WEYERHAEUSER

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DIVERSITY LEADERSHIP
Effenus Henderson
Chief Diversity Officer
Sandi Hyatt
EEO & AAP Compliance Manager

EMPLOYMENT CONTACT
Stan Weeks
Manager, Recruiting & Staffing

THE STATS

<table>
<thead>
<tr>
<th>Number of employees</th>
<th>Total in the U.S.</th>
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<tbody>
<tr>
<td>19,850</td>
<td>2008</td>
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<table>
<thead>
<tr>
<th>Revenue (billions)</th>
<th>Total outside the U.S.</th>
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<tbody>
<tr>
<td>$8</td>
<td>2008</td>
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</table>

<table>
<thead>
<tr>
<th>Revenue (billions)</th>
<th>Total worldwide</th>
</tr>
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<tbody>
<tr>
<td>$16.3</td>
<td>2008</td>
</tr>
</tbody>
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RECRUITING

Please list the schools/types of schools at which you recruit.
- Ivy League schools
- Other private schools
- Public state schools
- Historically Black colleges and universities (HBCUs)
- Hispanic-serving institutions (HSIs)
- Native American tribal universities
- Other predominantly minority and/or women’s colleges

Do you have any special outreach efforts directed to encourage minority students to consider your firm?
- Hold a reception for minority students
- Conferences: National Black MBA, National Society Hispanic MBA, Society Women Engineers, INROADS, CATALYST, National Association Black Accountants, National Urban League Convention, Women in Construction
- Advertise in minority student association publication(s)
- Participate in/host minority student job fair(s)
- Sponsor minority student association events
- Firm’s employees participate on career panels at school
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students

What activities does the firm undertake to attract minority and women employees?
- Partner programs with women and minority associations
- Participate at minority job fairs all major national diversity job fairs as indicated: National Black MBA, National Society Hispanic MBA, Black Data Processing Association, Association Latino Professionals & Accountants; National Association Black Accountants, National Urban League Convention, Women in Construction, Society Women Engineers
- Seek referrals from other employees
- Utilize online job services

Do you use executive recruiting/search firms to seek to identify new diversity hires?
No.
SCHOLARSHIPS

Weyerhaeuser/UNCF Corporate Scholars Program

Deadline for application for the scholarship program: February 12th

Scholarship award amount: Up to $10,000.00 for entire scholarship

Website for scholarship: www.uncf.org/internships/internshipdetail.asp?Sch_ID=16607

The Weyerhaeuser/UNCF Corporate Scholars Program was established to increase student interest in Weyerhaeuser and to expand the pool of prospective diverse employees. Sophomores and juniors enrolled in participating schools in the areas of forestry, forest product sales and marketing, industrial/manufacturing/electrical engineering and operation management & supervision are eligible to apply.

AFFINITY GROUPS

Business Support Networks

- Generation Next (Gen-Next)
- ¡HOLA!: Hispanics for Outstanding Leadership and Advancement
- W-BEA: Weyerhaeuser Black Employee Alliance
- Women in Action (WIA)
- WABN: Weyerhaeuser Asian Business Network
- COLORS: Community Overcoming Labels, Opening minds, & Reducing Stereotypes (Gay, Lesbian, Bisexual, Transgender Employees)
- ACCESS: Providing Awareness that Conquers Challenges while Ensuring Safety and Support
- WVBN: Weyerhaeuser Veterans Business Network

All business support groups serve as support for its membership and are committed to assisting the company in recruiting and retention of diverse employees, group professional development and fostering a respectful inclusive workplace.

ENTRY-LEVEL PROGRAMS/FULL-TIME OPPORTUNITIES/TRAINING PROGRAMS

Managed Entry

Length of program: Varies by program 18 months or longer

Geographic location(s) of program: National

Please describe the training/training component of this program: Accounting, engineering, sales, production, IT, HR

Please describe any other educational components of this program: All full-time employees are eligible for tuition reimbursement.

STRATEGIC PLAN AND DIVERSITY LEADERSHIP

How does the firm’s leadership communicate the importance of diversity to everyone at the firm?

- Emails
- Company newsletters
- Business-specific newsletters
- Website
- Meetings
- Employee forums
- Training
- Brochures
- Affinity groups/business networks

Who has primary responsibility for leading diversity initiatives at your firm?

Dan Fulton, CEO and president, supported by Effenus Henderson, chief diversity officer.

Does your firm currently have a diversity committee?

Yes.

Please describe how the committee is structured, how often it meets, etc.

The committee meets three times a year. Committee focuses on the firm’s diversity high impact strategies areas which include leadership, governance, talent management, culture/climate and outreach.

Does the committee’s representation include one or more members of the firm’s management/executive committee (or the equivalent)?

Yes.

How many executives are on the committee?

Seven.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management’s priorities?

Yes. The executive diversity team sets the diversity goals that align with business strategy.

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes, formal. The EDT has set five high-impact action areas aimed to increase diversity and retention of talent.
How often does the firm’s management review the firm’s diversity progress/results?
Quarterly.

How are the firm’s diversity committee and/or firm management held accountable for achieving results?
Accountability: 20 percent is linked to the Management Incentive Program Bonus Plan

RETENTION AND PROFESSIONAL DEVELOPMENT

Please identify the specific steps you are taking to reduce the attrition rate of minority and women employees.
- Develop and/or support internal employee affinity groups (e.g., minority or women networks within the firm)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity
- Work with minority and women employees to develop career advancement plans
- Strengthen mentoring program for all employees, including minorities and women
- Professional skills development program, including minority and women employees
- Other: Improve orientation and onboarding processes; work with industry attrition group to monitor attrition and turnover trends

DIVERSITY MISSION STATEMENT

We are an employer of choice with high-performing people who are treated with respect and work together in a safe and healthy workplace where diversity, development, teamwork and open communication are valued and recognized.

ADDITIONAL INFORMATION

The Weyerhaeuser Way

The Weyerhaeuser Way consists of a set of statements and principles that represent our aspirations and desired culture. At the operational level, they are reflected in our Roadmap for Success. Our values statements are further amplified by Weyerhaeuser’s business conduct guidelines outlined in our code of ethics, “Our Reputation: A Shared Responsibility.”

Our Vision

The best forest products company in the world and a global leader among all industries.

Our Mission

Produce superior returns for shareholders by focusing on our customers and working safely to:
- Grow and harvest trees
- Manufacture and sell forest products
- Build and sell homes

Our Values

- **Customers and suppliers:** We listen to our customers and suppliers to improve our products and services to meet their present and future needs.
- **People:** We are an employer of choice with high-performing people who are treated with respect and work together in a safe and healthy workplace where diversity, development, teamwork and open communication are valued and recognized.
- **Accountability:** We expect superior performance and are accountable for our actions and results. Our leaders set clear goals and expectations, are supportive, and provide and seek frequent feedback.
- **Citizenship:** We support the communities where we do business, hold ourselves to the highest standards of ethical conduct and environmental responsibility, and communicate openly with Weyerhaeuser people and the public.
- **Financial responsibility:** We are prudent and effective in the use of the resources entrusted to us to create shareholder value.