



Develop your career today – and the leaders of tomorrow.

International Paper Human Resources professionals help us maximize the potential of our greatest asset – our employees around the globe. Since IP creates products people depend on every day, your abilities will be on display for the whole world to experience.

HUMAN RESOURCES



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 HR internships and career path will help you gain on-the-job experience performing a critical role in employee and labor relations, recruiting, and developing employees.

Human Resources Internship

Intern Program Highlights

- Mentorship and coaching
- Hands-on projects and experience
- Realistic example of an HR business partner role
- Competitive pay and housing allowance
- Individual and team projects
- Exposure to recruiting, labor/employee relations, training and more!



Throughout my internship, I was heavily involved in all aspects of HR, such as hiring, investigations and daily conversations with employees. My expectations were exceeded, and I can't recommend this internship enough if you're looking for hands-on experience.

HR Intern

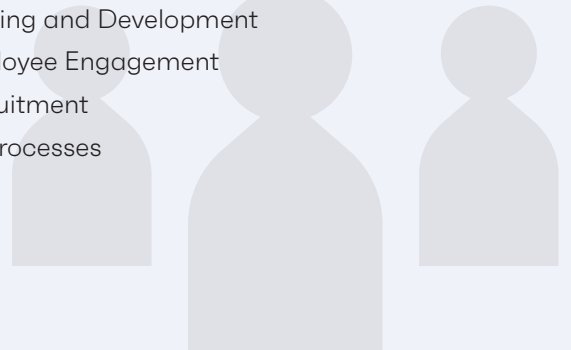
Qualifications

- Currently pursuing a bachelor's or master's degree in: Human Resources
- Ability to learn on the fly, take action and drive results
- Additional skills: interpersonal savvy, conflict management, customer focus and ability to deal with ambiguity
- Permanent authorization to work in the U.S.
- Flexibility, as it relates to career development and relocation

HR internship experience in a manufacturing setting preferred for full-time opportunities.

Areas of Focus

- Labor and Employee Relations
- Training and Development
- Employee Engagement
- Recruitment
- HR Processes



Human Resources Career

Our HR Development Program is designed to develop future HR leaders by:

- Enhancing managerial and functional skill sets
- Increasing your understanding of the company's businesses, markets, key customers and long-term strategies
- Giving you well-defined responsibilities, deliverables and projects
- Fostering an environment that encourages diversity of thought and experience
- Nurturing your ability to have an impact on the entire employee experience
- Providing opportunities to interact with colleagues from around the world through an annual conference and various virtual events



Our HR Development Program has given me the network, experience and resources to succeed as an HR professional. At all levels of the organization, IP employees are generous with their time in order to share their knowledge with us. We each have the opportunity to craft our own unique experience and career path with a lot of support along the way.

HR New Hire

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 to learn more.



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