

International Paper | A Great Place to Work

Donna Jackson, Regional Communications Manager
Containerboard – Prattville, AL

September 12, 2024

Our Mission

Together with our customers, we make the world safer, healthier and more productive, one sustainable packaging solution at a time.



Our Values



Safety

Above all, we care about people. We look out for each other to ensure everyone is physically and emotionally safe.



Ethics

We act honestly and operate with integrity and respect. We promote a culture of transparency and accountability.



Excellence

We set high expectations and deliver outstanding results for each other, our customers and our shareholders.

Who We Are

21,000+ customers in 150 countries

\$18.9 billion net sales in 2023

**250+ locations in 35 U.S. states and
more than 10 countries**

39,000+ employees



Our Businesses

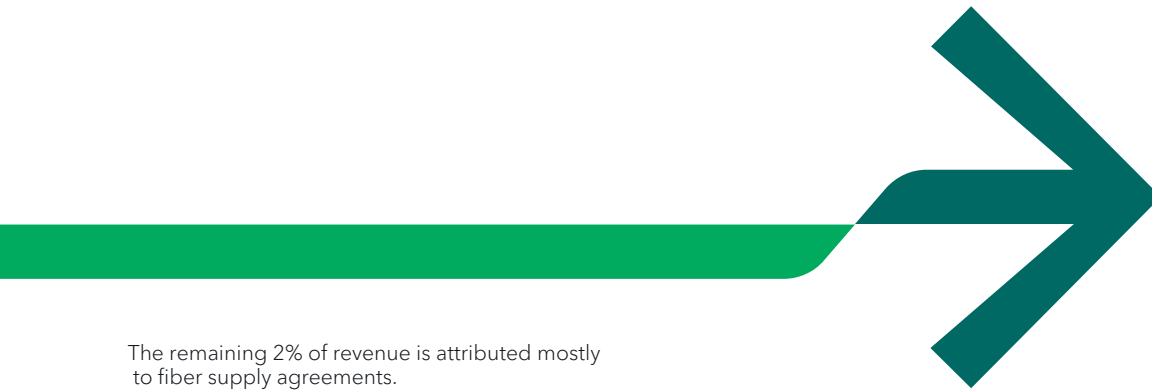
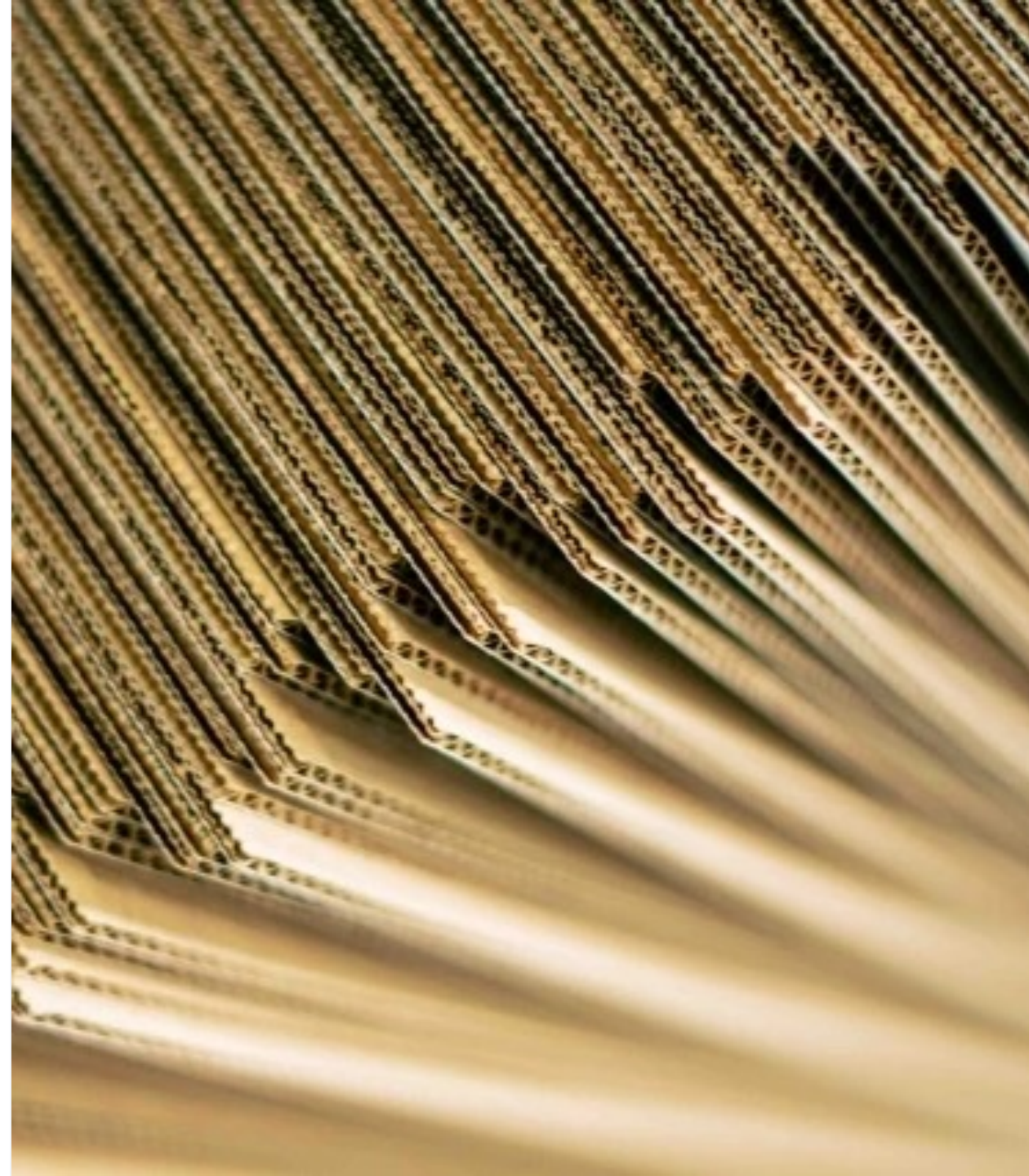
Industrial Packaging

