

UNITED STATES  
POSTAL REGULATORY COMMISSION  
Washington, D.C. 20268-0001

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**FORM 8-K**

**CURRENT REPORT**  
**PURSUANT TO 39 U.S.C. § 3654 AND SECTION 13 OR 15(d) OF**  
**THE SECURITIES EXCHANGE ACT OF 1934**

Date of Report (Date of earliest event reported): August 7, 2020



**UNITED STATES POSTAL SERVICE**

(Exact name of registrant as specified in its charter).

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Washington, D.C.	41-0760000
(State or other jurisdiction of incorporation or organization)	(I.R.S. Employer Identification No.)
475 L'Enfant Plaza, S.W.	
Washington, D.C.	20260
(Address of principal executive offices)	(ZIP Code)
(202) 268-2000	
(Registrant's telephone number, including area code)	

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Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Trading Symbol(s)</u>	<u>Name of each exchange on which registered</u>
Not applicable	Not applicable	Not applicable

The number of shares of common stock outstanding as of August 7, 2020: N/A

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

The position of Chief Operating Officer and Executive Vice President, which was held by David Williams, has been divided into two positions as the result of an organizational realignment to refocus postal business, improve line of sight, enable faster solutions, reduce redundancies, and increase accountability. The new positions are designated as follows: Chief Retail & Delivery Officer and Executive Vice President; and Chief Logistics & Processing Operations Officer and Executive Vice President.

Kristin Seaver has been appointed to the position of Chief Retail & Delivery Officer and Executive Vice President, and will lead the newly formed Retail and Delivery Operations organizational unit as of August 7, 2020. Ms. Seaver is 52 years old. Previously, she served as Chief Information Officer and Executive Vice President since April 2016. She also served as Vice President, Capital Metro Area Operations from October 2013 to April 2016, as Area Manager, Operations Support in the Northeast Area from October 2011 to 2013, and as Area Manager, Operations Support in the Eastern Area from June 2007 to September 2011.

David Williams has been appointed to the position of Chief Logistics & Processing Operations Officer and Executive Vice President, and will lead the newly formed Logistics and Processing Operations organizational unit as of August 7, 2020. Mr. Williams is 55 years old. Previously, he had served as Chief Operating Officer and Executive Vice President since February 2015. He also served as Vice President, Network Operations from July 2010 to January 2015 and as Vice President, Engineering from September 2009 to July 2010.

Ms. Seaver and Mr. Williams will be paid an annual gross salary on the date of appointment in the amount of \$269,700, paid in biweekly installments. Ms. Seaver and Mr. Williams will be eligible for all benefits provided to Postal Service officers pursuant to standard Postal Service policy and practice. These benefits include annual leave, sick leave, life and health insurance and participation in the Thrift Savings Plan and the Federal Employee Retirement System.

**Item 8.01 Other Events**

To operate in a more efficient and effective manner and to better serve customers, the Postal Service announced on August 7, 2020 a significant modification to its organizational structure. The new organizational structure is focused on three operating units and their core missions. Retail and Delivery Operations will focus on accepting and delivering mail and packages efficiently with a high level of customer satisfaction. Logistics and Processing Operations will focus on processing and transporting mail and packages efficiently to the delivery units, meeting determined standards. Commerce and Business Solutions will leverage infrastructure to enable growth.

**Item 9.01 Financial Statements and Exhibits.**

**(d) Exhibits.**

**Exhibit 99.1** Postal Service Press Release dated August 7, 2020.

Signature

Pursuant to the requirements of the Postal Accountability and Enhancement Act of 2006, the Postal Service has duly caused this report to be signed on its behalf by the undersigned, who is duly authorized to do so.

United States Postal Service

By: /s/ Thomas J. Marshall  
**Thomas J. Marshall,**  
**General Counsel and**  
**Executive Vice President**

Date: August 13, 2020

FOR IMMEDIATE RELEASE  
Aug. 7, 2020

Contact Name  
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[usps.com/news](https://usps.com/news)



## **Postmaster General Louis DeJoy Modifies Organizational Structure to Support USPS Mission**

*Three Operating Units Created  
to Increase Efficiency and Better Serve Customers*

WASHINGTON, DC — 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 organization will align functions based on core business operations and will provide more clarity and focus on what the Postal Service does best; collect, process, move and deliver mail and packages.

The new organizational structure is focused on three business operating units:

- Retail and Delivery Operations — basic mission: 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 — basic mission: Process and move mail and packages efficiently to the delivery units, meeting service standards. This organization will be led by David Williams.
- Commerce and Business Solutions — basic mission: Leverage infrastructure to enable growth. This organization will be led by Jacqueline (Jakki) Krage Strako.

DeJoy also announced the appointment of Scott Bombaugh as acting Chief Technology Officer, Steve Monteith as acting Chief Customer and Marketing Officer, and Pritha Mehra as acting Chief Information Officer. For the complete executive leadership team, please see [about.usps.com/who/leadership/officers/](https://about.usps.com/who/leadership/officers/).

“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 Postmaster General and CEO Louis 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 organizational 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 network offices. Splitting operations into these two organizations is designed to allow for improved focus and clear communication channels.

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 employees not represented by a collective bargaining agreement.

The Postal Service receives no tax dollars for operating expenses and relies on the sale of

postage, products and services to fund its operations.

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