

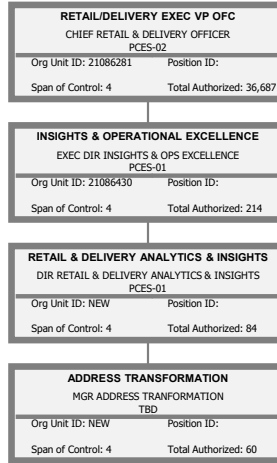


FUTURE STATE ORGANIZATION HEADQUARTERS FUNCTIONS

JOB TITLE	OCC CODE	New ELT	New VP/PCES	Direct Supervisor	Slide Number
ADDRESS MANAGEMENT SYS TECH	2310-7142	CRDO	Insights & Operational Excellence	MGR ADDRESS MANAGEMENT SYSTEMS	3
BULK MAIL CLERK	2320-0005	CCMO	VP Product Solutions	SUPV BUSINESS MAIL ENTRY	7
BULK MAIL DOCK CLK	2315-99XX	CLPO	VP Logistics Region	SUPV BUSINESS MAIL ENTRY	7
BULK MAIL TECH	2320-28XX	CCMO	VP Product Solutions	SUPV BUSINESS MAIL ENTRY	7
DATA COLL TECH	0301-69XX	CFO	VP Pricing & Costing	SUPV STATISTICAL PROGRAMS	6
DRIVING SAFETY INSTRUCTOR	5703-0006	CHRO	VP Human Resources	MGR SAFETY	4
HR CLERK - HEALTH & RESOURCE MGMT	0203-0016	CHRO	VP Human Resources	MGR OCC HEALTH CLAIMS	4
HR CLERK - LABOR RELATIONS	0203-0014	CHRO	VP Labor Relations	MGR LABOR RELATIONS (DISTRICT)	5
HR CLERK - LEARN DEV & DIVERSITY	0203-0017	CHRO	VP Human Resources	MGR EMPLOYEE DEVELOPMENT	4
HR CLERK - LOCAL SVC COMP MGMT	0203-0015	CHRO	VP Human Resources	MGR WORKFORCE PLANNING AND COMPLEMENT	4
HR CLERK - SAFETY	0203-0013	CHRO	VP Human Resources	MGR SAFETY	4
OCCUPATIONAL HEALTH NURSE	0610-0002	CHRO	VP Human Resources	MGR HUMAN RESOURCES (DISTRICT)	4
SECRETARY	0318-0004	CRDO	District Manager, MPOO & Mgr Ops Int	MGR OPERATIONS INTEGRATION (DISTRICT)	8

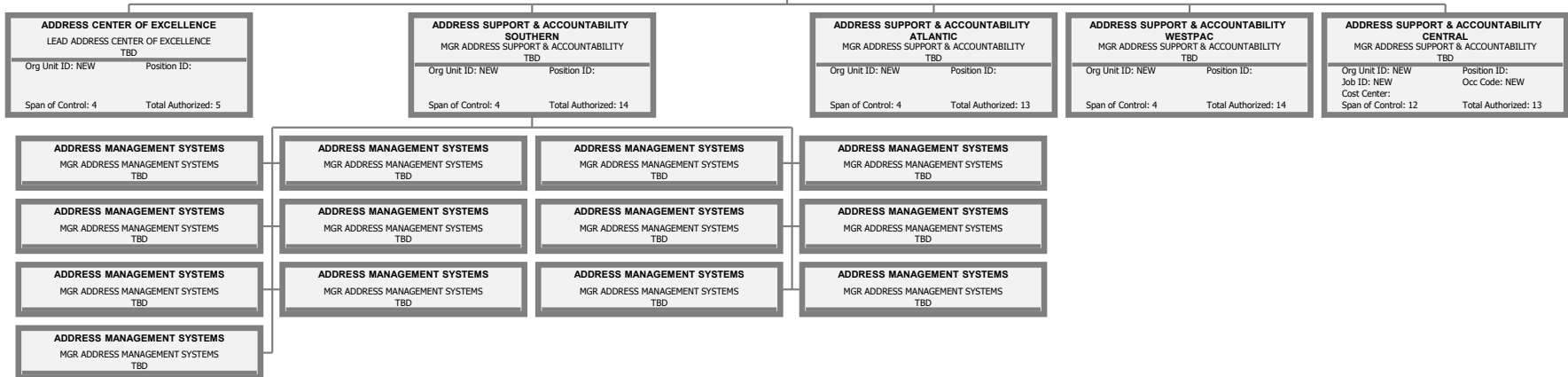


ADDRESS TRANSFORMATION - PROPOSED



Analytics & Insights

- Develop, implement and manage Retail & Delivery Operations tools & insights to help identify opportunities that drive changes in business practices to improve operational efficiency.
- Delivering new innovative analytical tools and diagnostics to improve performance and efficiencies within operations to enhance the customer experience.



