



L-R Mark Stevens, Jong Park, Brad Hamlin, Phil Flowers

## Jong Park Awarded Gold Wings of Excellence

Sr. Line Maintenance Specialist, **Jong Park**, was awarded the Gold Wings of Excellence award. Jong was recognized by Vice President, Maintenance **Phil Flowers** for his efforts completing the ADS-B modification on seven aircraft. Each aircraft was completed on average two days sooner than scheduled.

Jong also developed an avionics test to evaluate applicants prior to hiring them into the Technical Specialist position. He also serves as the liaison between AMES Engineering and ABX Maintenance Control, providing avionics expertise in troubleshooting newly installed STCs.

Vice President Phil Flowers said, "Jong has been a valuable talent in working avionics issues on our aircraft. He frequently travels to other stations and is more than willing to share his avionics knowledge with less experienced technicians to help them learn and grow in their craft."

### Congratulations, Jong!

#### What is ADS-B?

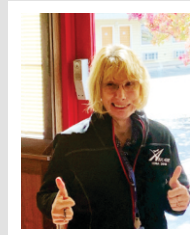
Automatic Surveillance Dependent-Broadcast or ADS-B is transforming all segments of aviation by providing real-time precision, shared situational awareness, and advanced applications for pilots and air traffic controllers.

ADS-B works by using GPS to identify the three-dimensional position of an aircraft in the air (or on the ground), and automatically broadcasting the location to other nearby aircraft and to air traffic controllers on the ground. The position of nearby aircraft is displayed in the cockpit allowing pilots to "see" nearby aircraft in any visibility.

ADS-B improves safety and efficiency in the air and on runways, reduces costs, and lessens harmful effects on the environment.

#### Do you remember?

ABX Air, along with FedEx and UPS, tested an early version of ADS-B in the 1990s. ABX had four DC-9 aircraft equipped with the early version during the test period.



## Diane Hibbett Awarded Silver Wings of Excellence

Manager of IEP/SMS, **Diane Hibbett**, was awarded the Silver Wings of Excellence award for leading the Company effort to renew our IOSA registry for another two years. This is Diane's second Silver Wings award.

Thanks to the cross-departmental team led by Diane, ABX Air was able to successfully complete the audit with a minimum number of findings and observations.

The team was recognized by senior ABX management at a special luncheon where each team member received a jacket with a unique logo recognizing the achievement, plus a \$50 gift card.

Well done,  
Diane!



#### The IOSA Audit Team

Front: Erin Cadwallader, Diane Hibbett, Barbara Brooks

Back: Todd Kramer, Eddie Crowe, Steve Briner, Alain Terzakis, Andrew Lawter, Kyle Murphy, Rex Gunning, Aaron Burns, Mark Wilt

#### What is IOSA?

The IATA Operational Safety Audit (IOSA) Program is an internationally recognized and accepted evaluation system designed to assess the operational management and control systems of an airline. The IOSA audit creates a standard that is comparable on a world-wide basis, enabling and maximizing the joint use of audit reports. ABX Air successfully extended our registry for another two years, until October 26, 2021.

## ATSG Reopening! Wilmington Air Park Healthcare Center

For employees and their families  
enrolled in Company medical insurance



*Tawnia Cecardo, Manager, Benefits & Wellness, shares information with ATSG employees about the new HealthCare Center at the Hangar Talk.*

At the recent ATSG Hangar Talk, the Company announced the Wilmington Air Park Healthcare Center will reopen in January 2020. The Healthcare Center will provide healthcare services for ATSG employees and their family members based at ILN who are enrolled in any of the company-sponsored medical insurance plans.

The facility will be operated and staffed by **OurHealth**, an independent provider of primary care and occupational services. OurHealth provides primary care for adults including preventative care, colds/flu, minor injuries, rashes, wound care, etc. Pediatric care for ages three and up includes minor illness and injuries, cuts, bumps, and sprains, and sports, camp, and school physicals. Wellness care includes annual exams, health coaching, tobacco cessation, diabetes management, and biometric screening.

OurHealth can dispense over 150 medications and will have lab services with over 3,000 blood and urine tests. OurHealth has four other locations in the Cincinnati market and four locations in the Charlotte, NC market. Eligible ATSG employees in those markets will have access to those locations.

## New ABX Department: Corporate Publications

A new Corporate Publications department has been established to oversee the creation and revision of Maintenance, Safety, Ground and Flight Operations-related manuals for the airline. The new department consolidates the work being done by multiple departments and will be located in the Flight Operations area.

