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Freedom of Information Office
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May 7, 2008

Re: Freedom of Information Act Request #08-128

We are further responding to your March 9, 2008 request for information under the Freedom of Information Act (FOIA), which was received by this office on March 14, 2008 and perfected on April 14, 1008, at which time we received your e-mail clarifying the scope of your request.

Your request, as presently, structured, seeks "a digital/electronic copy (copied on to a CD-ROM or DVD) of each Special Employee Advisory during the time period January 1, 2001 to the present, or to whatever extent digital copies are available." In your April 14 e-mail, you requested that Amtrak limit its search time to three hours.

Under cover of my April 29, 2008 letter, you were informed that Amtrak was prepared to release, on CD copies of the Special Employee Adivsory for the time period of January 2004 through March 2008, upon payment of processing fees totaling \$39. On May 2, 2008, we received check #695 for this amount. Accordingly, we are releasing the above-mentioned CD.

If you have any questions regarding the processing of your request, please feel free to contact me 202/906-3741.

Sincerely,

A handwritten signature in black ink, appearing to read "Sharon Hawkins", written in a cursive style.

Sharron Hawkins
FOIA Officer

Enclosure

FI-38354

special employee advisory

January 23, 2004 • Page 1 of 1

Congress Approves Funding Legislation

Yesterday, the U. S. Senate approved legislation that includes \$1.2 billion in federal funding for Amtrak, including deferment of the repayment of a \$100 million DOT loan. The legislation is expected to be signed into law by President Bush.

Since Oct. 1, the company has been operating with funds coming from Congress under a continuing resolution, at a prorated \$1.043 billion funding level.



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February 6, 2004 • Page 1 of 1

Make Your 2004 President's Service & Safety Awards Nominations Now

It's time to make your nominations for this year's President's Service & Safety Awards. All nominations must be received by March 15, 2004.

Here's your opportunity to nominate an Amtrak employee, a valued Amtrak supporter, or yourself for making an outstanding contribution to Amtrak.

Hard copies of the nomination form are available at all Human Resources offices and other locations within the divisions and at headquarters.

Starting today, you can also make your nominations online via the Intranet. Access the form via the home page link, or by clicking on the *Employees* icon, then on *Awards and Achievements*, and then select *2004 President's Service & Safety Awards*. A General Information section has been added to the form this year; please take a moment to review it.

The awards programs will be held this fall at several locations around the country. We will provide you with details regarding these dates and locations as they become available.

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February 10, 2004 • Page 1 of 1

Amtrak Submits FY '05 Funding Request to Congress to Continue the Progress Toward a State of Good Repair

Amtrak today forwarded to Congress its FY '05 federal grant request. (This is the railroad's annual proposal for federal funding for operations, capital projects and other needs that are not covered by revenue or state support.)

For FY '05, Amtrak is requesting \$1.798 billion. The chart (below) compares the railroad's federal support in FY '04, with what we said we'd need in FY '05 when the five-year strategic plan was released a year ago and what is being requested for FY '05 today.

The \$1.8 billion request amounts to a roughly \$300 million increase over the current year's federal funding and relief, comprised of an appropriation of \$1.2 billion, carry-over of more than \$150 million from FY '03, and deferral of the \$100 million loan repayment.

Amtrak President David Gunn is briefing reporters and congressional staff today on the request. In the news release for reporters, Gunn said: "As we enter the second year of our five-year plan, this request should come as no surprise to anyone. When we announced our plan last February, we said we'd need about \$1.7 billion in FY '05, and that is what we have proposed."

Gunn also stated, "The nearly \$1.4 billion in real dollars and \$100 million in loan repayment relief will be adequate for this year (FY 04), but we will need a full appropriation in FY '05 if we are to continue stabilizing the railroad according to our strategic plan and eventually return our plant and equipment to a state of good repair."

A copy of the entire FY '05 Grant and Legislative Request can be viewed on Amtrak's Intranet home page under Latest News and Info, or on the Internet under About Amtrak, Government Affairs.

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	FY04	FY05	
	Revised Budget	Strategic Plan	Grant Request
Amtrak Funding Needs			
Capital			
<i>Infrastructure</i>	252	418	352
<i>Fleet</i>	194	410	349
<i>Other (a)</i>	86	67	90
Subtotal, Capital	532	894	791
Operating	581	565	570
Debt Service	262	266	262
Working Capital	0	0	75
Subtotal	1,375	1,725	1,698
DOT Loan Repayment	0	0	100
Total, with Loan Repayment	1,375	1,725	1,798

(a) Environmental compliance, information technology, real estate, procurement and safety

special employee advisory

April 15, 2004 • Page 1 of 1

TSA to Conduct Passenger Screening at New Carrollton, MD

As you may know, Department of Homeland Security Secretary Tom Ridge announced last month that a rail security pilot would be implemented by May. Accordingly, the Transportation Security Administration (TSA) plans to conduct a rail passenger security screening pilot program at the New Carrollton, MD, station in early May.

The Transit and Rail Inspection Pilot (TRIP) will test new security technologies and identify best practices in a rail environment, screening Amtrak and MARC passengers and their carry-on luggage. Amtrak is cooperating with the TSA on its program, and more details about the pilot will be forthcoming.

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May 13, 2004 • Page 1 of 1

Senior DHS Official to Fill Amtrak Corporate Security Position

As the company strives to safeguard the security of its passengers, employees and its own assets, it continues to identify better ways to address those security needs.

To that end, the Board of Directors has approved the creation of a new position to further the company's commitment to security. The position, vice president, Security, will report to Senior Vice President of Operations William Crosbie.

Effective June 7, this position will be filled by James F. McDonnell, currently a senior official at the Department of Homeland Security Office of Infrastructure Protection.

McDonnell will be responsible for building on existing security-related policies and procedures, such as the current corporate emergency plan and emergency preparedness program, and creating and implementing a comprehensive corporate security program that encompasses all security concerns associated with Amtrak's passengers, employees and all of its assets.

All areas of corporate security will fall under the management of this new position. This will include all passenger security matters, law enforcement (Amtrak Police Department), security awareness programs, cyber security, employee background checks and identification cards.

"This is the first time Amtrak has consolidated all of its security interests under one senior executive — our security strategies must continue to evolve with the realities of today's security needs," said Crosbie. "Mr. McDonnell will examine all of the railroad's vulnerabilities, and create plans that will establish immediate command and control and recovery in the wake of an attack."

"Corporate security has many dimensions," noted Crosbie. "Under this new position, Amtrak's Police Department will continue to focus on its core mission of traditional law enforcement while benefiting from Mr. McDonnell's expertise in protecting against various forms of attack on the railroad," he said.

As a member of the Homeland Security Transition Planning Office, McDonnell helped set up DHS policies and programs. At DHS, McDonnell is responsible for domestic protection measures, including the development and implementation of a national protection plan, which is the basis for protecting against terrorist attacks on U.S. soil. In addition, McDonnell is a retired naval officer, with 20 years of experience.

"Protecting our passengers, employees and our own assets requires a comprehensive and far-reaching plan, executed at the direction of a leader with vast experience doing just that," said Amtrak President David Gunn. "I am pleased to welcome Mr. McDonnell aboard."

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June 8, 2004 • Page 1 of 1

Amtrak Operations Unaffected by Special National Holiday

Federal offices will close for a special national holiday this Friday, June 11 in tribute to the memory of former President Ronald W. Reagan.

