



July 12, 2012

**SENT VIA UPS (Signature Req.)**

Stephanie L. Beckhorn  
Manager, WIA Section  
Workforce Development Agency  
201 N. Washington Square  
• Lansing, MI 48913  
517-241-4078  
Fax: 517-373-7794

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,

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
<b>Grand Total</b>	<b>153</b>

Michigan EEs = 18