NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

August 7, 2020

Board Memo 052-2020: USPS HQ Announces New Business Plan

Executive Board,

Today, August 7, 2020, the Postal Service notified NAPS Headquarters that a new USPS business plan has been approved by the USPS Board of Governors (BOG). The first part of the new plan involves a realignment of the USPS area organizational structure to focus on three business lines, involving retail and delivery, logistics and processing and commerce. As reported in USPS announcements (attached), " … [T]hese organizational changes do not initiate a reduction-in-force, and there are no immediate employee impacts." Also attached is the new USPS organizational chart.

Over the past several weeks, NAPS Headquarters has closely monitored changes in Postal Service operational approaches and surrounding developments. At our last USPS-NAPS consultative session on July 27, 2020, USPS noted that these operational changes were not subject to USPS-NAPS consultation because they fell within the scope of existing policies and rules, even if outside the norm of past practice. That perspective may not necessarily apply to future practices, as NAPS receives additional information from USPS on the business plan and realignment consequences. NAPS intends to fully exercise all available consultation rights on all appropriate matters.

We will continue to keep our membership fully advised on these developments and to make available our resources and assistance to our members. For example, in the deployment of cost-cutting strategies, where EAS employees become subject to debt determination letters for the cost of extra trips or unauthorized overtime, the services of the NAPS Disciplinary Defense Fund (DDF) will be available for members subject to false charges of extra trip or overtime fees. Similarly, the DDF will remain available to represent members subject to disciplinary charges for following proper instructions leading to the delay of mail, missed deliveries, or

other grounds.

As the USPS implements the new business plan, it is important that members follow all proper instructions, verbal or written. When NAPS members receive verbal instructions outside postal policies or guidelines, they should follow-up with an email to their manager or higher-level leadership to request clarification. Furthermore, if a member is unsure of an order, be sure to review ELM 665.15 Obedience to Orders, which states; *If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.*

NAPS is committed to the success of the Postal Service. We are also committed to our members' success and protecting their livelihoods and rights in the workplace. To that end, NAPS will consult in good faith with the USPS and provide postal leadership with input to achieve success for both parties.

As more information becomes available on the USPS business plan and its impact, NAPS will provide timely and relevant updates. Please share this memo with your membership.

Thank you and stay safe.

NAPS Headquarters

UNITED STATES POSTAL SERVICE®

USPSNEWSBREAK

Aug. 7, 2020

Transformative process

PMG DeJoy outlines USPS strategy

In remarks at his first open session Board of Governors meeting today, Postmaster General Louis DeJoy outlined his strategy for a "transformative process" for the Postal Service.

"Our goal is to change and improve the Postal Service to better serve the American public, and I am excited about the opportunities ahead," said DeJoy. "I am enthusiastic and energized about the prospects for our future and our untapped promise."

DeJoy praised the USPS workforce for employees' dedication and commitment to serving the American people, and "the fantastic competencies" of the organization. "I believe that there are tremendous opportunities available to us, and I am very confident that we can turn our business around and become financially healthy, while remaining a vital part of the nation's critical infrastructure," he said.

Addressing the challenges facing USPS, DeJoy said the organization's financial position is "dire," stemming from "substantial declines in mail volume, a broken business model and a management strategy that has not adequately addressed these issues." DeJoy noted that Congress and the Postal Regulatory Commission "have long delayed much needed legislative and regulatory reforms to help address the situation," but that the Postal Service "will not and cannot wait for the legislative and regulatory process to save us."

DeJoy said it is "absolutely imperative" for the Postal Service to operate efficiently and effectively, while continuing to provide service that fulfills the universal service mandate and meets customer needs.

"We have begun by vigorously focusing on the ingrained inefficiencies in our operations," said DeJoy. "To start with, we have taken immediate steps to better adhere to our existing operating plans, which were developed precisely to ensure that we meet our present service standards in an efficient and effective manner. By running our operations on time and on schedule, and by not incurring unnecessary overtime or other costs, we will enhance our ability to be sustainable and to be able to continue to provide high-quality, affordable service."

DeJoy said, "As we implement our operating plans, we will aggressively monitor and quickly address service issues." DeJoy said customers and employees can rest assured that operational practices will be continually reviewed and adjustments made as required "to ensure that we operate in an efficient and effective manner."

The Postmaster General also took the opportunity to clear up misconceptions that have been raised in the media and social media:

"First, while I certainly have a good relationship with the president of the United States, the notion that I would ever make decisions concerning the Postal Service at the direction of the president, or anyone else in the administration, is wholly off-base," said DeJoy. "I serve at the

USPS EAGLE SYMBOL AND LOGOTYPE ARE TRADEMARKS OF THE UNITED STATES POSTAL SERVICE. ALL RIGHTS RESERVED.

pleasure of the Governors of the Postal Service, a group that is bipartisan by statute and that will evaluate my performance in a nonpartisan fashion. The Postal Service itself has a proud tradition of being a nonpartisan organization, which I believe is one reason why the Postal Service is consistently rated by the public as the most trusted federal entity. I intend to uphold the trust that has been placed in me by the Governors, and to fulfill my responsibilities to this organization and to the public interest, by trying to make good decisions through the exercise of my best judgment and business acumen gained through 35 years of commercial experience, and not based upon any partisanship.

"Second, let me be clear that with regard to Election Mail, the Postal Service and I are fully committed to fulfilling our role in the electoral process. If public policy makers choose to utilize the mail as a part of their election system, we will do everything we can to deliver Election Mail in a timely manner consistent with our operational standards. We do ask election officials and voters to be mindful of the time that it takes for us to deliver ballots, whether it is a blank ballot going to a voter or a completed ballot going back to election officials. We have delivery standards that have been in place for many years. These standards have not changed, and despite any assertions to the contrary, we are not slowing down Election Mail or any other mail. Instead, we continue to employ a robust and proven process to ensure proper handling of all Election Mail."

DeJoy outlined how the Postal Service has been working closely with election officials throughout the country to ensure that they are well educated about the mailing process and can use the mail effectively to administer elections. "Ensuring that election officials throughout the country have an understanding of our operational parameters, including the circumstances under which we postmark mail and our delivery standards, so that they can educate voters accordingly, is important to achieving a successful election season," he explained. "Although there will likely be an unprecedented increase in election mail volume due to the pandemic, the Postal Service has ample capacity to deliver all election mail securely and on-time in accordance with our delivery standards, and we will do so. However, as discussed, we cannot correct the errors of the election boards if they fail to deploy processes that take our normal processing and delivery standards into account."

A third misconception that DeJoy addressed covered his role as Postmaster General. "I was not appointed by the Governors to position the Postal Service to be privatized or to manage its decline," he said. "To the contrary, I accepted the job of Postmaster General fully committed to the role of the Postal Service as an integral part of the United States government, providing all Americans with universal and open access to our unrivaled processing and delivery network, as reflected in the Mission Statement that the Board adopted on April 1, 2020. I fully embrace six-day delivery of mail and packages as one of this organization's greatest strengths and I plan to invest in tools and equipment for our letter carriers, as well as enhance the stability of our non-career workforce, to continue to provide the nation's most trusted service. I accept the responsibility that the Governors gave me to maintain and enhance our reputation and role as a trusted face of the federal government in every community, and I intend to work with postal executives, management associations, managers, union leadership, and our craft employees to do everything I can to put us back on a financially stable path."

"I am confident that we can chart a path forward that allows the Postal Service to fulfill our vital public service mission in a sustainable manner. I look forward to the challenge, and know we are up to it."

To read the Postmaster General's full remarks, go to the USPS Newsroom at *about.usps.com/newsroom/*.

PLEASE PRINT AND POST ON ALL EMPLOYEE BULLETIN BOARDS.

USPS EAGLE SYMBOL AND LOGOTYPE ARE TRADEMARKS OF THE UNITED STATES POSTAL SERVICE. ALL RIGHTS RESERVED.

UNITED STATES POSTAL SERVICE®

USPSNEWSBREAK

Aug. 7, 2020

USPS restructured

PMG announces three operating units

In an effort to operate in a more efficient and effective manner and better serve customers, Postmaster General Louis DeJoy today announced a modified organizational structure for the U.S. Postal Service.

The new business organizational structure is focused on three operating units and their core missions:

- Retail and Delivery Operations — Accept and deliver mail and packages efficiently with a high level of customer satisfaction. This organization will be led by Kristin Seaver.
- Logistics and Processing Operations — Process and move mail and packages efficiently to the delivery units, meeting determined standards. This organization will be led by David Williams.
- Commerce and Business Solutions — Leverage infrastructure to enable commerce growth. This organization will be led by Jakki Krage Strako.

“This organizational change will capture operating efficiencies by providing clarity and economies of scale that will allow us to reduce our cost base and capture new revenue,” said DeJoy. “It is crucial that we do what is within our control to help us successfully complete our mission to serve the American people and, through the universal service obligation, bind our nation together by maintaining and operating our unique, vital and resilient infrastructure.”

As part of the modified structure, logistics and mail processing operations will report into the new Logistics and Processing Operations organization separate from existing area and district reporting structures. This includes all mail processing facilities and local transportation networks offices. Splitting operations into the two organizations of Retail and Delivery Operations, and Logistics and Processing Operations, is designed to allow for improved focus and clear communication channels. The transition to this new organizational structure will take place over the next several weeks. Transition coordinators have been identified to assist in the process.

These organizational changes do not initiate a reduction in force, and there are no immediate impacts to USPS employees. However, to prepare for future changes, the Postal Service has implemented a management hiring freeze and will be requesting future Voluntary Early Retirement Authority from the Office of Personnel Management for non-bargaining employees.

An organization chart reflecting the new USPS structure is available at *about.usps.com/who/leadership/officers/*.

# # #

PLEASE PRINT AND POST ON ALL EMPLOYEE BULLETIN BOARDS.

USPS EAGLE SYMBOL AND LOGOTYPE ARE TRADEMARKS OF THE UNITED STATES POSTAL SERVICE. ALL RIGHTS RESERVED.

LOUIS DEJOY
POSTMASTER GENERAL, CEO

UNITED STATES POSTAL SERVICE

August 7, 2020

OFFICERS

SUBJECT: Organizational Structure

Today marks the end of my eighth week as Postmaster General. I am grateful to each of you for the warm welcome you have given me, and I am thoroughly impressed by the dedication and commitment you and your teams have shown me over the past two months.

As I said in the video remarks released on my first day, "I am decisive, and … when I see problems, I work to solve them." Early on, I concluded that our organizational structure was just such a problem to solve. I have decided we need to realign the organization to provide greater focus on the core aspects of our business and to give us a better chance for future success.

The details of the reorganization are set out in the attached memorandum from the Chief Human Resources Officer. I firmly believe these changes will transform us into a truly leader-led organization with clear lines of authority and accountability. I am excited that the current Executive Leadership Team has embraced these changes, and three of them have stepped up to take charge of the core operating units.

Together, I am confident we will chart a path forward that allows us to fulfill our critical public service mission in a financially sustainable manner. As I told our Governors this morning, I look forward to the challenge, and I know we are up to it.

Louis DeJoy

Attachment

475 L'ENFANT PLAZA SW
WASHINGTON, DC 20260-0010
WWW.USPS.COM

ISAAC S. CRONKHITE
CHIEF HUMAN RESOURCES OFFICER
AND EXECUTIVE VICE PRESIDENT

UNITED STATES POSTAL SERVICE

August 7, 2020

OFFICERS

SUBJECT: Organizational Restructure

Our mission continues to be to serve the American people and, through the universal service obligation, bind our nation together by maintaining and operating our unique, vital, and resilient infrastructure.

To complete this mission successfully we must operate in an efficient and effective manner.

A crucial component of effectiveness is having organizational alignment in support of our mission and strategy. Our new organizational structure will align functions based on core business operations and will provide more clarity and focus on what we do best; collect, process, move, and deliver mail and packages.

Our new structure will focus around three operating units:

1. Retail and Delivery Operations
   - Basic Mission: Accept and deliver mail and packages efficiently with a high level of customer satisfaction,
2. Logistics and Processing Operations
   - Basic Mission: Process and move mail and packages efficiently to the delivery units, meeting determined standards, and
3. Commerce and Business Solutions
   - Basic Mission: Leverage infrastructure to enable growth.

Administrative support functions will have centralized reporting relationships into the corresponding headquarters organizations. These administrative support functions will continue to serve operations in a matrix structure with a dotted line relationship to the field to ensure continued and focused support.

These organizational changes will improve line of sight by creating linear scope for core business operations and administrative support functions enabling us to capture efficiencies. In that regard, this new structure will provide economies of scale that will allow us to reduce our cost base and capture new revenue.

To prepare for these future changes we will immediately implement an EAS and executive hiring freeze and will be requesting Voluntary Early Retirement Authority from the Office of Personnel Management for non-bargaining employees. These organizational changes do not initiate a reduction-in-force, and there are no immediate employee impacts.

The following outlines job roles and organizations in our future state. Over the next several weeks we will transition into this new organizational structure. Transition coordinators have been identified to aid in this change. Your immediate manager will address any specific changes with you. In the interim, continue to do what you do to deliver value to our customers.

475 L'ENFANT PLAZA SW
WASHINGTON DC 20260-4000
www.usps.com

Any function not referenced here will remain unchanged for the time being.

