Derrick Tovey, Brett Hightree, David Lee.



Thank you for your dedication to Timberlyne.

Employee of the Quarter

Congrats!



Morgan Reppert, Inventory Control Manager | Wayne, NE

"Morgan was an integral part of helping me put together not only an equipment list for Wayne, but also the Minnesota locations. She was diligent and responded promptly with answers and suggestions for each location. When making recommendations, she took into consideration the cost and how it would effect the company financially - as well as the efficiencies of the locations. She was more concerned about the profitability of the company than wanting to have brand new equipment for her team." - *Dean Carroll, Director of Company Excellence*

Josh Kai, Material Take-Off Specialist | Wayne, NE

"Josh has been very responsive to all of my questions. He spent his time to get me caught up to speed with Timberlyne's takeoff system and practices." - *Danny Johnson, Estimator*

OFFICE

- **Dustin Vogt, Product Manager Assistant | Boerne, TX**



INSTALL

- **Estefon Hernandez | Boerne, TX**

SHOP

- **Alberto Benitez | Boerne, TX**

2023 Calendars



In December we mailed over 13,000 calendars to past and potential customers. We continue to hear how much our customers look forward to this calendar each year. We are excited to have people view our beautiful structures each month with these calendars.



We want to hear from you!

Have something you think would be great to feature in the employee newsletter? Please let us know! Send ideas, photos, or content to KEmanuel@Timberlyne.com.



NAHB IBS SHOW

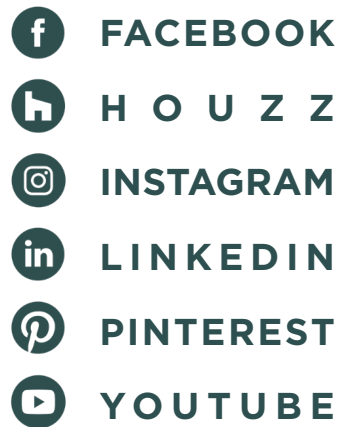
Timberlyne recently was invited to be in a booth of vendor partner, Extreme Panel, at the 2023 National Association of Home Builders IBS Show in Vegas. Nearly 70,000 residential construction professionals attended this event.

“At the show we used a digital business card and lead tracking. It worked great, we generated 60+ leads that were sent over to customer care. We will be tagging the leads to see what conversion we get. Overall, I would call the show a huge success for us. The team and I were very impressed with the quality of leads, customers, and contractors we met with.”

*- Ryan Tovey
Executive Director of Sales*

About the show: blog.buildersshow.com/2023/02/its-a-wrap-ibs-2023/

Get Social



FACEBOOK

H O U Z Z

INSTAGRAM

LINKEDIN

PINTEREST

YOUTUBE

Keep up with Timberlyne by following along on social media. We encourage you to like and share our content to help us reach an even larger audience and attract potential customers.



TREE HOUSE PROJECT

Check out this unique project in West Glacier, Montana in February 2023. Built on piers that will be painted to match the tree trunks around the elevated home, this “tree house” is going up with Flatout Build Group.



Upcoming Holidays

03.03 | OREO DAY

03.09 | POPCORN LOVER'S DAY

03.13 | GOOD SAMARITAN DAY

Read All About it!



Timberlyne's recent magazine features:

- Equestrian Living Design Issue
 - Jan. Feb. Feature
- Log & Timber Home Living
 - March Cover & Feature



Adding Efficiency

Timberlyne recently acquired a new Circle T Miter Lock machine in Minnesota that will allow us to manufacture box beams more efficiently. Having a dedicated Miter Lock machine set up and ready, as opposed to converting our shaper over to run miter lock beams saves considerable setup time and keeps the shaper free for other milling operations. The machine also allows most beam production to be handled by one person - sometimes two, but only if the material is over 12' long. With our previous setup we needed 3-4 people to support longer material as it was fed through the machine.

“The photo to the bottom left shows the assembly of one of a batch of 30-foot fir box beams we recently completed. This would have been very difficult, almost impossible, with the old system. The new Circle T Miter Lock machine greatly increases our efficiency.”

- Larry Fontaine, Aitkin Hardwoods - General Manager

Employee Newsletter

Vol. 2 | May 2023

Q2

Leadership Message

Jaima Geisert, COO/CFO

Hello spring and summer! Now that the snow is melting in Minnesota, the grass is turning green in Nebraska, and ice is no longer a threat in Texas - I think we can safely say we are all looking forward to the warmer months ahead. It has been a long winter, and I am looking forward to the upcoming months, when Timberlyne really starts to buzz with activity across all locations. Spring also brings a fun time of transition for many of our employees' families! Kids are completing school, the summer calendar is filling up, and many of you are likely planning summer getaways.

