



12850 E. 9 MILE ROAD
WARREN, MI 48089

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October 3, 2008

Chong-Anna Canfora
Director, Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th 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 Warren, Michigan Plant located at 12850 E. 9 Mile Road, Warren, Michigan 48089. This is anticipated to be a permanent closure of the entire facility.

Job eliminations related to this closure are anticipated to take place between December 2, 2008 and December 15, 2008, inclusive. 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.

Some of the affected employees are represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. Some of the affected employees are represented by the Service Employees International Union. The names and addresses of the chief elected officials of these Unions are:

Fred Norris
Staff Representative
United Steelworkers
13233 Hancock Drive
Taylor, MI 48180

James Barton
International Representative
Service Employees International Union
2300 Ashland Avenue, Room 212
Toledo, OH 43620

Leonard Kiner
President, USW Local 2-1035
28968 Glen Arden Street
Farmington Hills, MI 48334

Andy Stern
President, SEIU
1800 Massachusetts Avenue, NW
Washington, DC 20036

Leo W. Gerard
International President
United Steelworkers
Five Gateway Center
Pittsburgh, Pa. 15222

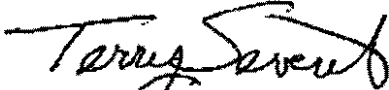
As this is a closure of the entire facility, no bumping rights exist.

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This notice is intended to satisfy the requirements of the Worker Adjustment and Retraining Notification Act. If further information is required, you may contact me at International Paper Company, 12850 E. 9 Mile Road, Warren, Michigan 48089. My telephone number is 269-506-6302.

Respectfully,

A handwritten signature in black ink, appearing to read "Terry Severit". The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Terry Severit
Human Resources Manager
International Paper Company

**WARN NOTICE: WARREN, MICHIGAN CONTAINER PLANT
JOB CLASSIFICATION AND EMPLOYEE CENSUS**

JOB TITLE	NUMBER OF EMPLOYEES	PROJECTED SEVERANCE DATE
Planner/Scheduler	1	12/15/2008
Site Manager	1	12/15/2008
Supv Maintenance	1	12/15/2008
Supv Gen Mfg	1	12/15/2008
Supv Production II	6	12/15/2008
Rep QC/Tech Svc	1	12/15/2008
Spec Acctg IV	1	12/15/2008
Rep Cust Svc III	2	12/15/2008
Rep Cust Svc II	1	12/15/2008
Knife Operator	2	12/15/2008
Knife Opr Asst	1	12/15/2008
Finish Mach Opr	13	12/15/2008
Finish Mach Asst	11	12/15/2008
Fork Lift Opr	9	12/15/2008
Off-Bearer	3	12/15/2008
Corrugator Opr	2	12/15/2008
Double Backer Opr	2	12/15/2008
Starch Maker	2	12/15/2008
Die Mounter/Repair	2	12/15/2008
Strapper Opr	3	12/15/2008
Laborer	9	12/15/2008
Lead Person	1	12/15/2008
Janitor	1	12/15/2008
Journey Level Mech	7	12/15/2008
TOTAL	82	