

UNITED



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GENERAL COMMITTEE OF ADJUSTMENT
CSX Transportation (L.&N. Proper)
CRR • NC&STL

January 25, 2013

All Local Chairmen
All Local Officers

RE: CSRA Article 5, Section 1 – Performance Bonus Program (PBP) Payout

Brothers and Sisters,

CSXT has announced that the 2012 payout percentage for their Management Incentive Compensation Program (MICP) was determined to be 60%. In accordance to Article 5, that percentage will be used in computing the amount of CSRA Performance Bonus Program (PBP) bonus you will be due for the year 2012. To determine the amount of your PBP payout –

1. Begin with your 2012 earnings, not to include expense reimbursements and allowances (meals, auto allowance, etc.), earnings from other crafts, or other bonuses	(example) \$68, 320.00
	X
2. Multiply your earnings by .05 (5% allowed by Article 5, Section 1, Part A, 1)	.05

	3,416.00
	X
3. Multiply that total by the determined 2012 60% MICP percentage (.60)	.60

4. The result is the amount of your PBP payout due for 2012	\$ 2,049.60

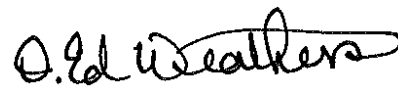
CSXT has advised that the check date for the PBP payouts will be February 22, 2013.

This is also to advise that CSRA Article 5, Section 1, Part B, Paragraph 3, has been temporarily modified through a mutual agreement reached between the parties. The requirement that fifteen percent (15%) of a Trainman's PBP payout be placed in his Capital Builder Plan (401K) will no

longer be mandatory, but rather voluntary. CSX will soon be providing information as to how a Trainman would elect to use that option, should you want any part of your PBP payout to be deposited into your Capital Builder Plan.

Please share the above with your members and, should there be questions regarding any of the information provided, please feel free to contact this office at any time.

Fraternally yours,

A handwritten signature in black ink that reads "O. Ed Weathers". The signature is written in a cursive style with a long horizontal flourish extending to the right.

O. Ed Weathers, General Chairman