

Work Culture/Careers

"To do meaningful work is to contribute – to create value in society." Charles G. Koch

Georgia-Pacific (GP), part of Koch Industries, has facilities throughout northeast Wisconsin that are considered critical operations for the company's long-term success.

Our company is guided by the Market-Based Management® philosophy that provides every employee with an opportunity to contribute and personally benefit from the value they create.

Our product systems business model begins with the customer and aligns every product line, so employees and equipment are as innovative, flexible and responsive as possible to the real-time needs of customers.

Employees

More than **1,800 GP** and Koch employees work in Green Bay. More than **1,100** manufacturing employees produce leading commercial and retail brands of paper products (bath tissue, napkins, towels) and approximately **775** business support employees supply engineering, transportation, information technology, and customer service companywide.

Customers/Products

Many of the products we proudly make in Green Bay can be found in **hotels, restaurants, airports, malls, hospitals, schools, offices, grocery and discount stores.**



Economic Impact – more than \$0.5 Billion

Georgia-Pacific employees and products contribute to a strong, stable economy in Northeastern Wisconsin. Every year, GP's Green Bay manufacturing facilities:

- Purchase about \$465 million in goods and services from Wisconsin and other states
- Pay nearly \$4 million in property taxes
- Pay approximately \$114 million in annual payroll (gross wages and taxes)

Community Investments – more than \$200,000

We are committed to improving the quality of life in our communities. Our priority areas are environment, education, enrichment and entrepreneurship.

In **2021**, Green Bay employees and our company foundation invested nearly **\$200,000** in local community programs. For example, we supported United Way of Brown County, and invested in science, technology, engineering and math (STEM) education programs in our community.

Environmental, Health and Safety Stewardship

We are committed to protecting the health and safety of our employees, our community and our environment. Our safety vision is *to create a workplace where no one can ever get hurt.*

We strive for 100 percent compliance with U.S. Environmental Protection Agency (EPA), state and local government guidelines for protecting air and water quality, and human health.

We use recycled wastepaper to make many of our products and we are **one of the largest paper recyclers in North America.**





Green Bay Broadway Mill

- Opened in 1919 (as Fort Howard Paper Company)
- Buildings: 5 million sq. ft. on 264 acres
- OSHA VPP Star Site
- SQF Certified Site (2015)

Manufacturing Facility

- One of the largest wastepaper recycling operations and tissue producers in the world
- **Celebrated its 100th anniversary in 2019**
- EPA ENERGY STAR® Challenge for Industry Recognition – only recycled fiber mill in the world

Corporate Support Offices

Support functions provided company-wide (for Georgia-Pacific and/or Koch Industries) include transportation, engineering, information technology, customer service for away-from-home products

Employees

- Approximately **860** manufacturing employees
- Employees represent themselves
- Approximately **775** corporate service employees (Georgia-Pacific and Koch Industries)

GP Brands Made

Angel Soft®, Compact®, Dixie®, enMotion®, Envision®, Marathon®, Pacific Blue®, Pom®, SofPull®, Vanity Fair®

Operations

- Employees produce napkins, tissue, and towel products for **away-from-home** use (airports, hotels, restaurants, hospitals, schools, etc.) and **retail** accounts
- Uses about **430,000 tons of wastepaper per year** to make paper products
- **MARSEC Port:** Receives approximately two ships per year
- **Power Plant:** Daily capacity of up to 40 MW



Green Bay Day Street

- Opened in 1901 (as Northern Paper Mill)
- Buildings: 1.2 million sq. ft. on 113 acres

Manufacturing Facility

- Birthplace of Quilted Northern® – one of the few 100-year-old brands in the United States
- **Celebrated its 120th Anniversary in 2021**
- Mill celebrated the 100th Anniversary of Quilted Northern® in 2002 and Green Bay was named "Tissue Capital of the World"

Employees

- Less than **100** manufacturing employees
- Hourly employees are represented by United Steel Workers (Local 2-213)

GP Brands Made

Quilted Northern® Ultra Plush and Vanity Fair®

Operations

- Employees produce tissue and napkin products for **retail accounts and large grocery and discount chains**
- Automated state-of-the-art **High-Rise Warehouse** (holds 423,000 cases and is seven stories high)
- Large **Conference Center** for mill and community events

Georgia-Pacific has announced that the Day Street Mill will close in Fall 2023. However, all its eligible displaced employees will have roles within GP's Green Bay Operations. Despite this, there are still current and future positions available that need to be filled.



Green Bay Packerland

- Opened in 2005 as Hattiesburg Paper and then became Select Product Group (SPG) Holdings
- Purchased by Georgia-Pacific in 2014
- Building: Approximately 600,000 sq. ft.

Manufacturing Facility

- **Highly automated facility**
- Holds many industry certifications

Employees

- Approximately **150** employees
- Employees represent themselves

GP Brands Made

Angel Soft® facial tissue

Operations

Supplies **paper goods**, such as napkins, food wraps and basket liners to **restaurant and food-service** industries.



Ecosource™

- In June 1989, GP formed Ecosource™
- Building: 80,000 sq. ft. located on three acres

Manufacturing Facility

- Full-service paper recycling operation

- **Recycles nearly 50,000 tons of wastepaper per year, equal to 1 million trees**

Employees

- Approximately **18** employees
- Employees represent themselves

GP Brands Made

Converts 99 percent of the paper waste it receives into materials that can be sold to other companies or used in the production of various GP commercial products.

Operations

- Secure destruction and recycling of all post-consumer grades of papers
- Roll cutting
- Core shredding
- Recycling of pre-consumer and industrial grades of paper waste

Additional Resources: www.gp.com, www.gpgreenbay.com, www.kochind.com

Georgia-Pacific LLC is a privately held, indirect, wholly owned subsidiary of Koch Industries Inc., which acquired Georgia-Pacific on December 23, 2005.