

DHL intends to move their operation from ILN to CVG in the coming months. ABX Air will remain responsible for continuing our operation until their transition is complete. Below is a tentative plan for the transition. It is subject to change.

DHL is currently staffing and training for their operation in Cincinnati / Northern Kentucky (CVG).

What does this mean for me?

- ABX Air employees have the opportunity to interview for CVG-based positions with DHL every Tuesday through June 23, 2009 in CVG.
- DHL employees have begun to be bussed into ILN for training in DHL's International sort area. Please be courteous and helpful to these employees as they acclimate to the ILN environment.

DHL currently is moving equipment and preparing their sort facilities in CVG.

What does this mean for me?

- DHL began to move excess equipment (k-loaders, etc.) from ILN to CVG on Monday, May 11.
- DHL will maintain enough equipment in ILN to support a safe operation.

At this time, DHL plans to run Sunday operations in CVG on July 12 and July 19 before they begin their full operation in CVG.

What does this mean for me?

- ABX anticipates the last regularly scheduled ILN Sunday sort/ramp operation may be July 5.
- On Friday, July 10 and Friday, July 17, flights will fly into ILN as planned.
- On the subsequent Saturday mornings, those flights that currently depart Saturday will depart as planned.
- The remaining flights in ILN will reposition to CVG and remain in CVG until they depart for their destinations on Sunday.

What does this mean for Ground employees?

- The work schedule for all full-time and part-time Ground Department employees may change to Monday through Friday night beginning the week of July 6.
- DHL has asked us to provide about 130 ABX employees to work in CVG on those Sundays. Full-time and part-time Ground Department employees will have an opportunity to sign up to work in CVG on those Sundays. Selections will be made based upon needed skill sets (e.g. ramp, JAG), then by department seniority. The sign-up process will begin in June. ABX will provide bussing and from CVG on those Sundays. Employees will be paid for travel time and all hours worked, in addition to their August Retention pay.

What does this mean for Air Park Services employees?

- Air Park employees not scheduled on Sunday will see no change to their work schedule.
- Employees scheduled for these Sundays will receive schedule changes from their management. Some employees may be asked to report to CVG on these Sundays to help with DHL operations.

What does this mean for Flight employees?

- Crews will report to CVG on Sunday for their departing flights and will be handled similar to a departure from any non-ILN city.
- Monday, July 13 and Monday, July 20 flights will fly into ILN as scheduled.
- A transition will require maintaining the crew IT infrastructure in both ILN (Building 209) and CVG simultaneously until the transition is completed.

What does this mean for Maintenance & Engineering and Administration employees?

- Normal operations.
- ABX line maintenance work will be performed by AMES (the MRO) in CVG.

If the Sunday operations on July 12 and 19 go smoothly, DHL plans to begin full operations in CVG on the night of Friday, July 24.

What does this mean for Ground employees?

- The same 130 Ground Department employees who worked on July 12 and 19 will work in CVG beginning July 24 until they are no longer needed (sometime in August). They will report to ILN, then be bussed to CVG. They will continue to be paid for travel time and all hours worked, in addition to their August Retention pay.
- Other Ground Department employees who committed to work (or be available to work) in August will report to work only if needed. We are currently developing a call-in procedure to let employees know if they are required to report to work. These employees will be paid through a bi-weekly payout of the August Retention plan. If they end up working, they will be paid all hours worked, plus the retention pay.

What does this mean for Air Park Services employees?

- We are working with DHL to get a clearer picture of services that may be required past July 24. We will communicate this information as it becomes available. We will notify all employees who have committed to work through August of DHL's need for our services during this period as soon as DHL makes that information available to us.

What does this mean for Flight employees?

- Flights will depart ILN the morning of July 24 to their destination and the night of the 24 will be dispatched to CVG, versus ILN.
- There is a plan to open a flight crew domicile for CVG and closing down the ILN domicile, in conjunction with that, on or about August 1.
- Flights originating from CVG will require some administrative support there to handle crew check-in and flight crew support issues.
- Otherwise, crew operational procedures will be consistent with crews who originate trips from any non-ILN location (MIA or an outbased station).

What does this mean for Maintenance & Engineering and Administration employees?

- Employees should be prepared to work in the sort if needed.

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.