

RAILCREW **X**press

NEWSLETTER

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

Helpful Phone Numbers

Payroll - 877.928.5046
 Benefits - 800.481.9979
 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

RCX FORUM

www.railcrewpress.com/forum

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Refer a new hire and get some bonus \$\$'s... Details on Page 4!

Rear-End Collision and How to Avoid

You're driving down the road without a care in the world because: #1 your passengers are pleasant and looking forward to getting to their destination; #2 you always maintain your space cushion driving so you are maintaining that 4 seconds of space between you and the vehicle in front of you (this space allows you time to react and make decisions when something causes the person in front of you to brake); #3 you look at your mirrors every 5-8 seconds to ensure you "Get the Big Picture" and know what's going on around you. Then you relax and continue to roll!

All of a sudden while traveling down a hilly, two-lane road you approach a stop sign ahead of you. When your foot heads for the brake pedal and your eyes to the mirror, realization sets in that the semi behind you is rapidly gaining and is going to hit you.

This very scenario happened in Missouri to an experienced driver in one case and a newly-hired driver who was with her trainer in the second. One driver and several of the passengers in both vans were injured. The trainer was a retired police officer who is one of the most observant men I know, and yet this accident happened with him in the vehicle. Neither one of our drivers did anything wrong.

Presently, our company is experiencing one of these rear-end accidents every 10 days or so. One accident has the capability to cost upwards of \$500,000 towards injury to those on board and destruction of the van. Both of these accidents happened in the late afternoon while the sun was up and on clear days.

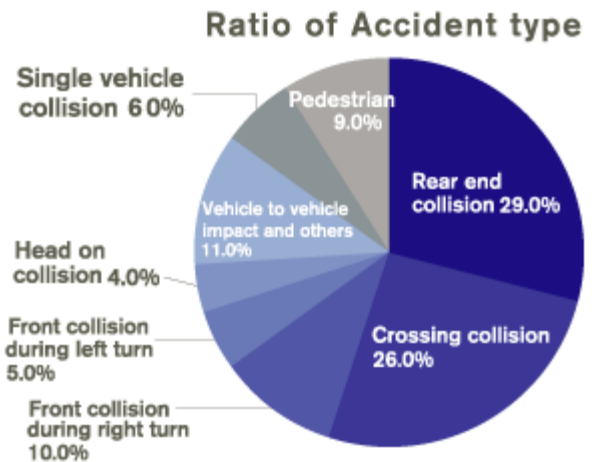
In the past year, we have been rear-ended 33 times. The weather could have been a factor in 7 of those incidents which means we were rear ended 26 times in clear weather by other drivers. Those 33 accidents, with the exception of 7 or 8, occurred during daylight hours.

The examples mentioned earlier were due to hot brakes on one semi and an inattentive driver in the other. Simply stated, that driver did not see our white van with reflective tape.

While driving, use all the Smith Keys at all times. Key #2, Get the Big Picture, and Key #3, Keep Your Eyes Moving are critical in being aware of everything going on around you. If you are in the hills, know that semi's, if loaded, could possibly have hot brakes and won't be able to stop if you are in front of them. Weather conditions also play a part here and you don't want a pushy vehicle on your rear in possible icy conditions. Pull off the road if you have a vehicle crowding your space. It's best to let it pass than to run over you.

While you are scanning those mirrors every 5-8 seconds (Key #3, Keep Your Eyes Moving) watch for the weavers that are changing lanes and exceeding the speed limits. Be prepared to take evasive action that will protect you and the passengers you are carrying. I encourage all of you to be prepared when you are on the road.

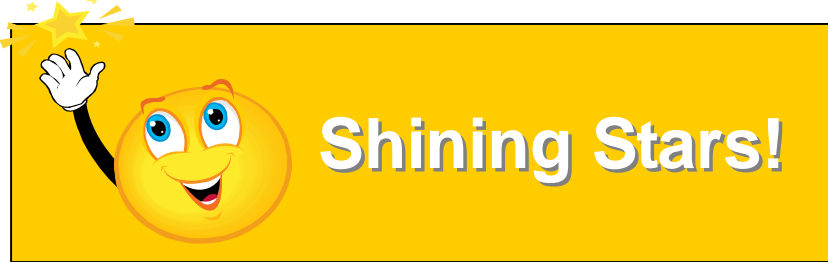
Be safe, be smart and be alert to those dangers looking for a place to happen.



Don't miss: New Policies on Pg 4 and our Shining Stars on Pg 2

422 and counting... "Get On BOARD" is coming to you soon!

