

Company News for MRL Employees

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Third Quarter 2004  
No. 48



## MARKETING UPDATE

by Howard Nash

For the past 16 years MRL Marketing Managers have covered the system from the Missoula office. With two marketing managers leaving the company earlier this year, it was a good opportunity to take a fresh look at the department. Since Billings is the largest and most active location on MRL, a marketing manager there will help us respond to our customer questions and concerns, and will improve our opportunity to pursue new business.

Cathy Wilson, formerly Director Customer Service, has accepted a position in Billings where she will handle agriculture and consumer goods. Cathy comes to marketing with 16 years of railroad knowledge that will benefit the department. She is a native Montanan from Choteau, and has three children and two grandchildren.



Cathy Wilson

Mike McKay comes to us from Northstar Air Express in Missoula where he was Vice President for six years. He is a University of Montana graduate and a long-time western Montanan. He and his wife Joy have two children. Mike is responsible for non-metallic minerals plus overlap in agriculture products with Cathy.



Mike McKay

Cathy and Mike have joined long-time Marketing Managers Larry Huff and Tom Coston. Larry is responsible for forest products and Tom, petroleum products. Both are also responsible for a variety of other commodities. Rounding out the department is Mary Semmens, Marketing Staff Assistant, who provides administrative support.

Cathy and Mike are ready to meet their customers and are excited about their new positions. Montana Rail Link is pleased to welcome them into the Marketing Department and we look forward to the work they will accomplish.



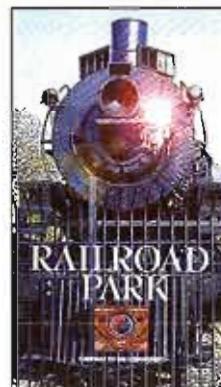
Executive Director Marketing

## Railroad Park

by Lynda Frost

The dedication of the new MRL Railroad Park, located East of the Northern Pacific Depot in Missoula, occurred in late July. The ribbon-cutting ceremony was attended by MRL and community officials, and included speeches by Missoula Mayor Mike Kadas and MRL President Tom Walsh. Mr. Walsh touted the project as a renewal of Missoula's historic gateway, where the NP Depot welcomed generations of newcomers to the valley. The Park was built earlier this year by the Washington family in honor of the 70th birthday of Dennis Washington, owner of Montana Rail Link.

The Railroad Park features a pavilion reminiscent of a rail platform with lawns, paved walkways, a 1909 steamroller display, period light posts and an Ambassador's Circle area with flagpoles. Although Montana Rail Link property, Railroad Park is intended for public use and enjoyment, and expands and complements the popular Circle Square area of downtown Missoula.



## SAFETY UPDATE

### The Good, The Bad & The Ugly

by Pete Lawrenson

A good description of our personal injury record for this quarter and year-to-date:

The *Good* is that it does not appear any of the personal injuries are going to have a permanent impact on those injured.

The *Bad* is that if we keep going at the current rate, we will exceed more than 40 personal injuries for the year.

The *Ugly* is that we know we can do better and have done so many times, but we cannot seem to break out of this negative routine.

By utilizing all of our personal protective gear, keeping alert to the unexpected, participating in job briefings, and talking about safety with our co-workers, the third quarter safety goal of eight or fewer accountable/reportable injuries is attainable.

During SAFE Days, many employees recognized and commented on how successful we were in the first quarter by achieving our safety goal, which was the busiest quarter of the year so far - so we should be able to repeat that success.

**F.I.R.S.T**  
Fairness • Integrity • Respect • Safety • Trust

## Hiring from Within

by Pam Schneiter

When current employees apply for a position at Montana Rail Link, they are asked to submit a resume and a letter of intent. The internal application process should be approached the same way one would respond to an outside potential employer. One of the first things to take note of is the closing date.

Submit a current resume that reflects applicable skills. Take time to update your resume, which should reflect your most recent job history. Do not send a letter stating a resume is on file.

What is a letter of intent? By definition, it is a letter expressing your intentions. This is an opportunity to showcase yourself outside the parameters of your resume. Some key points to cover in your letter of intent:

- Why you are interested in the posted position.
- How your personal strengths and skills relate to the position.
- Include relevant organizational skills, computer knowledge, work and life experiences.
- Conclude with how you think the company would benefit from your contributions.

Remember, your letter of intent often serves as a writing sample for positions that require "excellent written communication skills". Be sure your letter is well-written, edited and only one page in length. This is the introduction to your resume.

If it has been awhile since you were interviewed, invest some time researching frequently asked questions by interviewers. Resources are available through your local job service, library, bookstore or the internet. Be an informed applicant by learning as much as you can about the position. Being knowledgeable and prepared provides another opportunity to demonstrate interest and suitability for a position.

The Director of Human Resources facilitates team interviews with the department head and/or supervisor seeking to fill the position. The sole intent of the interview process is to select applicants who are best suited for the position. The interview is only one part of the hiring process; supervisor recommendations and past work history are important considerations as well.

Employee interest promotes hiring from within and the time and effort MRL employees invest in the hiring process is appreciated.

