UNIFIRST CORP
Form 11-K
June 28, 2012

UNITED STATES SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 11-K

(Check One)

x ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2011
or

o TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from to

Commission file number 1-8504

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

UniFirst Retirement Savings Plan

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

UniFirst Corporation
68 Jonspin Road
Wilmington, MA 01887

UNIFIRST RETIREMENT SAVINGS PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

Years Ended December 31, 2011 and 2010

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Note: Other supplemental schedules required by the Employee Retirement Income Security Act that have not been included herein are not applicable to the UniFirst Retirement Savings Plan.

REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

To the Participants and Administrator
UniFirst Retirement Savings Plan

We have audited the accompanying statements of net assets available for benefits of UniFirst Retirement Savings Plan (the Plan) as of December 31, 2011 and 2010, and the related statements of changes in net assets available for benefits for the years then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of UniFirst Retirement Savings Plan as of December 31, 2011 and 2010, and the changes in net assets available for benefits for the years then ended, in conformity with U.S. generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2011, is presented for the purpose of additional analysis and is not a required part of the basic financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedule is the responsibility of the Plan's management. The supplemental schedule has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ Baker Newman & Noyes
Manchester, New Hampshire Limited Liability Company
June 28, 2012

UNIFIRST RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2011 and 2010

	2011	2010
Assets:		
Investments (at fair value):		
Mutual funds	$144,597,537	$148,738,210
Common and collective trust – stable value fund	37,185,264	—
Common stock and collective trusts – other	11,391,654	42,016,935
UniFirst Corporation common stock	9,964,117	9,906,226
Interest-bearing cash	45,096	258,445
Total investments	203,183,668	200,919,816
Receivables:		
Employer contribution	4,100,000	5,200,000
Notes receivable from participants	10,527,862	10,138,171
Other	8,644	89,575
Total receivables	14,636,506	15,427,746
Total assets	217,820,174	216,347,562
Liabilities:		
Accounts payable	5,927	4,181
Accrued expenses	2,600	3,960
Total liabilities	8,527	8,141
Net assets reflecting all investments at fair value	217,811,647	216,339,421
Adjustment from fair value to contract value for fully benefit-responsive investment contracts	(942,977)	—
Net assets available for benefits	216,868,670	216,339,421

See accompanying notes.

UNIFIRST RETIREMENT SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years Ended December 31, 2011 and 2010

	2011	2010
Additions to net assets attributed to:		
Investment (loss) income:		
Net realized and unrealized (depreciation) appreciation in fair value of investments	$(7,551,576)	$15,362,583
Interest and dividends	4,023,126	3,809,071
Other	46,573	36,797
Total investment (loss) income	(3,481,877)	19,208,451
Interest income on notes receivable from participants	498,369	510,384
Contributions:		
Participants	9,770,964	8,805,038
Employer match	5,422,757	5,133,261
Employer discretionary	4,100,000	5,200,000
Total contributions	19,293,721	19,138,299
Total additions	16,310,213	38,857,134
Deductions from net assets attributed to:		
Benefit payments	15,708,924	16,405,250
Administrative expenses	72,040	73,259
Total deductions	15,780,964	16,478,509
Increase in net assets available for benefits	529,249	22,378,625
Net assets available for benefits, beginning of year	216,339,421	193,960,796
Net assets available for benefit, end of year	$216,868,670	$216,339,421

See accompanying notes.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

1. Description of Plan

The following description of the UniFirst Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established by UniFirst Corporation (the Company) for the benefit of its eligible employees employed by UniFirst Corporation, UniFirst Holdings, Inc., UniTech Services Group, Inc., UniFirst First-Aid Corporation, UniFirst Manufacturing Corporation (effective April 2010) and RC Air, LLC (effective January 2011). Bank of America, N.A. serves as the Directed Custodial Trustee of the Plan and two employees appointed by the Board of Directors of the Company serve as Administrative Trustees, with full authority to amend the Plan provided that the amendment does not create a fixed contribution obligation, or create significant new responsibilities or obligations of the Company, and to otherwise act in all respects on behalf of the Company, which is the Plan Administrator as well as the Plan sponsor under ERISA. Bank of America Merrill Lynch (BOAML) acts as the Plan's recordkeeper. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Under the terms of the Plan, the participants select how the funds in their account are invested from the following offerings:

Mutual funds:
BlackRock Basic Value Fund (Class I)
BlackRock Global Allocation Fund (Class I)
Goldman Sachs Short Duration Government Fund (Class I)
Jennison Small Company Fund (Class Z)
Perkins Small Cap Value Fund (Class I)
T. Rowe Price Growth Stock Fund (Advisor Class)
PIMCO Total Return Fund (Institutional Class)
Templeton Foreign Fund (Advisor Class)
American EuroPacific Growth Fund (Class R5)
Davis New York Venture Fund (Class Y)
Common and collective trusts:
Wells Fargo Stable Return Fund C
Merrill Lynch Equity Index Trust Fund (Tier 12)
Merrill Lynch Small Cap Index Trust Fund (Tier 8)
Common stock:
UniFirst Corporation

Effective February 2012, the pension committee decided to modify the investment offerings of the Plan. The Merrill Lynch Equity Index Trust Fund (Tier 12) and the Merrill Lynch Small Cap Index Trust Fund (Tier 8) were replaced by the Northern Trust Collective S&P 500 Index Fund and the State Street Global Advisors Russell Small Cap Index

Fund, respectively. All remaining participant balances were transferred on March 12, 2012.

In 2009, the Plan introduced Advice Access (AA) service. AA is an easy to use service, at no additional cost, for Plan participants to personalize and automate investment strategies.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

1. Description of Plan (Continued)

Effective October 26, 2009, participants are no longer able to transfer existing balances into UniFirst Corporation company stock if that transfer would result in the stock balance exceeding 25% of the participant's account balance. In addition, participants are no longer able to change contribution elections to invest more than 25% of future contributions into UniFirst Corporation company stock. Previously existing balances in the company stock were not affected by this change. Effective October 26, 2009, quarterly dividends received from UniFirst Corporation company stock that were previously reinvested and used to purchase additional shares of UniFirst common stock are currently invested in the Wells Fargo Stable Return Fund C.

Contributions

Participants may elect to make tax deferred contributions up to the maximum allowable of their eligible compensation subject to the limitations established by the Internal Revenue Service (IRS). Participants may elect to rollover distributions from other qualified retirement plans.

The Company made matching contributions to the Plan equal to 100% of each participant's first 3% of eligible compensation deferred, and then 50% of the next 2% of eligible compensation deferred.

The Company may elect to contribute to the Plan, on behalf of each eligible participant, a discretionary profit sharing contribution determined annually by the Board of Directors of the Company. For the years ended December 31, 2011 and 2010, the Company made a discretionary profit sharing contribution of $4,100,000 and $5,200,000, respectively. The allocation method for profit sharing contributions is on a salary ratio basis, with permitted disparity.

The Plan permits catch-up contributions for eligible participants who are 50 years or older by the end of the calendar year and who are currently making deferral contributions.

Participation

The Plan includes all employees of non-bargaining units of the Company and eligible subsidiaries, who have completed 90 consecutive days of employment.

Participant Accounts

Each participant's account is credited with (a) the participant's elective deferral contribution (b) an allocation of the individual employer matching and/or profit sharing contribution (c) forfeitures and (d) allocation of earnings or losses of each fund based on the participants' relative account balances. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their elective deferral contributions, rollover contributions and employer matching contributions, plus investment earnings or losses thereon.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

1. Description of Plan (Continued)

For profit sharing allocations for 2007 and later plan years, a participant is 100% vested after three years of service. For profit sharing allocations for 2006 and prior years, a participant is 100% vested after five years of service. In the event of death, retirement or permanent disability, participants become 100% vested in all account balances.

Forfeitures

Upon termination, participant accounts which are less than 100% vested are forfeited. Forfeitures are allocated to eligible participants similar to the allocation methodology for employer profit sharing contributions and are restored to participants in the event a terminated employee is rehired within a five year period.

