



Information for employees

News

FROM THE VICE PRESIDENT OF OPERATIONS

PERCEPTIONS, REALITY AND SOME THINGS I BELIEVE

"Montana Rail Link just talks about safety they don't really care" ... "If it's going to cost money they don't want to hear about it" ... "MRL should put their money where their mouth is when it comes to safety" ... "IT'S NOT MY JOB, MAN."

How many times have you heard or even stated such things? Perceptions are funny. They don't seem to require a basis in fact or reality to be real. Let's look at what was budgeted for safety for the year just completed:

1. **\$100,000** for the Senior Safety Committee to spend on safety issues they requested be addressed;
2. **\$120,000** for Wal-Mart cards to reward safe, injury-free behavior;
3. **\$300,000** for accident reduction bonus;
4. **\$300,000** for the Harriman award;
5. **\$69,000** for mobile fall protection at Livingston;
6. **\$43,000** for fall protection for sand towers;
7. **\$287,145** for a siding extension at Winstons to address a safety concern with school children there; and,
8. **\$400,000** for the three extra flex days awarded those who work injury free.

Several thousand dollars more for bentonite cleanup in Laurel, realignment of the west new yard lead in Billings, safety audits and resolving those issues, travel expenses to and from safety meetings, and lost wage reimbursement for contract employees attending safety meetings.

Conservatively, Montana Rail Link spent well over \$1.5 million dollars in 2001 to provide a safe work place and encourage its employees to focus on safety.

2001 was a typical year for safety expenditures. How many of us individually spend 5% of our income on safety for our off-duty hours and activities?

The next time you hear, "MRL should put their money where their mouth is when it comes to safety," please consider whether that perception is borne of reality. If you do, I believe you will agree the reality is, that MRL has.

Granted, not all the money budgeted for safety was spent. We failed miserably in our accident and injury reduction goals. It cost each and every one of us \$600 we would have earned had we met those goals. The money was budgeted and would gladly have been spent as intended.

I believe MRL is doing its level best to provide a safe work environment. All of MRL management, at every level, has an unwavering commitment to safety. I believe whenever any issues are brought up dealing with safety, they are fairly evaluated and dealt with to a conclusion. If funding is needed to correct the issue, it is expended. I believe our incentive programs encourage people to work safely.

None of the above efforts will make any difference unless we are willing to commit each and every day to work safely and encourage our co-workers to do the same. It must be a way of life.

Are we doing a favor to our co-workers, in many cases our friends, by not pointing out their unsafe



acts? Would we really rather visit them in the hospital than take a chance they'll become upset if we ask them to work safer? Is it up to us to intervene if they are unsafe? YES! IT IS YOUR JOB, MAN.

These conversations do not have to be confrontational. We don't have to get in people's faces and tell them they are doing something wrong. We can simply ask them to do it right, not to take chances, or get hurt, because we care about their well being. Your co-workers will respond if YOU ask them to work safely. When we all commit to helping each other, we will eliminate injuries on this railroad. That will mean healthier lives and healthier bonuses all the way around.

MRL is working hard to do its part, and you must do your part. Stay focused on safety. Be vigilant in eliminating unsafe acts. Encourage your co-workers to do the same. Accept constructive criticism in a positive way, as the help it is intended to be.

We're off to a good start in 2002. Let's carry it through one day at a time, and at the end of the year, let's have earned those bonuses. More importantly, let's look out for one another with safe work habits.

MRL and your families need a safe YOU in 2002.

John L. Grewell
John L. Grewell



Helena electrician **Rich Labbe** was selected as MRL's nominee for the American Short Line & Regional Railroads "Safety Person of the Year" and the Association of American Railroads "Hammond Award." Pictured here, Labbe, left, is presented a plaque to commemorate the occasion by MRL president **Dan Watts**. Rich will be among the attendees at an awards ceremony in Washington, D.C. in May. The Hammond/ASLRRRA Safety Person of the Year Award recognizes the employee who has committed himself to working and living a safety conscience environment at Montana Rail Link.

