



2022 Year End Review

Dear FRA Members,

Please find below a report of several key achievements for FRA in 2022, and visit our website for more information. Note: Many of FRA's materials, including our Technical Releases and Issue Updates, are only available to FRA members on our website. If you are a member and do not have website access, please contact Vanessa Connelly at vconnelly@forestresources.org. As a reminder, all member company employees are eligible to have access.

FRA produces information to create opportunities for company and employee success by promoting safety, improving skills, elevating technical and operation expertise, identifying workforce solutions, advocating for policy or regulations that benefit our members, and establishing leadership development programs through various communication platforms.

In 2022 FRA Produced



FRA also welcomed 17 new members in 2022.

We are stronger with your support!

Policy Initiatives

FRA continued to advocate for our policy initiatives in 2022. We were successful in securing appropriations language in the final fiscal year 2022 spending bills that recognized the carbon neutrality of forest-based biomass and discretionary language for the Department of Homeland Security (DHS) that allows them to release additional H-2B visas. In October, the DHS announced the release of a record number of supplemental H-2B visas. FRA is participating in ongoing meetings with House and Senate Judiciary staff and several unions seeking a permanent fix to the H-2B visa cap.

Policy Initiatives - Cont.

On the regulatory front, FRA was active in providing comments on proposals to list the northern long-eared bat (NLEB) and tricolored bat as endangered. In the Lake States Region (LSR), FRA took a leadership role and worked with industry, the United States Fish and Wildlife Service (USFWS), and state agencies to develop a bat Habitat Conservation Plan (HCP). The HCP will be approved in January 2023 and will allow for an incidental take for bat species that are listed as endangered. This will enable forest management practices to continue in the LSR with little changes to the practices currently being implemented. This is positive for the LSR, but HCPs will need to be completed for the majority of states in the 37-state range of the NLEB.



In November, FRA met with Forest Service Chief Randy Moore to discuss how the forest products industry could best assist the Forest Service in meeting wildfire mitigation goals, creating improved markets for forest-based biomass, opportunities to increase regional timber programs, and potential impacts of an old-growth and mature forest policy. FRA also participates in a workgroup with the Forest Service Chief's office to continually provide comments on the administration's directive to inventory and protect old-growth and mature forests on federal lands.

FRA provided comments on the Department of Labor's (DOL) proposal to develop a mandatory heat standard for employers to implement. FRA strongly recommended that this is a role for individual states and not the federal government due to climate variability across the United States.

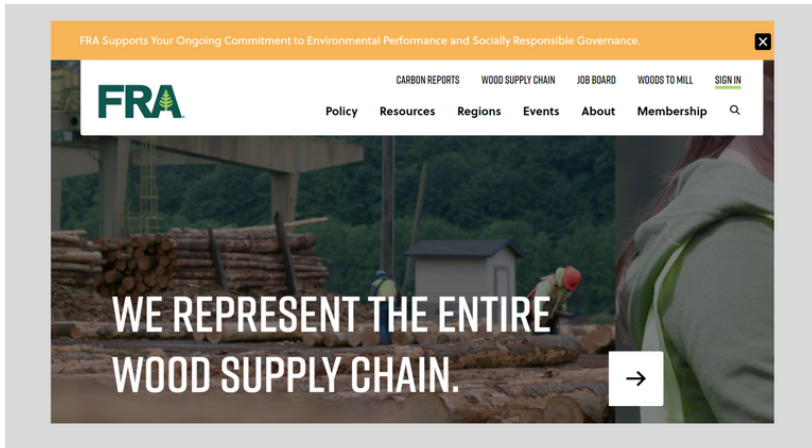
FRA submitted comments on the DOL's proposed regulations for determining independent contractor status. If finalized, the proposed regulations would expand the coverage of the Fair Labor Standards Act by treating many individuals who currently would be properly classified as independent contractors as "employees." FRA urged the DOL to provide a rule that provides more certainty and clarity in determining independent contractor status.

FRA was active in successfully defeating many of the proposed revenue raisers in the Build Back Better legislation that passed the house that would have negatively impacted medium-sized businesses by increasing operating costs.

