

RAILCREW **Xpress** NEWSLETTER

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

Helpful Phone Numbers

Payroll - 877.928.5046

New Benefit Sign-up - 800.481.9979

Current Benefit ?? - 866.867.6883

Harassment - 913.928.5057

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.railcrewexpress.com/forum

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Volume 3, Issue 10, Dec. 2010



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



Check out the holiday letter from our CEO on Page 4!!

Fixed Object Collisions

Submitted by Warren Grogan, Field Safety Advisor

In the daily routine of driving, it may be tempting to let your guard down... and that's when trouble strikes. There is no excuse; a fixed object collision can sometimes be deadly, usually embarrassing, and always the driver's fault. Whether backing into another vehicle, side-swiping a traffic pole, a gas pump guard pole, or running off the road, fixed object collisions are always preventable.



The techniques for avoiding fixed object collisions are simple. It starts with an attitude of being alert and prepared. Being alert comes with ensuring you are well rested prior to starting your trip and observing your hours of service. Being prepared starts with learning and utilizing the Smith-Systems 5 Keys™ for Defensive driving.

The Smith-Systems 5 Keys™ will assist you in avoiding and preventing "Fixed Object Collisions." A quick review of the 5 keys will aid you on your next

trip. Key #1 - Aim High in Steering; this key involves looking 15 second up the road. Key #2 - Get the Big Picture; involves maintaining a good following distance and keeping a space cushion around your vehicle. Key #3 - Keep your eyes moving; good eye activity keeps your information up-to-date and accurate. Key #4 - Leave yourself an out.; remember space is all that insulates you from trouble. Key #5 - Make sure they see you; this key reminds us to communicate with others in our traffic picture with directional signals, head lights, and hand signals.

Keys 2, 3, and 4 will aid you from hitting fixed objects. Getting the Big Picture allows you to establish and maintain a cushion of space around your vehicle. By observing the space around your vehicle when pulling into a gas station, rest area, or parking lot, you are ensuring you are moving slow enough to avoid striking fixed objects. Keep your eyes moving aids awareness of your vehicles position in relationship to the fixed objects. Leaving yourself an out enables you to keep from getting hemmed in or to close to an object where you will be unable to avoid it.

Remember, a fixed object can't make emergency moves... you are in control. You control the speed and direction of the vehicle you are operating.

The Smith5Keys™

1. Aim High In Steering®
Looking further ahead than other drivers
2. Get The Big Picture®
Seeing more around you than other drivers
3. Keep Your Eyes Moving®
Being more aware than other drivers
4. Leave Yourself An Out®
Positioning in traffic better than other drivers
5. Make Sure They See You®
Making yourself more visible than other drivers



RCX Shining Stars!

George King has certainly not gone unnoticed by UP members and RailCrew Xpress co-workers. Mr. King works out of Victoria, Texas and has been with the company since December 2009. He is being recognized for his excellent performance on the job and outstanding attitude.

Jimmy Prince, a UP Safety Captain, has this to say regarding George, "In this day and time his expertise is appreciated and (George) demonstrates professionalism in the work place. I would think that Railcrew Xpress would be proud to know they have employees like George King."

"Mr. King is very responsible when driving his crew, obeys policies and safety rules, and provides a positive atmosphere to those he comes into contact with," states Nori Serna, RCX's Gulf Coast Regional Manager.

Thank you for your outstanding example. Great job, George!



Wendy Higgins is an RCX Shining Star! In November, Wendy displayed incredible initiative and thoughtfulness when a driver who was overdue to return had not called in. Her genuine concern for the safety of the driver eventually led to medical personnel being called in and the driver returning home safely.

Dispatch manager, Shane Halter says, "Wendy Higgins is a great dispatch supervisor and a tremendous asset to RCX. She is always thinking of others and making sure our drivers' safety is number one. I can only hope her acts of kindness resonate through our dispatch center like wild fire, so each of our drivers know just how much we care about each and every one of them." Wendy, your thoughtfulness and follow through exemplify our safety culture. **GREAT JOB!**

"Get On BOARD" has reached 615 at RCX!!

