

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

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): November 19, 2020



UNITED STATES POSTAL SERVICE

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

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)

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 November 19, 2020: N/A

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

On November 19, 2020, the Postal Service announced the intention of David E. Williams, Chief Logistics & Processing Operations Officer and Executive Vice President, to retire from the Postal Service next year. An additional Form 8-K will be filed at the appropriate time once Mr. William's actual retirement date is announced.

Isaac Cronkhite will succeed Williams as Chief Logistics and Processing Operations Officer and Executive Vice President upon the retirement of Mr. Williams, and the two will jointly be assigned to the position effective immediately. Mr. Williams will focus on the operational execution of the Postal Service during the upcoming holiday mailing season and in connection with the ongoing elections, and on ensuring a smooth transition of leadership. Mr. Cronkhite will devote his immediate efforts to longer term strategic issues related to the Logistics and Processing Operations function, and to acclimating to his new duties.

Mr. Cronkhite is 42 years old. He has served as the Chief Human Resources Officer and Executive Vice President since January 2019 (in an acting capacity until June 2019). Previously, he served as Vice President, Enterprise Analytics from May 2016 to June 2019 and as Manager, Processing Operations from June 2015 to May 2016.

Mr. Cronkhite will be paid an annual gross salary on the date of appointment in the amount of \$279,700, paid in biweekly installments. He will be paid a \$20,000.00 lump sum recruitment bonus. He 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 9.01 Financial Statements and Exhibits.

(d) Exhibits.

Exhibit 99.1 Postal Service Press Release dated November 19, 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: November 24, 2020

FOR IMMEDIATE RELEASE
Nov. 19, 2020

Contact: David Coleman
david.p.coleman@usps.gov
usps.com/news



U.S. Postal Service Announces Leadership Promotions and Structural Modifications

Changes include promotion of seven existing officers and five new officers

WASHINGTON, DC — The U.S. Postal Service today made several leadership announcements, including the retirement of a top executive, the promotion of several other key leaders, and a series of functional alignments that aim to better position the organization to achieve operational excellence and financial stability.

The changes include the announcement that David E. Williams, chief logistics and processing operations officer, intends to retire next year, capping a postal career that has spanned more than three decades.

“Dave Williams has been an outstanding leader within the Postal Service,” said Postmaster General and CEO Louis DeJoy. “During his career with us, he has streamlined mail processing, delivery and operations. Dave has been a leader in driving the use of data and information to advance innovation and system improvements. We value his many contributions and thank him for his distinguished service. I would also like to extend my personal thanks to Dave for all of the assistance he provided to me both before and during my transition to the Postal Service.”

Williams joined the Postal Service as an industrial engineering trainee in 1987 and went on to work in several field, area and headquarters positions, including serving as chief operating officer from 2015-2020.

“The Postal Service has been my life for 33 years,” Williams said. “I love every aspect of this organization, its people and our collective mission to serve America. I will always be thankful to this organization for investing in me at the beginning of my career, and I will always take pride in the work I’ve done with my colleagues. I look forward to working with my successor and the rest of the team through this year’s peak delivery season to ensure a smooth transition into the new year.”

Other leadership appointments and structural modifications announced today include:

- Isaac Cronkhite, who currently serves as chief human resources officer, will succeed Williams as chief logistics and processing operations officer. In this role, Cronkhite will oversee 135,000 career employees at more than 300 USPS facilities nationwide.
- Doug Tulino, labor relations vice president, will become chief human resources officer. He’ll be responsible for the professional development of the Postal Service’s 644,000-member workforce and oversee labor relations, leadership and career development, compensation and benefits, and recruitment and hiring processes, among other responsibilities.
- Katherine Attridge, collective bargaining and arbitration manager, will become labor relations vice president. She’ll help manage the Postal Service’s relationships with its labor unions and management associations, along with providing Equal Employment Opportunity services for USPS and other organizations.
- Tom Foti, product management executive director, will become product solutions vice president and report to Steve Monteith, who will become chief customer and marketing

officer after serving in the role on an acting basis since the summer.

In his new role, Foti will oversee Product Solutions, a newly formed organization that will oversee product management, pricing and classification services, product classification, new solutions, commercial acceptance and business acceptance solutions.

- Marc McCrery, information technology vice president, will become technology applications vice president, and Bill Koetz, will serve as acting network and compute technology vice president; both will report to Pritha Mehra, who will become chief information officer after serving in the role on an acting basis since the summer.

The groups that McCrery and Koetz will respectively oversee — Technology Applications and Network and Compute Technology — will be created by splitting the Information Technology organizations. Technology Applications will oversee the IT solution centers, enterprise data warehouse and commercial payments and systems, while the Network and Compute Technology group will be responsible for the Postal Service's telecommunication technologies of digital networks and compute technologies of servers, software, cloud and data center operations.

As part of this change, the teams that make up the Mail Entry and Payment Technology group will be aligned with either Product Solutions or Technology Applications. Additionally, the Information Systems teams that support area and district offices will form a new organization, Enterprise Endpoint Technology.

- Gary Reblin, product innovation vice president, will become innovative business technology vice president and report to Scott Bombaugh, who will become chief technology officer after serving in the role on an acting basis in the summer.

Innovative Business Technology, a newly formed organization, will oversee mailing services, digital business, product technology innovation, and mail and package information systems.

- Linda Malone has been named engineering systems vice president after serving in the position in an acting basis since the summer. She will report to Bombaugh.

- Simon Storey, employee resource management vice president, will become human resources vice president, and Jenny Utterback, human resources technology and innovation senior director, will become organization development vice president. Both will report to Chief Human Resources Officer Doug Tulino.

Human Resources will lead the planning and implementation of national human resource programs and policies in the areas of safety and injury compensation, health and medical services, hiring, staffing and retention, among other responsibilities.

Organization Development will be responsible for leading learning and development, compensation and benefits, human resources technology, talent acquisition and diversity, and employee engagement at the headquarters level. This organization will focus on developing programs, policies and processes that align with corporate and human resources strategic initiatives and work closely with the Human Resources and Labor Relations groups.

- Jeff Adams has been named corporate communications vice president, a role he has served in an acting basis since the summer. In this role, Adams will oversee the Postal Service's relationships with the news media, as well as employee communications, social media and other responsibilities.

These appointments help better align the Postal Service, and also demonstrate our commitment to career development of our own employees by building talent and promoting from within. Altogether, these announcements include 11 promotions, five new officers, two lateral moves and one detail assignment.

These organizational changes will not initiate a reduction-in-force. The hiring freeze, announced in August to facilitate employee reductions through natural attrition, remains in place.

Further organizational modifications are expected to continue in phased approaches during the next several months.

#

Please Note: For U.S. Postal Service media resources, including broadcast-quality video and audio and photo stills, visit the [USPS Newsroom](#). Follow us on [Twitter](#), [Instagram](#), [Pinterest](#), and [LinkedIn](#). Subscribe to the [USPS YouTube channel](#), like us on [Facebook](#) and enjoy our [Postal Posts blog](#). For more information about the Postal Service, visit [usps.com](#) and [facts.usps.com](#)