Amtrak train services will maintain a regular Friday schedule across the system, offices will remain open and employees are to be on the job as they would normally.

In Washington D.C., activities associated with the Capitol Rotunda viewing beginning tomorrow and the memorial on Friday are expected to create traffic difficulties, especially downtown, in Northwest and on the Beltway. As in bad weather situations, employees are responsible for getting to work on time – please plan accordingly.

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July 6, 2004 • Page 1 of 1

Amtrak Appoints VP, Corporate Security

Amtrak has appointed Alfred J. Broadbent, Sr., currently the Assistant Chief of Police in Washington, D.C., for the Special Services Command, as the new Vice President of Corporate Security. Reporting directly to Senior Vice President of Operations William Crosbie, Mr. Broadbent will join Amtrak effective August 1.

Mr. Broadbent comes to Amtrak with extensive emergency preparedness and field command experience. In his current position as Assistant to the Chief of Police in the Special Services Command, he oversees a command of 1,000 personnel with responsibility for the D.C. Emergency Response Team, Harbor Patrol, Aviation Unit, Bomb Unit, Special Events, K-9 and Civil Disturbance Unit. He also oversees the Forensic Science Division, Office of the Superintendent of Detectives, Major Narcotics Division, Youth & Preventive Services Division and the Court Liaison Division.

Mr. Broadbent developed the D.C. Police Department's Terrorism Response Plan. He was also responsible for commanding the overall operational plans for several International Monetary Fund/World Bank conferences, the 54th Inauguration of the U.S. President and other major events.

Other cities and locations have also sought his security preparedness expertise. He has consulted with law enforcement agencies throughout the world including those that prepared for the 2000 Olympics in Sydney, the 2000 Republican and Democratic Conventions, and the 2002 World Cup in Japan.

Mr. Broadbent rose through the ranks to the D.C. Assistant Chief Police position after a 26-year career with the department.

In his new position with Amtrak, Mr. Broadbent will be responsible for building

on existing security-related policies and procedures, such as the current corporate emergency plan and emergency preparedness program, and creating and implementing a comprehensive corporate security program that encompasses all security concerns associated with Amtrak's passengers, employees and all of its assets.

Mr. Broadbent will have responsibility for all areas of corporate security, including all passenger security matters, law enforcement (Amtrak Police Department), security awareness programs, cyber security, employee background checks and identification cards.

"The railroad will benefit greatly from Mr. Broadbent's leadership, experience and extensive security knowledge," noted Crosbie. "I ask that you join me in welcoming him and providing him with your full support and cooperation as he takes on his new responsibilities overseeing all of our security matters."

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August 27, 2004 • Page 1 of 1

Important Message About the Mail and Express Business

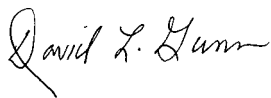
Dear Amtrak Co-workers:

You have probably heard the rumors that Amtrak is getting out of the mail and express business, and those rumors are true. Mail and express no longer makes business sense for Amtrak and has negatively impacted the quality of our passenger service, so the decision has been made to exit the business.

As a first step, I have informed the Postal Service of our intentions. I realize that this will be painful for some employees, but we will make every effort to provide opportunities for affected employees to remain with the company.

There will be more information in a week or two about these changes and the specific actions that will occur over the next few months. However, it is my intention to have all mail and express activity concluded by early October.

Respectfully,



P.S. The package express business at checked baggage locations will continue.

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September 3, 2004 • Page 1 of 1

Mail and Express to End; Changes to *Palmetto*, *Three Rivers* and *Pennsylvanian* Planned

As a result of the company's decision to exit the mail and express business, Amtrak is making changes to the *Palmetto*, *Three Rivers* and *Pennsylvanian*, starting November 1.

Amtrak's decision to exit mail and express will improve some schedules and keep the railroad's focus on its core passenger service business.

Amtrak President David Gunn recently told employees that the mail business, which takes a toll on passenger operations, no longer made business sense for the railroad.

Palmetto service, trains 89 and 90, which operates from New York through Tampa to Miami as coach only, will no longer serve Florida. As of Nov. 1, this train will operate between New York and Savannah, GA, on a better schedule. Cities that will no longer have rail service — Waldo, Ocala, Wildwood and Dade City — will be connected by motorcoach with the *Silver Star* at Lakeland and Jacksonville.

While the *Silver Star*, trains 91 and 92, will continue its New York to Miami run via Orlando, it will begin serving Tampa and Lakeland (previously served by the *Palmetto*) on Nov. 1. This route change will also restore sleeping car accommodations and dining car service to those cities.

The schedule of the New York-Pittsburgh-Chicago *Three Rivers* was designed to meet the needs of the mail business. As a result of ending the mail business, the train will undergo significant changes. With the new timetable, both the *Three Rivers* and the *Pennsylvanian* will be replaced by a single New York-Pittsburgh-Chicago train, which will run roughly according to the schedule of the *Three Rivers*, but without a sleeping car.

In March, service on this train west of Pittsburgh will be eliminated, following the legally required notice to the communities that will no longer be served by Amtrak; Youngstown, Akron and Fostoria OH, and Nappanee, IN.

The withdrawal from the mail and express business will impact some employees, but many will have the opportunity to remain with the company in other capacities.

Finally, as a result of surplus equipment and the expiration of the postal service contract, Amtrak is arranging for the disposal of roadtrailers, bogies and other equipment used for the mail and express business.

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September 21, 2004 • Page 1 of 1

Enforcing Baggage Limits With Passengers Will Improve On Board Safety and Comfort

Dear Amtrak Co-workers:

Enforcing Amtrak's baggage limit is a difficult, but important responsibility. I believe, however, that some passengers arrive at our platforms with more baggage than can be safely carried on board. I have personally seen passengers inconvenienced by excess baggage spilling into the aisles of our trains and I know how difficult it is for conductors to have to deal with this problem.

Effective Nov. 1, 2004, Amtrak will begin to strictly enforce the two-carryon, three-checked baggage rule. Despite the challenge of enforcing our baggage limit, it is important for all of us to work together to ensure compliance for your safety and that of our passengers — as well as for everyone's comfort.

In order for this policy to be truly effective, management recognizes that we need to get the word out to passengers when they are planning their trips — in other words, well before they leave home for the station.

To accomplish this, a series of steps are being taken. News about our strict enforcement is being posted on the Amtrak.com Web site. New pre-recorded announcements have been taped for the call centers. Ticket-by-Mail purchasers are getting advisories with their tickets. Between now and Nov. 1, we will also include the advisories (ticket stuffers) with tickets purchased at stations. Posters are also going up at stations to get the word out before Nov. 1.

For those of you on the front lines, the Service Operations department is issuing an Operations Service Update (OSU) with guidance on how to handle situations when passengers have baggage in excess of the limits.

As I've said, we are working hard to communicate the baggage limits to our passengers before they get to the station for the comfort and safety of the majority of our passengers. We simply can no longer continue to make exceptions for the relatively small number of people with baggage beyond the safely acceptable limits. Beginning Nov. 1, I ask all those on the front lines who must enforce the limits to do so in a polite, yet firm, manner. Management will do its part to communicate the message to passengers in advance.

Thank you for your continuing dedication to Amtrak and service to our passengers.

Sincerely,



William A. Crosbie
Senior Vice President, Operations

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October 27, 2004 • Page 1 of 1

Amtrak Launches United Way Campaign

Amtrak will launch its 2004 employee-giving campaign through the United Way on Nov. 15. The month-long campaign will give employees an opportunity to provide assistance to hundreds of member agencies across the country that address the most critical needs of many people.

