

241256

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April 24, 2003

Ms. Dorothy Beard  
Chief, Dockets Section  
Department of Transportation  
400 7th Street, S.W.  
Room PL-401  
Washington, D.C. 20590

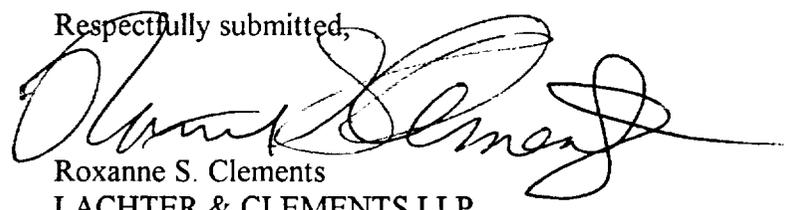
DEPT. OF TRANSPORTATION  
DOCKETS  
2003 APR 24 P 3:53

**RE: In the Matter of DHL Airways, Inc., Docket OST-2002-13089 -55**

Dear Ms. Beard:

In accordance with Chief Administrative Law Judge Yoder's Order of April 21, 2003, DHL Airways has enclosed for filing in the above-referenced proceeding two sets of documents which have been submitted to the Department but have not been previously docketed.

Respectfully submitted,



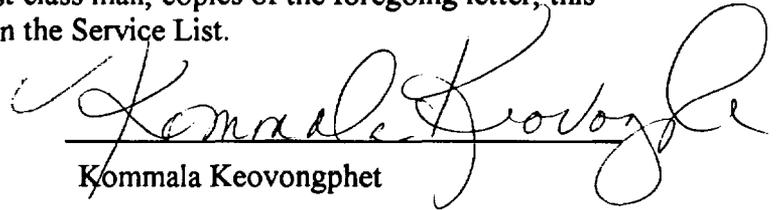
Roxanne S. Clements  
LACHTER & CLEMENTS LLP

COUNSEL FOR DHL AIRWAYS, INC.

Enclosure

## CERTIFICATE OF SERVICE

I hereby certify that I have served by 1st class mail, copies of the foregoing letter, this 24th day of April, 2003 to all persons named on the Service List.

  
Kommala Keovongphet

United Parcel Service Co.  
c/o David L. Vaughan  
Michael J. Francesconi  
Kelley Drye & Warren LLP  
1200 19th Street, NW  
Suite 500  
Washington, DC 20036

M. Rush O'Keefe, Jr., VP Reg. Affairs  
Sarah S. Prosser, Managing Director  
Thomas F. Donaldson, Jr., Sr. Atty.  
Federal Express Corporation  
3620 Hacks Cross Building, B-3d Fl.  
Memphis, TN 38125

Lynden Air Cargo, LLC  
c/o Pierre Murphy  
Law Offices of Pierre Murphy  
1201 Connecticut Avenue, NW  
Suite 550  
Washington, DC 20036

US DOT Dockets  
US Department of Transportation  
400 Seventh Street, SW, Rm. PL-401  
Washington, DC 20590

The Honorable Ronnie A. Yoder  
Chief Administrative Law Judge  
Office of Hearings, M-20  
Room 5411  
US Department of Transportation  
400 Seventh Street, SW  
Washington, DC 20590  
Tel: (202) 366-2132  
Fax: (202) 366-7536

**DOCKET OST-2002-13089  
DHL AIRWAYS, INC  
DOCUMENTS & INFORMATION INCLUDING BUT NOT LIMITED TO  
DOCUMENTS PREVIOUSLY SUBMITTED AND/OR DISCUSSED WITH THE  
DEPARTMENT'S STAFF**

**VOLUME IV - RESUMES AND PRESS MATERIALS**

**Tab No.**

70. Dorothy Beard letter with attachments (John Dasburg letter and Press Release, dated March 18, 2003)

**RESUMES OF:**

- 71. Blessing
- 72. Bretthauer
- 73. Collopy
- 74. Cozzi
- 75. Dorsey
- 76. Elkins
- 77. Helms
- 78. Humphrey
- 79. Moulton, Roy
- 80. Moulton, Todd
- 81. Nord
- 82. O'Gorman
- 83. Ostrozny
- 84. Prescott
- 85. Rossum
- 86. Schildroth
- 87. Simmons
- 88. Smith
- 89. Thompson
- 90. Weigel

**PRESS MATERIALS:**

- 91. DHL Airways, Inc. Announces Reorganization of Executive Management Team, undated
- 92. DHL Airways, Inc. Names O'Gorman, Chairman and CEO, dated March 28, 2001
- 93. DHL Airways, Inc. Announces New Senior Appointments, dated June 26, 2001
- 94. DHL Airways, Inc. Announces New Executive Appointments, dated Oct. 19, 2001
- 95. DHL Airways, Inc. Announces Executive Management Changes, dated Nov. 1, 2001

TAB

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LAW OFFICES  
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March 18, 2003

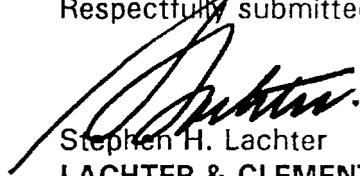
Ms. Dorothy Beard  
Chief, Dockets Section  
Department of Transportation  
400 7th Street, S.W.  
Room PL-401  
Washington, D.C. 20590

RE: Docket OST-2002-13089

Dear Ms. Beard:

Attached for filing in the referenced docket is a letter dated today addressed to the Assistant Secretary for Aviation and International Affairs and a press release issued by DHL Airways, Inc., relating to the appointment of a new Chairman and Chief Executive Officer. Copies of the letter and release are being served today on all parties listed on the attached service list by telecopier.

Respectfully submitted,

  
Stephen H. Lachter  
LACHTER & CLEMENTS LLP

COUNSEL FOR DHL AIRWAYS, INC.

CC: All Parties on Attached Service List

DHLA01108

**CERTIFICATE OF SERVICE**

I hereby certify that I have served by telecopier copies of the foregoing Letter and Press Release of DHL Airways, Inc., this 18<sup>th</sup> day of March, 2003 to all persons named on the Service List.



Kammala Keovongphet

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Fred F. Fielding  
Edwin O. Bailey  
Wiley, Rein & Fielding  
1776 K Street, NW  
Washington, DC 20006  
FAX: 202-719-4941

**DHLA01109**

John H. Dasburg  
1 Harbor Point  
Key Biscayne, FL 33149  
(305) 378-7770

March 18, 2003

The Honorable Read C. Van de Water  
Assistant Secretary for Aviation  
and International Affairs  
US Department of Transportation  
Washington, DC 20590

Dear Secretary Van de Water:

I am writing to notify you, pursuant to § 204.5 of the Department's rules, that effective as of April 1, 2003, I will be assuming the responsibilities of Chairman of the Board and Chief Executive Officer of DHL Airways, Inc., a U.S. certificated air carrier ("Airways"). Commensurate with my assuming these important responsibilities, I will acquire 5% of the common stock of Airways. When the documents are completed, copies will be supplied to the Department together with any additional materials the Department may require. I hope, also, to be able to visit the Department's offices shortly and meet with you and other senior DOT officials to discuss my vision for leading the company.

This appointment comes at an important time in the history of Airways. For two years, the company, its owners and senior management team have been subjected to what I believe has been an unfair attack by its two largest rivals who allege that foreign interests illegally control Airways. I have been advised by counsel for Airways that the Department has conducted a thorough review of these issues. I understand that all relevant corporate materials have been lodged with and reviewed by the Department as part of the informal fitness review undertaken during the corporate reorganization of Airways in 2001. I am aware that challenges to Airways' citizenship are still pending before the Department in a number of dockets and I look forward to the expedited resolution of these issues and dismissal of these challenges.

DHLA01110

The Honorable Read C. Van de Water  
Page 2  
March 18, 2003

I understand fully that the fitness requirement, and the citizenship component of that requirement, is a "continuing" requirement. I take this requirement very seriously. You have my personal pledge that I will be vigilant in maintaining U.S. citizen ownership and control of Airways and will keep you and your staff informed of any material changes or circumstances that might affect Airways' citizenship.

The Department will be completing shortly a round of comments on the matters discussed in Inspector General Mead's letter to Chairman Young. Airways will be filing comments on the appointed dates as well. I hope that you and the professional staff of the DOT will be able to resolve these matters promptly so that my management team and I can devote our time and attention to the difficult challenges faced today by all U.S. carriers.

We are attaching a copy of the company's press release announcing these developments and we have served a copy of this correspondence together with the press release on representatives of Federal Express, United Parcel Service, Lynden Air Cargo and all other parties in the relevant docket.

Thank you.

Sincerely,



John H. Dasburg

DHLA01111



Media Contact:  
Lisa Ross: [lisa.ross@rbbpr.com](mailto:lisa.ross@rbbpr.com)  
rbb Public Relations / 305-448-7457

## **John Dasburg Named Chief Executive of DHL Airways, Inc.**

**Chicago, IL – March 18, 2003** – The board of directors of DHL Airways announced today that John H. Dasburg was appointed to the positions of Chairman and Chief Executive Officer.

The announcement today was made by Roy Moulton, acting Chairman of the Board of DHL Airways, a leading U.S. provider of air cargo services whose principal customers include the DHL Worldwide Express Network and the United States military.

"The board of directors had a difficult task finding an executive who could meet the very high performance and character standards we felt DHL Airways demanded to take it to the next level," said Moulton. "In John Dasburg, we have exceeded our expectations."

Dasburg succeeds Joseph R. O'Gorman, the highly regarded airline executive who died suddenly in August 2002.

Dasburg will resign from his position at Burger King Corporation effective March 31, 2003 to accept the appointment commencing on April 1, 2003. Dasburg served as Chairman, Chief Executive Officer and President of the quick service restaurant giant from April 2001 to January 6, 2003. He led the turnaround of the company that culminated in its December 2002 sale.

Prior to joining Burger King, Dasburg served ten years as President and Chief Executive Officer of Northwest Airlines, the world's fourth largest airline. Under Dasburg's leadership as President and CEO of Northwest, the company established its reputation for operational excellence, experienced consistent and profitable growth and became known as a strategic innovator.

Before his airline career, he served as president of Marriott's Lodging Group and executive vice president and CFO of Marriott Corp. As President, he was responsible for the full range of Marriott's lodging products as well as their development. He joined Marriott in 1980. Prior to his tenure at Marriott, he was a partner with KPMG, an international CPA firm.

DHL Airways, Inc. · P.O. Box 66633 · Chicago, IL 60666-0633 · (847) 842-6300

**DHLA01112**

Page 2 of 2/Dasburg Named CEO of DHL Airways

Moulton said, "Dasburg is a superb leader with strong ethical standards. John has demonstrable success in managing and growing airlines profitably, the insight to manage relationships with key business partners and employees, and the vision and drive to transform our company into the leader in our sector. We are very fortunate that John Dasburg has decided to rejoin the airline industry. He is one of the most respected and successful business leaders in America."

"In accepting the challenge to lead DHL Airways, I am pleased to have the opportunity to work with such an outstanding workforce in a company with such tremendous potential," said Dasburg.

"In these challenging times," Dasburg continued, "I am proud to be a part of a company which provides first rate logistical support for the United States Armed Forces. Our men and women in uniform can be confident that DHL Airways will give them the continued support they so rightly deserve."

