



## Company News for MRL Employees

Dispatch Staff: Lynda Frost • Ted Hagemo • Pete Lawrenson • Linette Lemm • Brent Mueller • Scott Trent • Michelle Watt • Erin Best

June 2009  
No. 63**Leadership MRL***Scott Trent, Chief HR Officer*

Thomas Jefferson, America's third president, once remarked, "To learn is to change, and education is the process that changes the learner." Change is apparent everywhere we look, and changes are coming to Montana Rail Link beginning this June.



MRL is preparing to launch *Leadership MRL*; an educational process that will initially be offered for our frontline supervisors and managers. Through these learning opportunities, we expect to see positive and beneficial change in how our supervisors and managers lead at work each day.

Some time ago, MRL leaders traveled to visit the Norfolk Southern Railroad, an east coast organization known for exceptional safety achievement. During this visit, MRL leaders learned that many factors contributed to the overall safety success enjoyed by NS, including supervisor and manager training. As a result, Tom Walsh and others decided to learn from the NS and change how we prepare our frontline supervisors and managers to be most effective at work each day. Therefore, the training program topics will include Principles of Leadership, Resolving Conflicts, Developing Others, Giving Recognition, and other relevant classes intent on enhancing basic supervisory skills. Our mission to be the *Best of the Best* will come through, employing and growing our people through these learning experiences. Our long-term success will always come through our people; each of you!

The program will be built on a foundation of six basic principles that support our core values of Fairness, Integrity, Respect, Safety, and Trust. As our workplace changes, we need to change to remain the best and most cost effective transportation solution for our customers. This program will ensure we continue to learn and grow and change as needed to best serve our customers. One thing is certain; change will continue to be a part of how we do our business.

As Tom Walsh noted in our recent management meetings; "We have had training programs in the past here at MRL. *Leadership MRL* will be different; it will be a process, an on-going annual offering of learning opportunities based on our business and people needs. By educating and growing through this process, we will change MRL into a learning culture that will define how we do things here."

*Upcoming Leadership MRL classes will be facilitated by managers who recently completed a training course designed for this program. Those attending were (L to R): Brent Erickson, Pete Lawrenson, Kim Kautzman, Bruce Young, Jim Bieber, Casey Calkins, Mark Turner, Allan Knutson, Mark Smith, Mike Rabl, Mike Lemm, Jeff Benson, Claude Van Winkle, Mark Krause, and Harlan Pennington (missing: Scott Trent)*

**Rail Safety Act 2008***Ted Hagemo, Director Training Rules & Safety*

In October, Congress passed the Rail Safety Improvement Act of 2008. Several changes will have an impact on the industry, including Montana Rail Link and several crafts of employees. Those employees most significantly impacted are those covered by hours-of-service regulations. In addition, the act mandates Positive Train Control systems for Class 1 railroads and some others. As of now, MRL will not be required to install this system, however crews operating on BNSF track may be required to do so. Certain crafts or classes of employees will be required to be certified under programs similar to locomotive engineers in the near future. Additional employees will be required to be included in Federal Alcohol and Drug Testing Programs; this will most likely include Maintenance of Way employees. FRA has been allocated additional funds to increase the number of inspectors, and civil penalties were increased significantly.

Those employees covered by hours-of-service regulations are train, yard and engine service, dispatchers, as well as some signal and Mechanical Department hostlers. Major provisions of the hours-of-service regulations include an increase of off-duty time from 8 hours to 10 hours of

undisturbed rest for all covered service employees, effectively adding an additional four hours off between duty assignments for those on call. Train, yard and engine service employees, including hostlers, cannot exceed 276 hours on-duty in any calendar month; this provision should impact very few employees. Those employees reporting for duty on six consecutive calendar days must be unavailable for service for a minimum of 48 hours, and those returning to their home terminal on the seventh consecutive calendar day must have 72 hours off.

**Several changes will have an impact on Montana Rail Link and several crafts of employees.**

MRL will be required to make necessary changes to the operation in order to ensure we are in full compliance with the act. Over the next few months prior to the July effective date, Montana Rail Link will be discussing changes with employees and their representatives to be certain of full compliance, while minimizing the impact on our operation.