- Establish Chief Retail and Delivery Officer (Kristin Seaver)
  - Establish four Vice President (VP), Retail and Delivery Areas and realign District Offices into new organization
    - VP, Area Retail and Delivery Operations Atlantic (Sal Vacca)
    - VP, Area Retail and Delivery Operations Southern (Shaun Mossman)
    - VP, Area Retail and Delivery Operations Central (Krista Finazzo/A)
    - VP, Area Retail and Delivery Operations Western Pacific (Greg Graves)
  - Establish VP, Retail and Post Office Operations (Angela Curtis)
  - Establish VP, Delivery Operations (Josh Colin)

- Establish Chief Logistics and Processing Operations Officer (Dave Williams)
  - Establish two VP, Regional Processing Operations, and change the reporting relationships of the Processing and Distribution Centers and Remote Encoding Center into the new organization
    - VP, Regional Processing Operations Eastern (Dane Coleman)
    - VP, Regional Processing Operations Western (Larry Munoz)
  - Align VP, Processing and Maintenance Operations (Mike Barber)
    - Change reporting relationships of the Network Distribution Centers and International Service Centers to the VP, Processing and Maintenance Operations, organization
  - Align VP, Logistics (Robert Cintron)

- Establish Chief Commerce and Business Solutions Officer (Jakki Krage Strako)
  - Align VP, Facilities (Tom Samra)
  - Establish VP, Transportation Strategy (Kelly Abney/A)
  - Establish VP, Business Solutions
  - Establish VP, Business Development

- Chief Customer and Marketing Officer (Steve Monteith/A)

- Establish Chief Technology Officer (Scott Bombaugh/A)
  - Core mission to deploy technology and data to enable the effective processing, transport and delivery of Postal products
  - Align VP, Engineering Systems (Linda Malone/A)
  - Align VP, Enterprise Analytics (Jeff Johnson)

- Chief Information Officer (Pritha Mehra/A)
  - VP, Information Technology (Marc McCrery/A)
  - VP, Mail Entry and Payment (Randy Workman/A)

- VP, Corporate Communications (Jeff Adams/A)

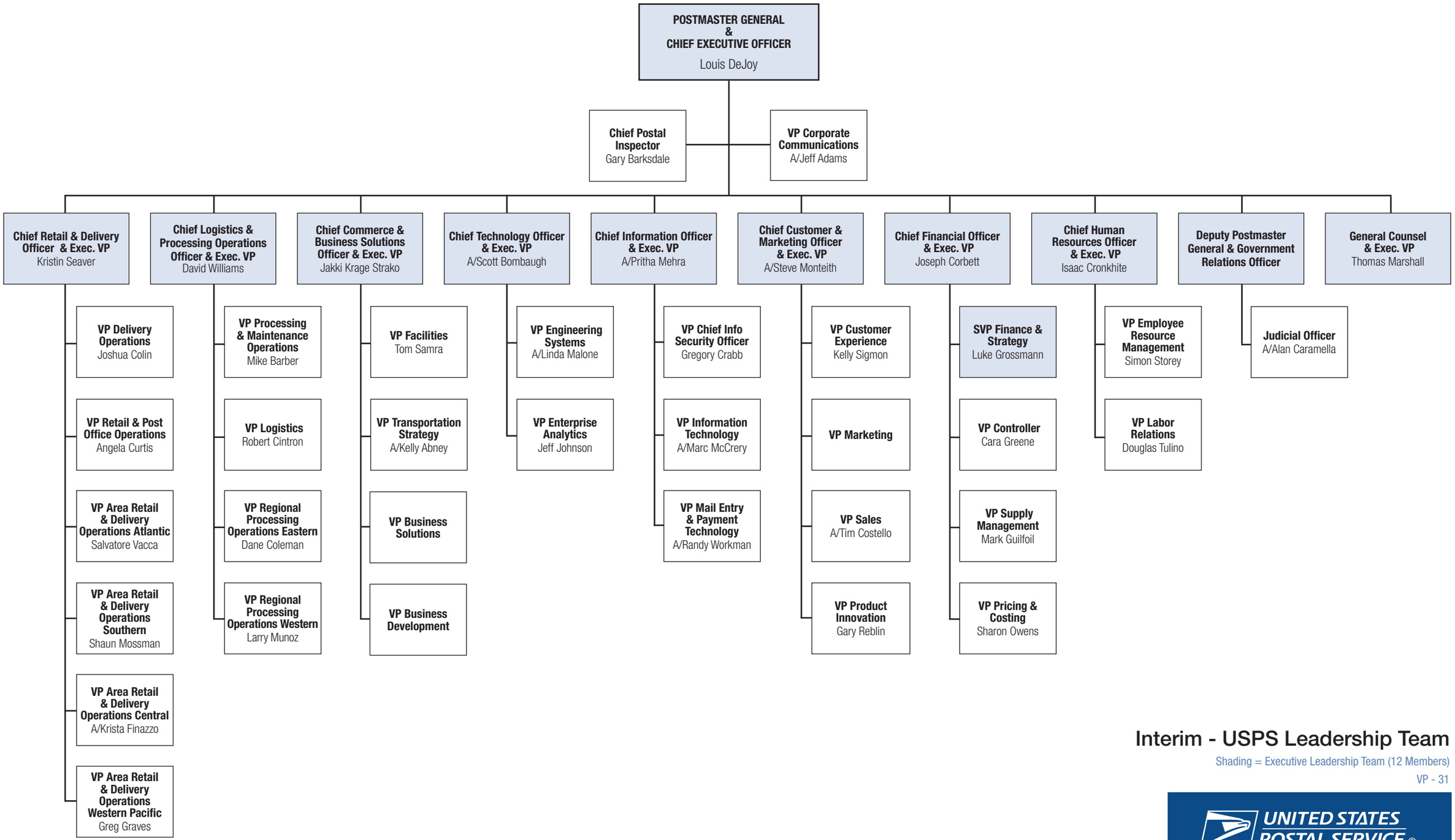
Reporting relationship changes for Area support functions are as follows:
- Human Resources
  - Area HR Managers to report to the VP, Employee Resource Management
  - Area Labor Relations Manager to report to the VP, Labor Relations
- Finance and Budget
  - Area Controllers to report to the SVP Finance and Strategy
- Marketing
  - Area Manager, Marketing, to report to the VP, Area Retail and Delivery Operations
- Operations Support
  - Manager, Operations Support, will report to the VP, Regional Processing Operations

  - Area Manager, Delivery Programs Support, to the VP, Area Retail and Delivery Operations
  - Area Manager, In-Plant Support, to the VP, Processing and Maintenance Operations
  - Area Manager, Maintenance Operations, to the HQ, Director Maintenance Operations
  - Area Network Operations to the VP, Logistics
  - Area Manager NOCC to the VP, Logistics
- Field Processing
  - Plant Managers report to the Manager, Operations Support

These strategies are substantial and will fundamentally change how we run our business. It is crucial that we do what is within our control to establish a sustainable business.

Future changes will occur as we continue to identify additional operational efficiencies. The next evaluation to be completed is potential district consolidations. My commitment is that as we build out the future state, we involve employees in the process and continue to communicate.

Isaac S. Cronkhite



Interim - USPS Leadership Team

Shading = Executive Leadership Team (12 Members)

VP - 31

USPS
08/07/2020

UNITED STATES POSTAL SERVICE ®

ORGANIZATION REDESIGN

David E. Williams
Chief Logistics & Processing Operations Officer

PMG Vision

Our mission continues to be to serve the American people and, through the universal service obligation, bind our nation together by maintaining and operating our unique, vital and resilient infrastructure

- Organizational alignment in support of our mission and strategy
- Align functions based on core business operations
- Provide more clarity and focus on what we do best; collect, process, move and deliver mail and packages

Our new organizational structure will focus on 3 operating units

- **Retail and Delivery**
  - Basic Mission: Accept and deliver mail and packages efficiently with a high level of customer satisfaction

- **Logistics and Processing**
  - Basic Mission: Process and move mail and packages efficiently to the delivery units, meeting determined standards

- **Commerce**
  - Basic Mission: Leverage infrastructure to enable growth

Retail & Delivery

The most efficient and best delivery service in the country

A supportive retail experience that strengthens our service and presence in the communities we serve

Feature rich – cost conscience and committed to the customer experience

Logistics & Processing Operations

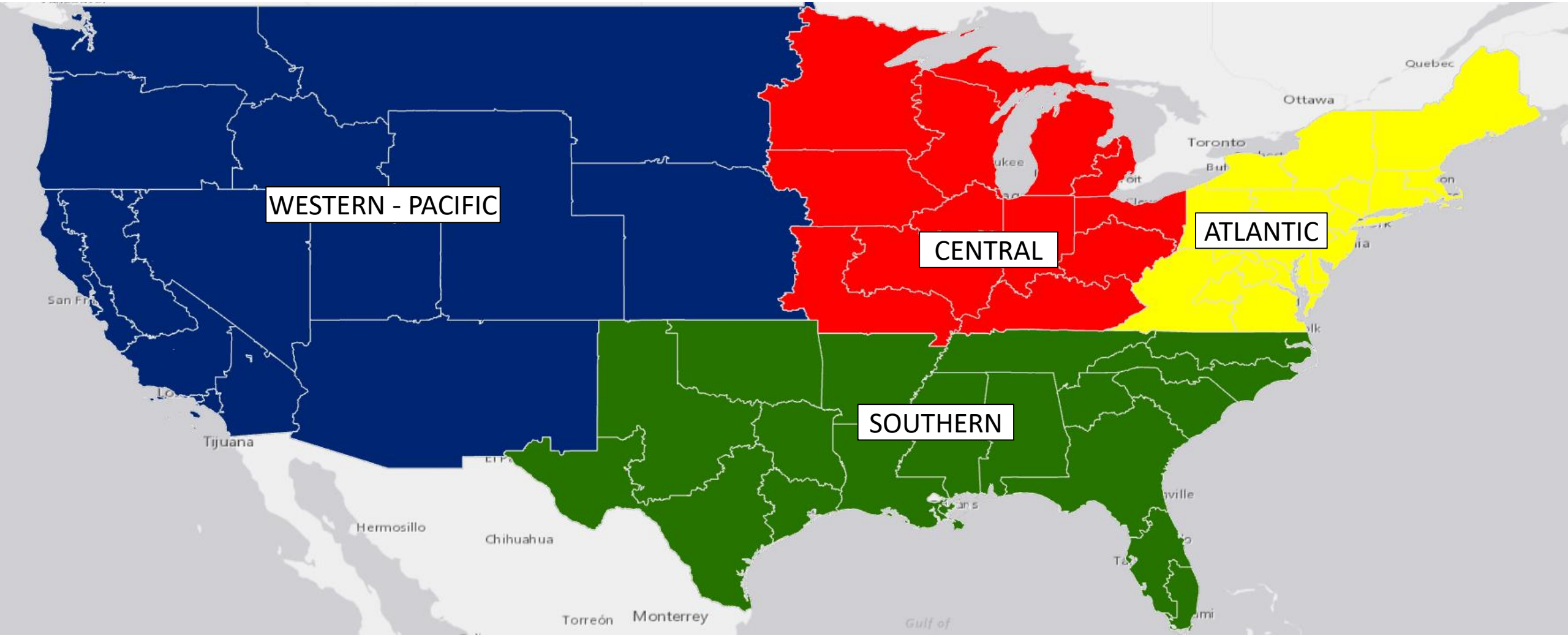
A finely tuned operating service machine that operates on schedule and provides efficient and reliable service

A powerful engine and platform for revenue growth and value for our customers fueled by employees focused on solving problems

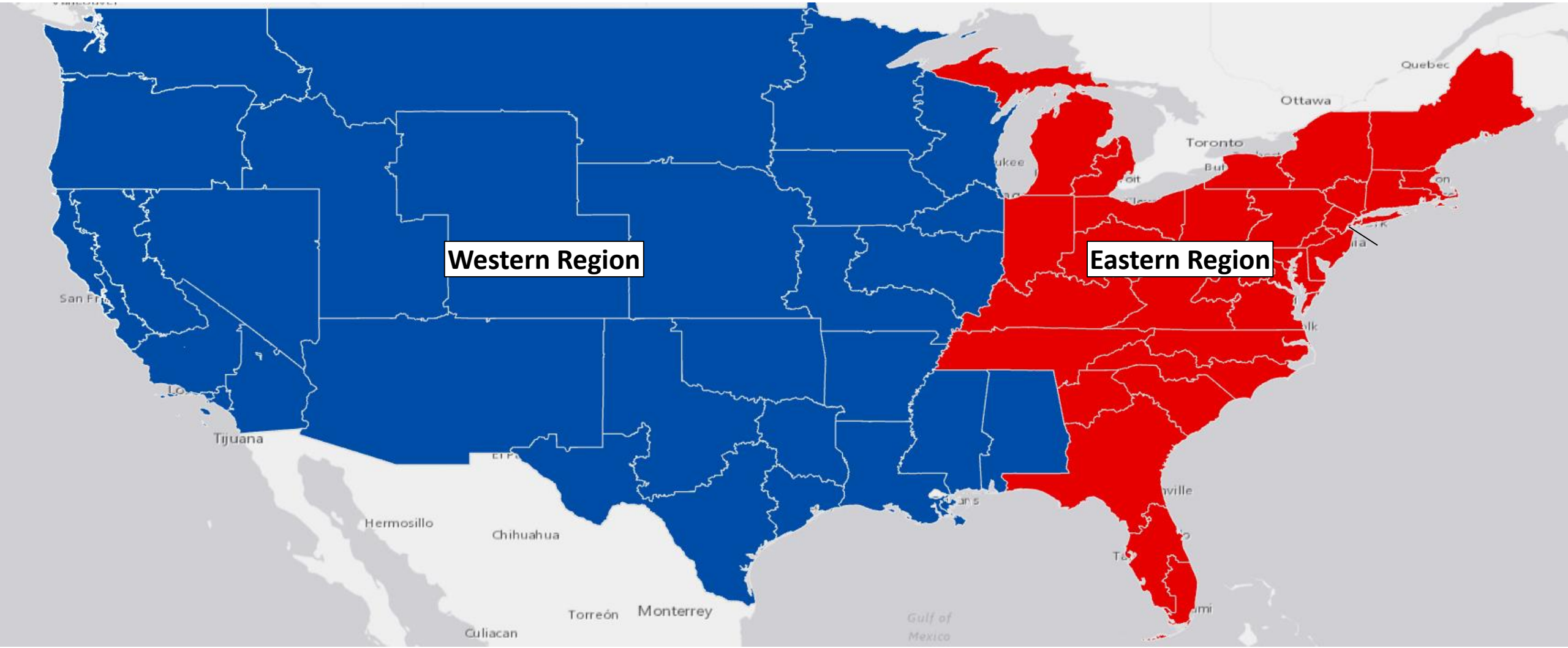
Continuously improving and raising the standards of excellence at every operational and customer touchpoint

