



Design your ideal career path.

International Paper Packaging Design professionals work with our global team to make packaging – and the planet – better. Since IP creates products people depend on every day, your abilities will be on display for the whole world to experience.

PACKAGING DESIGN



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

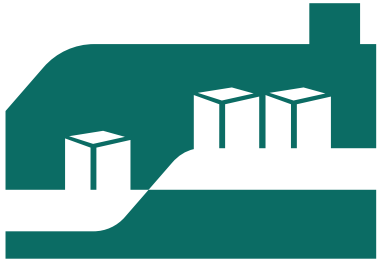


15 Employee Networking Circles (ENCs) across the enterprise, including IPride, IPVets, Black Employee Network, Women in IP



**International
Paper**

Our Packaging Design internships and career path will help you build the experience necessary to implement the IP Think the Customer engagement strategy. Through our Designer Associate Program, you will work with our 25,000 customers across the world by:

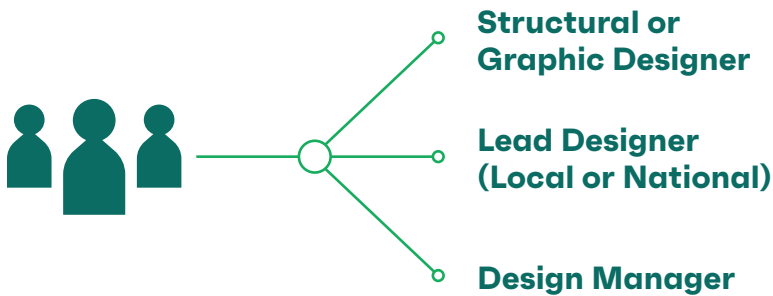


Leveraging hands-on development at a manufacturing facility or design center to prepare you for a structural or graphic design role



Providing opportunities to contribute to innovative packaging solutions through optimization and win/win design collaboration

Possible Career Paths



Qualifications

- Bachelor's or master's degree in Packaging, Graphic Design, Mechanical Engineering or a related field
- 3.0+ GPA
- Permanent authorization to work in the U.S.
- Strong knowledge of Microsoft 365 products and software (CAD, Adobe Photoshop, Project)



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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