

RAILCREW *press*

INSIDE THIS ISSUE:	PAGE
RCX 2008 TOP 10 CAUSES OF MV ACCIDENTS	1
HOLIDAY FUND RAISER RESULTS	1
FLEET FACTS	2
HR	2
WHO'S WHO	2

IMPORTANT PHONE NUMBERS

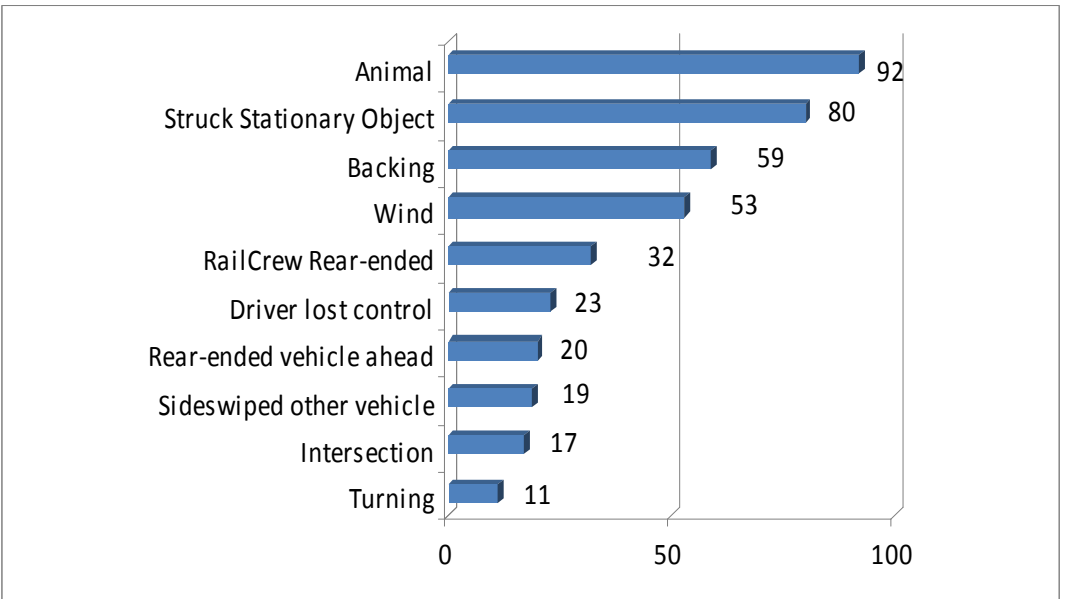
- Employee Hotline
1-888-347-1206
- Payroll Issues
Call your Area Manager
- Employee Benefits
(other than Retirement Plan)
1-888-348-7678
- AlphaStaff Retirement Plan
(401-K) Mr. Pat McGowan,
1-888-335-9545, ext. 1336
or
Capital Retirement Plan
Services (800) 878-5200
- National Safety Manager
1-913-928-5005
- Your Area Manager
 - ◇ Personnel Matters
 - ◇ Payroll Matters
 - ◇ Changes to name, address, telephone number, marital status, dependents, leaves of absence
 - ◇ Report a job-related injury
 - ◇ Harassment
 - ◇ Hours of service Violation



RCX 2008 Top 10 Causes of Motor Vehicle Accidents

*By Keith Rosenblum,
VP Risk Management*

Here's some data we have never had the opportunity to share with our Professional Drivers before our Newsletter came about. In 2008, we experienced 577 accidents operating our vans. Sure, nearly 100 were wind, storm, ice or debris damage to doors and windshields, but well over 470 were in operation of the vans. This graph depicts our **Top 10 Causes of Accidents:**



In terms of severity, our head-on collision that resulted in a fatality of our beloved Bennie Miles in Texarkana and our being struck at an intersection by a motorcyclist going through a stop-sign killing his passenger were our worst. We can't put a value on a life. Everyone can understand that accidents are costly to any company and especially to RailCrew. ***It costs us nearly \$7,000 per year per van just from the cost of accidents and employee injuries.*** Those costs absorb millions of dollars that could be better used for pay and benefits. There is a common theme to all of our accidents. The theme is that driving is a full-time job when you are behind the wheel. That's the reason we have rules against smoking, eating, and using cell phones as well as emphasis on preventing fatigue. Professional Drivers avoid accidents by being attentive and being prepared for the unexpected.

PLEASE DON'T BECOME ONE OF OUR STATISTICS IN 2009.

HOLIDAY COMMUNITY FUND RAISER

By Chris Harper & Jake Lohrmeyer

We raised \$830.75 which translates into a total of 4,154 meals provided! **Great Job!** Plus, we collected a large box of food items in our Dispatch Department. Additionally, RCX donated \$110 worth of product to Harvesters. These are contributions you can feel extremely proud of! **Thank you!**



15729 College Blvd.
Lenexa, KS 66219

Phone: 913-928-5000
Fax: 913-928-5016 or 866-601-3271



FLEET FACTS

By Jeff Hill
Director, Fleet Operations

NEW TIRE POLICY

In an effort to limit safety concerns from the process of changing tires, I will be introducing a new RCX Tire Change Policy in February. From this point forward no RCX employee should change tires on company vehicles. Emkay Fleet Maintenance is responsible for providing professional vendors that are properly equipped to change tires in the field. When a tire issue arises, call Emkay at 1-800-621-2001. It is mandatory that you check your tires and twist every lug nut to ensure it is at least hand-tight during pre-trip inspections and after any tire work is completed.

