

DHL intends to move their operation from ILN to CVG in July or August 2009. ABX Air will remain responsible for continuing our operation until their transition is complete. To ensure adequate staffing throughout their transition from ILN to CVG, DHL has agreed to the following August Retention Plan for ABX Air employees.

**Plan details:**

If you commit now to work (and work if needed) for the month of August, you will receive an additional four (4) weeks of retention pay.

To participate, complete an August Retention Commitment Form and submit it to your manager by Friday, May 15, 2009.

If you do not commit to work in August, you will NOT receive the August Retention pay. If you work until you are released, you will still be eligible for severance and the current retention plan.

**Eligibility requirements:**

All ABX Air employees who are eligible for the current retention program who commit to work or be available to work through the month of August. This includes full-time and part-time employees who support the DHL operation in ILN or Outbase locations.

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

**Questions and Answers:**

- 1. What hours will the August Retention Coverage be paid?*  
For Ground Dept sort & ramp hourly employees, the hours are based upon the average hours worked between July 2007 and July 2008. For all other employees, the hours are based upon your normally scheduled hours.
- 2. What if I do not sign up for the retention plan, but I end up working part of August?*  
You will be paid for hours worked in August, but will not receive the additional 4 weeks of retention pay. You also will receive the 26 weeks of retention pay from the current plan since you worked past July 31, 2009.
- 3. What if I sign up now and then I am not able to stay the entire month of August?*  
If you resign prior to being released, you will forfeit severance and the August retention.
- 4. What happens to my current retention if I don't commit?*  
You will still be eligible for the current retention provided you work through July 31, 2009 or until you are released by your management.
- 5. If I work in the Ground department and do not commit to stay through August, what is my last day of employment?*  
Your last day depends upon DHL's needs. It is forecasted to be in July or August.
- 6. When will I receive the August retention?*  
August retention will be paid on your final paycheck which also includes hours worked, your earned and accrued vacation, floaters, attendance award days, etc. If you remain employed at ABX after August, the pay out will be in September.
- 7. Will Ground department employees be bused to CVG to help with the transition?*  
That depends upon DHL's needs. If we ask you to go to CVG, we will provide your transportation and you will be paid for the time to travel back and forth.
- 8. If I take vacation in August, will I still be eligible for the August Retention plan?*  
If your management has approved your vacation, it will not impact your eligibility for the August Retention plan.
- 9. If I commit to stay and my anniversary falls in August (but we are no longer working) will I receive the extra week severance?*  
No. Your anniversary must come before your actual last day of work to receive the additional week of severance pay.
- 10. Do I have to work at least one day within August to receive the August Retention?*  
No. If you have made the commitment to be available, but are released prior to August, you will still receive the August retention bonus.
- 11. What happens if I commit to stay and work in August and a personal, family, medical or other issue arises that requires me to take a leave of absence during August?*  
If you are unavailable to work in August due to a leave of absence, you will not be eligible for the August retention plan.