



December 19, 2013

Mr. Louis Atkins  
President  
National Association of Postal Supervisors  
1727 King Street Suite 400  
Alexandria, VA 22314-2753

Mr. Robert J. Rapoza  
President  
National Association of Postmasters  
of the United States  
8 Herbert St.  
Alexandria, VA 22305-2600

Mr. Mark Strong  
President  
National League of Postmasters  
of the United States  
5904 Richmond Highway Suite 500  
Alexandria, VA 22303-1864

Gentlemen:

The Postal Service has decided, through the consultation process with the management associations, to adopt a recommendation concerning the FY2013 Pay for Performance Program. Any non-bargaining employee whose FY2013 overall numeric rating in the Performance Evaluation System (PES) is 3 or below, will receive an adjectival rating of contributor.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "John Cavallo".

*for* John Cavallo  
Manager  
Labor Relations Policy Administration