



July 12, 2012

SENT VIA UPS (Signature Req.)

The Honorable Michael Gallmeier, Mayor
608 N. Canal St.
Delphos, Ohio
Phone: (419) 695-4010

Kathy Maybriar
Office of Workforce Development Ohio
Department of Job & Family Services
4020 East Fifth Ave.
• Columbus, OH 43216
Phone: (614) 466-9892
Fax: (614) 728-5938

RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES
2012 JUL 16 A 10:58

OFFICE OF
WORKFORCE DEVELOPMENT

Re: WARN Notice
Lipari-IK LLC

To whom it may concern:

Pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act, this is to inform your office that Lipari-IK LLC ("Lipari" or the "Company") will close its existing distribution facility located at 1600 Gressel Drive, in Delphos, OH and restructure its distribution structure as well.

The attached Exhibit A reflects the job titles, and number of employees in each job title, who are expected to be terminated as a result of this job action. Layoffs, which will be permanent and will result in the closure of the entire facility, are presently expected to begin on September 15, 2012, and may continue during the following 14-day period. The Company will keep your office apprised of information relevant to the upcoming layoffs as required by law. There is no Company policy creating any transfer, bumping, or reassignment rights for employees terminated in connection with this layoff, and there is no union at this facility. Affected employees have also been notified of the pending layoffs, as required by WARN.

If you have any questions, feel free to contact Brian A. Zilo, Director of Human Resources for Lipari, at 586-563-2888.

Sincerely,

A handwritten signature in black ink, reading "Brian A. Zilo". The signature is fluid and cursive, with the first name "Brian" and last name "Zilo" clearly legible.

Brian A. Zilo, SPHR
Director of Human Resources
Lipari Foods LLC

EXHIBIT A

Position Title	No. Affected
Accounts Receivable Supervisor	1
Administrative Assistant I AP	1
Administrative Assistant II	1
Administrative Assistant II AP	1
Administrative Assistant II Money Room	2
Assistant Account Manager	1
Buyer	2
Data Control Clerk II	1
DOT Admin Asst	1
Graphic Artist	1
Inventory Control	2
Label Administrator	3
Lift Driver	12
Line Leader II /Lift Driver	1
Line Leader II Picker	4
Line Leader II Fresh Returns	1
Line Leader II Run Out	1
Loader	1
Logistics Manager	1
Logistics Supervisor I	1
Maintenance I	2
Merchandiser	2
Operations Manager	4
Operations Specialist	6
Packer/Run Out	6
Peddle Route Sales	4
Picker	10
Receiver	4
Route Driver	49
Run Out	2
System Maintenance	3
Transport Driver	15
Warehouse Loader/Unloader	3
Warehouse Supervisor	2
Yard Driver	2

