



Safety & Health Awards Program

2025 AWARD WINNERS
& INDUSTRY SURVEY



2025 APA Safety & Health Awards

On behalf of the APA Safety and Health Advisory Committee (SHAC), congratulations to all the 2025 Safety and Health Award recipients. This recognition represents far more than the award our teams will receive; it reflects our team’s commitment to our businesses and excellence in safety, health, and innovation.

The APA Safety and Health Awards represent the highest level of recognition for safety in our industry. Beyond recognition, the APA SHAC is designed to foster a culture of collaboration, innovation and shared lessons learned, all with the common goal of preventing workplace injuries. While award eligibility is limited to APA member mills, data from both member and non-member facilities may be included.

This year, we experienced an industry-wide Weighted Incident Rate (WIR) of 11.2, an increase from the 2024 WIR of 9.24.

The 2025 total Incident Rate (TIR) was 2.06, an increase from the 2024 TIR of 1.67.

While these numbers are important to review and understand, they do not always capture the full story. This past year presented significant challenges across our industry, including workforce experience and turnover, increasing efficiency demands and ongoing market volatility. The increases in WIR and TIR reflect many of the challenges our teams faced this year. Although we have seen increases in both WIR and TIR, these metrics should not overshadow the dedication and commitment we all share when it comes to safety and health. I am proud to see the continued investment in ergonomics, occupational health, team member engagement, and technologies to improve safety throughout our industry.

In July, I look forward to participating in the mid-year Safety and Health Advisory Committee meeting. The team will spend the day exchanging ideas and best practices, all with one shared goal: Zero Injuries. If there is a safety need or issue that our committee can help with, please let us know.

Please plan to attend the safety workshop held in conjunction with the 2026 APA Annual Meeting. I look forward to seeing everyone in Florida this October.

Cole Bryant

RoyOMartin
Corporate Director of Safety and Environmental
Safety and Health Advisory Committee Chair

5-Year WIR and TIR Trend

	WIR	TIR
2025	11.2	2.06
2024	9.24	1.67
2023	8.74	1.59
2022	7.64	1.69
2021	10.4	1.73

2025 APA Safety & Health Awards

Safety and Health Advisory Committee Members

Cole Bryant, Chair

RoyOMartin

Shauna Dunn, CSP, Vice-Chair

Weyerhaeuser

Chris Fowler

Canoe Forest Products Limited

Sam Newbill

Hood Industries, Inc.

Dave McGowin

LP

Robert Higdem

Mercer Mass Timber

Brent Way

Murphy Company

Mary McGreal

Rayonie

John Bird

Roseburg Forest Products Company

Scott Blood (Alternate)

RoyOMartin

Natalie Monroe (Alternate)

RoyOMartin

Kaitlyn Stacey

Tolko Industries Ltd.

Johnny Sauls

West Fraser Timber Co. Ltd.

Jason Wallace

Rosboro

APA Staff Contact:

Charles Hartke

APA – The Engineered Wood Association

2025 APA Safety & Health Awards

Innovation in Safety Award

Equipment-Based Innovation Winner	Jeff Wagner Process-Based Innovation Winner
Weyerhaeuser - Sutton Heaters, West Virginia "Self-Dumping Hopper"	Boise Cascade Company Chapman, Alabama "Leadership Daily Safety Audits"

Safest Company Award

Companies with three or fewer member mills	Average WIR	Average TIR
Winston Plywood & Veneer	1.72	0.17
Companies with four to ten member mills	Average WIR	Average TIR
PWT	10.19	1.91
Companies with eleven or more member mills	Average WIR	Average TIR
LP	3.04	0.68

Annual Safety & Health Award

Division I – Plywood		WIR	TIR
1ST PLACE	Winston Plywood & Veneer Louisville, Mississippi	1.72	0.17
2ND PLACE	Boise Cascade Company Florien, Louisiana	2.35	0.43
Division II – OSB		WIR	TIR
1ST PLACE	LP Swan Valley Minitonas, Manitoba, Canada	0.00	0.00
2ND PLACE	LP Sagola, Michigan	0.00	0.00
Division III – Glulam, CLT, I-Joist, LVL and SCL		WIR	TIR
1ST PLACE	Boise Cascade Company Alexandria Lena, Louisiana	0.00	0.00
2ND PLACE	Murphy Company Sutherlin, Oregon	0.00	0.00

2025 APA Safety & Health Awards

3-Year Safety Award (2023 – 2025)