Keeping Track

PROMOTIONS

John Hood · now roadmaster at Superior from acting roadmaster effective January 1, 2002

Dustin Hayes · now assistant roadmaster at Superior from track department effective January 10, 2002

Jesse Maxwell · now assistant roadmaster at Big Timber from track department effective February 25, 2002

Howard "Buck" Tripp · now assistant roadmaster at Helena from track department effective February 28, 2002

Randy Gustin · now assistant chief engineer at Missoula from roadmaster effective March 16, 2002

Thomas Walsh · now executive vice president & chief financial officer from senior vice president & chief financial officer for Washington Transportation Group effective March 18, 2002

John Babbitt · now roadmaster at Missoula from assistant roadmaster effective April 8, 2002

Michael Rahl · now assistant roadmaster at Missoula from track department effective April 29, 2002

MONTANA RAIL LINK NEW EMPLOYEES

ACCOUNTING

• **Brent Mueller** · manager cost analysis/audit

ENGINEERING

- **Rick Heilman** · signal laborer
- **Nathan Kluck** · signal laborer
- **Dale Smith** · signal foreman

MECHANICAL

• **Walter Anno** · machinist at Laurel

OPERATING

- **Luke Forsythe** · switchman at Laurel
- **Jason Howe** · switchman at Laurel
- **Leonard Niemi** · switchman at Laurel



After serving as MRL's system coordinator for Operation Lifesaver for over 10 years, Laurel switchman **Bob Fox**, has stepped down to resume his role as a presenter. Pictured here, Fox, left, is congratulated by vice president operations **John Grewell** at a banquet on February 9. Since its

inception in 1972, Operation Lifesaver has been saving lives at America's highway-rail crossings and railroad rights-of-way through the three E's: Education—Enforcement—Engineering. **Pete Lawrenson**, chief of security, is now handling the system coordinator functions.



GOFORTH GOES OUT

Missoula locomotive engineer **John Goforth** retired on January 7, 2002, completing 30 years of railroad service that began with the Milwaukee Road working summers at various jobs. He went braking in 1964, moved to engine service in 1969 as a fireman, and was promoted to engineer in 1972. In 1979, he left the industry to become an over-the-road trucker until 1987 when MRL began operations. He is pictured here, second left, with **Don Smith**, **Dave Swanson** and **Mark Smith** at a party held at Missoula Yard Office on January 17. Best wishes John!



Van Blakely (left) director of supply management and materials, suggested the need of a special employee program to reduce expenses and a system of rewards for individuals whose ideas are adopted. The Cost Savings Program resulted. In recognition of his idea, pictured here, Van is presented a jacket by **Dan Watts**, president.

WINTER FUEL SAVINGS WITH KIM HOTSTART™

by Larry Rebmer

As part of an ongoing effort to reduce costs, we have installed equipment on several locomotives that allows them to be shut down during idle periods. Typically, a diesel unit at idle consumes about four gallons of diesel fuel per hour; or up to 20 gallons per hour if a higher throttle setting is required for temperatures below 25 degrees.

We are using the Kim Hotstart™ system. It works on the principal of the automobile block heater you plug in during the winter, but the similarity ends there. Hotstart consists of a locomotive mounted rack that houses two electric pumps, two electric heating elements and an electrical control cabinet. The pumps circulate the coolant water and lube oil through separate heating elements that maintain temperatures to 150 degrees. It is designed to keep the locomotive at recommended operating temperatures with the engine shut down even in Montana's coldest conditions.

Power for Hotstart is provided by track-side 480 v. AC power installations placed at Paradise, Missoula, Helena, Livingston and Laurel. You simply plug the cord into the Hotstart panel and turn it on. The locomotive can be shut down indefinitely without worry of freeze up. Further protection is provided with the Scadanet™ remote alarm system (see *MRL News No. 41, 1st Quarter 2000* for more information). If a power failure occurs or the locomotive water temperature drops below 40 degrees, the alarm system sends out a message via phone, e-mail and fax to the Transportation Center in Missoula.

