

ARTICLE I

THOROUGHbred PERFORMANCE BONUS

- 2008 -payable in 2009 15%
- 2009 -payable in 2010 10% /15%
- 2010 -payable in 2011 10% /15%
- 2011 -payable in 2012 10% /15%
- 2012 -payable in 2013 10% /15%
- 2013 -payable in 2014 10% /15%
- 2014 -payable in 2015 10% /15%
- BONUS BASED ON JOB STARTS 1 - 1, 2009

BONUS ELIGIBILITY

Two Qualification Levels:

•15% Level

- 260 factored starts in thru freight
- 248 factored starts in other than thru freight

•10% Level

- 235 factored starts in through freight
- 220 factored starts in other than through freight

Thru Freight Factored Starts

Mileage of Run	Factor
Less Than 150 Miles	1.25
150 to 199	1.35
200 to 225	1.40
226 to 274	1.50
275 and above	1.75

ARTICLE IV

GENERAL WAGE INCREASE

- July 1, 2009 -5%
- July 1, 2010 -3%
- July 1, 2011 -5%
- July 1, 2012 -2%
- July 1, 2013 -2%
- July 1, 2014 -2%
- 19% Total Wage Increase
- 20.5% Compounded

5 DAY YARD / LOCAL WAGE COMPARISON

(Rest Days Sunday - Monday)

Norfolk Southern Agreement vs National Agreement July 1, 2011

Factors	Norfolk Southern Agreement 5 Day Yard Service without Fireman	National Agreement 5 Day Yard Service without Fireman
Daily Rate:	\$221.88	\$214.24
Certification Pay	Included	\$5.00 per day
40 Hours Per Week	\$1,109.40	\$1,096.20
Weekend / Holiday	\$42.00	N / A
Weekly Income:	\$1,151.40	\$1,096.20
Annual Before Bonus:	\$59,872.80	\$57,002.40
Bonus Potential: 15%	\$8,980.92	N / A
Historical Bonus: 7.4%	\$4,356.59	
Total Annual Income:	\$68,853.72	\$57,002.40
(Historical)	\$64,229.39	Last Wage Increase
Income Differential:	\$11,851.32	July 1, 2009
(Historical)	\$7,226.99	

5 DAY YARD / LOCAL WAGE COMPARISON

(Rest Days Sunday - Monday)

Norfolk Southern Agreement vs National Agreement July 1, 2014

Factors	Norfolk Southern Agreement 5 Day Yard Service without Fireman	National Agreement 5 Day Yard Service without Fireman
Daily Rate:	\$235.46	\$214.24
Certification Pay	Included	\$5.00 per day
40 Hours Per Week	\$1,177.30	\$1,096.20
Weekend / Holiday	\$42.00	N / A
Weekly Income:	\$1,219.30	\$1,096.20
Annual Before Bonus:	\$63,403.60	\$57,002.40
Bonus Potential: 15%	\$9,510.54	N / A
Historical Bonus: 7.4%	\$4,691.87	
Total Annual Income:	\$72,914.14	\$57,002.40
(Historical)	\$68,095.47	Last Wage Increase
Income Differential:	\$15,911.74	July 1, 2009
(Historical)	\$11,093.07	