

### Snapshot

- Still no signed contract between DHL & UPS.
- Your ABX and ATSG leaders keep working toward alternatives and prevention of layoffs.
- ABX has a compelling plan that saves lots of money and jobs.
- The task force meets frequently, is working to stop Deutsche Post's UPS plan, and met with Barak Obama in recent days to brief him on the situation.
- More than 2,000 yard signs are on display (see back).
- ABX employees averaging 98percent on-time ABX controllable delays since May 28.
- DHL is moving forward as scheduled with the first phase of the plan which involves parking of aircraft and station reductions.
- DHL continues to tell us they are relying on ABX to work for them well into 2009, providing all the services we provide today, including sorting, flying, maintenance, and air park services.
- Regional Hubs will begin transitioning to DHL this year, though we still don't know the schedule.
- DHL indicates ABX will be running a Day Operation at ILN for some period.
- Efforts to finalize the severance and retention packages are nearing completion.

### Impact to date

- 14 aircraft parked (plan calls for removal of 23 DC9s by December with remaining 32 by June 2009)
  - Outbased line maintenance stations closed.
- San Jose Ramp closed July 8.

### What can we expect next?

- Finalization of first Wilmington reduction in force prompted by the aircraft reductions, which will include WARN notices and severance packages. Notice targeted for July with separation dates for those affected being 60 days from issue.
- Affected employees will receive complete information directly from their manager/supervisor.
- Affected employees will have immediate access to transition resources including the on-site transition center (see below).

**WARN NOTICES DEFINED:**  
 "WARN" is the acronym or the Worker Adjustment and Retraining Notification Act. It calls for notification to employees and certain government entities when there are mass layoffs.

To date we have had several outbased line maintenance station closures, and those will continue. San Jose Ramp employees and currently affected Line Maintenance workers have received their workforce reduction notices. As we mentioned, for our outbased employees, we expect to offer two weeks advanced notice.

### Transition Center coming soon

ABX is finalizing the Transition Center intended to aid employees with résumé preparation; job search assistance; unemployment planning; guides to state aid and retraining; GED assistance; job fairs; and counseling for financial, stress/health, social service, and unemployment matters. We will communicate to all employees what services will be available. The Transition center WILL be ready to support any employee who is officially notified of the loss of their job.

The on-line portion of the Transition Center is already available at [www.MyABX.com/OwnYourFuture](http://www.MyABX.com/OwnYourFuture).

By completing the **job skills survey** on the web site, you will help us determine the services that will be most useful to you.

Additionally many resources to aid you in the transition are already available there for your reference including web sites for job openings and some upcoming job fairs.



## Don't have a way to access the Internet?

Kiosks are located throughout the base. Visit the Communications Centers this week to determine the kiosk location nearest you. In addition, multiple kiosks are available in general employee areas to include ABX Recruiting center, Administration Break room and Human Resources areas, and the Cafeteria. Contact [Communications@abxair.com](mailto:Communications@abxair.com) if you have problems gaining access to a PC for other options.

## Information resource recap

- New INFOline each Thursday afternoon at (937) 366-4636.
- On-line reference [www.MyABX.com/FYI](http://www.MyABX.com/FYI) updated with each new release of FYI sheets and frequently asked questions.
- Keep sending your questions to [Joe.Hete@abxair.com](mailto:Joe.Hete@abxair.com), [John.Grabber@abxair.com](mailto:John.Grabber@abxair.com), or [John.Starkovich@abxair.com](mailto:John.Starkovich@abxair.com).
- Visit the Communications Centers each week.
- Be on the lookout for the next *Airwaves* in stands soon.



## Proud ABX Air Employee Lives Here

Yard signs remain available at the Company Store (Building 2065) at ILN Monday through Thursday 8 a.m. to 3 p.m. and Friday 6 a.m. to 1 p.m.; or at ABX University (Building 2) between 8 a.m. and 8 p.m. on Monday, and Tuesday through Friday 8 a.m. to 5 p.m. The signs also will be available outside the gates at various times - see below. Limit one per employee please. Questions regarding the yard signs may be sent to [communications@abxair.com](mailto:communications@abxair.com). Oval ILN stickers provided by the Task Force also are available at ABX University while supplies last.

### Thursday, July 24

Employee Welcome Center - in the parking lot close to the security entrance  
4-6 a.m. and 2:30-4 p.m.

### Friday, July 25

209 Security Gate (HAZ / Flight / Fitness Center); 4-5:30 a.m.  
1005 Security - in the parking lot outside of security; 3:45-4:45 p.m.

## Family Fun Day as planned

It is even more important now than ever that we have celebrations and gatherings. The Family Fun Day is a tradition, the one day a year that ABX employees and families can get together to enjoy one another's company in a non-work setting and we are looking forward to it as always. We will see you for food, family, and fun on August 23. Visit [www.MyABX.com/EAFB/FunDay](http://www.MyABX.com/EAFB/FunDay) for complete details.

## Rumor has it...

...that the U.S. Postal Service (USPS) is coming to ILN. As you know ABX currently operates three Surface Transportation Centers (STCs) for USPS in Memphis, Indianapolis, and Dallas. ABX is considering bidding on two more in Nebraska and Tennessee. Additionally a USPS "Nationwide Time-Definite Surface Network" may be up for bid, which ABX is evaluating. Keep in mind, however, that none of these operations include any air service. We will keep you posted.

## Be safe

Safety remains a top priority, and we cannot emphasize it too much. So don't set it aside, especially now. If you see something that isn't safe, point it out or do something about it.

## Take care of yourself and others

The free, 24/7 employee assistance program is available by calling (800) 888-2998. They help you through stressful times like these, but they also offer many other services such as financial counseling. You can find out more about the EAP program at [www.MyABX.com/benefits](http://www.MyABX.com/benefits).

## Be compliant by reporting illegal activity — (800) 78-CRIME.

If you suspect illegal activity including threats you should call the anonymous We-tip hotline at (800) 78-CRIME. Same with unsafe actions or unprofessional behavior, report it. It's important, and we need your help.