**Lori Moore** has been promoted to Supervisor, Technical Writing & Publications, and will oversee the new department.

## Hot Fun with the Cool Kids at the Summertime Cookout

ABX Air Wilmington employees enjoyed a cookout this summer including a visit by the Kona Ice Truck. Vice President, Aircraft Maintenance, **Phil**

**Flowers** and Vice President, Flight Operations, **John Maloney** manned the grill while Human Resources Recruiter, **Joyce Dean**, enjoyed a Kona Ice.



*Connie Marshall, Accounting, with Phil Flowers and John Maloney*

## Pilot Flow-Through Program with Air Cargo Carriers

ABX Air and Air Cargo Carriers (ACC) signed a pilot Flow-Through Agreement this past June. The program will assist crewmembers at Air Cargo Carriers in progressing their careers by joining a world-class operator of Boeing 767-200 and 300 freighter aircraft.



*Steve Altnau, President, Air Cargo Carriers listens to Manager, Flight Standards, Capt. Dan Graves explain the ABX Air pilot training process.*

Under the program, Air Cargo Carriers crewmembers who serve as Pilot in Command for a minimum of two years, obtain 1,000 hours of Pilot in Command flight experience, and obtain their Airline Transport Pilot license, can bypass the interview process and obtain a training class opportunity at ABX Air, contingent on their passing the required background checks.

Recently, the leadership of ACC paid a visit to ABX Air to learn more about our programs and to discuss how we can work together to source pilots in today's competitive hiring environment.

"We are very excited about the Flow-Through Program and what it will offer everyone involved," said Air Cargo Carriers President **Steve Altnau**. "As time progresses, we will continue to evaluate new and creative ways to improve this partnership and certainly strive to maintain an industry-leading agreement that will attract quality aviators."

"ABX Air is pleased to partner with Air Cargo Carriers on this program," said ABX Air Vice President of Flight Operations **John Maloney**, "and we are looking forward to working together to recruit the best available pilots and give them the opportunity for a long, rewarding career in aviation."



*Terri Peterson, Human Resources Director, and Deanna McCormick, Recruiter, both of Air Cargo Carriers try their hand in the ABX Air B-767 simulator.*

## Our Fall Charity Drive is ON

The goal for this year's Fall Charity Drive is \$250,000.

All money donated supports eight charities including:

- American Cancer Society
- American Diabetes Association
- American Heart Association
- American Red Cross
- ATSGCaREs
- Two local Food Banks
- United Way
- Wounded Warriors Project



If you have not turned in your donation form there is still time to participate. Every dollar helps!

## Mxi Goes Live!

After two years of effort, Mxi went live on November 6, 2019.

The ABX Air Aircraft Maintenance Department now has real time maintenance information about the status of the fleet and upcoming maintenance tasks.

**Phil Flowers**, Vice President, Aircraft Maintenance said, "Mxi will revolutionize how we do business in Aircraft Maintenance. I want to thank everyone who worked on this project for the last two years. Especially, these key people: **Rob Davis**, **Gregg Wehrung**, **Tricia McIntire**, **Joe Freese**, and **Rob Spendlove**. Well done everyone!"



# EMPLOYEE CELEBRATIONS: ANNIVERSARIES



## Eric Plas Celebrates 45 Years

**Eric Plas**, Director, Business Development, recently became the second ABX Air employee to celebrate 45 years with the Company. Eric joined Midwest Air Charters in Lorain, Ohio in July of 1974 right out of high school. According to Eric, his first job was “gofer” before moving on to Line Services and ultimately managing the Line Services function. He also sorted freight, including canceled checks being flown between Federal Reserve Banks.

When the Company transitioned to Part 121 operations, Eric was involved with setting up the dispatch office and was a Dispatcher, Chief Dispatcher, and then Manager of Flight Control. In 1996, he transitioned to Director of Charter Operations which became his current job, Director of Business Development.

Eric helped plan ABX's first international flights to Mexico in the early 1990s and the first international flight to Manaus, Brazil in 1995. He helped prepare the Company to join the USAF Civil Reserve Air Fleet (CRAF) program in the late 1990s.