83% Total Revenue

Global Cellulose Fibers

15% Total Revenue

The remaining 2% of revenue is attributed mostly to fiber supply agreements.



IP in Alabama



Locations

-  Global Sourcing: 2
-  Packaging Mill: 3
-  Packaging Plant: 4



People

Employees are our greatest assets and advocates.

Employees: **2,400**

Sites in: **9**

Payroll, Taxes & Benefits: **\$300,500,000**



Community Engagement

We support and strengthen the communities where our employees live and work.

2023 contribution: \$330,000



Forestland Stewards

Total Investment: \$7,165,000

Acres of Forest Habitat
Enhanced/Conserved: 196,000

Miles of Stream Habitat Improved: 372

Prattville Mill



BUSINESS & DIVISION	Industrial Packaging, Containerboard
PRODUCT	Liner
SITE	6,700 acres along the Alabama River
HISTORY	Opened in 1967 as part of Union Camp Corporation

A Box for Every Industry



Retail & eCommerce



Fresh Foods



Durables & Non-Durables



Processed Food & Beverage

What are we really proud of
at the Prattville Mill?

Our New CEO's First Containerboard Mill Visit



Production Wins

 International Paper

NEW WOODYARD RECORD!

12,670 TONS CHIPPED

March 14, 2024

PREVIOUS RECORD: 11,888 TONS (Feb. 14, 2023)



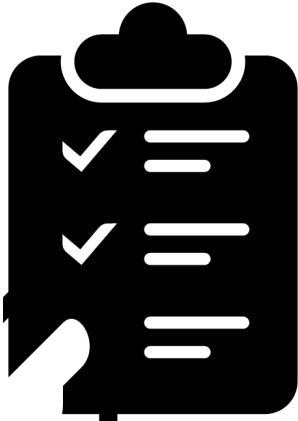
LOW-COST
PRODUCER



101,544 TONS in March 2024

Innovation

Safety



Audit Forms Form Menu

Contains Contractor, ZES, CSE, RCFA & MWS Audits

Hi, Donna. When you submit this form, the owner will see your name and email address.

* Required

1. Which Audit are you completing? *

- Contractor
- Zero Energy State
- Confined Space
- MWS
- RCFA

Submit



Training



Reliability

Daily Newsletter

Prattville Mill Minute

September 03, 2024



Digital Signage Re-Launch



September 6, 2024

SAFETY		
Safe Days		22
PERFORMANCE	DAILY	MTD
PM1	102.0%	93.9%
PM2	95.2%	101.1%
TOTAL	99.1%	97.0%



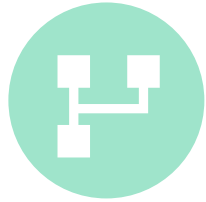
Team Member Engagement | Celebrate & Have Fun



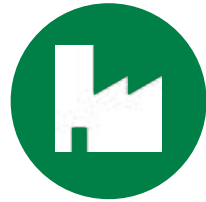
Team Member Engagement | Give to Others



IP Government Relations



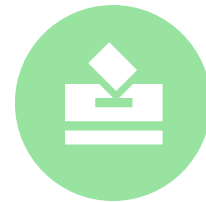
Trade associations & coalitions



Facility visits



Employee education & engagement



Voter education & mobilization



- Board of Directors
- Alabama Pulp & Paper Council
- Communications Committee



Thank you!



MAZDA TOYOTA
MANUFACTURING



MTVTM MAZDA TOYOTA
MANUFACTURING



MAZDA TOYOTA
MANUFACTURING



Largest industrial project in state
and top ten in nation

\$2.311 billion investment

3.7M sq ft under roof at MTM
1.6M sq ft onsite partners

Over 4,000 team members
~ 3,000 Onsite/Near-site partners

Assemble up to 300,000
vehicles annually

2 new model SUVs for US market



mazda



TOYOTA

JOINT VENTURE- WHY?

- Learn North American manufacturing knowledge
- Efficiency of shared supply base (on-site partners)
- Learn from an outside automotive manufacturer to make internal changes
- Strengthen North American production structure

PRODUCTION MODELS



APOLLO LINE

Corolla Cross



Corolla
Cross
Hybrid

DISCOVERY LINE

CX-50



mazda



COMPANY METRICS



**Over 421,000 Vehicles
Produced**



COMPANY METRICS



**Over
\$656,029,000
in Payroll Impact
since SOP**



**Over \$1,500,000 in Community
Donations, including MTM Grant Fund**

CAREER OPPORTUNITIES



Production

~ 3,200 Team Members

Starting Wage

\$22.31/hour



Skilled Labor

~ 210 Team Members

Starting Wage

\$32.00/hour



Administration

~ 300 Team Members

Starting Wage

Salaried, Non-Exempt

DIVERSITY AND INCLUSION



People of Color represent 47% of all Headcount

Females represent 33% of all Headcount



Our Business Partnering Groups (BPGs) represent our team members both inside our plant and in our community through internal events and volunteerism.

MTM Workforce
Demographics:
2023
Benchmarks

DIVERSITY AND INCLUSION



MTM Business Partnering Groups:

- > Promote collaboration among team members
- > Identify and develop leaders
- > Tackle company-wide challenges
- > Foster community connection



WORKFORCE DEVELOPMENT



LEAD ACADEMY

- Leadership Training Developed at MTM
- 6-Week Group Leader Course
- 4-Week Team Leader Course



NAVIGATE ACADEMY

- Leadership Fundamentals Targeted to Assistant Managers
- Self-Paced Training Focused On MTM Values



PRODUCTION-TO-MAINTENANCE PROGRAM

- MTM Pays Tuition for Production Team Members to attend FAME
- MTM Continues to Provide Full Pay and Benefits