*AMS Techs will report to Mgr Address Management Systems



HUMAN RESOURCES - Proposed

District Human Resources

- Serve District Manager and plant managers as customers. Provides technical advice, functional guidance, and policy interpretation on the full range of HR programs. Liaise with division logistics & processing managers.
- Shared Admin Assistant with the District Labor Relations Manager

Employee Development

- Employee actions from job offer on, to complete onboarding, orientation, training academies, development programs, career conferences

Occ Health Claims

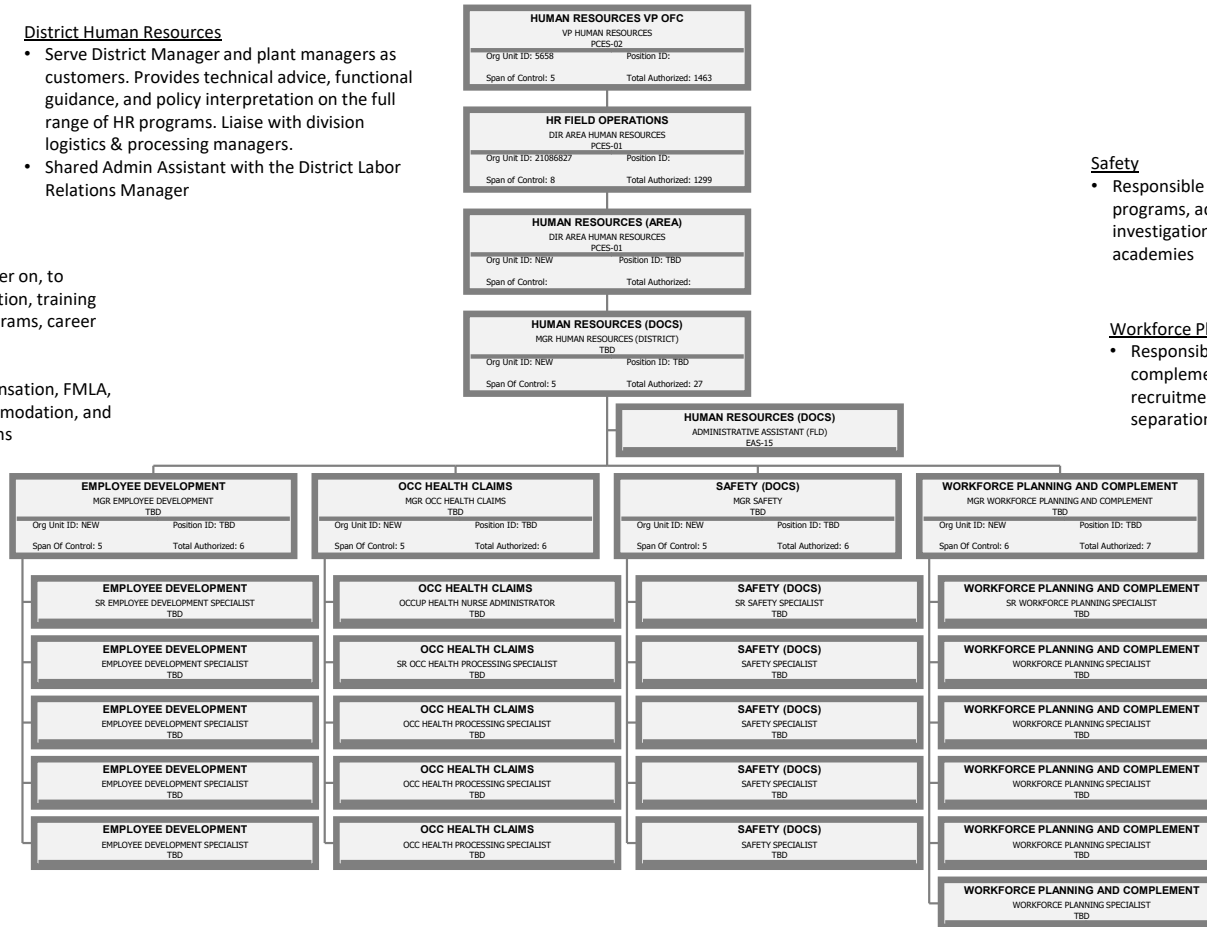
- Responsible for Injury Compensation, FMLA, Light Duty, Reasonable Accommodation, and medical management programs

