



Salvatore Macedonio  
Director-Labor Relations

Labor Relations Department  
6735 South Point Dr. J-455  
Jacksonville, Florida 32216

December 12, 2012

Mr. J. D. Whitaker, General Chairman  
United Transportation Union - Suite 104  
3560 Cardinal Point Drive  
Jacksonville, FL 32257

Mr. J. R. Townsend, General Chairman  
United Transportation Union  
1319 Chestnut Street  
Kenova, WV 25530

Mr. J.E. Darby, General Chairman  
United Transportation Union  
1160 County Road 499  
Valley, AL 36854

Mr. O.E. Weathers, General Chairman  
United Transportation Union  
3560 Cardinal Point Drive – Suite 103  
Jacksonville, FL 32257

**Subject: Suspension of mandatory 15% of Bonus contribution to 401k**

Gentlemen:

Reference our discussions on the issue of the mandatory 15% of the bonus being deferred into the CSX Corporation Capital Builder Plan. Due to the forecast of a diminished bonus possibility for 2012 the Organization has asked the Carrier to suspended the mandatory contribution piece of CSRA, Article 5, Section 1(B)3. The parties hereby agree to a temporary suspension of this provision, subject to following terms:

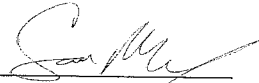
- 1) Until one party notifies the other, in writing, of their desire to lift the suspension, CSRA (CSXT Labor Agreement No. 40037-09), Article 5, B(3) will be modified to read:

“3. Trainmen may make a 401(k) election, prior to the beginning of the calendar year, to defer any bonus amount (determined under paragraph B) into the CSX Corporation Capital Builder Plan (the “Plan”), up to the limits of and in accordance with the provisions of the Plan. Information regarding how to make this election will be provided annually to Trainmen.”

- 2) Should either party choose to lift the suspension, they will notify the other party, in writing, prior to December 1<sup>st</sup> of the year prior to the year in which the bonus, pursuant to CSRA, Article 5 Section 1(A), is to be paid.
- 3) All other Sections and paragraphs contained in CSRA Article 5 shall remain unchanged by this Letter Agreement.

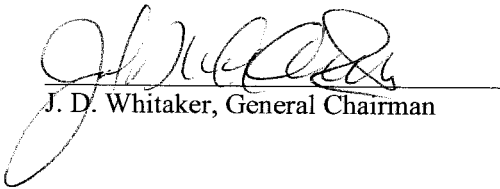
Please indicate your concurrence by affixing your signatures below.

For CSX Transportation, Inc.

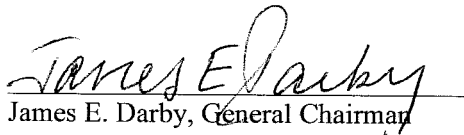


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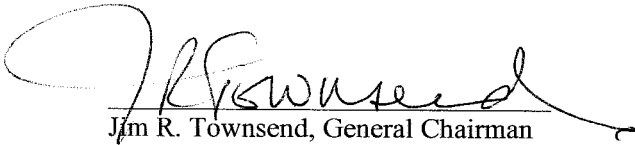
For the United Transportation Union:



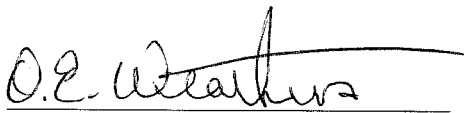
J. D. Whitaker, General Chairman



James E. Darby, General Chairman



Jim R. Townsend, General Chairman



O.E. Weathers, General Chairman

Date: 12-21-12