Led by leaders who embrace our mission and who are intensely and relentlessly focused on achieving extraordinary results through positive engaging leadership

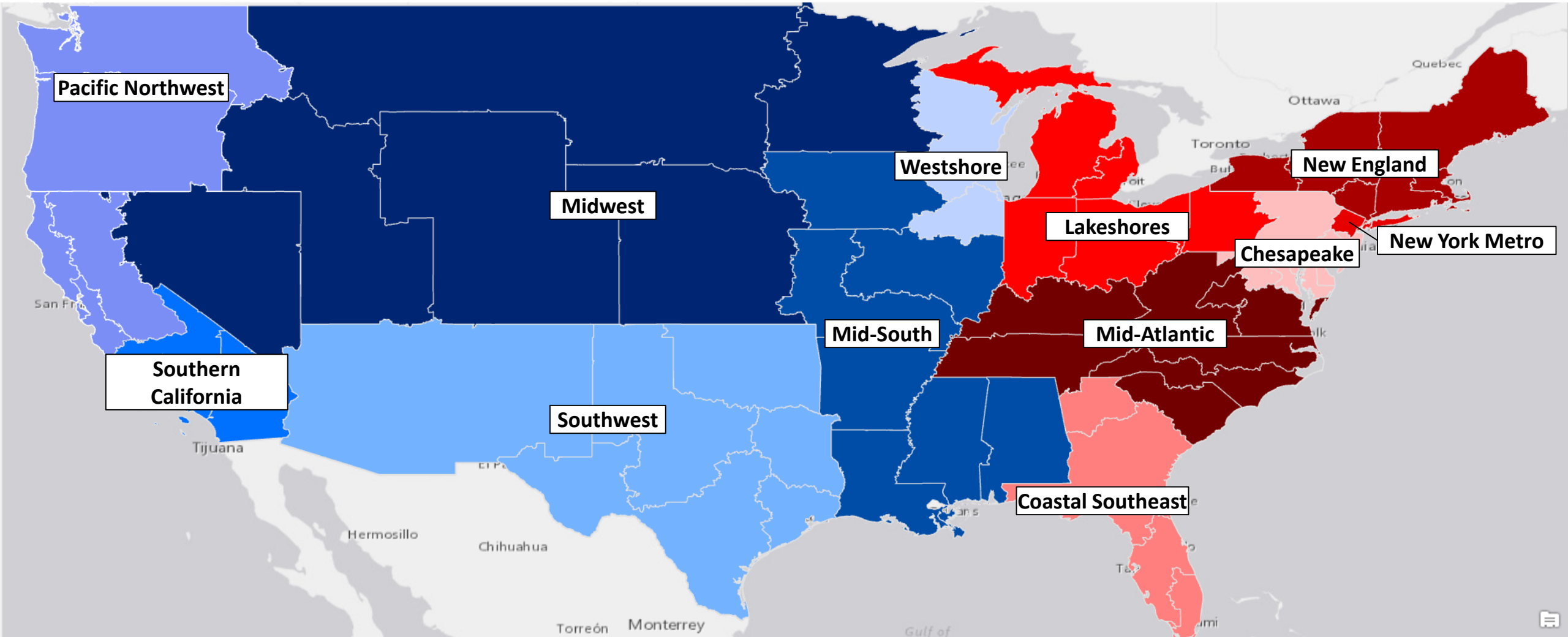
USPS – Retail & Delivery Operations Areas



USPS – Logistics & Processing Operations Regions



USPS – Logistics & Processing Operations Divisions



USPS – Field Operations Reporting Matrix

From Area	To Area	Code	District	Processing Division
Northeast	Atlantic	120	ALBANY	New England
Eastern	Atlantic	250	APPALACHIAN	Mid-Atlantic
Capital Metro	Atlantic	210	BALTIMORE	Chesapeake
Capital Metro	Atlantic	200	CAPITAL	Chesapeake
Eastern	Atlantic	170	CENTRAL PENNSYLVANIA	Chesapeake
Northeast	Atlantic	60	CONNECTICUT VALLEY	New England
Northeast	Atlantic	20	GREATER BOSTON	New England
Northeast	Atlantic	117	LONG ISLAND	New York Metro
Northeast	Atlantic	100	NEW YORK	New York Metro
Northeast	Atlantic	40	NORTHERN NEW ENGLAND	New England
Northeast	Atlantic	70	NORTHERN NJ	New York Metro
Capital Metro	Atlantic	220	NORTHERN VIRGINIA	Chesapeake
Eastern	Atlantic	190	PHILADELPHIA METROPOLITAN	Chesapeake
Capital Metro	Atlantic	230	RICHMOND	Mid-Atlantic
Eastern	Atlantic	80	SOUTH JERSEY	Chesapeake
Northeast	Atlantic	110	TRIBORO	New York Metro
Northeast	Atlantic	105	WESTCHESTER	New England
Eastern	Atlantic	140	WESTERN NEW YORK	New England
Eastern	Atlantic	150	WESTERN PENNSYLVANIA	Lakeshores
Great Lakes	Central	604	CENTRAL ILLINOIS	Westshore
Great Lakes	Central	606	CHICAGO	Westshore
Great Lakes	Central	481	DETROIT	Lakeshores
Great Lakes	Central	630	GATEWAY	Mid-South
Great Lakes	Central	460	GREATER INDIANA	Lakeshores
Great Lakes	Central	493	GREATER MICHIGAN	Lakeshores
Western	Central	500	HAWKEYE	Mid-South
Eastern	Central	400	KENTUCKIANA	Mid-Atlantic
Great Lakes	Central	530	LAKELAND	Westshore
Western	Central	640	MID-AMERICA	Mid-South
Eastern	Central	440	NORTHERN OHIO	Lakeshores
Western	Central	553	NORTHLAND	Midwest
Eastern	Central	450	OHIO VALLEY	Lakeshores

From Area	To Area	Code	District	Processing Division
Southern	Southern	350	ALABAMA	Mid-South
Southern	Southern	720	ARKANSAS	Mid-South
Capital Metro	Southern	300	ATLANTA	Coastal Southeast
Northeast	Southern	6	CARIBBEAN	Coastal Southeast
Southern	Southern	752	DALLAS	Southwest
Southern	Southern	760	FORT WORTH	Southwest
Capital Metro	Southern	290	GREATER SOUTH CAROLINA	Mid-Atlantic
Capital Metro	Southern	270	GREENSBORO	Mid-Atlantic
Southern	Southern	320	GULF ATLANTIC	Coastal Southeast
Southern	Southern	770	HOUSTON	Southwest
Southern	Southern	700	LOUISIANA	Mid-South
Capital Metro	Southern	280	MID-CAROLINAS	Mid-Atlantic
Southern	Southern	390	MISSISSIPPI	Mid-South
Southern	Southern	730	OKLAHOMA	Southwest
Southern	Southern	780	RIO GRANDE	Southwest
Southern	Southern	330	SOUTH FLORIDA	Coastal Southeast
Southern	Southern	335	SUNCOAST	Coastal Southeast
Eastern	Southern	370	TENNESSEE	Mid-Atlantic
Western	Western-Pacific	995	ALASKA	Pacific Northwest
Western	Western-Pacific	852	ARIZONA	Southwest
Pacific	Western-Pacific	945	BAY-VALLEY	Pacific Northwest
Western	Western-Pacific	680	CENTRAL PLAINS	Midwest
Western	Western-Pacific	800	COLORADO/WYOMING	Midwest
Western	Western-Pacific	570	DAKOTAS	Midwest
Pacific	Western-Pacific	967	HONOLULU	Southern California
Pacific	Western-Pacific	900	LOS ANGELES	Southern California
Western	Western-Pacific	890	NEVADA-SIERRA	Midwest
Western	Western-Pacific	970	PORTLAND	Pacific Northwest
Pacific	Western-Pacific	956	SACRAMENTO	Pacific Northwest
Western	Western-Pacific	840	SALT LAKE CITY	Midwest
Pacific	Western-Pacific	920	SAN DIEGO	Southern California
Pacific	Western-Pacific	940	SAN FRANCISCO	Pacific Northwest
Pacific	Western-Pacific	926	SANTA ANA	Southern California
Western	Western-Pacific	980	SEATTLE	Pacific Northwest
Pacific	Western-Pacific	913	SIERRA COASTAL	Southern California

Headquarters Vice Presidents
Delivery Operations • Retail and Post Office Operations

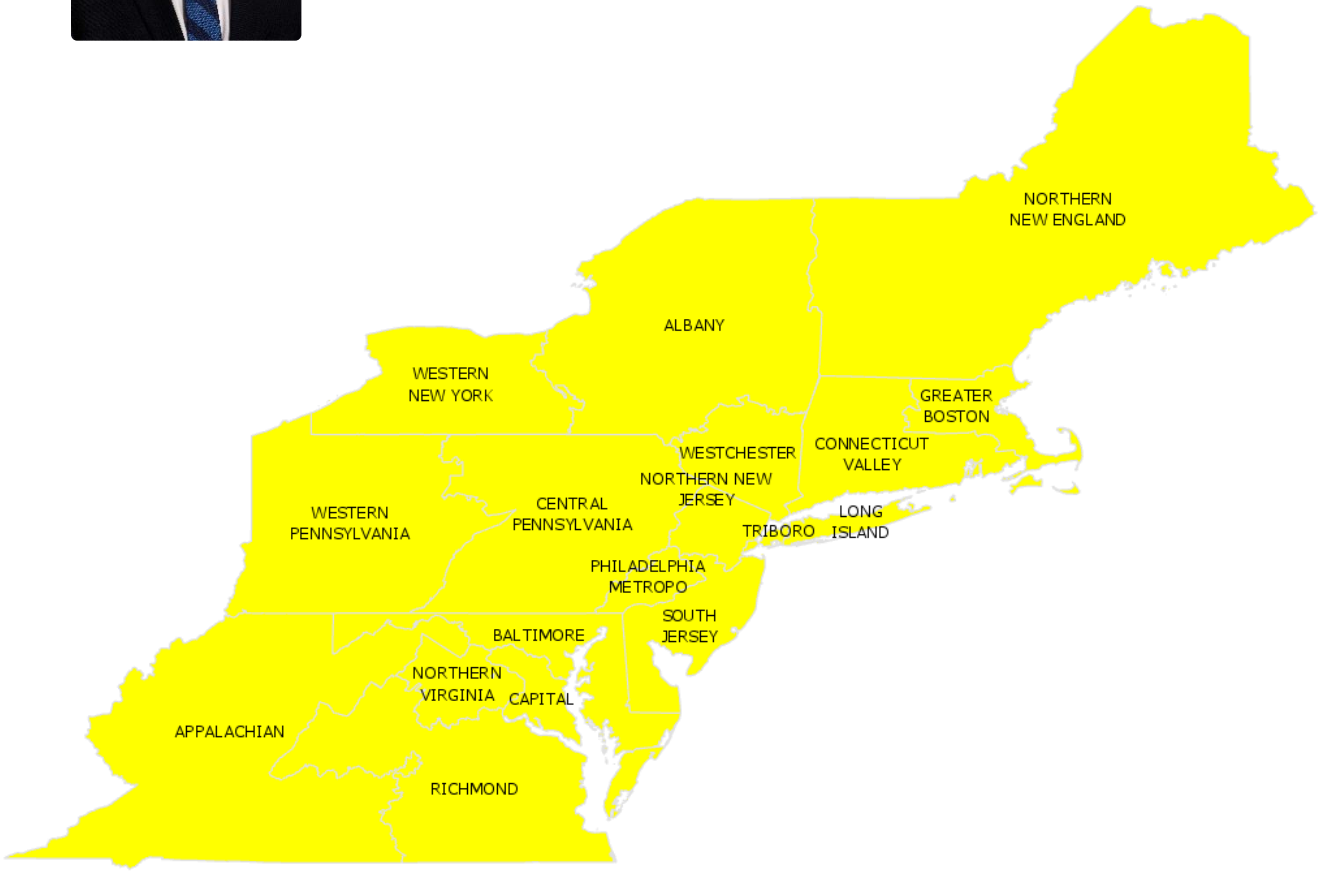
Joshua D. Colin PhD
Vice President
Delivery Operations

