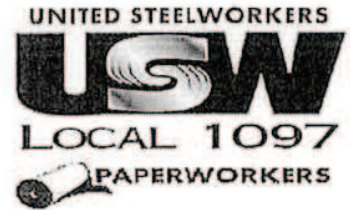




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June 20, 2012

Wauna Mill Employees/Members:

The purpose of this note is to clarify certain safety expectations we have of all of our employees and members. Our workers are faced with several challenges while operating the equipment we have here in the mill. One challenge you should not have to deal with is operating something that isn't safe. If you are faced with a situation that is compromising the safety of you or your co-workers, we want you to shut the equipment down and get some help. At that point the people with the best knowledge can take the time to assess the situation and determine a safe path forward. The path forward could range from a simple procedural change to keeping the equipment down until the issue is resolved. The point is that there isn't a single case of product worth being hurt over.

The same logic also applies to situations that involve a process issue, procedural issue, or other work situation that could lead to an injury. If you are faced with a situation that isn't safe we want you to stop, get others involved to assess the situation, and develop a plan that will be safe. Again, the outcome could range from taking a short break to delaying a project until a better plan is in place.

We want these situations brought forward and discussed. We think the discussions that will occur during these situations are a positive step towards advancing our culture. We need your help.

Steve Francoeur  
Wauna Mill Manager

Bill Kerr  
Union President