

Redundancies in 2004

For the third year in a row the largest personnel reductions occurred in North America, as a consequence of the Profit Enhancement Programme, which aims to restore profitability to a level that would support the long-term viability of US operations. Stora Enso endeavours to take a long-term approach in order to minimise the negative impacts of redundancies for those involved.

- **Wood Supply Russia** – As a result of the integration of a recently acquired harvesting company Ladsen, 90 employees were made redundant. Internal opportunities were identified where possible, and compensation was also offered.
- **Wisconsin Rapids Paper Mill** – 90 employees were made redundant in 2004. Outplacement services were offered, and government benefits were available for those seeking further education.
- **Kimberly Mill** – 81 employees were made redundant. Each was given a severance package, and some also received retirement benefits. All were additionally eligible for Trade Readjustment Allowances & Trade Adjustment Assistance and NAFTA schooling. Management employees were offered outplacement services.
- **Nymölla Mill** – Due to the cost-cutting programme decided upon in August 2003, 78 employees were made redundant in 2004. A total of 34 employees were offered early retirement, and five subsequently found alternative jobs at the mill. A special programme was established to help the other redundant employees to find jobs outside Stora Enso.
- **Corbehem Mill** – As part of the restructuring programme announced in 2003, 55 employees were made redundant in 2004. Measures taken include retirement plans, internal transfers and outplacement services.
- **Anjalankoski Mill** – As part of the cost-cutting programme announced in 2003, 51 employees were made redundant in 2004. One received outplacement services and 50 were eligible for unemployment pension, disability pension or retirement pension.
- **Uetersen Mill** – As a result of a cost-cutting programme announced in 2003, 40 employees were made redundant in 2004. Of these, 19 employees were offered early retirement packages, 4 received unemployment pension and others were offered possibilities for further education.
- **Stevens Point Mill** – 30 employees were made redundant. Severance packages were offered to all employees. Additional education was offered to qualified employees. An unemployment compensation service was also provided.
- **Wisconsin Rapids Pulp Mill** – 25 employees were made redundant in 2004. Among the options offered were severance packages for early retirements, voluntary severances, inter-company transfers, outplacement services and retraining funds.
- **Kotka Mill** – A reduction in the number of shifts worked per week on one impregnation line resulted in 23 job losses. Of the employees affected, 21 will receive unemployment pension and two will receive disability pension.
- **Grycksbo Mill** – Due to a cost-cutting programme, 20 employees were made redundant, of whom 15 were offered early retirement, four have received further education in order to learn new competencies, and one received a redundancy package.



There were also several redundancies in other units affecting less than 20 people per unit. Read more at: www.storaenso.com/2004/sustainability