Amtrak has agreed to stand behind and support the United Way of the National Capital Area as the company is satisfied that recent restructuring and new leadership continue to put them on a path to success.

For those who prefer to choose an alternative to the United Way, the Community Health Charities will also be offered. This agency is a family of more than eighty national and local health charities working to find the cause, cure, control or elimination of illness, diseases and conditions that kill and disable children and adults.

Last year, one out of three people in the United States received help from a United Way-supported agency or program. Throughout the year, United Way offices and agencies help to strengthen families, provide mentoring programs for children, support the elderly, increase self-sufficiency, and assist people with disabilities. Employees may find that their contributions to this all-encompassing charitable organization could be helping co-workers, family members, friends or neighbors – in addition to building a better community.

Amtrak has made arrangements so that employees may make their donations to either of these two agencies through payroll deductions, or through a single, one-time contribution. Either way, every pledge, regardless of its size, is important and will be greatly appreciated.

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January 26, 2005 • Page 1 of 1

Metrolink Derails Following Grade-crossing Accident

At 6:15 a.m. PST in Glendale CA, two *Metrolink* commuter trains were involved in an accident following one train's collision with an automobile at a grade crossing. Numerous local emergency responders are presently on the scene, and there are reports of as many as nine fatalities and more than 100 injured passengers being transported to area hospitals.

The tracks at the accident site are owned by *Metrolink* and *Metrolink* dispatches the trains. The trains are crewed under contract by Amtrak T&E employees.

Further updates will be issued as details are available.



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January 27, 2005 • Page 1 of 1

Amtrak Employee Perished in Metrolink Derailment Yesterday

It is with deep regret that I tell you that Conductor Thomas Ormiston, one of our employees aboard Metrolink train 901, passed away as a result of the horrific Metrolink derailment that occurred early yesterday morning in Glendale, CA.

As many of you know, two Metrolink trains derailed early Wednesday morning in Glendale at Chevy Chase crossing. The first train struck an automobile at the crossing, derailed, and fouled the opposite track. The second train ran into the wreckage and also derailed.

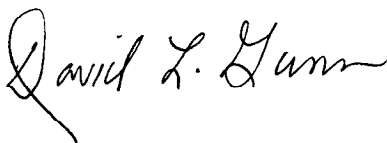
Each train is crewed by one engineer and one conductor, all of whom are Amtrak employees. Conductor Ormiston had been with Amtrak since 1992.

The engineer of train 100, Bruce Gray, sustained injuries and has been hospitalized. It has been reported that there were more than 100 people who were injured in the derailment.

A catastrophe of this scale is very distressing, particularly when we have lost one of our family. It affects all of us and as we mourn the passing of Conductor Ormiston, our thoughts are with his family.

Our thoughts are also with the families of our employee in the hospital and with the families of the deceased and injured passengers.

Sincerely,



David L. Gunn



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February 4, 2005 • Page 1 of 1

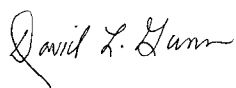
Bush to Propose FY '06 Federal Support Level on Monday

Dear Amtrak Co-workers,

Earlier this week there were press stories stating that when President Bush proposes his FY '06 federal budget to Congress on Monday, he will include only \$360 million for capital projects in the Northeast Corridor and nothing more for Amtrak.

Because there's truly been no official word on this, I will hold off commenting until Monday.

Sincerely,



David L. Gunn



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February 24, 2005 • Page 1 of 1

Electric Traction Lineman Robert Collins Succumbs to Injuries

A seven-year veteran of Amtrak, Robert Collins passed away on Monday, Feb. 21 from injuries he sustained on the job near Perryville, MD, early on the morning of Thursday, Feb. 17.

“Mr. Collins made a lot of friends at Amtrak and he will be missed by all of us,” said Division Engineer Joe Guzzi. “If you are so inclined, please say a prayer for Robert and his family. Remember also the men who were with Robert the night he was injured, those who assisted in the rescue effort and those from our railroad family who were close to him.”

Mr. Collins joined Amtrak in November 1997, and worked in three different work zones in the Mid-Atlantic Division. He most recently worked out of the Perryville Maintenance-of-Way base. He was 34 years old and a resident of Baltimore.

Mr. Collins had family in the railroad, including two uncles who also work in the Mid-Atlantic Division Engineering department.

He will be laid to rest on Friday, Feb. 25, following a burial mass at Our Lady of Mt. Carmel Catholic Church in Essex, MD.



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March 18, 2005 • Page 1 of 1

Gunn Reports on Yesterday's Board of Directors Meeting

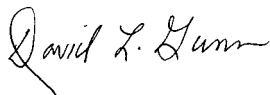
Dear Amtrak Co-workers:

I want to report to you that we had a productive board of directors meeting in Washington yesterday. The board authorized management to procure materials and award contracts in advance that will allow us to go forward with numerous capital projects in FY '06.

The board-approved \$223 million advance-order plan is just a portion of the total plan for FY '06, but includes replacement of the lift span of the Thames River Bridge, the second phase of the Oakland maintenance facility, the Baltimore tunnel cable replacement project, and the long-lead materials for Amfleet overhauls and remans, Superliner overhauls and remans, P-40/42 overhauls, electric traction projects, track work projects, and so on.

However, the board has still not arrived at a grant request to Congress for FY '06. There will be an update when that happens of course, as you should know about all significant developments. I will be on vacation next week and return after Easter. Please continue to keep up the good work.

Sincerely,



David L. Gunn

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April 15, 2005 • Page 1 of 1

Brake Problems with *Acela Express* Trains Result in Service Cancellations

Cracks in the disc brakes of several *Acela Express* trainsets were discovered during routine inspections last night.

While no brake failures or other related safety problems have occurred, Amtrak has cancelled all *Acela* service today, Friday, April 15 and tomorrow Saturday April 16, as a precautionary measure.

All other Amtrak service will operate as scheduled, including *Regional*, *Clocker*, *Keystone*, *Empire* and long-distance train service, and extra trainsets of conventional equipment are being put into service in several *Acela Express* slots between Washington, New York and Boston.

Acela Express train service will resume when the brake problem is resolved.



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April 15, 2005 • Page 1 of 1

Acela Express Train Service Now Cancelled Through Wednesday

As a result of cracks discovered yesterday in the disk breaks of *Acela Express* trains, Amtrak has announced that all *Acela Express* service will now be cancelled through Wednesday, April 20. By then Amtrak's Mechanical department will have a clearer picture of the situation and the time it will take to remedy it, which will be significant.

Until then, the company is adjusting its train capacity on *Regionals*, *Clockers*, *Keystone Service* and *Metroliners* and re-accommodating its *Acela Express* passengers on these other Northeast Corridor trains.

Safety is Amtrak's top priority. *Acela Express* trains will return to service once it is determined that the equipment is safe to operate.



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April 20, 2005 • Page 1 of 1

Message from President David Gunn

Dear Amtrak Co-workers:

I wanted to update you on the developments on *Acela Express* service. Starting Monday, we will be implementing a new, modified Northeast Corridor schedule to meet the demand for service while *Acela Express* service is suspended.

Our Operations Planning department, working with numerous other departments, has done an outstanding job of creating a schedule to meet the demand with *Metroliner* and *Regional* trains that will start Monday and expand the following week.

