

Investigation Waiver - Standard Formal Reprimand

This Investigation Waiver letter will confirm that as a result of a conference on July 14, 2011 concerning my responsibility for improper train handling that resulted in a derailment and failure to inspect your train after experiencing slack action on June 28, 2011; while working as crew members on the H TPLKCK1 28A, I have been assessed a Standard Formal Reprimand. In addition, I am being assessed a **One (1) Year Review Period** that commences on June 28, 2011. Any rules violation during this review period could result in further disciplinary action. The waiver must be signed as soon as possible but no later than 48 hours prior to the time of the scheduled investigation unless otherwise agreed to. If not, then CARRIER reserves the right to proceed with the investigation as scheduled. If necessary, CARRIER may also seek postponement of the investigation to a later date, in the manner and to the extent provided by any applicable agreement.

By signing below:

I admit responsibility for violating GCOR 6.23 Emergency Stop or Severe Slack Action, or Actuation of Shifted Load or Dragging, and GCOR 1.47 Duties of Crew Members.

I acknowledge and agree that the level of discipline assessed is acceptable. I understand that, in determining the level of discipline, CARRIER considered my service record. **I voluntarily waive my right to a formal investigation.**

I also voluntarily waive any right to appeal or otherwise challenge or nullify this discipline under any collective bargaining agreement.

I understand that a copy of this Investigation Waiver will be placed in my personnel record.

cc: Personnel Records, Fort Worth