



2019 Mill Sales Manager Survey Results - Comments

Random Lengths issue of April 12, 2019

In what way do you expect the late 2018 tumble in lumber prices to impact your net income in 2019 and that of your co-workers?

Eastern Canada

Will not.

We lost 13% of bonus.

It has been a tough start to the year with the low prices, but it will get better. My income will stay the same.

I would expect bonus to be half of 2018.

North

Hopefully, buyers have been extra cautious to this point in 2019, which will be bullish for the mills going into spring 2019.

Our market prices continue to improve.

It has caused a pull back in expenses and projects sidelined, along with holding the line in income expenses, too.

Less profit for the company will mean less compensation to share with the employees.

Overseas

Not at all.

South

The tumble shouldn't affect our numbers in 2019, unless prices rise and fall again this year as they did last year.

Could have a significant negative impact on my income and to my coworkers' to a lesser

Not applicable.

We do not expect change.

I expect prices to be down from last years highs.

Down 10-15%.

2019 Mill Sales Manager Survey Results - Comments

Continued for: In what way do you expect the late 2018 tumble in lumber prices to impact your net income in 2019 and that of your co-workers?

Should help stabilize profits.

We contracted more heavily.

The tumble will probably affect our annual raises and bonuses, assuming it does not rebound to the earlier highs.

Do not think at this point the impact will be significant as we are very diverse and focus heavily on exports.

West

Less bonus.

No impact.

We're involved more in specialty products that are derived from both shop and clear grade lumber, which don't tend to track that closely with framing lumber indices.

Does not affect our income.

If the market stabilizes at current or above prices it shouldn't impact my net income.

No change. We gave a 3.5% increase to all employees Jan.

It will lower our commission, unless the market turns around.

Hasn't affected industrial lumber, therefore no effect.

The tumble was bad, but the year was still good overall, so impacts should be minimal.

Marginally. As long as the export market and specialty markets remain intact we shouldn't take a major hit from the market drop.

It could affect our bonuses.

A lot! Last year, we started off high and went low later in the year. This year we are starting low and will probably stay low.

It will not.

Minimal impact.

No change, peeler cores have dropped with lumber.

Western Canada

50% less of a bonus.

No affect on salary.

No increases for 2019.

2019 Mill Sales Manager Survey Results - Comments

Continued for: In what way do you expect the late 2018 tumble in lumber prices to impact your net income in 2019 and that of your co-workers?

Negative impact on 2019 performance bonus.

Because of the recent recovery in early 2019, I don't anticipate a negative impact to my income.

Salary bonuses are based on EBIDTA, so this could have a 4% reduction in bonuses for salaried staff depending on the market takeaway.

2019 Mill Sales Manager Survey Results - Comments

Continued for: How significantly do you anticipate trade partner disagreements including tariffs to affect your compensation this year?

How significantly do you anticipate trade partner disagreements including tariffs to affect your compensation this year?

Eastern Canada

Will not.

Mildly.

It will not affect my compensation.

Not significant.

North

No impact.

None.

No impact unless the duties come off completely, which could rock the industry depending on the Canadian production pushed to the U.S.

Very little.

Overseas

Not significantly, but with Europe there are no tariffs in place so far.

South

It shouldn't affect us this year.

Very little.

Very little.

Not at all.

No impact.

It will definitely affect import business that we were developing.

Somewhat, as it seems to affect the prices of certain products .

Very little impact.

Little.

West

Zero.

No impact.

2019 Mill Sales Manager Survey Results - Comments

Continued for: How significantly do you anticipate trade partner disagreements including tariffs to affect your compensation this year?

With the bulk of our raw material purchases coming out of Alaska and Southern Oregon, we haven't had to directly deal with tariff-based exposure, but even still the domestic suppliers have tended to take advantage of price hikes they can tack on based on what the Canadian export market into the U.S. is doing. My commission based program is factored against sales dollars and not profitability, so artificial increases such as these can actually help me.

Not affected.

Depends if they cause the market to go down to September and October lows. If they go to those lows, it will reduce my compensation substantially. If they maintain today's levels or move higher, it shouldn't impact.

Minor.

No impact.

This is a little trickier to put your finger on. Continued trade dust ups could hurt the overall economy, which would impact our business. Cooler heads should eventually prevail and impacts should be minimal there as well.

Not much as I don't earn commission. It could slightly impact bonuses.

It will not.

Minimal impact.

Not at all in veneer plywood; It is slower, but still moving all of our production.

Western Canada

50% less of a bonus.

No effect.

Minimal affect on my personal compensation.

Modestly.

I don't think we will see any developments on the softwood file at all this year, so no affect on compensation anticipated.

Directly affects the market in the US, so the 4% EBITDA potential loss could affect this.