### July

#### 45 Years

**Eric Plas**, Director, Business Development

#### 40 Years

**Brad Hamlin**, Director, Line Maintenance

#### 30 Years

**Capt. Mark Mullis**  
**Capt. Tom Graffius**

#### 20 Years

**Barb Brooks**, Supervisor Ground Training & Compliance

#### 15 Years

**Vickie Hurt**, Benefits Administrator

#### 10 Years

**Ruben Mancera**, Line Maintenance Representative (HRL)  
**John Mizerak**, Line Maintenance System Specialist (MCO)

#### 1 Year

**Tawnia Hart-Cecardo**, Manager, Benefits & Wellness  
**Jonathan McKinney**, Line Maintenance Representative (SMF)

#### First Officers

**Daniel Arias Brito**  
**William Chase**

### August

#### 30 Years

**Peggy Houston**, Aircraft Records Specialist  
**William Mohs**, Supervisor, Flight Control

#### 20 Years

**Jeff Constable**, Project Coordinator

#### 1 Year

**First Officers**  
**Gabriel Fauquher**  
**Shawn Zhang**

### September

#### 40 Years

**Vince Elliott**, Manager, Material & Maintenance Contracts

#### 30 Years

**Ross Stewart**, Reliability Analyst

#### 25 Years

**Capt. Damiene Nelson**  
**Capt. Gunter Reitmeister**  
**Capt. Steven Hart**  
**Capt. Thomas Jones**

#### 20 years

**Mark Baird**, Maintenance Controller

#### 1 Year

**First Officers**  
**Andrew Whobrey**  
**Brandon Maso**  
**Eduardo Nunez Duarte**  
**Louis Kovacs**

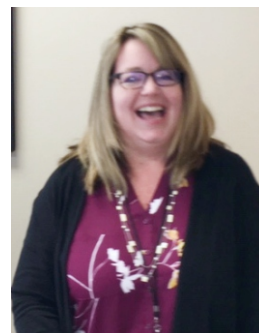
### October

#### 30 Years

**Gregg Wehrung**, Director, Quality Assurance & Chief Inspector  
**Capt. Joseph Langford**

#### 25 Years

**Tammy Voss**, Director/Controller  
**Alain Terzakis**, Manager, Flight Control



Director/Controller **Tammy Voss**

#### 10 Years

**David McBlane**, Sr. Crew Scheduler

#### 1 Year

**Christopher Hibbits**, Dispatcher  
**Melinda Jefferson**, Technical Writer  
**Robert Gifford**, Crew Scheduler

### November

#### 5 Years

**Jeffrey Joyce**, Simulator Technician II

#### 1 Year

**Damon Harvey**, Dispatcher  
**Christy Palmer**, Flight Administration Specialist

### December

#### 30 Years

**Capt. Dan Graves**  
**Jeff Walling**, Director, Human Resources

#### 5 Years

**Todd Kramer**, Manager, Aviation Safety Programs

#### 1 Year

**Misael Gutierrez**, Flight Operations Assistant (CVG)

## EMPLOYEE CELEBRATIONS: RETIREMENTS



### Carolyn Click and Rex Gunning Retire

Technical Writer **Carolyn Click** and Manager of Flight Operations Compliance **Rex Gunning** retired on the same day in August this year.

#### Carolyn Click

Carolyn joined ABX Air as a Ground Operations Clerk in 1988. Over the years, Carolyn moved into the Publications area and has held the positions of Flight Publications Specialist and Associate Writer. Carolyn was instrumental in transitioning the Flight Manual system to the electronic format that we use today.

#### Rex Gunning

About 39 years ago Rex walked across the ramp at ILN from the old nose dock hangars into the maintenance offices of Midwest Air Charters, where he asked who he should talk to about getting a job. When they learned he was a DC-8 mechanic, he was hired on the spot as an Aircraft Inspector. And so began Rex's career with Airborne Express.

In 1988, Rex was recruited from the Maintenance Department to the Flight Department as an Aircraft Training Instructor on both the YS-11 and DC-9. Since then Rex served in many roles in Flight Operations including Senior Aircraft Training Instructor, Manager of Flight Technical Training, and Manager of Flight Technical Training and Compliance. Regardless of the position held, Rex excelled in his duties and service to our company. Rex's hard work has helped us build a strong foundation in the Flight Operations Department.

