



2520042391341

Blandin Paper Company

December 28, 1999

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

Dear Sir or Madam:

Blandin Paper Company and UPM-Kymmene, Inc., which are both wholly owned subsidiaries of UPM-Kymmene Corporation, have adopted the UPM-Kymmene Salaried Employees (U.S.A.) Supplemental Executive Retirement Plan (the "Plan"). Pursuant to 29 CFR § 2520.104-23, declaration is hereby made that the Plan is maintained primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees and the following information is being submitted with respect to the Plan:

1. Employer's Name and Address

Blandin Paper Company
115 SW First Street
Grand Rapids, MN 55744-3699

UPM-Kymmene, Inc.
9 Rockefeller Plaza, 4th Floor
New York, NY 10020

2. Employer's Identification Number:

Blandin Paper Company: 41-0154230
UPM-Kymmene, Inc.: 13-2938476

3. Number of Plan Participants as of January 1, 2000: 11

Member of the UPM-Kymmene Group

Blandin Paper Company
115 S.W. First Street
Grand Rapids, MN 55744-3699
USA

Telephone 218-327-6200
Fax 218-327-6212



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4. Other Plans or Arrangements Which May be Unfunded Pension Plans Maintained by Blandin Paper Company or UPM-Kymmene, Inc. and Number or Participants as of January 1, 2000:

- . Blandin Paper Company Supplemental Retirement Plan for Senior Executives: 2
- . UPM-Kymmene, Inc. Supplemental Benefit Plan: 2

The Plan document will be furnished to you upon request.

Should you have any questions regarding this matter, we would appreciate your contacting the undersigned at (218) 327-6210.

Sincerely,

BLANDIN PAPER COMPANY
LEGAL DEPARTMENT

W. J. Licke
Secretary and General Counsel

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