

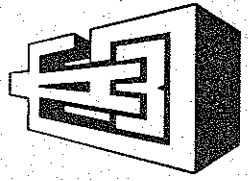


**HUMAN PERFORMANCE ATTACHMENT 2
EMPLOYEE HANDBOOK REGARDING CELLULAR PHONE USE
HWY-09-MH-015
Miami, OK**

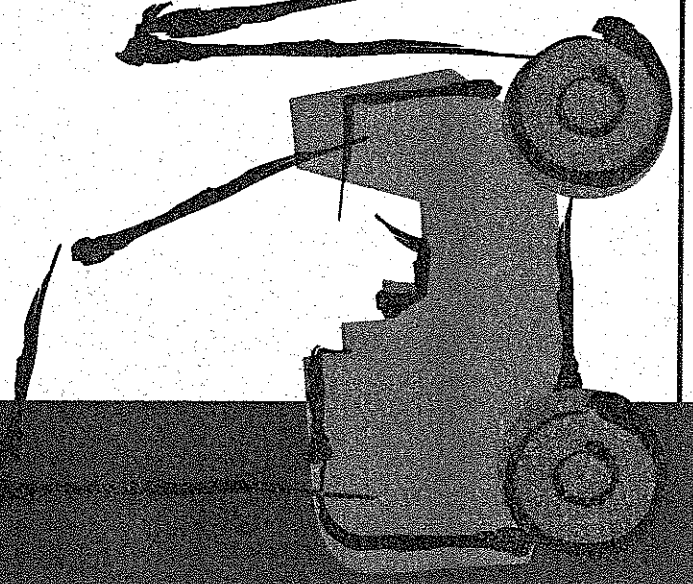
(3 Pages)

Associated
Wholesale Grocers

Bargaining Unit Employee Handbook



Springfield
Division



Parking Accommodations

All warehousemen, loader/drivers, maintenance and garage mechanics are required to park in the area designated for that group. Employee-owned vehicles must display a valid AWG parking decal to park in Company lots. Parking accommodations may change from time to time and will be posted on the employee bulletin board. The Company allows only one vehicle per employee to be parked at any time on Company premises. Towed trailers are not allowed. You are responsible for keeping your vehicle between the designated stripes and taking only one slot per vehicle. Vehicles are not to block the designated motorcycle parking areas or park in the restricted spaces. It is each individual's responsibility to keep his or her vehicle locked and secured at all times. The Company accepts no responsibility to any damage to or theft of any employee's vehicle or property.

All employees are required to operate their vehicles in a safe and prudent manner as appropriate to the conditions. They must observe all rules relating to vehicles. Do not use the entrance of the parking lot and/or complex as an exit.

Appearance

Employees must report to work properly attired and clean. Clothing appropriate to the job, including shirts, must be worn at all times.

Facility Access

At the time of hire, the employee will be advised about proper entrances and exits. Employees are expected to abide by these rules at all times. In the interest of safety and security, certain portion of the Company's facilities may be restricted to authorized personnel only.

Visitors

Guests must check in at the front desk when visiting the Company.

Telephone Usage

The Company depends on its telephone system to run its business. Therefore, the Company telephones may not be used for personal calls.

Cellular Phones

The use of cell phones can lead to workplace distractions that can cause the user to put themselves or others in dangerous situations. It is important for the Company to assure that potential hazards from cell phone usage in the workplace are eliminated; therefore the following policy must be followed.

Permitted Use:

- Cell phones may be brought into the facility, but must be stored in the employee's lockers, lunch box, etc.
- Employees may only use cell phones during breaks and lunches.
- Employees receiving emergency phone calls will be required to go through the front desk operator and then the employee will be paged via intercom system. The emergency phone number is 875-4204.

Prohibited Use:

- Employees will not use or carry their cell phone in any fashion while performing their jobs.