Timberlyne kicked off 2023 with the company's strongest first quarter in history! And we are not slowing down. Much like our families, Timberlyne is also planning for transition and summer activities. We have multiple jobs shipping to all parts of the country. We also have commercial jobs wrapping up, like the San Antonio Spurs Performance Center, while other exciting projects are about to start. MONA, the Museum of Nebraska Art in Kearney, Nebraska, will begin in June. During these exciting times, it's easy to focus on the daily activity and lose focus on the long-term growth and sustainability of the organization. However, we continue to focus on strategic initiatives and move the needle forward for our future. Not only is this necessary to stay competitive in a changing economy, but it is necessary for Timberlyne to be a leader in the industry.

None of our success would be possible without each one of you performing at your best! Jack and I know we have the best team in place to execute so many of the goals and projects in front of us. I have said it many times, but Timberlyne is truly a great place. We make a beautiful product, and our team makes it a wonderful place to work.

The goal is for each of you to know your worth and feel the value you bring to Timberlyne - we call it the Timberlyne Way. We should all strive to bring this culture to life in our workplaces every day!

We hope you enjoy the Q2 edition of the Employee Newsletter, as we all appreciate the warm and productive months ahead.

- Jaima



OMAHA BARN

This barn home near Omaha was recently completed! Watch for video and pictures of this project to come out this summer.

Timberlyne Commercial Website Launch



Cody Wortmann, Executive Director Marketing

Just in time for the Mass Timber Conference, held March 27-29, 2023, Timberlyne launched a new website focused on large commercial projects. This secondary website targets professionals looking at mass timber or very large-scale timber frame jobs. We will continue to keep smaller scale and owner driven commercial presence (*such as wedding venues*) on our main website, www.timberlyne.com. We will refer General Contractors and professional partners to the new commercial site.

Moving forward, you will see a different approach on what we present as our main products and messaging. Our marketing materials will evolve to focus closer on specific target audiences.

The aspirational end users who are building their dream barns and homes.

- Primarily post and beam and timber frame.

Large scale commercial focused on professionals looking for solutions to bring their project to life.

