



BOARD OF SUPERVISORS

2013 OCT 15 A 10:51

October 14, 2013

VIA FEDERAL EXPRESS

Christine Ferraro Tallman
Clerk of the Board of Supervisors
Stanislaus County
1010 10th Street
Suite 6700
Modesto, CA 95354

Re: Post Foods, LLC Mass Layoff – Modesto, California facility (**AMENDED**)

Dear Ms. Tallman:

On October 8, 2013, Post Foods, LLC (the “Company”) provided notification to this office pursuant to the provisions of California Labor Code Section 1400 *et seq.* and, if applicable, similar federal law (collectively, “WARN”). A copy of this letter is attached as Appendix A. Since providing notification, the Company has made an adjustment to the list of employees to be laid off as of December 13, 2013 or within 14 days of that date. An employee with the job title of Grape Nut Relief will not be laid off during this time period and an employee with the job title of General Labor will be impacted by the layoff. An amended list of job titles for all employees subject to layoff during this time period is attached as Appendix B. The overall number of employees to be laid off during this time period has not changed and remains at 49 employees.

This amendment is consistent with the terms of the collective bargaining agreement and the close down agreement entered into by the Company and the International Brotherhood of the Teamsters Local #386 (the “Union”). The Company will inform the affected employees and the Union in a timely manner.

If you have any questions, please feel free to call me at the telephone number below.

Sincerely,

A handwritten signature in black ink that reads "Tim Anderson". The signature is written in a cursive style.

Tim Anderson
Vice President, Human Resources
(314) 644-7616

Attachment

APPENDIX A



October 8, 2013

Christine Ferraro Tallman
Clerk of the Board of Supervisors
Stanislaus County
1010 10th Street
Suite 6700
Modesto, CA 95354

Re: Post Foods, LLC Mass Layoff – Modesto, California facility

Dear Ms. Tallman:

In accordance with the provisions of California Labor Code Section 1400 *et seq.* and, if applicable, similar federal law (collectively, "WARN"), this letter is to advise you that on December 13, 2013 or within 14 days of that date, Post Foods, LLC (the "Company") will implement a mass layoff at its facility located at 901 East Whitmore Avenue, Modesto, California with additional layoffs scheduled in approximately August 2014. The entire facility is scheduled to close effective no later than September 1, 2014.

Communication to the impacted employees of this first layoff will occur on October 8, 2013.

As of the date of this letter, there are presently 119 employees working for the Company at the facility. We anticipate that 49 production employees will permanently lose employment as a result of the first mass layoff. The attached list contains the job titles of all employees to be laid off as of December 13, 2013 or within 14 days of that date. We anticipate all layoffs to result in permanent employment loss for 118 production and administrative employees.

The International Brotherhood of Teamsters, Local #386 represents all production employees at the Modesto facility. The chief elected officer of the union is Jeff Berdion, Secretary-Treasurer. His address is 1225 13th Street, Modesto, California 95354.

The layoffs will be conducted in accordance with the applicable collective bargaining agreement and the close down agreement entered into by the Company and the Union. Bumping rights exist as set forth in the close down agreement between the Company and the Union.

If you have any questions, please feel free to call me at the telephone number below.

Sincerely,

A handwritten signature in black ink that reads "Tim Anderson". The signature is written in a cursive style with a long horizontal line extending to the left.

Tim Anderson
Vice President, Human Resources
(314) 644-7616

Attachment

APPENDIX B

**EMPLOYEES SCHEDULED TO BE LAID OFF AS OF DECEMBER 13, 2013
(OR WITHIN 14 DAY PERIOD)**

Job Title	# of Employees
Bran Process Operator	1
Bran Relief Operator	1
Fruit Blending Operator	5
General Labor	13
General Utility Tech	2
Grape Nut Baking Operator	1
Grape Nut Mixing Operator	1
Infrastructure Tech	2
Just In Time	1
Package Line Operator	2
Package Machine Operator	12
Packaging Services Operator	2
Warehouse Fork Lift Operator	4
Weekend Process Relief	2
TOTAL	49