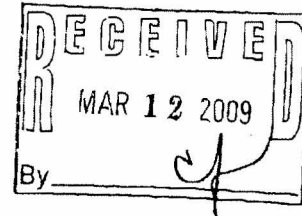


8800 Granville Road  
Mount Vernon, Ohio 43050  
Tel (740) 397 5215



March 11, 2009

Ohio Department of Job & Family Services  
Rapid Response Team  
ATTN: Diana Williams  
17604 Coshocton Road  
Mt. Vernon, OH 43050



Dear Ms. Williams

We regret to inform you that International Paper Company has made the difficult decision to restructure its Mount Vernon Container Plant located at 8800 Granville Road, Mt. Vernon, OH 43050 from a four-shift, seven-day operation to a three-shift, five-day operation. This will result in a permanent layoff of 58 employees. We believe this action will result in a "mass layoff," as that term is defined in the Worker Adjustment and Retraining Notification Act ("WARN").

Employee separations due to this layoff are anticipated to take place effective May 10, 2009. Attached to this letter is a listing of the job titles to be affected and the number of employees in each job classification. All separations are anticipated to be effective May 10, 2009.

Some of the affected employees are represented by the United Steelworkers ("USW"). The name and address of the chief elected officials of the Union are:

Mr. Larry Guill  
International Representative  
United Steel Workers of America  
1340 West Fourth Street  
Mansfield, OH 44906

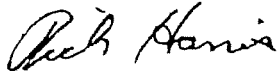
Mr. Roger Frye  
President, USW Local 5-1525  
140 Mansfield Ave.  
Mt. Vernon, OH 43050

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

Bumping rights will not exist for those affected employees not represented by the union. Bumping rights for affected employees represented by the union will be determined by the terms of the applicable collective bargaining agreement and discussions between the company and the union.

This notice is intended to satisfy the requirements of WARN. If further information is required, you may contact me at International Paper, 8800 Granville Road, Mt. Vernon, OH 43050. My telephone number is (740) 369-7691, extension 217.

Respectfully,



Rich Harris  
Complex General Manager  
International Paper

WARN NOTICE: MOUNT VERNION, OHIO CONTAINER PLANT JOB CLASSIFICATION & EMPLOYEE CENSUS	
Job Classification	Number of employees with Title
Corrugator Operator	1
Double Backer	1
Operator Checker	1
Down Stacker	1
Roll Grab	1
Corrugator Support	5
Die Cutter Operators	3
Flexo-Operators - - - - -	-4 - - - - -
Flexo Feeder	1
Flexo Take Offs	4
Press Operator	1
Press Helper	1
Handy Person	1
Miscellaneous	14
Janitor	1
Checker Loaders	4
Maintenance	5
Lead Checker Loader	1
Baler	1
Unloader	1
Corrugator Supervisor	2
Converting Supervisor	2
Maintenance Supervisor	1
Pricing Analyst - - - - -	1 - - - - -

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