

DIVERSITY & INCLUSION GOING FORWARD

Weyerhaeuser Diversity Report

2009 | 10



A MESSAGE FROM OUR CEO



To survive, a forest relies on a wide variety of species, living together and dependent on one another. Every ecosystem needs biodiversity to adapt and prosper over the long term.

The same is true in the workplace. For companies like Weyerhaeuser, diversity is not only about compliance or equal opportunity—it's also about survival. For our business to thrive as our forests do, we must build a diverse team of talented people who bring a wealth of ideas and perspectives to every challenge we face.

It takes vision to build such a team. It takes time and discipline. Above all, it takes action. We set high expectations and hold ourselves accountable for getting results. This report shares our progress and highlights the work we are doing, both inside and outside our company.

As we strive to reach our diversity and inclusion goals, we become better equipped to achieve our vision of creating sustainable land and forest solutions for the world.

A handwritten signature in black ink that reads "Dan S. Fulton". The signature is fluid and cursive, with a long horizontal line extending to the right.

Dan Fulton
President and CEO
Weyerhaeuser Company

DIVERSITY & INCLUSION AT WEYERHAEUSER

Progress report

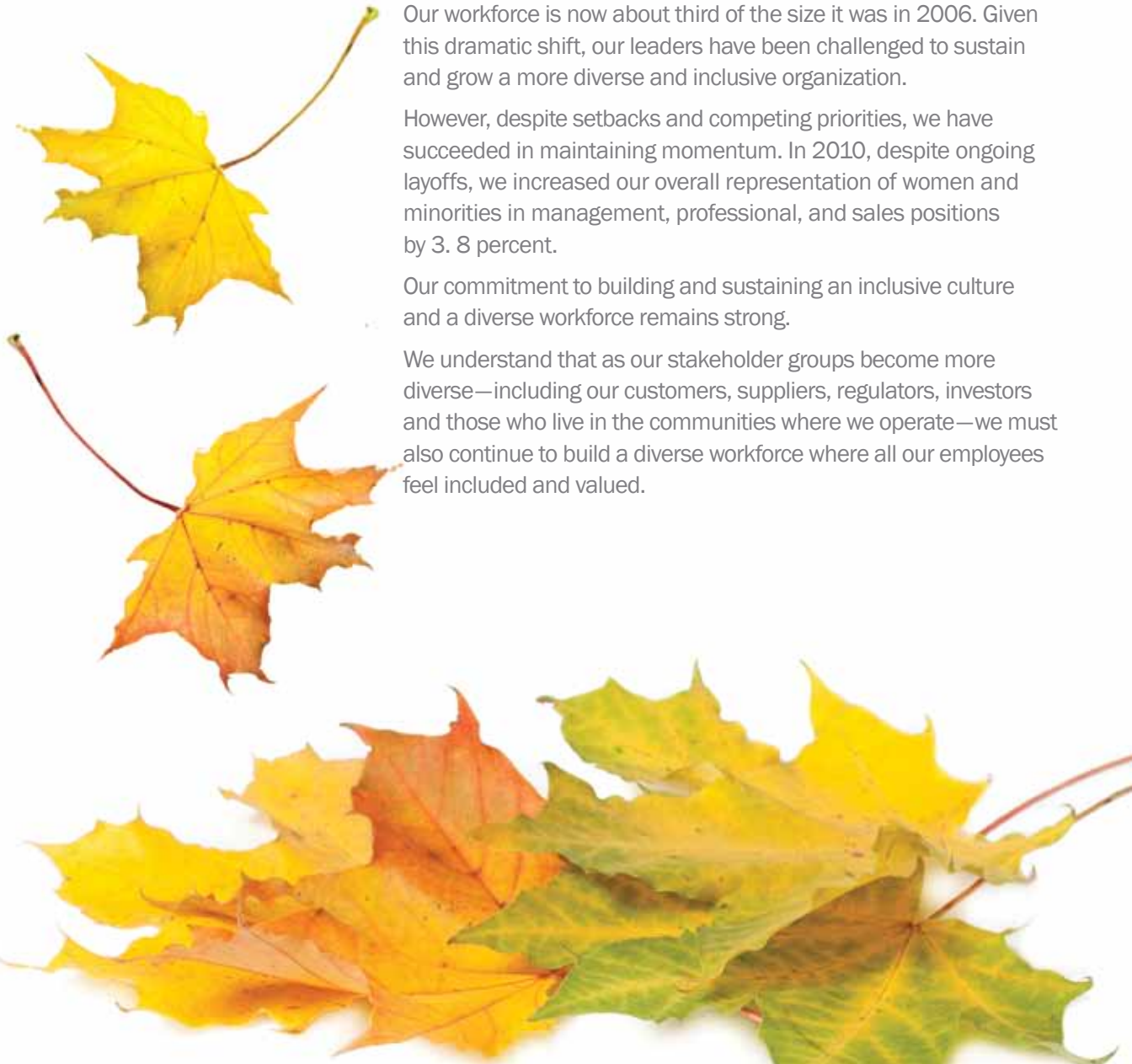
Weyerhaeuser's workforce has continued to experience significant change, largely driven by the protracted economic downturn.