**Congratulations, Carolyn and Rex, on your well-deserved retirements!**

### 2019 Retirements for 2nd and 3rd Quarter



Capt. **Kendall Shumaker** being congratulated by **John Maloney**, Vice President, Flight Operations, on his retirement

#### Captain Retirements

**David Griffith**  
**Steven Hill**  
**Greg Maltese**  
**Tony Ross**  
**Robert Salls**  
**Thomas Shanks**  
**Kendall Shumaker**  
**Richard Taylor**  
**Mark Thom**

**Patty Chambers**, Buyer III  
**Roy Clark**, Flight Technical Training Instructor  
**Carolyn Click**, Technical Writer  
**Bob Fairweather**, Field Supervisor, (SEA)  
**Rex Gunning**, Manager, Flight Operations Compliance  
**Cheryl Highet**, First Officer  
**Rich Kafka**, Manager Reliability/Maintenance Programs  
**Craig King**, First Officer  
**David Knox**, First Officer  
**Stephen Ley**, Reliability Analyst  
**Tina Reed**, Human Resources Coordinator

## PROMOTIONS

The following employees received promotions from May 1 through December 1, 2019.

**Congratulations!**



**Heather Blatt**, Manager, Planning  
**David Carberry**, Line Maintenance Rep. (BDL)  
**Eddie Crowe**, Supervisor, Flight Operations Compliance  
**Ramon De La Cruz**, Line Maintenance Rep. (SJU)  
**Nate Fende**, Director, Crew Scheduling & Operations Analysis  
**Mark Francis**, Line Maintenance Specialist  
**Brian Lynch**, Line Maintenance Contract Coordinator  
**Tricia McIntire**, Manager, Configuration & Data Management  
**Jonathan McKinney**, Lead Line Maintenance Rep. (SMF)  
**John Mizerak**, Line Maintenance Systems Specialist  
**Lori Moore**, Supervisor, Technical Writing & Publications  
**Kyle Murphy**, Sr. Manager Ground Operations/GSC  
**Jong Park**, Sr. Line Maintenance Specialist  
**Ismael (Amos) Rogers**, Field Supervisor (IAH)  
**Boris Stavreff**, Assistant Dispatcher  
**Donald Vrobel**, Assistant Dispatcher  
**Richard Wagner**, Line Maintenance Rep. (PDX)  
**Bryce Wilson**, Administrative Assistant CVG Operations  
**Debbie Wilson**, Buyer II

#### Captain Promotions

<b>Mike Bending</b>	<b>Randall Peterson</b>
<b>Edwin Haeuser</b>	<b>William Pitchford</b>
<b>Steven Hildebrant</b>	<b>William Rassbach</b>
<b>Patrick Lasella</b>	<b>Tomoaki Sato</b>
<b>Russell Leighton</b>	<b>Keith Tucker</b>
<b>David Morton</b>	<b>Robert Waddell</b>

With Peak Season now upon us, it is important that everyone remain focused on Safety while we continue to focus on providing our customers with the on-time service our customers have come to expect from us. I want to thank each of you for everything you do to make our Company successful each and every day of the year. - Dave Soaper, President

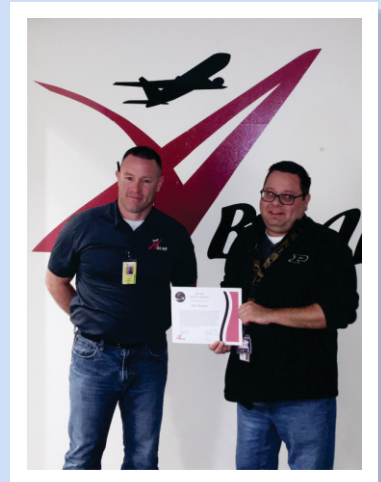


## Alex Temple Receives Safety Award

Recently, **Alex Temple**, Manager System Contingency, was awarded a Safety Award for his efforts on October 10, 2019 when he received an email message with weight and balance information for ABX flight number 3409 using ABX Air tail number N749AX.

Alex noticed that the message referenced the wrong aircraft tail number and immediately contacted the Amazon network to initiate a correction to the actual aircraft tail N752AX. Because of Alex's attention to detail and quick work, the flight paperwork was immediately corrected.

Alex's diligence and exemplary efforts prevented a regulatory violation as well as incorrect weight and balance projections planned for this flight. Alex's efforts are an example of the positive, safe and compliant culture ABX Air strives to maintain.



*Todd Kramer, Manager, Aviation Safety Programs (L) presents Alex Temple (R) with the Safety Award.*



**Thank you, Alex, for your outstanding efforts!**

**Wishing You Every Joy of the Holiday Season  
and a Very Happy New Year!**



*Sincerely,*

**Dave Soaper, Phil Flowers, John Maloney, Eric Plas, Brad Hamlin, Diane Hibbett, Gregg Wehrung,  
Jeff Walling, Bob Boja, Rob Davis, Tammy Voss, Patrick Fluegeman, and Nate Fende**