

## NOTICE OF CLOSING OR SUBSTANTIAL LAYOFF

The Worker Adjustment and Retraining Notification Act of 1988 (P.L. 100-379) requires certain employers to give at least 60 days notice of mass layoffs or plant/facility closings. Notice must be given to the state Dislocated Worker Unit, local government and employees. Failure to do so makes an employer liable to each aggrieved employee for back pay for each day of violation and benefits. In addition, any such employer shall be subject to a civil penalty of not more than \$500 for each day of violation.

State notice must be submitted to: John B. Weber, Bureau Chief  
Bureau of ~~WORKFORCE SERVICES~~ *OWD*  
Ohio Department of Job and Family Services  
~~4020 E. Fifth Ave~~  
Columbus, Ohio ~~43219~~

The following information must be included:

<p>1. Employer name and address</p> <p style="margin-left: 40px;"><i>Necnah Paper Co.</i> <i>700 W. Court St.</i> <i>Urbana, OH 43078</i></p>	<p>1a. Site of dislocation (plant/facility address):</p> <p style="margin-left: 40px;"><i>Necnah Paper Co.</i> <i>700 W. Court St.</i> <i>Urbana, OH 43072</i></p>																				
<p>2. Total Ohio workforce:</p> <p style="margin-left: 40px;"><u>180</u> full time    <u>0</u> part time</p>	<p>3. Total site workforce:</p> <p style="margin-left: 40px;"><u>180</u> full time    <u>0</u> part time</p>																				
<p>4. Nature of planned action:</p> <p style="margin-left: 40px;"><input checked="" type="checkbox"/> Plant closing    <input type="checkbox"/> Mass layoff</p>	<p>4a. Anticipated duration of action:</p> <p style="margin-left: 40px;"><input checked="" type="checkbox"/> Permanent    <input type="checkbox"/> Temporary</p>																				
<p>5. If action is temporary, expected duration:</p>																					
<p>6. Employment loss:</p> <p style="margin-left: 40px;">Number of permanent jobs lost : <u>180</u></p> <p style="margin-left: 40px;">Number of temporary jobs lost: <u>0</u></p>	<p>7. Effective date of initial separation</p> <p style="margin-left: 40px;"><u>9-15-07</u></p>																				
<p>8a. Is separation phased?</p> <p style="margin-left: 40px;"><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</p>	<p>8. If separation is phased, a schedule is attached that includes <i>Dates Unknown</i></p> <p style="margin-left: 40px;">dates of separation and number of affected workers.    <input type="checkbox"/> Yes    <input checked="" type="checkbox"/> No</p>																				
<p>9. Attached is a list of all affected job titles and the number of affected employees in each job classification.</p> <p style="text-align: right;"><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</p>																					
<p>10. Are all or any of these job titles covered by bumping rights?</p> <p style="text-align: right;"><input type="checkbox"/> Yes    <input checked="" type="checkbox"/> No</p>																					
<p>11. List each union representing affected employees (attach a list if necessary)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"> <p>Union and local number</p> <p><i>United Steelworkers 5-0587</i></p> </td> <td style="width: 50%;"> <p>Address</p> <p><i>777 Dearborn Park Lane J</i></p> </td> </tr> <tr> <td> <p>Union chief elected official</p> <p><i>Mike McAdams / Gary Lucas</i></p> </td> <td> <p><i>Columbus, OH 43085</i></p> </td> </tr> <tr> <td> <p>Telephone</p> <p><i>614-888-6784</i></p> </td> <td></td> </tr> </table>		<p>Union and local number</p> <p><i>United Steelworkers 5-0587</i></p>	<p>Address</p> <p><i>777 Dearborn Park Lane J</i></p>	<p>Union chief elected official</p> <p><i>Mike McAdams / Gary Lucas</i></p>	<p><i>Columbus, OH 43085</i></p>	<p>Telephone</p> <p><i>614-888-6784</i></p>															
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<p>12. Corporate contact person:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Name</td> <td><i>Karen Yowler</i></td> </tr> <tr> <td>Address</td> <td><i>700 W. Court St</i></td> </tr> <tr> <td></td> <td><i>Urbana, OH 43072</i></td> </tr> <tr> <td>Telephone</td> <td><i>937-653-2520</i></td> </tr> </table>	Name	<i>Karen Yowler</i>	Address	<i>700 W. Court St</i>		<i>Urbana, OH 43072</i>	Telephone	<i>937-653-2520</i>	<p>13. Authorized Corporate Official:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Signature</td> <td></td> </tr> <tr> <td>Name</td> <td><i>Bill McCarthy</i></td> </tr> <tr> <td>Title</td> <td><i>VP Fin Analysis Investor Relations</i></td> </tr> <tr> <td>Address</td> <td><i>3460 Preston Ridge Rd, Ste 600</i></td> </tr> <tr> <td></td> <td><i>Alpharetta, GA 30005</i></td> </tr> <tr> <td>Telephone</td> <td><i>678-518-3278</i></td> </tr> </table>	Signature		Name	<i>Bill McCarthy</i>	Title	<i>VP Fin Analysis Investor Relations</i>	Address	<i>3460 Preston Ridge Rd, Ste 600</i>		<i>Alpharetta, GA 30005</i>	Telephone	<i>678-518-3278</i>
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