



April 23, 2008

Mr. Jim Turner, Chief  
Rapid Response Section, Bureau of Workforce Services  
Ohio Department of Job & Family Services  
Worker Adjustment Retraining Notification (WARN) Act  
4020 E. Fifth Avenue  
Columbus, OH 43219

VIA Fax: (614) 728-5938

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2008 APR 24 P 1:35  
OFFICE OF  
WORKFORCE DEVELOPMENT

Re: Notification under the Worker Adjustment  
And Retraining Notification Act

Dear Mr. Turner:

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. §2101 *et seq* (1988), this is to inform you that Altivity Packaging LLC plans to initiate a plant closing of its Carton Plant located at 407 Charles Street, Middletown, Ohio 45042. The planned action is expected to be permanent. The entire facility is expected to be closed by the end of the 3rd quarter of 2008.

Employees at the facility are unionized and the designated bargaining representative, United Steelworkers, Local 1973 and Graphic Communication/Teamsters, Local 508 of these employees has been notified of this action. The name and address of the Chief Elected Officers of these Union(s):

Larry Richardson, International Representative  
United Steel Workers  
1602 Pine Tree Lane  
West Carrollton, OH 45449

Jim Elkin, Executive Vice-President, Local 508  
GCIU/IBT  
2351 West McMicken  
Cincinnati, OH 45214

Any non-union employees affected by this action will be notified individually.

The first separation is expected to occur on May 12, 2008. Separations will take place as business is transitioned. Please see attached expected separation schedule. Union employees currently have bumping rights under the terms of the applicable collective bargaining agreement. Salaried employees do not have bumping rights.

The job titles of the positions to be affected, and the number of employees in each job title, are set forth on the attached Exhibit A.

The name and telephone number of the company official to contact for further information is:  
Leslie O'Hara, Employee Relations Manager 513-424-4117 (office) or 413-464-3527 (cell)

Respectfully,

A handwritten signature in black ink, appearing to read 'W. Novak', written over a horizontal line.  
William Novak  
Site Manager

407 Charles St  
Middletown, OH 45042  
(PH) 513-424-4117

Position	# of emp	Estimated Release Date
Accounting Clerk	1	Until Close
Controller	1	Until Close
Customer Service Rep	1	6/22/2008
Customer Service Rep	1	7/27/2008
Customer Service Rep	1	9/15/2008
Department Manager	4	Until Close
Graphics Manager	1	Until Close
Salaried Team Assistant	1	Until Close
Scheduler/Estimator	1	6/23/2008
Shift Supervisor	2	6/23/2008
Shift Supervisor	1	7/27/2008
Shift Supervisor	1	7/28/2008
Site Manager	1	Until Close

Position	# of emp	Estimated Release Date
Air Hammer Stripper	3	6/16/2008
Air Hammer Stripper	1	8/25/2008
Air Hammer Stripper	4	7/28/2008
Air Hammer Stripper	1	8/11/2008
Assistant Press Operator - Printing	2	6/9/2008
Assistant Press Operator - Printing	2	6/16/2008
Assistant Press Operator - Printing	1	8/11/2008
Assistant Press Operator - Printing	1	7/21/2008
Cutting Pressman	4	7/28/2008
Cutting Pressman	6	8/25/2008
Die Maker	1	7/28/2008
Die Maker	1	8/25/2008
Feeder Tender	2	6/9/2008
Feeder Tender	2	6/16/2008
Feeder Tender	1	7/21/2008
Feeder Tender	1	8/11/2008
Floor Person	1	6/9/2008
Floor Person	1	6/16/2008
Glue Machine Operator	3	5/12/2008
Glue Machine Operator	1	6/16/2008
Glue Machine Operator	3	7/28/2008
Glue Machine Operator	1	8/4/2008
Ja-Packer	7	5/12/2008
Ja-Packer	6	6/16/2008
Ja-Packer	5	7/28/2008
Ja-Packer	2	8/4/2008
Ja-Packer	2	8/25/2008
Leadman	3	8/25/2008
Maintenance Mechanic	2	6/16/2008
Maintenance Mechanic	1	7/28/2008
Maintenance Mechanic	2	9/15/2008
Oiler	1	8/25/2008
Platemaker	1	8/11/2008
Power Truck Operator	3	6/16/2008
Power Truck Operator	5	7/28/2008
Power Truck Operator	1	8/11/2008
Power Truck Operator	1	8/25/2008
Press Operator - Printing	2	6/9/2008
Press Operator - Printing	2	6/16/2008
Press Operator - Printing	1	7/21/2008
Press Operator - Printing	1	8/11/2008
Press Service	1	6/16/2008
Press Service	1	7/28/2008
Press Service	1	8/25/2008
Production Specialist	10	5/12/2008
Quality Assurance Technician	3	6/16/2008
Sheeter Operator	1	6/9/2008
Sheeter Operator	1	6/16/2008
Sheeter Operator	1	7/21/2008
Sheeter Operator	1	8/11/2008
Shipping Clerk - PTO	1	8/25/2008
Utility Platemaker	1	7/21/2008



**INVESTOR RELATIONS CONTACT:**  
Scott Weinhold +1-770-644-3062  
*Vice President and Treasurer*

**PRESS RELEASE:** embargoed until April 23, 2008

**INFORMATION CONTACT:**  
Lois Beeton +1-770-644-3515  
*Director, Corporate Communications*

### **Graphic Packaging Plans to Discontinue Folding Carton Production at Middletown, Ohio and Cease Lamination Operations at Elk Grove Village, Illinois**

*Marietta, Georgia -- April 23, 2008* – Graphic Packaging International, Inc., a subsidiary of Graphic Packaging Holding Company (NYSE:GPK), today announced that it plans to discontinue folding carton manufacturing at its operations in Middletown, Ohio, by the end of the third quarter of 2008. The Company also announced today that it plans to cease production at its paper lamination plant in Elk Grove Village, Illinois.

Both announcements are part of Graphic Packaging's overall re-alignment and consolidation of its operations to optimize its manufacturing footprint and to achieve the \$90 million in synergies identified as an outcome of the combination of Graphic Packaging and Altivity Packaging. As a high quality packaging leader committed to these markets, the Company is making these changes to ensure that its customers are reliably supported from a network of well capitalized, low-cost facilities to meet their needs.

The Middletown folding carton facility will continue to operate and support customers while its business is transitioned to other Company facilities in the United States. The Company is notifying its Middletown employees and unions of the production phase-out, and will provide appropriate assistance to the 133 salaried and hourly employees affected by the transition.

Graphic Packaging will continue to operate its boxboard mill, also located at the Middletown site, to produce coated-recycled paperboard for the consumer packaging industry. There are no changes planned in the Middletown mill production or employment levels.

The Elk Grove Village laminations plant will support customers while production is transitioned to other Company locations in the U.S. over the next several months. Employees and union representatives are being notified of the operating change by the Company, which will provide the appropriate assistance to the 20 affected salaried and hourly employees working at this facility.

The Company will continue to operate its two folding carton plants at the Elk Grove Village location.

#### **About Graphic Packaging International, Inc.**

Graphic Packaging International, Inc., a subsidiary of Graphic Packaging Holding Company (NYSE:GPK), headquartered in Marietta, Georgia, is a leading provider of paperboard packaging solutions for a wide variety of products to food, beverage and other consumer products companies. The company is one of the largest producers of folding cartons and holds a leading market position in coated-recycled boxboard and specialty bag packaging. The company's customers include some of the most widely recognized companies in the world. Additional information about Graphic Packaging, its business and its products is available on the company's web site at [www.graphicpkg.com](http://www.graphicpkg.com).

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