At December 31, 2011 and 2010, forfeited non-vested accounts were $289,985 and $500,444, respectively. Forfeitures allocated to participants during the years ended December 31, 2011 and 2010, were $500,444 and $482,656, respectively.

Payment of Benefits

Benefits are payable to eligible participants upon disability, death, retirement or termination of employment.

Benefit payments may be made to participants in a lump sum distribution equal to their vested account balance, a life annuity subject to joint survivor annuity rules, or an installment payout subject to certain plan provisions. Payments must commence no later than the attainment of age 70-1/2.

Notes Receivable From Participants

Participants may borrow against their accounts up to the lesser of (a) 50% of their vested account balance (b) $50,000 reduced by the greatest outstanding loan balance within the previous 12 months or (c) the amount of loan which the Trustees determine can be reasonably paid from the participants' wages. The Plan permits a maximum of 2 loans at one time. Loans are due over a minimum of 1 year and maximum of 4-1/2 years. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are treated as distributions based upon the terms of the Plan document. Loans bear interest at the prime rate, plus 1.50%, as reported by the Federal Reserve Bank at the inception of the loan. As of December 31, 2011, the interest rates on outstanding notes receivable ranged from 4.75% to 9.75% with various maturities through July 2016.

Interest income on notes receivable from participants is recorded when it is earned on an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2011 or 2010. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded upon final settlement of the assets.

Administrative Expenses

Individual participant accounts are directly charged by BOAML for the processing of participant loans, expediting fees and redemption fees for certain short-term trading infractions. Investment fund management fees are also charged and reduce participant investment return. The Company has currently elected to pay all other Plan expenses.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

1. Description of Plan (Continued)

Plan Amendment and Termination

The Plan may be amended at any time to comply with the Internal Revenue Code or ERISA.

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of termination of the Plan, any unvested accounts would become fully vested and the assets would be distributed to participants in accordance with the terms set forth in the Plan.

2. Summary of Significant Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared under the accrual method of accounting.

Use of Estimates

The preparation of the Plan's financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities available for benefits at the date of the financial statements and the changes in net assets available for benefits during the reporting period and, when applicable, disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments in mutual funds are stated at fair value. Shares of mutual funds are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year end.

As of February 28, 2011, the Merrill Lynch Retirement Preservation Trust terminated operations and was liquidated on March 1, 2011 through an in-kind distribution to unit holders. However, as of the close of business on February 7, 2011, all remaining trust units were exchanged at the net asset value per unit of $1.00 to the Wells Fargo Stable Return Fund C made available February 8, 2011. Participants were notified of this change in advance and given the opportunity to reallocate their funds accordingly.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

2. Summary of Significant Policies (Continued)

The Plan holds an investment in the Wells Fargo Stable Return Fund C (the Stable Return Fund), which invests in a collective trust fund that carries investments at contract value. The Stable Return Fund is reported at fair value with a reported adjustment to contract value as shown in the 2011 statement of net assets available for benefits. The value of the Stable Return Fund is based on net asset value (NAV) which is determined by the fair value of the underlying investments. The collective trust fund invests in investment contracts and security-backed contracts. An investment contract is a contract issued by a financial institution to provide a stated rate of return to the buyer of the contract for a specified period of time. A security-backed contract has similar characteristics as a traditional investment contract and is comprised of two parts: the first part is a fixed-income security or portfolio of fixed-income securities; the second part is a contract value guarantee (wrapper) provided by a third party. Wrappers provide contract value payments for certain participant-initiated withdrawals and transfers, a floor crediting rate, and return of fully accrued contract value at maturity.

Average yields for the Stable Return Fund:

	2011
Based on actual earnings	1.56 %
Based on interest credited to participants	2.33

The adjustment from fair value to contract value for the fully benefit-responsive contract of ($942,977) at December 31, 2011 related entirely to the above common collective trust.

Investments in common and collective trusts – other are valued based upon the NAV of units owned by the Plan at year end. The NAV is based on the value of the underlying assets owed by the trust, minus liabilities, then divided by the shares outstanding.

