

# Engineer your future.

International Paper Manufacturing professionals help us engineer innovative solutions to transform renewable resources into recyclable products that people depend on every day. Since IP creates products people depend on every day, your abilities will be on display for the whole world to experience.

## MANUFACTURING



# 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 Manufacturing internships and career path will help you collaborate, build technical and leadership competencies, and network with peers and SMEs, while adding value in a manufacturing engineering role.**

## Manufacturing Internship

### Intern/Co-Op Program Highlights

- Earn Lean Six Sigma White Belt
- On-the-job training
- Online learning courses
- Precision maintenance
- Competitive pay
- Housing assistance
- Paid holidays
- Frequent one-to-one mentoring meetings with managers
- Project presentation to management



*I never imagined working as an Electrical Engineer in a paper mill would be one of the best work experiences I've ever had. The fast-paced environment and friendly coworkers ensured that I always had something to do with people I'd like to continue working with in the future.*

**REACH Engineering Intern**

### Qualifications

- Early career talent in Chemical Engineering, Electrical Engineering, Environmental Engineering, Mechanical Engineering, Paper Science Engineering, Health & Safety, Fire & Safety Protection, Industrial Hygiene, or related major; or relevant work experience, such as military engineering-related experience
- Desire to work in a heavy manufacturing setting
- Permanent authorization to work in the U.S.
- Strong technical and communication skills
- Safety leadership focus

### Areas of Focus

- Manufacturing Excellence
- Process, Reliability, Project Engineering
- Process Control
- Environment, Health & Safety
- Data Analytics Tools

## Manufacturing Career

### REACH Program

REACH is International Paper's early career recruiting and development program for manufacturing engineers and safety professionals. Participants are typically degreed or experienced engineers or related STEM professionals who have started their career within the last five years. During your REACH experience, you will:

- Work on challenging and meaningful manufacturing projects
- Participate in a core curriculum that strengthens technical and professional capability
- Build a community of colleagues, peers and seasoned professionals as a resource network for your career
- Learn from industry experts about skills, processes, equipment and tools necessary for success in the fiber-based packaging and cellulose fiber industry
- Focus on the key skills and knowledge needed by manufacturing and safety professionals in our mills
- Lay the foundation for a manufacturing, leadership or technical career with an individual development plan



# 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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