Starting Monday, we'll use *Metroliners* to operate nearly every hour, on the hour, from 6 a.m. through 6 p.m., Washington – New York. We'll cover 13 of the 15 roundtrips previously served with *Acela* equipment.

Beginning the week of May 2, as more equipment becomes available from the *Clocker* and *Keystone* services and Horizon cars from the Central Division, we will run 14 of the 15 *Acela* departures with *Metroliners*, in the same hourly slots from 6 a.m. to 6 p.m. between Washington and New York.

We'll also run most regularly scheduled *Regional* trains between New York and Washington.

Service between New York and Boston will continue on *Regional* trains. Starting May 2, we expect to have freed up more equipment and will run *Metroliner* service to fill four *Acela* slots on the north-end.

The trains are under warranty, and it is the responsibility of the manufacturer consortium to come up with a plan for service restoration. We will work with the consortium and federal rail safety officials to

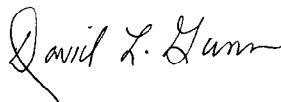
be certain the *Acela* trains can be safely and reliably operated.

We will need inspections of each disc on the trains with a revised and approved inspection procedure for the cracks, an agreement on the life-cycle of the brake discs that meets our approval and a steady and reliable supply chain of replacement discs. There are only 64 spare discs available right now, and each set requires 72 discs. These are unique parts and are not currently in production. A production line will have to start.

This being the situation, our hope is that the manufacturer can resolve these problems and trains may gradually return to service this summer. But this depends on these solutions — and nothing else happening to delay this process.

In the meantime, it's vital that our front-line employees remain focused on delivering excellent customer service. From the call centers to our on-board crews, it's important — now more than ever — to continue to be professional.

Sincerely,



David L. Gunn

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April 21, 2005 • Page 1 of 1

Message from President David Gunn

Dear Amtrak Co-workers:

This morning, our Board Chairman David Laney and I appeared on Capitol Hill to discuss our Strategic Reform Initiatives that we're releasing today.

Today, we submitted a request for \$1.82 billion in federal funding for FY '06 to continue the work we've been doing to bring Amtrak to a state of good repair and move forward with some of these initiatives.

The strategic reform plan — which was developed jointly by the Board and management — comprises a number of initiatives about the way we're structured, the way we operate, and legislation necessary to move some of these changes forward.

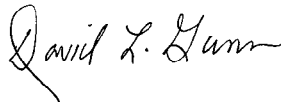
In short, the big picture is that we aim to have a federal/state matching grant program for corridor development, focus on the state of good repair of the Northeast Corridor and phase in cost-sharing by states, establish performance thresholds for long-distance trains and open up certain functions to competition.

These initiatives build on many of the things we've already set in motion and others that are new. One of the things we're going to do next fiscal year for accounting purposes is to display our financials along five business lines. Make no mistake — this is not a return to the SBU structure. This is a way for us to better account for how and where we're spending our money.

But rather than getting into all the nitty-gritty here, read through the document yourself. It's posted on the Intranet home page and on the Internet, in the Government Affairs section.

I will also make sure I keep you informed about our next steps, through the *Employee Advisories*. In the meantime, I ask that you stay focused on delivering safe, good passenger service.

Sincerely,



David L. Gunn



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May 11, 2005 • Page 1 of 1

Acela Express and Amtrak Funding Face Congressional Hearings This Week

Congress will hold two hearings – one today and one tomorrow – of interest to all Amtrak employees.

This morning, a House railroad subcommittee will hear from a number of officials including Amtrak Senior Vice President of Operations Bill Crosbie and Inspector General Fred Weiderhold concerning the recent problems with *Acela Express*. Off-duty employees with Internet access may listen to the hearing live starting at 10 a.m. ET on the House Web site: www.house.gov/transportation.

Tomorrow (Thursday, May 12, at 9:30 a.m., ET), Amtrak Chairman David Laney and President David Gunn will appear before the Senate Appropriations Subcommittee on Transportation, Treasury, the Judiciary, and Housing and Urban Development.

They will discuss Amtrak's Strategic Reform Initiatives and our FY '06 federal grant request. (There is currently no information as to whether this hearing will be Web cast.)

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June 15, 2005 • Page 1 of 1

A Message from President Gunn on the FY '06 Budget

Dear Amtrak Co-workers:

Earlier today here in Washington, the House subcommittee responsible for proposing how much Amtrak receives in federal support voted \$550 million for Amtrak for the entire fiscal year that starts Oct. 1. That's a 55-percent cut from our present funding level.

There's still a long process ahead and this is not a done deal. Nevertheless, the practical impact of \$550 million in federal support would be the same as zero funding for Amtrak, and they know it. It can't run a single train from point A to point B — not on the Northeast Corridor and not anywhere.

Seven weeks ago today, I testified before the House subcommittee, reporting on all of the progress we've made lately. I reported that Amtrak had:

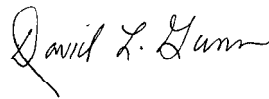
- Decreased our deficit per train mile from \$22 in FY '00 to \$13 in FY '04
- Increased system-wide ridership to 25 million — an all-time record
- Lowered headcount by 20 percent since FY '01
- Established a stable, efficient and vertically integrated management structure
- Completed millions of dollars in work to reduce the catalogue of deferred maintenance plaguing plant and equipment
- Presented Congress with a package of strategic reform initiatives that, if adopted, would transform the funding and development of passenger rail service

In addition to appearing before the subcommittee formally, I have had numerous private meetings with these same members. They know that this amount of money will result in the termination of all intercity passenger rail service. Comments otherwise are just political spin.

In light of all the progress you and I have accomplished, I am sadly disappointed at the subcommittee's action, and I imagine

you are as well, given how dedicated so many of you are to your responsibilities and our passengers. Don't waver in your focus on passenger service and I won't in mine to secure adequate funding to operate our services and continue to make good on the reforms we've planned. Regardless of the subcommittee's vote today, I don't believe that rational people — lawmakers, governors or simply our regular passengers — want to see passenger rail service shut down, and I continue to hope in the end that reason prevails.

Sincerely,



David Gunn
President and CEO



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June 29, 2005 • Page 1 of 1

U.S. House of Representatives Approves Federal Funding

Today, the U.S. House of Representatives voted to provide Amtrak a \$1.176 billion federal appropriation for FY '06. After the U.S. Senate votes on its funding level in mid-July, the two bodies will agree on a final figure.

Amtrak issued the following statement today:

“We are grateful for the action taken today by the House of Representatives to increase the level of Amtrak funding in the Transportation Appropriations Bill.

“This sends a strong message that many in Congress believe that we need to maintain a national passenger rail system while we also have the opportunity to debate the recently released package of strategic reform initiatives and improve our nation’s rail passenger service.”

Look for more updates on the funding situation in upcoming *Employee Advisories*.

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August 30, 2005 • Page 1 of 1

Hurricane Katrina Update - EAP Hotline Established at (800) 327-6448

Hurricane Katrina's impact on the Gulf Coast has caused extensive damage. All Amtrak rail service to New Orleans has been suspended. Amtrak will assess facilities and is awaiting word from the host railroads on the condition of the lines before resuming service.

Fortunately, many of our 350 employees in the New Orleans area evacuated the city, most of which is now under water. Amtrak is actively attempting to reach employees to see that they are safe.

Affected employees who have questions about work, employment benefits, payroll issues or other matters should call the 24-hour EAP hotline at 1-800-327-6448. This number is for employees only.