The Plan's investments in UniFirst Corporation common stock are stated at fair value. Fair value represents the last reported sales price on the last business day of the Plan year as reported on the New York Stock Exchange.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis as earned. Dividend income is recorded on the ex-dividend date.

Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market volatility, liquidity and credit risk. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes would materially affect the amounts reported in the financial statements.

Contributions

Contributions from participants are recorded in the period in which payroll deductions are made. Employer matching contributions are recorded in the same period as the corresponding participant contributions. Other employer contributions are recorded when the Company commits to making the contribution.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

2. Summary of Significant Policies (Continued)

Benefit Payments

Benefit payments are recorded when paid.

Recent Accounting Pronouncements

In May 2011, the FASB issued Accounting Standards Update (ASU) 2011-04, Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and IFRSs, (ASU 2011-04). ASU 2011-04 amended ASC 820, Fair Value Measurements and Disclosures, to converge the fair value measurement guidance in U.S. generally accepted accounting principles and International Financial Reporting Standards. Some of the amendments clarify the application of existing fair value measurements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. The amendments are to be applied prospectively and are effective for annual periods beginning after December 15, 2011. The adoption of this pronouncement is not expected to have a material impact on the Plan's financial statements.

3. Investments

The fair value of individual investments that represent 5% or more of the Plan's net assets as of December 31, 2011 and 2010 are as follows:

	2011	2010
Wells Fargo Stable Return Fund C	$ 37,185,264	$ *
Merrill Lynch Retirement Preservation Trust	*	$ 33,971,295
BlackRock Basic Value Fund (Class I)	27,087,256	28,222,600
BlackRock Global Allocation Fund (Class I)	18,406,733	19,332,580
T. Rowe Price Growth Stock Fund (Advisor Class)	15,596,827	16,153,454
PIMCO Total Return Fund (Institutional Class)	17,743,768	15,402,416
Goldman Sachs Short Duration Government Fund (Class I)	15,517,085	15,459,469
Jennison Small Company Fund (Class Z)	16,160,391	16,559,639
Templeton Foreign Fund (Advisor Class)	11,914,495	*
American EuroPacific Growth Fund	*	11,156,426
Perkins Small Cap Value (Class I)	*	11,283,903

* Represents less than 5% of the Plan's net assets available for Plan benefits.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

3. Investments (Continued)

During the years ended December 31, 2011 and 2010, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) (depreciated) appreciated in value as follows:

	2011	2010
Mutual funds	$ (8,375,148)	$ 12,935,908
Common and collective trust – stable value fund	656,805	—
Common and collective trusts – other	(145,571)	1,168,994
UniFirst Corporation common stock	312,338	$ 1,257,681
Net (depreciation) appreciation in value of investments	$ (7,551,576)	$ 15,362,583

4. Fair Value Measurements

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market to that asset or liability in an orderly transaction between market participants on the measurement date. An entity is required to establish a fair value hierarchy which maximizes the use of observable inputs and minimizes the use of unobservable inputs when measuring fair value. The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety. The three levels of input that may be used to measure fair values are listed below:

Level 1 – Inputs to the valuation methodology are quoted prices available in active markets for identical assets or liabilities as of the reporting date;

Level 2 – Inputs to the valuation methodology are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies; and

Level 3 – Inputs to the valuation methodology are unobservable inputs in situations where there is little or no market activity for the asset or liability and the reporting entity makes estimates and assumptions related to the pricing of the asset or liability including assumptions regarding risk.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Cash: Valued at cost which approximates fair value.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

4. Fair Value Measurement (Continued)

Mutual funds: Valued at the quoted net asset value of shares held by the Plan at year end which are traded in an active market.

Common and collective trust – stable value fund: Valued at NAV, NAV is determined based on the value of the underlying investments. The underlying investments include investment contracts, security-backed contracts and wrapper contracts. The fair value of an investment contract is based on the present value of future cash flows using the current discount rate. The fair value of a security-backed contract includes the value of the underlying securities and the value of the wrapper contract. The fair value of a wrapper contract provided by a security-backed contract issuer is based on the replacement cost methodology which is the present value of the difference between the replacement wrapper fee and the contracted wrapper fee.