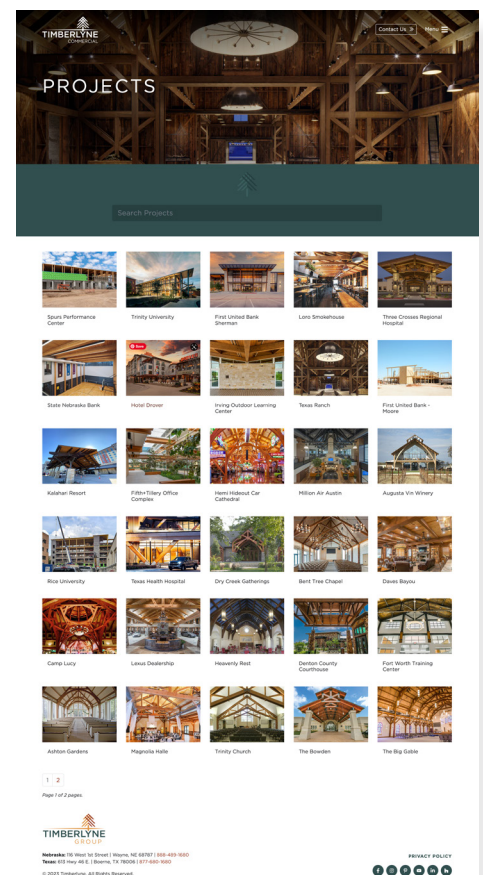
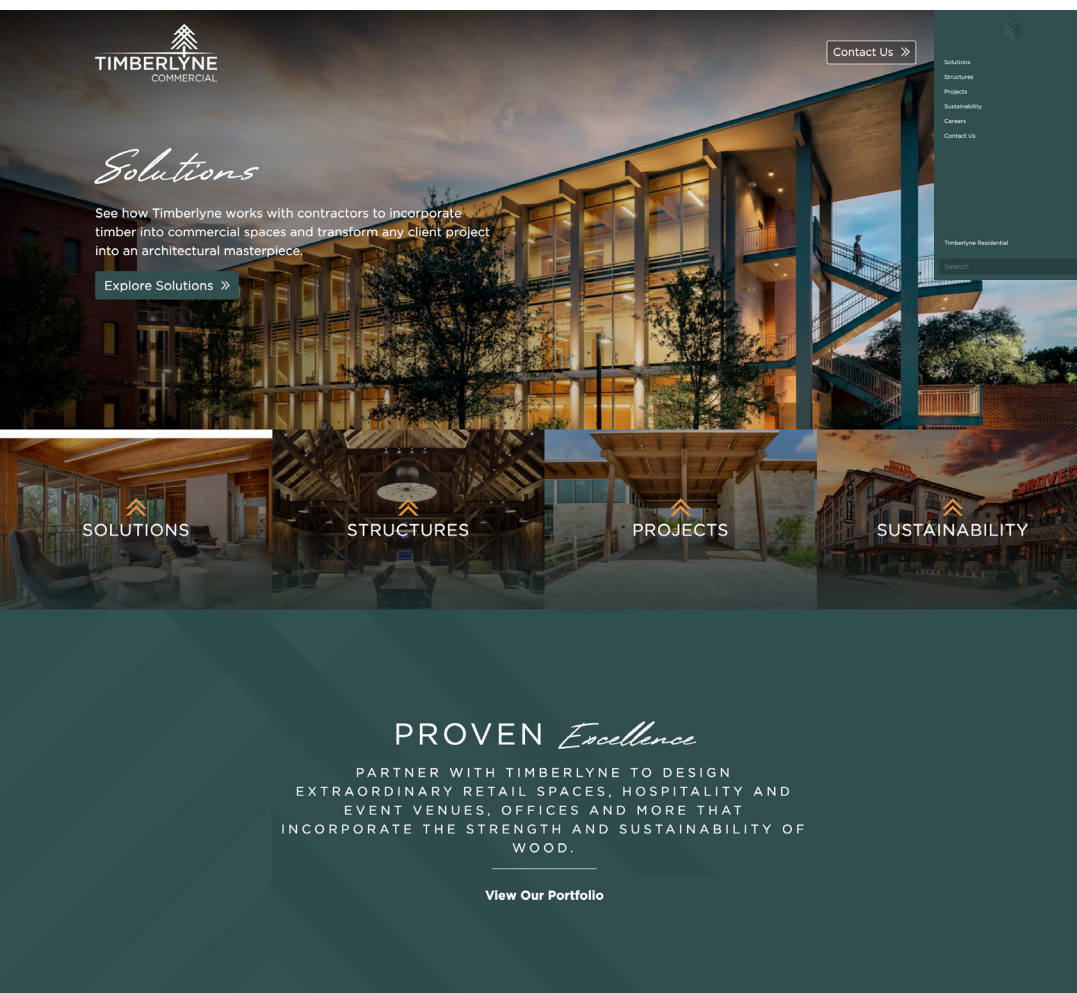
- Mass timber and timber frame.

The new website features a variety of unique content, including highlighting exciting **ON DECK** commercial projects!



If you haven't visited the new commercial website yet, check it out here:

WWW.TIMBERLYNECOMMERCIAL.COM



Commercial focused project gallery on the new website.



HDR ARCHITECTURE

MIKE FAHEY BUILDER'S DISTRICT OMAHA, NE

The 1501 Mike Fahey Building is a part of the vision for the Builder's District in North Downtown Omaha, NE. This building will be located across from Kiewit Headquarters. It will have space for offices, retail, and food concepts. Omaha's Planning Board voted in favor of the building made mostly from mass timber due to the eco-friendly benefits. The design is more sustainable and has a smaller carbon footprint thanks to the incorporation of mass timber.



BRINKLEY SARGENT WIGINTON ARCHITECTS

CELINA POLICE DEPARTMENT CELINA, TX

This 32,660 square foot state-of-the-art facility will provide Celina Police Department with a work home that is efficient, secure, and thoughtful to their health and wellness. The primary structure within the facility will feature heavy timber columns, glulam beams, and cross-laminated timber decking. The exposed wood combined with natural light will provide a peaceful and comforting environment.



DOUGLAS ARCHITECTS

MERCHANT'S ICE INNOVATION SAN ANTONIO, TX

The Merchant's Ice Innovation Center is a world-class redevelopment project on the east side of San Antonio's urban core. This 63,000-square-foot state-of-the-art adaptive reuse facility will include retail, offices, and foot terraces. The building is a historic landmark, and the design is responsive to all requirements. New mass timber and glass will be added onto the building, while the interior space will remain true to the original industrial character.



