

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Dear AEI Members:

As you may be aware, your Teamsters National Negotiating Committee has met with your employer on a number of occasions in 2013 in an effort to reach a new collective bargaining agreement. During these talks, it became obvious to the National Negotiating Committee that substantial station-based operational changes are likely coming to AEI facilities across the United States in the very near future. These new operating practices and procedures appear to be geared toward developing a more standard and uniform set of operating and employment practices for DHL's international air and ocean forwarding business, some of which have already been tested and implemented in large markets where DHL Global Forwarding currently operates. Unfortunately, there is little detail at this time about the effect such operational changes may have on our bargaining unit.

As a result, your National Negotiating Committee has determined that the parties need more time to investigate and evaluate the new business model and the potential impact any operational changes may have on our members.

Therefore, rather than continuing to negotiate in an unsure environment, we have agreed to a one-year extension with AEI through March 31, 2014. Meanwhile, the National Negotiating Committee has requested extensive information from the Company and our economic expert will be traveling to the AEI Headquarters in late July to get a more complete appreciation of the status of the potential changes. Please note the Union is anxious to resume talks and will do so as soon as we have completed our informational gathering and analysis over the next two (2) months. In exchange for this accommodation by the Union, AEI has agreed to maintain all existing health and welfare and pension benefits with an increase in the contribution rate of up to \$1.00 per hour effective as soon as payable along with a \$750 bonus for all employees which will be paid within 30 days of ratification of this extension.

On June 25, 2013, leaders from Local Unions that represent AEI members joined a telephone conference call and unanimously approved this extension and endorsed the approach outlined above and recommended by your Committee.

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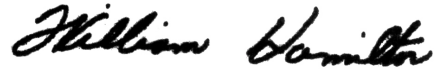


In the near future, you will be receiving more information on the extension along with a ballot to vote on the extension. Again, we believe this is the only logical and responsible direction to take with AEI in light of the unknown circumstances we currently face. We fully expect to be meeting with the Company within the next sixty (60) days to resume negotiations if our research and due diligence goes according to plan.

Thank you for your patience and we will keep you updated as events progress.



James P. Hoffa
Chairman,
National Negotiating Committee



William Hamilton
Co-Chairman,
National Negotiating Committee