



To AAWW & ATSG investors and concerned parties:

As the quarterly earnings for Atlas Air Worldwide Holdings (AAWW) and Air Transport Services Group (ATSG) approach, we—the pilots who fly for AAWW's Atlas Air and Southern Air and ATSG's ABX Air—are warning shareholders, analysts, and more of numerous issues at the carriers that executives will not be reporting.

Both AAWW and ATSG are continuing partnerships with DHL and Amazon, with potential to expand the work. But don't be fooled. As pilots at the carriers know all too well, such partnerships are not sustainable if the current attrition, retirement and working conditions persist at AAWW and ATSG.

A [recent survey](#) of more than 1,200 men and women flying for Atlas Air, Southern Air and ABX Air should raise concerns:

- More than 60 percent of pilots at AAWW and ATSG who participated revealed they are preparing to leave their carrier and are seeking work at competitors like UPS and FedEx;
- More than 65 percent of the pilots who responded from Atlas Air and ABX Air have little faith that their cargo carrier has enough pilots to meet the long-term needs of Amazon and its Amazon Air program;
- Cancellations and flight delays for Amazon Air were reported by almost 50 percent of the pilots who responded from Atlas Air and ABX Air;
- Captains and first officers are paid 40 to 60 percent behind UPS and FedEx pay;
- More than 65 percent of the pilots who responded have been asked to fly on their off-days in the last year.

These issues are causing many of our senior level pilots to leave for a new job without seniority. Meanwhile, entry level pilots view flying for AAWW and ATSG as springboards rather than the career destinations they used to be. In fact, at ABX Air more than 50 percent of pilots who responded to the survey plan to retire in the next five years. And at Atlas Air, the carrier lost 276 pilots in 2018 or 16 percent of its pilot workforce.

As pilots of these airlines, we are worried. So, should AAWW & ATSG investors be worried? Absolutely.

Sincerely,

The Pilots of Atlas Air and ABX Air from Airline Professionals Association, Teamsters Local Union No. 1224