Dasburg is a recipient of the 2001 Horatio Alger Award for Distinguished Americans and a recipient of the Commercial Air Transport Laureate Award in 2001. He was named airline industry "Man of the Year" in 1994 by Travel Agent magazine and has received numerous awards and recognitions of business distinction.

Dasburg received a bachelor's degree in engineering, a master's degree in business administration and a law degree, all from the University of Florida. He served three years in the U.S. Navy with one year in Vietnam.

He is active in civic affairs and serves as a director of a number of for profit and not-for-profit enterprises. He was appointed in 1991 by President George Bush to the White House Fellows Committee. He was appointed in 2003 by Governor Jeb Bush as a member of the Board of Governors of the Florida university system.

DHL Airways, Inc., is a licensed U.S. air carrier operating a fleet of 40 aircraft from its hub at the Cincinnati/ Northern Kentucky International Airport. The airline provides all-cargo scheduled and charter services on a contract basis for the DHL Worldwide Express network and charter services for other customers, including the U.S. military. DHL Airways is a participant in the United States Civil Reserve Air Fleet program supporting our national defense. DHL Airways also currently has an operation in Ramstein, Germany supplementing United States Air Force operations from Germany to military installations in Europe and the Middle East.

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**PETER E. BLESSING**  
 756 Buckshire Glen Drive  
 Florence, KY 41042  
 (606) 371-2756

**BACKGROUND SUMMARY:**

Proven leader, skilled problem solver and decision-maker. Demonstrated record of dealing with operational and employee issues that result in win-win situations. Competitive, aggressive, fair and honest with command presence centered on motivation and team building.

**EXPERIENCE: DHL AIRWAYS, INC.**

February 1997  
 to present

**Director of Flight Operations**

Promoted to Director in February 1997. Successfully manage annual budget over \$134 million in support of 19 B-727's and 8 DC-8 73's and 6 A-300 B4's, operating both domestically and internationally. Extremely pro-active in developing teamwork among Director level and Flight Operations Management personnel. Opened lines of communication between management and the Air Line Pilot's Association vastly improving working relations resulting in a major reduction in filed grievances. Successfully negotiated labor agreement with ALPA utilizing IBB (Interest Based Bargaining) process.

1995 to  
 1997

**Manager, Flightcrew Training**

Promoted to Manager in March 1995...justified need to increase training staff to accommodate projected aircraft adds...staff more than doubled from 22 to 52. Planned, coordinated and implemented off-site move of the Training Department. Managed the development of the Advanced Qualification Program (AQP) resulting in an improved training foot print at a substantial saving to the training budget. Obtained FAA approval for a Global Positioning System (GPS) Training Program and coordinated training of all DC-8 crewmembers. Successfully completed a 10-day National Aviation Safety Inspection (NASIP), conducted by the FAA, certifying regulatory compliance. Obtained initial ISO 9002 Certification. Received a satisfactory recommendation from Air Force Inspectors for DHL to participate in the Civilian Reserve Auxiliary Fleet (CRAF) Program. Developed AIRBUS training requirements and implementation timeline.

1994 to  
1995

**DC-8 Senior Instructor and Check Airman**

Coordinated DC-8 Training and Qualification Program including instructor selection, scheduling, planning, standardization, simulator/aircraft training and FAA liaison.

1993

**Acting Manager Flightcrew Training**

Developed the DC-8 Training Program including ground school, differences, simulator, aircraft and recurrent curriculums. All phases of DC-8 program were accepted and approved by the FAA. Over 99% of crews successfully completed training within scheduled timeline.

1990 to  
1993

**B727 Pilot Instructor and Check Airman**

Coordinated and implemented DHL's initial Crew Resource Management Program. Created B-727 differences curriculum for the introduction of seven B-727 200 aircraft.

1978 to  
1989

**EASTERN AIRLINES**

1988 to  
1989

**Interim Chief Pilot - Boston Domicile**

Reported to Regional Chief Pilot...responsible for administrative support and control over operationally related matters for 50 B-727 flightcrews.

1978 to  
1988

**Second Officer Supervisor - Boston Domicile**

Reported to Chief Pilot...managed 95 Second Officers...designated Second Officer Check Airman for aircraft/simulator...responsible for coordination and implementation of New Hire Indoctrination and Initial Operation Experience Program. Ensured standardization, conducted annual line checks and provided administrative support to ensure contractual compliance.

**MILITARY EXPERIENCE:**

United States Navy...designated Naval Aviator (1969) ...Commanding Officer, Patrol Squadron 92, consisting of 9 P-3 aircraft, 80 Officers and 320 Enlisted personnel (1986 - 1987)...Retired, Captain (O-6), U.S. Naval Reserve (1991)

**EDUCATION:** Bachelor of Science, University of Scranton, 1968

**DHLA01115**

TAB

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1991-1994

Chicago, IL/San Francisco, CA

*Maintenance Division Representative*

Responsibilities included directing the allocation of resources to develop optimal aircraft locations and to minimize unit cost. Ensured that planned schedules adhered to federal and corporate maintenance standards. Worked with FAA and Maintenance Program Engineers to create and implement a program that cut 40% of the manpower costs dedicated to routine work. Facilitated A320 and 777 introductions.

1990-1991

Chicago, IL

*Sr. Analyst Domestic Route Planning*

Addressed issues at the North American Domestic Level. Assigned aircraft types to planned schedules to meet revenue goals while minimizing associated costs of production. Evaluated routes and assigned aircraft to maximize profitability.

1989-1990

Chicago, IL

*Assistant to Senior Vice President North America*

Budget responsibility for 115 locations. Designed and implemented a centralized training plan that utilized existing capacity to train 30,000 employees in customer service positions resulting in a savings of \$2 million annually. Coordinated United Way Campaign for Division.

1986-1989

Denver, CO

*Assistant to Vice President Mountain Region*

Responsible for regional operational issues for 33 airports in 17 states and Mexico. Responsibilities included airport operating budgets, capital budget planning, procurement of airport operating equipment, manpower training and handling airport-operating issues.

1979-1980; 1982-1986 Other positions with United Airlines and other companies in Consumer Product Marketing and Retail Management.

Education

1980-1982

Northwestern University

Evanston, IL

Master of Management (MBA) from the J. L. Kellogg School of Management. Majors: Marketing, Operations, and Transportation. American Logistics Foundation Fellowship. Founder and Chairman Transportation Club. First Place Team - General Motors Marketing Competition.

1975-1979

Rice University

Houston, TX

B.A., Managerial Studies concentrating in Accounting, Economics and Information Systems. President of one of eight residential colleges. Intramural sports. Tutor-athletic department. Student representative on committee to select Dean of Social Sciences.

Other Information

President-elect Rice University Alumni Board; Rice University Alumni and Executive Boards 1995-1998; Alumni Interviewer Rice University; frequent lecturer Northwestern University Transportation Center; Board Member, Reno Junior Achievement 1998-1999; Board Member, Association House of Chicago 1997-1998.

DHLA01117

TAB

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**Joe Collopy**  
**84 Bonnie Lane**  
**Fort Thomas, KY 41075**  
**(859) 781-3877**

**WORK EXPERIENCE:**

**1997-Present DHL Airways Inc.- Erlanger, Kentucky**  
**Director Charter Sales & Services**

- Evaluate, negotiate, manage, recommend and contract with vendors to operate Charter schedules within the DHL route system.
- Establish Charter revenue budgets based on level of operations
- Develop and implement marketing plans to reach revenue budgets
- Manage, develop, and evaluate charter and contract services staff
- Develop and recommend non-core DHL revenue programs
- Maintain Load Coordinator status to assure safety on Charter Flights
- Knowledgeable on aircraft types and limitations of the DHL fleet
- Provide communications to be a liaison with all Airline operating departments
- Prepare charter contracts and assure all documents are in order, including foreign and domestic governments for route authority

**1995-1997 DHL Airways Inc.- Cincinnati, Ohio**  
**Account Representative**

- Develop business to accomplish specific product line targets
- Improve customer service with proper sales cycle and call follow-up
- Create and maintain account files
- Increase yields with proper discounting and rate increases
- Communicate with operations and customer service on daily basis
- Train customers on SPS unit
- Work with NBC on outstanding receivables
- Ensure proper rating for worldmail cost models
- Assist in training local customer service
- Develop and implement territory growth plan
- Maintain customer revenue territory of 3.4 million annually

- 1994-1995**      **Roadway Package System – Cadillac / Gaylord, Michigan**  
Terminal Manager
- Coordinate start-up for two new facilities
  - Hire, train, and evaluate performance of 25 contractors, package handlers and office workers
  - Review daily reports and quotas
  - Evaluate period operating ratio and budget
  - Monitor cost and productivity daily to conform to budget
  - Conduct weekly safety meeting
  - Coordinate communications between facilities
  - Weekly audit of outstanding receivables
- 1991-1994**      **Roadway Package System – Kokomo, Indiana**  
Account Representative
- Develop and maintain customer base
  - Monitor daily and period account reports
  - Conduct a minimum of 40 calls per week
  - Entertain current and potential customers
  - Perform major presentations
  - Maintain a current product knowledge
  - Calculate price incentive programs
  - Keep current all contracts and tariffs
- 1989-1991**      **Roadway Package System- Cincinnati, Ohio**  
P&D and Preload Coordinator
- Train contract drivers on proper pickup and delivery methods
- Teach proper safe driving methods (Smith System)
- Coordinate new delivery work areas for contractors
  - Hire package handlers for preload operations
  - Schedule package handlers for proper utilization and volume
  - Evaluate and ensure safe and damage free loading
- 1983-1989**      **DHL Worldwide Express – Erlanger, Kentucky**  
Lead Courier – Courier Package Handler
- Train and develop couriers and international inspectors
  - Prepare and audit international customs document (Commercial Invoices, S.E.D. and Canadian custom invoices)
  - Dispatch drivers for Dayton, Ohio, Cincinnati, Ohio, and Northern Kentucky
  - Perform Smith Training and develop drivers productivity goals

**EDUCATION:**

Eastern Kentucky University - Richmond Kentucky  
Bachelor of Science 1983  
Major: Police Administration  
Minor: Business and Industrial Security

**TRAINING**

- Load Coordinator Certification (annual)
- Structured Decision Making
- Speak easy
- Account Development Strategies
- Sales Negotiations
- Frontline Sales
- T.Q.M. (Total Quality Management)
- Interactive Management
- L.E.A.D.
- Advance Account Strategies
- Professional Selling Skills
- The Counselor Salesperson
- Smith System
- Hazardous Materials (Right to Know) Facilitator
- P&D Planning

**AWARDS:**

1994 Galen Award  
1993 Million \$ Club  
1992 Account Representative "Rookie" of the Year  
1989 DHL "Action Needed" Award  
1984-1987 Safe Driving

TAB

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## RICHARD F. COZZI

615 INNISFREE LANE • CINCINNATI, OHIO 45255 • (513) 232-4188

### PERSONAL

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Married with 4 children.

### EXPERIENCE

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#### DHL Airways Inc. DHL Worldwide Express Vice President - Airline Operations

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October 1991 to Present

Direct reports include: The Director of Flight Operations, The Director of Maintenance and Engineering, The Director of Systems Operations Control, The Director Charter Services, The Manager of Airline Safety, The Manager of Technical Publications.