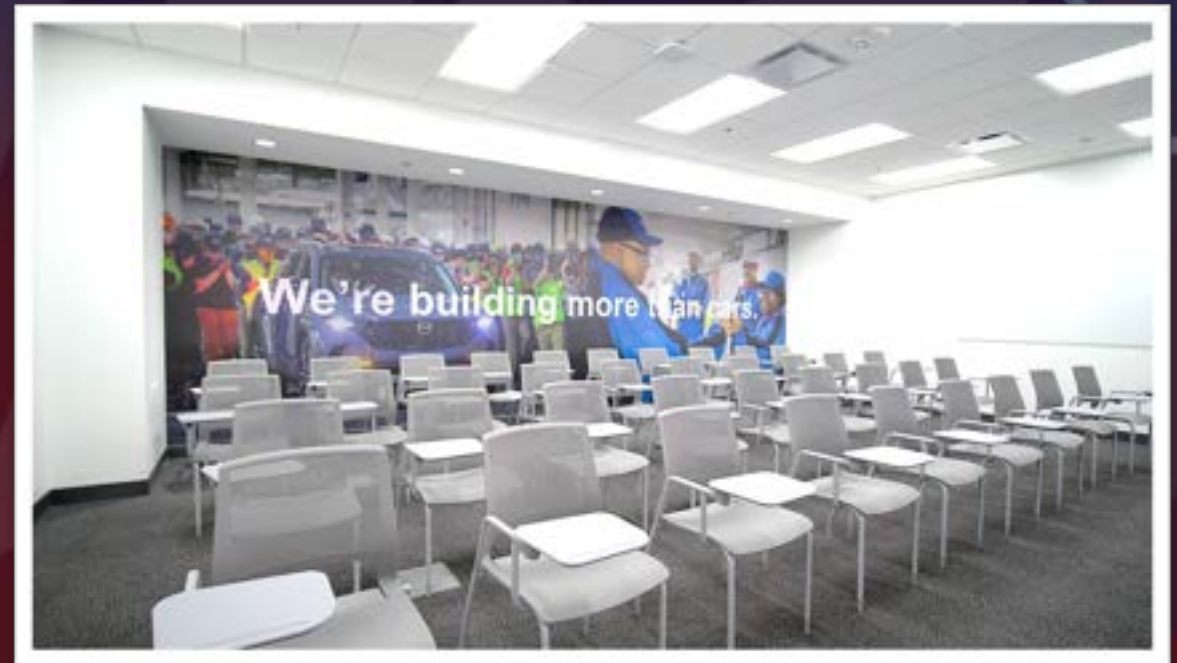
WORKFORCE DEVELOPMENT



New Mazda Toyota Manufacturing Training and Assessment Center

Made possible by our partnership with the State of Alabama and AIDT

Allows us to train onsite with our New Hire Orientation and our LEAD Academy and NAVIGATE Academy



CULTURE CONNECTION AT



STAFFING/ RECRUITING



ATTRITION
RETENTION
ATTENDANCE
LENGTH OF SERVICE
RIGHT PERSON,
RIGHT FIT



PULSE SENSING



TMR
REPORTS

200 TEAM
MEMBER
ENGAGEMENTS
A MONTH



DEPT TM ROUNTABLES



SHOPS
INTERNAL
STRATEGIES



YOUR VOICE 01800



- EXIT INTERVIEWS
- INVESTIGATIONS



MORALE SURVEY



NEW HIRE
ENGAGEMENT



ADDITIONAL SUPPORT



- COMMUNICATION
STRATEGY
- SUPERVISOR
DEVELOPMENT

CULTURE CONNECTION AT



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CULTURE CONNECTION AT



WHAT HAPPENS NEXT?



TEAM MEMBER SENSING

INVESTIGATIONS + HELPLINE CALLS + ROUNDTABLES + ENGAGEMENTS =

PROBLEM SOLVING

1. Daily Team Member Engagements

2. Weekly: Labor Relations Report

4. Week 3: Obeya Prep (HR Mgr/Shop Mgr/GM)

5. Monthly Obeya w/Officers

SOCIAL INNOVATION



MTM has given over \$1.5 million in community support since 2018.

- MTM provides support to over 150 organizations and attends almost 200 partner events annually.
- Our team members have donated over 3,000 toys and 3 tons of food during our holiday drives.
- Our Grant Fund launches in the spring and fall. Our Fall Grant Fund is open now – follow us on social media for more information.





SOCIAL INNOVATION STRATEGY

WHAT WE GIVE TO

ECONOMIC IMPACT

Chambers of Commerce

Workforce Programs

Career Technical Centers

Childcare, Transportation,
Infrastructure

EDUCATION

K-12 Focus

School Systems

Out-of-School-Time (OST)
Programming

Education Nonprofits

QUALITY OF LIFE

Health and Wellness

Underserved Communities

Environmental
Sustainability

DEI/Cultural Impact



SOCIAL INNOVATION STRATEGY

HOW WE GIVE

GRANT FUND

SPONSORSHIP



SOCIAL INNOVATION STRATEGY

HOW WE GIVE

GRANT FUND

**OPEN
TO ALL**

**PROGRAM
SUPPORT**

**NOT
EVENT
BASED**

SPONSORSHIP



SOCIAL INNOVATION STRATEGY

HOW WE GIVE

GRANT FUND

SPONSORSHIP

**COMMUNITY
EVENTS**

**COMMUNITY
PARTNER
SUPPORT**

**PROGRAM
SPONSORSHIP**



HIGHLIGHT: *PRODUCTION-TO-MAINTENANCE DEVELOPMENT PROGRAM*

MTM developed an internal program to provide opportunities for our team members while strengthening our skilled labor pipeline.