Employees interested in reviewing the entire act can access Montana Rail Link's internet site, [www.montanarail.com](http://www.montanarail.com), and click on Inside MRL; Hours of Service Regulation.

**Safety Person of the Year 2008***Pete Lawrenson, Chief of Security*

Nine MRL employees were recently nominated for the 2008 MRL Safety Person of the Year. The nominees from Operating were Richard Dawes, Tom Maurer and Brian Walker (Laurel); Jeremy Langendorff (Helena); Shaun Leishman (Missoula); from Mechanical were Faron Stevens (Missoula) and Dan Taber (Laurel); from Engineering was Tim McEwen (Laurel); and from TRS was Jim Johnson. Each nominee is very deserving for his contribution to a safe working environment and a strong safety culture in our organization. It is a difficult process to narrow the qualified candidates down to one individual, and this year was no exception.



Jim Johnson, former manager of Training Rules and Safety, was the employee selected. Throughout Jim's 40 year railroad career, he has always been a champion of safety and a role model for safety in action. Knowing Jim was retiring in February 2009, the Senior Safety Council felt this recognition was a fitting manner to reward him for many years of dedication to safety.

Mr. Johnson as well as each person nominated was awarded a recognition plaque at the area safety committee meetings in May. Please join in and congratulate Jim on this award and his retirement!

## Keeping Track

### On the Move

**Chris Chaussee** • Was Signal Laborer, Now **Dispatcher Trainee**

**Craig Hardy** • Was Track Laborer, Now **Temporary Assistant B&B Supervisor**

**Curt Schoening** • Was Track Laborer, Now **MOW Training Supervisor**

**Joe Zawada** • Was Locomotive Engineer, Now **Trainmaster/Road Foreman - Laurel**

**Kim Kautzman** • Was Trainmaster/Road Foreman, Now **Director Training Rules & Safety** (Transitional Position)

**Mike Hastings** • Was Locomotive Engineer, Now **Assistant Manager Crew Operations**

**Nick Arnold** • Was Track Laborer, Now **Assistant Roadmaster - Missoula**

**Tony La** • Was Switchman, Now **Dispatcher Trainee**

### Look Who's New

**Assistant Manager Crew Operations**

Mike Hastings

**Assistant Trainmaster - Missoula**

Nathan Mann

**Director Signals & Communication**

Jeff Power

**Hostler - Helena**

Arnold McCarley

Darrin Spring

**Machinist Apprentice - Missoula**

Shawn Nelson

### Track Laborers

Colin Barnhill (rehire), Steve Beaty, Kyle Buswell, David Clawson, Jerodd DeSaveur, Travis Dishman, Robert Fowler, Ben Kelly, Chad Kingsland, Lee Kinser III, Jordan Kissler, Andrew Martin, Jake Miller, Joshua Nelson, Andy Petek, Clayton Smith, Jason Strang, Cole Warnick, Josh Zachariasen

### Retirements

Robert Allen, *Operating Laurel*

Jim Chilcote, *Mechanical Missoula*

Charles Lunde, *Operating Missoula*

Mike Martz, *Mechanical Livingston*

Bev Ranchor, *Operating Missoula*

Dan Sloan, *Operating Missoula*

David Smith, *Operating Helena*

Marcus Vanorman, *Operating Laurel*

## A NOTE OF APPRECIATION

THANK YOU, MY FELLOW EMPLOYEES, FOR YOUR LOVE AND CARE DURING THE LOSS OF OUR DAUGHTER, ASHLEIGH. YOUR THOUGHTS AND CONCERN ARE SO MUCH APPRECIATED.

DANIEL & MARIANNE KULAWINSKI,  
MOW MISSOULA

## DATES to Remember

### 22nd Annual Golf Invitational

June 27th Missoula  
August 7th Laurel

### Troy Stutterheim Scholarship

July 6th Application Deadline

## DEPARTMENT HIGHLIGHT

## ACCOUNTING

*Linette Lemm, Brent Mueller and Michelle Watt; Accounting Department*

A quote often heard in the business world advises companies to "not step over a dollar to pick up a dime." The goal of the MRL Accounting Department is to make sure there isn't any currency lying on the ground to be stepped over when picking up the dimes. While many railroads have their accounting departments located in a distant office, our company size enables our accounting employees to work directly with folks in every department across our system. Leading the Accounting group of 21 dedicated employees is **David Koerner**, VP and Chief Financial Officer, with **Jean Laber** as Director of General Accounting and **Mark Krause** as Director of Revenue/Cost Accounting. The MRL accounting staff is divided into various groups of financial responsibilities with Payroll, Inventory Management, Car Repair Billing, Accounts Payable, and General Accounting reporting to Jean Laber. The groups reporting to Mark Krause are Car Hire, Freight Claims, Freight Car Revenue, Cost Accounting, and Real Estate Administration.

