



# Build a better future for yourself – and the planet.

International Paper Fiber Supply professionals are committed to procuring the fiber for the products our customers need, while ensuring responsible stewardship of the world's natural resources. Since IP creates products people depend on every day, your abilities will be on display for the whole world to experience.

## FIBER SUPPLY



# International Paper transforms renewable resources into products people depend on every day.

From planet-friendly packaging to absorbent pulp, we help businesses explore their next fiber-based solution.

- **25,000 customers** in 150 countries
- **\$21.2 billion net sales** in 2022
- **Nearly 75% of energy used** in our manufacturing is derived from **biomass residuals** versus fossil fuels
- Our new **mobile forest mapping technology** ensures the fiber we source doesn't compromise forest habitats

## People are our most valuable resource.

Join a company that values your skills and perspectives, commits to your development, and prioritizes your safety and well-being.



Approximately **38,000** global employees



**93%** of our sites operated without serious injuries in 2022



**3.5 million** learning activities completed by employees in 2022 to develop technical skills and essential leadership and interpersonal skills



**10.3 million** people impacted via our Community Engagement programs in 2022



**15** Employee Networking Circles (ENCs) across the enterprise, including IPride, IPVets, Black Employee Network, Women in IP



**International Paper**

**Our Fiber Supply internships and career path will help you advance IP's commitment to sustainability through responsible sourcing, supplier management and inventory planning for fiber raw materials.**

## Fiber Supply Internship

### Intern Program Highlights

- Participate in a Development Matrix, a defined development plan to increase your overall skill set
- Learn more about our Fiber Supply Organization
- Work on special projects that help drive Fiber Supply business decisions
- Connect with an **affinity network** of peers within Fiber Supply



*Everyone at IP has been so helpful and willing to work with me to help me improve my skills and learn new things about the paper industry! My projects were meaningful, and I could see the intention behind each one on a high level.*

**Fiber Supply Intern**

### Qualifications

- Candidates should have successfully completed at least one year in pursuit of a degree in Forestry, Pulp & Paper Science, Agriculture, Business Management, Marketing, Logistics, Supply Chain, Operations, Industrial Engineering, Sustainability Management, or a related field
- Willing to relocate
- Permanent authorization to work in the U.S.

### Additional Opportunities Within Fiber Supply

- Sustainability and Fiber Certification
- Fiber Quality
- Finance & Ops
- Safety



## Fiber Supply Career

The FSA (Fiber Supply Associate) Development Matrix provides an outline of the skills FSAs need to successfully take on a wide range of responsibilities as part of their career development.

- Build and maintain supplier relationships
- Negotiate and procure fiber, including timber, chips, fiber fuel and recovered fiber for our mill partners
- Learn inventory management
- Develop professional skills, including negotiations, leadership fundamentals and lean manufacturing tools
- Develop and support improvement projects for safety and corporate initiatives
- Ensure environmental compliance through use of Forest Site and BMP Compliance Checks