Terrence Batton	Clinton	Wayne Stockton	Enid	Connie Stepan	Fremont	Roger Ahlers	Fremont	Delfina Juarez	Laredo
Jeffrey Mull	Clinton	Neil West	Enid	Darrell Lee	Fremont	Rodney Buxton	Fremont	Daniel Vasquez	Laredo
James Barr	Clinton	Angela Camden	Enid	Mark Hart	Fremont	Ronald Kerwin	Fremont	Hugo Salinas	Laredo
Leo Smith	Clinton	John Gaskill	Enid	Dennis Landsteiner	Fremont	Christina Montanye	Fremont	Jesus Alvarado	Laredo
Carol Shafer	Clinton	Cecil Bledsoe	Enid	Ron Yannone	Fremont	Juan Castillo III	Laredo	Jose De Jesus Perez	Laredo
Margaret Barr	Clinton	Richard Pecha	Enid	Bob Crites	Fremont	Santos Medellin	Laredo	Richard Barnes	Laredo
Gary Kremer	Clinton	Brad Soles	Enid	Merri Karr	Fremont	Ronald Miller	Laredo	Everardo Johnson	Laredo
Robert Weber	Clinton	Dianne Brown	Freeport	Al Benkis	Fremont	David Moreno	Laredo	Sergio Gonzalez	Laredo
Kandi Mull	Clinton	Richard Brawner	Freeport	Anthony Scott	Fremont	Gilbert Martinez	Laredo	Tom Truman	Lenexa
Robert Weber	Clinton	Frances Davis	Freeport	Wally Leander	Fremont	Jeremiah Espinoza	Laredo	Vickey Cox	Lincoln
Gary Kremer	Clinton	Gerardo Rodriguez	Freeport	William Bevan	Fremont	Frank Gaytan	Laredo	Kevin Schmidt	Lincoln
Margaret Barr	Clinton	Jackie Caldwell	Freeport	Jerry Sandeen	Fremont	Scott Mattson	Laredo	Leslie Rand	Lincoln
Kandi Mull	Clinton	Shelly Dupont	Freeport	Darlene Benkis	Fremont	Elizabeth Castillo	Laredo	Robert Burkett	Lincoln
Leo Smith	Clinton	Michael Disiere	Freeport	Kenneth Lehmann	Fremont	Raul Morales	Laredo	Gregory Loos	Lincoln
Carol Shafer	Clinton	Stefani Gibson	Freeport	Cletus Muff	Fremont	Maria Del Carmen Iba	Laredo	Bill Wylder	Lincoln
Jeffrey Mull	Clinton	Anthony Davis	Freeport	James Stewart	Fremont	Jose B Puente	Laredo	Sam Sughrone	Lincoln
Terrence Batten	Clinton	Charles Hoy	Freeport	Wilbert Sargent	Fremont	Juan Ibarra	Laredo	Charlotte Whisenhunt	Lincoln
James Barr	Clinton	Michael Despot	Fremont	Mike Ferrari	Fremont	Fernando Revilla	Laredo	Jeanne Waegli	Lincoln



