



100 WEST LAWRENCE STREET
POST OFFICE BOX 2215
APPLETON WISCONSIN 54912 2215

January 11, 2001

TELEPHONE 920.738.8811
FACSIMILE 920.739.0369
E MAIL - revans@lrpaper.com

VIA HAND DELIVERY

Mr. Mike Hardy
Village President
126 N. Kalamazoo St.
Vicksburg, MI 49097

RALPH L. EVANS
VICE PRESIDENT
HUMAN RESOURCES

VIA U.S. REGULAR MAIL
CERTIFIED RETURN RECEIPT REQUESTED

Mr. James Houck
MDCD
201 N. Washington Square
Victor Building, Fifth Floor
Lansing, MI 48913

Dear Sir:

In accordance with the provisions of the Worker Adjustment and Retraining Notification Act (WARN), you are hereby notified that Fox River Paper Company plans to permanently shutdown its Vicksburg facility located at 300 West Highway Street, Vicksburg, Michigan.

The shutdown is expected to begin on March 17, 2001. Approximately 213 employees are to be affected.

For further information, Ralph Evans, VP Human Resources, may be contacted by telephone at 920-738-8811.

Sincerely yours,

A handwritten signature in black ink, appearing to read "R. L. Evans", written over a horizontal line.

Ralph L. Evans
Vice President Human Resources

RECEIVED
MDCD-OWD

JAN 16 2001

WORKFORCE TRANSITION