As Vice President of Airline Operations my responsibilities include publications, crew training, maintenance training, maintenance & engineering, quality control, flight dispatch, aircraft records, chief inspector, aircraft ground operations, fuel purchasing, airline purchasing & distribution, reliability and systems operations control.

The Airline operates 19-B727, 7-DC8-73 and is in the process of taking delivery of 6-A300 B4-200 Aircraft. DHL Airways Inc. employees 450 pilots who are represented by ALPA. The company and ALPA signed a five year contract in December 1998. Other departments and staff account for 550 employees.

DHL Worldwide Express is the largest express overnite international package carrier serving over 227 locations globally.

My position is responsible for purchasing all of DHL Airways Inc. flight equipment. I am also responsible for managing our corporate aircraft and a helicopter operation based in New York.

Managing process improvement has resulted in DHL Airways Inc. being ISO9002 certified. The introduction of automated maintenance information systems, purchasing, and inventory control and crew scheduling, crew tracking and crew pay automated systems has resulted in a highly efficient system that meets or exceeds the company, employee, safety and regulatory requirements.

#### The Trump Shuttle President and Chief Operating Officer

---

January 1989 to October 1991

In this position I was responsible for the day-to-day operations of the airline, including flight operations, maintenance and engineering, customer service, marketing, finance, planning and corporate and employee affairs functions. Joining the Shuttle in January 1989 as its Vice President of Operations, I was instrumental in planning and organizing the entire operation. For the new carrier, leading to Department of Transportation and FAA certification and start-up of scheduled service on June 8, 1989. I reported directly to Mr. Donald Trump, Shuttle Chairman and C.E.O.

I negotiated the transfer of Shuttle operations to US Airways prior to moving to DHL Airways Inc, in the Fall of 1991.

---

**Pan American World Airways  
July 1966 to January 1989**

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**Managing Director-Services Planning**

**April 1988 to January 1989**

Responsibilities expanded to include the Customer Relations Department, Marketing Training and Services Contracts.

Responsible for the development of curriculum for passenger service and technical field training. Responsible for purchased service agreements for ground handling, including passenger, ramp, cleaning, cargo, line maintenance, security, skycap and other related services and facilities.

Direct corporate effort for consumer matters related to airline service.

---

**System Director-Airport Services**

**March 1987 to April 1988**

Direct the planning and development of policies, procedures, programs and standards for Airport Passenger Services, Ramp Operations and Baggage Services.

Ensure Passenger Services programs meet marketing goals and strategies by providing liaison between headquarters and field.

Establish system policy and procedures for airport operation functions and interrelationships of System flight dispatch and flight operations.

Corporate representative to IATA and ATA provided interface with marketing automation to develop operational enhancements to the computerized department control system.

---

**Division Director Sales/Services - United States Division**

**December 1984 to March 1987**

Project leader for creation of the "Pan Am Shuttle"

Project leader for integration of "Ransom Airways" into Pan Am as "Pan Am Express".

Explore and execute Pan Am express/commuter agreements to feed longhaul traffic to Pan Am international gateway cities - executed agreement with Republic Airlines.

Oversee commuter/express airline pro-rates and blocked space allocations. Represent U.S. Division Corporate Headquarters at regional T.A.A.B. meetings.

Coordinate with Pricing Department and Scheduling to insure sector marketing plan met budget. Liaison with major freight forwarders and cargo sales personnel to maximize cargo revenue. Coordinate all U.S. Division schedule structure to insure proper aircraft flow, ground time and marketing requirements.

Using standard industrial engineering practices to insure proper station staffing to meet services quality standards with minimum staffing levels - incorporate the use of staffing grids.

Establish management performance objectives/goals and monitor performance against goals for accountability.

Liaison with all U.S. airport Managers to insure operation meet company standards.

Provide daily liaison between the field and corporate departments, i.e. Marketing, Scheduling, Revenue Control, Reservations, etc.

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**Regional Director Services - New York**

**April 1983 to December 1984**

Responsible for managing Pan Am's Worldport Passenger Terminal Operations - New York

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Provide management control for all service related functions in the New York Region which included LaGuardia, Newark and Bermuda.

Developed specifications for computer based terminal management controls and station performance statistics.

Interface with all corporate departments in planning schedule and labor administration.

---

**System Director - Operations Control Center - New York**

**June 1977 to April 1983**

Responsible for all real time contingency planning to provide proper reaction to disruptions and delays worldwide.

Provide interface with all corporate departments including: Maintenance, Stations Operations, and Field Divisions.

Responsible for Systems Operations Command Post and coordination during airline emergency or need, i.e., aircraft accident, strike threat or U.S. State Department evacuations.

Coordinate field station reviews and participate in station operations to ensure individual station operations compliance to corporate policy regarding passenger handling, ramp procedures and safety.

Maintained technical familiarity with all Pan Am aircraft to ensure technical accuracy of restricted load sectors and performance liability.

Civil Reserve Air Fleet Mobilization Officer - Hold Security Clearance.

Provide on a daily basis, corporate briefings of airline performance and reliability.

Managed data systems applications, statistical data collection, information retrieval and display.

Provide direct supervision for Director, Operations Control Coordination, Director, Operations Performed Analysis, Duty Managers, Operations Control, Unit Managers & Operation Analysis. Responsible to ensure future airline schedules meet operational schedule guidelines and on-time performance.

Functionally responsible for all Operations Control disciplines, i.e., Crew Tracking, Maintenance Tech Center, Aircraft Scheduling, and Operations Control.

---

**Director - Flight Standards Administration**

**December 1973 to June 1977**

Responsibilities for implementing Flight Standards policies and programs, establishing performance goals and monitoring monthly statistical information for performance analysis.

Administered six labor agreements from a system level while having total operations responsibility for negotiating two; specifically the Flight Instructors and operations Training Instructors.

Analyzed training costs and made recommendations for decreasing costs while increasing training effectiveness.

Responsible for producing and maintaining current Flight Standards Policy Manual, Flight Crew Curriculum Manual and the FAA Approved Training Manual.

Maintained liaison with the FAA-FSDO to assure that all Pan Am's curriculums, training programs and check airmen rosters were accurate and current.

Personnel administrative control for all check airmen and Flight Standards personnel.

---

**Manager - Training - New York**

**February 1973 to December 1973**

Responsible for managing the training function at JFK Airport.

Including cockpit crew, flight service emergency equipment training, technical operations maintenance training, dispatch and operations agents training.

Administratively responsible for New York base training scheduling, simulator maintenance and check airmen performance.

Provided instruction for customer sales while providing all routine administrative functions for the Manager-Flight Standards at JFK Airport.

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**Supervisor - Operations Training - New York**

**November 1970 to February 1973**

Responsible for direct administrative control of all New York base ground school and flight engineer instructors.

Developed monthly schedules for maximum instructor productivity while maintaining a high level of instructor qualification.

Implemented training programs as required to meet the corporate training requirements.

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**Staff Assistant Curriculum Programmer - New York**

**February 1970 to November 1970**

Responsible for current and accurate maintenance of the B747 pilot training program.

Totally revised the B727 training program to a specific behavioral object format reducing "nice to know" to "need to know" presentation.

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**Operations Training Instructor - New York**

**July 1966 to February 1970**

Responsible for both pilot and second officer training on the B727, B707 and B747 airplanes.

Conducted systems and operations training on all three Boeing aircraft.

Developed the B747 training program in conjunction with the Airline Transport Association and The Boeing Company.

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**College of Aeronautics, Inc.**

**Instructor**

**1962 to July 1966**

Instructor both airframe and powerplant technology leading to A&P licensing.

Instructed basic physics and engine thermodynamics courses.

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**PROFESSIONAL APPOINTMENTS**

National Defense Executive Reserve

Advisory Council, College of Aeronautics

Board of Directors Cargo Airline Association

Member of Senior Advisory Committee - ATA

Member of Industry & FAA Working Group on B727 Cargo Conversion Issues

Member Operations Council - ATA

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**EDUCATION**

Mount Saint Michael H.S., Bronx, New York

College of Aeronautics, Flushing New York graduated 1962

Boeing school training for B727 and B747 systems and operation.

Pratt and Whitney JT9D engine performance and system operation.

General Electric CFM56-C2 engine performance and system operation.

## PERSONAL QUALIFICATIONS

Airframe and Powerplant License #1521076

Pilot License #1698492 Rating

Restricted Radio Telephone Operations License #2K3781

New York State Teachers License #6258

Security Security Clearance

## MANAGEMENT TRAINING

Attended multiple management training programs. Included but not limited to:

- Dimensions of Leadership
- Exercising Management Skills
- Effective Communication
- Project Management Skills
- Effective Speaking

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# CURRICULUM VITAE

## F. Rob Dorsey

RATED, QUALIFIED AND EXPERIENCED ON  
MCDONNELL DOUGLAS DC-3, DC-8, DC-9  
BOEING 727, 737, 747  
Convair 240, 340, 440

1548 COPPER CREEK CT  
FLORENCE, KENTUCKY 41042

TELEPHONE: (606) 657-6340  
FAX: (606) 657-6341  
Email: Rob@SkyDancerAviation.com

### FAA RATINGS AND FLIGHT EXPERIENCE

ATP #1743513                      Total Flight Hours: 19,500                      Accident, Incident and Violation Free  
As Pilot In Command of Transport Jet Aircraft: 13,100                      FAA Class I Medical  
Having Type Ratings and Command Experience on: Boeing 727, 737, 747  
Convair 240, 340, 440  
Douglas DC-3, DC-8, DC-9

### WORK HISTORY

#### **December, 1998 to Present: DHL World Wide Airways**

##### DC-8 Chief Pilot:

Responsible for all aspects of DHL's DC-8 operation including direct supervision of DC-8 Flight Operations staff and all DC-8 Flight Crews, all DC-8 Operating Manuals, Engineering Flight Test Department with responsibility for Engine Out Ferry and participation in any and all management decision processes affecting DHL Flight Operations.

#### **April, 1996 – December, 1998: DHL World Wide Airways**

##### DC-8 Pilot Instructor and Check Airman:

Responsible for performing simulator training and Proficiency Checks in DC-8-73 aircraft and flying as DC-8 Captain in Line Operations. Responsible for recertification of DC-8-73 Level B simulator operated by Pan Am Training Services in CVG.

#### **February, 1988 -March, 1996: United Parcel Service Airline**

##### Assistant Chief Pilot:

Responsible for flying as Captain and Check Airman on Boeing 747 aircraft in line operations including the performance of Line Checks, Initial Operating Experience, Proficiency Checks in the aircraft and flight simulator and Long Range Navigation and Over-Water Checks as well as operational duties as directed by the Chief Pilot.

##### Flight Training Supervisor on Boeing 747:

Responsible for flying as Captain and Check Airman on Boeing 747 aircraft in line operations and training pilots in 747 flight simulator as well as performing Initial Operating Experience, Line Checks, Long Range Navigation Checks and Aircraft Proficiency Training and Checks.

