

RAILCREW *xpress*

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RAILCREW DRIVES DOWN THE COST OF LIMITED HEALTH & ACCIDENT PLANS

*By Keith Rosenblum,
VP Risk Management*

We all know that the cost of obtaining medical and accident insurance continues to go through the roof. At Railcrew, we are moving in a more favorable direction by driving costs down.

Effective October 1st with our new relationship with AlphaStaff, we have driven your cost of limited health and accident plans down dramatically! Note the monthly fee comparisons between what was previously available and what you can choose from today. We will continue to do everything possible to offer better and less costly benefits. Railcrew Xpress (RCX) offers more and less costly employee benefits than any other railcrew hauler and most transportation companies our size.

You may sign up for benefits at any time following 90 days on the job. Call your enrollment specialist to enroll. Did you miss the Open Season? Don't worry — call today to enroll if you are about to reach your 90-day waiting period.

IMPORTANT PHONE NUMBERS

- **EMPLOYEE HOTLINE**
1-888-347-1206
- **PAYROLL ISSUES**
Call your Area Manager
- **EMPLOYEE BENEFITS
ENROLLMENT CENTER**
Toll Free 1-866-272-2452
Direct 954-938-1326
- **NATIONAL SAFETY MANAGER**
1-913-928-5005
- **YOUR AREA MANAGER**
 - ◇ Personnel Matters
 - ◇ Changes to name, address, telephone number, marital status, dependents, leaves of absence
 - ◇ Report a job-related injury
 - ◇ Harassment
 - ◇ Hours of service violation

Plan	Prior Option	AlphaStaff October 2008	Comments
Mini-medical \$ 10,000	\$ 75.14 Monthly	\$ 53.50 Monthly	A 29% cost reduction to you , plus we have more options for higher insurance limits from \$10,000 to \$25,000!
Hospital Indemnity	\$ 17.94 Monthly	\$ 14.95 Monthly	A 17% cost reduction - \$500/day for 15 days in hospital
Critical Illness	Not Available	\$ 9.51 Monthly	\$ 5,000 benefit not previously available
Accident	Not Available	\$ 8.34 Monthly	\$ 20,000 benefit not previously available
Dental	\$ 19.28 Monthly	\$ 16.67 Monthly	A 14% premium reduction
Life (\$ 20,000)	\$ 3.33 Monthly	\$ 2.60 Monthly	\$ 20,000 benefit with a 22% premium reduction
401k	Not Available	Effective November 1, 2008	Newly introduced Retirement Savings—deferred earnings
Healthcare Spending Account	Not Available	Effective January 1, 2009	Newly introduced – Non-taxable spending account for healthcare expenses
Prepaid Legal Plan, Cancer Specified Disease Insurance, Pet Insurance, Travel Club Plan	Not Available	Available Now	Other specific plans you may choose from. Contact your AlphaStaff Benefits Team at 1-888-335-9545



Call your AlphaStaff Benefits Team with questions.

1-888-335-9545



FLEET FACTS

BY JORGE RUBIO
SVP, OPERATIONS

It's Halloween but we don't want to create scary scenarios with our vans as winter weather approaches. Snow is already hitting the ground in our Northern Division, and before long ice storms with frozen roads will be a daily occurrence somewhere in Railcrew's service areas. Our fleet must be prepared for the season. We will not sacrifice your or your passengers' safety from inadequate winter preparation or maintenance issues. That is not in keeping with our mission statement. Every driver has a right to operate a safe vehicle and our drivers are our first line of defense in identifying unsafe conditions.

Please keep the lead driver informed of:

- Improper tire tread and pressure.
- Inadequate antifreeze level.
- Non-operating heater or defroster.
- Missing survival equipment or emergency items such as: fire extinguisher, emergency kit, chains (where permitted by law), glass hammer, triangles and jumper cables.

Your daily pre-trip and post-trip inspection is critical to keeping you safe. Please make sure it is completed following a detailed inspection.

Let's keep the fright of Halloween to trick-or-treaters!

SECOND QUARTER ON-TIME PERFORMANCE AWARDS

John Bickerstaff, V.P. Customer Support and Planning, issued a statement last week on the long-awaited release of second quarter 2008 driver on-time performance awards. John informed field management that, "I offer my profound apologies to each and every professional driver who has waited very long and very patiently for his or her on-time performance bonus. We encountered huge technical challenges in extracting the needed information from a redesigned information system. This was certainly not the plan and we now have the system fixed so this will not occur in the future."

All drivers with us during the entire second quarter will soon receive their bonus awards.

The top on-time performance locations in second quarter were:

Elko, NV — 99%	Milford, UT— 99%	Armory, MS — 95.1%
Portola, CA — 97.9%	Provo, UT— 96.6%	Glidden, TX — 98.4%
		Sterling, CO — 96.5%

On-time performance bonuses are calculated as follows:

\$300 per driver	95% or better on-time	Bonus cut by 50% with 1 preventable accident and NO bonus with 2 preventable accidents in hub for quarter
\$150 per driver	90-94.9% on-time	Bonus cut by 50% with 1 preventable accident and NO bonus with 2 preventable accidents in hub for quarter

IN MEMORIAM

• **William (Bill) Bredemeier**, Marysville. Bill passed away October 10, 2008. He had been with the company since August 1, 2008. Bill was hired on from Renzenberger when RCX took over Marysville, Kansas. He is survived by his wife (Sharon), three daughters and thirteen grandchildren.

• **Michael Miller**, North Platte. Michael passed away on October 11, 2008. He had been with RCX since August 8, 2008. He is survived by his mother and three sons.

• **Bennie Miles**, Texarkana. Bennie passed away on September 5, 2008. He was involved in a Railcrew vehicle accident in Texarkana where he was struck in a head-on collision by a driver who crossed the center line of the highway. Bennie had a long history with our company, first with JLS, which was purchased by Railcrew in 2005; he started with JLS in 2003. Bennie made himself available for whatever was needed. He was first hired

as a driver and then as a dispatcher. His day off was always on a Tuesday so he could take his mother to the casino in Shreveport. Otherwise, he would work on any of his days off! Benny is survived by two sons, Clay, 17 and Clint, 18. He was extremely close to his mother, Letha, who is now guardian of his son Clay. His niece, Larissa Miles, is still employed with us as a Closer.

Everyone who knew him loved him. He will be greatly missed!



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Don't forget to exercise your right to VOTE!