Division I – Plywood	WIR	TIR
RoyOMartin Chopin, Louisiana	2.93	0.69
Division II – OSB	WIR	TIR
LP Jasper, Texas	0.00	0.00
Division III – Glulam, CLT, I-Joist, LVL and SCL	WIR	TIR
Domtar Larouche, Quebec, Canada	0.00	0.00

Safety Improvement Award (2023 – 2025)

Division I – Plywood

	2023 WIR	2024 WIR	2025 WIR
Boise Cascade Company Florien, Louisiana	17.54	5.24	2.35
	2023 TIR	2024 TIR	2025 TIR
86.58% Improvement	2.14	1.47	0.43

Division II – OSB

	2023 WIR	2024 WIR	2025 WIR
LP Swan Valley Minitonas, Manitoba, Canada	2.25	0.44	0.00
	2023 TIR	2024 TIR	2025 TIR
100% Improvement	0.45	0.44	0.00

Division III – Glulam, CLT, I-Joist, LVL and SCL

	2023 WIR	2024 WIR	2025 WIR
Boise Cascade Company Alexandria Lena, Louisiana	21.28	19.38	0.00
	2023 TIR	2024 TIR	2025 TIR
100% Improvement	2.66	2.65	0.00

2025 APA Safety & Health Awards

WIR Formula

Restricted work, lost time, fatality (employee or service provider working on site) and other recordable incidents for each mill are used to calculate a Weighted Incident Rate (WIR) for each mill using the following formula:

$$\text{Mill WIR} = \frac{(25 \times F + 10 \times LT + 5 \times RW + R) \times 200,000}{\text{Mill Hours}}$$

Where:

WIR = Mill's Weighted Incident Rate for the year

F = Mill's Fatalities (Employees or Service Providers) for the year

LT = Mill's Lost Time Incidents for the year

RW = Mill's Restricted Work Incidents for the year

R = Mill's Other Recordable Incidents for the year

2025 APA Safety & Health Awards

Incident-Free Honor Society

Company Location	Product	WIR	TIR
Boise Cascade Company Alexandria Lena, Louisiana	IJ/LVL	0.00	0.00
Canfor El Dorado, Arkansas	Glulam	0.00	0.00
Domtar Larouche, Quebec, Canada	IJ	0.00	0.00
LP Peace Valley Fort St. John, British Columbia, Canada	OSB	0.00	0.00
LP Houlton, Maine	OSB	0.00	0.00
LP Jasper, Texas	OSB	0.00	0.00
LP Swan Valley Minitonas, Manitoba, Canada	OSB	0.00	0.00
LP Newberry, Michigan	OSB	0.00	0.00
LP Sagola, Michigan	OSB	0.00	0.00
Murphy Company Sutherlin, Oregon	LVL	0.00	0.00
West Fraser Guntown, Mississippi	OSB	0.00	0.00
West Fraser Joanna Kinards, South Carolina	OSB	0.00	0.00

2025 Industry Survey

Alphabetical

Company Location	Product	WIR	TIR
Boise Cascade Company Alexandria Lena, Louisiana	IJ/LVL	0.00	0.00
Boise Cascade Company Chapman, Alabama	PLY	6.56	0.94
Boise Cascade Company Chester, South Carolina	PLY	18.95	2.30
Boise Cascade Company Elgin, Oregon	PLY	10.35	2.59
Boise Cascade Company Florien, Louisiana	PLY	2.35	0.43
Boise Cascade Company Havana, Florida	PLY	5.92	1.87
Boise Cascade Company Homedale, Idaho	Glulam	10.43	5.21
Boise Cascade Company Kettle Falls, Washington	PLY	11.61	2.64
Boise Cascade Company Medford, Oregon	PLY	22.29	3.04
Boise Cascade Company Oakdale, Louisiana	PLY	6.87	2.11
Boise Cascade Company Rogue Valley White City, Oregon	PLY	39.22	4.71
Boise Cascade Company St. Jacques, New Brunswick, Canada	IJ	15.47	2.81
Boise Cascade Company Thorsby, Alabama	LVL	4.20	1.05
Boise Cascade Company White City, Oregon	IJ/LVL	18.28	2.81
Canfor El Dorado, Arkansas	Glulam	0.00	0.00

2025 Industry Survey

Alphabetical (Continued)

Company Location	Product	WIR	TIR
Canfor Washington, Georgia	Glulam	19.94	3.63
Domtar Larouche, Quebec, Canada	IJ	0.00	0.00
Domtar St. Prime, Quebec, Canada	IJ	16.69	1.67
Element5 St. Thomas, Ontario, Canada	Glulam	88.42	17.07
Hood Industries, Inc. Beaumont, Mississippi	PLY	9.28	0.93
Hood Industries, Inc. Wiggins, Mississippi	PLY	6.34	0.76
Hunt Forest Products, LLC Pollock, Louisiana	PLY	12.63	1.76
Interfor (EACOM) Sault Ste. Marie, Ontario Canada	IJ	12.99	3.25
LP Carthage, Texas	OSB	9.69	1.82
LP Clarke County Thomasville, Alabama	OSB	2.41	0.80
LP Dawson Creek, British Columbia, Canada	OSB	0.55	0.55
LP Hanceville, Alabama	OSB	3.20	1.07
LP Hayward, Wisconsin	OSB	7.24	1.03
LP Houlton, Maine	OSB	0.00	0.00
LP Jasper, Texas	OSB	0.00	0.00

2025 Industry Survey

Alphabetical (Continued)

Company Location	Product	WIR	TIR
LP Lautaro, Chile	OSB	6.73	2.07
LP Maniwaki, Quebec, Canada	OSB	4.21	0.84
LP Newberry, Michigan	OSB	0.00	0.00
LP Panguipulli, Chile	OSB	0.36	0.36
LP Peace Valley Fort St. John, British Columbia, Canada	OSB	0.00	0.00
LP Ponta Grossa, Brazil	OSB	0.34	0.34
LP Roxboro, North Carolina	OSB	14.76	2.27
LP Sagola, Michigan	OSB	0.00	0.00
LP Swan Valley Minitonas, Manitoba, Canada	OSB	0.00	0.00
LP Tomahawk, Wisconsin	OSB	6.27	0.63
LP Two Harbors, Minnesota	OSB	0.64	0.64
Murphy Company Rogue River, Oregon	PLY	5.09	5.09
Murphy Company Sutherlin, Oregon	LVL	0.00	0.00
PWT Burlington, Washington	IJ	8.20	1.09
PWT Red Bluff, California	IJ	15.75	1.57

2025 Industry Survey

Alphabetical (Continued)

Company Location	Product	WIR	TIR
PWT Wilmington, North Carolina	LVL	20.90	5.77
PWT Golden, British Columbia, Canada	LVL	28.85	2.89
PotlatchDeltic Corporation St. Maries, Idaho	PLY	4.29	1.17
QB Corporation Salmon, Idaho	Glulam	61.91	19.81
Rosboro Springfield, Oregon	Glulam	11.91	2.38
Rosboro Vaughn, Oregon	Glulam	9.81	4.20
Roseburg Forest Products Company Chester, South Carolina	SCL	0.95	0.95
Roseburg Forest Products Company Coquille, Oregon	PLY	24.63	3.60
Roseburg Forest Products Company Riddle, Oregon	IJ/LVL	21.17	5.68
Roseburg Forest Products Company Riddle, Oregon	PLY	28.17	5.12
RoyOMartin Chopin, Louisiana	PLY	3.47	0.65
RoyOMartin Corrigan, Texas	OSB	13.41	2.01
RoyOMartin Oakdale, Louisiana	OSB	4.75	0.47
Smartlam Columbia Falls, Montana	Glulam	3.65	3.65
Smartlam Dothan, Alabama	Glulam	22.99	3.28
Timber Products Grants Pass, Oregon	PLY	16.07	3.63

2025 Industry Survey

Alphabetical (Continued)

Company Location	Product	WIR	TIR
Tolko Industires Ltd. Athabasca Slave Lake, Alberta, Canada	OSB	1.03	1.03
Tolko Industries Ltd. Armstrong, British Columbia, Canada	PLY	12.04	2.29
Tolko Industries Ltd. Heffley Creek Kamloops, British Columbia, Canada	PLY	38.80	4.85
Tolko Industries Ltd. High Prairie, Alberta, Canada	OSB	22.18	4.09
Tolko Industries Ltd. Meadow Lake, Saskatchewan, Canada	OSB	13.14	1.31
West Fraser Allendale Fairfax, South Carolina	OSB	27.16	2.72
West Fraser Barwick	OSB	16.17	3.52
West Fraser Bemidji, Minnesota	OSB	6.97	1.27
West Fraser Chambord, Quebec	OSB	28.91	6.13
West Fraser Cordele, Georgia	OSB	6.11	0.61
West Fraser Grande Prairie	OSB	0.52	0.52
West Fraser Guntown, Mississippi	OSB	0.00	0.00
West Fraser Huguley Lanett, Alabama	OSB	1.52	1.52
West Fraser Jefferson, Texas	OSB	23.11	2.98