**Fleet Supervisor and Check Airman on DC-8:**

Responsible for flying as Captain and Check Airman on DC-8 aircraft in line operations including Line Checks, Long Range and Overwater Navigation Checks, EFIS Line Checks and IOE instruction as well as performing operational and administrative duties as directed by the DC-8 Fleet Manager. Additionally responsible for introduction of DC-8 EFIS into North Atlantic service including devising all applicable procedures and techniques and serving as Captain and Check Airman / Instructor during the proving flights and service introduction.

**Development Flight Test Pilot on EFIS DC-8-71,-73 Simulator and Aircraft:**

Responsible for flight testing, systems simulation design, training systems development, systems malfunction design, FAA evaluation and final certification and post delivery discrepancy resolution of world's only Level-D, DC-8-71 full flight simulator. Also responsible for serving as flight test pilot for development and certification flight tests of DC-8-73 and -71 aircraft Flight Test program to certify DC-8-73/-71, Collins EFIS and Autopilot installations.

**Flight Standards Supervisor:**

Responsible for flying as Captain and Check Airman on DC-8 aircraft in line operations including Line Checks, Long Range Navigation Checks, IOE and EFIS Line Checks as well as training and checking DC-8 pilots in the aircraft and flight simulator.

**September, 1987 - February, 1988: America West Airlines**

First Officer B-737 engaged in line operations.

**February, 1984 - September, 1987: Evergreen International Airlines**

Director of Flight Standards, Captain and Check Airman DC-8.

Responsible for supervising staff of twenty-eight Check Airmen engaged in training and checking flight crews on DC-8, DC-9 and B-727 aircraft as well as serving as Captain and Check Airman on DC-8 aircraft engaged in world-wide passenger and cargo operations with emphasis on Europe, the Middle East, Far East and India.

**February 1982 - February, 1984: Airborne Express Airline**

Director Of Flight Standards, Captain and Check Airman DC-9.

Responsible for supervising staff of fourteen Check Airmen engaged in training flight crews on DC-9 and YS-11 aircraft as well as flying as Captain and Check Airman on DC-9 aircraft in overnight, cargo operations.

**January, 1979 - February, 1982: Evergreen International Airlines**

First Officer and Captain, DC-8.

Engaged in world-wide passenger and cargo operations with emphasis on Europe, Africa and the Middle East.

**Captain and Check Airman B-727:**

Responsible for producing all manuals, checklists and training procedures during B-727 fleet introduction.

**1973-1979: Airgo Airlines, Dallas, Texas**

Captain and Check Airman on DC-3 and CV-440.

Engaged in flying as Captain on contract passenger and cargo operations throughout the United States, Canada, Central America and Hawaii. Responsible for serving as Check Airman on DC-3 and CV-440 aircraft.

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Stephen G. Elkins  
 1518 E. Henry Clay  
 Ft. Wright, KY 41011  
 859-426-1518  
*email selkins@us.dhl.com*

## Work History

- 1996 – Present      Director, System Operations Control CVG
- Responsible for the following groups
    - SOC – manages DHL Airways transportation network
    - System Reporting
    - Airport Operations & Ground Service Equipment
    - Load Planning / Weight & Balance
    - Technical Publications
    - ULD inventory
  - Successfully implemented an FAA approved Automated Weight & Balance system, SITA Fleet Watch application, and reintroduction of Technical Publications department back into the Airline division
  - Managed departmental action plans and coordination relating to a variety of FAA issued AD's and introduction of A300 fleet type
- 1996                      Area Service Manger, based in IND
- Responsible for 6 Service Centers in a two state area
  - Responsible for all Service Center activity, including Courier pick-up and delivery, airport operations, sales calls, material processing, total budgetary control, and customer service
- 1994 – 1995            Service Center Manager, CLT
- Attained budget goals each year
- 1990 – 1993            Manager System Operations Control CVG
- Responsible for all business operational decisions pertaining to the DHL Transportation network
  - Plan, direct, and coordinate all contingency planning
  - Interact directly with all Airline functional groups, act as primary interface with Field management
- 1989 – 1990            Manager System Load Planning

1985 – 1989

Supervisor Load Planning

- Supervised staff that coordinated all material movement through DHL Network
- Department acted as HazMat subject matter experts for DHL
- Performance reporting, ULD tracking, and all Flight information

1984 – 1985

Flight Controller

- Provided weather and Flight releases for DHL crews
- Performed flight following function
- Coordinated all aircraft fueling

1983 – 1984

Service Agent

- Part of small group that originated DHL Airways operations and opened the CVG HUB
- Acted as ramp lead, coordinating unload, reload
- Performed manual Weight & Balance function
- Performed in all areas of Sort facility

1981 – 1983

Flying Tigers Airline – CVG

Ramp/Warehouse Agent

- Build up of wide variety of cargo, including general freight, automotive parts, live animals, etc into varied types of ULD's
- Aircraft loading/unloading using K-loaders, ULD transporters, etc
- General Aircraft handling

**Education**

Northern Kentucky University  
Bachelor of Science 1983  
Major: Marketing

**Training**

- Facilitative Leadership
- Dimensions of Leadership
- Speak Easy
- Structured Decision Making
- Making Meetings Work
- Hazardous Materials
- Manual Weight & Balance

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**Biography: Luke Helms.**

Luke was born in Lubbock, Texas on December 27, 1943. He was raised in Phoenix, Arizona – where he graduated from the University of Arizona with a degree in History and Economics. He received his Masters of Business from the University of Santa Clara in 1968. He joined the training program at the Bank of California in September of 1968. He spent time in corporate planning and the credit card department and in 1971 was promoted to the national division, responsible for large corporate relationships in the mid-west. In 1974 Luke joined SeaFirst in their National Division again responsible for large corporate relationships in the mid-west. In 1980, he was promoted to Senior Vice President of the National Division. In 1982 he was promoted to Executive Vice President of the International Division and in 1983 was promoted to Manager of the World Banking Group responsible for all commercial lending at SeaFirst.

He became manager of the Branch Banking group in 1985, and President of the bank in 1990. In 1991 he was promoted to Chairman and chief Executive Officer of SeaFirst. In 1993, earnings were in excess of \$300 million with a return on assets in excess of 2 percent. SeaFirst at the time was one of the most profitable banks in the country.

In 1993, Luke became Vice Chairman of the Bank of America, responsible for retail banking in California and all affiliate banks in the 10 western states. He was responsible for a combined customer base of 11 million spread throughout 2,000 branches. At this time he was also responsible for Corporate Marketing, Product Development, and consumer Business Strategy. He left Bank of America in 1997 and worked with several start-ups in the Bay Area. Get smart was a highly successful loan origination start-up that is now owned by Provident Bank. Lucy's is an inner-city retail concept involving Laundry mats, banks, and fast food. Lucy's has approximately 30 locations operating or in development in Los Angeles.

Luke joined KeyCorp as Vice-Chairman and Senior Officer in the West in 1998, the job was to expand KeyCorp in major markets in the West, due to Key's overall financial performance their chances of expanding were not great, and Luke left in early 2000. He will remain a director of KeyBank West.

Currently, Luke is a director of ABM industries, Lucy's, and UTM. He is also a director of the Seattle Art Museum and the Pacific Northwest Ballet, and is a past Campaign Chairman of the United Way. He has been a director of the University of Washington, and Washington State University Foundations. He is currently a Director of the University of Arizona School of Business.

Mr. Helms is married to Gail, and they have 3 children, Luther, Peter, and Mason, all enjoy golf and the Outdoors.

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**Brown McCullough Humphrey**  
PO 1524  
WILSON, WYOMING 83014-1524

**1988: GRADUATED LOUISIANA TECH UNIVERSITY**

**1988/92: WOODUS K. HUMPHREY INSURANCE & CO.  
SHREVEPORT, LA.**

**WORKED AS A FIELD REPRESENTATIVE CONDUCTING LOSS  
PREVENTION INSPECTIONS ON WOODWORKING MILLS  
THROUGHOUT THE SOUTHEASTERN UNITED STATES.**

**1993/95: PATTERSON DENTAL COMPANY  
ATLANTA, GEORGIA**

**WORKED AS AN ACCOUNT REPRESENTATIVE TRAVELING ALL  
OF NORTH GEORGIA SELLING DENTAL EQUIPMENT AND  
SUPPLIES**

**1996/98: METROPOLITAN LIFE INSURANCE COMPANY**

**LICENSED AS A LIFE AND HEALTH INSURANCE AGENT. SOLD  
GROUP HEALTH INSURANCE PLANS AND LIFE INSURANCE**

**1999 TO PRESENT: Robinson-Humphrey Lusitano's  
TETONIA, IDAHO**

**MANAGING FAMILY HORSE BREEDING FARM**

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# ROY C. MOULTON

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## EXPERIENCE

Currently

Member - Board of Directors, DHL Worldwide Express  
Compensation Committee Member

Idaho State Department of Fish and Game  
Region 6 Commissioner - Governor's Appointment

Member - Northwest Pacific Marine Fisheries Commission

Tri-State Governor's Task Force for Grizzly Bear Recovery

Civil and Criminal Attorney for City of Teton, Idaho  
Prosecutor for City of Driggs, Idaho  
Attorney for Teton Valley Humane Society  
Attorney for Teton Valley Museum Board

1982 to present

Moulton Law Office Driggs, Idaho  
Private law practice

1982 - 1996

Teton County, Idaho  
Civil and Criminal Attorney for County

## EDUCATION

1982

University of Idaho School of Law  
Juris Doctor  
Nelson Scholar

1978

Brigham Young University  
B.A. Political Science, emphasis in Economics

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P.O. Box 631 60 East Wallace Avenue, Driggs, Idaho 83422  
Phone (208) 354-2345 Fax (208) 354-2346

DHLA01132

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3801 North 100 East  
Provo, UT 84604

## Todd Moulton

<b>Experience</b>	1996–Present	Raymond James Financial Services	Provo, UT
	<b>Branch Manager/Personal Financial Advisor</b>		
	<ul style="list-style-type: none"> <li>• Executive Council for Raymond James Financial Services</li> <li>• \$60+ million assets currently under management</li> </ul>		
	1987–1996	Merrill Lynch	Provo, UT
<b>Senior Vice President/Personal Financial Advisor</b>			
<ul style="list-style-type: none"> <li>• Chairman's Council</li> <li>• Member of President's Club</li> <li>• Advisory Board of Merrill Lynch</li> <li>• Advisory Board of AIM Mutual Funds</li> <li>• Advisory Board of Fidelity Funds</li> <li>• Advisory Board of Nuveen Funds</li> </ul>			
	1983–1987	Collegiate Group, Inc.	Provo, UT
	<b>Director of Marketing</b>		
	<ul style="list-style-type: none"> <li>• Recruited, trained and managed sales performance of 500 sales people</li> <li>• Increased sales from \$2 million first year to \$8 million</li> </ul>		
	1980–1983	Thermax Corporation	Provo, UT
	<b>Sales Manager/Vice President of Marketing</b>		
	<ul style="list-style-type: none"> <li>• Top Salesman Award</li> <li>• Recruited, trained and managed 20 sales people</li> <li>• Instrumental in developing sales presentation</li> </ul>		
<b>Education</b>	1983	Brigham Young University	Provo, UT
	<ul style="list-style-type: none"> <li>• B.A., Sales Management</li> <li>• Continuing Education to include many classes on investments, ethics, retirement planning, products, etc.</li> </ul>		
<b>Licenses</b>	<ul style="list-style-type: none"> <li>• Securities—Series 24, 63, 65 &amp; 7</li> <li>• Insurance-Life &amp; Annuities</li> <li>• Registered Financial Advisor</li> </ul>		

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<b>RESUME OF TERRY F. NORD</b>
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**NAME :** Terrance Frederick Nord

**BORN :** September 19, 1947  
Manning, Alberta, Canada

**EDUCATION :** University of Alberta  
B.Sc. (Mechanical Engineering)  
1969

**CAREER HISTORY :****January 1999 to present**

**Global Network Transportation  
Director  
DHL Worldwide Express  
Brussels, Belgium**

- Lead the Global Aviation Group through the following functional groups : Airline Operations, Network Planning, Controller, Legal, Business Support and Facilities.
- Provide a competitively superior service for the network in terms of schedule reliability, performance capability and cost efficiency.
- Ensure adequate uplift availability exists or can be rapidly provided in response to any DHL growth in demand on owned or commercial air sectors.
- Minimize transfer, clearance and recovery times in gateways as to provide maximum opportunity for service advantage over competition and reduction in transport costs.
- Identify, communicate and engage in the development and deployment of improved operational work practices, systems and procedures, so as to provide service and productivity enhancements throughout the service chain.