The Livingston Mechanical Department has installed Hotstart on 15 units (GP9's, GP35's and SD35's). With fuel savings estimated to range from 25% to 40% (and the intangible of less wear and tear), Hotstart should pay for the \$10,400 per unit cost in a very short time.

The following MRL locomotives have been fitted with the new Kim Hotstart™ system: 109-112-113-120-126-127-133-401-402-403-404-405-406-702-703.

2002 Excursion Season

2002 is shaping up to be the most extensive excursion train season in our history. Montana Rockies Rail Tours plans to start the season with two **Mother's Day weekend round trip outings running from Kootenai, Idaho, to Thompson Falls, Montana**, on May 11 and 12. The regular season gets underway on June 7 with 13 trips **between Kootenai and Livingston, Montana**, on a four-day schedule and a **one-way trip to Livingston** on September 6 and 7. Other trips being planned include **round trips from Helena to Missoula** on Sunday, September 8 and **Billings to Livingston** on September 14.

An excursion train powered by steam locomotive SP&S 700 in October promises to be the big event of the season. This locomotive is a 4-8-4 type built by Baldwin in 1938 for the Spokane, Portland & Seattle and donated to the City of Portland in 1958. The Pacific Rail Preservation Association restored No. 700 to operational status in 1990. A **three-day trip to Billings** begins at Kootenai on October 12 with overnight stays at Missoula and Bozeman en route. At Billings, the train and locomotive will be parked for three days where they will be available for inspection by the public. On Friday, October 18, the train will depart Billings, making a **three-day trip back to Kootenai**.

Santa Specials out of Missoula on December 7 and 8 wrap up the season. For more information, visit www.montanarailtours.com and www.montanabysteam.com.

In addition, we expect to handle **10 American Orient Express trips** between July and October. We will be seeing their Great Northwest Rockies series that operates on a seven-day schedule between Salt Lake City, Utah, and Seattle, Washington, over the Union Pacific to Silver Bow, Montana, and Montana Western to Garrison, MRL to Sandpoint, Idaho, and the Burlington Northern & Santa Fe beyond. Trains in both directions park overnight at Helena and Belton near Glacier Park. These trains, usually consisting of 16 cars, are operated under an agreement with Amtrak who furnishes the locomotives and train crew. MRL provides a pilot for our portion of the trip. Visit www.americanorientexpress.com for more information.

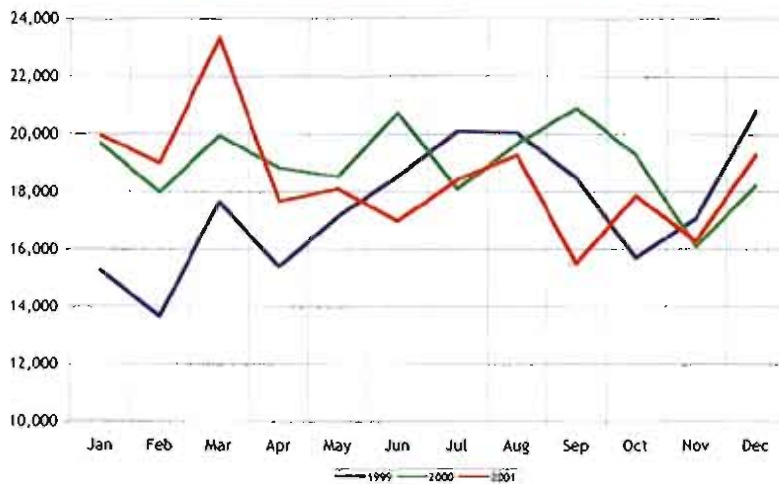


THE ARTRAIN'S® ON TRACK FOR MISSOULA

The Artrain® returns to Montana as part of its **2002 nationwide tour covering 11 western states**. The five-car train (four exhibit cars and a caboose to house the staff) will be in Missoula at Southgate Mall from May 1 to the 12 with exhibits pertaining to the National Aeronautics and Space Administration. After set up and training for the guides, it will be available to the general public on the weekends, while scheduled school tour groups will visit it during the week. It goes to Troy, Montana, via Spokane and BNSF from here. Artrain® is the nation's only traveling art museum on a train. Its mission is to bring visual art exhibitions and programs directly to communities that do not have access to museums or collections. More than 2.5 million people from over 550 communities in 44 states and the District of Columbia have visited Artrain® since its inception in 1971. Artrain last visited Montana in 1998. For more information, visit www.artrain.org/exhibition.html.



