

July 20, 2012

Captain Robert J. Boja
Director of Flight Operations
ABX Air, Inc.
145 Hunter Drive
Wilmington, Ohio 45177
Email: bob.boja@abxair.com

Dear Captain Boja:

I have reviewed the Letter of Commitment that your office directed to me on July 17, 2012. I appreciate the additional day that you granted me to respond.

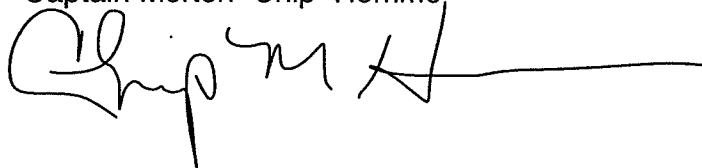
I am willing and able "to meet the Company's need for pilots who are fully capable of operating in the international environment in conformance with the FARs and the Company's manuals and policies." I will attend training on operations to international destinations not included in the FMC navigation database or with a non-operative FMC. Upon my return to flight duty, I will be prepared to operate to such destinations and to provide safe and reliable service to the Company's customers.

That said, I am unable to sign the Letter of Commitment. I have been an aviator and employee of ABX Air, Inc. for almost three decades. It is with this background, that I weighed the variables of the operating environment that existed on the night of June 16, and requested a change in the alternate airport. I understand and agree with your position that a Captain cannot abuse his authority. On the night in question, however, I believe that I reasonably exercised that authority in a manner that ensured the safe operation of the flight and attempted to minimize the impact on operations.

It is my desire to continue my employment with this Company, and I remain fully committed to helping the Company meet its goals.

Respectfully yours,

Captain Morten "Chip" Homme

A handwritten signature in black ink, appearing to read "Chip Homme", with a long horizontal line extending to the right.

Attachment E