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ABX LOGISTICS

MEMORANDUM

To: Chong-Anna Canfora, Director
From: Laura G. Mossman, HR Director, ABX Logistics
Date: August 2008
Re: Plant Layoff – Warn Notice

We have recently notified our full-time and temporary employees at ABX Logistics, 41873 Ecorse Road, Suite 200, Belleville, Michigan 48111, that we have lost a major contract and that this will impact the future employment of our staff.

During the month of December, a few employees will be affected. Several more will be terminated in the months of January, February and March. We expect that a small staff will remain at the facility until June of 2009.

We have provided the required notice to employees to meet WARN Act requirements and I have attached a copy of that notice for your records. The management at that location is listed, along with their contact information. I will also attach a list of job titles which will be impacted during this period. If you have any questions, please don't hesitate to call me at (972) 983-0047.

Regards,



Laura G. Mossman
Human Resources Director
ABX LOGISTICS (USA) Inc.

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MEMORANDUM**To: All Employees in DGM****From: Anthony Spica, General Manager****Date: August 2008****Re: GM West Chester**

GM has decided to in-source their Service Parts Operations (SPO) program. This decision was made due to internal labor strategies on behalf of GM and was not due to performance issues at ABX. ABX has been performing extremely well since last summer and GM has been very satisfied with our services. GM will begin their in-house operations in West Chester, Ohio, near Cincinnati.

ABX was awarded the Traffic Office functions in West Chester. We will be responsible for transportation management, record management and packaging management in the West Chester location.

The ABX sales team is diligently working to secure new business that will replace the GM SPO business. There are several people from the sales team that are giving additional focus to business opportunities in the Detroit Area. Meetings are being arranged to review all opportunities in the sales pipeline related to the Detroit area and to review all customers who have potential business needs in this area. Strategically ABX wants to have an operational presence in the Detroit area and are committed at the highest levels to try to ensure a continuation of operations in the Detroit area. However, if we are unable to secure new business, GM's decision could impact overall headcount in our local operations here in Belleville. This impact may begin as soon as November 2008, as the business begins to transfer to the West Chester facility.

If employee headcount is impacted, employees will be chosen according to several factors: review scores, attendance, productivity and skill set will be used to produce a score for each person. Seniority will be a factor when there is a tie. Employees with the lowest score will be impacted first. Seniority will not give one employee "bumping rights" over another, if their overall score is lower.

As we approach the time when employment will be impacted, we will work with the Local Department of Labor and ProStaff to assist employees in making a transition to new employment. We have office openings that will need to be filled in the West Chester facility and you are welcome to apply for these positions. Available positions will be posted in the break room with instructions for submitting your application.

The expected timeline for transitioning the GM business to West Chester is as follows:

- Customers that were previously transitioned over to CLI will transfer to the West Chester facility first. This transition will begin at the end of October 2008.
- The first customers to transition from ABX to West Chester will leave ABX by the end of Nov. 2008.

- The remaining customers will continue to transition, until mid April 2009, when all GM business will be conducted by the West Chester facility.

The above timeline is subject to change and the total transition should be complete by the end of next July. During this transition, we will keep you updated as things progress. We know that many of you will have questions and we won't have all the answers. However, we will do our best to address your concerns and keep you informed along the way. Please direct any specific questions to the appropriate person below:

1. Ken Fister, Operations Manager – Point of contact for warehouse employees.
Email: kfister@abxlogistics.us
Phone (734) 957-5400
2. Angie Green, Customer Service Manager – Point of Contact for Office Employees.
Email: agreen@abxlogistics.us
Phone (734) 957-1471
3. Lindsey Moore, ProStaff, - Point of Contact for all temporary personnel.
Phone (734) 957-1481
4. Anthony Spica, General Manager, 2nd Point of Contact for office and warehouse employees.
Email: aspica@abxlogistics.us
Phone (734) 957-5400

The above contacts can be located at:
41873 Ecorse Rd. Ste 200
Belleville, Michigan 48111