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OHIO DEPARTMENT  
JOB & FAMILY SERVICES

2011 OCT 20 P 4: 12

OFFICE OF  
WORKFORCE DEVELOPMENT

## WARN ACT NOTICE

October 20, 2011

Kathy Maybriar  
Office of Workforce Development  
Ohio Department of Job & Family Services  
4020 East Fifth Ave, P.O. Box 1618  
Columbus, 43216  
Fax: (614)728-5938  
Email: [Kathy.Maybriar@jfs.ohio.gov](mailto:Kathy.Maybriar@jfs.ohio.gov)

RE: Smart Papers Holdings LLC, Hamilton, Ohio

Dear Ohio Dislocation Worker Unit:

This notice is to inform you that SMART Papers Holdings LLC may be closing its 601 North B Street, Hamilton Ohio operations and laying off its employees. The timing of the layoffs will be dependent upon the volume of customer orders during the wind down period and are expected to be permanent. We had hoped to avoid this action. The US economic slowdown has intensified the effects of reduced commercial demand and the rapid expansion of low-priced Asian coated paper manufacturing, the increased costs of raw materials and chemicals, and the uncertainty on cost requirements of pending EPA legislation have all contributed to the decision to closing the facility.

SMART Papers will lay off its employees in three different groupings. The first group (see Attachment I) of employees are expected to be laid off between December 19 and December 30, 2011. A second group (see Attachment II) of employees will be laid off between January 10 and January 24, 2012. The remaining employees (see Attachment III) are expected to be laid off between February 15 and February 29, 2012. As noted in the previous paragraph, the exact timing of the layoffs will be dependent on a number of factors, and we will keep you apprised of any anticipated changes.

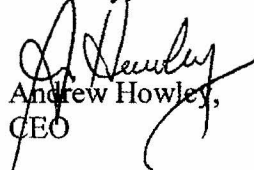
Bargaining Unit employees covered under the current labor agreement with USW, Local 1967. The name of the local union official representing the bargaining unit employees at Smart Papers is Paul Houston, President, and his contact information is USW, Local 1967, 1050 Millville Avenue, Hamilton, Ohio 45013, telephone number 513-868-8417 or cell 513.310.7104.

YOU'RE BRILLIANT. WE'RE SMART. IMAGINE THE POSSIBILITIES.



Attached (Attachments I, II, III) please find a list of the job titles of positions affected and the number of affected employees in each job classification. For more information, please contact Susan D. Carpenter, Director of Human Resources at 513.869.5237 (cell # 513.460.0652) or [susan.carpenter@smartpapers.com](mailto:susan.carpenter@smartpapers.com).

Sincerely,

  
Andrew Howley,  
CEO

Attachment  
**FACSIMILE & CERTIFIED MAIL**

YOU'RE BRILLIANT. WE'RE SMART. IMAGINE THE POSSIBILITIES.

SMART PAPERS HOLDINGS LLC

601 NORTH B STREET HAMILTON, OHIO 45013

PHONE 800.443.9773 FAX 513.869.5062

[WWW.SMARTPAPERS.COM](http://WWW.SMARTPAPERS.COM)

## Attachment 1

Job title  
Manager of Mech Engineering & Maintenance  
Payroll Administrator  
Stores Supervisor  
Product Dev Assoc  
Reliability Electrical Engineer  
Production Engineer  
Product & Sustainability Manager  
Quality Engineer/Customer Satisfaction  
Director National Accounts  
Administrative Assistant III  
Sheet Converting Coordinator  
Utilities Operations Coordinator  
Manager of Environmental Affairs  
Order Service Specialist  
Assistant Credit Manager

## Attachment II

Job title

Roll Conversion Coordinator

Production Manager

Reliability Team Leader

Director of Digital Sales and Business Analysis

Fiber + Material Manager

Pricing Analyst

Senior Process Information & Controls Engineer

Master Planner

Chemical Additive Coordinator

Coating Technology Coordinator

Process Information & Controls Engineer

Senior Utility Engineer

Manager of Cash Operations

Operations Manager

Manager of Purchasing + Facilities

Casting/Roll Conversion Manager

## Attachment III

ne	Job title
	HR Generalist II
	Information Systems Engineer
	Safety/Health/Security & Contract Admin
	Senior Vice President of Operations
	Reliability Coord
	Director of HR/Administration
	Credit Manager
	Director of Product Services & Distribution
	Quality Manager
	Order Service Specialist
	Manager of Engineering & Maintenance
	Controller
	Sr Information Systems Engineer
	Information Systems Manager
	SMART Power Manager