GREETINGS

PAPER Broncos

Greetings Paper Engineering Broncos! All of us at the Paper Technology Foundation are hoping that you and your families are weathering the COVID-19 storm and that this communication finds you in good health and spirits! Even though most of us worked from home for a few months, there was still a lot of activity going on! We’ve got an awesome group of soon-to-be freshmen Paper Engineers lined up and we will all enjoy getting to meet them and help to mentor and guide them through their college experience.

We would like to recognize Rick Hartman (Chief Operating Officer of New Indy Containerboard, Bronco Alum and former PTF President) on being selected to TAPPI’s Paper360 Top 50 Power List! What an honor for Rick as he leads the New Indy team in growing their business! Congratulations from all of your Bronco family!

A huge THANK YOU to all of the companies that held your commitments to our students as they embarked on their summer internships and Fall Co-op placements! Your resolve during these challenging times is appreciated by our students and Jen, Stefany and I.

On a more somber note, the PTF would like to express our most sincere condolences to the family and friends of Jeffrey Farnsworth on his passing. Jeff was an alum of the Paper Engineering program and had worked at mills in Louisiana, Tennessee, Illinois, Indiana, Wisconsin and Michigan. We continue to keep the family in our thoughts and prayers through this difficult time.

Our Annual Meeting is scheduled for Tuesday, Oct. 20. We will be holding the meeting virtually as we cannot meet all of the criteria for a large event on campus. We have a great speaker lined up for the event whom I think all in attendance will find engaging and entertaining! Stay tuned as more information becomes available.

We thank our Bronco alums and PTF members for their continued support and giving of their time and talents back to the program. I’m excited about this fall and cannot wait to have students back in the Foundation office to hear about their successes at their last jobs and how their classes are going!

It’s a great day to be a Paper Engineering Bronco!

Tim ‘94

FRESHMEN CLASS Welcome

The PTF extends a warm welcome to our new freshmen and returning students. We appreciate the challenge of dealing with COVID and trying to get the best education possible and are here to support you. We encourage you to reach out to the PTF board members for any advice or guidance we can provide to you throughout the school year.

Mike Farrell, PTF President
EVP Mill Division
Graphic Packaging International LLC
SUMMER 2020 PLACEMENT Update

Summer 2020 placement results were challenging with some employers cancelling or severely truncating summer work experiences due to COVID. Additionally, a small handful of students were unsuccessful in securing placement due to limited opportunities as the business conditions constricted. Overall, 61 students were working in the industry in either an internship or co-op capacity; 16 students were canceled or unplaced. These placement results create concern for reduced student retention and the inability for students to earn income needed to pay for school. PTF will step up our engagement with at-risk students to help ensure their success.

Thank you to our partners who were able to provide meaningful summer placement opportunities. We are grateful for your continued support!

WMU PAPER ENGINEERING COMPENSATION WAGE AVERAGES FOR INTERN AND CO-OP POSITIONS

<table>
<thead>
<tr>
<th>Class</th>
<th>Hourly wage (high offer)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshmen</td>
<td>$20.73 (high offer of $22.00)</td>
</tr>
<tr>
<td>Sophomores</td>
<td>$21.36 (high offer of $24.72)</td>
</tr>
<tr>
<td>Juniors</td>
<td>$22.86 (high offer of $38.00)</td>
</tr>
<tr>
<td>Seniors</td>
<td>$22.75 (high offer of $25.00)</td>
</tr>
</tbody>
</table>

Sign on Bonus Avg. $1,000

WMU GRADUATE COMPENSATION FOR FULL TIME EMPLOYMENT

<table>
<thead>
<tr>
<th>Category</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Average</td>
<td>$73,071 (High offer of $85,200)</td>
</tr>
<tr>
<td>Sign On Average</td>
<td>$5,000 (High offer of $7,000)</td>
</tr>
<tr>
<td>Relocation Average</td>
<td>$5,000 (High offer of $8,000)</td>
</tr>
<tr>
<td>Bonus Average</td>
<td>13% (High offer of 25%)</td>
</tr>
<tr>
<td>Other</td>
<td>Car, cell phone, laptop, three week vacation, stipend/mileage car package, free product, housing support</td>
</tr>
</tbody>
</table>
CHEMICAL AND PAPER ENGINEERING DEPARTMENT Update

WMU campus will reopen this fall with all classes starting on Sept. 2, 2020. The faculty is given an opportunity to choose their course delivery methods among in-person class, synchronous online, asynchronous online or a hybrid of the three. If in-person class is held, social distancing measures have to be in place including face masks and 6 feet distance seating. In the Chemical and Paper Engineering department, the majority of classes will be online with some in-person mainly for lab related courses.

