

To:
Fr:
Re: Resignation letter

There is no partnership, it's everyone for themselves. Planning is dictated not developed. Supervisors are hourly, just here to carry out a duty. We have lost sight of the fact the "job" is completed everyday through the hard work of people. The same people who were once determined and worked together. Now each one is trying to survive in their own world. We no longer have people trying to be the best, they are just trying to be better than the next guy. Promotions are no longer the "best person for the job", it is a political showdown filled with minorities and diversity. The operator is no longer the backbone which makes the company money. He or she is simply a person who carries out assignments set forth by upper management. Assets have taken the place of people skills. The ERI is not a tool, instead it is a survey taken one time a year. We really do not care what our people think or what drives them. Discipline does not show our people we care about their safety. It sends the wrong message. Managers are no longer respected. The hourly have seen the movement of the corporation and understand a manager is just a messenger. Managers cannot carry out a plan as their own when they have absolutely nothing to do with it. The plans are made and then changed, sometimes on a daily basis and we are to accept them as our own. The disciplinary process is a joke and the hourly know it. It takes an act of god to discharge someone yet we look hard to get rid of management.

We have based the value of working here on a paycheck. A paycheck should be the end reward of a job well done from planning and execution. Instead our plans are set forth by someone who has not step one foot in our buildings. No one has taken the time to figure our supervisors actual JBA. They really do not understand their role or how they fit into the overall plan. So many new services and reports have been implemented yet we continue to decrease our management staffing. Do more with less. Technology has increased the workload of our front line people. Staff functions continue to create reports, most of which have value, but when is the last time we looked at the overall effect of our front line management and their planned day.

We cannot develop our people when they have no desire of moving to the next level. We have created a world where drivers do not want to go into management. They have done the math. They see on a daily basis the expectations and the workload. Our management people put their heart and soul into this company, doing whatever it takes and for what? The vindictive approach to relocation has become well known. Are we really concerned about developing our people?

We spend our days preparing for conference calls and trying to support the decisions we did make. There is no staff help. They are too busy with their own agenda. Their agenda was once support the operator. Operators are trying to operate with limited tools, staffing, and vehicles. Supervisors are so busy trying to keep all the balls in the air, yet we need to report everyday on what they did. It is not about being good, it's about looking good.

Management was once a privilege; a partnership. It was a bond that held this company together through everything. My wife said it best when she described it as the firm. We do not recognize the important people in our organization, which is the management. Our MIP should be sent through the mail, because it is no longer the common bond. It is simply a bonus for working here.

When we tell people they are not partners because they sold some stock and then tell them the next year they are good partners and the only thing that changed was the way in which we determined our incentive.....that's a problem. I am hopeful the company will revisit the policies and ideas set forth by our founding fathers, which made this company great. It is unfortunate the direction of the company and the direction I see my life and family are not going in the same direction. I will always be a shareowner and hope for the best in the growth and prosperity of the company. I resign from United Parcel Service.

Sincerely,