



Robert K. Marion

Regional Director of Human Resources
Roundy's Northern Region

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WORKFORCE TRANSITION

July 10, 2002

Mr. Jim Houck
Michigan Department of
Career Development
Workforce Transition Unit
5th Floor – Victor Office Center
210 N. Washington Square
Lansing, MI 48913

Dear Mr. Houck:

The following is a notice of a plant closing pursuant to the Worker's Adjustment and Retraining Notification Act (WARN) and Department of Labor Regulations (29 CFR Part 639).

Please be advised that regretfully, Roundy's Inc. finds it necessary to permanently close its Midland Grocery Distribution facility located at 1764 Creston Street, Muskegon, Michigan. Pursuant to the Company's closing plan, the employees will be terminated in multiple phases as operations in the facility wind down. These phases are as follows:

Phase I: September 11 – September 14, 2002
Phase II: September 15 – September 28, 2002
Phase III: October 6 – October 12, 2002
Phase IV: November 17 – November 23, 2002
Phase V: December 8 – December 14, 2002
Phase VI: January 5 – January 11, 2003

Pursuant to the Company's closing plan, all employees would be released by January 11, 2003. A total of 131 employees will be affected by this closing plan.

No bumping/bidding rights exist to other facilities under the collective bargaining agreement or Company policy. Pursuant to the terms of the collective bargaining agreement, union members may bump within the bargaining unit. Some salaried employees may be offered transfers to the employer's facility in Westville, Indiana. All affected employees will be paid any earned wages and benefits to which they are

entitled under Company policy and/or the negotiated agreements with the union. The following union official of the General Teamsters Union Local No. 406, an affiliate of the International Brotherhood of Teamsters, Grand Rapids, Michigan, which represents the Company's drivers, warehouse and maintenance/custodial employees, has received notice pursuant to the above statute and Regulations, including an anticipated schedule of the plan closing and the names of union employees currently holding the affected positions:

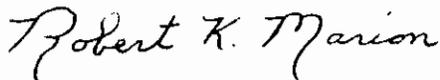
Ron Holzgen
Business Agent
General Teamsters Local 406 IBT
3315 Eastern, SE
Grand Rapids, MI 49508

Each affected employee has or will receive proper notification pursuant to the above statute, including the anticipated date their employment will cease. For convenience purposes, the positions affected are presented on the attached two documents which can be summarized as follows:

Appendix S1 Salaried or hourly non-union positions
Appendix U1 Bargaining unit (union) positions affected

I am also including for your reference a current seniority list for the bargaining unit employees. The 21 casual employees referenced in the union appendix have no seniority rights and therefore are not identified on the seniority list. If you have any questions or desire further information, please do not hesitate to contact me.

Sincerely,



Robert K. Marion
Regional Director, Human Resources

RKM:ls

Encl.

APPENDIX S1

SALARIED AND HOURLY (NON-UNION) POSITIONS AFFECTED

Phase I: September 11 - September 14, 2002

<u>Position</u>	<u>Number of Occupants</u>
Buyer	02
Admin/Clerical	08
Warehouse Clerical	01
Accountant	01
Accounting Clerical	03
Payroll Clerical	01

Total: 16

Phase III: October 6 - October 12, 2002

<u>Position</u>	<u>Number of Occupants</u>
Buyer	01
Safety Trainer/Supervisor	01
Warehouse Supervisor	04
Warehouse Dir. Of Operations	01
Dispatcher	02
Warehouse Clerical	06
Human Resources Manager	01
Systems Analyst	02
MIS Manager	01
Data Entry	03
Transportation Manager	01

Total: 23

APPENDIX S1 (CONTINUED)

SALARIED AND HOURLY (NON-UNION) POSITIONS AFFECTED

Phase IV: December 8 - December 14, 2002

<u>Position</u>	<u>Number of Occupants</u>
Accounting Manager	01
Accountant	01
Advertising Manager	01
Buyer	01
	Total: 04

Phase V: January 5 - January 11, 2003

<u>Position</u>	<u>Number of Occupants</u>
Warehouse Supervisor	01
Warehouse Clerical	02
	Total: 03

APPENDIX U1

BARGAINING UNIT (UNION) POSITIONS AFFECTED

Phase I: September 11 - September 14, 2002

<u>Position</u>	<u>Number of Occupants</u>
Warehouse Casuals	21
Warehouse Operators	12
Transportation Drivers	4
	Total: 37

Phase II: September 15 - September 28, 2002

<u>Position</u>	<u>Number of Occupants</u>
Warehouse Operators	12
Transportation Drivers	6
	Total: 18

Phase IV: November 17 - November 23, 2002

<u>Position</u>	<u>Number of Occupants</u>
Warehouse Operators	13
Transportation Drivers	10
Mechanics	04
Sanitation	03
	Total: 30