# Why International Paper?

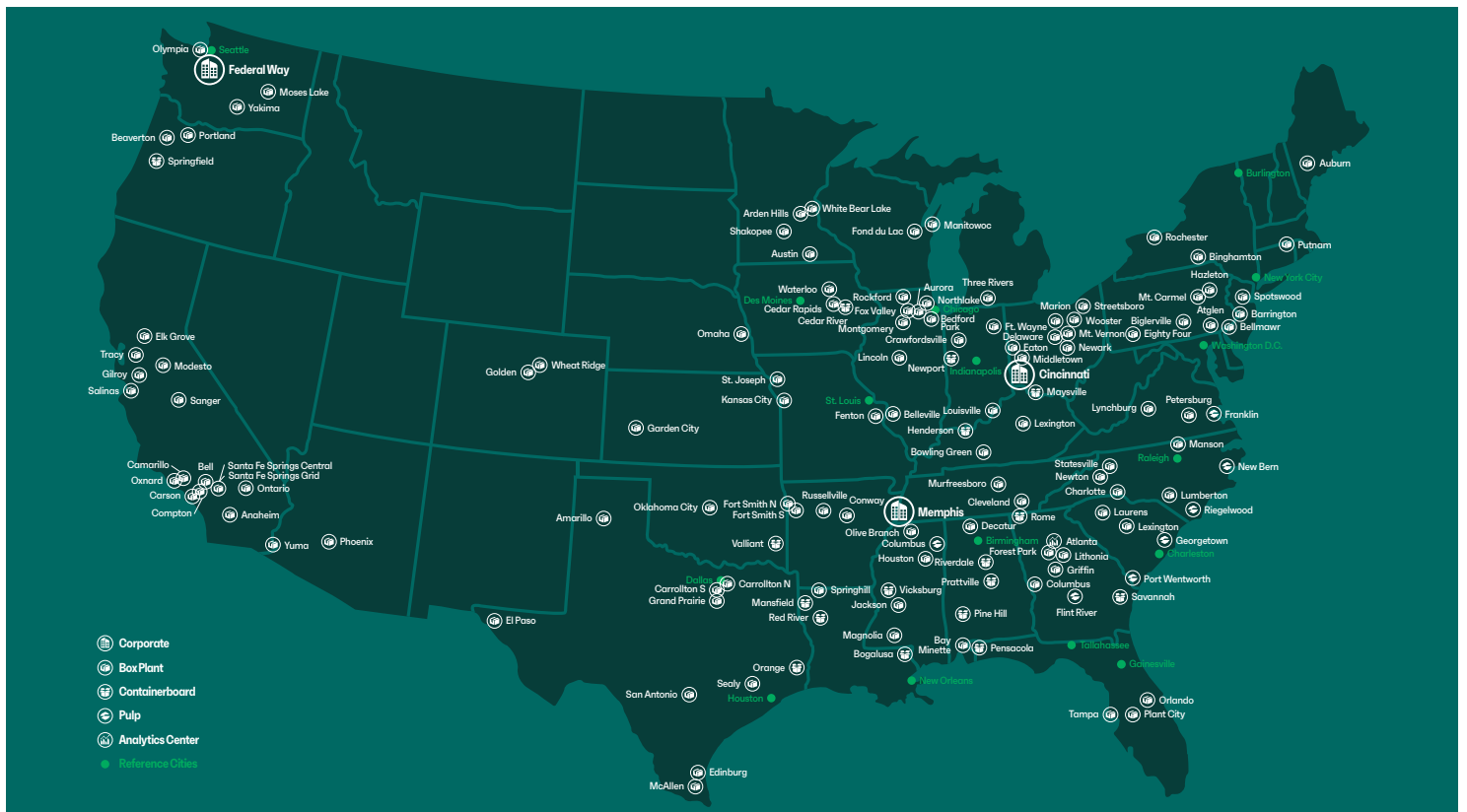
International Paper is a great place to begin your career, because we do the right things, in the right ways, for the right reasons, all of the time. We call this The IP Way. In our high-performance work environment, you control your destiny – develop your talents, take the lead and move your career forward. We'll provide roadmaps to help you reach your goals, tools to do your job, and experiences to help you grow personally and professionally.

## Best-in-Class Benefits

People are our most valuable resource – which is why we invest in benefits that ensure you and your family will thrive financially, mentally and physically. For our full-time employees, we offer:

- Student loan assistance
- Tuition reimbursement
- Three weeks of paid vacation after one year of service
- Paid holidays
- 401(k) plan with company match
- Retirement Savings Account (RSA) funded by International Paper
- Medical, dental and vision insurance
- Flexible spending accounts for medical and/or childcare expenses
- Pet insurance

## International Paper U.S. Locations



Ethisphere World's Most Ethical Companies® for 16 consecutive years



Fortune World's Most Admired Companies® for 19 years



Women's Choice Award® Best Companies to Work For – Women, Diversity & Millennials 2018-2022



Scan the QR code for more information on our application process, or go to [internationalpaper.com/working-ip](https://internationalpaper.com/working-ip) to learn more.



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