As more information concerning affected employees, facilities and services is available, additional *Employee Advisories* will be posted.

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September 1, 2005 • Page 1 of 1

Update on Hurricane Katrina Aftermath

All Amtrak regular rail service to New Orleans remains suspended at this time, and an extended operating plan is currently in the works.

Because many of the over 350 employees in the area are temporarily displaced, Amtrak continues to focus on trying to reach them and make sure they and their families are safe.

Various departments, including Finance, Labor Relations, and Human Resources, are supporting the Southern Division and our employees affected by the disaster. There is a 1-800-327-6448 Amtrak hotline for affected employees who have questions about work, employee benefits and payroll issues.

Employees with questions about work in other locations are being provided information about vacancies and a few are already working in other locations.

Employees across the system have asked about how they can help their co-workers. At this time, Amtrak is considering how to best establish a centralized relief fund for affected Amtrak employees, considering the current logistical challenges. More information about the potential for a fund is expected to be available next week.

This is obviously a very dynamic situation, with rapidly changing events. As more significant information concerning affected employees, facilities and services is available, additional *Employee Advisories* will be posted.

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September 6, 2005 • Page 1 of 2

Dear Co-workers,

Let me update you on the situation in Louisiana and Mississippi.

First, we are very concerned about the safety and welfare of our employees who've been affected by the hurricane, and we're reaching out to them. If you know of any employees who have not yet called the EAP Hotline, please have them do so. The number is (800) 327-6448. It is imperative that we contact all employees. Second, we want to do what we can so that if they are able to return to work, they may. Third, we want to make it possible for Amtrak employees to help other employees in need.

Despite great difficulty, we've managed to contact about three-quarters of our 370 New Orleans area employees. Many of them are facing very tough times right now. A number of them have lost all they have. We are making plans so that Amtrak employees can donate money and vacation time to these employees. When this is established, we will let you know.

As you can imagine, as we had a T&E and OBS crew base there, many employees have already begun to bid on vacancies and apply for transfers elsewhere around the system. To help ease the situation, we are allowing employees doing this to stay at crew hotels free of charge for the next 30 days. Also, affected Mechanical employees are being offered positions in Meridian and Jackson right now. Engineering employees and APD officers based in New Orleans are going to be needed there as we clean up and secure our facilities.

Last Tuesday, we faced the following conditions, as all the railroads were hit hard by Katrina: The CSX east of New Orleans was out for months, at least. The CN was closed south of Hammond and wasn't going to reopen for days. The NS suffered extensive damage over Lake Pontchartrain, and was to be closed for several weeks. The first line to be opened was the BNSF from Avondale at the east end of the Huey Long Bridge in New Orleans to Lafayette. This

could happen once the railroad repaired the Bayou Boeuf Bridge, which had been hit by a runaway barge.

When we knew that the BNSF would be the first line to open, we got in touch with the federal authorities to let them know that we could move a trainset from McComb on the CN through Hammond, then across to the UP to Baton Rouge and on to Avondale in New Orleans (via freight tracks). Knowing this, the Department of Homeland Security and FEMA asked that we prepare a service shuttling evacuees out of New Orleans.

Working quickly with the freights, we made up the train and had it depart Baton Rouge late Friday night for New Orleans. Saturday morning our train evacuated 97 passengers to Lafayette, where they then transferred to buses for Texas.

During this time, we worked with Houston Metro Transit to arrange bus transportation to various Texas destinations and prepared to make twice-a-day departures from New Orleans to Lafayette, with each train carrying up to 600 passengers. However, Saturday afternoon we were asked by the federal authorities to suspend the operation because Texas was no longer accepting evacuees. Since then, we have told FEMA and the FRA that we have two trainsets now positioned in Lafayette – one of Horizon equipment (moved east from Los Angeles) and the other Superliner (from McComb). This equipment could be used for evacuees, law enforcement, military, clean-up workers or anyone else as may be needed. We are standing ready to assist as necessary.

We are going to make every effort to restore regular passenger service to New Orleans as soon as possible. Right now, the *Crescent* is turning at Atlanta. That will be extended to Meridian in less than a week. The *City of New Orleans* is running to Memphis and will be extended to Jackson and Hammond. The *Sunset Limited* is turning at San Antonio. We'll make an assessment of how soon it can go to New



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September 6, 2005 • Page 2 of 2

Orleans, but it will be a very long time before it goes east of there, given the damage to the rail line through Biloxi and Gulfport.

At this time, we know that the station and the shops in New Orleans sustained a lot of flooding and hurricane damage. The coach shop lost 75 percent of its roof. Fortunately, all of the equipment that could move (seven locomotives and 20 cars) was dispatched to McComb before the hurricane struck, except for a single locomotive that's been powering the station. (That locomotive has been refueled and continues to operate.) Today, we had 15 employees from track, B&B and signal making assessments, preparing lists of needed materials and beginning the planning of repairs. As soon as we can, we are going to re-establish service north and west out of New Orleans.

Let me add that the station is being temporarily used by the state Department of Corrections to hold prisoners, but we are working closely with the department and their presence won't impede restoring our operations. They will be there only temporarily.

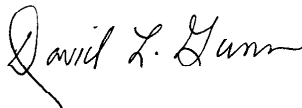
Many employees have asked how they can help. We are encouraging donations to the American Red Cross and other relief organizations. Donations are more effective than actual supplies right now, as moving things to New Orleans and the other communities along the Gulf Coast is very difficult. We are also going to set up some kind of fund for our own employees that will include vacation time. Finally, if you are in need of assistance, do not hesitate to call the Hotline and ask for help – that's what we are all here for.

Many employees have been working around the clock in the aftermath of the hurricane and I want to personally thank them for their efforts. They have again demonstrated this railroad's competence under some very trying circumstances. There are simply too many people to mention in this space who have put in a 110

percent effort, but they will be recognized at the appropriate time.

I am sure I will have more updates soon.

Sincerely,



David L. Gunn

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special employee advisory

September 13, 2005 • Page 1 of 1

Special Relief Fund for Employees Affected by Hurricane Katrina

Amtrak has established a Hurricane Katrina Amtrak Employees' Relief Fund to enable all employees to make monetary donations to other employees who have suffered as a result of the hurricane. Approximately 370 employees work in the New Orleans area.

Donations may be made by payroll deduction by filling out form *NRPC 3238 Amtrak Relief Fund Payroll Deduction Form*, which can be found on the Intranet home page under "Latest News and Info," or under "Library" and then "Forms." Forms are also available in your local HR office. Employees have the choice of donating a one-time amount or choosing an amount to be deducted from each paycheck until the designated amount is reached. Donations may be made until Dec. 31, 2005.

Donations may also be made by sending a check payable to the National Railroad Passenger Corporation (Amtrak) Employee Relief Fund to the following address:

National Railroad Passenger
Corporation (Amtrak) Employee Relief
Fund
P.O. Box 533126
Atlanta, GA 30353-3126

Amtrak President David Gunn has appointed Gerri Hall, Vice President, Business Diversity and Strategic Initiatives, to serve as the Fund trustee. Details on how employees may apply for financial assistance from the fund will be announced once a process is finalized.

Amtrak has applied to the Internal Revenue Service for non-profit status for the fund so that donations can be claimed as a charitable contribution by employees when filing income tax returns. If and when the IRS approves the application employees will be advised.