Allen Bowen	Boone	Cheryl Morrisette	Houston	Paul Smith	Houston	David Harris	N. Platte	Lealon Lane	Smithville
Cherie Rutan	Boone	Clawdell Gill	Houston	Rachel Hunt	Houston	Jeff Small	N. Platte	Linda Smiley	Smithville
Chuck Bartholomew	Boone	Danyee Black	Houston	Richard Neal	Houston	Jessica Braasch	N. Platte	Loise Fryar	Smithville
Daniel Burley	Boone	Delano Emerson	Houston	Robin Powe	Houston	Justin Price	N. Platte	Mary Dobbs	Smithville
Dave Holder	Boone	Earl Rasoo	Houston	Shawn Neely	Houston	Michael White	N. Platte	Matt Dickerson	Smithville
George Smith	Boone	Eddie Baylor	Houston	Sheronica Davis	Houston	Walter Tomlinson	N. Platte	Miche Richards	Smithville
Judith Nevins	Boone	Edmond Healdspeth	Houston	Stoney Huery	Houston	Wilber Stauss	N. Platte	Mike Stubbs	Smithville
Justin Tjentland	Boone	Evelyn Woods	Houston	Teal Bissen	Houston	Billy Maddox	Ok City	Murwyn Hancock	Smithville
Pam Miller	Boone	Farris Hamilton	Houston	Tommie Campbell	Houston	Claudia Chandler	Ok City	Robert Smith	Smithville
Randal Williams	Boone	Fredericka Carter	Houston	Undrea Jackson	Houston	Craig Harris	Ok City	Sandra Fuller	Smithville
Ricky Conrad	Boone	Gary Cook	Houston	Valeria Jackson	Houston	Daryl Borum	Ok City	Ann Baugus	St. Louis
Robert Koenig	Boone	Geneva Roberson	Houston	Virginia Gaines	Houston	Dick Fosenburg	Ok City	Chris Jenkins	St. Louis
Tera Jensen	Boone	Gerri Huff	Houston	Dan Smith	Jackson	Elio Hollinger	Ok City	David Wheat	St. Louis
Tharin Zenor	Boone	Gwen Malone	Houston	Georgia Mccrory	Jackson	Heather Kalkbrenner	Ok City	Fred Chassey	St. Louis
Gary Gallo	Cedar Rapids	Jacqueline Murphy	Houston	Jamie Oliver	Jackson	Lallie Hulin	Ok City	Stephen Bertke	St. Louis
James Floyd	Cedar Rapids	James Henderson	Houston	Jonathan Boykin	Jackson	Mathew Threat	Ok City	Debra Margraves	Victoria
Marvin Dittmar	Cedar Rapids	James Jackson	Houston	Machelle Gray	Jackson	Paul Chandler	Ok City	Ernest Moya	Victoria
Richard McArtor	Cedar Rapids	Janet Hall	Houston	William Hartwell	Jackson	Phillip Plato	Ok City	Fernando Luna	Victoria
Ronald Miller	Cedar Rapids	Hermenejildo Rios	Houston	Hermenejildo Rios	Kingsville	Regina Korkow	Ok City	Gary Reeves	Victoria
Jesse Wylder	Centralia	Jewell Pinson	Houston	Julian Dunde	Kingsville	Robin Barrett	Ok City	George King	Victoria
Tom Smith	Centralia	Joe Soliz	Houston	Maria Caldera	Kingsville	Steven Dennis	Ok City	Humberto Salazar	Victoria
Patricia Evans	Chaffee	Kenneth Todd	Houston	Andrew Blott	Lenexa	Tommy Sampson	Ok City	James Williams	Victoria
Steven Pinkston	Chaffee	Kim Thomas	Houston	Jorge Rubio	Lenexa	Ed Debose	Settegast	Jesse Cantu	Victoria
Nori Serna	Corpus	Larry Dunham	Houston	Kristen Branson	Lenexa	Jacqueline Davis	Settegast	Jesse Reyes	Victoria
Chester Davis	Englewood	Larry Gill	Houston	Lori Moore	Lenexa	Bill Hargraves	Smithville	Jim Grossman	Victoria
Josiland Hooks	Englewood	Larry Johnson	Houston	Aaron Cowan	Marshalltown	Bobby Hoffman	Smithville	John Cantu	Victoria
Alike St. Jules	Houston	Lashay Harris	Houston	Bill Fleming	Marshalltown	Bobby Locke	Smithville	Lea Lumpkins	Victoria
Angelia Jackson	Houston	Laura Barnes	Houston	Jeff Mann	Marshalltown	Cherry Smith	Smithville	Lupe Soto	Victoria
Arthur Harris	Houston	Lily Shilo	Houston	Josh Morgan	Marshalltown	Chris Lewis	Smithville	Ronaldo Reyna	Victoria
Chanell Leonard	Houston	Lydia Means	Houston	Ralph Stanley	Marshalltown	Dale Lindemann	Smithville	Stephen Perez	Victoria
Charles Solomon	Houston	Maybelle Amy-Jones	Houston	Dale White	N. Platte	Donald Goldstein	Smithville	Thomas Bayer	Victoria
Charleston Branch	Houston	Michael Mcclelland	Houston	Danelle Nisley	N. Platte	Doris Ringlaben	Smithville	Walter Taylor	Victoria