Common and collective trusts – other: Valued at the NAV based on the market prices of the underlying investments, market interest rates, and discounted cash flow calculations of various investment contracts. NAV is deemed appropriate as the collective trust funds do not have finite lives, unfunded commitments relating to these types of investments or significant restrictions on redemptions.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, as follows:

	Level 1	Level 2	Level 3	Total Fair Value
2011				
Mutual Funds:				
Intermediate Term Bond	$17,743,768	$—	$—	$17,743,768
Small Value	9,853,590	—	—	9,853,590
Large Growth	15,596,827	—	—	15,596,827
Small Growth	16,160,391	—	—	16,160,391
Foreign Large Blend	8,533,911	—	—	8,533,911
Short Government	15,517,085	—	—	15,517,085
Large Blend	3,783,481	—	—	3,783,481
Foreign Large Value	11,914,495	—	—	11,914,495
World Allocation	18,406,733	—	—	18,406,733
Large Value	27,087,256	—	—	27,087,256
Common and collective trusts:				
Stable Value Fund	—	37,185,264	—	37,185,264

Small Cap Index	—	3,741,144	—	3,741,144
Equity Index	—	7,650,510	—	7,650,510
UniFirst Corporation common stock	9,964,117	—	—	9,964,117
Interest-bearing cash	45,096	—	—	45,096
Total Investments	$154,606,750	$48,576,918	$—	$203,183,668

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

4. Fair Value Measurement (Continued)

2010	Level 1	Level 2	Level 3	Total Fair Value
Mutual Funds:				
Intermediate Term Bond	$15,402,416	$—	$—	$15,402,416
Small Value	11,283,903	—	—	11,283,903
Large Growth	16,153,454	—	—	16,153,454
Small Growth	16,559,639	—	—	16,559,639
Foreign Large Blend	11,156,426	—	—	11,156,426
Short Government	15,459,469	—	—	15,459,469
Large Blend	4,580,273	—	—	4,580,273
Foreign Large Value	10,587,990	—	—	10,587,990
World Allocation	19,332,580	—	—	19,332,580
Large Value	28,222,600	—	—	28,222,600
Common and collective trusts:				
U.S. Government and Treasury Fixed Obligations	—	33,971,295	—	33,971,295
Small Cap Index	—	1,948,997	—	1,948,997
Equity Index	—	6,096,103	—	6,096,103
UniFirst Corporation common stock	9,906,226	—	—	9,906,226
Interest-bearing cash	258,445	—	—	258,445
Total Investments	$158,903,421	$42,016,395	$—	$200,919,816

The following discloses the unfunded commitment and redemption terms of assets held in common and collective trusts as of December 31, as follows:

Investment	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust funds – other:				
Merrill Lynch Equity Index Trust Fund (Tier 12)	$ 7,650,510	$ —	Daily	—
Merrill Lynch Small Cap Index Trust Fund (Tier 8)	3,741,144	—	Daily	—

The investment in the Stable Return Fund contains several redemption restrictions: the right to require a 12-month notice for withdrawal of assets from the Stable Return Fund initiated by the Company; withdrawals initiated by participants of the Plan will be honored when received unless payments are being delayed to all Stable Return Fund unit holders as provided in the Declaration of Trust; and redemptions by Plan participants to reinvest in options that compete with the Stable Return Fund. There are no unfunded commitments related to the Stable Return Fund.

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

5. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated December 30, 2011, stating that the Plan is qualified in accordance with applicable sections of the Internal Revenue Code. Once qualified, the Plan is required to operate in conformity with the Internal Revenue Code to maintain its qualifications. Subsequent to this determination letter by the IRS, the Plan was amended. The Plan Administrator believes that the Plan is being operated in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believes that the Plan is qualified.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the U.S. federal, state, or local tax authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2011, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2008.