BVH ARCHITECTURE

MUSEUM OF NEBRASKA ART KEARNEY, NE

The Museum of Nebraska Art (MONA) is home to a vast collection of inspirational art by Nebraska artists. MONA will be the cultural center of Nebraska art by expanding its collection, providing quality exhibitions, and preserving its historic building. Mass timber used on this project will ensure MONA's legacy of beauty and sustainability. Cross-laminated timber (CLT) allows the structural system to be nearly carbon neutral on this project.



PERKINS&WILL ARCHITECTS

UNIVERSITY OF HOUSTON - THE HUB HOUSTON, TX

The Hub is a two-story, 41,000-square-foot facility at the University of Houston. With sustainability as a top priority, The Hub will reflect and reinforce nature as a key design element with mass timber and sustainable building technologies. The building will feature diverse food concepts, a convenience store, a coffee concept, and an office. The Hub will replace the old Student Center Satellite building. It is scheduled to open in spring 2024.



HDR ARCHITECTURE/ NADAAA

UNL COLLEGE OF ARCHITECTURE LINCOLN, NE

The College of Architecture at UNL has undergone a complete remodel. The complex completed phase one of construction on Architecture Hall East in the Fall of 2022. Timberlyne will be a part of the phase two expansion project, which will transform Architecture Hall West. This phase will remodel existing student studios, add 14 new studios, and provide additional student collaboration areas, classrooms, a library, labs, booths, and more.



Guerrilla Films

Behind the Scenes

Guerrilla Films recently visited our Texas facility to capture some footage. They will be visiting Nebraska and Minnesota on their next trip!

New Team Members

Welcome to Timberlyne

New hires from 2/1/23 - 3/31/23



Anna Rita Daou, Designer | Boerne, TX

Anna Rita joins the team as a Designer. She is currently pursuing a Master of Architecture at the University of Texas at San Antonio. She lives in Stone Oak with her family and enjoys spending time outdoors, riding her bike, and watching Formula One racing in her free time. She's excited about the opportunity to bring her skills and experience to Timberlyne!



Brodey Cook, Production Lead | Boerne, TX

Brodey joins the team as Production Lead. He is from Springfield, MO where he spent time working for a timber framer in a small shop. They did everything by hand, and Brodey gained a lot of experience working closely as an apprentice. Prior to that he had general carpentry experience. After high school he spent three years all around Southern & North Europe doing humanitarian work for a missions program. He, his wife, Kaley, and two children (+ one on the way!) moved to New Braunfels, TX to be closer to family!



Carter Nelson, Graphic Designer | Wayne, NE

Carter joins the marketing team as a Graphic Designer. He has experience working at marketing agencies and in-house companies. He attended the University of Nebraska-Lincoln on the Buffett Scholarship and studied Graphic Design. Carter participated in both Jacht and UCare internships at the University. He lives in Lincoln, NE, where he enjoys time with friends & family. His hobbies include; cooking, painting, board/card games, and working on electronic hardware (repairing machines, etc.).



Jason Moore, Construction Services Representative | Wayne, NE

Jason has joined our team as Construction Services Representative. He comes to us with experience on the East Coast as a craftsman & cabinet builder for custom clients on islands between Myrtle Beach, SC & Savannah, GA. In 2009, Jason and his wife moved to NE and began commercial construction management in Omaha. 7 years ago, he entered project management. He has an array of experience with hands-on construction, project organization, and architectural reviews. He is working on obtaining bachelor's degree in Business Administration at Bellevue University with plans to graduate in Dec. 2023.

Happy Retirement!

Wishing a happy retirement to Larry Fontaine of our Aitkin Minnesota location. Larry celebrated his last day on Friday, April 7th. Thank you for your dedication to Timberlyne, Larry!

Minnesota



New team members continued...

Welcome to the TIMBERLYNE TEAM



Bradley Hernandez, Production | Boerne, TX

Bradley joins us in Production. He spent four years in Hawaii in a carpenter's union. He now resides in San Antonio, TX with his wife, two sons, and daughter. Bradley enjoys fishing, video games, and spending time with his family.



Erike Bulderbergs, Material Handler | Boerne, TX

Erike joins the team as Material Handler. He previously spent four years in the United States Air Force as an air cargo specialist handling all kinds of cargo and driving a large variety of forklifts. He owned his own tree business in Ohio where he topped and cut trees. He has a total love & respect for wood! Erike and his wife live in Spring Branch. They have three sons, a daughter-in-law, and one grandson. They love to spend time with family, camp, hike, and kayak.



