

Below are answers to questions employees have asked recently.

**Q1. Will shift differential be included in the retention and severance pay?**

A1. Shift premium is not included in the retention or severance pay.

**Q2. If I take retirement after severance, will that affect my unemployment?**

A2. According to a representative from the State, if the retirement income comes from the company from which you are separating (ABX Air), then yes, it does affect unemployment. You should still file a claim with unemployment, however, to determine benefits. We are told that if the retirement income is less than the determined benefits, you will receive the difference through unemployment. The unemployment office ultimately makes these determinations, not ABX Air. The best way to determine what will happen in your particular situation is to contact the Ohio Department of Job and Family Services at 1 (877) 644-6562.

**Q3. If I adjust my withholding by submitting a new W-4, does the change take effect immediately?**

A3. Payroll will enter the tax form when they receive it. If you want the change to take effect on a specific pay date (August 14, for example), indicate that on the tax form, or tell the Payroll Department when you submit the form in person. Otherwise the change will take effect immediately. The new withholding will remain in effect until Payroll receives another form. So if you want to change the withholding back after a specific pay date, you will need to submit another form after that date. To save time, you can submit both forms at once, as long as you label the forms with the dates you want them to become effective.

**Q4. What is a WARN notice and how does it relate to severance?**

A4. The Worker Adjustment and Retraining Notification (WARN) Act encourages employers who are having a mass layoff to give their employees 60 days advance notice. However, there are times when employers are unable to allow employees to work their full 60-day notice period (like ABX today). In those situations, employers must take steps for pay and benefits to continue for the remainder of their 60-day notice period. If a company is paying severance, it may be applied to satisfy this requirement. If an employee does not have enough severance to cover the remaining portion of the 60-day notice period, then they will receive WARN notice pay, which is calculated the same as severance pay.

**Q5. What happens if I am called in during August but I am sick?**

A5. If you are asked to go on-call for the month of August, your management will meet with you to discuss the on-call procedure and guidelines.

**Q6. Can I voluntarily opt out of being on-call in the middle of August if I find a new position?**

A6. If you no longer wish to remain on call to work in August, you will forfeit any remaining August retention bonus to which you would otherwise be entitled.

**Q7. What happens if I have vacation scheduled in August?**

A7. Pre-approved time off does not disqualify you for the retention bonus.

**Q8. What subsidy is available for COBRA insurance?**

A8. The American Recovery and Reinvestment Act of 2009 (ARRA) gives "Assistance Eligible Individuals" the right to pay reduced COBRA premiums if you involuntarily lose your job (other than for gross misconduct) between Sept. 1, 2008 and Dec. 31, 2009.

**All about the separation meeting:**

During your separation meeting, an ABX Air representative will verify your contact info, provide you with information about your severance, and introduce you to the benefits for which you are eligible.

The separation meeting is your opportunity to ask questions about your severance and benefits.

**Include your Employee I.D. number on forms:**

When submitting Direct Deposit forms or W-4s, please be sure to write your Employee I.D. number on the form. Doing so greatly speeds up the process.

**Tips for getting a jump start on your transition:**

Visit [airparktransitioncenter.com](http://airparktransitioncenter.com) now to get acquainted with the services available to you through the Air Park Transition Center.

Complete the online job skills survey before coming to your Air park Transition Center orientation. You can access the survey online at [airparktransitioncenter.com](http://airparktransitioncenter.com).

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COBRA insurance (continued):

To be considered an "Assistance Eligible Individual" you:

- MUST be eligible for COBRA continuation coverage and elect coverage
- MUST have made the election due to an involuntary loss of employment between Sept. 1, 2008 and Dec. 31, 2009
- MUST NOT be eligible for Medicare
- MUST NOT be eligible for coverage under any other group health plan such as a plan sponsored by another employer or your spouse's employer.

If you qualify as an "Assistance Eligible Individual", your COBRA premium will be reduced to 35% of the full COBRA cost and the federal government will pay the other 65% of the cost. (See charts below.)

If your employer is providing paid severance benefits, the law requires that your cost is reduced to 35% of your normal cost as an active employee and the federal government will be pay 65% of your normal cost. Your employer is required to pay its normal share of the cost while on severance. (See charts below.)