Our workforce is now about third of the size it was in 2006. Given this dramatic shift, our leaders have been challenged to sustain and grow a more diverse and inclusive organization.

However, despite setbacks and competing priorities, we have succeeded in maintaining momentum. In 2010, despite ongoing layoffs, we increased our overall representation of women and minorities in management, professional, and sales positions by 3.8 percent.

Our commitment to building and sustaining an inclusive culture and a diverse workforce remains strong.

We understand that as our stakeholder groups become more diverse—including our customers, suppliers, regulators, investors and those who live in the communities where we operate—we must also continue to build a diverse workforce where all our employees feel included and valued.



OUR STRATEGIC DIVERSITY FRAMEWORK

Making progress through disciplined focus

All employees at Weyerhaeuser are accountable for respectful and inclusive behavior. Our Strategic Diversity Framework guides leaders and employees on our quest to build a more diverse and inclusive workplace. The framework focuses on five high-impact action areas:

1. LEADERSHIP ROLE MODELING

Visible measurement: All our business and functional leaders identify diversity as a key performance indicator on their monthly scorecards. They each track workforce representation and the rate placements against opportunities for women and minorities in the management, professional and sales categories.

Employee training: In 2010, we developed the Inclusive Leader Learning Series, which will begin with a session for the CEO and senior management team and then cascade throughout the organization, led by managers and supervisors. The training focuses on four leadership behaviors: building trust, expanding circles of influence, demonstrating commitment to diversity and inclusion, and providing equal opportunity for growth and development.

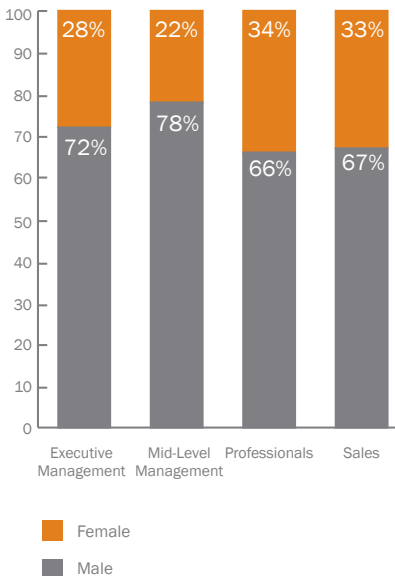
2. ACCOUNTABILITY AND GOVERNANCE

Compliance: In 2009, Weyerhaeuser completed a U.S. Department of Labor Corporate Management Compliance Evaluation (“glass-ceiling audit”), during which no major areas of concern were found.

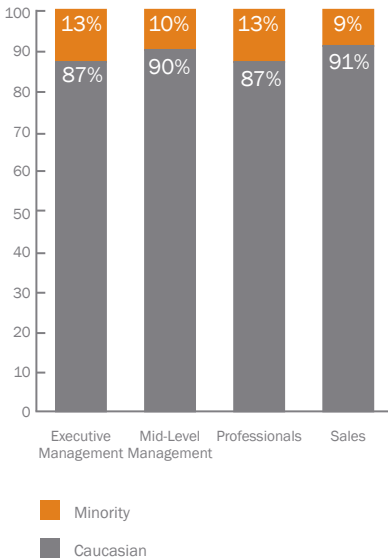
Harassment: All employees are required to complete Harassment Prevention Training every two years to ensure they understand our values and policies regarding respectful workplace behavior.

Affirmative action: All facilities with more than 50 employees have plans in place with strategies to address any placement gaps.

JOB BREAKDOWN BY GENDER
(as of December 2010)



**JOB BREAKDOWN
BY DEMOGRAPHIC GROUP**
(as of December 2010)



3. TALENT MANAGEMENT

Retention: As a result of significant downsizing in the last several years, our current emphasis is on retention. We continue to monitor voluntary quit rates among our diverse populations.

4. WORK CLIMATE AND CULTURE

Employee engagement: In 2010, we updated our process to assess employee engagement and will conduct a survey in 2011 to determine employee satisfaction levels.