## Promotions

**Desi Torres** - now Assistant Trainmaster at Laurel from switchman effective July 22, 2004

## Who's New at Montana Rail Link

Samantha Anttila ~ clerk  
Tucker Blaylock ~ carman apprentice  
Stan Boaz ~ signalman  
John Carlson ~ carman apprentice  
Mick Goff ~ track laborer  
Dirk Cloninger ~ director cost & analysis  
Sheldon Hackwell ~ carman apprentice  
Ordia Leaming ~ carman apprentice  
Adam Leishman ~ track laborer  
Daniel Mavrinac ~ track laborer  
Mike McKay ~ marketing manager  
Eben Nose ~ carman apprentice  
Jeb Winebrenner ~ track laborer  
Brad Ricci ~ carman apprentice  
Jamie Schleining ~ track laborer  
T. J. Sharkey ~ signal laborer  
Corey Thormahlen ~ signalman

## Retirements

**Milt Clark,**  
Marketing  
Manager, retired  
in April 2004 after  
40 years of  
working in the  
railroad industry.  
Milt has been with  
MRL since startup. We wish Milt a  
happy retirement and a big thanks for  
his many contributions during the last  
17 years with MRL.



**Tom Gilbert,**  
Switchman, Laurel,  
retired in May  
2004. Tom began  
his railroad career  
in November 1978  
as a boiler maker  
with the BNSF, and  
was promoted in July 1987 to brake-  
man. Tom has been with MRL since  
startup, and worked as a locomotive  
engineer and switchman.  
Congratulations Tom and we wish  
him a happy retirement in Clancy,  
MT.



Turntable is an employee hotline  
connecting you directly with the general  
offices and executive staff.

## Locomotive Engineering Training Program

by Ted Hageman

Since Montana Rail Link began in 1987, there have been more than 370 switchmen enter the Locomotive Engineer Training Program (LETP). Our training program is a joint venture between MRL and the Brotherhood of Locomotive Engineers (BLE), and has been approved by the Federal Railroad Administration. Designated supervisors of Locomotive Engineers, MRL and BLE, facilitate the classroom instruction, and experienced train service engineers and instructors provide on-the-job training.

Students are enrolled in the program for a maximum of 279 days and must meet the following requirements:

- ▶ Three weeks of classroom instruction covering operating rules, air brake and train handling rules, and mechanical systems including a final exam.
- ▶ 60-90 days required training on operation of switch, local, remote control locomotives, and helpers.
- ▶ Four days of additional classroom instruction and final examinations covering operating, air brake and train handling rules. Student must achieve a minimum of 90% on all final exams.
- ▶ Secondary requirements consisting of road trips on the respective zones.
- ▶ Final promotion consists of each student demonstrating his skills to both an MRL and BLE designated supervisor.

Instructors: Rex Hoag, Jack Dorsey and Tim Doherty (BLE)  
Ted Hageman, Kim Kautzman, and Kem Kummerer (MRL)

## Power Pride ~ People Pride

by Jack Gabrian

You may have seen two shiny locomotives pulling our passenger fleet and gas train around the Missoula area recently. If you noticed, you could see the 390 and 392 proudly working up and down our railroad. They are F-45 units built in 1971 and powered by 20 cylinder 3600 hp diesel engines. What is unique about these units is the body style that resemble the old covered wagon units of the 1950's and 60's.



Missoula Carmen  
Jim Chilcote and Brian Panian

Both of these units were assigned the task of pulling a special train in July. This involved many hours of work by the Livingston and Missoula Mechanical forces. The units were reworked inside and out, which involved cleaning and painting the cabs and engine compartments.

In Livingston, the cab compartments were gutted and repainted, and the engine compartments were cleaned and given a new coat of paint. Many hours of hard work by Livingston employees Mike Ungaretti, Jason Jacobsen, and Mike Nelson were devoted to the interior.

Once these units arrived at Missoula it was time to "spit and polish" the final work. The units were cleaned and waxed, trucks repainted and stenciling applied to the noses.

It is pleasing to see such pride and workmanship that our employees put forth to accomplish this task. People take pride in their jobs and the work they do and these two locomotives are a testament to that pride.

Great job Livingston and Missoula Mechanical on a job well done!

## LETP 31

January 12, 2004

Brandon Arthur  
Brian Curry  
Clifton Greuter  
Jason Howe  
Steve Huschka  
Ryan Krumenacker  
Ryan Lavacheck  
Jeremiah Michael  
Rob Reimann  
Nate Temple  
Tim Van Orden (promoted)  
Kevin Zard

## LETP 32

July 12, 2004

David Barnes  
Jason Claussen  
Jon Crerar  
Michael Hastings  
Andy Hill  
Steven Johns  
Scott Lake  
Timothy Leishman  
Chris Martin  
Travis Maxwell  
Cody Mercier  
Scott Miller  
Timothy Ostler  
Scott Puffinburger  
James Reiner  
Eric Ripley  
Anthony Schieno  
Douglas Schwindt  
Tobin Sinclair  
Bryan Stewart  
Rodney Swecker

Dispatch is  
the new employee  
"communiqué" that  
replaces the MRL  
newsletter.

You can access the  
Dispatch on the intranet  
at [www.montanarail.com](http://www.montanarail.com)