

## *Drive to Succeed*

### FREQUENTLY ASKED QUESTIONS

#### **Who is eligible for the program?**

The availability incentive program is open to trainmen and conductors who work a majority of their time under the SMART-TD agreements within the craft during the program period.

#### **What constitutes good attendance?**

Good attendance for the purpose of the program is defined under the CAPS Policy as 100 percent availability to work as scheduled with no attendance points assessed and no unpaid absences. Use of accrued vacation and paid personal leave entitlements is permitted and does not count as an absence. Additionally, if you are involuntarily displaced and place yourself within 12 hours, you will still be considered available and not be disqualified for good attendance under this program.

#### **What happens if meet the criteria?**

You will be automatically entered in a prize drawing along with all other employees who achieve good attending during the six-month period. The drawing is scheduled for July 1, 2021.

#### **What are the prizes?**

The grand prize is a special edition Ford F-150 4x4 pickup truck. Additional prizes include two \$5,000 prizes and four \$2,500 prizes. Also, every employee who meets the good attendance criteria under this program will receive \$100, regardless of whether they also win a prize.

#### **If I win one of the prizes, will I have to pay tax on it?**

CSX will provide a payment (gross-up) for the amount of any applicable taxes due on prizes.

#### **What if I don't want to participate?**

You can opt out of the program if you choose at any time by notifying Shannon Scott, Senior Director, Labor Relations, in writing via email at [Shannon\\_Scott@csx.com](mailto:Shannon_Scott@csx.com).

#### **Why is this program only being offered to trainmen and conductors?**

Similar or tailored incentives may be offered to other employee groups in the future, however this availability incentive program was inspired by the work done during negotiations with SMART-TD, which represents trainmen and conductors, to improve the overall culture and employee experience at CSX.

#### **Who is administering the drawing of names?**

CSX has partnered with a third party auditor to validate the computer generated process for random identifier selection. In other words, a computer program will assign random identifiers to all eligible employee IDs and then the computer will run and generate the selection of winners for the drawings. The third party auditor will confirm that there was no CSX involvement in the selection.