



PAPERS

WARN ACT NOTICE

December 2, 2011
(Revised to Reflect Adjusted Dates)

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

RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES
2011 DEC -5 P 12:50
OFFICE OF
WORKFORCE DEVELOPMENT

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. On October 20, 2011 SMART Papers provided a WARN notice indicating expected lay off dates were based upon three groups with Group I occurring from December 19 and 30, 2011, Group II occurring from January 10-24, 2012, and Group III occurring from February 15-29, 2012. Originally we advised that the timing of the layoffs are dependent upon the volume of customer orders during the wind down period and such layoffs are expected to be permanent. Based upon the orders we have received since the announcement made in October, it is necessary to change the lay off period for most of those employees originally identified in Group I and Group II of the original WARN notification dated October 20, 2011.

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.

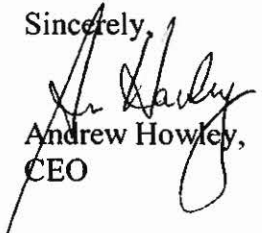
SMART Papers will lay off those employees highlighted in Attachment I as originally indicated in the October 20, 2011 notification and one other [REDACTED] will be extended from the original December 19-30, 2011 date to an amended lay off date of January 13, 2012. The remainder of the employees in Attachment I show a revised lay off period commencing on February 15, 2012 and ending on February 29, 2012. The exact timing of the layoffs will be dependent on a number of factors

which includes the production and shipping schedules. We will keep you apprised of any anticipated changes.

Bargaining Unit employees covered under the current labor agreement with USW, Local 1967 have certain bumping rights. 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 and cell number 513-310-7104.

Attached please find a list of the job titles of positions (Attachments I) 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.

Sincerely,


Andrew Howley,
CEO

Attachment
FACSIMILE & CERTIFIED MAIL

ATTACHMENT I

Last Name	First Name	Middle Name	Job title	Base Amount (annual)	Original Warn Date		Revised Warn Date	
					Date From	Date To	New Date From	New Date To
Originally Identified as Group I in October 20, 2011 Notification								
			Payroll Administrator		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Stores Supervisor		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Product Dev Assoc		12/19/2011	12/30/2011		
			Reliability Electrical Engineer		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Production Engineer		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Product & Sustainability Manager		12/19/2011	12/30/2011		
			Quality Engineer/Customer Satisfaction		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Director National Accounts		12/19/2011	12/30/2011	1/13/2012	
			Administrative Assistant III		12/19/2011	12/30/2011		
			Sheet Converting Coordinator		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Utilities Operations Coordinator		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Manager of Environmental Affairs		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Order Service Specialist		12/19/2011	12/30/2011	2/15/2012	2/29/2012
			Assistant Credit Manager		12/19/2011	12/30/2011		
Originally Identified as Group II in October 20, 2011 Notification								
			Roll Conversion Coordinator		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Production Manager		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Director of Digital Sales and Business Analys		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Fiber + Material Manager		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Pricing Analyst		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Senior Process Information & Controls Enginee		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Master Planner		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Chemical Additive Coordinator		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Coating Technology Coordinator		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Process Information & Controls Engineer		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Senior Utility Engineer		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Manager of Cash Operations		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Operations Manager		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Manager of Purchasing + Facilities		1/10/2012	1/24/2012	2/15/2012	2/29/2012
			Casting/Roll Conversion Manager		1/10/2012	1/24/2012	2/15/2012	2/29/2012



**PAPERS
WARN ACT NOTICE**

RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES

2011 NOV 22 P 3: 15

OFFICE OF
WORKFORCE DEVELOPMENT

November 22, 2011 (corrected)

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

RE: Smart Papers Holdings LLC, Hamilton, Ohio

Dear Ohio Dislocation Worker Unit:

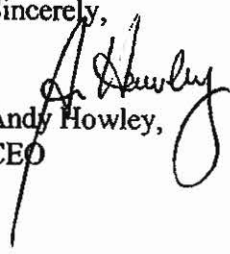
This notice is to inform you that SMART Papers Holdings LLC may be closing its 601 North B Street, Hamilton Ohio operations and laying off its employees. The timing of the layoffs will be dependent upon the volume of customer orders during the wind down period and are expected to be permanent. Although there are bumping rights for the hourly employees in accordance with the Labor Agreement, all employees will be affected by the layoff. 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.