Ed Kabriel is a RailCrew Xpress Shining Star! While on a trip to Kansas City from his home location of Marysville, KS, Ed exemplified RailCrew's safety procedures while driving in heavy rainfall on slick roads.

On August 20, 2010, Ed had dropped off two crews in Kansas City when conductor D. Hinkle called the PDS desk to relate how Ed had done such a fine job driving them in the heavy rains. While heading to their destination a semi truck had crossed over the center line directly in front of them. Because Ed had left himself with enough room and was staying alert and attentive, he was able to safely maneuver their van and avoid an accident. Mr. Hinkle and the rest of the crew on board were grateful to

Ed for doing a very good job at driving them to their destination safely.

The driving skills related by Mr. Hinkle that Ed exemplifies relate directly to his training and experience. Smith System Keys of "Get The Big Picture", "Keep Your Eyes Moving", and "Leave Yourself An Out" are demonstrated by Ed's ability to safely avoid what could have potentially been a critical accident brought on by weather conditions and oncoming traffic.

Great Job, Ed!!!



Ron Martell out of Council Bluffs is a Shining Star. Ron was recognized by Union Pacific on August 13th for his quick action of noticing a railroad crossing sign that was down. The

crossing sign (shown below) was down between the yard entrance and the pool yard entrance which is a very busy street. Union Pacific recognized Ron because the sign was on the ground next to the intersection, upside down with no markings showing. Ron was able to inform the railroad of a sign that was down and help prevent a possible accident.

Way to shine, Ron!!

Quick facts:

- ◆ Someone hits a train every two hours!
- ◆ Over 333-million cars cross RR tracks each day!
- ◆ 50% of all car/train collisions occur at crossings with active warning devices!





September Anniversaries

THANK YOU ALL FOR YOUR HARD WORK AND DEDICATION!