REVENUE UNITS



Carloadings for the year ending December 31, 2001 totaled 221,570, decreased by 6,293 cars or 2.76% compared to 2000. Bridge traffic (consisting mainly of carloads that move across our line between Laurel and Spokane) increased by 4,089 cars or 3.04% in 2001 compared to 2000.

Traffic that MRL originates and/or terminates (includes Local and Garrison) totaled 73,437 carloads, down 8,487 units or 10.36% in 2001 compared to 2000. Many factors contributed to these results, not the least of which was the closure of the Asarco smelter at East Helena in April 2001. Others were reduced shipments of linerboard by the Smurfit-Stone Container Corporation due to soft market conditions and high costs for energy and Yellowstone Pipeline's closure for maintenance and soft gasoline market conditions that attributed to the general economy. Strong movements of asphalt and other petroleum products, and primary forest products help to temper some of the losses.

MRL Safety Record

2000: 21 INJURIES

2001: 37 INJURIES

2002: 8 INJURIES
(JAN-APR)

Montana Rail Link completed 2001 with a casualty rate that was 3.97 per 200,000 man-hours worked, recording 37 reportable injuries. We ranked 12th in a field of 22 railroads categorized as Group "C" (railroads under 4 million annual man-hours worked, but more than 250,000). **This is a substantial increase when compared to year 2000**, when we finished in 5th place with a rate of 2.09 and 21 reportable injuries or illnesses.

Although we are currently at eight reportable injuries in 2002 (as of late April), we still have a good chance at the Harriman Award. All employees must become more aware of their surroundings and correct any unsafe work practices of their fellow employees. Safety must be first and foremost on everyone's mind, not only to reduce injuries, but also to enhance our pocketbooks. **The Safety Incentive Awards and Bonuses that we could receive in the year 2002 could add up to approximately \$500 each**, not to mention the amount that we will receive for Profit Sharing. Achieving the accident damage reduction goal of 25% of the last five year average means **we will receive an additional \$300**.



**DISPOSE OF
WATER BOTTLES
PROPERLY!**

**USE COLLECTION POINTS.
DON'T LITTER.**





The team, left to right: Scott Mildenerger, Ross Boelling, Mike Malike and Jim Watkins.

Automated Lineup Just a phone call away!

The "pool crews," those train crew members whose job it is to move trains between the terminals, are subject to a "call" to work at any time following a prescribed rest period. The call can come at any time of the day or night. This makes planning for personal and family schedules, even rest, challenging. They literally live by the phone, calling the crew office or dispatcher's office to find out "where they stand."

MRL has instituted a new system that provides their status and train location by telephone, the MRL Internet web site, or the MRL crew system. The same information is available through each system. This gives crews the best information available at any time. The employee can check on his standing at home, at the yard office or motel via the computer; or he can call from the golf course using his cell phone. With the new system, the same information is reported via each method.

Here is how it works: A person calls any of the Crew Management Center's telephone numbers.

The automated system answers the call and lets the employee key his employee number. If the employee is assigned to a pool crew, the computer then tells the caller where the pool turn stands, what train he stands for, the estimated call time and the last reported location of the train. All employees are presented a voice menu linking them to several menu options including outbound train lineups at all MRL crew terminals like Laurel West, Spokane East, etc. A computer-simulated voice tells them what train is first out and its estimated call time. Additional train specific options let the caller listen to additional information about a train including: the last "OS" of the train if moving on MRL, helper locomotive plan, Chief Dispatcher's notes about the train and the train consist. The caller can then "loop through" the system and listen to as many trains as are available on the current lineup. The telephone system is designed so eight people can listen to their information at one time. The system is tied to an AS400 computer, DigiCon™ and the crew calling system.