Angela Curtis
Vice President
Retail and Post Office Operations

Atlantic Retail & Delivery Area

Sal Vacca

Vice President Atlantic Area
Retail and Delivery Operations

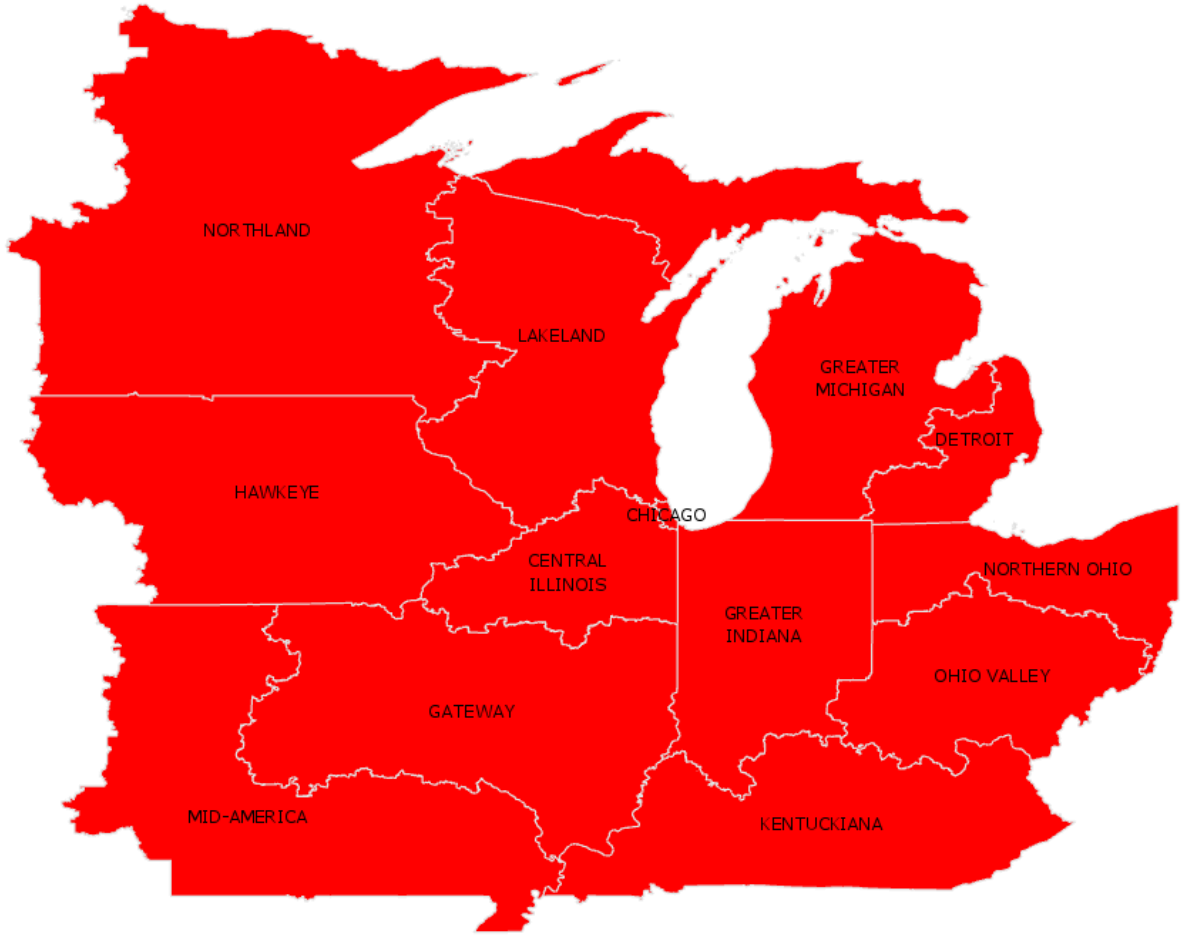


From Area	To Area	Code	District	Processing Division
Northeast	Atlantic	120	ALBANY	New England
Eastern	Atlantic	250	APPALACHIAN	Mid-Atlantic
Capital Metro	Atlantic	210	BALTIMORE	Chesapeake
Capital Metro	Atlantic	200	CAPITAL	Chesapeake
Eastern	Atlantic	170	CENTRAL PENNSYLVANIA	Chesapeake
Northeast	Atlantic	60	CONNECTICUT VALLEY	New England
Northeast	Atlantic	20	GREATER BOSTON	New England
Northeast	Atlantic	117	LONG ISLAND	New York Metro
Northeast	Atlantic	100	NEW YORK	New York Metro
Northeast	Atlantic	40	NORTHERN NEW ENGLAND	New England
Northeast	Atlantic	70	NORTHERN NJ	New York Metro
Capital Metro	Atlantic	220	NORTHERN VIRGINIA	Chesapeake
Eastern	Atlantic	190	PHILADELPHIA METROPOLITAN	Chesapeake
Capital Metro	Atlantic	230	RICHMOND	Mid-Atlantic
Eastern	Atlantic	80	SOUTH JERSEY	Chesapeake
Northeast	Atlantic	110	TRIBORO	New York Metro
Northeast	Atlantic	105	WESTCHESTER	New England
Eastern	Atlantic	140	WESTERN NEW YORK	New England
Eastern	Atlantic	150	WESTERN PENNSYLVANIA	Lakeshores

Central Retail & Delivery Area

Krista Finazzo

Acting Vice President Central Area
Retail and Delivery Operations

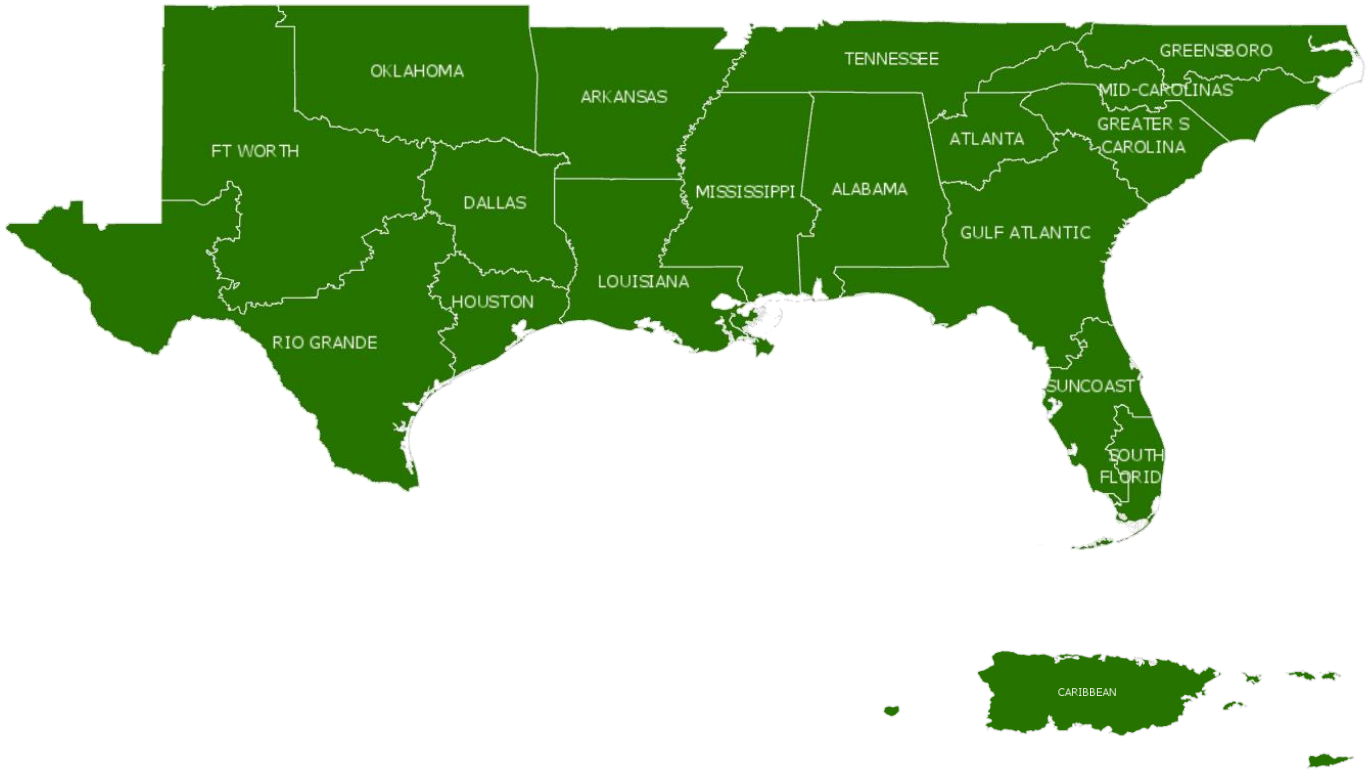


From Area	To Area	Code	District	Processing Division
Great Lakes	Central	604	CENTRAL ILLINOIS	Westshore
Great Lakes	Central	606	CHICAGO	Westshore
Great Lakes	Central	481	DETROIT	Lakeshores
Great Lakes	Central	630	GATEWAY	Mid-South
Great Lakes	Central	460	GREATER INDIANA	Lakeshores
Great Lakes	Central	493	GREATER MICHIGAN	Lakeshores
Western	Central	500	HAWKEYE	Mid-South
Eastern	Central	400	KENTUCKIANA	Mid-Atlantic
Great Lakes	Central	530	LAKELAND	Westshore
Western	Central	640	MID-AMERICA	Mid-South
Eastern	Central	440	NORTHERN OHIO	Lakeshores
Western	Central	553	NORTHLAND	Midwest
Eastern	Central	450	OHIO VALLEY	Lakeshores

Southern Retail & Delivery Area

Shaun Mossman

Vice President Southern Area
Retail and Delivery Operations

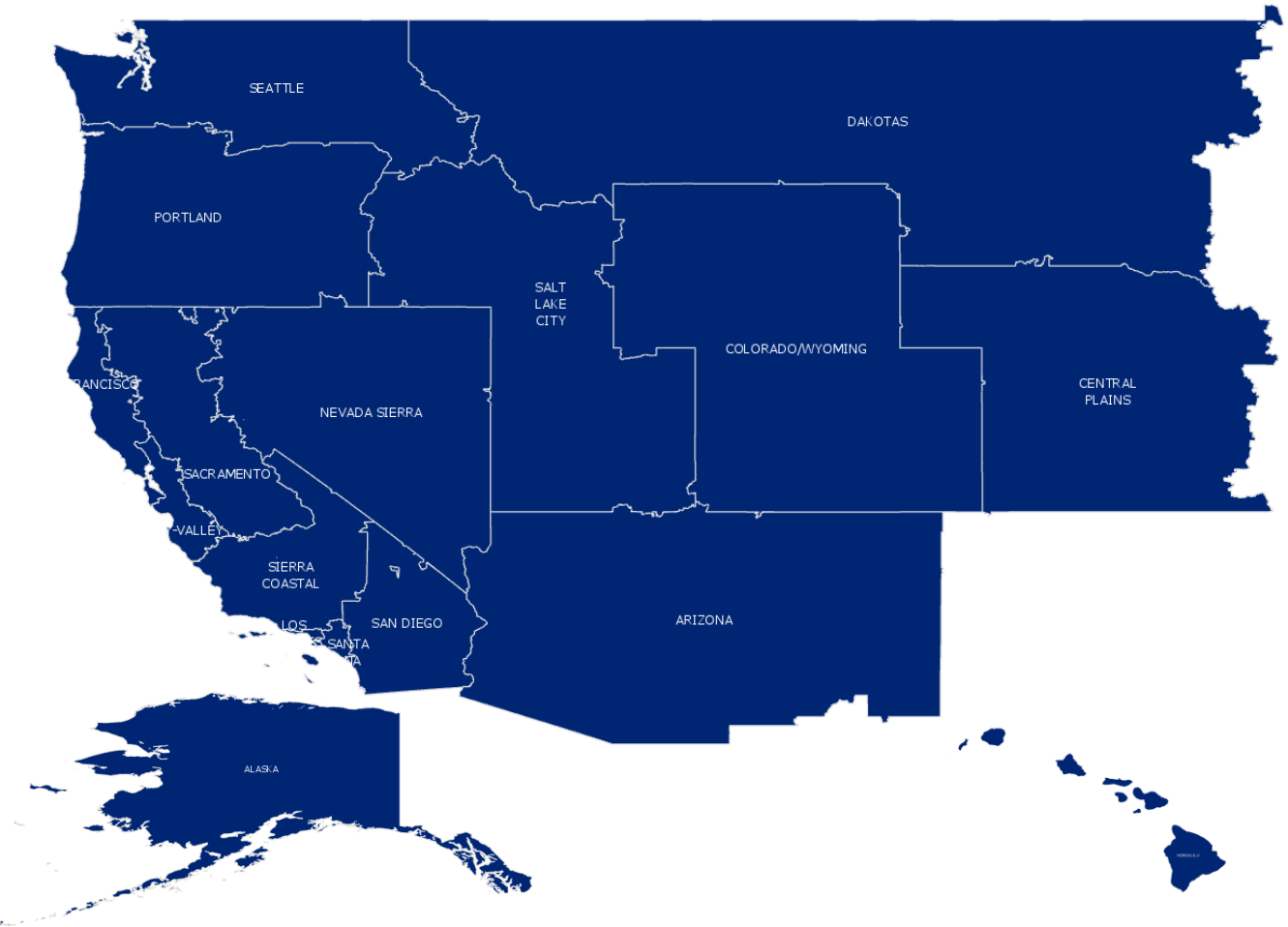


From Area	To Area	Code	District	Processing Division
Southern	Southern	350	ALABAMA	Mid-South
Southern	Southern	720	ARKANSAS	Mid-South
Capital Metro	Southern	300	ATLANTA	Coastal Southeast
Northeast	Southern	6	CARIBBEAN	Coastal Southeast
Southern	Southern	752	DALLAS	Southwest
Southern	Southern	760	FORT WORTH	Southwest
Capital Metro	Southern	290	GREATER SOUTH CAROLINA	Mid-Atlantic
Capital Metro	Southern	270	GREENSBORO	Mid-Atlantic
Southern	Southern	320	GULF ATLANTIC	Coastal Southeast
Southern	Southern	770	HOUSTON	Southwest
Southern	Southern	700	LOUISIANA	Mid-South
Capital Metro	Southern	280	MID-CAROLINAS	Mid-Atlantic
Southern	Southern	390	MISSISSIPPI	Mid-South
Southern	Southern	730	OKLAHOMA	Southwest
Southern	Southern	780	RIO GRANDE	Southwest
Southern	Southern	330	SOUTH FLORIDA	Coastal Southeast
Southern	Southern	335	SUNCOAST	Coastal Southeast

