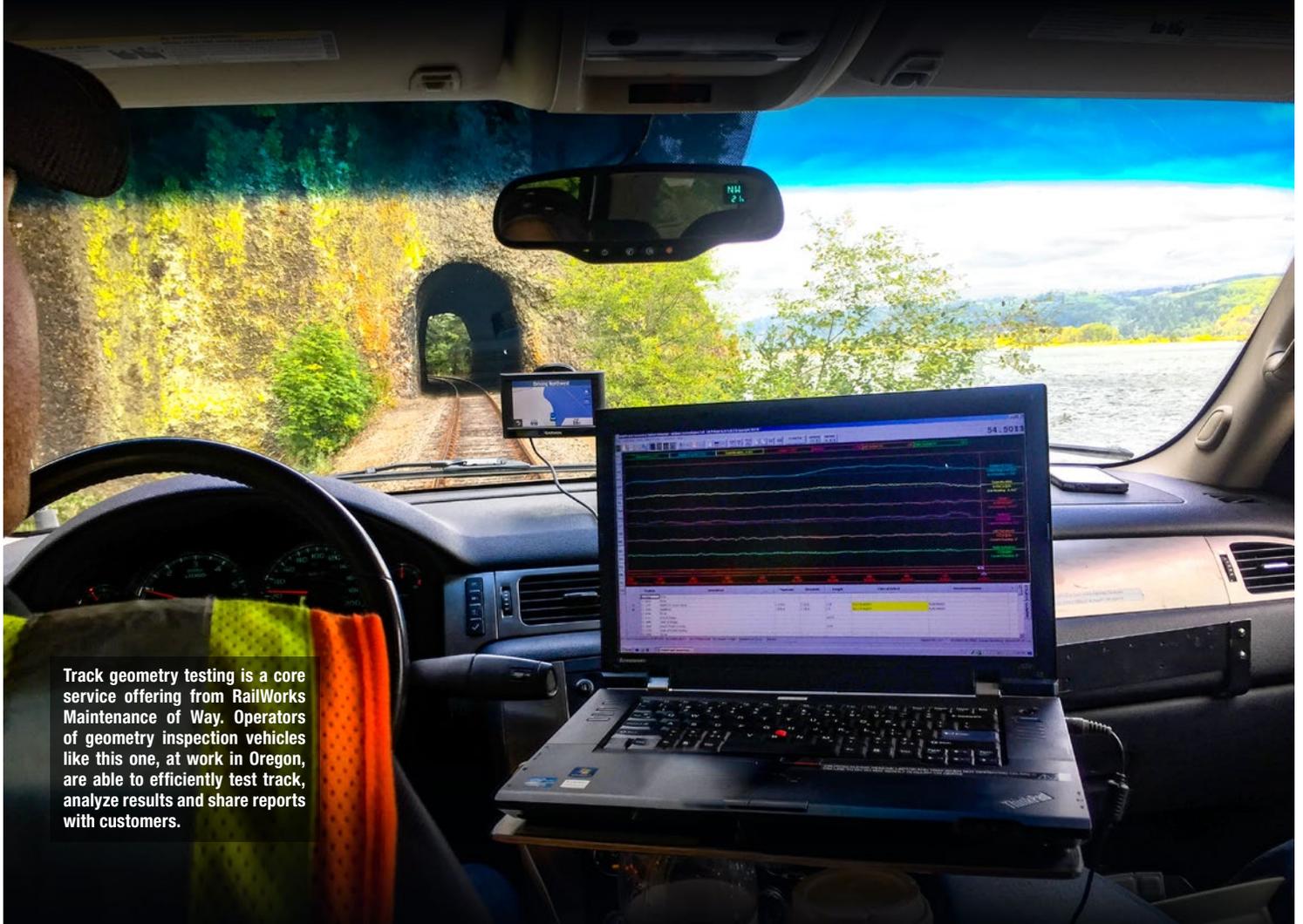


# RAILWORKS® TODAY

*A monthly newsletter for employees of  
RailWorks Corporation and its subsidiaries*

## Looking to RailWorks for MOW Services



Track geometry testing is a core service offering from RailWorks Maintenance of Way. Operators of geometry inspection vehicles like this one, at work in Oregon, are able to efficiently test track, analyze results and share reports with customers.

**A**t any time and place across North America, RailWorks Maintenance of Way is busy making sure that trains operate on track that is safe, suitable for its traffic volume and in compliance with federal regulations.

RailWorks' role in providing maintenance-of-way (MOW) services has vastly expanded since 2012, when the company acquired the operating assets and equipment of another business and began operating as RailWorks Maintenance of Way.