Damien Knight, Production | Boerne, TX

Damien Knight joins the Timberlyne Production team in Boerne. He lives in San Antonio, TX and his favorite hobby is skating.

Please
give a warm
welcome to all
of the newest
employees at
Timberlyne.



Lars Joslin, Machine Operator | Boerne, TX



Walter Burgess, Machine Operator | Boerne, TX



Francisco Sanchez, General Labor | Boerne, TX



Kirk Hill, Installer | Boerne, TX

Welcome to

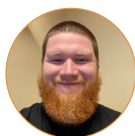
Cass Lake!



- Joel Anttila
- Dominic Newman
- Rowdy Schipper
- Nathan Seelye
- Levi Villebrun

New hires from 2/22/23 - 4/17/23

Welcome Interns!



**Matthew
Meisenheimer
CAD Intern
Wayne, NE**

Matthew is currently attending Wayne State studying construction management, drafting, and design. He lives in Wayne with his wife and enjoys fishing, lifting weights, and archery.



**Christopher
Gonzales
CAD Intern
Boerne, TX**

Christopher is currently attending UTSA and is studying architecture. He is from Elmendorf, TX and has been an EMT for the past 15 years. He enjoys hiking, fishing, and hunting.

Employee of the Quarter

Congrats! 🙌

Thank you to these amazing employees for going the extra mile!

Richard “Scott” Kramm Install Crew Chief *Boerne, TX*

- “Scott is patient and very knowledgeable & willing to train even the most stubborn of us.”
- “He is a great asset to the team. He does a great job leading the install crew. He has valuable skills and is always willing to teach and mentor.”

Carlos (C2) Hinojosa Yard Assistant *Boerne, TX*

- “He is becoming a leader & wanting to teach new people how to do things properly. He has been a good team player.”
- “Has made great improvements in the last year. Taken on more of a leadership role in shipping. He stays late & works weekends when needed.”

Yanely Mireles Project Manager Assistant *Boerne, TX*

- “She has shown a constant commitment and integrity to her work! Always available to assist anyone with a question they might have without a complaint.”
- “Yanely is knowledgeable, detailed and always upbeat. She is continually making suggestions that are helpful to me, the structural engineers and the clients.”

Curtis McNeley Project Manager *Wayne, NE*

- “Will always take the time out of his busy schedule to help me. He doesn’t just do the work for me, but he helps me understand “why”. He does this with a great attitude every day.”
- “The first to lend a helping hand, with computers, with positivity, with FUN days set up, with everything. He is polite and such a champion to work with.”

Paul Gothier Bentwork *Wayne, NE*

- “He is a quick learner a very driven employee who is always willing to take on new challenges and tasks. Over the past quarter he has really stepped up to help the team!”



Meetings were recently held in Wayne to educate employees on 401k opportunities with Timberlyne. These meetings will be held in TX & MN later this year. If you are looking to access your account online:

Go to **alerusrb.com**, and click **Login**. Click **Sign Up** or **Create Account**. You will need your Social Security Number, Date of Birth, and Hire Month and Year.

Full instructions:

<https://timberlyne.sharepoint.com/:b/g/Ec0DvyjlbmREu8eSYYzw90oBmz2C-Smg5pcYMUTFMXrNRQ?e=D7PiIA>

401k

Meet Our Newest- Pre-Designs



The Holland

This home design features a unique profile with multiple dormers, a front porch, and an attached garage.

- 3 bedroom, 2.5 bathroom
- 2,280 sq. ft. main floor
- 936 sq. ft. loft
- 720 sq. ft. covered porch
- 1,000 sq. ft. garage



The Willow

This beautiful Western style barn home makes a statement. Imagine living inside this energy-efficient space.

- 3 bedroom, 2.5 bathroom
- 1,776 sq. ft. main floor
- 843 sq. ft. loft
- 600 sq. ft. covered porch
- 924 sq. ft. garage

Current Openings



- Accountant, NE
- Estimator, NE
- Buyer, TX
- CNC Machine Operator, TX
- Commercial Project Manager, TX
- Construction Install Crew, TX

- Revit BIM Commercial Estimator, TX
- Timber Framar, TX
- Lumber Mill General Labor
 - All MN Locations

Now Hiring!

2023 Paid Holiday Schedule

05.29 | MEMORIAL DAY

07.04 | 4TH OF JULY

09.04 | LABOR DAY

11.23 | THANKSGIVING DAY

11.24 | THANKSGIVING BREAK

12.24 | CHRISTMAS EVE (observed on 12.26)

12.25 | CHRISTMAS DAY

Timberlyne will be closed for the Christmas holiday from Monday, December 25th - Monday, January 1st. We will return to work on Tuesday, January 2, 2024.