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September 15, 2005 • Page 1 of 1

September 20 Fare Increases Postponed

Fare increases set for Sept. 20 have been postponed to allow for the conclusion of additional briefings with public officials and other interested groups, Amtrak announced today.

No new date for the fare action has been set.

Last week, Amtrak announced a fare increase in part to recover escalating fuel costs. As part of the fare increase, Amtrak would standardize and reduce discounts on monthly Smart Passes, which are now as much as 70 percent.

An average of 1,989 monthly NEC *Regional* train Smart Passes and 178 monthly *Empire Service* Smart Passes are purchased each month. The Smart Pass 10-trip fare was to be set at a 20 percent discount.

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October 27, 2005 • Page 1 of 1

Donations Sought for Employees' Hurricane Katrina Relief Fund

Through yesterday (Oct. 26), the Hurricane Katrina Employees' Relief Fund has received 119 donations from employees totaling \$6,888.

For employees who wish to make a donation to the fund — the time to do so is now.

The fund managers wish to distribute funds to victims quickly, so your help is needed now.

Donations may be made through payroll deduction by filling out form NRPC 3238, Amtrak Relief Fund Payroll Deduction Form, which is found on the Intranet home page under "Library," then "Forms." Forms are also available from HR offices. Employees may donate a one-time amount or an amount to be deducted from each paycheck for a period of time. Employees may alternatively send a check, payable to the National Railroad Passenger Corporation (Amtrak) Employee Relief Fund. Checks should be sent to P.O. Box 533126, Atlanta, GA, 30353-3126. Donations may be made until Dec. 31.

In addition to making a monetary contribution, some employees have asked about donating their vacation days or if they could help with specific kinds of needs that victims may have. While it is not possible to donate vacation days, the possibility of additional donations of goods or services above and beyond the fund is being explored, and as there is news on this, it will be shared. We are all grateful for the many donations of goods that were collected and shipped via rail to New Orleans last month and recognize that employees continue to want to help other employees who are hurricane victims.

We look forward to bringing you further developments regarding the fund and employees' efforts to help other employees in their time of need. Your support for the Amtrak Hurricane Katrina Employees' Relief Fund is greatly appreciated.

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November 9, 2005 • Page 1 of 1

A Letter From Amtrak Chairman David Laney to Amtrak Employees

Dear Amtrak Employees:

The Amtrak Board of Directors announced today the release of David Gunn, its President and Chief Executive Officer for the past three years. The Board has named Chief Engineer David Hughes as Acting President and CEO to run the railroad as we conduct a national search for Amtrak's next leader.

Together with your hard work, David Gunn made important operational improvements during his tenure. Now, as we look to the future our priorities are changing and Amtrak requires a different type of leader who will more aggressively tackle the company's significant financial, management and operational challenges.

Earlier this year, Amtrak's Board and management prepared a blueprint for comprehensive reform as part of our fiscal 2006 grant request to the Congress. The good news in this strategic plan is that we can improve Amtrak, upgrade service in the vital Northeast Corridor, expand rail services in densely populated and increasingly congested corridors across the country, and bring more economic discipline to Amtrak's long distance services.


These reforms and others envisioned will require fundamental change, hard work and consistent support. They also require a leader who has the organizational, financial and management skills needed to help transform Amtrak into a more sustainable and high performing company.

Both chambers of Congress have passed 2006 appropriations for Amtrak that recognize the importance of an effective intercity rail travel system, while demanding much needed reform. The Board is committed to pursuing these reforms, and to

working closely with the Congress, the Administration, state governments and other essential partners to make sure we get this right, and get it done.

Putting Amtrak and intercity passenger rail service on a more stable and stronger course is our highest priority and in all of our interests. We look forward to working together in the critical months ahead.

Sincerely,



David M. Laney, Esq.
Chairman



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November 15, 2005 • Page 1 of 1

Employee Emergency Relief Fund for Hurricane Katrina Victims Gets Boost

Donations to the Amtrak Emergency Relief Fund are fully tax-deductible, the Internal Revenue Service has notified Amtrak.

All contributions made to the Amtrak fund this year will go to the hundreds of employees who were Hurricane Katrina victims; none of the funds will be allocated for administrative or processing costs.

To date, the fund has collected nearly \$17,000. While this amount has more than doubled over three weeks ago, it's still just a beginning.

Employees are strongly encouraged to contribute by Dec. 31. The Trustees of the fund hope to distribute the donations to our employees by then.

Many employees have made individual donations and others have been creative, such as a group of Procurement department employees in Philadelphia who hosted a tailgate luncheon. With food and supplies donated, 100 percent of the proceeds were contributed to the fund, adding more than \$660 to the total.

Donations may be made through payroll deduction by filling out form NRPC 3238, Amtrak Relief Fund Payroll Deduction Form, which can be found on the Intranet home page under "Library," then "Forms." Forms are also available in your local HR office. Employees have the choice on donating a one-time amount or choosing an amount to be deducted from each paycheck until the designated amount is reached.

Donations may also be made by sending a check payable to the National Railroad Passenger Corporation (Amtrak) Employee Relief Fund and mailed to P.O. Box 533126, Atlanta, GA, 30353-3126.

Additional information about the fund can be found on the Intranet by clicking on the home page link to Frequently Asked Questions about the Employee Relief Fund.

Please make your contribution today.
Your support is greatly appreciated.

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March 16, 2006 • Page 1 of 1

Amtrak Proposes \$1.6 Billion for Federal Support in FY '07

Dear Co-Workers:

This morning, Amtrak Chairman David Laney and I testified here in Washington at a hearing of a Senate Appropriations Subcommittee in support of Amtrak's federal grant proposal for FY '07.

As you know, building on the Strategic Reform Initiatives begun last year, Amtrak has examined the major elements of its operations and launched a comprehensive series of reforms to reduce its operating deficit and become less reliant on taxpayer support. These initiatives can be expected to reduce federal operating assistance over the next three to five years by \$500 million or more, assuming successful implementation of the key reforms.

For FY '07, Amtrak plans to decrease its dependency on federal operating support by \$42 million, from its current level of \$540 million to \$498 million.

At the same time, Amtrak plans to increase the reliability of its infrastructure through an enhanced capital projects budget that is \$235 million larger than the current year (\$730 million vs. \$495 million).

This capital budget includes major one-time events such as the replacement of the Thames River Bridge, upgrading of Centralized Electrification and Traffic Control (CTEC) systems, a Northeast Corridor Master Plan that outlines long-term capital needs for its infrastructure and other investments needed to pursue the Strategic Reform Initiatives.

Other funding needs such as debt service (\$295 million) and working capital (\$75 million) would also be funded under our proposal for FY '07, which totals \$1.598 billion.

Our Strategic Reform Initiatives are working to improve our value proposition to our customers, whether it is the states with which we partner to provide service or our passengers who depend on that service.

With these reforms as our guide, we are entering a key turning point in Amtrak's future, transforming ourselves into a more modern business that effectively measures and delivers superior customer service.

While passenger rail, like other forms of transportation, will always require some level of governmental financial support, we will be unable to effectively make the case for that support unless we demonstrate improvements in operating efficiency, financial performance and customer service. I sincerely believe that the 19,000 men and women of Amtrak are capable of making this happen, however.

While many of the changes underway are a departure from business-as-usual at Amtrak, they are essential to positioning this railroad to take advantage of the growing resurgence of interest in passenger rail around the country.

I hope you will take a few moments this week to read FY '07 Grant and Legislative Request to Congress. You may find it both on our Intranet site and at Amtrak.com.

