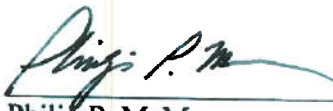





Agreement Regarding Implementation of Mill Timekeeping Changes

The Company and the Union agree to standardize timekeeping processes at Mills that are covered by the 2014 IP/USW Mill Master (a/k/a IP Mill Master Agreement Memorandum with Expiration Date August 31, 2021) (the "Covered Mills") as follows:

1. Timekeeping at all Covered Mills will be changed to round time punches to the nearest quarter hour and to eliminate unpaid grace periods. The Company and Union do not anticipate for new time punch rounding rules to automatically trigger payment of overtime premiums under local hours based rules (e.g., over eight in a 24-hour period) unless an employee is directed by management to work and that triggers the rule.
2. Local Management and Local Union officials of each Covered Mill will determine the appropriate timekeeping system (options are time clocks, Electronic Time Management system in Workbrain, or a combination) for their mill and the location of time clocks where new or additional clocks are needed.
3. Employees will clock in, at a time clock or by using the Electronic Time Management system, immediately before they are scheduled or approved to begin working and clock out immediately after they are scheduled or approved to stop working each day. Local Management and Local Union officials of each Covered Mill will retain flexibility to determine appropriate shift start and end times for employees or employee groups for their mill, while not expected to impact the business.
4. Language in local labor agreements that is in conflict with the agreed upon changes (for example, language requiring a grace period or establishing a window of time for clock in), is superseded by this Agreement. As of the Date of this Agreement, all provisions of this Agreement will be incorporated into the Location Agreements and Renewal Agreements at every Covered Location.
5. The Company will pay an Implementation Payment in the amount of \$500 to each bargaining unit employee who is on the active payroll at a Covered Mill on November 1, 2018, subject only to legally required withholding.
6. Any questions or issues that arise regarding this Agreement will be resolved by using the process established in the 2014 IP/USW Mill Master Agreement.


Philip P. McMann
Director Employee Relations
International Paper Company
11/8/2018
Date


Jon Geenen
Vice President
United Steelworkers International Union
11/7/2018
Date

Agreement Regarding Implementation of Mill Timekeeping Changes (the "Agreement")

By and Between

International Paper Company (the "Company")

And

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Services Workers International Union (the "USW"), and its Local Unions (together the "Parties"), as fully executed by the VP of the USW on November 7, 2018 and IP Director of Employee Relations on November 8, 2018.

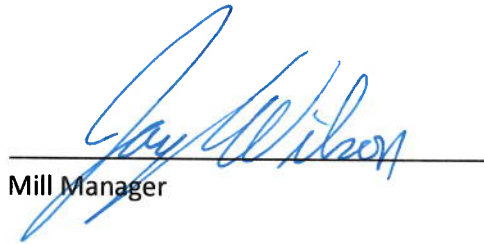
Signature page for USW Local Union 60795 and Savannah Mill.

Dated November 28, 2018.



President

USW Local 60795



Mill Manager