

SHOREWOOD PACKAGING
620 SOUTH BELMONT AVE
INDIANAPOLIS, IN 46221
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November 22, 2011

Via United Parcel Service, Return Receipt Requested and Delivery Confirmation

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277

Re: Notice of Employee Layoffs at the International Paper Company Shorewood Packaging Indianapolis, Indiana manufacturing facility.

Dear Indiana Department of Workforce Development:

This letter is to update you on the recent decision to extend an initially short-term indefinite temporary layoff of 87 employees who work at our Shorewood Packaging manufacturing facility located at 620 South Belmont Avenue, Indianapolis, Indiana 46221. Although this layoff is not a WARN Act event, we are providing you this notice nonetheless in an effort to keep our government officials informed. The affected employees were initially placed on a temporary layoff on November 2, 2011. At the time of the layoff, we anticipated we would be able to return close to our normal manufacturing capacity in a few months sometime soon after the first of the year. However, because of an unexpected change in circumstances involving a major customer's decision to expedite the transition of product orders away from our facility, we will need to further reduce production and extend the current temporary layoff further into next year (well into the second quarter) than originally anticipated.

Hourly employees at this facility are represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers or USW) Local 7-154. The name and address of the chief elected officer of the local union is Brad Shaeffer, President, USW Local 7-154, 620 South Belmont Avenue, Indianapolis, Indiana 46221. Some of the initial laid off employees were volunteers who we expect may decide to return to work in the near future. These hourly union-represented volunteers with more seniority will be able to execute bumping rights by seniority pursuant to the collective bargaining agreement.

The job titles of positions affected by this indefinite temporary layoff that began on November 2, 2011 and numbers of affected employees in each job classification are listed in the enclosure included with this letter. All of the employees on the attached lists have been employed by International Paper Company at the Shorewood Packaging Indianapolis, Indiana facility.

Should you have any further questions concerning this layoff, please contact Scott Headley, General Manager, 620 South Belmont Avenue, Indianapolis, Indiana 46221, Telephone (317) 955-4080.

Sincerely,

Scott Headley

General Manager

Enclosure: Employee Listing

Job Titles Affected	Number of Employee's in each classification
Electronic PrePress Specialist	2
First Pressman	1
Second Pressman	2
Feeder Operator	1
Press Tender	1
Die Maker	2
Die Cut Operator	7
Die Cut Loader	1
General Factory	57
Glue Adjuster Operator	1
Shipping Clerk	2
Sorting	1
	Total = 78