**November 1996 to December 1998**

**Vice President  
Aircraft Base Maintenance  
FedEx  
Memphis, TN**

- Responsible for the maintenance and modification of the trunk fleet, which includes 125 wide body and 165 narrow body aircraft.
- Responsible for all scheduled maintenance activities of airframe, engine and component out sourcing including planning, contract negotiations and supplier oversight.
- Managed MD10 Program including Passenger to Freighter conversion, Advanced Common Flight Deck (ACF) installation and airframe/systems refurbishment.

**March 1995 to November 1996**

**Senior Vice President, Operations  
And Chief Technical Officer  
Air Canada  
Montreal, Quebec**

- Responsible for Flight Operations, Technical Operations, Airport Operations and In-Flight Service (16,000 employees).

**September 1994 to March 1995**

**Vice President  
Aircraft Programs  
CAE Aviation Ltd  
Edmonton, Alberta**

- Responsible for the profitable operation and growth of aircraft repair, overhaul, modification and maintenance programs, estimating and resource management functions for the Canadian Air Force CC130 Hercules (transport), CT114 Tutor (Trainer), CF18 Hornet (fighter) and other contracted military and commercial fleets. Work force of 400 technicians, engineers and quality assurance personnel.

**June 1993 to September 1994**

**Senior Associate  
Altius Corporation  
Vancouver, B.C.**

- Acted as a consultant on various aviation projects, which included a start-up airline (Greyhound - Canada) and a fixed-based maintenance operation (PAMCORP Portland).

**1973 to June 1993**

**Canadian Airlines International  
Vancouver, B.C.**

**1989 to 1993**

**Senior Vice President, Operations**

- Responsible for Flight Operations, Technical Operations, Systems Operations Center, Safety and Environmental Affairs (10,000 employees) with operating budget of \$850 million and capital budget of \$80 million.

**1969 to 1973**

**Royal Canadian Air Force  
Commissioned in 1969 (ROTP)**

**DHLA01135**

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## Joseph R. O'Gorman

Joseph R. O'Gorman is currently chairman, president and CEO of DHL Airways headquartered in Chicago, Illinois. He assumed this position in May of 2001. DHL Airways is one of the largest providers of aircraft services in the U.S. airfreight and small package delivery marketplace.

Prior to this, O'Gorman completed an assignment as interim president and CEO of Evergreen International Aviation, Inc. in June of 2000. He joined Evergreen in January 2000 and was based at the company's headquarters in McMinnville, Oregon. Evergreen and its subsidiaries comprise the world's most diversified global aviation services company.

Prior to joining Evergreen, O'Gorman had retired from Reno Air, where he served as its chairman, president and CEO from 1997 to 1999 during its successful turnaround and sale to American Airlines.

Before Reno Air, O'Gorman served as executive vice president-fleet operations and administration at United Airlines from April 1995 until he retired in October 1997. There, O'Gorman was responsible for fleet operations including engine and airframe maintenance, engineering, line maintenance, system operations control, operations analysis, corporate safety and security, corporate properties and facilities, and the development unit for new auxiliary businesses.

He first joined United in 1966 as an industrial engineer. He served in a variety of management positions in various locations, including director of reservations and passenger services, assistant to the group vice president-marketing, vice president-maintenance and ground operations, and vice president-engine maintenance.

O'Gorman left United in 1980 to become senior vice president-airline operations for AirCal, Inc., in Newport Beach, California. He then served as president and chief executive officer for Aloha airlines in Honolulu, Hawaii and, later, as president and chief executive for Frontier Airlines based in Denver, Colorado.

In March 1986, O'Gorman rejoined United as senior vice president-corporate planning and administration and, from 1988 to July 1990, he served as senior vice president- maintenance operations in San Francisco.

O'Gorman then became executive vice president-operations at USAir until March 1991 when he returned to United Airlines to become executive vice president-flight services. In 1994, he became executive vice president-operations, responsible for all the operating entities.

O'Gorman holds a master's degree in business and economics from the Illinois Institute of Technology and a Bachelor of Science degree in industrial engineering from Georgia Tech. He also attended the U.S. Air Force Academy.

He is a member of the Board of Directors of AVCORP, an aircraft parts manufacturer, in Vancouver, British Columbia, and Cascade Aerospace, an aircraft maintenance provider, in Abbotsford, British Columbia. O'Gorman is also a member of St. Louis University's Board of Trustees. Additionally, he serves on the Advisory Board of Georgia Tech's School of Industrial and Systems Engineering, and the Business Advisory Council for the Northwestern University Transportation Center.

O'Gorman and his wife, Gail, reside in Barrington Hills, Illinois.

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P. O. Box 422, Barrington, IL 60011

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3/2001-present	Chairman, President & CEO DHL Airways, Inc.
10/99-present	President Husky Group
1/2000-6/2000	President & CEO Evergreen International
1/98-9/99	Chairman, President & CEO Reno Air
4/95-10/97	EVP-Fleet Operations & Administration United Airlines
1994	EVP-Operations United Airlines
3/91-	EVP-Flight Services United Airlines
7/90-3/91	EVP-Operations USAir
1988-7/90	SVP-Maintenance Operations United Airlines
3/86-1988	SVP-Corporate Planning & Administration United Airlines
	President & CEO Aloha Airlines
	President & CEO Frontier Airlines
1980	SVP-Airline Operations AirCal
1966-1980	Industrial Engineer/Director, Reservations & Passenger Services/Assistant to Group VP- Marketing/VP-Maintenance & Ground Operations/VP-Engine Maintenance United Airlines

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**Norbert J. Ostrozny**

7091 Treeridge Dr.  
Cincinnati, Ohio 45244  
(513) 231-3508

**Professional Experience**

**DHL Airways, Inc.** 1990 to Present  
**Manager Airline Safety & Internal Evaluation** 1996 to Present

**Flight Operations Ground Training Coordinator** 1990 - 1996  
**B727 Instructor**  
**Airline Safety Facilitator**

**B727 Charter Pilot** 1990

**Eastern Airlines Pilot** 1978 - 1989  
**B727, A300 & L1011**  
**L1011 Check Airman**

**Director of Engineering** 1974 - 1978  
Arlen Shopping Centers Co.  
Chattanooga, Tennessee  
Cessna 310 Pilot

**Eastern Airlines Pilot B727** 1973 - 1974

**USAF Instructor Pilot B52** 1972 - 1973  
**Squadron Flying Safety Officer**

**USAF Pilot B52** 1971 - 1972

**USAF Instructor Pilot C47** 1970 - 1971

**USAF Pilot B52** 1967 - 1970

**USAF Pilot Training** 1966 - 1967  
T41, T37 and T38

**Professional Appointments**

Air Transport Association Flight Safety Committee 1996 - Present  
Air Transport Association Safety Council 1996 - Present

**Training**

Embry-Riddle Aeronautical University 2000  
Aviation Safety Management Certificate

University of Tennessee at Chattanooga 1978  
Masters in Business Administration

United States Air Force Academy 1962 - 1966  
B.S. Basic Science

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## RICHARD C. PRESCOTT

20373 Meercham Way  
Lawrenceburg, IN 47025

Home: (812) 637-5316

## LICENSES

Airline Transport Pilot (DC-8, B-727, DC-9)  
Flight Engineer Turbojet Powered (B-727, DC-8, A-300)  
Flight Engineer Turboprop Powered (L-188)  
FAA Medical Certificate (First Class)  
Radiotelephone Operator Permit

## FLIGHT EXPERIENCE

Total Pilot (14,350) (includes 1,435 hrs. as F/E)  
Pilot in command (5,196): B-727 (4,453): DC-9 (220): DC-8  
Flight engineer (1,435): Turbine (575): Turboprop (860)  
Aircraft Flown: L-1011, A-300, DC-8, B-727, DC-9, L-188

## CAREER EXPERIENCE

1999 – Present	DHL Airways, Inc. B-727 Chief Pilot
1990 – 1998	DHL Airways, Inc. DC-8 Senior Instructor / Check Airman B-727 Pilot Instructor / Check Airman
1966 – 1989	Eastern Airlines, Miami, Florida Performed duties of Captain, First Officer, and Flight Engineer on domestic, international, and Military Airlift Command flights
1962 – 1964	United States Navy Qualified on nuclear-powered, fleet-ballistic missile Submarines
1972 – Present	Owner/manager of Abbott Farm Properties

## EDUCATION

1960 – 1961	University of Massachusetts, Amherst, Mass Mechanical engineering major
1964 – 1965	Salem State College, Salem, Mass. Mathematics major
1965 – 1966	Flight training at Beverly, Mass. Airport Obtained a commercial license with an Instrument rating (#1655885).
Other	Obtained a Real Estate Broker's license in Mass. Attended courses in computer programming

## PERSONAL

Married	August 16, 1963: Spouse, Marian is a Speech Language Pathologist
Children (2)	Gregory (age 34), Mark (age 31)
Health	Good: height 6' 0": weight 252
Finances	Excellent order

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**JOHN F. SCHILDROTH**

1853 Bordeaux Blvd.  
Apt. V  
Burlington, KY. 41005  
Email: [JFSchildroth@Earthline.net](mailto:JFSchildroth@Earthline.net)

Phone/Fax: (859) 586-2476  
Cellular: (859) 240-5940

**Summary**

Thirty-three years aviation experience in maintenance, senior level repair station management, executive level airline management, aircraft leasing and acquisitions, airline startup and consulting. Demonstrated and proven results with cost controls and budgeting, strategic and maintenance planning company wide organizational skills, complex problem solving and troubleshooting. Contagious enthusiasm that thrives on challenges and accomplishing goals.

**Objective**

Hands-on, leadership role with an aggressive company positioned for growth.