6. Related-Party Transactions

Transactions in shares of UniFirst Corporation common stock qualify as party-in-interest transactions under the provisions of ERISA for which a statutory exemption exists. During each of the years ended December 31, 2011 and 2010, the Plan made purchases of approximately $1.7 million and $1.5 million, respectively, and during the years ended December 31, 2011 and 2010, sales approximated $1.9 million and $2.0 million, respectively, of UniFirst Corporation common stock. At December 31, 2011 and 2010, the Plan held 175,610 and 179,950 shares of UniFirst Corporation common stock representing 4.6% and 4.6% of the total net assets of the Plan, respectively.

Certain Plan investments are shares of mutual funds and common and collective trusts managed by BOA, the Trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to BOAML during the years ended December 31, 2011 and 2010 were $72,040 and $73,259, respectively.

7. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the accompanying financial statements at December 31, 2011 to the Form 5500:

Net assets available for benefits per the financial statements	$216,868,670
Add adjustment from contract value to fair value for fully benefit-responsive investment contracts	942,977

Nets assets available for benefits per the Form 5500	$217,811,647

UNIFIRST RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2011 and 2010

7. Reconciliation of Financial Statements to Form 5500 (Continued)

The following is a reconciliation of total additions per the accompanying financial statements for the years ended December 31, 2011 and 2010, to the form 5500:

	2011	2010
Total additions per the financial statements	$ 16,310,213	$ 38,857,134
Add prior year adjustment from contract value to fair value for fully benefit-responsive investment contracts	—	2,200,649
Add current year adjustment from contract value to fair value for fully-benefit-responsive investment contracts	942,977	—
Total additions per the Form 5500	$ 17,253,190	$ 41,057,783

Notes receivable from participants are reflected as a receivable on the financial statements which is different from the Form 5500 presentation. On the Form 5500, notes receivable are classified as investments under the caption "participant loans."

UNIFIRST RETIREMENT SAVINGS PLAN

PLAN NO. 001
EIN 04-2103460

SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2011

(a)	(b) Identity of Issue Lessor or Similar Party	(c) Description of Investments		(e) Current Value
	Mutual funds:			
*	BlackRock	BlackRock Basic Value Fund (Class I)	$	27,087,256
*	BlackRock	BlackRock Global Allocation Fund (Class I)		18,406,733
	Goldman Sachs	Goldman Sachs Short Duration Government Fund (Class I)		15,517,085
	PIMCO	PIMCO Total Return Fund (Institutional Class)		17,743,768
	T. Rowe Price	T. Rowe Price Growth Stock Fund (Advisor Class)		15,596,827
	Jennison	Jennison Small Company Fund (Class Z)		16,160,391
	Franklin Templeton	Templeton Foreign Fund (Advisor Class)		11,914,495
	American Funds	American EuroPacific Growth Fund (Class R5)		8,533,911
	Janus Funds	Perkins Small Cap Value (Class I)		9,853,590
	Davis Funds	Davis New York Venture Fund (Class Y)		3,783,481
	Common and collective trusts:			
	Wells Fargo	Wells Fargo Stable Return Fund C		37,185,264
*	Merrill Lynch	Merrill Lynch Equity Index Trust Fund (Tier 12)		7,650,510
*	Merrill Lynch	Merrill Lynch Small Cap Index Trust Fund (Tier 8)		3,741,144
*	UniFirst Corporation	UniFirst Corporation common shares, 175,610 shares		9,964,117
*	Bank of America	Interest-bearing cash		45,096
				203,183,668
*	Participant loans	Interest rates ranging from 4.75% – 9.75%, secured by participant account balances		10,527,862
			$	213,711,530
*	Represents a party-in-interest.			

(d) Cost is not applicable as all investments are directed by Plan participants.

Pursuant to the requirements of the Securities Exchange Act of 1934, the Trustees of the UniFirst Retirement Savings Plan have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

UniFirst Retirement Savings Plan

By: /s/ Ronald D. Croatti
Ronald D. Croatti, Trustee

By: /s/ John B. Bartlett
John B. Bartlett, Trustee

Date: June 28, 2012