

DHL/ABX finalize severance

In an ABX Manager Meeting held Tuesday morning CEO Joe Hete and President John Graber announced the plan for the upcoming first round of job eliminations as well as the details for the severance, retention, productivity, and voluntary reduction plans for non-regional hub employees. Below and attached are the key points of the plans.

If you have questions, please ask your supervisor, manager, or employee relations.

Thank you

We acknowledge these are difficult times for all of us, and we recognize and appreciate your efforts and dedication to provide excellent service. It has taken some time to layout this plan. We appreciate your patience. Look for a letter from Joe and John in the mail later this week with an overview of the plans.

Overview

- ABX/DHL agreement reached for severance/retention/productivity.
- Job Eliminations originally slated for July will begin next week.
- Voluntary separation process begins today.

Severance

- Two weeks for the first full year of service.
- One week for each additional full year of service.
- No cap on years of service.
- Paid bi-weekly starting after separation day.
- Health benefits continue through the severance period.

Retention

- Contingent upon DHL agreement with UPS.
- First round of reductions do not receive this benefit.
- Two weeks base pay for each month worked during the transition period.
- Maximum 26 weeks of pay.
- Effective July 1, 2008.
- Paid in a lump sum at separation.

Productivity Bonus

- Started July 1, 2008.
- Qualified employees to receive payout for July soon.
- Perfect attendance (No sick or non-paid time off)
- \$150 per employee paid monthly.
- Will be cancelled by DHL upon termination of negotiations with UPS, if that occurs.
- Managers and above are not eligible.

Job Eliminations

- First round will eliminate 200 positions in Maintenance & Engineering, Flight, and Administration departments.
- Notifications to begin Monday, Aug. 25, 2008.
- Further reductions will be based on DHL plans.

Request for Volunteers

- Volunteers requested only from Maintenance & Engineering, Flight and Administration departments at this time.
- Request forms and questions and answers are available through your supervisor, manager, and employee relations beginning today.
- The deadline for submitting a volunteer request for consideration to you manager is Saturday, Aug. 23, 2008, at 7 a.m.
- Volunteers will be eligible for the same benefits as noticed employees.

If you have questions or receive questions please contact your management or Employee Relations. Let us know what more you need from us by e-mailing communications@abxair.com.

DHL/UPS No Agreement Yet

As of today, we've heard nothing from DHL as to how close they are to completing where they stand regarding their contract negotiations. Media reports state that it will take some time yet to finalize the details. We anticipate continued operations well into 2009.

Senate/House hearings

Ohio's Senate and House field hearings were held in Wilmington today where local residents, leaders, and business representatives gave testimony about DHL's restructuring plans and the potential impact on thousands of employees and the many businesses and organizations in Clinton and the surrounding counties.

ABX Air CEO Joe Hete addressed the group with the ABX impact report.

INFOLine – New on Thursdays

Remember to call (937) 366-4636 each week after noon on Thursday for updates on John Graber's INFOLine which also is posted on www.MyABX.com/INFOLine.

Need Some Help?

Visit www.myabx.com/benefits for the on-site counselor schedule, tips, articles, and information to help you and your family deal with stressful situations like this. Employee Assistance Program. Counselors are available 24/7 by calling (800) 888-2998.

Insurance options if/when you need them

UnitedHealthcare's Golden Rule Insurance is a lower cost option than COBRA which will be available as an alternative for employees impacted by ABX workforce reductions. More details to be released soon on www.MyABX.com/OwnYourFuture.