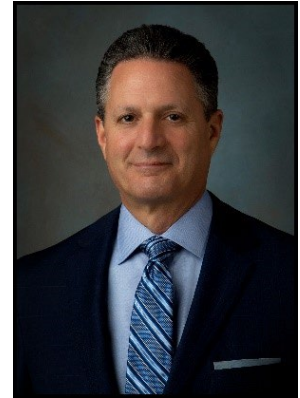


## **Douglas Tulino**

**Deputy Postmaster General, Chief Operating Officer and  
Chief Human Resources Officer**

Douglas Tulino was appointed deputy postmaster general in May 2021. He also serves as the chief operating officer and chief human resources officer, emphasizing a commitment to the Postal Service workforce and to initiatives in the 10-year strategic plan, which are designed to make the Postal Service a great place to work for all employees. Tulino served as Acting Postmaster General from March 24 – July 14, 2025.



As deputy postmaster general, Tulino ensures the organization's culture, talent, labor relations and leadership development are all contributing to the successful implementation of the 10-year strategic plan. He also plays a key leadership role in ongoing stakeholder outreach, is a member of the Board and serves on the Board's Operations Committee.

As chief operating officer, he leads the continuous improvement of the entire postal network operation as well as the allocation of people and resources. Tulino is responsible for the day-to-day activities of 518,000 career employees working in more than 31,000 retail and delivery sites, more than 300 logistics and processing facilities, supported by a fleet of over 262,000 vehicles. He is responsible for Post Offices, delivery and retail operations, facilities and the mail processing and transportation network, managing the coordination and operational excellence of these respective functions.

As chief human resources officer, he oversees all aspects of Human Resources (HR) for the Postal Service's 644,000-member workforce, striving to establish the Postal Service as an "employer of choice" that hires, develops and retains the most capable employees. He is responsible for Labor Relations, Human Resource Management, Organizational Development, Compensation and Benefits, Learning and Development, Recruiting and Hiring and HR Technology.

In 2005, Tulino began more than 15 years of service as vice president, Labor Relations. In that role, he was responsible for overseeing contract negotiation, collective bargaining, grievance and arbitration administration, and consultation with management associations, compensation and benefits for EAS employees, and maintaining organizational compliance with employment-related statutory and regulatory mandates. As the Postal Service's chief negotiator, he worked closely with union and management association leadership to resolve difficult workplace issues to improve labor agreements that have restructured labor costs, improving the Postal Service's financial health.

Tulino started his Postal Service career as a management associate in 1980 in Chicago and rose through the ranks of Labor Relations. He possesses a strong background in labor relations and human resources, with more than 44 years of Postal Service experience. For 19 of those years, he served in positions in human resources, operations and labor relations at every level of the field organization.

Tulino holds a bachelor's degree in business administration and industrial relations from Kent State University in Ohio. He was recognized with vice president awards in 2001, 2002, 2003 and 2004, the Board of Governors award in 2007, and Postmaster General awards in 2014, 2016 and 2023.