

Last week DHL announced that they would be moving their operations to CVG by the end of the summer.

Always Remember

Safety, Compliance, and taking care of our People come first.

Please take time to understand what your coworkers are feeling and thinking. If someone needs help or if they need some time, please talk to your supervisor to make sure they get it.

Our organization's Safety and Compliance performance has been excellent since May 28, 2008.

You have excelled in Customer Service, turning in better than 98 percent on time performance despite the many changes our company has faced.

You are the reason for our outstanding performance. Over and over you tell us how important providing a good product is to you. Keep it up.

What you need to know

Schedule – DHL intends to move in July or August. We won't know a final date for some weeks. In the interim, ABX Air remains responsible for running the airport at ILN and establishing our air and maintenance operations in CVG.

Opportunities at CVG – DHL has committed to conducting interviews in Wilmington for ABX Air. We are working on details for these interviews and will share them as soon as they are available.

Current Retention Program – No Change. 1) Eligible employees will qualify for 26 weeks of retention payment if still employed on July 31. 2) Retention payments will be processed in August.

Severance – No change. 1) Eligible employees must stay until released. 2) You earn two weeks pay for the first full year of employment and one week for every full year thereafter. 3) Benefit coverage remains for the severance period.

Productivity – We will stop paying the productivity bonus as of July 31, 2009.

August Retention Coverage

ABX Air needs to be able to sort for DHL in August, if required. We will pay additional retention to many employees for the month of August. All Ground and Air Park employees, and many others, will be eligible.

Eligible employees who commit to work the month of August will earn pay for all hours worked in August plus four weeks additional retention pay.

If you commit to being available in August but then are not needed, we will pay you four weeks of pay.

You will not lose your current retention package if you do not commit to work in August, but you will not qualify for the August retention coverage.

We will give you more details about our requirements and this program in early May.

As tough as this news is for our People and our Company, it is important to remember that going forward, a big part of ABX Air will be flying for DHL. Now more than ever, we have to support their business. Please help everyone do that.

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