



December 18, 2008

Ms. Wendy Patton  
Office of Workforce Development  
State Department of Job & Family Services  
4020 E. Fifth Ave. PO Box 1618  
Columbus, OH 43216-1618  
RE: Mass Layoff at ABX Air, Inc.

Dear Ms. Patton:

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 December 18, 2008 through February 16, 2009.

We enclose three lists. The first relates to 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. Our 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 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*  
John Starkovich  
VP of Human Resources

Mayor David Raizk  
69 N. South Street  
Wilmington, OH 45177  
December 18, 2008

**ATTACHMENT 1**

**Non-unionized Hourly Employees**

| <b>JOB TITLES</b>         | <b># of EMPLOYEES<br/>AFFECTED</b> |
|---------------------------|------------------------------------|
| Aircraft Inspector        | 1                                  |
| Lead A/C Tech             | 1                                  |
| Lead Fuel Tech            | 1                                  |
| Sr Aircraft Tech          | 4                                  |
| Sr Avionics Tech          | 2                                  |
| Sr Structures Tech        | 1                                  |
| CDL Drivers               | 7                                  |
| Non-CDL Driver            | 1                                  |
| Container Repair/Assembly | 4                                  |
| Equip Mtc Mechanics       | 3                                  |
| ILN Outbase GSE Mechanics | 1                                  |
| Sort Mtc Cleaner          | 1                                  |
| Sort Mtc Mechanics        | 4                                  |
| Console Operators         | 2                                  |
| Storekeepers              | 1                                  |
| Cushman Driver            | 14                                 |
| Hazmat Sorter             | 3                                  |
| Hazmat Tech               | 2                                  |
| Hybrid Sorter             | 1                                  |
| Lead Ramp Loader          | 6                                  |
| Lead Sorter               | 6                                  |
| Lead Transportation       | 1                                  |
| Ramp Loader               | 115                                |
| Sorter                    | 390                                |
| Telecode Clerk            | 3                                  |
| Utility Driver            | 1                                  |
| <b>TOTAL</b>              | <b>576</b>                         |

Mayor David Raizk  
69 N. South Street  
Wilmington, OH 45177  
December 18, 2008

**ATTACHMENT 2**

**Exempt and Non-exempt Employees**

| <b>JOB TITLES</b>                       | <b># of EMPLOYEES<br/>AFFECTED</b> |
|---|------------------------------------|
| Supervisor Aircraft Maintenance         | 1                                  |
| Production Planner                      | 1                                  |
| Maintenance Controller                  | 1                                  |
| Component Research Analyst              | 1                                  |
| Sort Mtc Supervisor                     | 1                                  |
| Employee Relations Coordinator          | 1                                  |
| Contract Administrator                  | 1                                  |
| Multi-Media Information Coordinator     | 1                                  |
| Ramp Supervisor                         | 6                                  |
| Sort Supervisor                         | 46                                 |
| Transportation Supervisor               | 7                                  |
| Supervisor of Ground Operation Training | 1                                  |
| Supervisor of Operations Support Group  | 2                                  |
| Supervisor of Records and Data Entry    | 1                                  |
| Manager of Operations                   | 1                                  |
| Manager of Sort                         | 5                                  |
| Manager of Ramp Operations              | 2                                  |
| Manager of Sort Days                    | 7                                  |
| Manager of Primary/Secondary Operations | 1                                  |
| Manager of Sort/Ramp Training           | 1                                  |
| Manager of Transportation               | 1                                  |
| Hazmat Specialist                       | 1                                  |
| Yard Management Dispatcher              | 5                                  |
| <b>TOTAL</b>                            | <b>95</b>                          |

Mayor David Raizk  
69 N. South Street  
Wilmington, OH 45177  
December 18, 2008

**ATTACHMENT 3**

**Unionized Employees**

| <b>JOB TITLES</b>       | <b># of EMPLOYEES<br/>AFFECTED</b> |
|-------------------------|------------------------------------|
| Pilot – First Officer   | 145                                |
| Pilot – Captain         | 11                                 |
| Pilot – Flight Engineer | 1                                  |
| <b>TOTAL</b>            | <b>157</b>                         |