Diversity business networks: Opportunities for growth, learning, and mentoring for a broad range of employees continue to be offered by these grassroots, company-sponsored groups: Women in Action; Weyerhaeuser Black Employee Alliance; Hispanic Opportunities for Leadership Advancement; Awareness that Conquers Challenges while Ensuring Safety and Support (for people touched by disabilities); Weyerhaeuser Asian Business Network; Veterans Employee Network; Generation Next (targeted at early-career employees); and Community Overcoming Labels, Opening Minds and Reducing Stereotypes (LGBTQ).

5. OUTREACH AND COMMUNITY RELATIONS

External relationships and support: We continue to maintain involvement in a number of important organizations, including the United Negro College Fund; the National Urban League, the National Society for Minorities in Agriculture; Natural Resources and Related Sciences; the Society of Women Engineers; Hire America’s Heroes; United Nations Alliance of Civilizations; and Equality, Diversity and Inclusion.

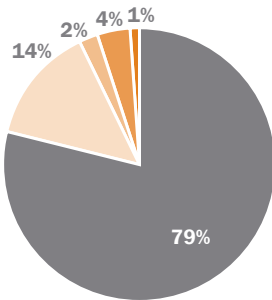
Supplier diversity: A task team sponsored by our procurement organization is reviving our supplier diversity program activities, which were previously scaled back due to competing priorities and limited resources.

EXTERNAL ACTIVITIES & RECOGNITION



Recent highlights

**WORKFORCE REPRESENTATION
TOTAL COMPANY BY
DEMOGRAPHIC GROUP**
(as of December 2010)



- African American
- Asian
- Hispanic
- Native American
- Caucasian

Building homes for families with special needs: To meet the changing needs of a growing diverse consumer base, one of our homebuilding companies, Winchester Homes, is now offering “universal design” options, such as special accessibility features for families with disabilities and aging parents.

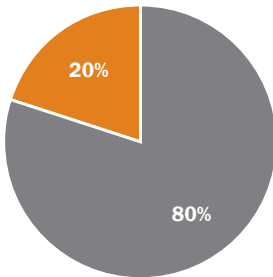
Respecting First Nations: In 2010, Weyerhaeuser Company Limited in Canada joined with several First Nations groups, the government of Ontario, and other forest products companies, to sign a historic shareholder-managed Sustainable Forest License for the Kenora Forest.

Promoting diversity and sustainability: Our chief diversity officer, Effenus Henderson, is working with E-3, an organization in Washington state that aims to shape teaching and learning strategies to focus on the connectedness of the environment, economy and education. Diversity and inclusion strategies have been integrated into the learning process.

Placing the spotlight on science: In 2010, Dr. Zakiya Leggett, a research scientist at Weyerhaeuser, was featured in the magazine *Diversity/Careers in Engineering and Information Technology* for her work in sustainability research on land and soil.

Becoming a workplace leader: The Seattle chapter of the Society of Human Resource Management named Weyerhaeuser a 2010 “Workplace Leader for Diversity and Inclusion” in the large-company category for western Washington corporations.

**WORKFORCE REPRESENTATION
TOTAL COMPANY BY GENDER**
(as of December 2010)



Female
Male

Sharing best practices: Effenus Henderson, our chief diversity officer, has been asked by the national Society of Human Resource Management office to co-lead a national effort to develop certification standards for chief diversity officers and for diversity and inclusion programs and metrics. Henderson was previously acknowledged by the organization as one of the “100 Top Global Diversity Thought Leaders.”

Garnering reader accolades: In 2010, Weyerhaeuser was identified as a “Diversity-Minded Company in Green Technology” and as “Best Diversity Company” by the readers of *Diversity/Careers in Engineering and Information Technology* magazine.

Promoting cultural diversity: Effenus Henderson, our chief diversity officer, has been tapped as an adviser to the Global Dialogue Foundation, an organization in Melbourne, Australia, that partners with the United Nations to promote cultural diversity and inclusion dialogue in the Far East. Henderson continues to advise leaders at the United Nations on intercultural and interreligious diversity matters.

Achieving distinction: Effenus Henderson, our chief diversity officer, was named to *Savoy* Magazine’s 2010 list of the “Top 100 Most Influential Blacks in Corporate America.” He was also selected by the National Urban League as the 2010 recipient of the Collins Award for distinctive service and commitment, an honor presented to Henderson at the organization’s centennial convention in Washington, D.C.



FOR MORE INFORMATION

EFFENUS HENDERSON

Chief Diversity Officer

effenus.henderson@weyerhaeuser.com

SANDI RYDER

Equal Employment Opportunity and Affirmative Action Compliance Manager

sandi.ryder@weyerhaeuser.com

Learn more at:

www.weyerhaeuser.com/sustainability/diversity