Western-Pacific Retail & Delivery Area

Greg Graves

Vice President Western-Pacific Area
Retail and Delivery Operations



From Area	To Area	Code	District	Processing Division
Western	Western-Pacific	995	ALASKA	Mid-Atlantic
Western	Western-Pacific	852	ARIZONA	Pacific Northwest
Pacific	Western-Pacific	945	BAY-VALLEY	Southwest
Western	Western-Pacific	680	CENTRAL PLAINS	Pacific Northwest
Western	Western-Pacific	800	COLORADO/WYOMING	Midwest
Western	Western-Pacific	570	DAKOTAS	Midwest
Pacific	Western-Pacific	967	HONOLULU	Midwest
Pacific	Western-Pacific	900	LOS ANGELES	Southern California
Western	Western-Pacific	890	NEVADA-SIERRA	Southern California
Western	Western-Pacific	970	PORTLAND	Midwest
Pacific	Western-Pacific	956	SACRAMENTO	Pacific Northwest
Western	Western-Pacific	840	SALT LAKE CITY	Pacific Northwest
Pacific	Western-Pacific	920	SAN DIEGO	Midwest
Pacific	Western-Pacific	940	SAN FRANCISCO	Southern California
Pacific	Western-Pacific	926	SANTA ANA	Pacific Northwest
Western	Western-Pacific	980	SEATTLE	Southern California
Pacific	Western-Pacific	913	SIERRA COASTAL	Pacific Northwest

Headquarters Vice Presidents
Processing & Maintenance Operations • Logistics

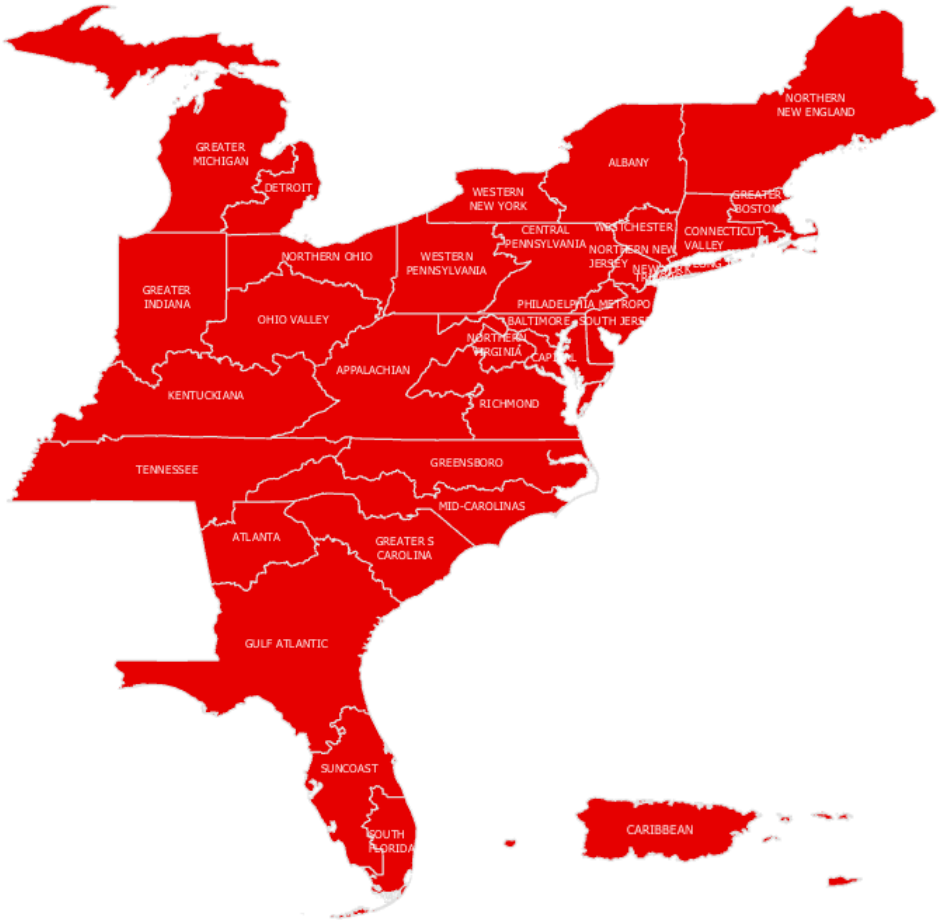
Mike Barber
Vice President
Processing & Maintenance Operations

Robert Cintron
Vice President
Logistics

Eastern Region Processing Operations

Dane Coleman

Vice President Eastern Region
Processing Operations

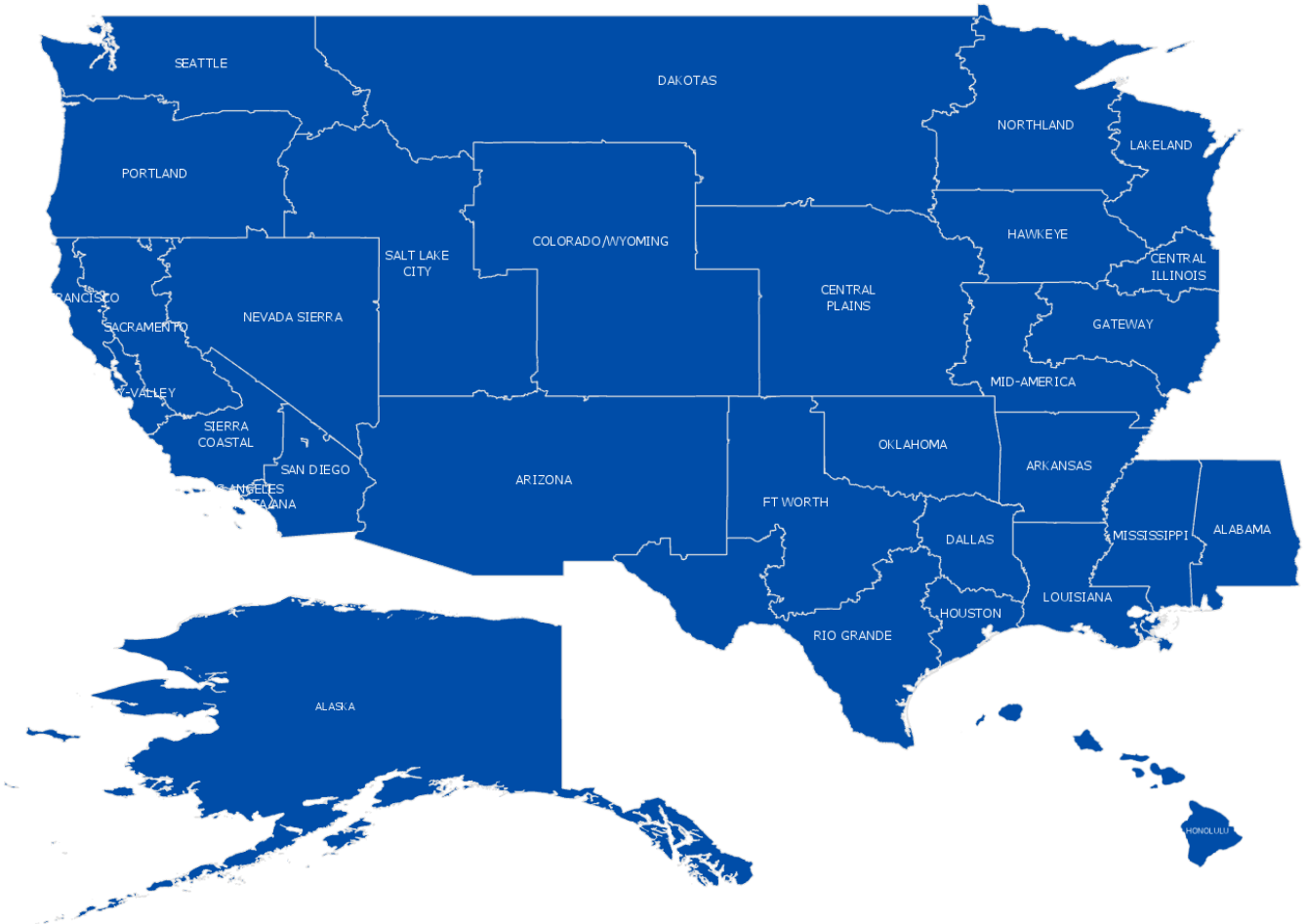


From Area	To Area	Code	District	Processing Division
Northeast	Atlantic	120	ALBANY	New England
Northeast	Atlantic	60	CONNECTICUT VALLEY	New England
Northeast	Atlantic	20	GREATER BOSTON	New England
Northeast	Atlantic	40	NORTHERN NEW ENGLAND	New England
Northeast	Atlantic	105	WESTCHESTER	New England
Eastern	Atlantic	140	WESTERN NEW YORK	New England
Northeast	Atlantic	117	LONG ISLAND	New York Metro
Northeast	Atlantic	100	NEW YORK	New York Metro
Northeast	Atlantic	70	NORTHERN NJ	New York Metro
Northeast	Atlantic	110	TRIBORO	New York Metro
Capital Metro	Atlantic	210	BALTIMORE	Chesapeake
Capital Metro	Atlantic	200	CAPITAL	Chesapeake
Eastern	Atlantic	170	CENTRAL PENNSYLVANIA	Chesapeake
Capital Metro	Atlantic	220	NORTHERN VIRGINIA	Chesapeake
Eastern	Atlantic	190	PHILADELPHIA METROPOLITAN	Chesapeake
Eastern	Atlantic	80	SOUTH JERSEY	Chesapeake
Eastern	Atlantic	150	WESTERN PENNSYLVANIA	Lakeshores
Great Lakes	Central	481	DETROIT	Lakeshores
Great Lakes	Central	460	GREATER INDIANA	Lakeshores
Great Lakes	Central	493	GREATER MICHIGAN	Lakeshores
Eastern	Central	440	NORTHERN OHIO	Lakeshores
Eastern	Central	450	OHIO VALLEY	Lakeshores
Eastern	Atlantic	250	APPALACHIAN	Mid-Atlantic
Capital Metro	Atlantic	230	RICHMOND	Mid-Atlantic
Eastern	Central	400	KENTUCKIANA	Mid-Atlantic
Capital Metro	Southern	290	GREATER SOUTH CAROLINA	Mid-Atlantic
Capital Metro	Southern	270	GREENSBORO	Mid-Atlantic
Capital Metro	Southern	280	MID-CAROLINAS	Mid-Atlantic
Eastern	Southern	370	TENNESSEE	Mid-Atlantic
Capital Metro	Southern	300	ATLANTA	Coastal Southeast
Northeast	Southern	6	CARIBBEAN	Coastal Southeast
Southern	Southern	320	GULF ATLANTIC	Coastal Southeast
Southern	Southern	330	SOUTH FLORIDA	Coastal Southeast
Southern	Southern	335	SUNCOAST	Coastal Southeast

