

Below is information about the transition of the sort from ILN to CVG, as well as details on the upcoming retention payments.

**DHL Transition to CVG**

This week DHL confirmed for us when they plan to move to CVG. The night of Thursday, July 23 is their planned final operation for Wilmington. As you know, DHL is testing its CVG systems on July 12 and 19. They will make their final decision after their July 19 test. If things don't go smoothly, we can expect DHL to slide their move a week, from July 23 to July 30, but we won't know that until after July 19.

If you've volunteered to work in CVG on July 12 and 19, we'll bus you down and back on those days. Your supervisor will have your schedule.

Now that we know for certain when our Wilmington operations will end, make sure you know all the benefits available to you, and make sure you're getting them.

It is critical now, at the end of this long journey, that we continue delivering the high levels of service we have all along. We need DHL's transition to succeed. ABX Air intends to fly for DHL for a long time, and helping them with this transition helps us. And delivering good customer service is the right thing to do.

**Ground and Air Park Services Reductions**

The transition of the sort operation from ILN to CVG will result in about 1,000 Ground and Air Park Services employees receiving a Worker Adjustment and Retraining Notification (WARN) Act letter early next week.

- Noticed employees who agreed to be available in August will have an official end date of August 28, though their last day worked will likely be Thursday, July 23. After that date, they will report to work only if needed.
- The end date for noticed employees who will not be on call during August will be Thursday, July 23.

Noticed employees are encouraged to attend a three-hour orientation session that outlines the services available to them through the Air Park Transition Center, the State, and other resources.

**Ultimate Carry-In**

To mark the end of this era and let employees honor the friends they have made at ABX Air, the Ground Department will hold an "ultimate carry-in" on Thursday, July 16, from 10 p.m. to 1 a.m. in Hangar 1004.

**Transition Center**

The Air Park Transition Center is available to help you prepare for your next step, whether that involves a job search, retraining, going back to school, or learning about retirement options.

Visit their web site [AirParkTransitionCenter.com](http://AirParkTransitionCenter.com) or call (937) 366-2665 for more information.

**July-August Calendar**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Last Sunday operation <b>July 5</b>	<b>6</b> Start Monday-Friday schedule	<b>7</b> Town hall meetings	<b>8</b> CVG orientation	<b>9</b> Town hall meetings, CVG orientation	<b>10</b> All trucks and aircraft depart to CVG	<b>11</b>
<b>12</b> ABX employees to CVG	<b>13</b> WARN notices, CVG status update	<b>14</b> WARN notices	<b>15</b>	<b>16</b> ABX Air Ultimate Carry-In 10 p.m. to 1 a.m.	<b>17</b> All trucks and aircraft depart to CVG	<b>18</b>
<b>19</b> ABX employees to CVG	<b>20</b> GRD carry-ins, GRD employee August info meeting	<b>21</b> GRD carry-ins, GRD employee Aug. info meeting	<b>22</b> GRD carry-ins, GRD employee Aug. info meeting	<b>23</b> GRD carry-ins, projected last day of operations	<b>24</b> First night of ops in CVG	<b>25</b>
<b>26</b>	<b>27</b> On-call procedures begin	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>August 1</b>
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b> Retention payout, checks distributed/mailed by end of business day	<b>15</b>
<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>
<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b> August Retention employees must be available through this date, final Retention payout	<b>29</b>

(over)

## Retention Payouts

Those eligible for a retention payment for the period of July 2008 through July 2009 will see that money—up to 26 weeks of pay—included in their August 14 paychecks. In addition, the August Retention payment will be distributed in two payments to eligible employees who agreed to be available during that month:

- Two weeks of August Retention payment will be included on the August 14 paycheck. (Ground and Air Park Services employees on call during the week of July 27 will see an additional week of August Retention pay on this check to assure that these employees receive full compensation from the time DHL leaves ILN through the five weeks that they are to remain on call up to August 28.)
- Two weeks of August Retention payment will be included on the August 28 paycheck.

All of the retention payments are paid at your rate of pay as of February 23, 2009. For detailed information about how deductions will be applied to the retention payments, see [issue 20 of For Your Information](#).

You will be taxed at a higher level on this check than you typically are. How much more tax will you owe in 2009? That question can only be answered on a case-by-case basis by an accountant or tax consultant. It depends on the amount you earn, and the amount of your retention payment. We cannot give our employees tax advice or investment advice. Instead, we have provided the IRS Tax table below to assist you and your advisors in figuring out how much taxes will be withheld, based on the anticipated amount of the check and the number of allowances you claim.

To figure the income tax withheld in a biweekly payroll period under the percentage method, start with your anticipated paycheck amount, subtract \$140.38 per allowance you have claimed, and consult one of the charts below (depending on whether you file as single or married).

### (a) SINGLE person (including head of household)—

If the amount of wages (after subtracting withholding allowances) is:		The amount of income tax to withhold is:
Not over \$276 . . . . .		\$0
<b>Over—</b>	<b>But not over—</b>	<b>of excess over—</b>
\$276	—\$400 . . . . .	—\$276
\$400	—\$1,392 . . . . .	—\$400
\$1,392	—\$2,559 . . . . .	—\$1,392
\$2,559	—\$6,677 . . . . .	—\$2,559
\$6,677	—\$14,423 . . . . .	—\$6,677
\$14,423 . . . . .		—\$14,423

### (b) MARRIED person—

If the amount of wages (after subtracting withholding allowances) is:		The amount of income tax to withhold is:
Not over \$606 . . . . .		\$0
<b>Over—</b>	<b>But not over—</b>	<b>of excess over—</b>
\$606	—\$940 . . . . .	—\$606
\$940	—\$2,910 . . . . .	—\$940
\$2,910	—\$4,543 . . . . .	—\$2,910
\$4,543	—\$8,331 . . . . .	—\$4,543
\$8,331	—\$14,642 . . . . .	—\$8,331
\$14,642 . . . . .		—\$14,642

If you want to adjust your withholding, submit a new Form W-4 to Payroll as soon as possible but no later than Thursday, August 6. Copies of Form W-4 are available in the forms bin outside the Payroll Department in the Administration Building, or online at [MyABX.com/forms](http://MyABX.com/forms).

Please do not ask Payroll Department employees to advise you about how to handle your tax withholding. They are not allowed to give financial advice.

## Other Paycheck Concerns

The August 14 paycheck will be a large amount of money, including:

- pay for hours worked the previous two weeks (if any),
- up to 26 weeks of regular retention pay, and
- two or three weeks of August Retention pay.

You should be aware of the risks and security concerns that come with such a large amount of money.

Unless you have enrolled in direct deposit, you may have trouble cashing such a large check. Your bank will most likely put a hold on it, preventing you from getting some or all of the money for as many as seven days.

To avoid this, sign up for direct deposit as soon as possible by Thursday, August 6, if you haven't already done so. That way the funds will go right into your bank account and, in many cases, may be available to you the same day. Copies of the Direct Deposit enrollment form are available in the forms bin outside the Payroll Department in the Administration Building, or online at [MyABX.com/forms](http://MyABX.com/forms).

Another concern to be aware of is fraud. You should be wary of people making fraudulent offers, scams, and other criminal attempts to get your retention money. Before agreeing to any services, do some research and find out what you are getting into. Protect your personal financial information to prevent identity theft and other crimes.

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