Safety

- Responsible for safety and health programs, accident prevention, site investigations & audits, driving academies

Workforce Planning & Complement

- Responsible for craft and craft & EAS complement management, recruitment, hiring, conversions, & separations



Human Resources

*HR Clerks (HRM, LDD, Local Svc, Safety) will report into the corresponding functional manager

**Occupational Health Nurses will report into the HR District Manager

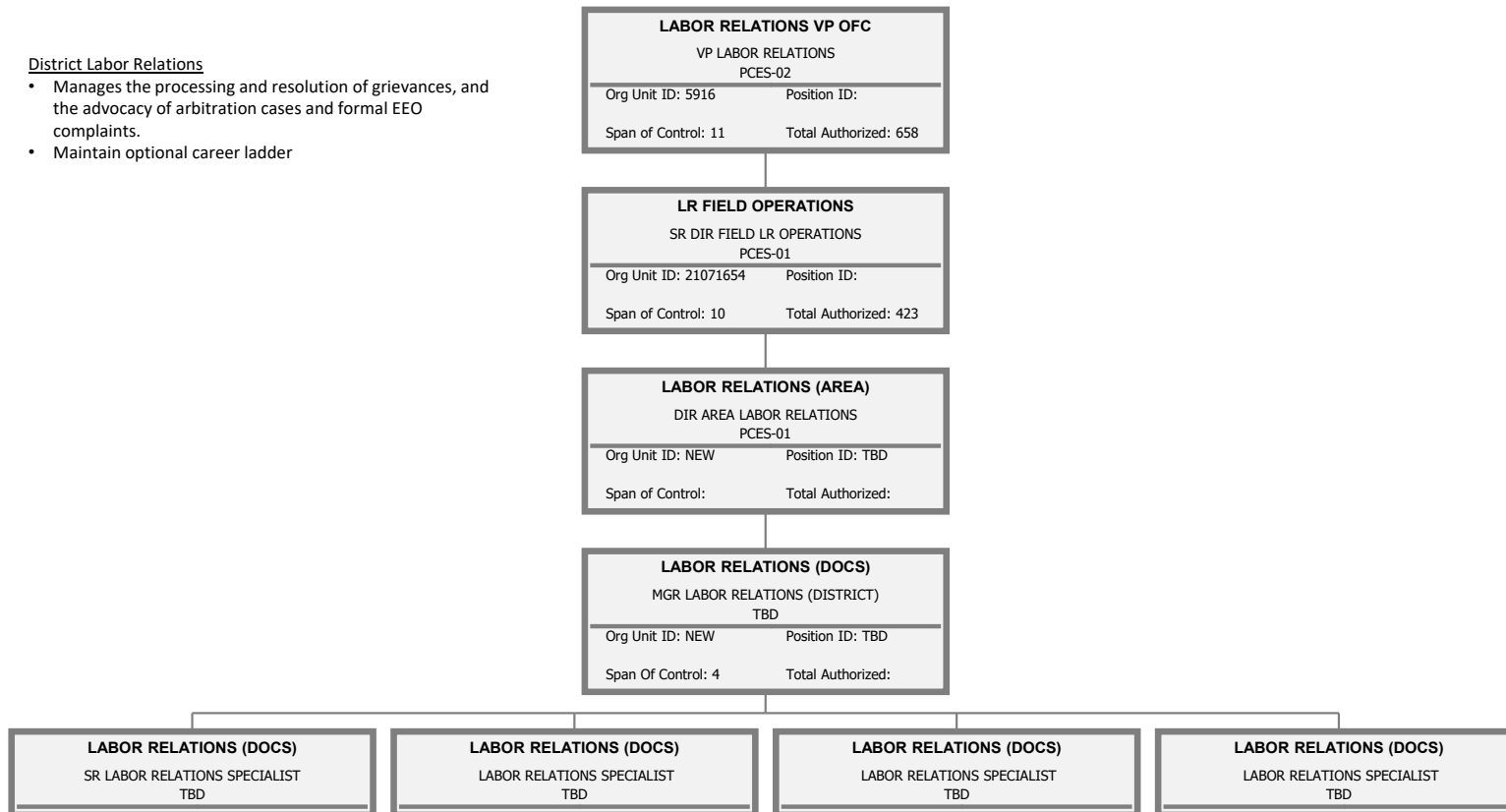
***Driving Safety Instructors will report into the Mgr Safety