Western Region Processing Operations

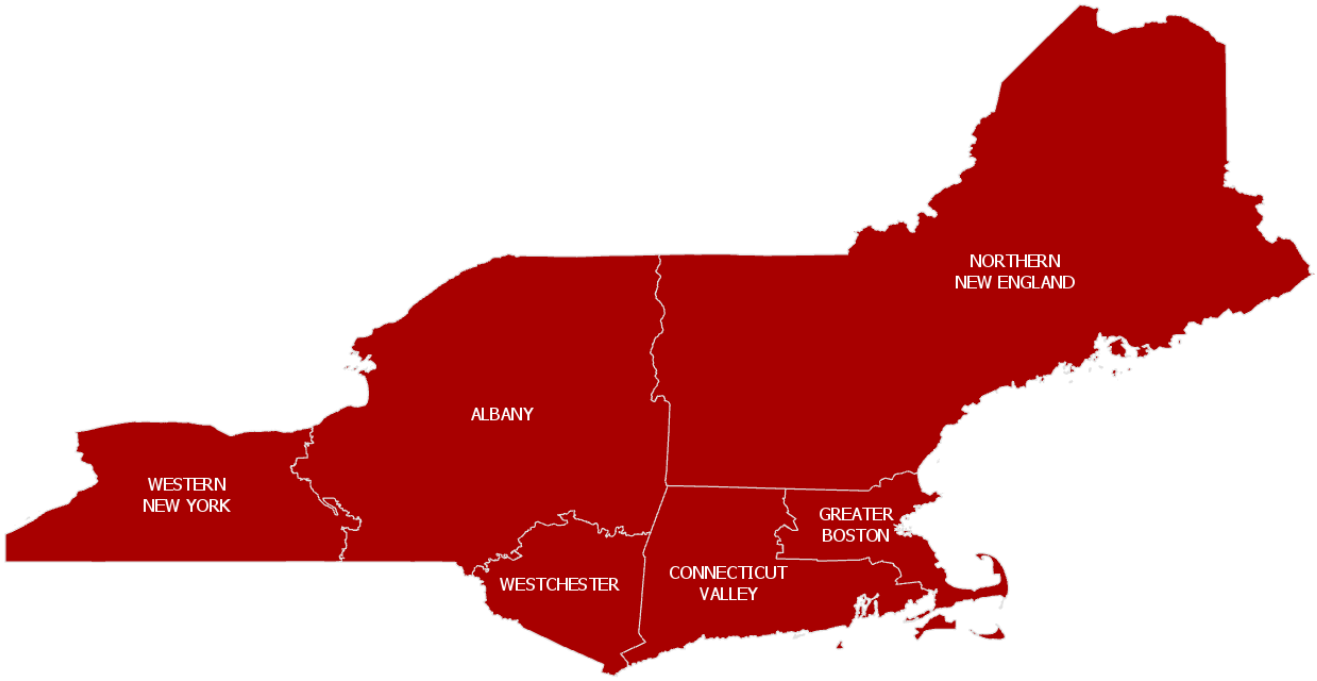
Larry Munoz

Vice President Western Region
Processing Operations



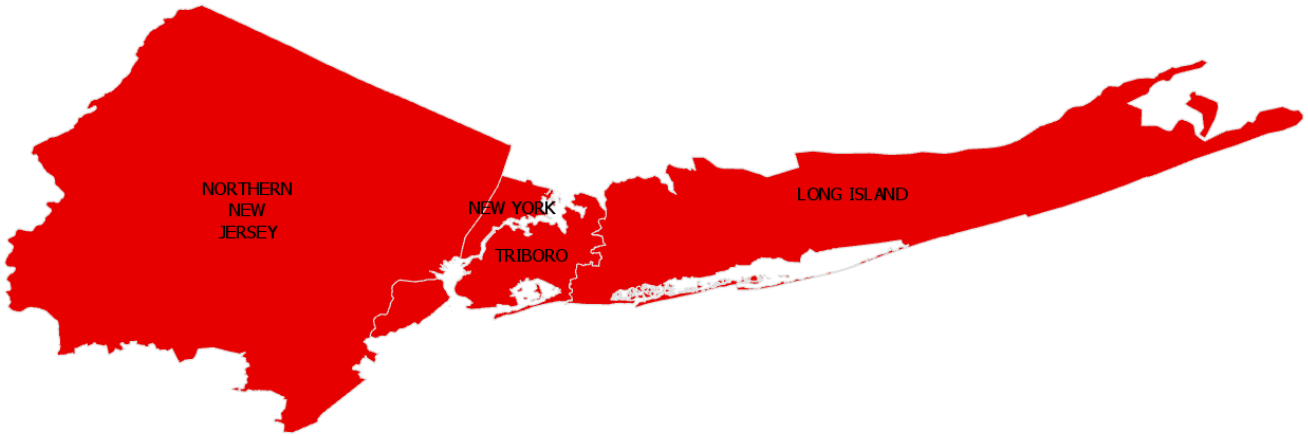
From Area	To Area	Code	District	Processing Division
Great Lakes	Central	604	CENTRAL ILLINOIS	Westshore
Great Lakes	Central	606	CHICAGO	Westshore
Great Lakes	Central	530	LAKELAND	Westshore
Great Lakes	Central	630	GATEWAY	Mid-South
Western	Central	500	HAWKEYE	Mid-South
Western	Central	640	MID-AMERICA	Mid-South
Southern	Southern	350	ALABAMA	Mid-South
Southern	Southern	720	ARKANSAS	Mid-South
Southern	Southern	700	LOUISIANA	Mid-South
Southern	Southern	390	MISSISSIPPI	Mid-South
Western	Central	553	NORTHLAND	Midwest
Western	Western-Pacific	680	CENTRAL PLAINS	Midwest
Western	Western-Pacific	800	COLORADO/WYOMING	Midwest
Western	Western-Pacific	570	DAKOTAS	Midwest
Western	Western-Pacific	890	NEVADA-SIERRA	Midwest
Western	Western-Pacific	840	SALT LAKE CITY	Midwest
Southern	Southern	752	DALLAS	Southwest
Southern	Southern	760	FORT WORTH	Southwest
Southern	Southern	770	HOUSTON	Southwest
Southern	Southern	730	OKLAHOMA	Southwest
Southern	Southern	780	RIO GRANDE	Southwest
Western	Western-Pacific	852	ARIZONA	Southwest
Western	Western-Pacific	995	ALASKA	Pacific Northwest
Pacific	Western-Pacific	945	BAY-VALLEY	Pacific Northwest
Western	Western-Pacific	970	PORTLAND	Pacific Northwest
Pacific	Western-Pacific	956	SACRAMENTO	Pacific Northwest
Pacific	Western-Pacific	940	SAN FRANCISCO	Pacific Northwest
Western	Western-Pacific	980	SEATTLE	Pacific Northwest
Pacific	Western-Pacific	967	HONOLULU	Southern California
Pacific	Western-Pacific	900	LOS ANGELES	Southern California
Pacific	Western-Pacific	920	SAN DIEGO	Southern California
Pacific	Western-Pacific	926	SANTA ANA	Southern California
Pacific	Western-Pacific	913	SIERRA COASTAL	Southern California

USPS – Logistics & Processing Operations
Eastern Region – New England Division



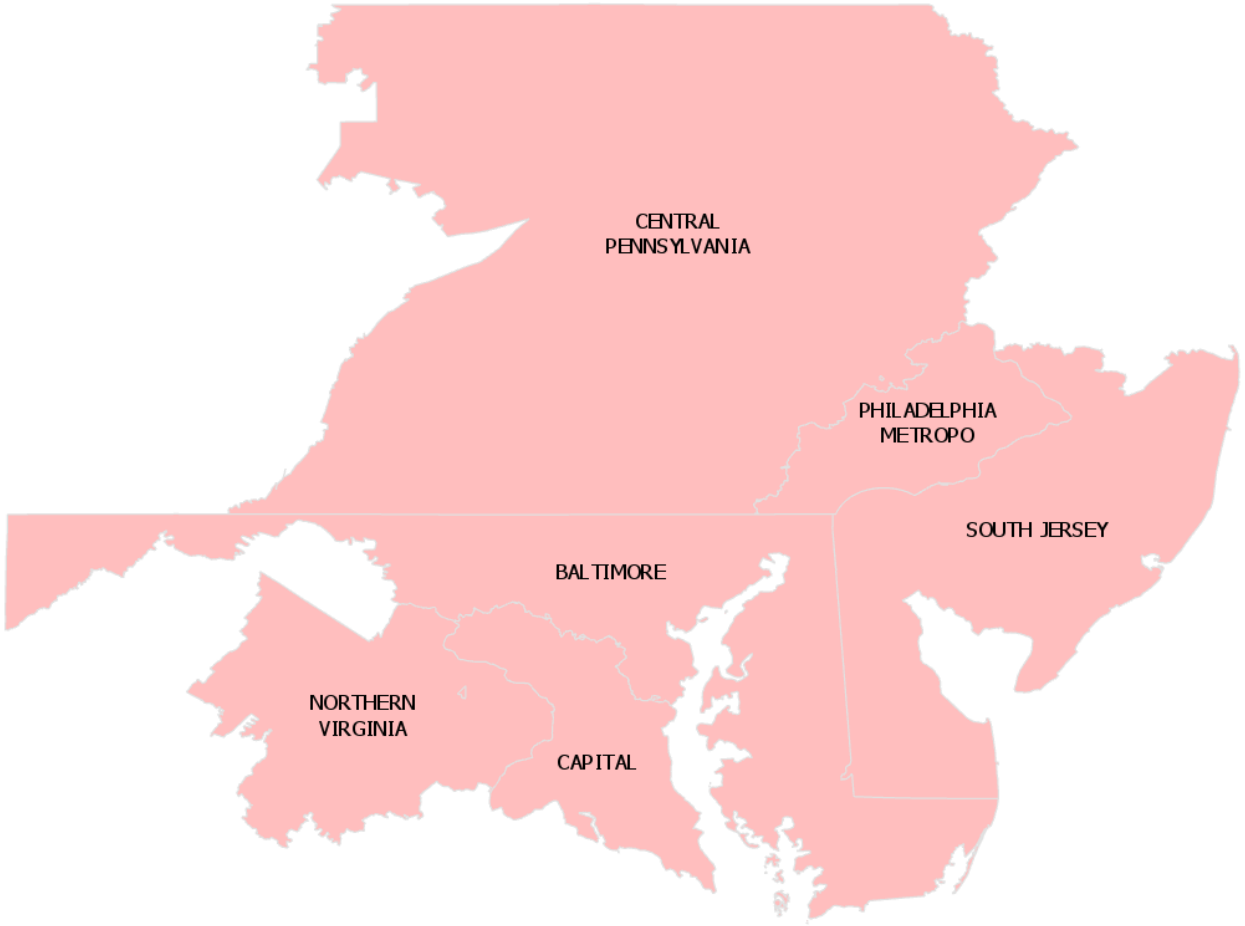
From Area	To Area	Code	District	Processing Division
Northeast	Atlantic	120	ALBANY	New England
Northeast	Atlantic	60	CONNECTICUT VALLEY	New England
Northeast	Atlantic	20	GREATER BOSTON	New England
Northeast	Atlantic	40	NORTHERN NEW ENGLAND	New England
Northeast	Atlantic	105	WESTCHESTER	New England
Eastern	Atlantic	140	WESTERN NEW YORK	New England

USPS – Logistics & Processing Operations
Eastern Region – New York Metro Division



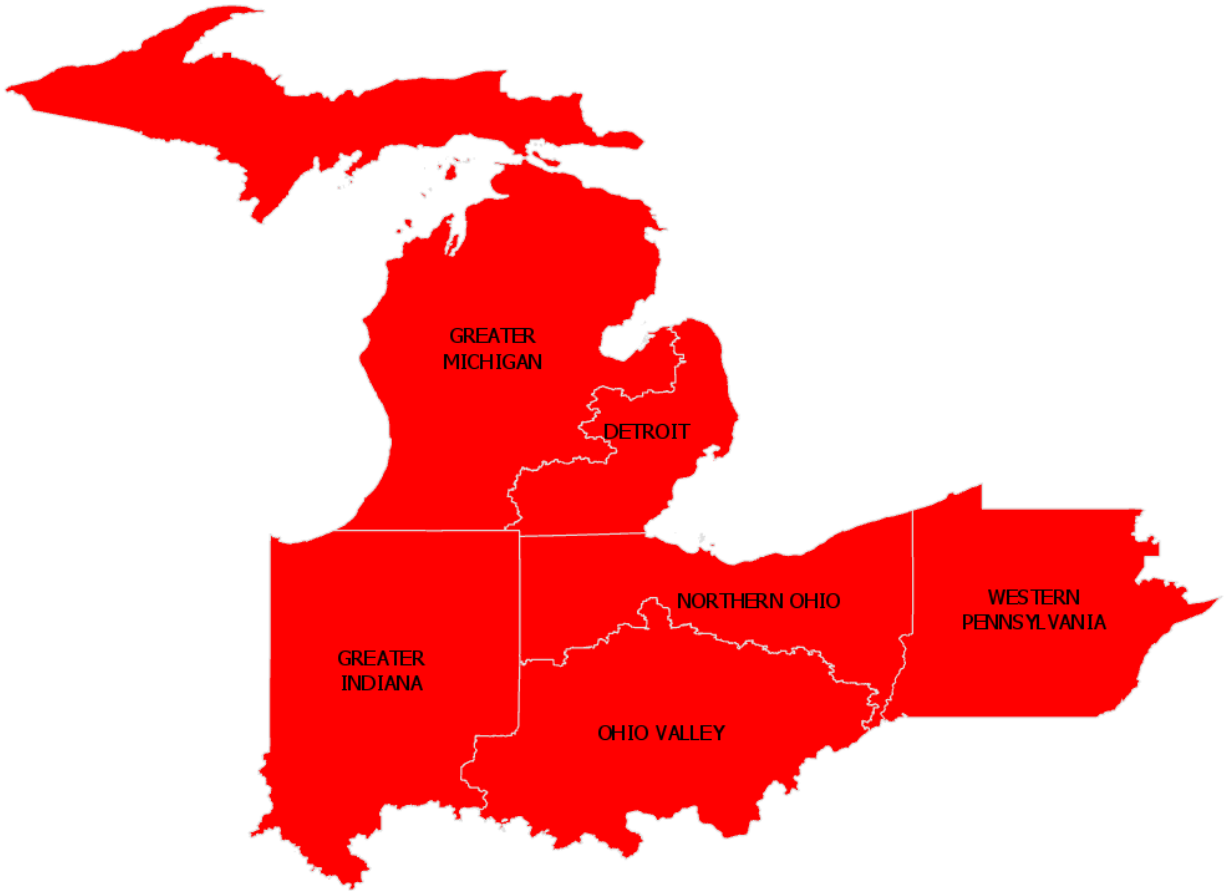
From Area	To Area	Code	District	Processing Division
Northeast	Atlantic	117	LONG ISLAND	New York Metro
Northeast	Atlantic	100	NEW YORK	New York Metro
Northeast	Atlantic	70	NORTHERN NJ	New York Metro
Northeast	Atlantic	110	TRIBORO	New York Metro