Name	Hire Dt	Yrs of Svc	Name	Hire Dt	Yrs of Svc	Name	Hire Dt	Yrs of Svc
TROY LITTERELL SR	9/6/1991	19	SARAH FRANKLIN	9/4/2007	3	CHARLES ANDERSON	9/19/2008	2
GARY VANDERPOOL	9/30/2000	10	TOMMY YOUNG	9/4/2007	3	RUSSELL HERROLD	9/19/2008	2
KOKAQUEE DEVINE	9/16/2001	9	CONNIE BARRETT	9/5/2007	3	LEON DUNAWAY	9/19/2008	2
RUDOLPH EIGLEBIGER	9/16/2001	9	WALTER WILES	9/5/2007	3	KENNETH HOLT	9/19/2008	2
DAVID KIRBY	9/16/2001	9	BRENDA JACKSON	9/7/2007	3	LEO SMITH	9/22/2008	2
JERRY LENTZ	9/16/2001	9	ROSS COOK	9/10/2007	3	DONALD WESTCOTT	9/22/2008	2
JIMMY PORTER	9/16/2001	9	DANIEL BURLEY	9/11/2007	3	JOHN HILLRING	9/22/2008	2
CHARLES WATKINS	9/16/2001	9	WILLIAM CHARO	9/11/2007	3	STEVEN SHORT	9/24/2008	2
EVERETT WRIGHT	9/16/2001	9	SAM HARRIS	9/11/2007	3	PHILLISA BRAGG	9/25/2008	2
GEORGIA NEWLAN	9/26/2002	8	JERRY HAWKINS	9/12/2007	3	PATRICK STEPNEY	9/25/2008	2
FOSTER WASHINGTON	9/18/2003	7	RENEE CHAMBERS	9/14/2007	3	ANDREA SCHAFFER	9/26/2008	2
FRANK DE LA CRUZ	9/19/2003	7	DANIEL MILLER	9/18/2007	3	JOSE LOPEZ	9/26/2008	2
MARY DOBBS	9/19/2003	7	DALE HARKER	9/20/2007	3	LARRY SPIVEY	9/26/2008	2
BEN YUNG	9/22/2003	7	THOMPSON JIMMY	9/20/2007	3	GERARDO RODRIGUEZ	9/29/2008	2
DARLENE BENKIS	9/26/2003	7	VIRGINIA GAINES	9/21/2007	3	GLEN SHAW	9/29/2008	2
MICHAEL BOYD	9/26/2003	7	BOBBY COLEMAN	9/24/2007	3	MISTY CHILDERS	9/2/2009	1
PAULA BULLARD	9/9/2004	6	HENRY SHOWERS	9/24/2007	3	ANDREW SCOTT	9/3/2009	1
JACQUELINE DAVIS	9/13/2004	6	PENELOPE NICHOLSON	9/24/2007	3	ARTIS JONES	9/3/2009	1
WALTER SMITH	9/26/2004	6	GARY RODRIGUEZ	9/26/2007	3	ADRIAN WATTERSON	9/3/2009	1
TOMASA VILLARREAL	9/28/2004	6	MARLA RODRIGUEZ	9/26/2007	3	EVELYN WOODS	9/3/2009	1
BOBBY PHILLIPS	9/29/2004	6	ELMER CARRIS	9/28/2007	3	GLEN BARTON	9/4/2009	1
MELVIN CLARK	9/29/2004	6	ROLAND MAJORS	9/28/2007	3	WILLIAM BEVAN	9/4/2009	1
JOYCE JENKINS	9/1/2005	5	LEROY LEWIS	9/2/2008	2	MIKE FERRARI	9/4/2009	1
WENDY PETTY	9/1/2005	5	GARY KREMER	9/3/2008	2	RANDY HAYS	9/4/2009	1
JUAN IBARRA	9/7/2005	5	THOMAS REED	9/3/2008	2	ROSA PRUNEDA	9/4/2009	1
LAURA HUTTON	9/14/2005	5	JAMES BERRY	9/3/2008	2	RICHARD MORENO	9/8/2009	1
KATHRYN GONZALES	9/15/2005	5	PAUL COOPER	9/3/2008	2	BILLY JORDAN	9/8/2009	1
MELVIN ANTHONY	9/15/2005	5	MARVIN DITTMAR	9/4/2008	2	CHAD BURBAGE	9/8/2009	1
BENJAMIN HERNANDEZ	9/15/2005	5	AMY DEXTER-GUY	9/5/2008	2	JULIA PENN	9/9/2009	1
NIKI GREER	9/16/2005	5	JERRY POTTER	9/5/2008	2	EARL RASCO	9/10/2009	1
JOSE PEREZ	9/22/2005	5	DENNIS LEACH	9/8/2008	2	JOE EADS	9/14/2009	1
KIRK BAUER	9/26/2005	5	DONALD MEREDITH	9/8/2008	2	RAYMOND FRANKLIN	9/14/2009	1
DAVE MCQUAY	9/29/2005	5	JACOB LOHRMEYER	9/8/2008	2	CHAUN CRYSTAL	9/15/2009	1
JOYCE EVANS	9/5/2006	4	DANIEL SMITH	9/8/2008	2	LINDA EAST	9/15/2009	1
JUSTIN TJENTLAND	9/5/2006	4	JERRY WILLIAMS	9/8/2008	2	JOE HERRERA	9/17/2009	1
JAMES DURBIN	9/5/2006	4	JAMES HURD	9/9/2008	2	RONALD OSBORN	9/18/2009	1
DEBBIE MORRIS	9/6/2006	4	DARREN BARTLETT	9/10/2008	2	RONALD MARTELL	9/19/2009	1
JESUS SANTOS	9/11/2006	4	ROBERT DALHART	9/10/2008	2	ANNETTE PAEZ	9/19/2009	1
RICHARD VOSS	9/11/2006	4	ARNOLDO ALVAREZ	9/10/2008	2	MARY FISHER	9/21/2009	1
KENNETH FAHNHOLZ	9/14/2006	4	CASSANDRA KABRIEL	9/10/2008	2	BRIAN TROXEL	9/21/2009	1
JERRY LEWIS	9/14/2006	4	KEITH STEWARD	9/11/2008	2	KENNETH MYERS	9/21/2009	1
RACHEL STRICKLAND	9/14/2006	4	MARY DEAN	9/11/2008	2	KEVIN YATES	9/22/2009	1
CHESTER DAVIS	9/20/2006	4	EVERETTE TOLBERT	9/12/2008	2	TRACEY LAFORGE	9/23/2009	1
GARY MEDBERY	9/21/2006	4	JEANNINE HARMON	9/15/2008	2	LAWRENCE MORRIS	9/25/2009	1
LINDA MONTGOMERY	9/21/2006	4	LORENZO RUIZ	9/16/2008	2	LONEY WRIGHT	9/25/2009	1
ROCKY PREWITT	9/22/2006	4	WILLIAM RICHARDS	9/16/2008	2	ELAINE MEYER	9/29/2009	1
CHRISTOPHER WALKER	9/27/2006	4	WINSTON HARRISON	9/18/2008	2			