As a company, we understood how difficult it was for our team members to further their education while working to provide for their families.

The Production-to-Maintenance Development (PMD) Program allows team members to apply, and if chosen, receive full pay and benefits while attending the FAME Program.

MTM also pays for these apprentices' tuition.

After graduation, they have a position with MTM's Industrial Maintenance or Tool-and-Die Team waiting for them.



**LET'S
MEET
CHANCE**



HIGHLIGHT:

PRODUCTION-TO-MAINTENANCE DEVELOPMENT PROGRAM



Chance came to MTM to provide better pay and hours for his family, and soon was promoted to Team Leader. When he heard about the PMD Program, he saw an opportunity to not only grow within MTM, but support his first priority: his wife and three kids.

“Without the PMD Program, there’s no way that I would’ve been able to be accepted to the FAME Program, because I would have been losing too much income.”

CHANCE | PMD PROGRAM PARTICIPANT



HIGHLIGHT: *TOOTRIS* CHILDCARE BENEFIT

MTM benchmarked childcare solutions from onsite childcare centers, to partnerships with local providers.

The Huntsville Madison County Chamber of Commerce introduced our team to TOOTRiS.

TOOTRiS provides on-demand childcare by matching team members who register with providers based on location, cost and availability.

MTM is able to provide a \$3,000 per year subsidy to each team member through TOOTRiS.

TOOTRiS allows our team to choose childcare that works for them, and we can support through our subsidy.



**LET'S
MEET
D'KOYA**



HIGHLIGHT: *TOOTRIS* CHILDCARE BENEFIT



When D’Koya first moved to Alabama to work at MTM, she worried that her daughter would have to stay behind with her mother – until she heard about MTM’s partnership with TOOTRiS. The subsidy MTM provides helps D’Koya provide great care for her daughter while she supports her.

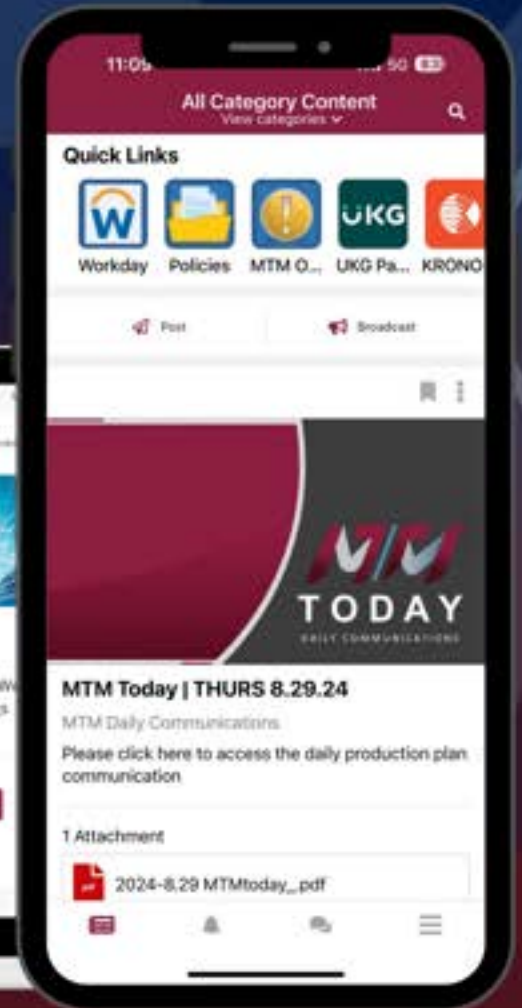
“MTM helps me to have a great childcare provider that I trust. And I’ve never had an employer who helped me pay for childcare before. It makes a huge difference.”