USPS – Logistics & Processing Operations
Eastern Region – Chesapeake Division



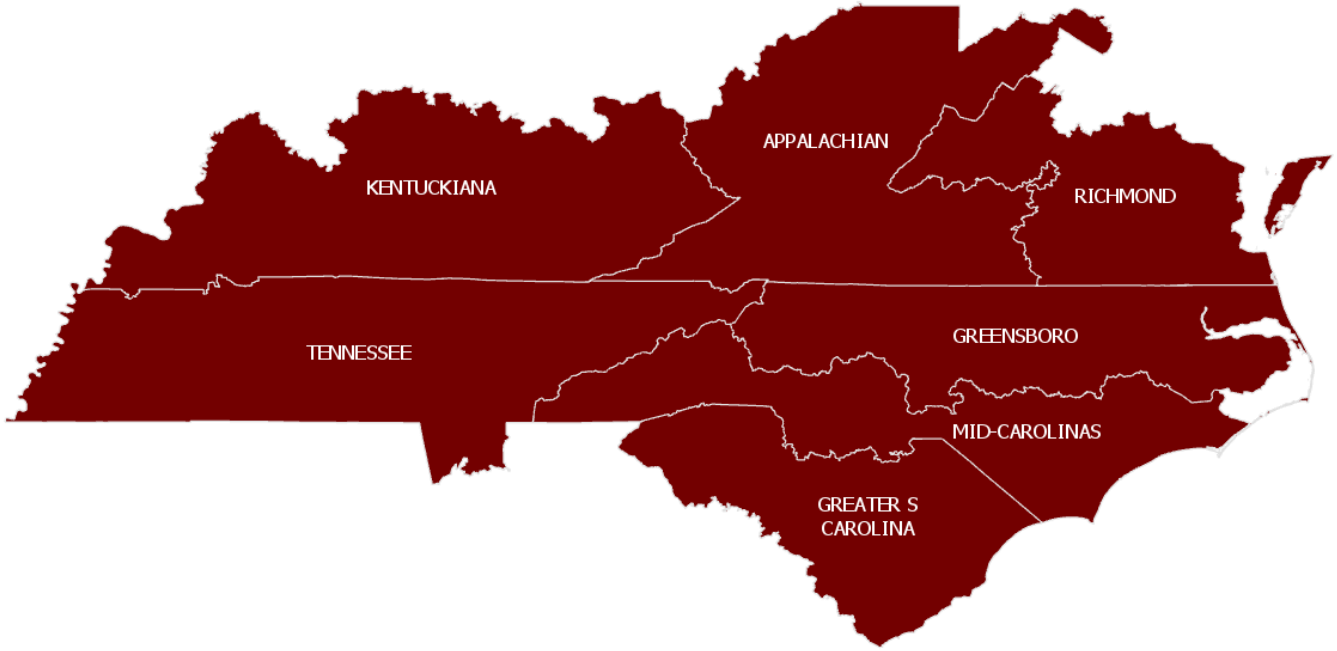
From Area	To Area	Code	District	Processing Division
Capital Metro	Atlantic	210	BALTIMORE	Chesapeake
Capital Metro	Atlantic	200	CAPITAL	Chesapeake
Eastern	Atlantic	170	CENTRAL PENNSYLVANIA	Chesapeake
Capital Metro	Atlantic	220	NORTHERN VIRGINIA	Chesapeake
Eastern	Atlantic	190	PHILADELPHIA METROPOLITAN	Chesapeake
Eastern	Atlantic	80	SOUTH JERSEY	Chesapeake

USPS – Logistics & Processing Operations
Eastern Region – Lakeshores Division



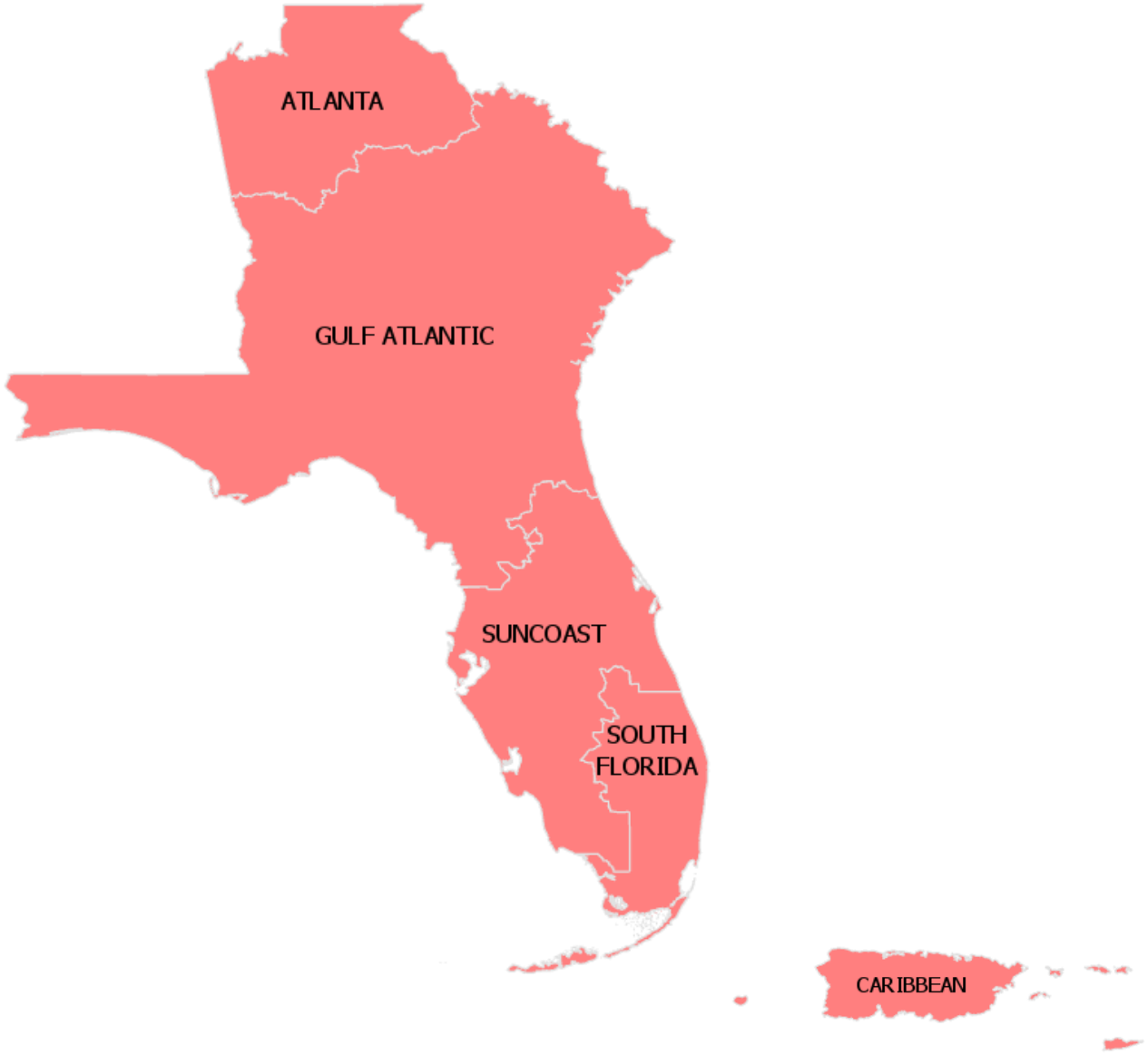
From Area	To Area	Code	District	Processing Division
Eastern	Atlantic	150	WESTERN PENNSYLVANIA	Lakeshores
Great Lakes	Central	481	DETROIT	Lakeshores
Great Lakes	Central	460	GREATER INDIANA	Lakeshores
Great Lakes	Central	493	GREATER MICHIGAN	Lakeshores
Eastern	Central	440	NORTHERN OHIO	Lakeshores
Eastern	Central	450	OHIO VALLEY	Lakeshores

USPS – Logistics & Processing Operations
Eastern Region – Mid-Atlantic Division



From Area	To Area	Code	District	Processing Division
Eastern	Atlantic	250	APPALACHIAN	Mid-Atlantic
Capital Metro	Atlantic	230	RICHMOND	Mid-Atlantic
Eastern	Central	400	KENTUCKIANA	Mid-Atlantic
Capital Metro	Southern	290	GREATER SOUTH CAROLINA	Mid-Atlantic
Capital Metro	Southern	270	GREENSBORO	Mid-Atlantic
Capital Metro	Southern	280	MID-CAROLINAS	Mid-Atlantic
Eastern	Southern	370	TENNESSEE	Mid-Atlantic

USPS – Logistics & Processing Operations
Eastern Region – Coastal Southeast Division

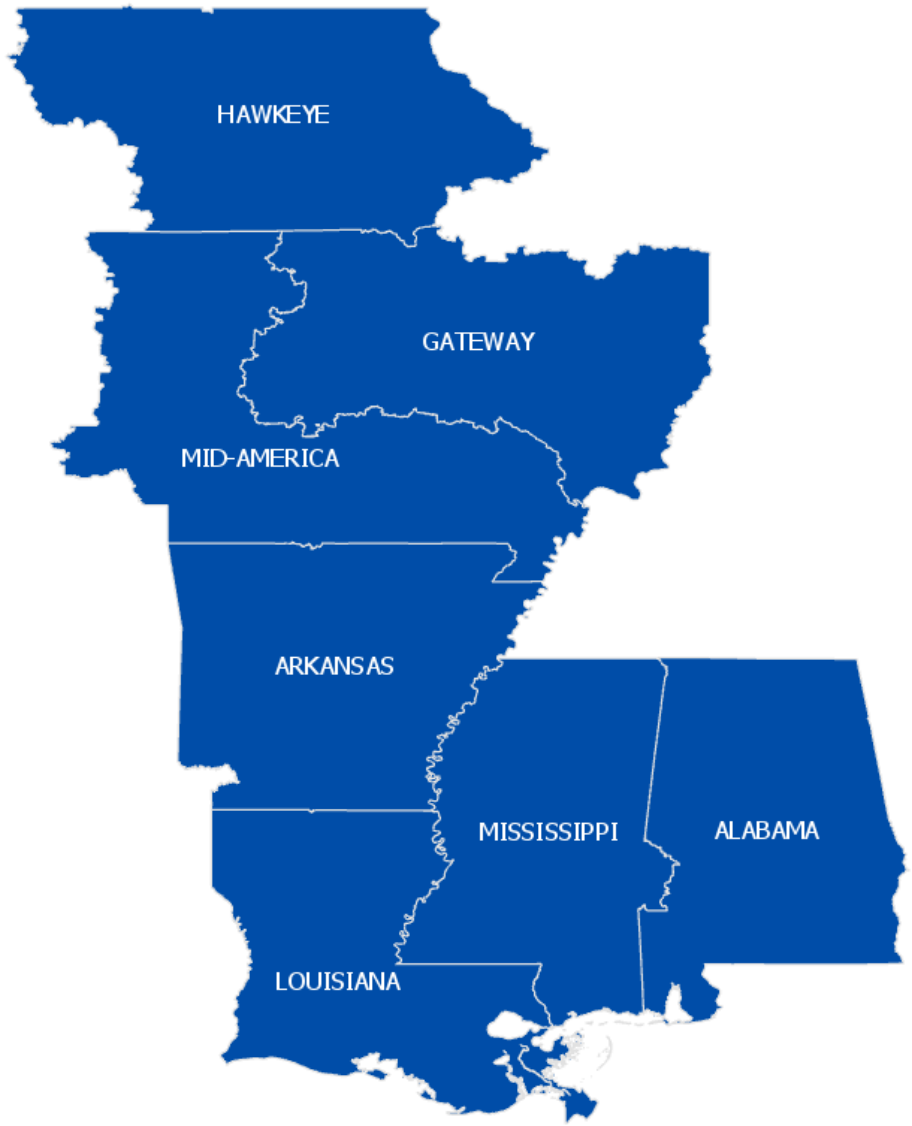


From Area	To Area	Code	District	Processing Division
Capital Metro	Southern	300	ATLANTA	Coastal Southeast
Northeast	Southern	6	CARIBBEAN	Coastal Southeast
Southern	Southern	320	GULF ATLANTIC	Coastal Southeast
Southern	Southern	330	SOUTH FLORIDA	Coastal Southeast
Southern	Southern	335	SUNCOAST	Coastal Southeast

