

Challenging Night – Great job!

The major weather events throughout the night operations of June 3, caused power outages, delays, and tornado warnings. Everyone did a good job under the circumstances. Thank you!

INFOnline – New on Thursdays

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

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.

No Stone Unturned

We still have a lot of unanswered questions. We are working to get answers.

ABX has not given up. We are fighting to keep ABX going for our employees and the community in any way we can.

We are pursuing every avenue that is open to us and hoping to open those that aren't. We are cooperating with elected officials at the local, state, and national levels. Please understand how important it is that we keep our eye on the ball and do a good job for DHL and all our customers during these challenging times.

- We have to be safe!
- We need to come to work!
- We have to do a good job!

Your Top Questions

What assistance will be available to me if I am laid off?

IF we have to layoff people, we are absolutely certain that we will have severance packages for those who are laid off.

Knowing that we will need to keep the operation going, we are working diligently on a retention package that we expect to have ready for announcement by the end of June.

Most companies in situations like these plan for many months on how to incent people to stay and keep the business going. We don't have months. We know you want to know now what the retention plan will be, but we need a little more time. Thank you again for your patience.

The key message here is that we WILL have transition assistance available in the form of severance, retention incentives, and job search assistance if needed.

How long is my job going to last?

DHL has indicated to us that we will work for them through the rest of this year. What we have not yet been told, is how much work we will be doing for them. We will tell you more specifics as soon as we get them.

Over 100 questions have been submitted by employees, and we are working to answer them. Some of them we have solid answers on; some we have to say we don't know. Keep them coming – send them to your management, Employee Relations, or e-mail our CEO Joe.Hete@abxair.com, our President John.Graber@abxair.com, or our VP of HR John.Starkovich@abxair.com.

Updates from DHL

Joe Hete, John Graber, and Quint Turner met with DHL's U.S. CEO Ken Allen, and DHL COO, John Cameron on Monday afternoon. They clarified and confirmed some items.

- DHL is still negotiating with UPS, and there is no contract at this time.
- DHL intends that ABX Air will run a day sort operation in Wilmington for some extended period of time. The day sort is a truck hub operation.
- Mr. Cameron indicated that a DHL official misspoke at one of their Gateway Meetings. The DHL official apparently said DHL would be running everything within the next six months. That was in error.
- We are formalizing the communication process between ABX Air and DHL, especially as it applies to aircraft and station changes. In the past we've routinely flexed for DHL network changes, but going forward we will make sure DHL understands the impact of changes, and agrees to those impacts, before we implement them.

Nutshell Summary

- We will have severance packages for those who may be laid off.
- We will announce the details of our retention program soon.
- We will conduct Hangar Talks the week of June 16 or sooner when we have the severance and retention pieces complete.
- We will be here through 2008 at the least.
- We are cooperating with local, state, and national elected officials to change the outcome and hopefully minimize the impact of these potential changes.
- We are not giving up on our Company, and it is best to prepare for the worst case.
- If you have issues let your leadership know.
- Thank you for all you are doing.