

RAILCREW **Xpress** NEWSLETTER

15729 College Blvd., Lenexa, KS 66219
 Phone: 913.928.5000 Fax: 913.928.5016

Helpful Phone Numbers

Payroll-877.928.5046

Benefits-888.335.9545

401(k)-800.878.5220

or

Pat McGowan
 888.335.9545 x 1336

Harassment-888-347-1206

Start by contacting your Location or Regional Manager for the following:

- Personnel matters
- Payroll matters
- Changes to your name, address, telephone, marital status, # of dependants, and leaves of absence
- Report a job-related injury
- Harassment
- Hours of service violation



In order to streamline efficiencies we are planning on mailing checks to employees' homes beginning in October 2009. In order to make this a successful transition RCX needs your current address. **Please make sure that you update your current mailing address with either your Location Manager or your Regional Manager.** Your manager will forward your information on to payroll so that we can update your information in our system.

INSIDE THIS ISSUE:

Helpful Phone Numbers	1
Flu Containment	1
Safety First	1
RCX is Hiring	2
Safety Survey	2
Is Your Address Correct?	2
Anniversaries	2
Dress Code Policy	2

Volume 2, Issue 15
 September 2009

2009-2010 Flu Containment

By Melinda Luthye,
 HR/Payroll Director

Due to an expected outbreak of flu, specifically the Swine Flu (also known as H1N1), the following policy is to be followed for all RCX locations in order to protect and limit the spread of these viruses:

If an employee calls-in sick stating that they have the flu or flu-like symptoms the employee must have a release from a doctor in order to return to work. If an employee is at work and exhibits flu-like symptoms the employee is to be directed to his/her physician and must have a release which states the employee is free of the flu and not contagious.

Pro-Active Precautions

- Thoroughly wash hands often
- Use disposable tissues when coughing or sneezing
- Use hand sanitizers when dealing handling customer or co-worker's items
- Thoroughly clean all work stations at the beginning of shift with soap and water or cleaning wipes.

Warning signs of Swine Flu

- shortness of breath, either during physical activity or while resting;
- difficulty in breathing;
- turning blue;
- bloody or colored (not clear) sputum;
- chest pain;
- altered mental status;
- high fever that persists beyond three days;
- low blood pressure; and in children, danger signs include fast or difficult breathing, lack of alertness, difficulty in waking up, and little or no desire to play.

Safety First

Congratulations to those locations which have not experienced any employee injuries or auto accidents in the last 8 months (January-Aug 2009).

South Texas Region

Coady
 Dayton
 Freeport
 Galena Park
 Glidden
 Lufkin
 Mt. Belview
 Palestine

Denison

Sweetwater
 Wichita Falls
 Waco

West Texas Region
 Alpine
 Big Spring
 Odessa
 Pecos

No. Little Rock Region

Gurdon
 Jonesboro
 Newport
 Pine Bluff

Kansas Region

Enid
 Superior
 Topeka
 Waynoka

Iowa Region

Missouri Valley
 Cedar Rapids
 Clinton
 Marshalltown

Nebraska Region

Broken Bow
 Fairbury
 McCook

Gulf Coast Region

Corpus Christi
 Harlingen

Amarillo Region

Madill
 Dodge City
 Lamar
 Plainview

Springfield Region

Amory
 Birmingham

Dallas/Fort Worth Region

Corsicana
 Dallas

Don't forget about the New Hire Referral Bonus!

Thought for the Day: We will either find a way or make one! Hannibal

Please fill out your SAFETY SURVEY and return it in the envelope provided. Your opinion is valued! Deadline 9/15/09

RCX is Hiring Drivers in These Locations!

Angleton, TX
 Amarillo, TX
 Ardmore, OK
 Bill, WY
 Birmingham, AL
 Blytheville, AR
 Boone, IA
 Bridgeport, NE
 Council Bluffs, IA
 Fort Worth, TX
 Fremont, NE
 Hearne, TX
 Houston, TX
 Laredo, TX
 Longview, TX
 Memphis, TN
 Monroe, LA
 North Little Rock, AR
 North Platte, NE
 Oklahoma City, OK
 Omaha, NE
 San Antonio, TX
 Shreveport, LA
 Smithville, TX
 South Morrill, NE
 Taylor, TX

Management Opportunities

Due to two individuals resigning, RCX is recruiting for the following 2 positions:

Regional Manager for the Powder River Region. This position manages three Location Managers and manages a total of five locations throughout Colorado, Nebraska and Wyoming. Candidates for this position must be willing to relocate to either Douglas, WY or South Morrill, NE.

