



DATE: July 17, 2012

FROM: Morten "Chip" Homme

TO: Robert Boja Director of Flight Operations

RE: Letter of Commitment


I acknowledge that, in causing the off-load of freight from JAL Flight 6589 on June 16, 2012, I failed to conform to the Company's reasonable expectations. I agree to attend additional training, assigned by the Company, with an emphasis on supplemental normal procedures (to include specific training on operations to international destinations not included in the FMC navigation database, or without an operating FMC). I further agree to demonstrate my competency to confirm that I am capable of translating that training into practice so that I am fully prepared to operate to such destinations and to provide safe and reliable service to the Company's customers.

In consideration of my continued employment with ABX Air Inc., I acknowledge that I failed to meet the Company's reasonable expectations by causing the off-load of freight from JAL Flight 6589 by insisting upon a change in the alternate airport. I understand that if I fail to meet the Company's reasonable expectations in the future by refusing a flight, or a flight plan, which is safe and legal under the Federal Aviation Regulations and in compliance with Company manuals and policy, or to meet the commitments made in the preceding paragraph of this letter, that I may be subject to further disciplinary action up to and including, termination of my employment. This letter holds me to the same standard as all other ABX pilots (i.e., captain's authority must be exercised in a reasonable manner and based on a reasonable assessment of the circumstances).

I agree that this Letter of Commitment will be considered to be non-precedential and non-referable. I understand that I am not waiving my right to file a grievance over this letter of commitment or any of its contents, or over future disciplinary action, if any, taken by the Company against me pursuant to this letter. I further agree that I will keep the terms of this letter of commitment confidential and will not discuss it with anyone other than my Union representatives and authorized Company officials.

I HAVE CAREFULLY READ, UNDERSTAND AND AGREE TO ALL OF THE ABOVE.

DATE _____
 07/17/12
 DATE _____

Morten "Chip" Homme

 Robert N. Boja

Cc: Paul Rutter, Esq.
 Robert Gray
 Joe Ezell
 Atlanta:566195.1

Attachment D