

Under the recently announced DHL plan, 39 ABX Air DC-9 aircraft will be removed from service over the next 12-18 months, beginning in July. Additionally, DHL is negotiating with UPS to handle all of DHL's air express freight needs. This deal is not complete, nor do we have an implementation timeline. The regional ground hub network will transition to DHL.

Below are answers to some of the frequently asked questions you may have about this announcement. *We are still gathering information, and we will provide answers to additional questions in future communications.* While we all have many questions and concerns, it is still crucial that we continue to focus on working safely, doing our jobs right, and taking care of each other.

Q1. What impact will this decision have on ILN and Wilmington?

A1. It is too soon to know for sure what will happen to ILN in the long run, but as long as we have agreements in place, ABX Air plans to remain a tenant of the air park and to continue serving our customers. That said, if DHL's plan goes as they expect, it is likely that most of DHL's operations will move from ILN to another location operated by UPS in 2009. As a result, the local economy will suffer the loss of a large number of jobs--from DHL, its direct vendors such as ABX Air, and from other businesses dependent upon the operations of the air park. In the meantime, we all must continue to do our jobs safely and to the best of our ability.

Q2. Will state or local officials pursue any legal recourse to prevent the loss of jobs at ILN?

A2. We don't know what course of action officials might take, or whether they are able to prevent the loss of jobs.

Q3. Is there a timeline for when workforce reductions will take place?

A3. ABX Air does not have enough information yet to determine when or where reductions in our workforce will occur. Rest assured that when we know, we will make every effort to communicate these details as quickly and as accurately as we can.

Q4. What will be the criteria for determining who is let go?

A4. We believe that all of our employees deserve to be treated fairly. ABX has a Reduction In Force Policy and an Hourly Layoff Policy in place to help in this regard. These policies are available at www.myabx.com/employee_policy.

Q5. What happens to my medical insurance if my job is eliminated?

A5. If your position is eliminated, your medical benefits will continue through the last day of the month you work or receive severance (if applicable). You would then have the opportunity to purchase an extension of coverage under the COBRA provision of the plan.

Q6. What happens to my vacation time if my job is eliminated?

A6. Your unused earned and accrued vacation would be paid out to you. Vacation pay does not extend your medical benefits.

Q7. What happens to my 401(k) plan if my job is eliminated?

A7. After your employment ends, you have three options:

- You may directly rollover the vested balance to another qualified 401(k) or IRA. Under this option you do not have to pay taxes on the rollover.
- You may take a lump sum payment of your vested balance. Under this option, your payment would be taxable. If you are under 59½ years old, an additional IRS 10% penalty tax would be owed. You can avoid this by choosing option 1.
- If your vested balance is more than \$1,000 you may leave the money in the 401(k) plan.

For more information about rollovers or payouts, you may call Fidelity Investments at (800) 835-5095 or visit www.401k.com. Keep in mind that Fidelity cannot process any rollover or payout while you are still employed by ABX Air.

Q8. How can I stop or change my 401(k) contributions?

A8. Contact Fidelity Investments at (800) 835-5095 or visit www.401k.com. Changes and stops are processed within one or two payroll cycles.

Q9. What happens to my Profit Sharing Plan if my job is eliminated?

A9. The Profit Sharing Plan applies only to employees hired before January 1, 1999. If you have a vested balance, the same options are available as in the 401(k) plan. After your employment ends, information will be sent to your home address on how to request a payout or rollover. ABX Air cannot process any rollover or payout while you are still employed by ABX Air.

Q10. What happens to my pension benefits if my job is eliminated?

A10. For employees who are participants in the Retirement Income Plan (generally those hired before Sept. 1, 2005), if you are vested, you would be eligible to receive a benefit when you reach retirement age of 65. If you have 10 or more years of service, you can also elect to take early retirement payments when you reach age 55 or later. The ABX Air Benefits Department is preparing information about retirement benefits for all vested participants, including an estimate of benefits earned to date. More information will be communicated in the near future.

For eligible employees hired on or after Sept. 1, 2005, a separate account was established in your 401(k) plan. You can see your account balance at www.401k.com or by calling (800) 835-5095.

Q11. What help will be provided to me if my job is eliminated?

A11. ABX Air is looking at ways to help those employees whose positions are eliminated. Severance packages, retraining assistance, and career transition services have all been discussed. However, it will take time to work out the details of what can be offered. We will share that information as soon as we can.

Many of the answers to these questions are contingent upon DHL's negotiations with UPS. Benefits information is specific to non-bargaining unit employees.

Please continue to forward your questions to your management, Employee Relations, our CEO Joe.Hete@abxair.com, our President John.Graber@abxair.com, or our Vice President of Human Resources John.Starkovich@abxair.com.