

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID LV96184			EMPLOYER NAME Sylvamo North America LLC												
ADDRESS 6400 Poplar Ave						CITY/TOWN MEMPHIS				STATE TN		ZIP CODE 38197			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 472346896															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): SLEFTLYPH395 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 322120 - Paper Mills															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	1	27	4	2	0	0	0	12	1	0	0	0	0	49
First/Mid-Level Officials and Managers	5	1	158	23	0	0	1	1	55	6	2	0	1	0	253
Professionals	4	1	110	16	1	0	0	1	74	15	3	0	0	0	225
Technicians	0	0	4	0	0	0	0	0	0	2	0	0	0	0	6
Sales Workers	1	0	8	1	0	0	0	0	10	0	0	0	0	0	20
Administrative Support Workers	1	0	20	5	1	0	0	0	41	11	0	0	0	0	79
Craft Workers	1	0	223	26	0	0	0	0	0	4	0	0	0	0	254
Operatives	3	0	465	209	0	1	0	2	66	42	0	0	0	0	788
Laborers and Helpers	4	0	45	0	0	0	0	1	7	0	1	0	0	0	58
Service Workers	0	0	13	0	0	0	0	0	7	0	0	0	0	0	20
CURRENT 2024 REPORTING YEAR TOTAL	21	3	1073	284	4	1	1	5	272	81	6	0	1	0	1752
PRIOR 2023 REPORTING YEAR TOTAL	26	8	1048	358	12	1	1	3	272	120	8	0	2	0	1859
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/15/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID LV96184		EMPLOYER NAME Sylvamo North America LLC		
ADDRESS 6400 Poplar Ave		CITY/TOWN MEMPHIS	STATE TN	ZIP CODE 38197
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT				
<i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION				
6/18/2025 2:27 PM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Kimberly Paige-Smith		Title of Certifying Official Human Resources Generalist		
Email Address of Certifying Official Kimberly.paigesmith@sylvamo.com		Telephone Number of Certifying Official 404-450-3568		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Kimberly Paige-Smith		Title and Employer of Primary POC Human Resources Generalist Sylvamo North America LLC		
Email Address of Primary POC Kimberly.paigesmith@sylvamo.com		Telephone Number of Primary POC 404-450-3568		

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SECTION A – TYPE OF REPORT HEADQUARTERS REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID LV96184			EMPLOYER NAME Sylvamo North America LLC												
ADDRESS 6400 Poplar Ave					CITY/TOWN MEMPHIS				STATE TN		ZIP CODE 38197				
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID LV96184			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME SYLVAMO HEADQUARTERS												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 6077 Primacy Parkway					CITY/TOWN MEMPHIS				STATE TN		ZIP CODE 38119				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 472346896															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): SLEFTLYPH395															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 322120 - Paper Mills															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	1	26	4	1	0	0	0	12	1	0	0	0	0	47
First/Mid-Level Officials and Managers	5	1	50	4	0	0	1	1	39	5	1	0	1	0	108
Professionals	4	1	64	11	0	0	0	0	56	15	3	0	0	0	154
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	1	0	8	1	0	0	0	0	10	0	0	0	0	0	20
Administrative Support Workers	0	0	3	2	1	0	0	0	5	3	0	0	0	0	14
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	12	3	151	22	2	0	1	1	122	24	4	0	1	0	343
PRIOR 2023 REPORTING YEAR TOTAL	14	5	166	29	8	0	1	1	140	34	5	0	1	0	404
SECTION I – WORKFORCE SNAPSHOT PERIOD 12152024 - 12312024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) No Comments Provided															

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SECTION A – TYPE OF REPORT ESTABLISHMENT-LEVEL REPORT															
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SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID KF58780			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME SUMTER SHEET CONVERTING												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1145 UNION CAMP BLVD						CITY/TOWN SUMTER				STATE SC		ZIP CODE 29154			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 472346896															
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<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
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	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	3	0	0	0	0	0	0	0	0	0	0	4
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Craft Workers	0	0	2	5	0	0	0	0	0	4	0	0	0	0	11
Operatives	0	0	6	75	0	0	0	1	2	23	0	0	0	0	107
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	0	0	9	83	0	0	0	1	2	28	0	0	0	0	123
PRIOR 2023 REPORTING YEAR TOTAL	0	1	17	73	0	0	0	1	8	30	0	0	0	0	130
SECTION I – WORKFORCE SNAPSHOT PERIOD 12152024 - 12312024															
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HQ/ESTABLISHMENT-LEVEL UNIT ID KF58791			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME EASTOVER MILL												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4001 MCCORDS FERRY RD					CITY/TOWN EASTOVER				STATE SC		ZIP CODE 29044				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 472346896															
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<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
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	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2
First/Mid-Level Officials and Managers	0	0	44	15	0	0	0	0	5	1	0	0	0	0	65
Professionals	0	0	26	5	1	0	0	0	7	0	0	0	0	0	39
Technicians	0	0	3	0	0	0	0	0	0	2	0	0	0	0	5
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	9	2	0	0	0	0	15	7	0	0	0	0	33
Craft Workers	0	0	119	20	0	0	0	0	0	0	0	0	0	0	139
Operatives	1	0	214	132	0	0	0	1	23	19	0	0	0	0	390
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	1	0	416	174	2	0	0	1	50	29	0	0	0	0	673
PRIOR 2023 REPORTING YEAR TOTAL	3	1	357	245	3	0	0	1	21	56	1	0	1	0	689
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SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID KF58800			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME TICONDEROGA MILL												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 568 SHORE AIRPORT ROAD					CITY/TOWN TICONDEROGA				STATE NY		ZIP CODE 12883				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 472346896															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
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Unique Entity ID (UEI): SLEFTLYPH395															
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JOB CATEGORIES	Race/Ethnicity														
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	63	1	0	0	0	0	11	0	1	0	0	0	76
Professionals	0	0	20	0	0	0	0	1	11	0	0	0	0	0	32
Technicians	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	1	0	8	1	0	0	0	0	21	0	0	0	0	0	31
Craft Workers	1	0	102	1	0	0	0	0	0	0	0	0	0	0	104
Operatives	2	0	245	2	0	1	0	0	41	0	0	0	0	0	291
Laborers and Helpers	4	0	45	0	0	0	0	1	7	0	1	0	0	0	58
Service Workers	0	0	13	0	0	0	0	0	7	0	0	0	0	0	20
CURRENT 2024 REPORTING YEAR TOTAL	8	0	497	5	0	1	0	2	98	0	2	0	0	0	613
PRIOR 2023 REPORTING YEAR TOTAL	9	1	508	11	1	1	0	0	103	0	2	0	0	0	636
SECTION I – WORKFORCE SNAPSHOT PERIOD 12152024 - 12312024															
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