



RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES

2008 FEB 13 P 2: 11

OFFICE OF
WORKFORCE DEVELOPMENT

February 12, 2008

Ohio Department of Job & Family Services
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Re: WARN Act notice by Chillicothe Paper Inc

Dear Sir or Madam:

Please be advised that the entire Chillicothe Paper Inc. facility, located at 351 Chamber Drive, Chillicothe, OH 45601, will be permanently closed. Approximately 169 employees at this facility will be terminated as a result of this closure. Permanent layoffs are expected to begin as of May 30, 2008 and the anticipated schedule of layoffs will be complete by the end of 2008. An estimated 40 positions will be affected between May 30th and June 13th.

Attached to this letter is a listing of the job titles of the affected positions and the number of affected employees in each job classification..

The positions on the attached list are a combination of union, salaried, and non-union/non-exempt employees. Those represented by a union show their respective local. Union locals and leaders which represent employees at the Chillicothe Converting Facility are as follows:

- USW Local 9588, Jason Woods, President, 196 Burbridge Avenue, Chillicothe Ohio 45601

Bumping rights do exist, as described in the applicable collective bargaining agreement between the Company and the union.

Notice has been provided to each affected employee, their bargaining representative listed above and to the following persons:

- City of Chillicothe Mayor's Office, Mayor: Joe Sulzer, 35 South Paint Street, Chillicothe Ohio 45601
- Ross County Department of Workforce Development, Director: Robert Gallagher, 475 Western Avenue, Suite B, Chillicothe Ohio 45601
- James Caldwell, President, Board of Ross County Commissioners, 306 Fairway Ave., Chillicothe, Ohio 45601



Should you have any questions, please contact my office at (715) 422-3736. Please note, that any non-state or federal government agency inquiries should be directed to Amber Garwood, Vice President Communications at (937) 242-9093.

Sincerely,

A handwritten signature in black ink that reads 'William A. Smith' followed by a stylized flourish.

William A. Smith

Director, Human Resources – Operations and Labor Relations

CC: City of Chillicothe Mayor's Office (Overnight Delivery)
Ross County Department of Workforce Development (Overnight Delivery)
Board of Ross County Commissioners (Overnight Delivery)
Affected Employees
John Hayes
Jason Woods, President, USW Local 9588
Randy Basham, USW International Rep
Amber Garwood; Tracey Hotopp; Greg Hadley

Salaried Employees		
Title	Number of Employees	
CDC Warehouse Mgr	1	
Inventory Control Coordinator	1	
Supv Quality Assurance	1	
Converting Supv	1	
Maintenance Coordinator	2	
Converting Support Tech	1	
Converting Superintendent	1	
WIP Coord/Resource Specialist	1	
Designated Order Mgmt Shift Lead	4	
Senior HR Generalist	1	
Logistics Mgr CDC	1	
Shipping Supv	4	
Non-Exempt Employees		
Title	Number of Employees	
Administrative Assistant II	2	
Hourly Employees		
Title	Number of Employees	
Cnvtg Tech Utility Rlf	1	USW 9588 NewPage Chillicothe CDC
Converting Tech I	11	USW 9588 NewPage Chillicothe CDC
Converting Tech II	6	USW 9588 NewPage Chillicothe CDC
Converting Tech III	23	USW 9588 NewPage Chillicothe CDC
Converting Tech IV	19	USW 9588 NewPage Chillicothe CDC
Converting Tech IV-2	28	USW 9588 NewPage Chillicothe CDC
Converting Tech IV-3	29	USW 9588 NewPage Chillicothe CDC
Day Technician	1	USW 9588 NewPage Chillicothe CDC
General Technician	1	USW 9588 NewPage Chillicothe CDC
Intr-Extr Trker	3	USW 9588 NewPage Chillicothe CDC
Quality Assistant	1	USW 9588 NewPage Chillicothe CDC
Shift Support Technician	4	USW 9588 NewPage Chillicothe CDC
Utility	21	USW 9588 NewPage Chillicothe CDC
Total Number of Effected Employees		
	169	