FRA looks forward to working with the members of the 118th Congress to advance our policy priorities.



New FRA Website



FRA's new website launched earlier this year, delivering dynamic and engaging content relevant to the industry with an enhanced user experience. Users can easily navigate through our robust array of resources and seamlessly reach valuable region-specific content. Members can access high-definition educational videos, industry-relevant webinars, meeting presentations, and our valued Technical Releases and Safety Alerts.

You can also keep up to date with the latest government affairs news on our dedicated policy page that features our weekly Issue Updates. FRA webinars, meetings, and other educational opportunities are eligible for CFE credits. Watch for our schedule of events to qualify.

Transportation Safety



FRA continued to support key research on transportation, including the completion of a study on measures logging companies can take to lower insurance costs, and research in the Lake States region that highlights the safety and efficiency benefits of allowing log trucks access to interstates at legal state weights.

FRA developed an informational one-pager and postcard detailing evidence-based approaches to improve trucking safety, along with a short video outlining strategies to prioritize trucking safety.



**TOGETHER
LET'S DRIVE CHANGE**

FRA
Forest Resources
ASSOCIATION

Stay Safe and Keep Insurance Costs In Check.
Recommendations based on research.

- ✓ **EMPOWER YOUR WORKFORCE**
Make use of educational modules, such as TEAM Safe Trucking, to facilitate new driver trainings & improve recruitment practices.
- ✓ **INVEST IN SAFETY & TECHNOLOGY**
Encourage the adoption of safety policies and regularly implement new technology. Consider using dash cameras that include both forward-facing & driver-facing views along with offering driver coaching. These are proven ways to protect your business and your drivers.
- ✓ **ENGAGE YOUR TRUCKING COMMUNITY**
Work with other log truck owners to find solutions. Together we are stronger and better prepared for the future.
- ✓ **CONDUCT REGULAR MONITORING**
Consistently review the insurance coverage of your loggers and contract haulers.
- ✓ **PROMOTE SAFER FLEET HABITS**
Incentivize safe and well-maintained trucking fleets.
- ✓ **MONITOR YOUR NETWORK**
Monitor your reliance on vulnerable companies.

Timber Harvesting Safety

FRA Safety Alerts: Logger Safety

LOGGER SERIOUSLY INJURED BY FALLING CHIPPER KNIVES
Released by: Clay Hixon, FRA Southeast Region Manager, clayh@forestresources.org

SAFETY ALERT • SEPTEMBER 2021 21-9-12

BACKGROUND
On a clear summer day in the Southeastern Region, a logger was preparing to service an in-woods chipper. The machine was locked out and tagged out in preparation for a knife exchange and other routine maintenance. Weather was not a contributing factor.

PERSONAL CHARACTERISTICS
The logger had over 20 years of experience operating in-woods chippers and was highly trained in all aspects of timber harvesting. He is a member of several professional associations and actively engaged in various leadership positions within the industry.

UNSAFE ACTS AND CONDITIONS
Chipper knives were placed on top of the chipper directly over a moving apparatus. Other co-workers were unaware of the imminent hazard while performing maintenance on the machine.

ACCIDENT
The logger proceeded to open the control panel door to access the grease fittings during maintenance procedures. The logger was unaware that another employee had placed the sharpened knives on top of the control panel. The knives were not placed in a wooden transport box, and their

INJURY
The knives fell approximately three feet and onto the logger's left arm inflicting serious lacerations and extensive muscle and tendon damage in the forearm. The outer edge of the victim's boot was also sliced off; however, his steel toe protection diverted the knife away from his foot preventing any damage to his lower extremities. Other crew members immediately administered first aid, applied a tourniquet, and called 911. The victim was transported by company truck to meet the Emergency Medical Technicians at a nearby intersection. After triage by on-site paramedics, he was airlifted to a regional trauma center for further medical treatment. Trauma surgery was required to restore blood flow to his left arm and hand, as well as to repair the extensive damage caused by the accident. Frequent physical therapy was required to restore a sufficient range of motion in his left arm. The accident resulted in an lost time injury of 12 weeks.