DID YOU KNOW?

Our Union Pacific contract requires our driver to ensure all crew members are properly seat-belted and **sitting upright** at all times. Drivers are prohibited from operating the van if either the driver or passengers are not belted and passengers are not sitting upright. If a passenger reclines a seat or lies down on a bench seat, the driver is to safely pull over well off the road or a nearby exit and not continue until all passengers comply.

HR UPDATES

By Melinda Luthye
Human Resource & Payroll Manager



The week ending 1-30-2009 was a busy week for information going out to our employees.

First, for those employees that worked prior to October 1, 2008 you should have received two (2) W-2 statements in the mail. For those employees that worked between 1-31-08 and 9-30-08 you would have received a W-2 from ADP for that time period. Additionally, for those that worked between 10-1-08 and 12-31-08 you should have received a W-2 statement from AlphaStaff. If you changed addresses and we were not notified or notified after the payroll companies closed out their year-end the W-2's will be sent back to the company. We have copies of the W-2's from ADP that we can send these out to you immediately. You can reach us at 913-928-5000 for the W-2's for the first part of the year. For the W-2's from AlphaStaff you will need to contact AlphaStaff directly at 888-335-9545, option 1. We will not have access to W-2 copies at the RCX office until 2-15-09. Employees will also have on-line access to their W-2 statements at www.alphastaff.com February 15, 2009.

Second, for newly hired employees that should become eligible for benefits after 90-days of employment AlphaStaff sent out New Hire Benefit Packets. AlphaStaff sent out 366 packets to those individuals that would become eligible on 2-1-09, 3-1-09 and 4-1-09. If you have questions about the benefits or how to complete the enrollment form, please contact AlphaStaff's benefit department at 866-335-9545. Once you complete the benefit enrollment form either e-mail a scanned copy to driverfiles@railcrewexpress.com or mail the form to HR-RCX, 15729 College Blvd., Lenexa, KS 66219.

WHO'S WHO AT RAILCREW

By Cristie Walsh
Administration Manager/Executive Admin.

1. Explain your background and previous jobs.

I starting working in a large CPA firm out of college. After 5 years, I went into private industry as the controller of a large multi-wall paper bag manufacturer. We implemented a ton of computer related initiatives (bar coding, etc). I was promoted to the Director of Information Technology, and began traveling extensively, as our company was very active in growing through acquisitions. I was the young kid that helped in the due diligence of the purchase evaluation, and then they would leave me behind for 6 months to implement and train the new folks with our accounting and inventory systems. In 1998, I joined a Kansas City company in the same industry as their CFO. In 2006, I started my own consulting practice, helping companies implement NetSuite. John Hillring was one of my first clients, and when he called and told me about the future of RailCrew, I asked to join him there. So here I am, and I'm loving every minute of it!

2. What do you do at RailCrew Xpress? I'm part of the accounting team, and my focus is on the integration of our large volume of customer and vendor transactions. I'll help the management team with budgeting, cost analysis, and process improvements.

3. How long have you worked at RailCrew Xpress? Since Oct 27th, 2008.

4. What are some accomplishments of which you are most proud? I have a wonderful marriage and 3 great kids. On the work side of life, I love improving business processes. Work should not be a 4-letter word ☺! Hopefully I've made team members smile at work. I enjoy the mix of technology and accounting.

5. What do you do when you aren't working at RCX? (hobbies, interests, etc.) I'm a youth baseball coach in the warm months, and a duck hunter in the cold months. I also train Labrador retrievers for AKC Hunt Tests and Field Trials.

6. What is your favorite movie and why? "For Love of the Game". A Kevin Costner movie about a veteran MLB pitcher that throws a perfect game. During the course of the movie, he reflects on his life

and his relationships, and how important those things are in comparison to his "work". He realizes he's devoted his life to his work and the negative effect it had on his life relationships. Good baseball movie, good life lesson movie.

7. What is your favorite beverage and why? Beer at a baseball game, with peanuts, of course.

8. What is your favorite food and why? Cajun – all varieties. Especially crab. We enjoy boiling a ton of crab in the neighborhood with friends. They are such a pain to eat, you actually lose weight from all the work getting to the meat.

9. Favorite childhood memory and why? Playing with GI Joe (the toy figure, the guy Barbie liked behind Ken's back). We'd set up camp for hours according to my Mom. I guess I get organization skills honestly.

10. Famous person you most admire and why? Ronald Reagan. Not because of his politics so much (although I'm pretty conservative), but for his leadership. He made everyone feel good about America again, and lead the world in helping end the cold war.

11. What do you like most about working at RCX? It's very rare that an established company gets to start fresh. The big move from Toronto to Lenexa, and change in most of the senior management gives us this chance. Negative attitudes kill companies. With all of the new faces in RailCrew, we have the chance to put the past in the past, and move forward. RailCrew has an excellent core business, we generate significant cash flow, and have the potential to make reasonable returns for our investors. From where I'm sitting (in accounting), the future looks pretty solid.