Location Manager for Council Bluffs, IA. Candidates for this position must be willing to relocate to Council Bluffs, IA.

Both managers have given ample notice in order to help train and transition the position.

Happy Anniversary!

Data Compliments of the Payroll Department

FIRST NAME	LAST NAME	LOCATION	HIRE DATE	YEARS OF SERVICE
TROY	LITTERELL SR	OKLAHOMA CITY	9/6/1991	18
BESSIE	BRANTLEY	LONGVIEW	9/16/2001	8
KOKAQUEE	DEVINE	LONGVIEW	9/16/2001	8
RUDOLPH	EIGLEBIGER	LONGVIEW	9/16/2001	8
DAVID	KIRBY	LONGVIEW	9/16/2001	8
JERRY	LENTZ	LONGVIEW	9/16/2001	8
JIMMY	PORTER	LONGVIEW	9/16/2001	8
CHARLES	WATKINS	LONGVIEW	9/16/2001	8
EVERETT	WRIGHT	LONGVIEW	9/16/2001	8
GEORGIA	NEWLAN	SPRINGFIELD	9/26/2002	7
FOSTER	WASHINGTON	SHREVEPORT	9/18/2003	6
FRANK	DE LA CRUZ	SAN ANTONIO	9/19/2003	6
MARY	DOBBS	SMITHVILLE	9/19/2003	6
BEN	YUNG	FORT WORTH	9/22/2003	6
DARLENE	BENKIS	FREMONT	9/26/2003	6
MICHAEL	BOYD	MEMPHIS	9/26/2003	6
PAULA	BULLARD	ALLIANCE	9/9/2004	5
JACQUELINE	DAVIS	HOUSTON	9/13/2004	5
WALTER	SMITH	MEMPHIS	9/26/2004	5
TOMASA	VILLARREAL	BROWNSVILLE	9/28/2004	5
BOBBY	PHILLIPS	AMORY	9/29/2004	5
MELVIN	CLARK	TAYLOR	9/29/2004	5
JOYCE	JENKINS	PECOS	9/1/2005	4
WENDY	PETTY	PECOS	9/1/2005	4
JUAN	IBARRA	PECOS	9/7/2005	4
HERMAN	ACKERMAN	ALLIANCE	9/14/2005	4
LAURA	HUTTON	ROAD CLOSE	9/14/2005	4
KATHRYN	GONZALES	LONGVIEW	9/15/2005	4
MELVIN	ANTHONY	SAN ANTONIO	9/15/2005	4
BENJAMIN	HERNANDEZ	PECOS	9/15/2005	4
NIKI	GREER	THAYER	9/16/2005	4
ANASTASIA	HAMMOND	ST LOUIS	9/21/2005	4
JOSE	PEREZ	LAREDO	9/22/2005	4
KIRK	BAUER	LINCOLN	9/26/2005	4
JOHN	BICKERSTAFF	LENEXA	9/26/2005	4
DAVE	MCQUAY	NORTH PLATTE	9/29/2005	4

Dress Code Policy

By Melinda Luthye,
 HR/Payroll Director

RCX has received numerous complaints regarding the dress code, especially in the summer months in our warmer locations. The current dress code is:

You are expected to present a clean and professional appearance while conducting business, in or outside of the office or at a field location. Dressing in a fashion that is inappropriate, unsafe, or negatively affects the reputation of RailCrew Xpress is not acceptable. Personal hygiene and good grooming must meet socially acceptable standards. At minimum, these standards require wearing clean **long pants**, **clean collared shirts** (tee-shirts in summer are acceptable but the collared or tee-shirts may not display any graphics or printed words apart from RCX logo) and **closed-toed shoes**.

Dresses, capris, shorts, tank-tops etc... are not acceptable. The dress code was set-up to reflect the requirements of our client's contracts.