David Rouzee (1942—2010)

David Rouzee, a RailCrew driver since February 2005, died on August 25, 2010. David had been working part-time from our Lincoln, NE location. He was born to C.J. and Herma (Beckman) Rouzee in Des Moines, IA on February 13, 1942. David was a Navy veteran, serving in the Vietnam war and he worked many years in radio broadcasting, known as David Morgan.

David is survived by his wife Fran and many other family and friends. Condolences can be offered at: www.lincolnfh.com.

Referral Bonus Program... get some \$\$'s!!!

We are starting a new employee referral program. When a driver refers a potential applicant and the applicant notifies the manager **during the interview process** who referred them to RCX, the referring driver will receive a \$50.00 referral fee. The \$50.00 referral bonus is paid to the referring driver after the applicant completes the new hire process, is finalized as a driver, and works his first day (training days are not included).

New Seniority and Issue Resolution Policies

Melinda Luthye, Director of Human Resources

RCX has implemented two new policies that will impact our employees and hopefully provide guidance and fairness throughout our operations. Below are the new Seniority Policy and Issue Resolution Policy.

Seniority Policy

RailCrew Xpress is committed to rewarding seniority in each of our locations and operations. In order to determine seniority the hire date is used. If an employee leaves RCX and returns after 60 days, the employee's new hire date will be used. If an employee leaves RCX and returns prior to a 60-day leave then the employee will be rehired with the original date of hire used.

Date of hire is defined as the first day trained or worked. If more than one employee has the same date of hire and began at the same time (such as in the case of Day 1 training) seniority will be determined by the employee month and then date of birth. The employee's year of birth will not be taken into account.

Seniority will be used in permanent shift assignments at each location. It will not be used to award promotions or application for a different position that requires a different skill set and duties (i.e. driver applying for PDS).

Seniority will be used during lay-off situations. The last hired will be the first selected for lay-off.

Issue Resolution Policy

RailCrew Xpress is committed to providing a work environment which provides respectful and fair business practices. There are times when an employee may feel that they are not being treated fairly. In such cases the following issue resolution procedure should be utilized:

- ◆ The employee should first contact their immediate supervisor/manager, generally a Lead Driver, to discuss the issue or concern in an effort to find resolution.
- ◆ If no resolution has been agreed to, the employee must submit in writing the issue, how this has impacted the employee, steps taken to-date with the immediate supervisor and the resolution sought. This must be given to the next manager in line, generally a Location Manager or Regional Manager, within seven days of initial issue resolution discussion with immediate supervisor/manager. The manager will have seven days to investigate the issue and respond to the employee in writing.
- ◆ This procedure will continue until there is an agreed upon resolution or until the issue reaches the VP for the area which the employee is employed through (i.e. drivers would be under the VP of Operations, dispatch would be under Sr. VP of Operations Support, etc...). The VP of the department will follow the same steps of having seven days to investigate and respond to the grievance. The VP of the department will be the final step in the issue resolution process.

RCX is Hiring!

Current Open Positions

Drivers:

- South Morrill, NE
- North Platte, NE
- Bridgeport, NE
- Kearney, NE
- Ravenna, NE
- Lincoln, NE
- Fremont, NE
- Broken Bow, NE
- Council Bluffs, IA
- Sioux City, IA
- Monroe, LA
- Texarkana, TX
- Newport, AR
- Camden, AR
- Jonesboro, AR
- Shreveport, LA
- Sterling, CO
- Alliance, NE
- Fort Worth, TX
- Enid, OK
- Newton, KS
- Oklahoma City, OK
- Tulsa, OK
- Jackson, MS
- Meridian, MS
- Alliance, NE
- Corpus Christi, TX
- Victoria, TX
- Pecos, TX
- Alpine, TX
- Odessa, TX
- Big Spring, TX
- Sweetwater, TX