USPS – Logistics & Processing Operations
Western Region – Lakeshore Division

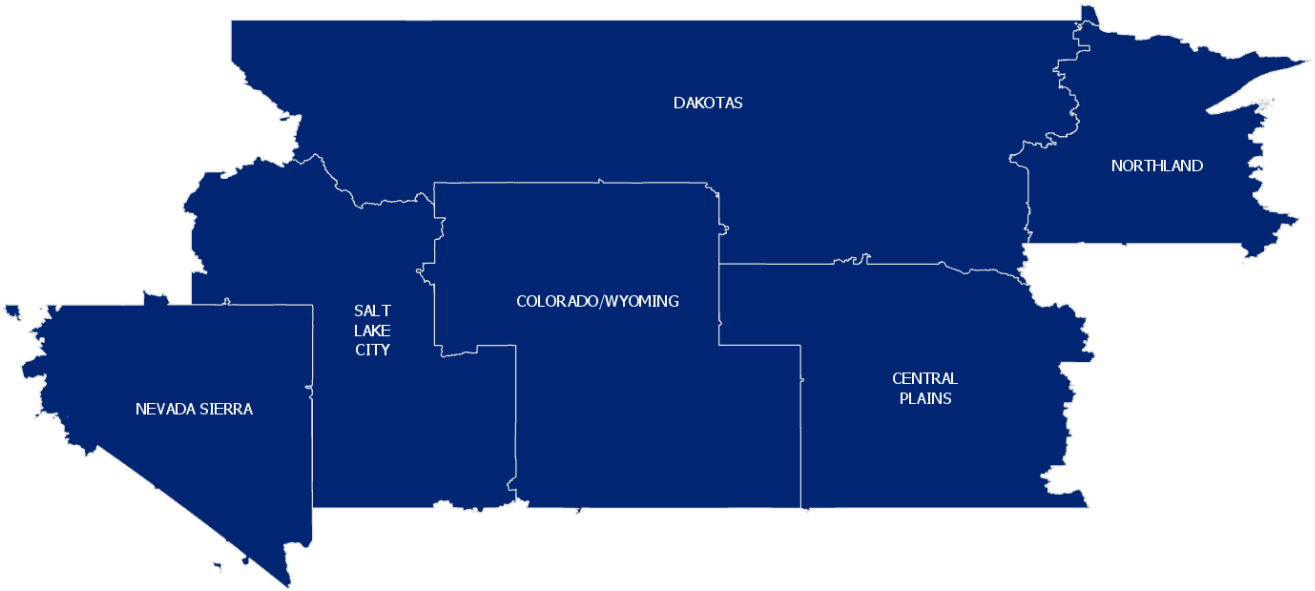
From Area	To Area	Code	District	Processing Division
Great Lakes	Central	604	CENTRAL ILLINOIS	Westshore
Great Lakes	Central	606	CHICAGO	Westshore
Great Lakes	Central	530	LAKELAND	Westshore

USPS – Logistics & Processing Operations
Western Region – Mid-South Division



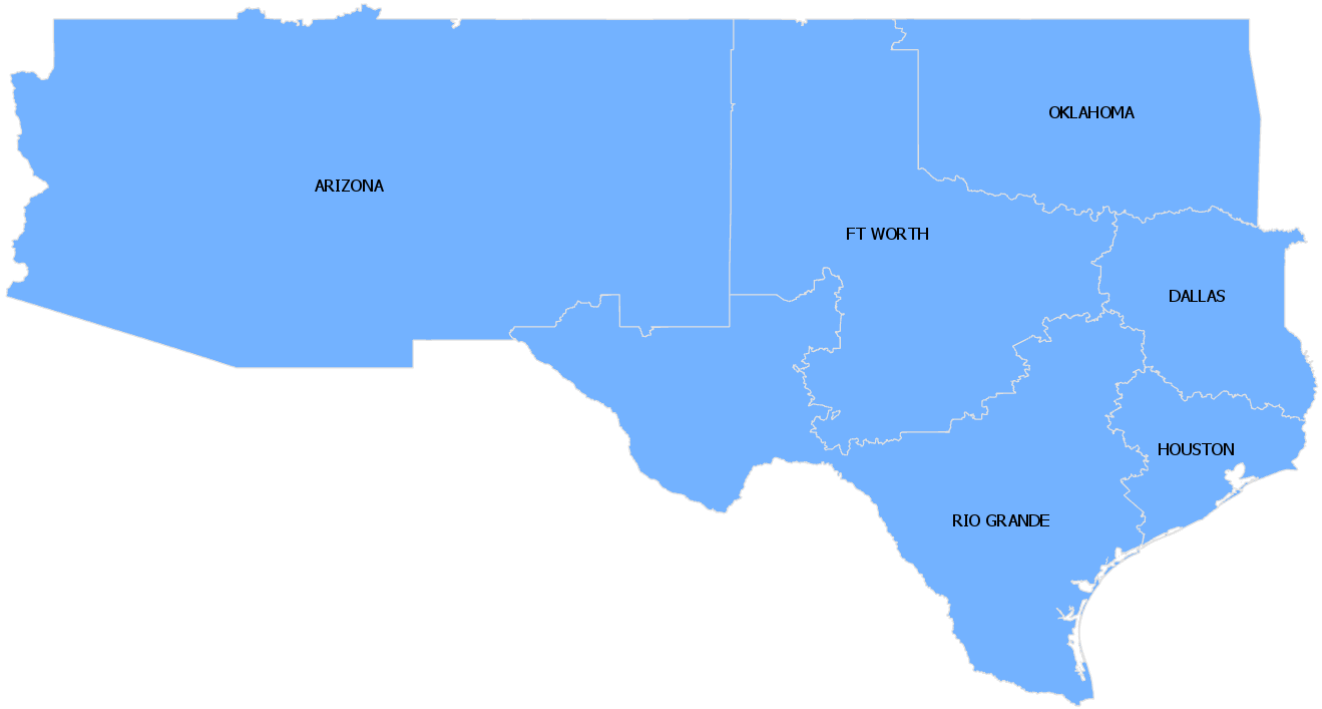
From Area	To Area	Code	District	Processing Division
Great Lakes	Central	630	GATEWAY	Mid-South
Western	Central	500	HAWKEYE	Mid-South
Western	Central	640	MID-AMERICA	Mid-South
Southern	Southern	350	ALABAMA	Mid-South
Southern	Southern	720	ARKANSAS	Mid-South
Southern	Southern	700	LOUISIANA	Mid-South
Southern	Southern	390	MISSISSIPPI	Mid-South

USPS – Logistics & Processing Operations
Western Region – Midwest Division



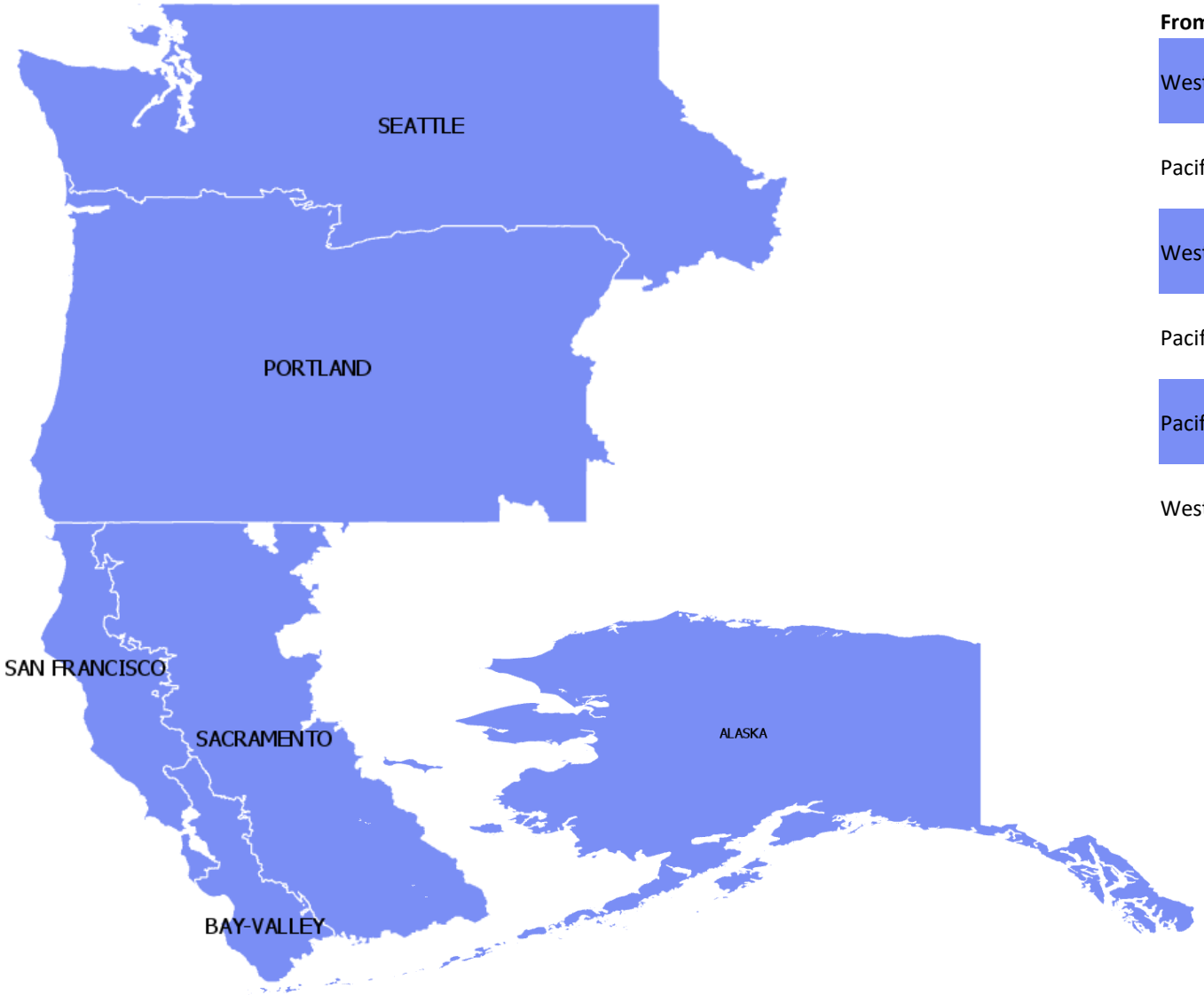
From Area	To Area	Code	District	Processing Division
Western	Central	553	NORTHLAND	Midwest
Western	Western-Pacific	680	CENTRAL PLAINS	Midwest
Western	Western-Pacific	800	COLORADO/WYOMING	Midwest
Western	Western-Pacific	570	DAKOTAS	Midwest
Western	Western-Pacific	890	NEVADA-SIERRA	Midwest
Western	Western-Pacific	840	SALT LAKE CITY	Midwest

USPS – Logistics & Processing Operations
Western Region – Southwest Division



From Area	To Area	Code	District	Processing Division
Southern	Southern	752	DALLAS	Southwest
Southern	Southern	760	FORT WORTH	Southwest
Southern	Southern	770	HOUSTON	Southwest
Southern	Southern	730	OKLAHOMA	Southwest
Southern	Southern	780	RIO GRANDE	Southwest
Western	Western-Pacific	852	ARIZONA	Southwest

USPS – Logistics & Processing Operations
Western Region – Pacific Northwest Division



From Area	To Area	Code	District	Processing Division
Western	Western-Pacific	995	ALASKA	Pacific Northwest
Pacific	Western-Pacific	945	BAY-VALLEY	Pacific Northwest
Western	Western-Pacific	970	PORTLAND	Pacific Northwest
Pacific	Western-Pacific	956	SACRAMENTO	Pacific Northwest
Pacific	Western-Pacific	940	SAN FRANCISCO	Pacific Northwest
Western	Western-Pacific	980	SEATTLE	Pacific Northwest

USPS – Logistics & Processing Operations
Western Region – Southern California Division

From Area	To Area	Code	District	Processing Division
Pacific	Western-Pacific	967	HONOLULU	Southern California
Pacific	Western-Pacific	900	LOS ANGELES	Southern California
Pacific	Western-Pacific	920	SAN DIEGO	Southern California
Pacific	Western-Pacific	926	SANTA ANA	Southern California
Pacific	Western-Pacific	913	SIERRA COASTAL	Southern California

Transition Plan

Week 1
August 10-14

- Stand up Logistics and Processing Operations
- Jointly ensure critical position coverage

Week 2
August 17-21

- Support structure reports to HQ (LR, HR, Finance)
- •Continue to ensure position coverage

Week 3
August 24-28

- Activate 4 Area Delivery and Retail Operations
- Align 67 Districts to the 4 Areas

Week 4
August 31

- Finalize position coverage and stand down transition leaders

Transition Plan – Week 1

Week 1: August 10 - 14

Activity	10-Aug	11-Aug	12-Aug	13-Aug	14-Aug
Implement Eastern and Western VP Regional Processing Operations					
Name transition leaders in Northeast and Pacific – remaining AVPs remain in place for transition					
Implement VP HQ Processing and Maintenance Operations					
Transition coordinators (HR) named for all 7 Areas					
Align Processing and Logistics reporting structure					
MOSs move into the logistics and processing jobs					
All Plant Managers report to MOS					
HQ support reporting relationships are communicated					

Transition Plan – Week 2

Week 2: August 17 - 21

Activity	17-Aug	18-Aug	19-Aug	20-Aug	21-Aug
Finance, HR, LR report to HQ - dotted line to Regions, Areas and Districts					
Continue transition activities to ensure Executive coverage and placement into District Manager and/or Regional Logistics and Processing Positions					

Transition Plan – Week 3

Week 3: August 24 - 28

Activity	24-Aug	25-Aug	26-Aug	27-Aug	28 - Aug
Continue transition activities to ensure Executive coverage and placement into District Manager and/or Regional Logistics and Processing Positions					
Activate 4 VP Area Delivery and Retail Operations					
Align 18 District Managers reporting to Southern					
Align 17 District Managers reporting to Western Pacific					
Align 19 District Managers reporting to Atlantic					
Align 13 District Managers reporting to Central					

Transition Plan – Week 4

Week 4: August 31 – September 4

Activity	31-Aug	1-Sep	2-Sep	3-Sep	4-Sep
Finalize District Managers and Logistics & Processing position assignment					
Transition Leadership (NEA and Pacific) stand down					
Transition coordinators (HR) remain					

CLOSING COMMENTS