The same information is available via the MRL web site on Internet or from the MRL crew system. The immediacy of the system is a big benefit to crews. As soon as the chief dispatcher (or the Laurel ATM) makes a change to the line up, it is immediately shown at all available locations; phone lineup, web site and crew system. Some information is updated automatically. As a train moves across the railroad, terminal arrival times and estimated call times are automatically updated from our DigiCon™ computer-aided train dispatching system. The chief has an option to put in comments for system wide events, pool-specific events and even train specific events including information such as holding for

M/W windows, connections, and other information. Train dispatcher **Ross Boelling**, one of the developers of this new system, said, "Our goal is to provide timely and accurate information to improve the quality of life for crew members as well as give the chief and terminals more accurate information."

Besides Boelling, dispatcher **Jim Watkins**, **Mike Malike** with WC Communications, and **Scott Mildenerger**, a WC computer programmer, developed the software for this new service.

RAILROAD RETIREMENT REFORM UPDATE

The Railroad Retirement and Survivors' Improvement Act of 2001 became law on January 1, 2002.

This long sought reform, effective January 1, 2002:

- **boosts surviving spouse benefits by an average of \$300 per month**
- **permits railroaders 60 years of age with at least 30 years service to retire with unreduced benefits**
- **allows workers to be vested in the system after five years, rather than the previous 10.**

It also permits the system's \$15.6 billion in Tier II funds to be pulled out of U. S. Treasury bonds and invested in private-sector stocks and bonds.

The legislation is expected to provide railroads with significant payroll-tax savings, which, based on the rate of return, is estimated at \$400 million a year. For example, on a 2% increase in the rate of return, railroad payroll taxes would be cut from 16.1% to 14.2% by 2003. Employee contributions to Railroad Retirement will not go above the current 4.9%. For more information, visit the Railroad Retirement Board's web site: www.rrb.gov.

FROM AAR TRAIN-IT, VOL VIII, NO. 7, AUGUST 10, 2001

LABOR AGREEMENTS REACHED PROVIDING STABILITY THROUGH 2005

Montana Rail Link recently reached an agreement on labor contracts with the Brotherhood of Maintenance of Way Employees, the Brotherhood of Railway Carmen (TCU), the Brotherhood of Railroad Signalmen, the International Association of Machinists and Aerospace Workers, the International Brotherhood of Electrical Workers, the Transportation Communications International Union, and the National Conference of Firemen and Oilers, and Service Employees International Union. This agreement was signed on January 3, 2002.

Highlights of the agreements are annual wage increases of 4%, 3%, 3%, 3%, and 3% over the life of the contract. There are increased flex bank benefits and an increase in the number of holidays.

The 401(k) company match was increased 50% for those who take full advantage of the benefit. Back pay was provided for the period of time elapsed from the end of the old contract until signing of the new one. It provides the mechanism to negotiate retirement insurance in line with the new law regarding railroad retirement.

Vice president operations **John Grewell** had this to say about the ongoing negotiations: "Although the negotiations were a long, and at times a frustrating process, the desired outcome of an agreement fair to both parties which could be ratified was reached. The non-operating crafts are now enjoying the enhanced benefits the agreement provides."

FERTILIZER

We welcome Agro-Culture Liquid Fertilizers as a new customer. This St. Johns, Michigan-based company is expanding operations in the western US with new distribution terminals including one on the west side of Billings, Montana. The first two tank cars of their product from a manufacturing facility in Williams, Iowa arrived recently for distribution by truck to dealers in Montana and Wyoming.

VENEER

Stinson Lumber began receiving shipments of veneer used in the manufacture of plywood at their plant at Bonner, Montana. Formerly all truck traffic, the product originates at CIPA Lumber at Annacis, BC on the SRY and Seghers, Oregon, on the Union Pacific. We have handled 29 cars to date.