2025 Industry Survey

Alphabetical (Continued)

Company Location	Product	WIR	TIR
West Fraser Joanna Kinards, South Carolina	OSB	0.00	0.00
West Fraser Nacogdoches, Texas	OSB	8.03	1.61
Western Forest Products Vancouver, Washington	Glulam	16.12	3.22
Western Forest Products Washougal, Washington	Glulam	59.97	7.20
Weyerhaeuser Arcadia Simsboro, Louisiana	OSB	0.57	0.57
Weyerhaeuser Elkin, North Carolina	OSB	20.77	4.54
Weyerhaeuser Grayling, Michigan	OSB	12.40	1.77
Weyerhaeuser Kalispell, Montana	PLY	41.18	4.79
Weyerhaeuser Sutton Heaters, West Virginia	OSB	22.05	3.15
Winston Plywood & Veneer Louisville, Mississippi	PLY	1.72	0.17
Average Weighted and Total Incident Rates		10.87	2.00

2025 Industry Survey

Sorted by Member Division

Division I – Plywood

Company Location	Product	WIR	TIR
Winston Plywood & Veneer Louisville, Mississippi	PLY	1.72	0.17
Boise Cascade Company Florien, Louisiana	PLY	2.35	0.43
RoyOMartin Chopin, Louisiana	PLY	3.47	0.65
PotlatchDeltic Corporation St. Maries, Idaho	PLY	4.29	1.17
Murphy Company Rogue River, Oregon	PLY	5.09	5.09
Boise Cascade Company Havana, Florida	PLY	5.92	1.87
Hood Industries, Inc. Wiggins, Mississippi	PLY	6.34	0.76
Boise Cascade Company Chapman, Alabama	PLY	6.56	0.94
Boise Cascade Company Oakdale, Louisiana	PLY	6.87	2.11
Hood Industries, Inc. Beaumont, Mississippi	PLY	9.28	0.93
Boise Cascade Company Elgin, Oregon	PLY	10.35	2.59
Boise Cascade Company Kettle Falls, Washington	PLY	11.61	2.64
Tolko Industries Ltd. Armstrong, British Columbia, Canada	PLY	12.04	2.29
Hunt Forest Products, LLC Pollock, Louisiana	PLY	12.63	1.76
Timber Products Grants Pass, Oregon	PLY	16.07	3.63

2025 Industry Survey

Sorted by Member Division

Division I – Plywood (Continued)

Company Location	Product	WIR	TIR
Boise Cascade Company Chester, South Carolina	PLY	18.95	2.30
Boise Cascade Company Medford, Oregon	PLY	22.29	3.04
Roseburg Forest Products Company Coquille, Oregon	PLY	24.63	3.60
Roseburg Forest Products Company Riddle, Oregon	PLY	28.17	5.12
Tolko Industries Ltd. Heffley Creek Kamloops, British Columbia, Canada	PLY	38.80	4.85
Boise Cascade Company Rogue Valley White City, Oregon	PLY	39.22	4.71
Weyerhaeuser Kalispell, Montana	PLY	41.18	4.79
Average Weighted and Total Incident Rates		12.05	2.08

2025 Industry Survey

Sorted by Member Division

Division II – OSB

Company Location	Product	WIR	TIR
LP Swan Valley Minitonas, Manitoba, Canada	OSB	0.00	0.00
LP Sagola, Michigan	OSB	0.00	0.00
LP Peace Valley Fort St. John, British Columbia, Canada	OSB	0.00	0.00
LP Jasper, Texas	OSB	0.00	0.00
LP Houlton, Maine	OSB	0.00	0.00
LP Newberry, Michigan	OSB	0.00	0.00
West Fraser Guntown, Mississippi	OSB	0.00	0.00
West Fraser Joanna Kinards, South Carolina	OSB	0.00	0.00
LP Ponta Grossa, Brazil	OSB	0.34	0.34
LP Panguipulli, Chile	OSB	0.36	0.36
West Fraser Grande Prairie	OSB	0.52	0.52
LP Dawson Creek, British Columbia, Canada	OSB	0.55	0.55
Weyerhaeuser Arcadia Simsboro, Louisiana	OSB	0.57	0.57
LP Two Harbors, Minnesota	OSB	0.64	0.64

2025 Industry Survey

Sorted by Member Division

Division II – OSB (Continued)

