

# DRIVEN BY PURPOSE GROUNDED IN VALUES

We have the products and we have the drive.  
Let's get this done together!



COMMITMENT

COLLABORATION

COMMUNICATION

COURAGE

CHARACTER

## Lewiston Idaho

Right on the border of Idaho and Washington lies Clearwater Paper's largest pulp and paper facility.



**840 acres**  
plant size\*



**274 truckloads**  
incoming trucks per day\*



**190,000**  
annual tons of tissue\*



**465,000**  
annual tons of paperboard\*



**14**  
laser-guided vehicles (LGVs)\*



**1200**  
number of employees\*

\* All statistics based on approximate annual numbers

## WE REALIZE THERE IS MORE TO LIFE THAN WORK.

Here are just a few ways we invest in our employee's health and financial well-being.

💎 Medical and dental benefits

💎 Paid vacation and time off

💎 401k match and retirement fund

💎 Wellness benefits

💎 Bi-weekly pay

💎 Tuition reimbursement

## WHAT KIND OF PEOPLE THRIVE HERE?

People who recognize  
success is better achieved  
through teamwork

People who adapt  
and shift as  
priorities do

People who are driven and  
are eager to learn with a  
desire to make an impact

People who are  
solutions-oriented and  
committed to succeed

Through community giving, a matching gift program, employee volunteerism, and more, we support the communities where we live and work.

## EDUCATION

School districts, Lewiston Library, Lewis-Clark State College, Walla Walla Community College

## ENVIRONMENT

Palouse Clearwater Environmental Institute, LC Earth Day Celebration

## SOCIAL & CIVIC SERVICE

Boys & Girls Club, Twin County United Way, Idaho Food Bank, hospital foundations, American Red Cross, Lewis Clark Partners Habitat for Humanity, Northwest Children's Home

## THE ARTS

Lewiston Civic Theater

Let's get this done together! Learn more at [www.clearwaterpaper.com/careers](http://www.clearwaterpaper.com/careers).



# CLEARWATER PAPER®



**Clearwater Paper (NYSE: CLW)** is a publicly held company and a premier supplier of private brand tissue to major retailers, including grocery, drug, mass merchants and discount stores. In addition, the company produces bleached paperboard used by quality-conscious printers and packaging converters, and offers services that include custom sheeting, slitting, and cutting.

## PURPOSE

We deliver excellence through our products and people in sustainable ways.

## MISSION

To be an indispensable part of daily life for our people, customers and communities.

## CORE VALUES

COMMITMENT

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## OUR COMMITMENT TO ADVANCE DIVERSITY, EQUITY AND INCLUSION

We believe that a sustained commitment to diversity, equity, and inclusion makes us a stronger organization. We are dedicated to fostering and sustaining an environment where our teammates who stand beside us and work with us are valued for their unique backgrounds, knowledge, skills, and experiences.

## SUSTAINABILITY COMMITMENT

We have a strong legacy of prioritizing the sustainability of both the products we make and the way we make them.

*All of our products are made using fiber from responsibly-managed forests.*

## OUR LOCATIONS



Learn more at [www.clearwaterpaper.com](http://www.clearwaterpaper.com)