HOGGED FUEL

Another new business for us (wrestled away from trucks) is hogged fuel for Smurfit-Stone Container at Schilling, Montana, originating at Fodge Pulp in Bonners Ferry, Idaho on the BNSF. Since March 1, we have handled 30 cars. Hogged fuel is burned for firing their boilers.

SAW LOGS

Thompson River Lumber at Woodlin, Montana, is receiving shipments of saw logs from Rimrock Timber at Laurel, Montana. Ten "test" shipments have moved so far. If all goes well, we could see regular movements.

Moonlight Logging at Laurel started shipping sawlogs to Stinson Lumber at Arden, Washington, late last year. These carloads run the length of MRL's main line, and then BNSF completes the move to Arden on their Kettle Falls line north of Spokane.

WOOD CHIP DRYER

MRL was the originating carrier for shipment of a wood chip dryer machine manufactured by Industrial Services at Missoula, for Tigard, Oregon-based Westec America, Inc. A high-wide load, the dryer went to a Weyerhaeuser fiberboard plant at Elkin, North Carolina, routed Laurel, Montana, BNSF to Birmingham, Alabama, Norfolk Southern to Rural Hall, North Carolina and the Yadkin Valley Railroad.

FUEL

Town Pump recently finished construction of a rail-served fuel terminal in Butte, Montana. By May 1, we expect to be handling five tank cars of diesel fuel per week from ExxonMobil at East Billings in conjunction with the Montana Western Railway. Town Pump operates a highly successful chain of convenience food stores, truck stops, car washes, motels, and casinos located throughout the entire state of Montana. It also operates Northwest Fuels, one of the largest bulk petroleum jobbers in the Northwest.



Lucky 13

The word triskaidekaphobia pronounced \triss-kye-deh-kuh-FOH-bee-uh\ meaning the fear of the number 13 seems not to apply to MRL. Our No. 13, an SW1200 switch engine, emerged from the Livingston Locomotive Facility on February 27. During its 16-month stay, machinist **Hank Poeschl** and electrician **Elmer Lieu** upgraded the air brakes from 6BL to 26L, installed a train line for multiple unit service, and modified it so it can be used in road service as well as switching. The \$20,000 rehab also included rebuilding the cab with new controls, lighting and gauges, a floor, heater and insulation. Our "Lucky 13" is now in remote control service at Laurel Yard.

Dates to Remember

MAY

MONDAY

27 • Memorial Day

JUNE

SATURDAY

22 • Missoula Golf Outing

SUNDAY

23 • Missoula Area Picnic

JULY

THURSDAY

4 • Independence Day

AUG

FRIDAY

30 • Billings/Laurel
Golf Outing & Picnic

Would you be interested in receiving your MRL newsletter via e-mail? Please reply to the editor:
mclark@montanarail.com

Bye & Buy

Helena Abandonment

Approximately 0.9 miles of industrial trackage in Helena is being abandoned as part of the reconstruction of North Main Street in Montana's Capital City. Taxpayers are realizing significant savings as the abandonment made reconstruction of an existing street overpass unnecessary. To accommodate the loss of service to shippers, the project provides funding for the construction of a new team track and a dock near Carter Drive on Helena's east side. Burlington Northern & Santa Fe, the underlying property owner, is donating the vacated right-of-way to the city. Some parcels will be developed for Helena's park system while others will be divided among the adjacent landowners. The track involved is the original Great Northern line to Butte. Following the Burlington Northern merger in 1970, the GN line was relegated to an industrial spur. Now only a small portion of it remains near Benton Avenue along with the branch to Montana City. The project has been under development since 1992. Track removal should be completed in early May.