D’KOYA | TOOTRIS PROGRAM PARTICIPANT



TEAM MEMBER COMMUNICATION

MTM CONNECT APP, MONITORS THROUGHOUT FACILITY, & DIRECT COMMUNICATION WITH GROUP LEADERS





Collins Aerospace

An **RTX** Business

COLLINS AEROSPACE HISTORY

FOLEY, ALABAMA

Our Aerostructures plant in Foley, Alabama opened in October 1984 as part of Rohr Industries. Goodrich Corporation acquired our site in 1997, followed by United Technologies' acquisition in 2012, Collins Aerospace 2018, now operates as Collins Aerospace An RTX Business.

Original Equipment Manufacturing (OEM) and Alabama Service Center (MRO) co-locate this site with operations on 60 out of 160 acres with over 542,000 square feet of manufacturing and support space.



1984



1997



2012



UTC Aerospace Systems

2018



Collins Aerospace

2020



Collins Aerospace
An RTX Business



OUR STRATEGIC INITIATIVES

Build safer, more connected systems and solutions



AUTONOMOUS OPERATIONS

System-controlled complex tasks, including the evolution to autonomous flight



CONNECTED BATTLESPACE

Intelligent, cross-domain connectivity & sensing in contested environments



CABIN EXPERIENCE

Optimization of all cabin design aspects to meet evolving operator and passenger expectations



CONNECTED ECOSYSTEMS

Digital enablement and transformation with end-to-end solutions and service



ELECTRIFIED AIRCRAFT

Electrical propulsion and aircraft systems for sustainable aviation



INTEGRATED SOLUTIONS

Platform & mission performance-enhancing solutions that cross traditional system boundaries



STRUCTURAL TECHNOLOGIES

Complex interior and exterior solutions leveraging advanced materials and additive manufacturing

STRATEGIC BUSINESS UNITS

ADVANCED STRUCTURES

Based in Charlotte, North Carolina



- Actuation
- Landing systems
- Nacelle systems
- Flight controls
- Pilot controls
- Propellers
- Naval composites
- Other highly engineered aerospace structures

AVIONICS

Based in Cedar Rapids, Iowa



- Aircraft sensors
- Avionics systems
- Cabin management systems
- Fire protection
- Hoist and winch systems

CONNECTED AVIATION SOLUTIONS

Based in Annapolis, Maryland



- Airport systems
- Applications, analytics & data products
- Business aviation flight support services
- Connectivity & network services
- Passenger & freight rail control systems

STRATEGIC BUSINESS UNITS

INTERIORS

Based in Winston-Salem, North Carolina



- Aircraft seating
- Cargo systems
- De-icing products
- Evacuation systems
- Galleys and galley inserts
- Interior systems
- Lavatories
- Life rafts
- Lighting
- Potable water systems
- Veneers

MISSION SYSTEMS

Based in Cedar Rapids, Iowa



- Communication, navigation and guidance
- Electronic warfare
- Ejection seats
- Intelligence, surveillance and reconnaissance
- Missile actuation
- Simulation and training
- Space solutions
- Strategic command and control
- Unmanned aircraft systems

POWER & CONTROLS

Based in Windsor Locks, Connecticut



- Air management
- Airframe controls
- Electric systems
- Engine controls

COLLINS AEROSPACE

STRATEGIC BUSINESS UNIT: AEROSTRUCTURES (Part of Advanced Structures)

Through our Aerostructures strategic business unit, we are a full-service supplier of nacelle systems and other structural products to the world's leading commercial aerospace and defense industries. Our nacelles encompass the full aerodynamic structure that surrounds a jet engine. The smart engineering and innovation we put into our nacelles lead to better fuel efficiency, less engine noise, and critical stopping power when the airplane lands.

Nacelle components:

Inlet – *guides air & noise reducer*

Fan Cowl – *access to engine service*

Thrust Reverser – *brakes*

Exhaust nozzle – *optimizes airflow, suppresses sounds*

What materials are used to make nacelle components?

