



Rob Miller  
Vice President, Employee Relations

January 5, 2010

Captain John Prater  
President  
Air Line Pilots Association, Int'l  
1625 Massachusetts Ave NW  
Washington, DC 20036

Captain Pat Walsh  
ASTAR MEC Chairman  
1435 Rombach Ave. Suite 4  
Wilmington, OH 45177

Re: Notification Pursuant to the Worker Adjustment and Retraining Notification Act (29 U.S.C. §§ 2101 et seq.)

Dear Captains Prater and Walsh:

ASTAR Air Cargo, Inc. ("ASTAR" or the "Company") will be conducting a permanent reduction in force affecting some of its pilot employees, who are domiciled at 236 Wendel Ford Boulevard, Erlanger, Kentucky 41018. Although ASTAR does not believe that notice of these furloughs is required under the federal Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. §§ 2101 et seq., ASTAR is providing such notice out of an abundance of caution.

As you know, our primary customer, DHL, has significantly reduced its airlift requirements and ASTAR has been forced to significantly reduce its flying capacity. As a result, on March 6, 2010, ASTAR will begin a series of furloughs that will reduce its total pilot workforce of 456 as of January 5, 2010, to approximately 153 pilots. On March 6, 2010, ASTAR will furlough all pilots below No. 261 on the seniority list, or a total of 195 pilots. The number and timing of these furloughs is not anticipated to change. On or about April 4, 2010, ASTAR anticipates furloughing all pilots below No. 238 on the seniority list, or an additional 23 pilots. The number or timing of these furloughs may change slightly based on training requirements for pilots that will not be furloughed. On or about May 5, 2010, ASTAR anticipates furloughing all pilots below No. 227 on the seniority list, or an additional 11 pilots. This number and timing of these furloughs may also change slightly based on training requirements. On or about June 1,



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2010, ASTAR anticipates furloughing all pilots below No. 178 on the seniority list, plus 19 pilots who previously elected to be placed on voluntary furlough status, or an additional 68 pilots. This number and timing of these furloughs may also change slightly based on training requirements. On or about July 1, 2010, ASTAR anticipates furloughing approximately six additional pilots who have higher seniority positions, but who previously elected to be placed on voluntary furlough status. Attached to this notice as Exhibit A are the names of affected employees, their job titles and projected furlough dates.

For further information, please contact me at 859-980-1790.

Very truly yours,

A handwritten signature in black ink, appearing to read "Rob Miller", is written over a horizontal line.

Rob Miller  
Vice President, Employee Relations