**Accomplishments**

- Team leader for certificate start up of two air carriers
- Negotiated with ALPA for a start up airline pilot contract
- Integrated administrative services and computerized labor, material and planning programs for a maintenance, modification and manufacturing company resulting in a 21% reduction in material cost and an overall improvement in productivity of 16%
- Improved asset utilization for a repair station resulting in a 21% improvement in productivity and a \$1.5 million dollar increase in profitability for the first year following implementation
- Directly managed modifications programs that included glass cockpit development and installations, cargo door and P-F programs and three head of state interior modifications
- Implemented TQM program that improved productivity by 12%
- Negotiated maintenance contracts for three (3) airlines using third party maintenance facilities
- Represented air carrier in lease negotiations for B-767, arranged for maintenance and delivery
- Developed computerized maintenance and inspection program for two air carriers
- Negotiated long term aircraft leases, outright purchases and aircraft deliveries
- Served as Vice President Operations during air carrier reorganization
- Served as COO for a start up air carrier
- President and CEO of a commuter airline

**Professional Experience**

**DHL Airways, Inc.** 6/00 to Present  
**Senior Director Maintenance & Engineering:** Responsible for line and heavy maintenance, stores, purchasing, warehousing, logistics, quality, planning, engineering, training and maintenance control. Direct a staff of 335 personnel and an annual budget of 70 million dollars.

**Airline Consultant** 4/00 to 6/00  
Alaska Airlines  
Miami Air

**Seaborne Virgin Island, Inc.** 10/99 to 3/00  
**President and CEO:** P&L responsibility for a commuter airline. Tasked with improving maintenance and company wide reorganization. Established a working relationship with the FAA and the local government. Implemented plan for new facilities, increased route structures and improved customer service.

**Air Transport International** 8/98 to 10/99  
**Senior Director of Maintenance:** Regulatory position, responsible for line maintenance, heavy maintenance, technical planning, maintenance control, warehousing and logistics. Direct staff of 211 personnel and annual budget of 24 million dollars.

**Airline Consultant** 3/98 to 8/98  
Air Kazakhstan  
Patriot Aviation Services, Inc.

**Pan Am World Airways, Inc.** 11/96 to 2/98  
**Vice President-Technical Operations:** Directly responsible to COO for daily operation of the planning, quality, maintenance and engineering departments. Accomplished strategic planning, administered technical contracts and aircraft leases. Managed division level budget of 19 million dollars and a staff of 256.

**Airline Consultant** 4/93 to 11/96  
Trans World Airlines  
The International Netherlands Group  
Pan American World Airways, Inc.  
Presidential Air, Inc.  
European Airlines  
Air Operations of Europe  
Continental Airlines  
Carnival Airlines

John F. Schildroth  
Page 3

**The Dee Howard Company** 12/89 to 4/93  
Director-Aircraft Operations  
Senior Manager-Maintenance Planning/Bids and Estimating  
Manager-Hangar Operations

**Technical Consultant** 7/88 to 12/89  
Clinton-Sherman Aviation

**The Dee Howard Company** 7/86 to 7/88  
Senior Manager Heavy Aircraft Maintenance  
Manager Aircraft Maintenance  
Aircraft Maintenance Coordinator

**Jet Quarters, Inc.** 9/82 to 7/86  
General Manager

**Geosource, Inc.** 1979 to 1982  
Director of Maintenance

**Military**

US Navy – 1967 to 1971

**Education**

AAS – Aviation Management – A&P License  
Industrial Engineering Courses  
Management training  
ISO 9000 series training

jfsresm

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TAB

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**Jeffrey J. Simmons**  
 1468 Anvil Court  
 Bartlett, IL  
 H: 630-213-2078  
 W: 847-842-6312

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**Experience: DHL Airways, Inc., Barrington, IL**

6/01 to Present

Senior Vice President - Finance and Chief Financial Officer

- Responsible for financial planning and analysis, budgeting and accounting at this all cargo airline, that primarily serves DHL Worldwide Express, with annual revenues of \$250 million
- Working to establish financial processes, systems and a seasoned airline finance team to identify and implement opportunities for profitable growth and operating efficiency
- Analyzed and financially justified the replacement of eight B727 non-advanced aircraft
- Developed reporting and presentations for the Board of Directors
- Developed models for evaluating third party business opportunities

**Delta Air Lines, Inc., Atlanta, GA**

6/99 to 6/01

Vice President - Finance and Chief Financial Officer

**Atlantic Southeast Airlines, Inc.** (a wholly owned subsidiary of Delta Air Lines, Inc.)

- Responsible for all aspects of finance at this high growth (20%+ annual rate) Delta Connection regional airline with annual revenues of \$750 million
- Developed and implemented the business planning process which includes 1) corporate initiative prioritization, 2) operating and capital planning, and 3) performance and productivity reporting
- Analyzed and negotiated the financial aspects of a letter of intent for the industry's largest order for regional jet aircraft (104 firm orders and 396 options)
- Analyzed and helped implement growth initiatives including 1) seven ATR-72 aircraft expansion, 2) initiation of regional jet service at D/FW airport, and 3) replacement of aging turbo-props
- Negotiated lease financing for \$435 million in regional aircraft
- Championed process improvements in procurement, management reporting and payroll
- Partnered with operating departments to identify and implement improved inventory procedures

2/99 to 6/99

Director - Finance Systems Project

- Led a project to determine the strategy for realizing the CFO's future vision for Finance
- Evaluated SAP and Oracle ERP software and developed implementation plans for each
- Identified significant process improvements that will be enabled through ERP software implementation and process centered reorganization

2/97 to 2/99

Director - Financial Reporting

- Responsibilities included external financial reporting, benefits accounting, property accounting and flight profitability reporting
- Enhanced departmental capabilities in the areas of accounting research, internal consulting and accounting integrity through reorganization and addition of professional talent
- Negotiated and implemented the revenue sharing model and reporting for Atlantic Excellence (anti-trust immune alliance with Swissair, Sabena & Austrian Airlines)
- Performed various acquisition analyses and special projects

3/96 to 2/97

General Manager - Cash Management, and

5/96 to 2/97

Acting General Manager - Financial Planning

- Altered existing safekeeping structure for internally managed commercial paper and externally managed STI accounts resulting in improved reporting at a lower overall cost
- Renegotiated letter of credit agreements resulting in annual savings of \$100,000
- As Acting General Manager - Financial Planning, led the company through the process of developing the FY97 operating plan

**Jeffrey J. Simmons**

1468 Anvil Court  
Bartlett, IL  
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4/94 to 3/96  
3/95 to 3/96

Financial Advisor - Leadership 7.5, and  
Division Controller - Finance

- Financial advisor to the program leader (Sr. Vice President - Personnel) of a corporate restructuring effort to reduce annual operating costs by \$2.0 billion
- Responsibilities included providing monthly briefings for the CEO and senior officers, reviewing initiatives developed by the cost reduction teams and incorporating approved cost reductions into the annual operating plan
- As Division Controller - Finance, coordinated the development of departmental business, operating and capital plans

7/93 to 4/94

Manager - Financial Planning & Control

- Managed entire department which consisted of separate planning and analysis groups
- Planning group responsibilities included preparing the annual operating plan for the Board of Directors, analyzing variances to plan and reporting the results to the CFO as part of the monthly close process
- Analysis group responsibilities included performing cost/benefit and route profitability analyses
- Facilitated the change from a process of centralized forecasting to one of decentralized divisional operating planning by placing controllers into each of the corporation's operating divisions and incorporating their input into a consolidated corporate operating plan
- Improved the granularity and integrity of cost center reporting by incorporating existing organizational codes into the accounting system

9/91 to 6/93

Supervisor - Financial Planning & Control

- First supervised the analysis group, then supervised a separate financial controls group
- Analysis group responsibilities included reviewing 1) the justification for capital expenditures, 2) out-sourcing proposals, and 3) proposed major changes to the flight schedule
- Financial Controls group responsibilities included analyzing, projecting and reporting the actual results from a corporate-wide profit improvement program aimed at improving operating profits by \$700 million

6/88 to 9/91

Financial Analyst - Financial Planning & Control

- Forecasted and performed variance analyses for various components of operating expense
- Performed cost/benefit, route profitability and other financial analyses
- Prepared presentation material for the CFO and other officers for use in meetings with Delta's Board of Directors and Wall Street analysts
- Member of a team that analyzed the proposed acquisition of a competitor's international route system

*Education/  
Credentials:*

**University of Florida**  
Gainesville, FL

Bachelor of Science in Business Administration, finance concentration  
August 1984 to June 1988

**Georgia State University**  
Atlanta, GA

Post Baccalaureate, accounting coursework  
January 1991 to December 1992

**Uniform CPA Exam**

Passed all four parts on the first sitting  
May 1993

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J o a n n e S m i t h

## JOANNE SMITH

## CAREER SUMMARY

Senior Airline and Travel Industry Marketing Executive with demonstrated success in growing profits in a highly competitive and constantly changing business environment. Proven record of pioneering and implementing innovative programs for management, marketing, sales and customer relations. Ability to recruit, train and motivate marketing management team. Strong communication, analytical and negotiating skills. Specific experience in developing marketing and sales plans, brand management and problem solving.

## PROFESSIONAL EXPERIENCE

- Oct. 2001 to Present **DHL Airways, Inc., Barrington, IL.**  
*Vice President Marketing and Planning*  
 Principally responsible identifying, developing and expanding revenue opportunities through direct sales efforts. Duties include expanding charter business, increasing customer base on existing network as well as developing specific revenue plan to meet meet the company's growth objectives.
- Feb. 2001 to Oct. 2001 **Smartware Systems, Reno, NV**  
*Chief Marketing Officer*  
 Responsible for sales, service and product enhancement features for this software developer, providing business solutions for the travel and transportation industries.
- Nov. 1999 to Feb. 2001 **Travelbyus.com, Reno, NV**  
*Senior Vice President Marketing*  
 Responsible for all marketing functions of this newly incorporated internet travel company which acquired 15 travel related entities and developed strategic marketing alliances with several leading corporations. The acquisitions include tour operators, consolidators, travel agency consortia groups, technology companies, an advertising agency and a television show.
- Responsible for integrating all marketing functions of these individual organizations into one corporate structure.
  - Developed plan for multimedia program (television show production and magazine publishing), online consortium membership program, consortium marketing, traditional advertising, vacation product development and sales.
  - Developed cooperative marketing program for travel industry partners involving diverse proprietary media including web promotions, magazine advertising and television advertising.

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Apr. 1998 – Oct. 1999 **Reno Air Inc., Reno, NV**

*Senior Vice President Marketing and Planning*

Recruited to join new senior management team to turnaround failing carrier with \$500 million revenue. Responsible for developing new route, sales and marketing strategy. Improved unit revenues over 5% with a 50% marketing staff reduction. Achieved record profits in 1998 following a \$12 million loss in 1997. Direct report to Chairman, President and CEO.

- Developed and implemented new route strategy.
- Revised pricing and revenue management strategy, significantly improving yield.
- Restructured sales contracts and improved airline market share from both travel agency and direct sales.
- Positioned airline for eventual American Airlines merger.

Sep. 1994 – Apr. 1998 **Midway Airlines Corporation, Raleigh-Durham, NC**

*Senior Vice President Marketing and Customer Service*

Recruited to develop strategic market plan and to improve customer service procedures for new entrant carrier. Responsible for sales, marketing, planning, pricing and yield management, corporate communications, airport operations, reservations, dining services and slight service. Direct report to President and CEO. Revenues exceeded \$250 million.