Company Location	Product	WIR	TIR
Tolko Industires Ltd. Athabasca Slave Lake, Alberta, Canada	OSB	1.03	1.03
West Fraser Huguley Lanett, Alabama	OSB	1.52	1.52
LP Clarke County Thomasville, Alabama	OSB	2.41	0.80
LP Hanceville, Alabama	OSB	3.20	1.07
LP Maniwaki, Quebec, Canada	OSB	4.21	0.84
RoyOMartin Oakdale, Louisiana	OSB	4.75	0.47
West Fraser Cordele, Georgia	OSB	6.11	0.61
LP Tomahawk, Wisconsin	OSB	6.27	0.63
LP Lautaro, Chile	OSB	6.73	2.07
West Fraser Bemidji, Minnesota	OSB	6.97	1.27
LP Hayward, Wisconsin	OSB	7.24	1.03
West Fraser Nacogdoches, Texas	OSB	8.03	1.61
LP Carthage, Texas	OSB	9.69	1.82

2025 Industry Survey

Sorted by Member Division

Division II – OSB (Continued)

Company Location	Product	WIR	TIR
Weyerhaeuser Grayling, Michigan	OSB	12.40	1.77
Tolko Industries Ltd. Meadow Lake, Saskatchewan, Canada	OSB	13.14	1.31
RoyOMartin Corrigan, Texas	OSB	13.41	2.01
LP Roxboro, North Carolina	OSB	14.76	2.27
West Fraser Barwick	OSB	16.17	3.52
Weyerhaeuser Elkin, North Carolina	OSB	20.77	4.54
Weyerhaeuser Sutton Heaters, West Virginia	OSB	22.05	3.15
Tolko Industries Ltd. High Prairie, Alberta, Canada	OSB	22.18	4.09
West Fraser Jefferson, Texas	OSB	23.11	2.98
West Fraser Allendale Fairfax, South Carolina	OSB	27.16	2.72
West Fraser Chambord, Quebec	OSB	28.91	6.13
Average Weighted and Total Incident Rates		6.99	1.28

2025 Industry Survey

Sorted by Member Division

Division III – Glulam, CLT, I-Joist, LVL and SCL

Company Location	Product	WIR	TIR
Boise Cascade Company Alexandria Lena, Louisiana	IJ/LVL	0.00	0.00
Murphy Company Sutherlin, Oregon	LVL	0.00	0.00
Canfor El Dorado, Arkansas	Glulam	0.00	0.00
Domtar Larouche, Quebec, Canada	IJ	0.00	0.00
Roseburg Forest Products Company Chester, South Carolina	SCL	0.95	0.95
Smartlam Columbia Falls, Montana	Glulam	3.65	3.65
Boise Cascade Company Thorsby, Alabama	LVL	4.20	1.05
PWT Burlington, Washington	IJ	8.20	1.09
Rosboro Vaughn, Oregon	Glulam	9.81	4.20
Boise Cascade Company Homedale, Idaho	Glulam	10.43	5.21
Rosboro Springfield, Oregon	Glulam	11.91	2.38
Interfor (EACOM) Sault Ste. Marie, Ontario Canada	IJ	12.99	3.25
Boise Cascade Company St. Jacques, New Brunswick, Canada	IJ	15.47	2.81
PWT Red Bluff, California	IJ	15.75	1.57
Western Forest Products Vancouver, Washington	Glulam	16.12	3.22
Domtar St. Prime, Quebec, Canada	IJ	16.69	1.67

2025 Industry Survey

Sorted by Member Division

Division III – Glulam, CLT, I-Joist, LVL and SCL

Company Location	Product	WIR	TIR
Boise Cascade Company White City, Oregon	IJ/LVL	18.28	2.81
Canfor Washington, Georgia	Glulam	19.94	3.63
PWT Wilmington, North Carolina	LVL	20.90	5.77
Roseburg Forest Products Company Riddle, Oregon	IJ/LVL	21.17	5.68
Smartlam Dothan, Alabama	Glulam	22.99	3.28
PWT Golden, British Columbia, Canada	LVL	28.85	2.89
Western Forest Products Washougal, Washington	Glulam	59.97	7.20
QB Corporation Salmon, Idaho	Glulam	61.91	19.81
Element5 St. Thomas, Ontario, Canada	Glulam	88.42	17.07
Average Weighted and Total Incident Rates		17.09	3.47

Safety & Health Awards Program 2025 Award Winners & Industry Survey

APA HEADQUARTERS

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REPRESENTING THE ENGINEERED WOOD INDUSTRY