Most employees are familiar with Payroll's staff, represented by **Patty Seabaugh**, **Shelly Goff** and **Cindy Smith**. **Lynda Hahn** manages Inventory's material for maintenance of way, B&B, signal, and Mechanical's locomotive and car shops. **Dawn Taylor** manages Car Repair billing, which involves approving repair bills of the MRL freight cars and invoicing other railroads for freight car repairs made by the mechanical shops. Accounts Payable's **Kelly Hayes**, **Debbie Bush** and **Jennifer Bristow** have the large task of keeping track of all the bills and making sure they are paid on time and coded correctly. **Julie Devlin** and **Wanda Russell** administer Car Hire, the usage fees railroads pay and collect from one another for use of each other's freight cars. **Linette Lemm**, **Dawn Dodson** and **Mary Ann Buck-Heisser** make up the Revenue Accounting group with responsibilities for tracking loaded and empty freight car moves and associated accessorial revenue due MRL. In Cost Accounting, **Brent Mueller** manages special projects involving audits and

proposed capital purchases, assists in customer rate calculations, measures locomotive utilization and lease, and publishes quarterly reports identifying locomotive costs and Laurel yard operating cost; where MRL and BNSF share expenses. Recent additions to our group are **Theresa Beckwith** and **Bev Kenfield**, who joined MRL from Washington Corp.'s real estate department and will continue administering the MRL real estate holdings. Finally, **Michelle Watt** and **Chris Cline** administer multiple general accounting functions interacting with MRL's other departments handling expense coding, financial reporting, miscellaneous billing, and fuel usage accounting just to name a few.

The MRL accounting staff is always interested to hear from folks in other departments who may have questions, information or suggestions concerning our financial health and accuracy. Feel free to contact any of us. All names, phone numbers and email addresses are available in the company directory.

Congratulations to the following for recently receiving LETP Certification: Jeff Demers, Reese Forsythe, Brandon Gress, Adam Hailstone, Dan Hansen, Chad Hilmo, James Jensen, Josh Johns, Paul Knox, Eric Larson, Adam Loeffler, Leslie Romine, Jeff Lowenstein, Chris Spadt, Will Tucker, and Jeremie Wilson



Above (L-R): Bev Kenfield, Joe Gentry and Theresa Beckwith

### Welcome!

The Real Estate Department was recently transferred to MRL from Washington Corporations. This department provides land management services for MRL real estate assets.



### Well-Deserved Recognition

Congratulations to **Lori Foust**, Missoula Clerk, on being selected to receive the John Lewis Memorial Award. This annual award is given to the individual recognized by Montana Operation Lifesaver for the commitment to saving lives at Montana highway-rail grade crossings. Lori was nominated by her fellow OL volunteers and MRL co-workers for her outstanding service to this valuable program.



### MRL Employee Train

One of the Thomas the Trains has been designated as an **MRL Employee Special**. It is scheduled to leave the Billings Depot on Sunday, July 12 at 3p.m. A special price of \$6 per ticket is available to employees. Only 300 tickets are available, so they will go fast. There is a limit of five per employee. Tickets can be purchased by calling 523-1500 or (800) 338-4750 Monday through Friday; 8a.m.-5p.m. [www.thomasandfriends.com/dowt](http://www.thomasandfriends.com/dowt)

### Bike for Shelter

Nearly forty volunteers from MRL and other Washington Companies took time during a sunny Saturday in May to feed the 1,000 attendees of the 9th Annual Watson Children's Shelter *Bike for Shelter*. This Missoula event raised over \$50,000 to support WCS, the only emergency shelter in western Montana for young children in crises. A big **Thank You** to all the great volunteers!