Aluminum: *strong and light*

Steel: *very strong*

Titanium: *the strongest*

Composites: *fiberglass*



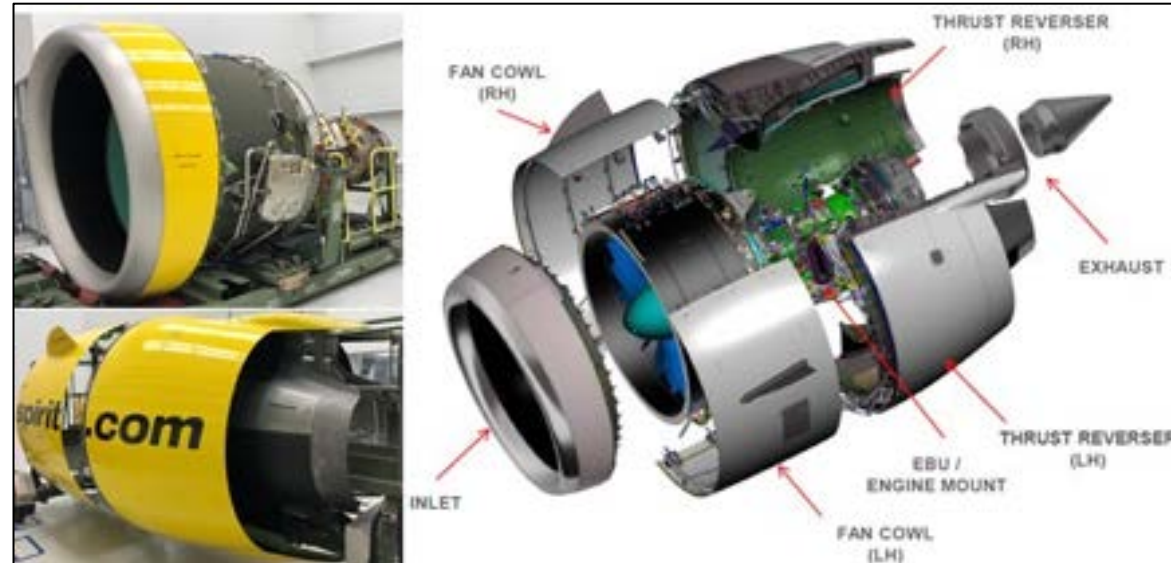
COLLINS AEROSPACE: FOLEY, AL – AEROSTRUCTURES

MISSION: Be the customer's first choice for advanced structural components, through excellence in quality and manufacturing innovation.

- Opened: 1984
- Employees: 1020
- Acres: 60 of 160 utilized
- Square Feet: 542,000
- Shifts: 1



Core Processes	Customers	Certifications
Drilling	Airbus	AS9100 Rev. D
Countersinking	Boeing	NADCAP M&I
Fastener Install	Embraer	NADCAP Paint
Sealant Application	Pratt & Whitney	Shainin RedX
Ablative	GE	Calibration Lab
Systems Install	Rolls Royce	DSQR
Primer & Topcoat	Dassault	FAA ODA
Engine Build Up	Gulfstream	Tool Design
Wire Harness Build		Tool Fabrication



ROBOTIC PAINTING



SMART TORQUE



OPTICAL PROJECTION

ORIGINAL EQUIPMENT MANUFACTURING

FOLEY, ALABAMA – NEW TECHNOLOGIES AND INNOVATION



ROBOTIC
PAINTING



SMART TORQUE



OPTICAL
PROJECTION



ROBOTIC
RIVETING
GEMCOR



AUTOMATIC
DRILLING A2
MOTORS



HEDSON AUTOMATED HEAT SYSTEM

EMPLOYEE ENGAGEMENT



- Encourages our employees to bring their authentic selves to work
 - Voluntary, employee-led resource groups (ERGs)
 - Gives voice to our employees, builds community, and fosters collaboration

FOLEY'S ACTIVE ERGS:



EMPLOYEE EMPOWERMENT

- Employee Surveys (Pulse)
- Blue Box Submissions
- Ethics & Compliance Program
- Employee Survey Action Team



EMPLOYEE RECOGNITION

- Service Awards Celebration
- Birthday Recognition from OEM General Manager
- RSTARS
- Foley Employee Recognition Program
- Quarterly Leadership Behavior Recognition



ANNUAL MANUFACTURING DAY CELEBRATION

- All employees invited to stop work early and enjoy a company sponsored cookout
- Leaders cook out for and serve all employees
- Employee Car and Motorcycle Show
- Ping Pong Tournament
- Games



PARTICIPATION IN

CATALYST

A WOMEN IN INDUSTRY CONFERENCE





Collins Aerospace

An **RTX** Business

Thank you!