Giving Policy

Timberlyne recognizes it must balance its role as a good steward of its financial resources and its role as an important partner to the communities that it serves. To help guide in that effort, the **Corporate Sponsorship and Charitable Donations** policy offers guidelines and parameters to aid in responding to the many requests for charitable donations, event sponsorships and in-kind requests received by Marketing, Human Resources, and Timberlyne management.

If you would like to read the document in full, you can find the most current version on SharePoint here:

<https://timberlyne.sharepoint.com/:b:/g/EUg7XdTwP2dGrRXgi-Wef2gQBumKdUdXAJ9HNaq1tHL7g-dw?e=19jquu>



March Madness

Congrats Josh Buchholz, Senior Project Manager, who was the winner of the Timberlyne bracket! Josh received a \$100 gift card for winning the employee pool!



Senior Spotlight

Congratulations to all the High School Graduates in our Timberlyne family! Wishing you the very best in your future endeavors.

Alyssa Geisert daughter of Jaima & Cam Geisert - Pender High School, NE

Zach McManigal son of Mike & Melanie McManigal - Wayne High School, NE

Megan Beutler daughter of Jill & Larry Beutler - Bancroft-Rosalie, NE

Mckinley Hanson daughter of Brandon Hanson & Abbie Weidner - Battle Creek High School, NE



Alyssa Geisert



Zach McManigal



Megan Beutler



Mckinley Hanson



Employee Newsletter

Vol. 3 | October 2023

Q3

A Renewed Focus

Jack Dickinson, CEO

From unifying our brands to sales growth, from employee count growth to leadership changes, Timberlyne has adapted. We are navigating shifts in the market by responding with improved internal process changes and adding new technology at a rapid speed from our three unique locations. I'm proud to be on a team that faces these challenges head-on with the courage to improve how we do business at every level.

These challenges have forced us to focus internally on our process and our ability to manage what's in front of us. That's only natural. It's time to renew our focus on why we're here. We're here to provide an extraordinary experience for our customers. Our customers often come to us trusting Timberlyne with the most significant investment they'll ever make. This investment is on a project type and process they're likely unfamiliar with. Our customers seek to fulfill a dream that may still be blurry when they start. They build to improve the lives of their families. Their project will leave the legacy of who they are and what they care about long after they're gone. When you work on this team, no matter your position in the company, you've been entrusted with a mission to fulfill a higher calling of service.

We have to treat people with respect, affection, and compassion. We must look for opportunities to support them, relieve them with our expertise and helpful nature, and bring them unexpected joy whenever possible. There's fulfillment and pride in serving in this way. We must exceed their expectations of quality and execution. Our internal processes have to be sound. We must be clear in our roles and responsibilities and support each other to ensure that every step of the process is executed to the best of our ability. If we fail on even one part of the process, we fail to meet our mission and break our promises to the customer.

We all have a role in making our customers' dreams a reality. Each of us is responsible for our part and to one another. Let's own this responsibility and unite behind our purpose! In doing so, we will empower our customers and fulfill ourselves.

- Jack



TIMBERLYNE



UNL Project In-Progress

Timberlyne is thrilled to bring mass timber to the Architecture Hall addition at the University of Nebraska-Lincoln! You can watch the progress by visiting the link below:

<https://go.unl.edu/b6vy>

New Photo Galleries Now Online

Cody Wortmann, Executive Director Marketing

This past summer, I hit the road and got out to photograph a variety of Timberlyne projects from Wisconsin to Oklahoma. New project photos are great, but meeting our customers and continuing their relationship with Timberlyne is definitely the most rewarding part of my job. No matter what they built, hearing the sense of pride and joy as they speak about their structure never gets old. They all have unique stories, but the common thread is that Timberlyne was there to guide them in bringing their vision to life. Let's always remember that even if we deal with hundreds of structures a year, each one is truly a dream coming true for our customers. They rely on us to help them make their dreams a reality.