Nov & Dec 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
FRANK TETLEY	12/10/1991	19	JEPHTHA WARD	11/23/2006	4	DOUGLAS STOWELL	12/2/2008	2
CHARLES RICHARDS JR	12/26/1992	18	ROBERT JORGENSEN	11/27/2006	4	BILLY JOHNSON	12/3/2008	2
JACK HANDLEY	12/15/1995	15	PENNY JONES	11/29/2006	4	ROGER BARGER	12/3/2008	2
ROGER BRANDL	12/12/1996	14	LOISE FRYAR	12/5/2006	4	JOHN BURGETT	12/4/2008	2
DONALD MINCHEW	11/3/1997	13	WINFORD WEBB JR	12/5/2006	4	GAYLORD FARRELL	12/6/2008	2
OSCAR CRUZ	12/8/1997	13	WARREN GROGAN	12/11/2006	4	COLEEN BARRETT	12/8/2008	2
CHARLES RICKS	11/23/1998	12	RONALD HAY	12/11/2006	4	DONALD SEFERS	12/8/2008	2
LINDA MEADOWS	11/1/1999	11	MAURICE ROBINSON	12/11/2006	4	KIMBERLY MITCHELL	12/8/2008	2
SARAH MILLICAN	11/1/1999	11	JEFF PHILLIPS	12/11/2006	4	HENRY WASHINGTON	12/9/2008	2
ELEAZAR DE LUNA	11/28/1999	11	SHARON DEXTER	12/12/2006	4	OLIVER DREHER	12/10/2008	2
GEORGEA SMITH	12/12/2001	9	RONALDO REYNA	12/20/2006	4	MELINDA LUTHYE	12/10/2008	2
GARY REISING	12/13/2001	9	MARY RUEBEL	12/29/2006	4	TIMOTHY BOUGHNER	12/11/2008	2
MICHAEL RIKER	12/13/2001	9	ANGELA CAMDEN	11/1/2007	3	GALE SCHREIER	12/11/2008	2
THARIN ZENOR	12/13/2001	9	LARRY ADAMS	11/1/2007	3	HOWARD EVERETTE	12/17/2008	2
HAROLD SMITH	12/14/2001	9	JESSICA KENT	11/1/2007	3	ANGELA JOCK	12/17/2008	2
DALE MOUNT	12/18/2001	9	DANIEL EHLERS	11/2/2007	3	JOHN VEGLIO	12/17/2008	2
CHERRY MOORE	11/4/2003	7	GWENDOLYN MALONE	11/7/2007	3	SHANTELL GRAVES	12/19/2008	2
CLAWDELL GILL	11/19/2003	7	WILBERT SARGENT	11/8/2007	3	JOHN LENHART	12/22/2008	2
NORMA WRIGHT	12/7/2003	7	THOMAS LECHTENBERG	11/9/2007	3	THERESE RUPPNER	12/26/2008	2
GENEVA EATON	11/2/2004	6	JACK PETERSON SR	11/12/2007	3	VAUGHN GRUEBER	12/30/2008	2
GUADALUPE SALAZAR	11/8/2004	6	JERRY STUCK	11/12/2007	3	CHAD SMITH	11/2/2009	1
ROBERT HENRY	11/11/2004	6	SCOTT REISNER	11/15/2007	3	DONALD MOULIN	11/3/2009	1
DON BENNETT	11/11/2004	6	LARRY RAMEY	11/16/2007	3	RUTH MOORE	11/3/2009	1
JAMES PARHAM	11/13/2004	6	JERMALL FULTON	11/18/2007	3	MISTI DAVIS	11/5/2009	1
OBBIIE MACK	11/15/2004	6	DALENE HODGES	11/20/2007	3	JAMES COFFIN	11/6/2009	1
RITO VALLEJO	11/18/2004	6	RITA LEIBHART	11/28/2007	3	ROBERT ANDRESEN	11/6/2009	1
GARRISON BIVINS	12/6/2004	6	MAYBELLE AMY-JONES	11/29/2007	3	JOHN RICHARDSON	11/6/2009	1
MICHAEL MCCLENDON	12/6/2004	6	LUPE SOTO	11/29/2007	3	DAVID BAXTER	11/9/2009	1
JILL TINDELL	12/7/2004	6	DAVID DIMMITT	11/30/2007	3	GREG TURLEY	11/10/2009	1
MAGGIE GOODENBERGER	12/17/2004	6	RICK JOHANSON	11/30/2007	3	TIMOTHY BURNS	11/14/2009	1
BEATRICE MARTIN	12/17/2004	6	DALE LINDEMANN	12/4/2007	3	JENI JOHNSON	11/14/2009	1
JUAN ALVARADO	12/17/2004	6	WILLIAM MORRIS	12/4/2007	3	LAURA BARNES	11/15/2009	1
JASON JONES	11/2/2005	5	GUILLERMO MELGOZA	12/5/2007	3	CLINTON HEATH	11/17/2009	1
FRANCES DAVIS	11/4/2005	5	ROBERT BURKETT	12/7/2007	3	SEDRIC CAIN	11/17/2009	1
ROGER WEATHERSBEE	11/8/2005	5	DENNIS MCKENZIE	12/7/2007	3	DARYL BORUM	11/17/2009	1
SAMUEL DANTONE	11/10/2005	5	GREGORY LOOS	12/14/2007	3	ALVIN MAUS	11/23/2009	1
JUAN CARLILE	11/14/2005	5	DORIS RINGLABEN	12/14/2007	3	AUSTIN FARLEY	11/27/2009	1
CHARLESETTA TAYLOR	11/15/2005	5	ROBERT WHITE	12/19/2007	3	RAYMOND GARZA	11/30/2009	1
JAMES BRIDGEFORTH	11/16/2005	5	PAUL VASQUEZ	12/21/2007	3	LISA GATES	12/1/2009	1
CHANEL LEONARD	11/17/2005	5	LEALON LANE	12/31/2007	3	BARBARA SPENCE	12/1/2009	1
BILL COOPER	11/29/2005	5	JAMES ELWELL	11/5/2008	2	DOUGLAS SUTFIN	12/1/2009	1
NOBLE CARTER	11/29/2005	5	VALERIA JACKSON	11/13/2008	2	WILLIE BOLDEN	12/4/2009	1
MAXINE SIMMONS	11/30/2005	5	SHANNON HUMPHREYS	11/13/2008	2	JOHN COEN	12/4/2009	1
WALDO LEANDER	12/2/2005	5	PAUL REINERT	11/17/2008	2	TIM STURGEON	12/4/2009	1
ROBERT LOCKE	12/2/2005	5	RODNEY PACE	11/18/2008	2	ARMANDO MELGOZA	12/7/2009	1
RICHARD TURNER	12/5/2005	5	DAVID BATES	11/19/2008	2	GEORGE KING	12/11/2009	1
KELLY OSBURN	12/8/2005	5	JAMES DEGANO	11/19/2008	2	JOE BAKER	12/14/2009	1
CHARLES THOMAS	12/23/2005	5	PHILLIP RAMSEY	11/19/2008	2	LORENZO RANGEL	12/15/2009	1
E.B WILSON	12/28/2005	5	JAMES BANNISTER	11/19/2008	2	TERRY SPURLING	12/17/2009	1
JERMELL FULTON	12/29/2005	5	AARON GEIGLE	11/23/2008	2	MICHAEL RIGGS	12/17/2009	1
THOMAS BARNETT	11/10/2006	4	LORI PETERMAN	11/24/2008	2	JOHN PINKERTON	12/18/2009	1
JOSILAND HOOKS	11/15/2006	4	MARTHA SCHREIER	11/26/2008	2	MICHAEL RODRIGUEZ	12/22/2009	1
ROBERT HICKS	11/16/2006	4	ALETHA ROGERS	12/2/2008	2	GUILLERMO GAYTAN	12/29/2009	1
LASHAY HARRIS	11/20/2006	4						