DISTRICT LABOR RELATIONS

District Labor Relations

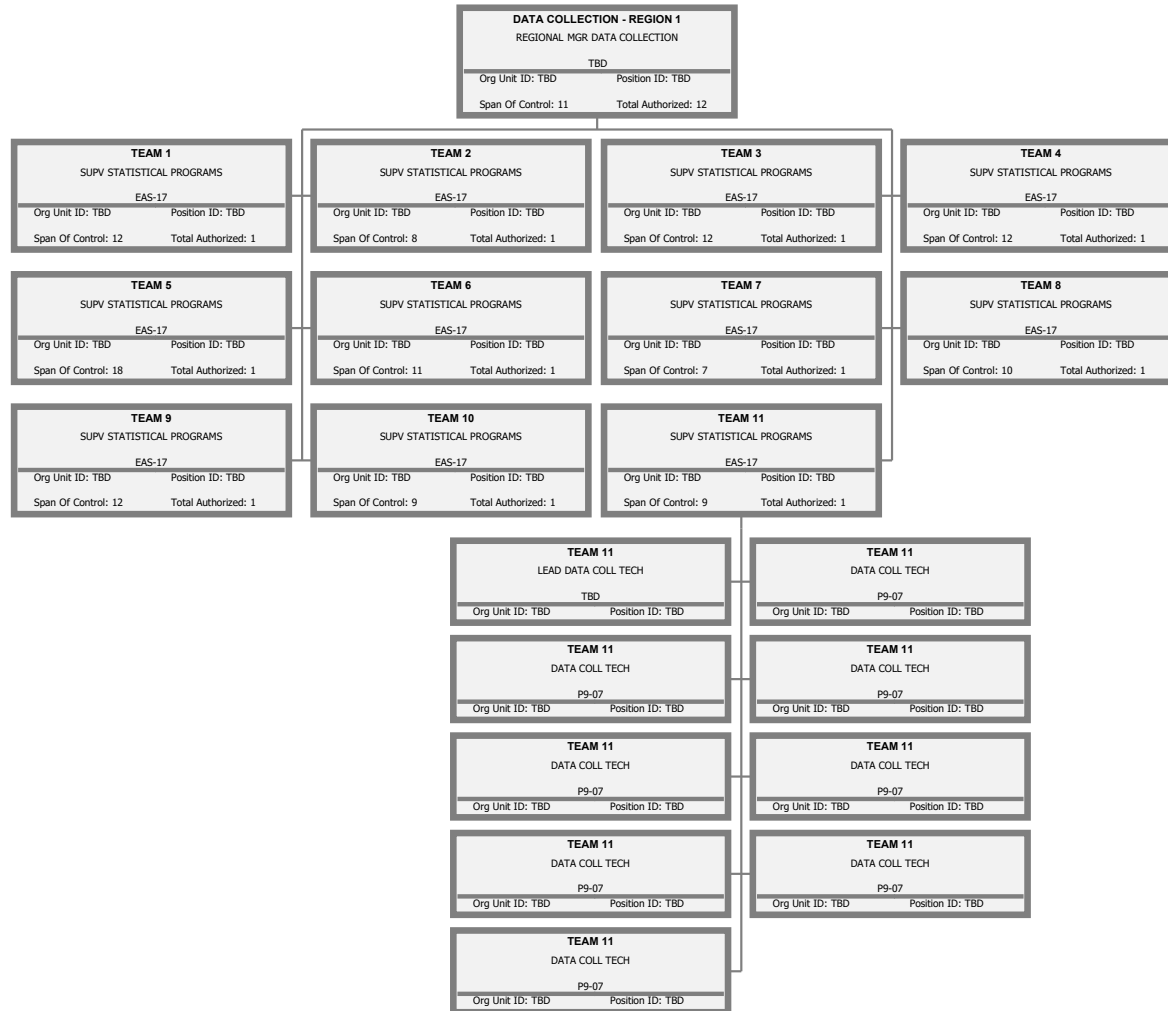
- Manages the processing and resolution of grievances, and the advocacy of arbitration cases and formal EEO complaints.
- Maintain optional career ladder