New galleries from the summer are on our website listed as:

COUNTRYSIDE HARMONY - KANSAS

CARS & TEAM BUILDING - MISSOURI

GARAGE WITH ENCHANTED LOFT LIVING - MISSOURI

CENTURY FARMS CLUBHOUSE - KANSAS

HEARTLAND HIDEAWAY - KANSAS

WHISTLEBEE FARM - WISCONSIN

INDUSTRIAL IN THE COUNTRY - NEBRASKA

NORTHERN ESCAPE - MICHIGAN

PATRIOT HILL RANCH - OKLAHOMA

 **FACEBOOK**

 **H O U Z Z**

 **INSTAGRAM**

 **LINKEDIN**

 **PINTEREST**

 **T W I T T E R**

 **Y O U T U B E**

Get Social

Keep up with Timberlyne by following along on social media. We encourage you to like and share our content to help us reach an even larger audience and attract potential customers.





Happy Retirement!

Hired: 5.31.11
Last Day: 9.28.23

Congratulations to Denise Oswald. Thank you for contributing 12 years to the success of Timberlyne through your hard work and dedication. We appreciate all you've done and wish you the best in your retirement.

Denise Oswald retirement Denise

Yardwork in Wayne Complete

Brandon Hanson
Supervisor, Safety & Maintenance NE

Now that the yardwork is completed in Wayne, I wanted to share the before and after pictures. We are all very happy and thankful to get this project done and it has already made a huge impact for the team out here.



BEFORE



AFTER



Employee of the Quarter



Charlie Wych
Pull n Pack Department
Wayne, NE

Dante Munoz
BIM Tech
Boerne, TX

Jason Shrader
Production Supervisor
Boerne, TX

Mike Mogus
Project Manager
Wayne, NE

**Thank you to
these amazing
employees for
going the extra
mile!**

Congrats!

Internal Promotions



Martin Wimberley, Director of Creative Development | Boerne, TX

"Martin is the new Director of Creative Development. He has transitioned from being last year's (and leader this year as well) top salesperson in total revenue into this new position. He's an architect by education and a salesperson by profession, and he brings his unique skill set to the company to help support sales development in both pre-sale design development and strategic-minded sales support for our sales team. We're extremely excited to have him as part of our leadership team!" - **Jack Dickinson, CEO**

Saul Perez, Estimator | Boerne, TX

"Saul is the new Timber Frame Estimator at our Timberlyne offices in Texas. Saul has transitioned from his previous position as a Project Manager in Texas, where he has worked and assisted customers for over seven years. His many years working with our customers as a Project Manager and his skills and knowledge in CAD will bring a new level of design and estimating accuracy to the team. Saul is also currently working on completing his MBA with a Construction Management emphasis. This shows his commitment to continued improvement in skill and personal development. Saul is a huge asset to the Timberlyne team, and we are excited to have him in this new role."

- **David Bird, Executive Director**

Maria Garza, Registered Interior Designer (RID) | Boerne, TX

"Maria is Timberlyne's first-ever Registered Interior Designer. She is transitioning from over two years as a Timber Frame Estimator in Texas to her new role as Team Lead of the new Design Development Department. Maria's experience with timber frame estimation and her passion for space planning and architectural design will ensure that our design proposals balance beauty and budget to help steer our incoming projects toward a sale. She will work closely with the estimation teams to provide model-based estimates that will allow us to be more precise than ever. And when our projects sell, her efforts will integrate well with processes downstream. We are excited to have Maria in this new role!"

- **Alex Arrunada, Director - Design/Product Development**

Dean Carroll, Executive Director of Operations NE/MN | Wayne, NE

"Dean is the new Executive Director of Operations for NE & MN. He has experience as a former Sales Director/GM at Homestead Homes, and also was the General Manager of Mid States School Bus under the ownership of Len Dickinson, among other roles in his career. He brings a unique set of skills in management and operations, focusing on leadership through personal connection and mutual respect. He brings a mentorship quality to our operations for the exceptional young talent we have in NE and MN."

- **Jack Dickinson, CEO**



Direct Mail **Marketing**



Ladder Frame Postcard

5,000+ postcards sent in August.

Inspiring Structures

15,000+ photo books sent in September.





Blood Drive

Thank you to all who participated in the Timberlyne Blood Drive efforts this past June. TX had their first blood drive with a total of 16 donors - that equals 51 lives saved!

Welcome to the Timberlyne Team

🌲 Mandy Boyle, Strategic Sourcing/Procurement Admin | Wayne, NE

🌲 Morgan Erwin, Accountant | Wayne, NE

🌲 Bradley Hernandez, Production | Boerne, TX

🌲 Edison Chu, CAD Intern | Boerne, TX

🌲 Connor Gasbarro, Installation | Boerne, TX

🌲 Zane Johnson, CAD Intern | Boerne, TX

🌲 Lloyd Zarate, Production | Boerne, TX

🌲 Jerald Smallwood, CNC Machine Operator | Boerne, TX

🌲 Daniel Thornton, Project Coordinator | Boerne, TX

🌲 Shane Hughes, CNC Machine Operator | Boerne, TX

🌲 Andrew Gilson, Production | Boerne, TX

🌲 Dakota Appelbaum, Installation | Boerne, TX

🌲 Phillip Crook, Installation | Boerne, TX

🌲 Wyatt Duckworth, CNC Machine Operator | Boerne, TX

🌲 Kris Martinson, Mill Manager | MN South

🌲 Joel Anttila, General Labor | Cass Lake, MN

🌲 Jared Allen, General Labor | Cass Lake, MN

🌲 Michael Cloud, General Labor | Cass Lake, MN

🌲 Andrayus Preston, General Labor | Cass Lake, MN

🌲 Joseph Wilson Jr., General Labor | Cass Lake, MN

🌲 Jeremy Gunderson, General Labor | Kelliher, MN

Please
give a warm
welcome to all
of the newest
employees at
Timberlyne.

New hires from 3/31/23 - 9/28/23

Employee Appreciation Events



Check out more photos from Summer outings by using the QR code to the right.

MINNESOTA



NEBRASKA



TEXAS



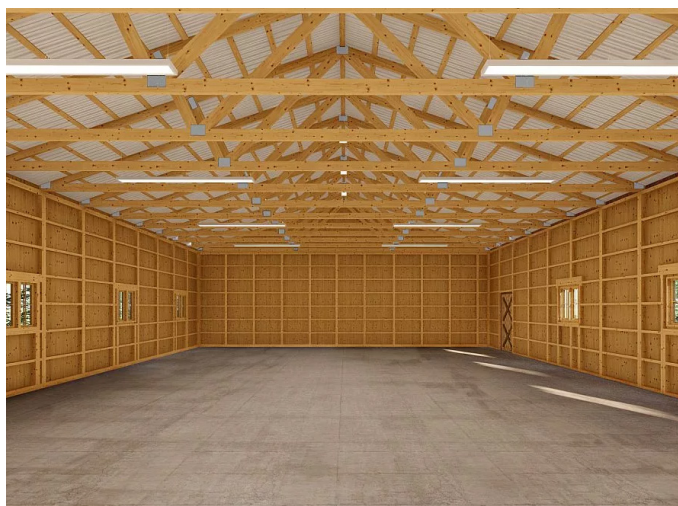
Picnic - Golf - Bowling

Meet Our Newest Products



The Daisy

The Daisy was created as a slightly larger alternative to our Poppy design. Looking at sold Poppy projects, we identified that customers took this design in a variety of directions. We took this feedback and added an enclosed lean-to and one additional bay of length to the entire structure to create the final design. The result is an attractive, single story design at a nice price point.



Ladder Frame

In late July we launched a new entry-level barn package. These wood barns feature ladder frame construction and will replace post frame as our go-to construction for those on a budget. They feature pre-cut walls that are easy to insulate and go up quickly, all while retaining the beautiful wood barn exterior appeal.

Current Openings



- Human Resources Manager, NE
- CNC Machine Operator, TX
- Construction Administrator, TX

- Construction Install Crew, TX
- Lumber Mill General Labor, MN

Now Hiring!

Read All About it!



Timberlyne's recent magazine features:

- Omaha Magazine
 - August Article
- Nebraska Examiner
 - September Article



The Timberlyne Experience

"I just wanted to share an experience I had with LJ yesterday.

I had a client in from CO and as we were walking thru the shop LJ stopped what he was doing, came over introduced himself and had just a very brief conversation with this potential client. He explained distressing and how the chain saw worked in the process. He was just so polite and pleasant. This was so refreshing because their jobs are hard, and he didn't have to be so nice. Just thought everyone just know."

- Mandy Kubik, Project Coordinator

Thank you,
LJ Zepeda
for giving this client
a great Timberlyne
experience!

Customer Testimonial

"My wife & I decided to go with Timberlyne due to the great experience a friend had with them. From the start of the process through design and delivery, our experience was fantastic. If we needed changes, the design team would work with us to ensure our ideas were incorporated exactly as we had wanted. If there ever was someone on vacation, we could pick up the phone and deal with the General Manager directly. The team at Timberlyne made the entire process seamless, and delivered on a lifelong family legacy. We've since had more business dealings with them, and would highly recommend them to anyone that is looking to make their dreams a reality!"

- Chris Riley, Kansas