As you might have already known, WMU implemented budget reductions which resulted in one administrative assistant position eliminated for our department, which is the same for all engineering departments across the college. We anticipate enough retirements so we may see no cuts for faculty positions. So far, one faculty from the department has applied for early retirement and another had applied earlier in spring for retirement by the end of this year. That means we will see one less faculty this fall and in total two less the start of the next year. Classes are basically not affected for this fall but we may need some restructuring for next year.

The enrollment for Papr1000 (the first-year student course for paper) is 28 as of today which is a good sign for the program. Of course, Stefany and Tim deserve a big round of applause for their recruiting efforts!

Thanks

Kecheng Li, Ph.D., P.Eng., FRSC(UK)
Professor and Chair, Department of Chemical and Paper Engineering

2020 HONORS AND AWARDS Congratulations!

Lauren Cuddeback: TAPPI Couch Pit Award
Jennifer Johnson: WMU RSO Advisor of the Year Award
Andrew McCabe: US Army SAME 2020 Major Elbert A. Welsh Education Award
WMU ChP Armstrong Energy Management Award
TAPPI Process Control Award
WMU RSO Outstanding Student for Community Involvement nomination
ISA PUPID Award
Erin Riley: TAPPI Paper and Board Award & TAPPI Process and Product Quality Award
WMU Presidential Scholar Award
WMU RSO Scholarly Student Leader Award
Jess Tocco: TAPPI Coating and Graphic Arts Award
ALUMNI SPOTLIGHT

Jon Kerr

Jonathon Kerr (B.S.’82 Paper Engineering) received a scholarship from the Paper Technology Foundation at WMU:

I transferred to Western from the University of Florida where I was pursuing an undergraduate degree in Chemical Engineering. To pay for my education, however, I had to have a co-op job that took me off campus every other semester. As a result, I couldn’t take classes in the required sequence. I was tired of fighting the calendar so looked for an opportunity to earn an engineering degree where I could receive financial support. The WMU Paper Technology Foundation (PTF) offered merit-based scholarships, making it easy for me to transfer and establish a semester of work before receiving their generous support. Without the PTF scholarship, I never would have gone to WMU and would not have the fantastic career in the paper industry that I have enjoyed since graduation.

Beyond the obvious financial support, the PTF introduced me to an entire industry where engineering talent was very much needed and the positions were all very well compensated. The paper industry has been very good to me. I’ve never been a day without work, and every work day has been thoroughly enjoyable. I love what I do (and what I’ve done) because of the people I’ve met and the places I’ve been fortunate enough to go. I’ve worked on every continent and seen parts of the world I never thought I would see. I have friends in every corner of the globe and feel truly blessed to be a valued member of our professional association.

I was able to retire early in 2011 and take a couple of part-time jobs, one at Miami University as the Executive Director of the Paper Science and Engineering Foundation. (The other as a consultant supporting clients using the company’s business analysis software.) Essentially, I was doing the job to pay back current day students studying for careers in the paper industry, giving them the same opportunities that PTF gave to me in 1980-1982. I started my own consulting firm in 2018 and have been helping young engineers entering the paper industry to understand some of the process technologies that are prevalent in the industry.