Polson Abandonment

If all goes according to plans now being formulated, the service and facilities we provide customers in the Polson, Montana, area will see a major improvement. Within the next two years, US 93 will be rebuilt on the south side of Polson, requiring a realignment of our track. Having no customers with private tracks in Polson, it made sense to vacate the downtown yard area. Work is now in progress to abandon 4.4 miles of the 11th Subdivision from Milepost 29 to the end of track. MRL will acquire 42 acres of property adjacent to Caffrey Road and build a new team track and dock to serve area customers. This will release the former yard area, approximately 20 acres, near downtown Polson for future development. This entire proposal is subject to approval by the Surface Transportation Board (STB). Application to abandon this track will be filed with the STB in early June. More details are available on our web site, www.montanarail.com

Dakota, Minnesota & Eastern plans acquisition of I & M Rail Link

Following the unanimous approval of an asset purchase agreement by the boards of both companies, DM&E president, Kevin Schieffer, announced on February 21 that a newly formed company, Iowa, Chicago & Eastern, will acquire all the lines, rolling stock, and other assets of the 1,400-mile IMRL. IC&E is owned by Cedar Rail Holdings, Inc., which is owned by the DM&E.

If the financial and various other contingencies of the agreement are met, the sale of the IMRL to the DM&E will go forward. DM&E is currently in a due diligence phase and is working out the financing arrangements. DM&E has indicated that Sioux Falls, South Dakota, will become the headquarters and the two railroads will operate separately under common control.

MRL has leased locomotives to IMRL, provided train dispatching, accounting, real estate, payroll and employee benefits services, as well as management oversight. As this goes to press, we do not have any information on how the DM&E will provide these same services.

IMRL began operations in 1997 with track acquired from the Canadian Pacific Railway. IMRL currently owns or leases 106 locomotives, 2,250 freight cars and employs 675 people. It serves Illinois, Iowa, Missouri, Minnesota, and Wisconsin including the important rail gateways of Chicago, Kansas City and the Twin Cities. The DM&E operate 1,105 miles of road in Iowa, Minnesota, South Dakota, Nebraska and Wyoming with 65 locomotives, 5,000 freight cars and employs 350 people.



Bridge Crew 101807 is at work renewing Bridge 112 near Kootenai, Idaho. Pictured here MRL locomotive crane 100411 and pile driver, operated by **Tom White**, vibrates steel pilings. The new 60-foot, four bent ballast-deck bridge replaces a timber structure. Completion is slated for mid-May.

HIGHWAY PROJECT CAUSES TRACK REALIGNMENT ON 7TH SUBDIVISION

The reconstruction of Highway 41 north of Twin Bridges required the relocation of 0.8 miles of the railroad line. The track was shifted about 100 feet east of its original alignment between Mile Posts 20.0 and 20.8, adding 18 feet to the route. Coordinated with the needs of shippers to minimize any impact, the line was taken out of service on March 25 and should be restored by the end of April.

The state purchased the additional right-of-way and constructed the grade. MRL Gang 1953 is rebuilding most of the track as their first assignment of the 2002 season. A two-week stoppage, caused by the state's inability to get a streambed permit, resulted in the work being completed by Gang 1955.

Earth Day 2002



MRL marked Earth Day 2002 in Missoula with our **FOURTH ANNUAL TRASH CLEAN UP** along the right-of-way in Montana's Garden City. Pictured here are the volunteers made up of employees, family members and friends. **Sue McConville**, Payroll Accounting, and **Susan Twiford**, Administration, were instrumental in organizing this effort. Our company supports this community effort in a number of ways including funding for safety gear, supplies and facilities. We're doing our part to keep Montana beautiful.

Employees interested in similar community projects should contact **Lynda Frost**, assistant to the president, at 523-1417, or use the Turntable for suggestions or ideas. These projects don't just happen. It takes effort on the part of individuals to bring them to reality.



TURNTABLE GETS AN E-MAIL ADDRESS

Access to information via our *Turntable* venue has been enhanced with the addition of an e-mail address. Anyone can now direct questions using this address: **Turntable@montanarail.com** or call toll-free 888-888-6092. Like rails, ideas go both ways. Employees are encouraged to use *Turntable* to get questions answered or for suggestions and feedback on events and activities. *Turntable* is a "hotline" connecting you directly with the general offices and executive staff.

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