



990 READING ROAD  
MASON, OH 45040

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October 3, 2008

Ohio Department of Job & Family Services  
Rapid Response Section  
WARN Act  
P.O. Box 1618  
Columbus, OH 43216-1618

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2008 OCT - 6 PM 10:38  
OFFICE OF  
WORKFORCE DEVELOPMENT

Dear Director:

We regret to inform you that International Paper Company has made the difficult decision to close its Mason Container Plant located at 990 Reading Road, Mason, OH 45040. 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 the job titles of positions to be affected, the number of affected employees in each job classification, and the anticipated schedule for these job eliminations.

Some of the affected employees are represented by the United Steel, Paper and Allied Industrial, Chemical and Energy Workers International Union. The name and address of the chief elected officials of the Union are:

Mr. Tim Bray  
International Rep  
United Steel Workers  
13 Triangle Park Drive  
Bldg. 13, Suite 1301  
Cincinnati, OH 45246

Ms. Cheryl Freeman  
President, USW Local 864  
1917 Windmill Way  
Cincinnati, OH 45240

Mr. Leo W. Gerard  
International President  
United Steel Workers of America  
Five Gateway Center  
Pittsburgh, PA 15222

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

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, 990 Reading Road, Mason, OH 45040. My telephone number is (513) 336-4210.

Respectfully,

Michael Delaney  
Complex General Manager  
International Paper

**WARN NOTICE: MASON, OHIO CONTAINER PLANT  
JOB CLASSIFICATION & EMPLOYEE CENSUS**

| <b>Job<br/>Classification</b> | <b>Number of employees<br/>with Title</b> |
|-------------------------------|---|
| ACCOUNTING CLERK III          | 1   |
| ACCOUNTING CLERK, SR          | 1   |
| CONVERTING SUPERVISOR         | 2   |
| CONVERTING DEPT HEAD          | 1   |
| CORRUGATOR SUPERVISOR         | 3   |
| CUSTOMER SERVICE REP          | 3   |
| MANUFACTURING MANAGER         | 1   |
| PROCESS IMP MANAGER           | 1   |
| PRODUCTION SCHEDULER          | 1   |
| STRUCTURAL DESIGNER           | 1   |
| AUTO PALLETIZER OPERATOR      | 3   |
| BALER/JANITOR                 | 1   |
| CORRUGATOR DOUBLEBACKER       | 3   |
| CORRUGATOR OFFBEARER          | 6   |
| CORRUGATOR OPERATOR           | 3   |
| CORRUGATOR SLITTER OPERATOR   | 3   |
| DIE MOUNTER                   | 2   |
| FLEXO HELPER                  | 9   |
| FLEXO OPERATOR                | 9   |
| HOURLY SHIPPING LEAD          | 1   |
| MAINTENANCE LEAD/OPERATIVE    | 3   |
| MAINTENANCE TECHNICIAN A      | 5   |
| MAINTENANCE TECHNICIAN C      | 1   |
| MATERIAL HANDLER              | 6   |
| ROLLSTOCK                     | * 5                                       |
| ROTARY HELPER                 | 6   |
| ROTARY OPERATOR               | 6   |
| SHIPPING CLERK                | 6   |