

November 14, 2008

Rapid Response Section
Ohio Department of Job & Family Services
145 South Front Street, PO Box 1618
Columbus, OH 43216-1618
RE: Mass Layoff at ABX Air, Inc.

To Whom It May Concern:

We hereby give you notice that ABX Air, Inc. will conduct a permanent mass layoff at our facility located at 145 Hunter Drive, Wilmington, OH 45177, beginning November 14, 2008 through January 14, 2009.

We enclose three lists. The first relates to hourly, non-unionized employees and show the job titles of each of the positions that will be eliminated and the number of individuals currently holding those jobs who will be impacted by this mass layoff. These hourly, non-unionized employees do not have bumping rights.

The second list relates to non-unionized exempt and non-exempt salaried employees and shows the job titles of each of the positions that will be eliminated and the number of individuals currently holding those jobs who will be impacted by this mass layoff. These employees also do not have bumping rights.

The third list contains similar information concerning the unionized employees. The unionized employees at the facility are represented by the International Brotherhood of Teamsters Local 1224. The President and chief elected officer of Local 1224 is David Ross, 2754 Old State Route 73. These affected, unionized employees are the lowest individuals on the pilot seniority list and, accordingly, do not have bumping rights under the terms of their collective bargaining agreement.

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff. If you have questions, please contact me at 937-366-2096.

Sincerely,

John Starkovich
VP of Human Resources

Non-unionized Hourly Employees

Job Title	# of Employees Affected
CUSHMAN DRIVER	3
HAZ MAT SORTER	1
LEAD HAZ SORTER	1
LEAD RAMP LOADER	6
LEAD SORTER	11
LEAD TRANSPORTATION	1
RAMP LOADER	39
SORTER	50
YARD MGMT DISPATCHER	1
TOTAL	113

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ATTACHMENT 2

Exempt and Non-exempt Employees

Job Title	# of Employees Affected
GROUND OPS TRAINER	2
GROUND ADMINISTRATIVE OFFICE ASSISTANT	1
RAMP TOWER COORDINATOR	2
MASTER INSTRUCTOR	1
AIRCRAFT DISPATCHER	2
SERVICE PERFORMANCE ANALYST	1
RAMP SUPERVISOR	1
SORT SUPERVISOR	2
TOTAL	12

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ATTACHMENT 3

Unionized Employees

Job Title	# of Employees Affected
First Officer – Pilot	31
Captain – Pilot	2
TOTAL	33