**For Former Employee Receiving Severance Pay**

COBRA Cost for Employee on Severance and Cost for Assistance Eligible Individuals on Severance Pay  
American Recovery and Reinvestment Act of 2009

	Biweekly COBRA Cost for People on Severance Pay:  You Pay:	Biweekly COBRA Cost for People on Severance Pay and are Assistance Eligible Individuals  You Pay:
<b>Enhanced PPO</b>	100%	35%
Employee Only	\$ 41.54	\$ 14.54
Employee & Spouse	\$ 105.69	\$ 36.99
Employee & Child(ren)	\$ 102.00	\$ 35.70
Employee, Sp & Child(ren)	\$ 129.23	\$ 45.23
<b>Value PPO</b>	100 %	35%
Employee Only	\$ 30.00	\$ 10.50
Employee & Spouse	\$ 80.31	\$ 28.11
Employee & Child(ren)	\$ 76.62	\$ 26.82
Employee, Sp & Child(ren)	\$ 92.31	\$ 32.31
<b>HSA PPO</b>	100%	35%
Employee Only	\$ 23.08	\$ 8.08
Employee & Spouse	\$ 53.54	\$ 18.74
Employee & Child(ren)	\$ 51.69	\$ 18.09
Employee, Sp & Child(ren)	\$ 69.23	\$ 24.23
<b>PART TIME ONLY BASIC DENTAL</b>	100%	35%
Employee & Spouse	\$ 17.08	\$ 5.98
Employee & Child(ren)	\$ 24.00	\$ 8.40
Employee, Sp, & Child(ren)	\$ 41.08	\$ 14.38

Full COBRA Cost and Cost for Assistance Eligible Individuals  
American Recovery and Reinvestment Act of 2009

	Full COBRA Monthly Cost  You Pay:	Assistance Eligible Individuals  You Pay:
<b>Enhanced PPO/</b>	102%	35%
<b>*Enhanced Dental</b>		
Employee Only	\$ 470.37	\$ 164.63
Employee & Spouse	\$ 984.60	\$ 344.61
Employee & Child(ren)	\$ 833.50	\$ 291.73
Employee, Sp & Child(ren)	\$ 1,469.84	\$ 514.44
<b>Value PPO/</b>	102 %	35%
<b>*Basic Dental</b>		
Employee Only	\$ 451.69	\$ 158.09
Employee & Spouse	\$ 943.76	\$ 330.32
Employee & Child(ren)	\$ 810.66	\$ 283.73
Employee, Sp & Child(ren)	\$ 1,415.67	\$ 495.48
<b>HSA PPO/</b>	102%	35%
<b>*Basic Dental</b>		
Employee Only	\$ 334.60	\$ 117.11
Employee & Spouse	\$ 697.40	\$ 244.09
Employee & Child(ren)	\$ 607.04	\$ 212.46
Employee, Sp & Child(ren)	\$ 1,050.47	\$ 367.66

\*Total price may vary if you have selected an alternate dental plan. Contact the ABX Air Benefits Dept. for additional information.

If you earn more than \$125,000 (or \$250,000 for married couples filing a joint federal tax return), you may not be eligible for some or all of the financial assistance. You should consult your tax advisor for more information.

If you cease to become an "Assistance Eligible Individual" (for example, you obtain coverage through another employer), you are required to notify the COBRA administrator (ABX Air) so federal assistance is stopped in a timely manner. If the federal government provides assistance during a time you are not eligible for assistance, the federal government will require you to repay the amount plus a 10% penalty.

Information and sign up forms for the federal assistance will be included with the COBRA information when it is sent to you. For more information about the COBRA assistance visit these U.S. Dept. of Labor's web sites:

- U.S. Dept. of Labor COBRA Information ([www.dol.gov/ebsa/COBRA.html](http://www.dol.gov/ebsa/COBRA.html))
- COBRA Reduction Fact Sheet ([www.dol.gov/ebsa/newsroom/fsCOBRAPremiumReduction.html](http://www.dol.gov/ebsa/newsroom/fsCOBRAPremiumReduction.html))
- COBRA FAQs ([www.dol.gov/ebsa/faqs/faq\\_consumer\\_cobra.html](http://www.dol.gov/ebsa/faqs/faq_consumer_cobra.html))

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.