As always, I will continue to keep you informed of developments as they occur.

Sincerely,



David J. Hughes

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April 7, 2006 • Page 1 of 1

Message from William Crosbie, Senior Vice President, Operations

Dear Co-Workers:

Please join me in welcoming Tom Schmidt as the new Assistant Vice President, Transportation, beginning April 17.

Tom has over 35 years experience in railroading and most recently served as CSX Transportation's Vice President of Engineering. While at CSX he held numerous other senior positions in network operations, train control technology and service design. He also served as president of the CSX-subsiidiary Richmond, Fredericksburg & Potomac Railroad.

Tom is an ideal match for the position. He's well-known for using new management tools and technology to modernize operations.

I fully expect that he'll quickly become a leading part of the team here at Amtrak that is working together to increase our operating performance and raise the bar on the service we provide. I believe he will provide strong leadership of the Transportation department as we more closely align the reliable operation of our railroad with the delivery of superior customer service. As part of that effort, Tom and his department will report to Vice President of Customer Service Emmett Fremaux.

Again, please join me in welcoming Tom to Amtrak.

Sincerely,



William L. Crosbie
Senior Vice President, Operations

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May 25, 2006 • Page 1 of 1

Limited Service Restored in Northeast Corridor

At approximately 10:30 a.m., limited electric power was restored to the Northeast Corridor between Washington and New York City. Trains are resuming operation, but delays are expected. Full power is expected to resume at approximately 11:15 a.m. As full power is restored and trains are moved to their proper terminals, normal service will be resumed.

At approximately 8 a.m. today, Amtrak's Northeast Corridor line experienced a major power outage affecting train propulsion power from Washington through New York Penn Station to a point in Queens, N.Y. Amtrak trains and other trains using the Northeast Corridor in the affected area (MARC, SEPTA and New Jersey Transit) were stopped en route at various locations between Washington and New York.

The cause of the power outage is not known, and Amtrak is investigating.

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May 25, 2006 • Page 1 of 1

Power Outage Affects Service Between New York and Washington

At approximately 8 a.m. today, Amtrak experienced a major power outage affecting trains in the Northeast Corridor between Washington and New York Penn Station and through to Queens.

Currently, Amtrak trains and other electrically powered trains using the Northeast Corridor (NJ Transit, SEPTA and MARC) are standing at various locations between New York and Washington.

Amtrak is using diesel locomotives to remove several trains from tunnels in New York.

Meanwhile, Amtrak is working to restore power from the substations along the route to the electric catenary lines that supply power to the trains.

No cause has been determined for the power outage. Amtrak is investigating.

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May 26, 2006 • Page 1 of 1

Amtrak to Participate in National Memorial Day Event

Dear Co-Workers:

In honor of those who gave their lives in service to our nation, this Memorial Day Amtrak will again participate in the National Moment of Remembrance when trains across the country will simultaneously sound their whistles to honor these veterans.

To support this effort, where permissible, on May 29 at 3 p.m., local time, Amtrak engineers will sound their locomotive horns. And, where practicable, employees should cease their normal activities from 3 p.m. to 3:01 p.m., local time, to observe one minute of silence.

Conductors on board passenger trains, and a designated station employee at all staffed Amtrak stations, will announce over the public address system at 3 p.m. local time, that everyone is invited to join in one minute of silence in remembrance of those who gave their lives in the service to our nation.

Please join me in honoring our veterans this Memorial Day.

Sincerely,



David J. Hughes
Acting President and CEO

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September 8, 2006 • Page 1 of 1

Amtrak to Transport Donations of Clothing and Other Items to Hurricane Katrina Victims

Employees are invited to donate clothing and other much-needed items to other Amtrak employees who are victims of Hurricane Katrina through a program being established by the railroad. Starting Monday, Sept. 12, the items will be transported by two baggage cars; one from the East Coast and one from the West Coast. The items will be delivered to Houston, TX, and distributed to affected employees from there.

Donated items must be packed in sturdy cardboard boxes and clearly marked accordingly on the outside of the box (for example: "Children's clothing").

The items need not be newly purchased, but must be clean and in good condition. Only the following items will be accepted:

- Personal hygiene and grooming items
- School supplies
- Men's clothing
- Women's clothing
- Children's clothing
- Toddler's and infant's clothing

Donations may not be packaged in plastic or paper bags, as they easily rip. Food, beverages or other perishables may not be donated.

Employees should check with the office of the appropriate division general superintendent for exact collection locations in the divisions. The cities and deadlines for collection are as follows:

- Baltimore - Sept 12 all day
- Boston - Sept 12 until #67 departure at 9:45 p.m.
- Chicago - Sept 15 until #21 departure at 3:20 p.m.
- Los Angeles - Sep 14 until #2 departure at 2:30 p.m.
- New York - Sept 13 until #49 departure at 3:50 p.m.
- Oakland - Sept 13 until #11 departure at 8:50 a.m.

- Philadelphia - Sept 12 all day
- Portland - Sept 12 until #11 departure at 2:25 p.m.
- Sacramento - Sept. 13 until #11 departure at 6:35 a.m.
- Seattle - Sept 12 until #11 departure at 10 a.m.
- Washington - Sept 13 until #29 departure at 3:55 p.m.



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December 14, 2006 • Page 1 of 1

New Employee IDs to be Distributed This Week

Starting today, Amtrak Employee Identification Cards will be distributed to employees and office contract personnel who were photographed earlier this year. The cards are being delivered to the heads of departments for distribution within their departments over the course of the next two weeks.

While identification cards (also familiarly known as the "Flash Pass") that were issued previously by Amtrak will not be valid for identification purposes after Jan. 15, 2007, employees must keep them in their possession for various purposes such as rail travel privileges, electronic access to some buildings, time and attendance tracking, and for use with the Supply Pro system.

The new identification card serves as employee identification only — it is not a flash pass and does not provide electronic access to buildings that require it.

Under strict security guidelines, department managers will be required to certify that the identification cards were properly distributed in compliance with written instructions that govern the distribution, ownership, use and storage of the cards.

The exception to this are Washington-area office contract personnel, who are required to pick up their new card in person at corporate headquarters in Washington, at 60 Massachusetts Ave. in room 205 on the second floor, starting Jan. 2.

Starting Dec. 18, employees who have not yet been photographed for the new ID card must visit one of the eight Amtrak Police and Security Card Production Offices listed below. The hours of operations for each location will be communicated by the respective general superintendents. Employees will be handed their new identification right after they have their photographs taken. No appointment is necessary, and employees must bring valid government-issued photo identification, such as a driver's license.

Card Production Offices

Washington Union Station
2nd Floor, 2 E206
60 Massachusetts Avenue, NE
Washington, DC

30th Street Station
Office adjacent to Club Acela
2955 Market Street
Philadelphia, PA

New York Penn Station
Amtrak Police Office
234 W 31st Street
New York, NY

Chicago Union Station
Amtrak Police Office
210 South Canal Street
Chicago, IL

South Station
Office Adjacent to First Class Lounge
2 South Station
Summer Street & Atlantic Avenue
Boston, MA

Los Angeles Union Station
Amtrak Police Office
810 N. Alameda Street
Los Angeles, CA

Amtrak Auto Train Terminal
Visitor's Office
600 Persimmon Ave.
Sanford, FL

CNOC
Lobby Desk
15 South Poplar Street
Wilmington, DE

The new card must be displayed above the waist at all times while on Amtrak property. Policies regarding new identification cards are posted on the Intranet under "Security" then "Security Policies and Procedures."