Starting with thermite and electric welding, RailWorks Maintenance of Way has grown to add new, vital services to keep the track on Class 1 and regional railroads in optimal operating condition. Keep reading (and also check out [this video](#)) to learn how RailWorks crews perform valuable MOW services in collaboration with railroads and transit authorities in the United States and Canada.

*Continued to page 2*

## Looking to RailWorks for MOW Services from page 1

**Field Welding** - An especially agile group, welders move quickly from place to place based on the needs of the railroad to preserve rail integrity with high-quality electric flash-butt or thermite welding. Jason Deaton, director, Technical Services, leads this group, which he notes can come up to speed quickly on the customized training that a railroad might require. Welders are well-versed in construction and repair, where they are increasingly employing not only conventional welds but also the cost-efficient and time-saving railhead repair welds that restore only the railhead. Dozens of crews are working on three Class 1 railroads and have had no reportable incidents this year.



### Track Geometry Testing -

Also led by Jason as well as Mark Sanders, manager, Technical Services, geometry testing crews are out with units presently examining Class I and short line railroads in the United States and Canada, analyzing 40 data points to help railroads plan track maintenance to run safer and more efficient trains. The newest machine in the fleet — a heavy-inspection vehicle — is at work in North America for a customer that favors the vertical-loaded gauge measurement. Of particular appeal to customers is a constant-rail-contact measurement method, which has the ability to report, analyze and act on results in real time. “If there’s a major defect,” Mark says, “the testing will kick out the exact speed that is safe for trains to travel.” RailWorks is currently evaluating geometry testing systems and technologies to enhance and expand this service.



### Rail Grinding

- Jason Bulger, director, Mechanical Services, heads up this service, where safety and efficiency are the calling cards for the experienced crews who operate the fleet of mainline, switch and crossing



grinders. Grinding crews are adept at shaping rail to specifications to help fix track defects and prolong track life. All equipment is presently at work in the Midwest on Class 1 properties, with new work for a major metro transit line on the horizon.

### Production Undercutting

- Like grinding, undercutting is a growth area for RailWorks Maintenance of Way.

This work is essential for customers; cleaning ballast ensures proper track drainage and a sturdy foundation for correct geometry. RailWorks' high-performance undercutters are currently busy in multi-year agreements with Class 1 and regional railroads across North America.



From location to location, MOW crews stay in close contact with railroad operators to complete their assignments in specified, often tight, work windows. The MOW team recognizes the customer costs associated with any service delay and goes to great lengths to avoid equipment issues or any other cause of downtime.

It helps that MOW crews are known for an ability to take customers' marching orders and get to work with little if any additional guidance along the way. “Our customers rely on us to grasp expectations and perform with no service interruptions, no downtime, and no problems,” says R.T. Swindall, vice president of RailWorks Maintenance of Way. “We’ve performed well as a service arm of the railroads. When our people get going, they need very little direction.”

Besides an aptitude for working independently and a proclivity for performance uptime, RailWorks Maintenance of Way offers railroads the stability and resources of a sound parent company.

“A lot of companies haven’t made it through the past four or five years because they weren’t strong enough financially,” observes R.T. “RailWorks is a stable, highly reliable service provider, and the bigger railways really need that consistency and dependability. We’re staying close to these customers and will evaluate opportunities to expand our services in the future to meet their maintenance-of-way needs.”

### RailWorks Maintenance of Way Leadership

R.T. Swindall, vice president  
 Jason Bulger, director, Mechanical Services  
 Jason Deaton, director, Technical Services  
 Mark Sanders, manager, Technical Services

# RAILWORKSMART RAILWORKSAFE

## Rewarding Employees for Reporting, Fixing Issues

RailWorks plans to launch a new Employee Safety Recognition Program in the coming weeks designed to encourage employees to report and correct safety deficiencies and ultimately prevent incidents.

Health, Safety and Environmental Director Greg Coleman notes that the program isn't a reaction to address any particular issue. "Our numbers year over year look great," he says. "It's more about our field leaders encouraging employees to engage, observe and report near-misses, allowing RailWorks to deepen its examination of leading indicators to head off hazards on the job."

This approach is on the right track:

- A 2012 employee recognition study found that organizations with strong employee recognition programs are 12 times more likely to achieve strong business results.
- Employee recognition and engagement firm Globoforce advocates an emphasis on good-catch education and rewards as features of an effective safety program.
- Recognition is linked to better engagement, and one Gallup study found 48% fewer safety incidents at companies with the highest employee engagement.

To inspire employees to report hazards, the new recognition program includes two key elements: empowerment and incentives.

### Empowerment

It can be common in the construction industry for employees to be reticent to report a good catch, fearing anything from embarrassment to disciplinary action. RailWorks continues to stress the contrary and has incorporated this philosophy into the new recognition policy.

Foremen, supervisors and managers are responsible for urging employees to report their observations and then take necessary steps to avert and/or eliminate hazards. Employees will use RailWorks' Safety Observation/Good Catch form, which is being revised to reinforce pro-active transparency by spelling out the do's and don'ts of optimal reporting.



Recognition is linked to better engagement, and one Gallup study found 48% fewer safety incidents at companies with the highest employee engagement.

### Incentives

RailWorks leaders are hoping rewards trump any reluctance to report good catches. New incentives will reward employees for conducting "exceptional" safety observations and good catches, and for taking action to prevent hazards.

Regional or Local Safety Committees will review and rate the submitted safety observation forms and then select the reports that will result in employee recognition. Based on the volume of reports and the ratings those reports receive, permanent office locations will provide a minimum of two awards each month, each valued at a minimum of \$100, to one non-supervisory employee and also to one supervisor or foreman.

The full employee recognition policy will be available on SharePoint through the Safety page. Two additional new safety policies rolled out in September and cover the use of orange cones and face shields.

## Calendar Notes

### RailWorks Recruiting Event

Oct. 3 – 4	Railroad Night and Rail Day EXPO at Michigan Technical University	Houghton, MI
------------	---	--------------

### Industry Events

Sept. 25 – 27	American Short Line and Regional Railroad Association (ASLRRA) Southern Region Meeting	Charleston, SC
Oct. 8 – 11	American Public Transportation Association (APTA) Annual Meeting and Expo	Atlanta, GA
Oct. 23 – 25	American Short Line and Regional Railroad Association (ASLRRA) Eastern Region Meeting	Providence, RI
Oct. 31 – Nov. 2	Railway Tie Association Symposium and Technical Conference	San Diego, CA

RailWorks Values In Action: Committed to Customer Intimacy

# Taking **GO**od Care of GO Transit Track

PNR RailWorks' Brydon Martin is just one of about 200 PNR RailWorks employees who team up to maintain a close watch on the health of GO Transit track in Ontario's Greater Toronto Area (GTA).

As part of PNR RailWorks' dedicated GO Transit Maintenance Division, Brydon has a unique role. He operates GO Transit's integrated rail inspection system (I.R.I.S.) vehicle, a 30-ton, highly specialized piece of machinery equipped for both heavy geometry testing and ultrasonic rail flaw detection.

Brydon, a track foreman, drives the high-tech vehicle nightly on subdivisions specified by GO Transit and occasionally during the day in yards. Besides maneuvering the truck on its route, Brydon operates controls such as those which lower the lateral load axle to convert the vehicle for heavy geometry. He coordinates with two technicians on board in the back of the vehicle watching detection readouts on computers: one from Ensco Rail (for geometry testing) and the other from Nordco Rail Services (flaw detection). "I call out switches, underpasses, crossings ... so that they can mark it on the test, so we can have a rough idea of where the defects are when they find them."

Brydon then relays their findings to PNR RailWorks track maintenance crews following behind I.R.I.S., who can take the proper action in real time. "When there's an urgent geometry defect — 'urgent' as in a train cannot pass over — we know that in about 500 feet past the defect," Brydon says. "Normally, a tool truck

foreman and supervisor behind us will confirm the defect by hand and then make the repair, or ask for slow track order if a repair can't be made immediately.

"A rail flaw will require a slow order or that a piece of rail be changed. Again, we have our guys behind us who can do that. We know (results) within 150 feet of going over the flaw."

Ninety percent of the I.R.I.S. work is done at night, to minimize service disruptions. "Our GO Transit maintenance team makes a plan, subdivision by subdivision, to do as much as we can get done each night," says Brydon. "Throughout the year, we test all of the GO Transit track maintained by PNR RailWorks and Toronto Terminals Railway (involved in rail operations within the Union Station Rail Corridor), which is continuously growing."

In addition to his coordinating among the two technicians and the PNR RailWorks repair crews, Brydon stays in contact with GO Transit about how the maintenance team is addressing any issues. Further, he's able to add a layer of protection to GO Transit's \$2 million investment by providing daily inspections and performing routine vehicle upkeep. "GO Transit appreciates our efforts to keep the truck rolling and testing," he notes.

Indeed, I.R.I.S. and PNR RailWorks have kept rolling and testing. Brydon estimates that in the past 12 months, they have examined GO Transit's 217 miles of track four times.

**PNR RailWorks' GO Transit Maintenance Division employees take care of GO Transit track in Ontario's Greater Toronto Area (GTA). Included in that care: the operation of GO Transit's highly specialized integrated rail inspection system (I.R.I.S.) vehicle that can handle both heavy geometry testing and ultrasonic rail flaw detection. Trackman Patrick Picotte (left) and Track Foreman Brydon Martin discuss rail flaw detection testing at GO Transit's layover facility in Milton.**

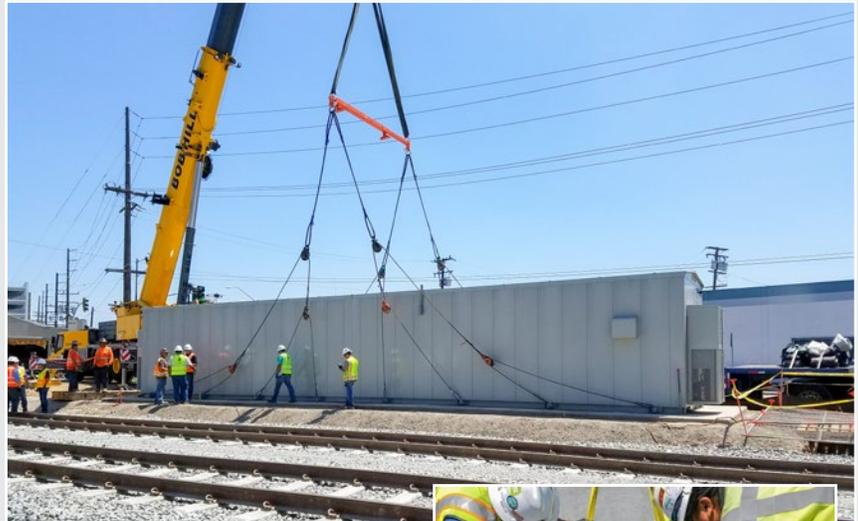


## News Across the Line

### L.K. Comstock National Transit

In early September, crews working on the Crenshaw/LAX Transit Corridor light-rail project in California installed a train control & communications (TC&C) bungalow on the line in Inglewood. It is the first of three 10x60 TC&C bungalows L.K. Comstock will install throughout the \$116 million project. In the months ahead, they also are installing more than 300 overhead catenary system (OCS) poles, assembling the OCS cantilever hardware, pulling over a million feet of signal cable and setting 39 switch machines.

Field operations began in September after nearly four years of design work. Under the direction of Project Manager **Prat Nair**, L.K. Comstock is installing the OCS and traction power, automatic train protection, and communication systems on the 8.5-mile light-rail project. It will link the Los Angeles International Airport to Inglewood and the historic Crenshaw District. Crews will eventually install nine crossing houses, two communications buildings, six traction power substations and nearly a million miles of various cables throughout the duration of the project.



On the Crenshaw/LAX Transit Corridor light-rail project in Inglewood, CA, crews install a train control & communications (TC&C) bungalow, while a train control crew (at right) mounts a switch machine to concrete ties on the line. L.K. Comstock is installing the OCS and traction power, automatic train protection and communication systems on the 8.5-mile project that will link the Los Angeles International Airport to Inglewood and the historic Crenshaw District.



## Employees' Reporting of Misconduct Translates to Confidence in Ethics & Compliance Program

*In a nationwide study conducted of the construction industry, it was found that large construction companies with the most effective ethics and compliance programs also had the highest percentage of employees reporting of misconduct. According to the study by the Ethics Resource Center, the high reporting of misconduct demonstrates that employees have confidence in their company's reporting systems, have a positive view of the company's ethical culture and believe that the company will act with integrity and will adhere to the company's standards of conduct.*

A lesson from this story: One way all RailWorks employees can help make our Ethics and Compliance Program effective is to continue reporting suspected violations of RailWorks' policies or law to their supervisor, executive management, RailWorks' Chief Compliance Officer, Human Resources or, anonymously, to the AlertLine (1-888-673-1152).



RailWorks is committed to the highest standards of business ethics and compliance and strives to make its Ethics and Compliance Program an effective tool to ensure we meet our commitment. As a reminder, RailWorks' policies expressly prohibit retaliation against any employee or other person who makes a good-faith complaint or report to RailWorks, via the AlertLine or otherwise. Your continued reporting of suspected misconduct or violations will enable us to appropriately investigate and address the reports in accordance with our Standards of Conduct and commitment to acting with integrity in all aspects of our business.

Watch for more "Compliance Matters" examples in *RailWorks Today*. Employees can address any questions or comments to RailWorks' Vice President, Assistant General Counsel and Chief Compliance Officer, Christopher K. Smith.