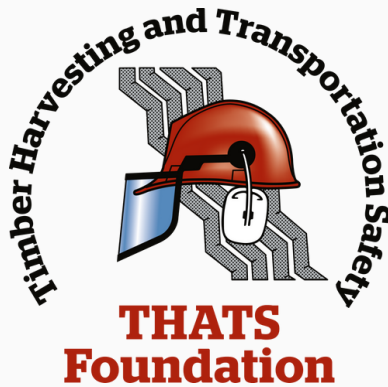
RECOMMENDATIONS FOR CORRECTION

- Always transport chipper knives from storage location to the chipper in a wooden transport box or similar device.
- Designate a safe area for knife box placement on the chipper during servicing.
- Implement a chipper safety program that includes limiting employee access to essential personnel during servicing, especially during the knife exchange process.
- Always attempt to identify potential hazards in your immediate workplace before performing tasks.



Timber Harvesting Safety Manual

FRA continues to focus on wood supply chain safety issues, with informational Safety Alerts, Woods to Mill articles, and updated safety publications produced in 2022.



In September, the Timber Harvesting and Transportation Safety Foundation approved a \$10,000 grant to the Pennsylvania SFI Implementation Committee to expand logger training into an online training format. The project will allow loggers easier access to training and greater scheduling flexibility while ensuring that their SFI training requirements can be met.

FRA's Timber Harvesting Safety Manual is under review and will be reprinted early this year. The manual is an essential guide to safety and general information on accident prevention in timber harvesting with ground-based logging systems. In 2023, FRA will continue to look at ways to reduce risk and improve safety for supply chain operators in our industry.



FRA Meetings



In-person national and region meetings resumed in 2022, and FRA was thrilled to welcome members back with quality programming, relevant and informative speakers, and excellent opportunities to network. Please be on the lookout for 2023 meeting dates and plan to join us!

In August, FRA conducted two supplier-consumer meetings in the Lake States Region. These meetings brought mill management, foresters, wood yard operators, logging businesses, and large landowners together to discuss opportunities for improvement between suppliers and consumers. FRA facilitated the meetings and produced a report that outlined recommendations to consider aimed at maintaining positive relationships between suppliers and consumers.

For the second consecutive year, FRA's Southcentral Region held the Timber Harvesting and Procurement Short Course. 26 "students" representing ten companies over three regions convened at Auburn University for the 51st installment of the course. Once again, Dr. Tom Gallagher and his graduate students at Auburn were wonderful hosts!

Woods To Mill

Our Woods to Mill communications continue to provide valuable content to members on the most pressing issues facing the industry. In September, FRA ran a series of articles highlighting inflation and its effects on businesses across the wood supply chain. December saw a series addressing workforce challenges and barriers. FRA plans to continue with a University Series in January, providing university forestry departments an opportunity to showcase forestry programs, research, and collaboration opportunities with industry. A Carbon series will follow this in early Spring.

WOODS to MILL

Impacts of the Supply Chain Crisis to the Forest Products Industry



Published December 3, 2021

by Tim O'Hara | FRA Vice President, Government Affairs and Manager, Lake States Region

The ongoing supply chain crisis impacts all sectors of the forest products industry. As supply chain inefficiencies continue, the wood supply chain suffers from the logging operations that supply consuming mills with fiber, manufacturing delays in production, and the timely delivery of outbound products. These inefficiencies lead to increased costs of products to consumers. Below are examples of wood supply chain inefficiencies impacting the marketplace:

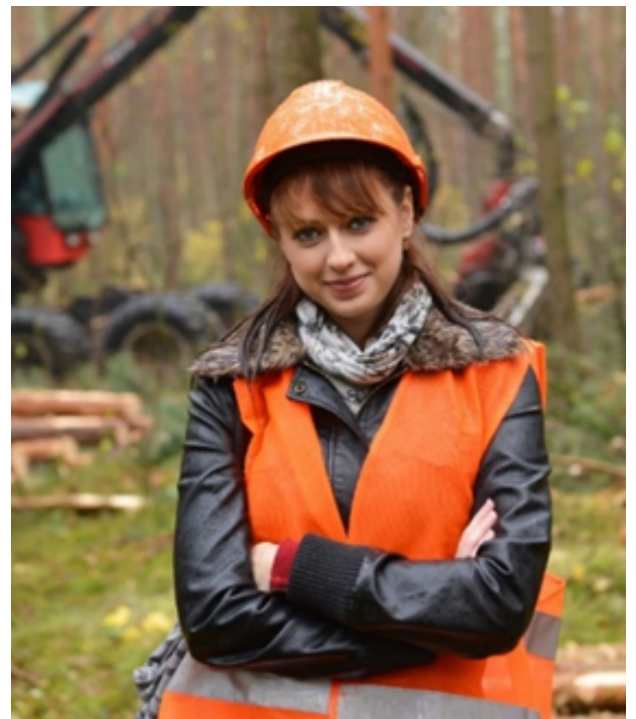
Environmental, Social, and Governance



ESG continues to be a central issue across the industry. As a direct response to the significance of this subject, we have added the following language to the FRA 2022-2024 Strategic Plan: FRA supports members' ongoing commitment to Environmental Performance and Socially Responsible Governance. We have also included language in the Strategic Plan that identifies FRA's services that help members meet these goals. We will continue to increase awareness through our Safety Alerts, Carbon Reports, Webinars, CFE offerings, research, and content that supports equal access to work and education opportunities.

Emerging Leaders Program

FRA is continuing its successful Emerging Leader Program in 2023. These virtual meetings offer a four-month facilitated session with experienced leaders in the industry. Participants hear firsthand from leaders about their insights, experiences, and the skills they deem essential to succeed and include exemplary leadership practices that can positively impact careers. The program is also designed to help FRA member companies invest in their people by encouraging them to be engaged and develop their skills. It is a win for our emerging leaders and the overall wood supply chain community to invest in the transfer of knowledge from one generation to the next. As a Certified Professional Coach (CPC) and executive leader for over 20 years, FRA President Deb Hawkinson will meet separately with each participant and discuss strategies to help them achieve their goals and address other business-related issues.



Webinars

This year FRA hosted eight webinars, all approved for SAF CFE credits. The subject matter was wide-ranging and relevant, including:

- Midterm Elections and Implications for the Forest Products Industry
- Cybersecurity in the Forest Industry – Reducing Risk for You and Your Company
- Fuel Brokering, Timing, Market Movements, and Their Effects on Logging and Forest Products Transportation
- Heat-Related Illnesses & How to Stay Safe
- Ransomware in Forestry
- Southern Log Truck Insurance and Safety: Opportunities and Implications
- Never Mind the Right Seats. Is There Anyone to Fill the Seats at All? Addressing the Truck Driver Shortage
- Potential Safety and Efficiency Benefits of Hauling State-legal Weights on the Interstate in Wisconsin and Minnesota

Webinars are available to FRA members at forestresources.org.

FRA's 2022 National Award Winners

FRA honored Anna Morgan Duke, Grassroots Coordinator for the Alabama Forestry Association, as the 2022 National Technical Writing Award winner for her Technical Release "Lucy Meets a Logger Tours Schools Across Alabama" at the FRA Annual Meeting on May 17, 2022.

FRA and STIHL additionally honored Mar-Cal, Inc. of Mendenhall, MS, as the 2022 National Outstanding Logger at FRA's Annual Meeting. FRA Chairman Pete Stewart presented Ken Martin and his family with a plaque and a \$1,000 check from STIHL, recognizing the honor.

STIHL Incorporated serves as the sponsor of the FRA Regional and National Outstanding Logger Awards.





2022 Year End Review

In 2022, 17 new members joined FRA:

Graphic Packaging International

West Fraser

Minnesota Power

Greenstone Farm Credit Services

Minnesota Timber Producers Association

Bierbaum Timber and Contracting

Associated Oregon Loggers

Proteng

EGGER Wood Products

KW Reese

Forrester & Associates

Forest Stewardship Council US

GFR Forestry

Wood Forest Products

Jake's Sawmill Products

Mar-Cal

Northwest Farm Credit Services

We are stronger with your support!