

everything we can to keep our promises.

- Because the day after Thanksgiving is a traditional UPS holiday, employees who work this day will be compensated based on current salary administration guidelines or at their supplemental holiday rate.

### **Conclusion**

We are taking this step to adapt to changing economic and competitive conditions. Combined with technology, staffing, and facility improvements, running normal operations the Friday after Thanksgiving will enable us to operate at peak efficiency and more effectively live up to the commitments we make to our customers.

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