



Quarter-Century Society, Inc.
Executive Director
William A. Wilson
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Bozeman, Montana 59718
Mobile: 901.302.8862

Dear Quarter-Century Society Member,

Welcome to The Quarter-Century Society. The Society has a rich history, founded in 1923 shortly after the 25th Anniversary of the founding of International Paper.

Initially, the vision for the Society came from Chairman John Fearing. It was intended to be a social organization for those who had completed 25 years of service with International Paper. The Society's initial capital came from Chairman Fearing, along with contributions made by other executives and International Paper. In the early years, members paid a modest initiation fee and nominal annual dues. There are no dues or fees today, and membership is automatic. The Society's funds come from investments.

In 1950, the Society was re-organized from primarily a social organization to one whose mission is to provide financial assistance to its members. By 2019, there were approximately 44,000 members made up of active and retired employees.

The Quarter-Century Society, Inc. is a separate legal entity from International Paper. It is managed by a Board of Directors, consisting of 12 members who serve three-year terms. An Executive Director manages its day-to-day affairs. The Society has tax-exempt status with the Internal Revenue Service. Per IRS regulations, a form 1099 must be filed on all recipients of \$600 or more in a calendar year.

Operations are centered around the chapters located throughout the United States and Canada generally in proximity to current or former business operations. There are approximately 30 active chapters today and the Society's vision is to expand its outreach by establishing chapters at additional locations including those that came through mergers and acquisitions. Each chapter has its own Governing Committee and by-laws, serving the local employee/retiree base in accordance with the Society's Constitution.

Over the past five years the Society has donated over \$500,000 to members and their eligible dependents. Assistance is given as grants, not loans, in the form of a check. Cash is not permitted. Grants are made without attribution or publicity. Members do not need to belong to a chapter to be eligible for benefits; they may apply for aid by contacting the Society's Executive Director.

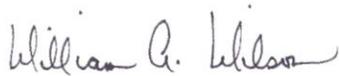
On behalf of the Board of Directors, congratulations on achieving membership in The Quarter-Century Society, Inc. We hope this background information will help you understand and

appreciate the role of the Society. You are now a member of an organization that has been focused on helping International Paper employees since 1923. The Society distributes a Quarterly Bulletin about new developments, but we can only send it and any other communications to you if we have your email address. Please send it to me at the email address indicated below and, whenever you retire, please send me your personal email address so that we can continue to be in touch.

We ask that you recognize your role in fulfilling the Society's mission to provide financial aid to its members, or a deceased member's surviving dependents, quickly and confidentially by notifying your local QCS Chapter or me with information about a member in need.

For more information, please contact me by email to ipqcs1923@gmail.com. You can also consult the website at <http://ipqcs.com>.

Respectfully,

A handwritten signature in cursive script that reads "William A. Wilson".

William A. Wilson
Executive Director

Revised 5/2020