



**PLC Hawaii 2019  
Succession Planning  
Panel “Pass it On”**

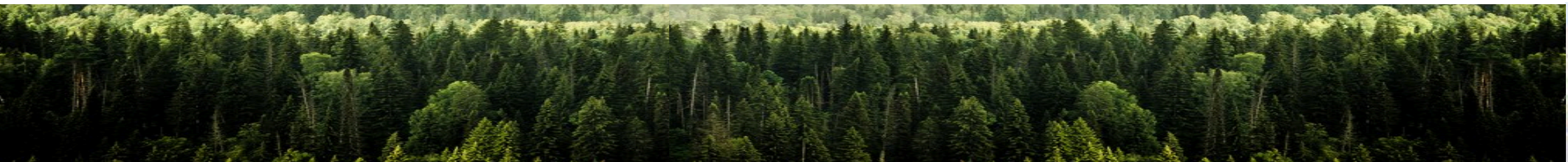
- Duane Doyle Jr. – Peterson Cat**
- Brent Kerr – Kerr Contractors**
- Roger & Carmen Smith – R.L. Smith Logging**
- Rob Freres – Freres Lumber Co.**
- George & Tyson Lambert – TMar Industries**

**PETERSON**

**CAT**

## PETERSON CAT / DOYLE - BIO

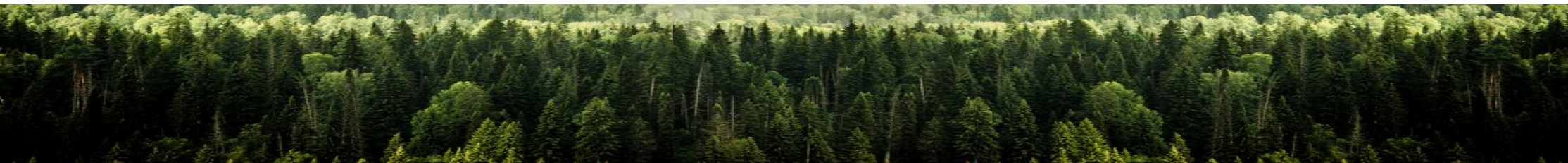
- Peterson Est 1936 by Howard Peterson (Great Grandfather)
- Cat dealer for Nor Cal, Oregon, SW Washington
- 50+ locations with 1700 employees
- 4<sup>th</sup> Generation family business (83 years)
- Duane Jr – Vice President: started at 15 as mechanic, Univ of Oregon Business Degree
- Business Philosophy “Highly engaged employees create loyal customers = good business”
- Core Values: Customer 1<sup>st</sup>, Integrity, Excellence, Teamwork, Fun





## - Bio

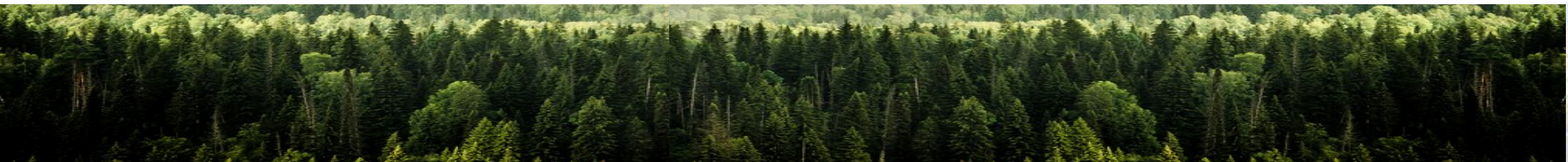
- Brent graduated from OSU with degree in Construction Engineering Mgmt
- Kerr Contractors was established in 1988 and is a leading heavy civil general contractor and construction management firm headquartered in Woodburn, OR
- Specializes in earthmoving, road building and underground utilities
- The Kerr Way
  - Great Results happen through teams
  - Always do the right thing
  - Find a better way
  - Act like you own it
  - Build partnerships for the long term



# R.L. SMITH LOGGING - BIO



- Started at 18 working for family in the high country. Purchased the business at age 29.
- R L Smith Logging Inc was established in 1991 when we purchased a tower side from Carmen's uncle.
- Full service company from Stump to Dump working mostly on the Washington Coastal area.
- Tower side peeled off to nephew. Still have Yoder, Grapple Yarder, 3 shovel sides, 2 steep slope cutting sides and 10 log trucks. 32 employees
- Business Philosophy – Attract/Retain quality employees = long term success. A happy crew is a productive crew which leads to a family oriented company.
- Core Values – Teamwork, Communication and Safety lead to giving the landowner the best quality to maximize their return.



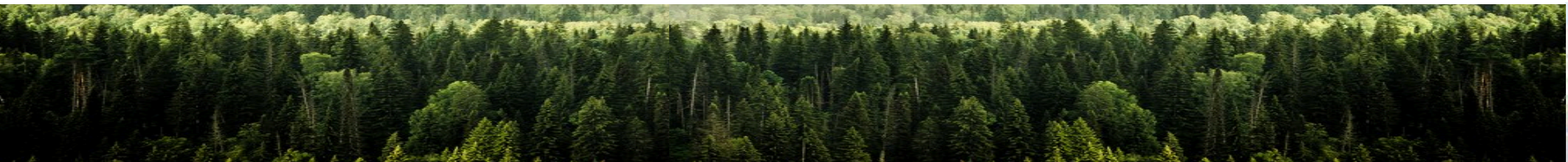


## ROB FRERES - BIO

- Est 1922 by T.G. Freres – took over a saw mill in North Santiam Canyon. Moved to Lyon, OR in 1941
- Rob Freres (3<sup>rd</sup> Generation) President
- Freres Companies Products and Services
  - Lumber, Veneer, Plywood, Mass Plywood Panel
  - Evergreen Biopower Cogen Plant 10MW electricity
  - Freres Timber 18,000 acres produces 12% of logs
- Relationship with contract Loggers

**“Our loggers must be successful for our company to be successful. For our timber dependent communities to succeed and thrive all aspects of the logging and milling segments must be financially sound”**
- Business philosophy and values:
  - Our promise is to produce products on grade and on time
  - Treat everyone with honesty and respect
  - Provide a safe workplace for employees

**“ Being good stewards of the land and in the end leaving this world a better place than we found it is important to the Freres family.”**





- T-MAR Industries was established 35 years ago in Campbell River BC
- Manufacturer of Logging Equipment for Challenging Mountainous Terrain
- 100% Operator Owned, 1<sup>st</sup> and 2<sup>nd</sup> Generation, Partners
- George Lambert: Machinist by Trade, Founded Business with Partner Rebuilding and Upgrading Coastal Logging Equipment
- Business Began to Design and Manufacture New Equipment in mid '90s
- Tyson Lambert: Degree in IT, Brought With Him a Bent Toward Use of Technology and Advancing Product Design