- Helped to develop and position airline as high quality, high yielding carrier, bucking industry trend.
- Developed sales plan and established account tracking system, agency incentives, corporate sales initiatives and off-tariff programs with travel agencies, wholesalers, consolidators and GSA's.
- Evaluated latest yield management systems and implemented new system in December 1995.
- Developed route strategy for RDU hub and coordinated transition of entire operation from Chicago.
- Established in-house reservations department, reducing costs by 50%.
- Implemented new advertising positioning and brand strategy following detailed market analysis.
- Successfully campaigned against three labor organizing efforts for flight attendants and ramp agents.
- Established a customer care program for flight attendants and airport customer service agents. Achieved a 98% customer satisfaction rating in 1996.

- Jun. 1987 – Sep. 1994 **AMR Eagle, Inc./Wings West, San Luis Obispo, CA**  
*Vice President Marketing and Field Services*  
Under AMR ownership, responsible for sales, marketing strategy, flight service, airport operations, customer service and corporate communications for all of California and 30% of the DFW Eagle routes. Collaborated on the AMR route planning process and made difficult decisions to enhance AMR profitability. Direct report to President.
- Transitioned airline from an independent point-to-point operator to a wholly owned AMR subsidiary, involving the development of a new route strategy, implementation of sales systems, customer service policies and procedures.
  - Principal responsibility for monitoring yield management and maximizing Eagle's contribution to AMR revenue. Continually reviewed route strategy and addressed issues of spill, incremental revenue and contribution, versus onboard profitability.
  - Negotiated no-cost flight attendant and ramp labor contracts.

- Dec. 1982 – Jun. 1987 **Wings West, San Luis Obispo, CA**  
*Director of Marketing*  
Full revenue responsibility for growing regional carrier. Accommodated 300% fleet growth in three years. Responsible for sales, advertising, corporate communications and reservations sales. Direct report to Chairman, President and CEO.
- Developed the company's first route profitability reports.
  - Participated in the selection of two new fleet types.
  - Served as shareholder relations manager during Initial and Secondary Offerings
  - Negotiated codesharing and franchise agreement with American Airlines.
  - Negotiated aircraft wet lease agreements.
  - Regional Airline Association, Public Relations Advisory Board Member.

## EDUCATION

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- 1982 California Polytechnic State University, San Luis Obispo, CA  
▪ Bachelor of Science, Business Administration.
- 1987 – 1994 American Airlines  
▪ Executive and management training courses.
- 1987 Wharton School of The University of Pennsylvania, Philadelphia.  
▪ Qualitative Analysis.

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**CHARLES W. THOMSON**

180 East Pearson Street, Unit 6105

Chicago, IL 60611

H: (312) 266-2735

C: (847) 708-7216

**EXPERIENCE****DHL Airways, Inc., Barrington, Illinois***Vice President Human Resources and Labor Relations, Oct 2001-Present*

Responsible for all areas of human resources and labor relations including recruitment, training, compensation, benefits, organizational design, and labor contract negotiations. In addition, responsible for corporate purchasing, facilities, security and ground safety, interline travel, and internal communications.

**E Trade Group, Menlo Park, California***Chief People Officer, 2000-2001*

Oversaw all aspects of human resource functions including recruitment, training, organizational design, compensation, benefits, and the stock purchase plan. Held responsibility for international human resources, mergers and acquisitions, employee relations, and employee communications. Created management training programs to promote and foster leadership, coaching and employee development, and communication skills. Established a newsletter and information center to keep all employees informed of business objectives and corporate performance.

- **Compensation and Benefits Enhancement:** Designed and implemented executive compensation plans, including salary and bonus structure, deferred compensation, supplemental retirement, supplemental medical, stock purchase, and housing. Personally redesigned and enhanced the merit salary, technology employee salary, bonus, 401(k), and medical plans.
- **Cost Savings:** Upon performing a trend analysis and identifying that 80% of the company's technical positions were being filled by a search firm, devised a method to select and train the technical staff currently filling the positions to perform all technical recruiting. This reduced spending from \$1,250,000 to \$250,000.
- **Employee Surveys:** Coordinated an employee survey system to address employee issues and concerns and used a follow-up system to ensure the results. The system demonstrated the direct correlation of employee to customer satisfaction.
- **Program Development:** Developed a comprehensive management training program and established an expatriate program. Launched an international human resource information system. Designed a semi-annual performance-based bonus program based on a combination of individual and corporate achievement.
- **Corporate Restructuring:** Modified the corporate structure from a centralized system to a regional matrix business structure. Conducted a comprehensive organizational review of all existing jobs in an effort to reduce cost and streamline the business decision-making process.
- **Process Improvement:** Created a merger acquisition process, successfully completing 15 mergers and acquisitions. Implemented a world-class recruitment process, vastly improving candidate quality and retention rates.

**Federal Express Corporation, Memphis, Tennessee***Vice President, Personnel, 1989-2000*

Directed the international and domestic human resources division, administering compensation and benefits and employee relations. Developed the entire human resources organization to support international operations in 125 countries, which included staffing all positions and designing personnel policies that consistently complied with local laws and customs. Provided management training and worked with the mergers and acquisitions process. Developed and implemented an expatriate program and conducted union negotiations. Performed as corporate leader for affirmative action and employee assistance programs.

- **Business Structure Modifications:** reorganized the corporation from a centralized structure to a regional system with four major business units. Streamlined the recruitment process by developing a paperless system, reducing the time required to fill open positions from 60 days to less than seven days.

CHARLES W. THOMSON, 2

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- **Staffing Solutions:** In an effort to fill the need for part-time staff in an economy approaching full employment, negotiating a process with Nike and MGM Grand Casino to coordinate the recruitment processes so that applicants could work part-time for two companies, thus in effect having a full-time position. Over 400 staff members were attracted to this program.
- **Employee Relations Committee:** Personally designed and employee relations committee, composed of the vice-presidents of all corporate functions and chaired by human resources. The purpose was to review all proposed corporate business and policy changes to ensure that all people issues were properly considered.
- **Merger Acquisition Participation:** Served as a member of the mergers and acquisition team, successfully completing ten mergers and acquisitions.
- **Program Design:** Created a comprehensive international compensation benefits program, as well as a safety training and awareness program to reduce worker injuries and illness. Developed programs and policies to maintain and enhance positive employee relations and attitudes and improve productivity. Administered and enhanced state-of-the-art human resource programs, including an employee dispute resolution process, open door process, and a corporate-wide employee survey.
- **System Improvement:** Redesigned the human resources staff into separate divisions, each supporting one of the major corporate functions. This enabled the department to become true business partners with the function supported and thereby ensure that human resources decisions were aligned with the business objectives of the business unit. Designed a variable pay system with both individual and team incentive plans, resulting in significant improvement in productivity, teamwork, and morale.
- **Resolution Process:** Modified the dispute resolution process to successfully resolve most disputes informally at the initial step, reducing total time to resolve all disputes from six months to 30 days or less.
- **Communication Enhancement:** Planned and launched an officer visitation program to enhance vertical and horizontal communications and to ensure employee understanding of the corporate mission and goals. Further, worked with an outside research firm to understand the reason customers and employees make decisions and the motivations behind each decision. This resulted in the redesign of jobs and substantially improved channels of communication.
- **Training and Development:** Created and implemented a corporate-wide five-day mandatory training program for affirmative action and workplace diversity training. Further, developed successful union avoidance training.

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**ADDITIONAL EXPERIENCE**

**Flying Tigers Corporation**, Los Angeles, California, *Vice President Human Resources*, 1987-1989. Oversaw the entire scope of human resource functions, including recruitment, training, compensation, benefits, corporate communications, security, employee relations, and union negotiations.

**Frontier Airlines**, Denver, Colorado, *Senior Vice President and General Counsel*, 1985-1987. Directed all aspects of corporate legal and human resources areas.

**United Airlines**, Chicago, Illinois, *Director, Labor Relations*, 1970-1985. Progressed through multiple positions in labor and employment law.

**Household Finance**, Chicago, Illinois, *Attorney*, 1969-1970. Practiced labor and employment law.

**EDUCATION**

Northwestern Law School, Evanston, Illinois, *J.D.*, 1969.

Northwestern University, Evanston, Illinois, *M.A.T.*, Education, 1967.

University of Michigan, Ann Arbor, Michigan, *B.A.*, History and Economics, 1963.

**PERSONAL**

Married, three children.

**COMPUTER EXPERIENCE**

Proficiency in Microsoft Office Suite.

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**Lawrence S. Weigel**

633 Manfred Drive  
Taylor Mill, Ky. 41015  
(859) 356-5466

**Professional Experience**

- DHL Airways, Inc.** 01/11/83 to Present  
Held positions with varying responsibilities within the DHL Airways Maintenance Organization.
- Sr. Mgr. of QC/QA** 06/26/99 to Present  
Performed duties of Chief Inspector in accordance with FAR 119.65
- A300 Project Coordinator** 11/14/98 to 06/26/99  
Working in the capacity of a Quality Control Inspector, the Coordinator was responsible for the addition of the Airbus to the DHL fleet. This included the conformity check and presentation of aircraft records to the FAA in order to place aircraft on DHL Operational Specifications.
- Quality Control Inspector** 06/24/96 to 11/14/98  
Monitored the on-going maintenance on company aircraft during engine changes, major repairs, aircraft cargo conversions and heavy check (C and D) maintenance.
- Regional Maintenance Supervisor** 07/01/90 to 06/23/96  
Coordinated all the aircraft maintenance activity for the U.S. Central Region.
- Line Maintenance Manager** 06/05/84 to 06/30/90  
Coordinated activity for the aircraft maintenance group. This included all maintenance training, station start-up and establishing Maintenance Control
- Aircraft Mechanic** 01/11/83 to 06/04/84  
Performed inspection and repair on company aircraft

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Media Contact:  
RaeAnn Derrick, DHL Airways  
[raeann.derrick@dhlairways.com](mailto:raeann.derrick@dhlairways.com)  
847-842-6322

## **DHL Airways Announces Reorganization of Executive Management Team**

John Dasburg, the recently appointed Chairman and Chief Executive Officer of DHL Airways, Inc., today announced the following staff appointments. Mr. Dasburg's executive team will consist of the following:

- Vicki Bretthauer, who prior to Mr. Dasburg's appointment had been Interim CEO and Senior Vice President Operations, to President and Chief Operating Officer. Bretthauer will be responsible for flight operations, maintenance and engineering, safety, crew resources, airport operations and airline operations control, as well as information services.
- Ray Lutz as Vice President of Business Development and Strategic Planning. Lutz will be responsible for developing the company's strategic direction and managing sales, marketing including public relations, and customer business solutions.
- Steve Rossum from Senior Vice President-Corporate Finance and General Counsel to Executive Vice President-General Counsel and Head of Business Transactions. Rossum will be responsible for legal and regulatory affairs and will also oversee corporate finance, treasury management, aircraft programs, and corporate services.

Rossum will continue to serve as the airline's Treasurer and Secretary to the Board of Directors.