RCX is Hiring!



Current Open Positions

Drivers:

- Alliance, NE
- 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
- Sterling, CO
- Enid, OK
- Newton, KS
- Oklahoma City, OK
- Tulsa, OK
- Jackson, MS
- Meridian, MS
- Corpus Christi, TX
- Victoria, TX
- Alpine, TX

December 16, 2010



RailCrew team,

I want to take this opportunity to wish all RailCrew employees a happy and healthy holiday season. Enjoy your family and the blessings of 2010.

This year, because of your hard work, we have continued to make progress toward our vision to be "The Best and Most Efficient Crew Transport Company in North America". Some of these successes include:

- ◆ Continued reductions in accidents and severity.
- ◆ Over 1400 drivers have been trained in the Smith System keys. Please practice those keys, especially in this holiday season.
- ◆ In excess of 600 drivers have pledged to "Get on Board" with personal commitments to safety.
- ◆ More than 800 drivers have shared ideas regarding safety with Susan and me.
- ◆ Significant reduction in employee turnover.
- ◆ We were fortunate to gain new business with Kansas City Southern and Amtrak, and we have begun building relationships with other major railroad transport companies.
- ◆ We successfully rolled out new on board, dispatch and closing technology.
- ◆ Vehicle maintenance management was taken in house to improve maintenance quality, reduce downtime, and costs.
- ◆ We replaced 180 vehicles with new equipment.

None of these successes would have been possible without your hard work and energy. I sincerely thank each and every one of you.

As we move into 2011, we will continue to put our time and energy into creating a safety culture of commitment, making RCX a great place to work, expanding our client base, improving our technology and renewing our fleet.

I look forward to seeing each of you as we will continue to be very visible in your locations in 2011.

Have a safe, great day!

Randy W.



SAFETY

*The Measure
of Success*

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

RCX recently updated the "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).

