

August 25, 2009

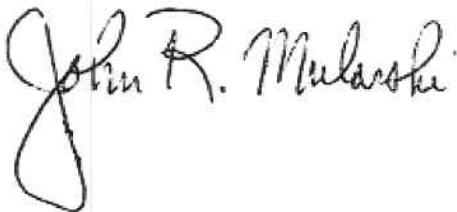
SUBJECT: 2009 Early Out Incentive Option - Annuity Estimate

The U.S. Postal Service and the American Postal Workers Union (APWU) and National Postal Mail Handler (NPMHU) have agreed to provide a voluntary early retirement (VER) incentive to employees as a means to reduce disruption caused by current and future organizational changes. Employees who choose to elect this one time incentive VER offer and retire under this offer as of October 31, 2009 will receive the announced incentive.

This annuity estimate is being sent to you because you appear to be VER eligible. Within two weeks you will also receive a VER kit that will include an offer letter with further instructions relative to VER, retirement applications and a list of questions and answers concerning VER. Please review the annuity estimate and the other information provided in the VER kit carefully. This information will assist you with making an informed decision.

If you are covered by the Civil Service Retirement System (CSRS) and under age 55, your annuity reflects a 2 percent reduction for each year (one sixth of one percent for each full month) under age 55. If you are covered by the Federal Employees Retirement System (FERS) with a CSRS frozen component and under age 55, only the CSRS portion of your annuity is reduced by 2 percent for each year under age 55 (one sixth of one percent for each full month). There is no reduction to the FERS component of the annuity.

For additional information on the current VER, log onto the US Postal Service intranet from a postal computer (Blue) or from a home computer at www.liteblue.usps.gov. A VER link is provided on the homepages of *Blue* and *LiteBlue*.

A handwritten signature in black ink that reads "John R. Mularski". The signature is written in a cursive style with a large, looping initial "J".

John R. Mularski
Manager, Complement, Staffing
& Field Policy

Enclosure

August 25, 2009

SUBJECT: 2009 Early Out Incentive Option - Special Retirement

The U.S. Postal Service and the American Postal Workers Union (APWU) and National Postal Mail Handlers Union (NPMHU) have agreed to provide a one time special incentive to retirement eligible employees as a means to reduce disruption caused by current and future organizational changes. Employees who choose to elect this one time incentive retirement offer and retire under this offer as of October 31, 2009 will receive the announced incentive.

Please review the information in the enclosed annuity estimate along with the information provided in this letter carefully as you consider your decision to accept this one time special retirement incentive option. To take advantage of this offer, you must notify the HR Shared Service Center (HRSSC) of your interest by September 25, 2009. Notifying the HRSSC does not obligate you to retire. This notification simply prompts the HRSSC to have a retirement kit sent to your home so that you can begin the process and follow the instructions to schedule a group retirement counseling session.

The one-time special retirement incentive is being offered on a first-come, first-served basis. It will afford those electing this decision the opportunity to plan for their future, their security and their life beyond the U.S. Postal Service.

Please use one of the following methods to express your interest in this one-time retirement incentive offer as soon as possible but no later than September 25, 2009. You must express your interest by this date to receive the special retirement incentive.

- Via the internet – Use the following special URL: <https://liteblue.usps.gov/wps/myportal/retirement>. Enter your Employee Identification Number (EIN) and PIN and follow the prompts.
- Fax a request to the HRSSC at **651-994-3547** by September 25, 2009. The request must include your 8-digit EIN, Name, Mailing Address, and Phone Number.
- Call the HRSSC at 877-477-3273, Option 5. Identify yourself as an employee who has received the one-time early out incentive offer, and request a retirement kit.

After your request has been received via one of the 3 options above, you will be mailed an Optional Retirement Kit containing additional forms required to complete the retirement process and the information needed to schedule your group retirement counseling session.

You will also receive a Retirement Plan Correction Report showing your creditable service and the corresponding Certified Summary of Federal Service.

Do not contact the HRSSC if you do not wish to take advantage of this early out incentive option. No further action is required on your part if you are not interested in this offer.

For additional information on the one-time early out incentive offer, go to *LiteBlue* at www.liteblue.usps.gov from a non-postal computer.

Deborah Giannoni-Jackson
Vice President Employee Resource Management

Enclosure

August 25, 2009

SUBJECT: 2009 Early Out Incentive Option - Special Retirement – Part Time Employees

The U.S. Postal Service and the American Postal Workers Union (APWU) and National Postal Mail Handlers Union (NPMHU) have agreed to provide a one time special incentive to retirement eligible employees as a means to reduce disruption caused by current and future organizational changes. Part time employees who choose to elect this one time incentive retirement offer and retire under this offer as of November 30, 2009 will receive the announced incentive prorated based on the number of hours paid in the twenty-six full pay periods prior to 8/24/09.

If you believe you are interested in this offer, please contact the HR Shared Service Center (HRSSC) immediately at 877-477-3273, Option 5. Select Retirements and inform the HRSSC you are a part time employee and have received this one time offer, and request an Annuity Estimate. The HRSSC will request an Annuity Estimate be sent to your mailing address which you should receive within three weeks. Please review the information in the annuity estimate along with the information provided in this letter carefully as you consider your decision to accept this one time special retirement incentive option.

After you request, receive and review your annuity estimate, you must notify the HR Shared Service Center (HRSSC) of your decision to retire by October 16, 2009. You will be mailed an Optional Retirement Kit containing additional forms required to complete the retirement process and the information needed to schedule your group retirement counseling session. You will also receive a Retirement Plan Correction Report showing your creditable service and the corresponding Certified Summary of Federal Service.

The one-time special retirement incentive is being offered on a first-come, first-served basis. It will afford those electing this decision the opportunity to plan for their future, their security and their life beyond the U.S. Postal Service.

Do not contact the HRSSC if you do not wish to take advantage of this early out incentive option. No further action is required on your part if you are not interested in this offer.

For additional information on the one-time early out incentive offer, go to *LiteBlue* at www.liteblue.usps.gov from a non-postal computer.

Deborah Giannoni-Jackson
Vice President Employee Resource Management