

**UNITED FOOD AND COMMERCIAL WORKERS LOCAL 789
AND
ST. PAUL FOOD EMPLOYERS DEFINED CONTRIBUTION PLAN**

Important Notice / Summary of Material Modifications

To: Participants and Beneficiaries of the Plan

From: The Board of Trustees

Date: October 1, 2008

Effective March 9, 2008, the Board of Trustees have amended the Plan.

Participation – Employees Eligible to Participate

The Plan has amended the provisions regarding Employee eligibility to make salary deferral elections to their Account K in the Plan. Specifically, Employees in eligible classifications working for an Employer under the provisions of the Contribution Agreement for Union Local No. 789 may start to make salary deferral contributions to their Account K upon completion of their probationary period. The probationary period, under the terms of the Contribution Agreement, generally lasts 30 days from the date of hire.

Previously, Employees could only start to make salary deferrals to their Account K on the first day of the next calendar quarter following their Eligibility Date.

Summary of Material Modifications

This notice, called a "Summary of Material Modifications" explains the changes to the Plan. Please read this notice and keep it for future reference with the Summary Plan Description Booklet you previously received.

If you have any questions, you should call the Plan Administrator, Wilson-McShane Corporation, at (952) 854-0795 or (800) 535-6373.