

November 20, 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 20, 2008 through December 5, 2008.

We enclose two 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.

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**

<b>Job Title</b>	<b># of Employees Affected</b>
Sort Console Operator	2
Lead Sort Maintenance Mechanic	1
Non-powered Equipment Mechanic	3
Container Repairer/Assembler	1
Lead Storekeeper (APS)	1
CDL Shuttle Driver	1
Non-CDL Driver	1
Senior Hardware Technician	6
Airbill Set-up Operator	2
Storekeeper (A/B)	2
Hardware Technician	4
Cushman Driver	7
Alternate Duty	2
Haz Mat Sorter	1
Haz Mat Technician	3
Lead Ramp Loader	12
Lead Sorter	23
Lead Transportation	4
Ramp Loader	85
Sorter	101
<b>TOTAL</b>	<b>262</b>

**Exempt and Non-exempt Employees**

<b>Job Title</b>	<b># of Employees Affected</b>
Supervisor of Industrial Cleaning	2
Manager Equipment Repair/Assembly	1
Manager Support Maintenance Services	1
Supervisor Repair/Assembly – Container Repair	1
Supervisor Repair Services	1
Customer Service Coordinator	2
Equipment Attendant	1
Ground Dept. Administration Office Assistant	1
Ground Ops Trainer	1
Haz Mat Specialist	2
Night Operation Project Specialist	1
Sort Supervisor	6
Recruitment Assistant	1
<b>TOTAL</b>	<b>21</b>

**From:** <jennifer.miesse@abxair.com>  
**To:** <rapdresp@odjfs.state.oh.us>  
**Date:** 11/20/2008 12:17 PM  
**Subject:** WARN - Nov 20, 2008  
**Attachments:** WARN -JFS - Nov 20 2008.doc

To Those Concerned:

Attached is our official WARN Notice for your department regarding a mass layoff at ABX Air, Inc. You will also receive a copy of this notice in the mail in the next few days. Please feel free to call me at 937-366-3084 with any questions.

Jennifer Miesse  
Employee Relations Manager  
Cell Phone # 937-655-0049  
1-800-736-3973 ext. 63084