Grand Total
153

Ohio EEs = 109

Lipari Foods	City	State	Zip	Delphos Location
Janitor	Delphos	OH	45833	X
Receiver	Delphos	OH	45833	X
Lift Driver	Delphos	OH	45833	X
Lift Driver	Cloverdale	OH	45827	X
Lift Driver	Lima	OH	45806	X
Lift Driver	Spencerville	OH	45887	X
Lift Driver	Elida	OH	45807	X
Lift Driver	Spencerville	OH	45887	X
Lift Driver	Delphos	OH	45833	X
Merchandiser Full Time	Delphos	OH	45833	Allen
Merchandiser Full Time	Union	OH	45322	Montgomery
Merchandiser Full Time	Cincinnati	OH	45240	Hamilton
Merchandiser Part Time	Shelby	OH	44875	Richland
Merchandiser Full Time	Columbus	OH	43235	Franklin
Merchandiser Part Time	Swanton	OH	43558	Lucas
Merchandiser Part Time	West Carrollton	OH	45449	Montgomery
Merchandiser Full Time	Amanda	OH	43102	Fairfield
Merchandiser Part Time	Marion	OH	43302	Marion
Merchandiser Part Time	Bluffton	OH	45817	Allen
Merchandiser Part Time	Toledo	OH	43615	Allen Lucas
Merchandiser Full Time	Dayton	OH	45459	Montgomery
Merchandiser Part Time	Cincinnati	OH	45236	Hamilton
Merchandiser Part Time	Newark	OH	43056	Licking
Merchandiser Full Time	Cincinnati	OH	45247	Hamilton
Merchandiser Full Time	Toledo	OH	43611	Lucas
Merchandiser Part Time	New Carlisle	OH	45344	Clark
Merchandiser Part Time	Sandusky	OH	44870	Erie
Money Room	Delphos	OH	45833	X
Money Room	Lima	OH	45801	X
Accounts Payable	Delphos	OH	45833	X
Accounts Payable	Van Wert	OH	45891	X
Assistant Account Manager	Fort Jennings	OH	45844	X
Accounts Receivable	Elida	OH	45807	X
Finance	Delphos	OH	45833	X
Data Control Clerk II	Delphos	OH	45833	X
Accounts Receivable	Delphos	OH	45833	X
Meijer Analyst	St Mary's	OH	45885	X
Accounts Receivable	Lima	OH	45801	X
Adm Asst II	Fort Jennings	OH	45844	X
Run Out	Delphos	OH	45833	X
Run Out	Venedocia	OH	45894	X
Run Out	Delphos	OH	45833	X
Run Out	Fort Jennings	OH	45844	X
Run Out	Columbus Grove	OH	45830	X
Picker	Delphos	OH	45833	X
Picker	Delphos	OH	45833	X
Picker	Delphos	OH	45833	X
Picker	Van Wert	OH	45891	X
Picker	Elida	OH	45807	X
Picker	Ohio City	OH	45874	X
Picker	Van Wert	OH	45891	X
Picker	Delphos	OH	45833	X
Picker	Delphos	OH	45833	X
Picker	Delphos	OH	45833	X
Transport Driver	Celina	OH	45822	X
Transport Driver	Akron	OH	44310	Summit
Driver I	Spencerville	OH	45887	X

Delphos location 38
Total affected 57



May 8, 2012

SENT VIA UPS (Signature Req.)

The Honorable Michael Gallmeier, Mayor
608 N. Canal St.
Delphos, Ohio
Phone: (419) 695-4010

Kathy Maybriar
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OFFICE OF WORKFORCE DEVELOPMENT
DEPARTMENT OF JOB & FAMILY SERVICES
MAY 10 10:15 AM '12

Re: WARN Notice
Lipari Foods (I&K Distributors/Countryside Foods)

To Whom it May Concern:

Pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act, this is to inform your office that Lipari Foods (formerly known as I&K Distributors), expects to implement a workforce reduction at its Delphos distribution facility, located at 1600 Gressel Drive. This layoff, which will impact a few employees in the states listed below, is necessitated by the recent unexpected cancellation by a major customer of a sizable Lipari/I&K supply contract. The attached Exhibit A reflects the job titles, and number of employees in each job title, who are expected to be terminated as a result of this job action. Layoffs, which will be permanent, are presently expected to begin on July 15, 2012, and may continue during the following 14-day period. However, this same customer also has just advised Lipari, contrary to its earlier indications, that it will withdraw a segment of its business as early as June 5, 2012. This development is expected to result in some of the aforementioned layoffs occurring earlier than anticipated, although the customer has not yet supplied sufficient information to enable Lipari to identify affected employees. Lipari will continue to keep your office apprised of information relevant to the upcoming layoffs, as required by law. There is no Lipari (or I&K) policy creating any transfer, bumping, or reassignment rights for employees terminated in connection with this layoff, and there is no union at this facility. Affected employees have also been notified of the pending layoffs, as required by WARN.

If you have any questions, feel free to contact Brian A. Zilo, Director of Human Resources at (586) 563-2888.

Sincerely,

Brian A. Zilo
Director of Human Resources
Lipari Foods LLC

CC: Michigan, Indiana, Kentucky, Illinois State Dislocated Worker Units

EXHIBIT A

Position Title	No. Affected
Accounts Payable	2
Accounts Receivable	3
Assistant Account Manager	1
Administrative Assistant II	1
Data Control Clerk II	1
Driver I	1
Finance	1
Janitor	1
Lift Driver	7
Meijer Analyst	1
Merchandiser	119
Merchandising Specialist	2
Money Room	2
Operations Specialist	1
Picker	10
Receiver	1
Route Driver	11
Route Driver – A	3
Run Out	5
Transport Driver	2
Grand Total	175