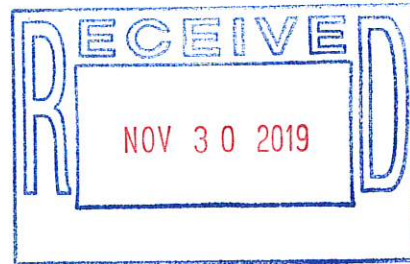




November 25, 2019



Mr. Brian J. Wagner
President
National Association
of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

As a matter of information, the Postal Service plans to introduce a tool in HERO titled *Development Plan*. The new tool will replace the existing Individual Development Plan (eIDP) system and will provide non-bargaining employees with a more dynamic way to document and map career objectives.

An employee can access the development plan tool to enter goals and corresponding activities. Employees are encouraged to request Career Conversations through HERO with their immediate manager to discuss goals. However, a Career Conversation is not a requirement to use the Development Plan tool. The information entered is an active document for the employee and manager to meet, check on progress, review, and update activities.

Please contact Phong Quang at extension 2857 if you wish to discuss or if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration