



Norfolk Southern Corporation
223 East City Hall Avenue
Norfolk, Virginia 23510-1728

D. L. Kerby
Assistant Vice President
Labor Relations
(757) 629-2405

July 12, 2016

AG-MW-2

Messrs. J. E. David, General Chairman - BMWED
J. Dodd, General Chairman - BMWED
E. W. Long III, General Chairman - BMWED

Gentlemen:

This will confirm our discussion regarding the Kanawha River Railroad ("KNWA") acquisition of the following lines, including sidings and yard tracks, between:

- Milepost V 382.0 at Maben, WV and Milepost V 435.0 at DB (Deepwater Bridge), WV;
- Milepost RR 7.0 at Refugee, OH and Milepost RR 116.5 at Hobson Yard, OH;
- Milepost WV 125.6 at Conco, OH and Milepost WV 253.4 at Comelia, WV;
- Milepost VC 0.0 at Vaco Junction, WV and VC 0.84 at Deepwater, WV;
- Hitop RT at Milepost TP 0 at Charleston, WV and End of Track at TP 1.0;
- Jones IT at Milepost JT 0.0 at Jones, WV and End of Track at Milepost JT 1.3;
- Milepost VG 0 at Virwest, WV and Milepost VG 12.1 at Bolt, WV;
- Milepost MY 0 at Milam Junction, WV and End of Track at MY 1.01;
- Milepost PE 0 at Putt, WV to Milepost PE 2.3 at Putt End Branch, WV;

and its application to current NSR employees who hold, or recently held, positions working on the West Virginia Secondary, as identified in Appendix A. We agree that the employees listed in Appendix A who secure a position with the KNWA, upon or after the date NSR ceases its maintenance obligations on the lines listed above, will retain their current standing on the NSR seniority rosters for up to 12 months from the date that the KNWA commenced its maintenance obligations on the lines listed above. At any time during this first 12 months, such employees who obtained a position on the

Operating Subsidiary: Norfolk Southern Railway Company

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Kanawha River Railroad may exercise a displacement right in accordance with the provisions of Rule 23 of the current NW-Wabash Agreement to return to service with NSR as long as they have not been dismissed for cause while working on KNWA. However, any employee who does not exercise such displacement right to return to NSR during this 12 month period will be removed from the NSR rosters and any employment relationship with NSR will be terminated.

Please indicate your concurrence with the above understanding by signing below.

Very truly yours,



D. L. Kerby
Assistant Vice President
Labor Relations


AGREED:



J. E. David, General Chairman - BMWED

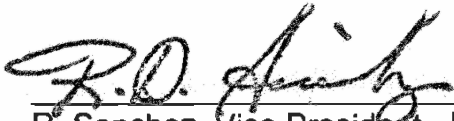


J. Dodd, General Chairman - BMWED



E. W. Long III, General Chairman - BMWED

APPROVED:



R. Sanchez, Vice President - BMWED

APPENDIX A – NSR WV SECONDARY EMPLOYEES

CURRENTLY WORKING ON THE WV SEC

| <u>NAME</u> | <u>EIN</u> | <u>POSITION</u> | |
|--------------------|------------|-----------------|---------------------------------------|
| T. E. Joseph | 0341054 | New Lex, OH | Track Patrol Foreman |
| D. D. Hartberger | 0341061 | Nitro, WV | Backhoe Operator |
| S. F. Higginbotham | 0175540 | Nitro, WV | Track Patrol Foreman |
| J. E. Tucker | 0158579 | Nitro, WV | Foreman |
| D. L. Marcum | 0117727 | Nitro, WV | Assistant foreman |
| J. A. Kennedy | 0341047 | Nitro, WV | Trackman |
| S. L. Synder | 0199361 | Nitro, WV | Material Handling Truck [Various HDQ] |
| T. L. Dawson | 0189617 | Nitro, WV | B&B Foreman [Various HDQ] |
| D. E. Browning | 0763549 | Hobson, OH | B&B Foreman [Various HDQ] |
| M. L. Roach | 0144320 | Hobson, OH | B&B Mechanic [Various HDQ] |

FORMERLY WORKED ON THE WV SEC UNTIL MARCH 2016 FORCE REDUCTION

| <u>NAME</u> | <u>EIN</u> | <u>FORMER POSITION</u> | |
|--------------------|------------|------------------------|--|
| D. R. Waldeck | 0394534 | New Lex, OH | VOB <i>[currently Thermit Welder Helper on FBWT at Pittsburgh – Various Hdq]</i> |
| G. K. Vore | 0197408 | New Lex, OH | Foreman <i>[currently Assistant Foreman at Buckeye, OH]</i> |
| R. A. Hermen | 0261234 | New Lex, OH | Trackman <i>[currently Trackman at Buckeye, OH]</i> |
| R. A. Hook | 0271694 | New Lex, OH | Trackman <i>[currently Trackman at Buckeye, OH]</i> |
| E. Thompson | 1002156 | Nitro, WV | Foreman <i>[currently Front End Loader Operator on Harrisburg Division – Various Hdq]</i> |
| J. E. Watson | 0338177 | Nitro, WV | Electric Welder <i>[initially to TPBC Operator on DPG TS-31, then bid in EWH at Grey Eagle, WV]</i> |
| C. A. Crabtree | 1001857 | Nitro, WV | Electric Welder Helper <i>[initially to PJ Operator on DPG TS-31, then bid in Trackman at Kenova, WV]</i> |
| D. C. Higginbotham | 0116922 | Nitro, WV | Smoothing Gang Foreman [Various HDQ] <i>[out of service – sleeping on 3/21 – dismissal is on appeal]</i> |
| B. M. George | 0175603 | Nitro, WV | Smoothing Gang Tamper [Various HDQ] <i>[currently B&B Mechanic at Columbus, OH – Various Hdq]</i> |
| R. A. Yates | 0158768 | Hobson, OH | B&B Mechanic [Various HDQ] <i>[currently B&B Mechanic at Cleveland, OH – Various Hdq]</i> |