*HR Clerks (Labor) will report into the Labor Relations Manager



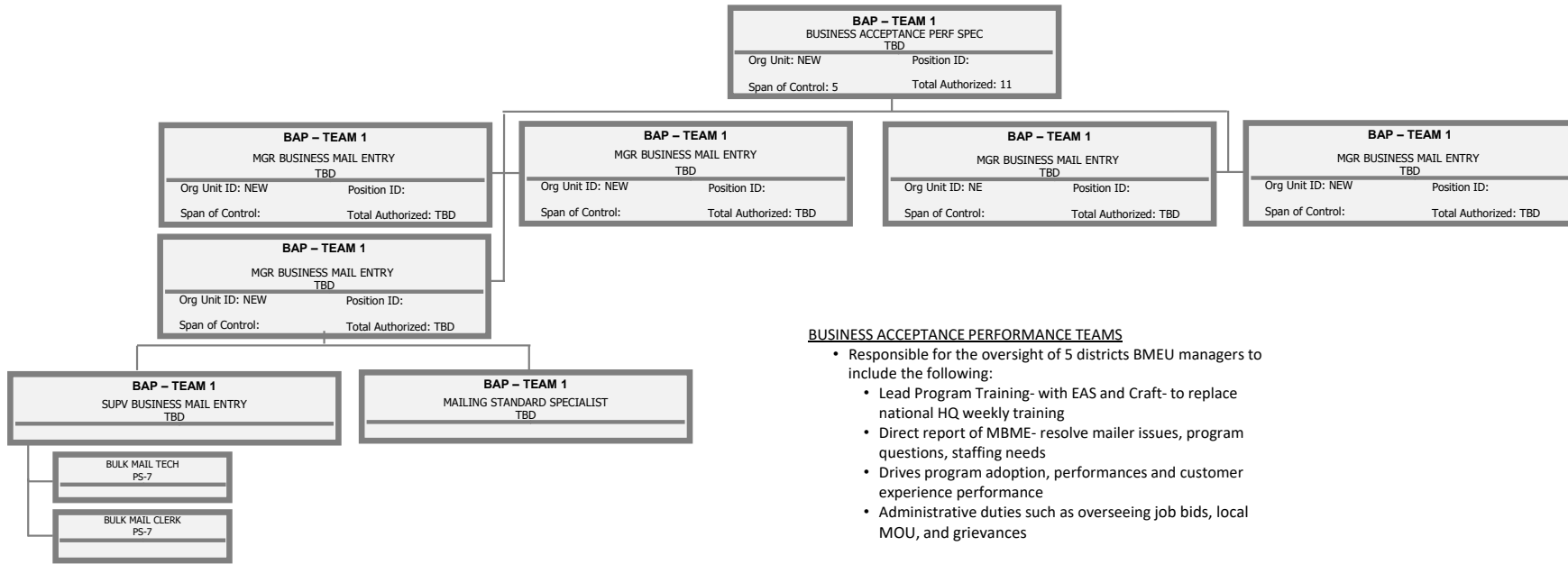
DATA COLLECTION - PROPOSED



Human Resources



BUSINESS ACCEPTANCE PERFORMANCE TEAM 1 - PROPOSED



BUSINESS ACCEPTANCE PERFORMANCE TEAMS

- Responsible for the oversight of 5 districts BMEU managers to include the following:
 - Lead Program Training- with EAS and Craft- to replace national HQ weekly training
 - Direct report of MBME- resolve mailer issues, program questions, staffing needs
 - Drives program adoption, performances and customer experience performance
 - Administrative duties such as overseeing job bids, local MOU, and grievances



DISTRICT OFFICE