The hourly employees (see Attachment I) are expected to be laid off between January 20, 2012 and February 4, 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.

Attached please find a list of the job titles of positions (Attachments I) 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.

Sincerely,


Andy Howley,
CEO

Attachment
CERTIFIED MAIL

ATTACHMENT I

Drum Operator
Quality Services Tech
Roll Converting Operator
Backtender
Stock Prep Operator
Electric Board Eng
Product Analyst
Pulper Furnisher
Steam Board Eng
Pulper Furnisher
Lead E+I Technician
Dept Relief
Lead Mech Technician
Lead Mech Technician
Sheeter Operator
Roll Converting Operator
Dept Relief
Lead E+I Technician
Clay Slurry Operator
Lead Mech Technician
Drum Operator
Shift Support w/License
Drum Operator
Lead Mech Technician
Steam Board Eng
Drum Operator
Drum Operator
Drum Operator
Steam Board Eng
Dept Relief
Shift Support w/License
Dept Relief
4th Hand
Shift Support w/License
Electric Board Eng
Machine Tender
Coater Operator
Winder Operator
Dept Relief
Lead E+I Technician
Asst Roll Converting Operator
Dept Relief
Lead E+I Technician
Dept Relief
Product Handler
Winder Operator
Roll Converting Operator
Water Engineer
Drum Operator
Shift Support w/License
Shift Support w/License
Shift Support w/License

ATTACHMENT I

Asst Roll Converting Operator
Asst Sheeter Operator
Shift Support w/License
Water Engineer
Lead Mech Technician
Materials Specialist
Stock Prep Operator
4th Hand
Shift Support w/License
Mixer Operator
Product Handler
Dept Relief
Product Handler
Lead Mech Technician
Product Handler
Utility Technician
Winder Operator
Lead Mech Technician
Machine Tender
Shift Support w/License
Drum Operator
Drum Operator
Mixer Operator
Product Handler
Product Handler
Stock Prep Operator
Backtender
Electric Board Eng
Drum Operator
Lead E+I Technician
Product Handler
Product Handler
Dept Relief
Drum Operator
Product Handler
Product Analyst
Utilities I+C Tech
Drum Operator
Roll Converting Operator
Pulper Furnisher
Tubsize Operator
Product Handler
Lead Mech Technician
Electric Board Eng

ATTACHMENT I

Job title
Lead Mech Technician
Shift Support w/License
Tubsize Operator
Machine Tender
Service Person
Drum Operator
Dept Relief
Mixer Operator
Pulper Furnisher
Drum Operator
Product Handler
Shift Support w/License
Product Analyst Tech
Backtender
Coater Operator
Roll Converting Operator
Shift Support w/License
Drum Operator
Mixer Operator
Dept Relief
Lead Mech Technician
Mixer Operator
Shift Support w/License
Dept Relief
Dept Relief
Asst Roll Converting Operator
Roll Converting Operator
Sheeter Operator
Mixer Operator
Lead Mech Technician
Dept Relief
Drum Operator
Coater Operator
Drum Operator
Product Handler
Pulper Furnisher
Shift Support w/License
Product Analyst
Shift Support w/License
4th Hand
Lead E+I Technician
Lead Mech Technician
Pulper Furnisher
Lead E+I Technician
Lead Mech Technician
Water Engineer
Tubsize Operator
Drum Operator
Lead Mech Technician
Lead Mech Technician
Asst Sheeter Operator



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2011 OCT 20 P 4: 12

OFFICE OF
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October 20, 2011

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Office of Workforce Development
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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.

SMART PAPERS HOLDINGS LLC

601 NORTH B STREET HAMILTON, OHIO 45013

PHONE 800.443.9773 FAX 513.869.5062

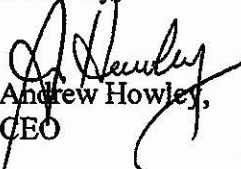
WWW.SMARTPAPERS.COM

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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.

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601 NORTH B STREET HAMILTON, OHIO 45013

PHONE 800.443.9773 FAX 513.869.5062

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