



INDIANA HARBOR BELT RAILROAD COMPANY

2721 - 161ST STREET, HAMMOND, IN 46323-1099

November 12, 2012

Side Letter #1

Mr. Christopher J. Cundari
General Chairman, BLET
1110 Wabena Avenue
Minooka, IL 60447

Dear Mr. Cundari:

This shall confirm our understanding reached during conference held at the Gibson Main Office in Hammond, Indiana on November 9, 2011 regarding the interpretation and application of the November 1, 2008 Agreement by and between the Indiana Harbor Belt Railroad Company and its employees represented by the Brotherhood of Locomotive Engineers and Trainmen; specifically, ARTICLE I-ENGINEER INCENTIVE COMPENSATION.

All references made in ARTICLE I of the November 1, 2008 Agreement to the 'THB Availability Policy dated August 1, 2005' shall be changed to read "ARTICLE VII-ENGINEER AVAILABILITY as contained in the August 1, 2005 Agreement by and between the Indiana Harbor Belt Railroad Company and its employee represented by the Brotherhood of Locomotive Engineers and Trainmen."

If this correctly sets forth our understanding, please affix your signature in the space provided below.

Sincerely,

Mary Kay Conley
Director Labor Relations and Human Resources

I Agree:

C.J. Cundari
General Chairman - BLET