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November 17, 2008

Chong-Anna Canfora  
Director, Rapid Response Section  
Michigan Department of Labor & Economic Growth  
611 West Ottawa Street, 4<sup>th</sup> Floor  
P.O. Box 30004  
Lansing, Michigan 48909

Dear Director Canfora:

We regret to inform you that International Paper Company has made the difficult decision to close its Monroe, Michigan facility located at 7986 N. Telegraph Rd, Newport, MI 48166. This is anticipated to be a permanent closure of the entire facility.

Job eliminations related to this closure are anticipated to begin effective January 16, 2009. Attached to this letter is a listing of job titles of affected positions, the number of affected employees in each job classification, and the anticipated schedule of these job eliminations. The employees are not represented by a union, and no bumping rights exist.

This notice is intended to satisfy the requirements of the Worker Adjustment and Retraining Notification Act, if applicable. If further information is required, you may contact me by telephone at 269-217-1136.

Respectfully,



John Regan  
Region Human Resources Manager  
International Paper Company

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RAPID RESPONSE  
WORKFORCE PROGRAM

**WARN Notice: Monroe, MI  
Job Classifications and Employee Census**

<b>Job Classification</b>	<b>Number Of Employees Impacted</b>	<b>Planned Termination Date</b>
ASSISTANT DESIGNER	1	1/16/2009
CATCHER	3	1/16/2009
DEMAND FLOW PLANNER 2	1	1/16/2009
GLUE LINE	3	1/16/2009
HILO DRIVER	2	1/16/2009
MACHINE OPERATOR A	5	1/16/2009
MACHINE OPERATOR B	8	1/16/2009
MAINTENANCE	1	1/16/2009
MAINTENANCE LEADER	1	2/28/2009
PRODUCTION LEADER	1	1/16/2009
PRODUCTION SUPERVISOR	1	1/16/2009
RESOURCE PLANNING SUPPORT	1	1/16/2009
SAW AREA LEADER	1	1/16/2009
TECHNICAL SERVICES REP	1	1/16/2009
TOOL AND DIE MAKER	1	1/16/2009
WAREHOUSE LEADER	1	1/16/2009
ACCOUNTING CLERK	2	1/16/2009
ASSISTANT CONTROLLER	1	4/30/2009
BILL OF MATERIALS STRUCTURER	1	1/16/2009
COMPLEX GENERAL MANAGER	1	4/30/2009
CONTROLLER	1	4/30/2009
CUSTOMER SERVICE REP	3	1/16/2009
MRP SYSTEM ADMINISTRATOR	1	3/31/2009
PACKAGING ENGINEER	1	1/31/2009
PACKAGING ENGINEER	1	2/28/2009
PROGRAM MANAGER	1	3/31/2009
PURCHASING MANAGER	1	3/31/2009
SALES MANAGER	1	1/16/2009
SALES REPRESENTATIVE	1	1/16/2009
SALES REPRESENTATIVE	1	1/31/2009
STRUCTURAL DESIGNER	3	1/16/2009
<b>TOTAL</b>	<b>52</b>	