- Phil Wegescheide from Senior Director Financial Planning and Analysis and Controller to Vice President-Finance and Controller responsible for all aspects of financial analysis and planning; accounting, budgeting and forecasting; internal audits, and taxes.
- Chuck Thomson the company's Vice President-Human Resources and Labor Relations has announced his intention to retire and will continue to serve as head of human resources, labor relations and corporate security until a successor is found for his position.

According to Mr. Dasburg, "this organization and reporting structure is designed to ensure DHL Airways will have clear lines of responsibility that foster teamwork and rapid response to our customers' needs. I am particularly pleased with the strength and depth of management DHL Airways has assembled. I recognize and applaud the practical and academic achievements that have built this world class team."

DHL Airways, Inc. is a licensed U.S. air carrier operating a fleet of 40 aircraft from its hub at the Cincinnati/Northern Kentucky International Airport. The airline provides all-cargo scheduled and charter services on a contract basis for the DHL Worldwide Express network and charter services for other customers, including the U.S. military. DHL Airways is a participant in the

United States Civil Reserve Air Fleet program supporting our national defense. DHL Airways also currently has an operation in Ramstein, Germany supplementing United States Air Force operations from Germany to military installations in Europe and the Middle East.

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## DHL AIRWAYS, INC. NAMES O'GORMAN CHAIRMAN AND CEO

SAN FRANCISCO, California (March 28, 2001) - DHL Airways, Inc., the U.S. airline that participates in the DHL Worldwide Express network, has named Joe O'Gorman chairman and chief executive officer.

"We are very fortunate to attract an executive with the caliber of experience that Joe brings to our airline," said Vic Guinasso, president and chief executive officer for DHL Worldwide Express, Inc. "With our restructuring in the U.S. nearing completion, the need for a top-level executive to lead the independent airline is critical to its growth strategy."

O'Gorman, a 35-year industry veteran, spent much of his career with United Airlines, from which he retired in 1997. In addition to his past duties as executive vice president of operations for United, O'Gorman has also served as the chief executive for Aloha Airlines, Frontier Airlines and Evergreen International. In 1999, as chairman and CEO, O'Gorman completed a successful one-year turnaround of Reno Air and sold it to American Airlines in Dallas Texas.

"I am looking forward to developing a first-rate airline that not only will service the U.S. needs of the DHL Worldwide Express network but will also grow and provide U.S. air cargo customers a high-quality service option," said O'Gorman.

DHL Worldwide Express is the world's largest and most experienced international air express network, linking more than 635,000 destinations in more than 228 countries and territories. DHL Worldwide Express is composed of DHL Airways, Inc., and its affiliates and subsidiaries, which serve all locations in the U.S. and its territories; and DHL International, Ltd., and its agents and affiliated companies, which serve all locations outside the U.S. and its territories. Visit the DHL website at <http://www.dhl.com>

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Contact:  
Christopher Colford  
Hill and Knowlton  
202-944-5105

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**FOR IMMEDIATE RELEASE**

**Contact:**

Meredith Stone/Karen Pineman  
G.S. Schwartz & Co.  
212-725-4500

Tracy Egan  
DHL Worldwide Express  
415-677-6477

**DHL AIRWAYS, INC. ANNOUNCES NEW SENIOR APPOINTMENTS**

**Vicki Bretthauer Named Senior Vice President Administration;  
Steven A. Rossum Named Senior Vice President Corporate Finance and General  
Counsel; Jeffrey J. Simmons Named Senior Vice President Finance and Chief  
Financial Officer**

Chicago, IL, June 26, 2001 – DHL Airways, Inc., the recently spun-off independent airline contracting air service to DHL Worldwide Express, has named Vicki Bretthauer as its Senior Vice President Administration; Steven A. Rossum as its Senior Vice President Corporate Finance and General Counsel; and Jeffrey J. Simmons as its Senior Vice President Finance and Chief Financial Officer. All three will report to chairman and chief executive officer, Joseph R. O’Gorman.

Bretthauer joins DHL Airways from United Airlines, Inc. where she most recently served as Director of Flight Attendant Scheduling and Support. Bretthauer will initially serve as controller along with her responsibilities for planning, human resources, information services, corporate real estate and safety and security.

Rossum comes to the cargo carrier from AirTran Airways, Inc. where he served as Vice President and Treasurer. As Vice President Corporate Finance and General Counsel at DHL Airways, Rossum will also serve as the airline's treasurer and corporate secretary overseeing activities in corporate finance, aircraft programs and corporate development. In the capacity of general counsel, Rossum will be responsible for all of DHL’s legal, regulatory, and government affairs matters.

- more -

DHL Airways, Inc. Appoints Key Executives/Page Two

Simmons joins DHL's senior management group from Atlantic Southeast Airlines, a wholly owned subsidiary of Delta Airlines, Inc., where he was Vice President Finance and Chief Financial Officer. Simmons' responsibilities at DHL Airways include all aspects of financial analysis and planning; accounting, budgeting and forecasting; and internal audits, and taxes.

Commenting on the appointments, O'Gorman said, "Bretthauer, Rossum and Simmons are top performers with a combined 45 years of demonstrated success and industry experience. Each brings critical skills and competencies that DHL Airways requires as we manage, develop, and grow our airline. We are building a world class management team and our recruitment of these three industry veterans provides us with strong leadership in key positions."

Vicki Bretthauer

Bretthauer joined DHL Airways following her 16-year tenure at United Airlines where she held key management positions including Director, Flight Attendant Scheduling and Support; Director, Information Services Administration; Controller, Fleet Operations; and Senior Analyst Domestic Route Planning. During 1998 and 1999, Bretthauer served as Vice President Administration of Reno Air and was a key member of that airline's turnaround management team that culminated in the sale of the airline to American Airlines. Bretthauer graduated from Rice University and received a Master's in Management degree from J.L. Kellogg Graduate School of Management at Northwestern University.

Steven A. Rossum

Prior to joining DHL Airways, Rossum was Treasurer of AirTran Airways where he led all of the airline's financing activities including its leveraged recapitalization in 2001. Rossum was recently the recipient of AirTran Airways' Chairman's Award for

- more -

DHL Airways, Inc. Appoints Key Executives/Page Three

outstanding leadership and for his role in the airline's financial turnaround. Rossum is an alumnus of the State University of New York at Binghamton and the Emory University School of Law. He practiced aviation and finance law in Atlanta, Georgia for several years and then joined the legal department of World Airways. Rossum next served as Assistant General Counsel of US Airways from 1992 to 1998 before joining Reno Air as Senior Vice President, General Counsel and Corporate Secretary.

Jeffrey J. Simmons

Simmons joined Delta Airlines as an analyst in the financial planning and control department in 1988 and held several positions of increasing responsibility in the areas of financial planning and control, cash management, financial reporting, and financial systems. After joining the leadership team at Atlantic Southeast Airlines, Simmons was responsible for all finance operations at the Delta Connection air carrier in the position of Chief Financial Officer. He is a graduate of the University of Florida.

**About DHL Airways, Inc.**

DHL Airways, Inc. is the U.S. airline that provides U.S. air cargo services to the DHL Worldwide Express network.

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Friday October 19, 11:24 am Eastern Time

**Press Release***SOURCE: DHL Airways, Inc.***DHL Airways, Inc. Announces New Executive Appointments****Joanne Smith Named Vice President Marketing and Planning; Chuck Thomson Named Vice President Human Resources and Labor Relations**

CHICAGO, Oct. 19 /PRNewswire/ -- DHL Airways, Inc., the U.S. all-cargo airline that provides domestic and international air transportation for the DHL Worldwide Express network, has announced the appointment of two new officers. Joanne Smith will join DHL Airways as Vice President of Marketing and Planning and Chuck Thomson has been named Vice President of Human Resources and Labor Relations. Both executives will report to Joe O'Gorman, DHL Airways' Chairman and Chief Executive Officer.

Smith will be primarily responsible for maximizing revenue at the airline through improved aircraft utilization, including charter sales, as well as identifying future growth opportunities for an expanded fleet. She brings over 20 years of aviation marketing and cargo sales management experience to DHL Airways. Smith's experience includes senior executive marketing positions at Midway Airlines and more recently, Reno Air. In addition to her airline marketing credentials, Smith has extensive senior management experience in the fields of airline customer service and airport operations.

Thomson has held senior level positions with a variety of passenger and cargo airlines including United Airlines, Frontier Airlines, Flying Tigers and Federal Express. He has extensive experience in all aspects of human resources, labor and employment law, and labor contract negotiations.

"We are very happy that Joanne and Chuck have joined our team," said DHL Airways Chairman and CEO Joe O'Gorman. "Their experience will help DHL Airways reach our growth and profit objectives as we service the U.S. needs of the DHL Worldwide Express network and other customers."

DHL Airways provides U.S. air cargo services on a worldwide basis including to the DHL Worldwide Express network. From its Cincinnati hub, DHL Airways operates a fleet of 36 all cargo aircraft.

*SOURCE: DHL Airways, Inc.***DHLA01161**

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Thursday November 1, 6:03 am Eastern Time

**Press Release***SOURCE: DHL Airways, Inc.***DHL Airways Announces Executive Management Changes****Vicki Bretthauer Promoted to Senior Vice President of Operations****Chuck Thomson Assigned Additional Responsibilities as Vice President of Human Resources and Labor Relations**

CHICAGO, Nov. 1 /PRNewswire/ -- DHL Airways, Inc., the U.S. all-cargo airline that provides domestic and international air transportation for the DHL Worldwide Express network, announced today a reorganization and realignment of management responsibilities, resulting in the completion of their senior management team.

Vicki W. Bretthauer, previously DHL Airway's Senior Vice President of Administration, has been named Senior Vice President of Operations. In her new position, Bretthauer will be responsible for all airline operations including flight operations, flight safety, crew resources, airport operations and airline operations control, as well as Information Services. The responsibilities of Chuck Thomson, the airline's Vice President of Human Resources and Labor Relations, have been expanded to include ground safety, security, facilities, purchasing and interline ticketing.

"We are very fortunate that Vicki and Chuck, two highly experienced and accomplished individuals, have accepted these assignments. Both bring an ideal blend of qualities, integrity and knowledge we need to complete our senior management team," said Joe O'Gorman, DHL Airways' Chairman and Chief Executive Officer. "Finalizing our organization will facilitate our service, profit and growth objectives."

Bretthauer, an 18 year industry veteran, joined DHL Airways in June of this year. She held a number of management positions at United Airlines and Reno Air. She has a Bachelors of Arts from Rice University and Master of Management from the Kellogg School of Management at Northwestern University. She is

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president-elect for the Association of Rice University Alumni and a frequent lecturer at Northwestern University's Transportation Center.

Thomson joined DHL Airways in October 2001, and is also an industry veteran with extensive labor relations experience. He has held senior management positions at United Airlines, Flying Tigers, Federal Express and Frontier Airlines. He holds a Bachelors of Arts in history from the University of Michigan, Masters in Education from Northwestern University and also a Juris Doctorate from Northwestern University. As part of the management reorganization, Thomson has realigned functions within the Human Resources department at DHL Airways, resulting in a 50% staff reduction.

DHL Airways provides U.S. air cargo services on a worldwide basis including to the DHL Worldwide Express network. From its Cincinnati hub, DHL Airways operates a fleet of 36 all cargo aircraft.

*SOURCE: DHL Airways, Inc.*

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