

INTERNATIONAL PAPER

Coated Paperboard Business
9978 FM Road 3129
Queen City, TX 75572
Telephone: (903)796-1527
Fax: (901)334-3776

Garland NAACP
P.O. Box 460944
Garland, TX 75040

The purpose of this letter is to confirm International Paper's commitment to equal opportunity employment. International Paper is an Equal Opportunity Employer. As such, our EEO policy states:

“Applicants for employment and all employees throughout their careers with the company will not be discriminated against because of race, ethnicity, color, religion, sex, sexual orientation, gender identity or expression, marital status, age, disability, genetic information, national origin, military or veteran status, or any other classification protected by law with respect to any term or condition of employment.”

We currently have an opening(s) for the following positions:

Production Apprentice I

In keeping with our EEO commitment, we ask that you convey this information to all individuals interested in seeking employment opportunities with International Paper to ensure that a diverse candidate pool is available for consideration. Anyone interested in job opportunities with our facility may apply online at www.ipaper.com or stop by their local employment service delivery agency, (One Stop Career Center) sponsored by the U.S. Department of Labor. Candidates should have the qualifications listed in our advertisements.

Thank you for your assistance in adhering International Paper's commitment to equal opportunity employment. If you have any questions, please contact me at (903)796-1527.

Sincerely,

Janice Elliott

Janice Elliott
Human Resources Manager

Enclosure

Job Title: Production Apprentice

What if you were given the opportunity and responsibility to make a difference? It is time to embrace your Infinite Possibilities. This is your opportunity to be part of International Paper, a Fortune 500 company and global leader in paper and packaging products. IP is known for our commitment to the environment and to cutting-edge technology. We have spent more than 100 years creating new ideas, and we are looking for people who can collaborate to help us build on our history, while creating future success. We are committed to attracting, preparing, promoting and supporting our teams. At International Paper, you control your destiny. We offer benefits, challenges, global opportunities and total rewards. When we say Infinite Possibilities, we mean it. **International Paper**, a major pulp and paper producer, is seeking its next generation of top operators. Best advancement opportunities available in decades. Our Texarkana Mill needs hourly production workers with starting rate of \$15.76. Technologically advanced operations, leading edge training, outstanding benefits, and employment with a community leader awaits you.

JOB REQUIREMENTS

High School Diploma/GED required.

Manufacturing or comparable experience preferred

• Must be:

- > At least 18 years of age
- > Eligible for employment in the U.S.

• Must meet the following requirements:

- > Undergo a drug screen for illicit use of drugs as a condition of employment
- > Submit to periodic drug screens as a condition of employment
- > Work any shift and/or rotating shifts
- > Work overtime on a regular basis and with last minute notification
- > Work holidays and/or weekends on a regular basis
- > Wear required safety equipment
- > Able to lift up to 50 lbs
- > Operate/work in industrial conditions (may be warm/hot, dusty/dirty, around hazardous chemicals, noise, and heavy machinery or elevated working surfaces with proper safety training and safety protection).

BENEFITS

Family medical and dental, life insurance, short-term disability, paid holidays vacation time, retirement and 401K savings plan. Qualified applicants should apply on-line at www.internationalpaper.com/careers or contact Texas Workforce Commission

Accepting online applications 04/17/16 thru 04/27/16

International Paper is an Equal Opportunity Employer - Minorities/Females/Individuals with Disabilities/Veterans.