I couldn’t be happier with the education I received at Western, so my wife and I have committed to endowing a scholarship with the Paper Technology Foundation for students who are studying for a career in the paper industry. We fully support the Paper Engineering program at Western and are very pleased to see that the school has committed to the ongoing support of the program as well as the investments made in the pilot paper machine and recycling facility!
CONGRATULATIONS TO
OUR SPRING Graduates

Ryan Binkowski,
WestRock
Jacksonville, FL

Carla Castillo,
New-Indy Containerboard
Rock Hill, SC

Nick Catania,
BHS Corrugated
Carol Stream, IL

Abigail Cortright,
Nalco
Kalamazoo, MI

Geordin Craun,
Solenis, Tulsa, OK
& Army Officer,
Arkansas National Guard

JustOne Crosby,
Nalco
Knoxville, TN or
Florence, SC

Erick Daschner,
Ox Paperboard
Constantine, MI

Michael Eaton,
Amcor
Neenah, WI

Dylan Felt,
Ahlstrom-Munksjo
Kaukauna, WI

Will Hettel,
Huhtamaki
Hammond, IN

Zac Kresslein,
Kimberly-Clark
Jenks, OK

Emily Schulte,
Kimberly-Clark
Neenah, WI

Ivan Soto,
Graphic Packaging
International
Kalamazoo, MI

ENGINEERING EXPO  2020

Engineering Expo 2020 will be held virtually on
Wednesday, Sept. 23, from 10 a.m. to 2 p.m. through
Easy Virtual Fair. The fair is hosted by WMU Career and
Student Employment Services.

View information and registration details:
https://app.joinhandshake.com/career_fairs/17051/
employer_preview?token=B3v2gJ54tRbMKaAtf-
2hN18vCpZzt1LdeqO-3vWDk-scv6y6qGwg

We look forward to hosting you in September!

TAPPI STUDENT SUMMIT  2021

After due diligence and careful consideration, TAPPI is
proceeding with a virtual Student Summit in January
2021. Although this is disappointing, we are supportive of
the efforts to keep students and industry attendees safe.
This will result in a positive impact on the PTF Retention
budget. Additionally, the virtual venue is creating added
possibilities for connections outside of the normal
conference weekend. We look forward to helping this event
take shape as it is cited as the best student experience
from our graduates.

wmich.edu/papertechfoundation
RECRUITING Update

Greetings! I am happy to announce that we currently have 26 incoming students who have chosen to study Paper Engineering. We are very excited to welcome them to WMU and into our Paper family! This fall recruitment cycle will look different due to Covid-19 and I will be on leave for most of the semester. In my place, Tim Hagenbuch will oversee recruitment efforts. Our strategic plan involves recruiting via virtual college fairs, virtual classroom presentations, and WMU/community events. We also plan to have a heavier presence on social media through the CEAS platforms. We still plan to bring potential students to campus and tour the Paper Pilot Plant and help them through the application and scholarship process. We continue to work with other recruiters to brainstorm new strategies to capture a larger audience. Additionally, we plan to continue our work with other WMU programs like the Office of Precollege Programming to reach more students and increase diversity.

Lastly, we are very excited to share with you all the WMU Paper Engineering video that we plan to use to highlight our program. This video was made possible through the help of many WMU and PTF staff and faculty. We also want to thank many of our current and past paper students who participated in this project. As we explore more ways to recruit, we would greatly appreciate your support and ideas. Please contact me or Tim if you have any questions or new ideas with how to reach more students and families.

Stefany Tule-Gutierrez
Recruitment and Outreach Specialist

PILOT PLANT Update

The Paper Pilot Plants were having a great year—then we took a 10 week break due to COVID-19. We have been back and running strong since early June. Due to our large open area and number of employees, we were the first non-essential group allowed to return to work on campus. We came back to a nice backlog of work. The new paper machine has been in high demand and the coater and recycling plant are also strong.

Two students have worked for the pilot plants this summer and had the opportunity to work on some interesting projects as well as assist on customer trials. Their lab projects have included work on hemp fibers, stickies in recycling, spray application, high filler loading, and MFC—all great bullets for a resume.

We were planning two professional short course this summer but both have been postponed until summer of 2021–22.

These courses serve the important role of getting people onto our campus to get familiar and comfortable with our equipment and services. They also bring in subject matter experts in from across the country (as speakers) to play an important role in the knowledge transfer our industry needs. Please consider attending or sending someone from your company to one of these great offerings.

Lon ‘99