

FiberMark, Inc.
161 Wellington Road
PO Box 498
Brattleboro, VT 05302
Tel 802 257 0365
Fax 802 257 5900

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JAN - 3 2002

December 20, 2001

WORKFORCE TRANSITION



James Houck, Director
Michigan Department of Career Development
Workforce Transition Unit
Victor Office Center, 5th Floor
201 North Washington Square
Lansing, MI 48913

Revised WARN Notification

Dear Mr. Houck:

Previously, I informed you that FiberMark, Inc. has determined to cease operations at its Rochester, MI facility during the fourth quarter of 2001. While this intent remains accurate, mill operations and customer service considerations have caused us to reevaluate our estimates of the final closure period. According to the Worker Adjustment and Retraining Notification (WARN) Act, I am provided the following revised information:

- The complete name and address of the affected employment site remains:

FiberMark, Inc
Rochester Operations
340 Mill Street
Rochester, MI 48307

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- For further information regarding this closure, please continue to contact me as follows:

Stephen F. Pfister
Vice President of Human Resources
FiberMark, Inc.
P.O. Box 498
Brattleboro, VT 05302
(802) 258-2701

WORKFORCE TRANSITION

- It remains our intent that the entire manufacturing (papermaking and converting) operations and associated support and administration will cease, and that this action will be permanent with respect to FiberMark, Inc. We do not expect another Company to operate the site.
- The closure will occur in two parts, hereafter referred to as (a) non-industrial filter, and (b) industrial filter.

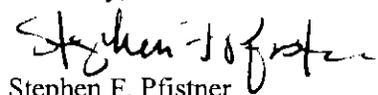
- (a) The actual cessation of non-industrial filter work did occur during the fourteen (14) day period from October 18th through October 31st. At that time, paper machine operations, associated non-industrial filter converting and support work ceased.
- (b) The actual cessation of industrial filter work is now anticipated to be during the fourteen (14) day period from February 4th through February 17th, 2002. At this time, industrial filter converting, associated support work, and remaining site-wide administrative work will cease. FiberMark may provide opportunity for additional work related to the final administrative closure activities to certain administrative employees.
- Our expectation at this time is that employees will either be working or, in the case of union employees, on temporary contractual layoff until these periods commence, based on operating requirements and customer demand. I will provide you with further details if there is a change.
- I have attached a revised list of numbers of employees in affected job classifications of hourly employees who are represented by the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE) at the Fitchburg location, as well as a revised list of the job titles of affected salaried employees.
- It remains our intent that contractual bumping rights for bargaining unit employees will continue to exist as defined in the Labor Agreement and in any Effects of Plant Closure Agreement.
- The organized hourly employees in the Fitchburg site are represented by the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE), and Local 6-1023 of that organization. The name and address of the chief elected officer is as follows, along with the name and address of the International Representative for this area:

Ed Wilson
President
PACE Local 6-1023
PO Box 80118
Rochester, MI 48308

Michael A. Flora
International Representative
PACE International Union
9260 Dean Road
Fenton, MI 48430

If you have further questions, please do not hesitate to contact me at your earliest convenience.

Sincerely,



Stephen F. Pfister
Vice President of Human Resources & Organizational Development

Enclosures

LIST OF AFFECTED JOBS**CONFIDENTIAL***WARN Act Notification – FiberMark, Inc. Rochester Plant Closure
December 20, 2001***SALARIED EMPLOYEES**

JOB TITLE	NUMBER OF EMPLOYEES
Maintenance Engineer	1
Instrumentation Engineer	1
Mill Engineer	1
Process Engineer	1
Paper Machine Supt.	1
Assistant Paper Machine Supt.	1
Production Supervisor	4
Sales Rep	1
Customer Service Rep	2
Administrative Manager	1
Accounting Specialist	1
Accounting Assistant	1
Quality Control Manager	1
Environmental Technician	1
Purchasing Manager	1
Materials Coordinator	1
Total Number of Salaried Employees in Affected Jobs	20

LIST OF AFFECTED JOBS**CONFIDENTIAL***WARN Act Notification – FiberMark, Inc. Rochester Plant Closure
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DEPT.	JOB TITLE / CLASSIFICATION	Job Type (ID #)	NUMBER OF EMPLOYEES
Pulp Prep	Beaterman		0
Paper Mill	Machine Tender		0
	Back Tender		0
	Third Hand		0
	Fourth Hand (#		0
	Tester		0
	Spare Hand		3
Maintenance	Mechanical Maint. (All)		7
	Boiler Operators		1
	Lift Truck Repair		1
Converting	Converting Dept. Leaders		5
	Converting Operators (All)		16
	Converting Helpers (All)		7
Mill Miscellaneous	All General Help		3
	Skid Building		1
	Truck Driver – Highway		1
	Hi-Lo Driver		1
	Shipper Hi-Lo		1
	Shipper-Receiver		1
	Utility Man – Converting		2
	Custodian		1
Total Number of Hourly Employees in Affected Jobs			51