A list of Frequently Asked Questions is available on the Intranet home page and under "Security" and "New Employee ID FAQs." If you have questions about the new IDs not answered in the FAQ, please call (800) 424-0224.



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December 18, 2006 • Page 1 of 2

Message from President Alex Kummant

Dear Co-workers,

As of today, a number of changes to senior management become effective. The restructuring and personnel changes put in place the team that will drive the vision and the future of our company.

In addition to the personnel changes, some departments are reorganized and three positions — the heads of Security, Technology, and Marketing and Product Management — now report directly to me.

Alicia Serfaty will continue with the company as Counsel to the President to assist in the transition period. The Law department will be headed by a new member of the team, Eleanor Acheson, who will join Amtrak in mid-January. Eleanor comes to the company with an impressive 30 years in the legal profession. Until her arrival, Labor Relations Vice President Joe Bress will serve as acting general counsel.

The Finance department is being managed by Dale Stein, who serves as acting chief financial officer until a permanent selection is made, following the departure of David Smith.

Another addition to the team, Roy Johanson, who has extensive experience in corporate strategy development, serves as the head of the Planning and Analysis department. Paul Nissenbaum will be working closely with Roy on strategic planning over the next several months, before assuming a new executive role.

We have also made changes to the Operations department. In Transportation, Tom Schmidt is replaced by acting Vice President Jon Tainow until a permanent selection is made. Jon reports to Chief Operating Officer Bill Crosbie. In addition, the Police and Security department has been separated from Operations, with the head of that department now reporting directly to me. I've brought James McDonnell — who has over 30 years of security and

counterterrorism experience — to the company to serve as chief risk officer, replacing Al Broadbent. Further, the Customer Service department, managed by Emmett Fremaux, will no longer be part of the Operations department, as he now reports directly to me.

The Marketing and Sales department is also restructured. The marketing and sales functions are incorporated into Vice President Emmett Fremaux' organization, which has been renamed Marketing and Product Management. In addition, the Corporate Communications department becomes part of the Government Affairs department headed by Vice President Joe McHugh. With the reorganization comes the departure of Barbara Richardson, who managed the Marketing and Sales organization and her direct report in charge of corporate communications, Bill Schulz.

Another new member of the team is Ed Trainor, a former Amtrak executive who returns after having held senior technology positions at a variety of companies, to serve as chief information officer. Steve Emanuel, who headed that department, serves as his deputy, handling the day-to-day operations of Amtrak Technologies.

Unrelated to the reorganization is the appointment of a chief engineer. Deputy Chief Engineer Construction Frank Vacca has been selected as the company's next chief engineer, filling the position that Bruce Willbrant has capably held in acting capacity for 13 months. Willbrant resumes his duties as deputy chief engineer, Maintenance.

While change can be difficult, this reorganization is the result of a great deal of consideration. Ridership and revenue continue to grow and we've made a lot of progress in the past few years — from rebuilding the railroad to paying down the debt — but we still face tremendous challenges ahead. One of my chief responsibilities as president of the company is to build the team that can tackle the challenges and I believe these changes will accomplish that.



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December 18, 2006 • Page 2 of 2

This does not take away from the many accomplishments of the individuals who have left the company, each of whom served Amtrak competently and with dedication. I know all of us appreciate their many contributions and the years they gave to this company.

Next week, I'll have more information for you about the new members of the executive committee so that you have a better sense as to who they are. In the meantime, please welcome them aboard as they begin to introduce themselves to the company.

Please stay focused on your job and on the safety of your fellow co-workers.

Sincerely,



Alex Kummant
President and Chief Executive Officer

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July 18, 2007 • Page 1 of 1

Crew Commended for Actions Taken at Scene of *Silver Star* Derailment

Yesterday afternoon's derailment of the northbound *Silver Star* following its collision with a truck at a road crossing in Plant City, Fla., resulted in a number of crew and passenger injuries. The ensuing actions taken by the crew and others supporting the incident response were extremely well managed.

While all nine cars and two locomotives remained upright, the impact of the collision resulted in injuries to five crew members and 16 passengers, all of whom were taken to medical facilities for treatment of non-life-threatening injuries.

The crew on Train 92 safely evacuated all 133 passengers within 10 minutes and handled the situation with extreme care and professionalism. "The coordination with CSX and emergency responders was textbook in quality," said Transportation Vice President Richard Phelps. "The efforts of employees and management during this incident clearly showed Amtrak at its best," he added, commending a number of departments, including CNOC and call centers, involved in managing the incident.

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July 20, 2007 • Page 1 of 1

Amtrak and Brotherhood of Locomotive Engineers and Trainmen Reach Tentative Agreement

Amtrak and the Brotherhood of Locomotive Engineers and Trainmen jointly released the following statement today:

Amtrak and the Brotherhood of Locomotive Engineers and Trainmen (BLET) have reached tentative agreement on a labor contract covering Amtrak's 1,300 locomotive engineers who operate the national passenger railroad's trains throughout its 21,000-mile, 46-state route system.

Details of the tentative pact will be sent to the affected BLET members for their review and ratification vote during the next several weeks. Details of the tentative contract will be withheld from public release until the ratification process has begun.

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July 23, 2007 • Page 1 of 1

FOP Contract Ratified

Amtrak Police officers have voted in favor of a new labor contract between Amtrak and the Fraternal Order of Police (FOP), ratifying a contract that will improve compensation for Amtrak's approximately 288 sworn police officers and 45 security and communications officers.

In effect through 2010, the contract provides compensation and workplace flexibility comparable to major municipal law enforcement agencies and health care cost containment. The contract will also help the company recruit and retain a skilled and well-qualified police force.

"Having a contract in place that will help maintain a first-rate police force is a key component of our strategy to advance the modern-day security needs of the railroad," said President and Chief Executive Officer Alex Kummant. "We remain committed to negotiating fair agreements with the other unions."

Ratification of the FOP labor contract comes on the heels of a tentative agreement with the Brotherhood of Locomotive Engineers and Trainmen announced on Friday.

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August 29, 2007 • Page 1 of 1

Employees Commended for Response to Weekend Arrow Outage

Dear Co-workers,

We write to thank and recognize the efforts of the many front-line employees who persevered in the face of this weekend's unprecedented system-wide Arrow system outage.

On Saturday and Sunday morning, call center employees, ticket agents, conductors and many others pulled together to manage what was a very difficult situation. While our front-line employees were handling the situation with customers, IT employees worked around-the-clock to identify and resolve the problem.

In some cases, conductors assisted station employees with long lines and dissatisfied passengers. Tickets were booked by hand and online confirmation printouts were being accepted as tickets.

Despite the situation, there were no delays associated with the outage. The fact that we kept the railroad on schedule is a testament not only to the individual efforts of everyone involved, but also to our collective efforts.

The Arrow system was brought down on Saturday as a result of a failure of one of the three major power distribution panels that provide electrical power to our data center in Manassas, Va. While the system was back up and running on Sunday, IT, call center and station employees continue to manage the recovery from the outage.

While an Arrow outage of this magnitude is highly unusual, we are nevertheless doing all we can to prevent it from happening again. We are currently assessing the causes of the failure and identifying measures we will be putting in place to keep another system-wide shutdown from occurring.

In addition, we are in the process of fine-tuning procedures for station and train employees to better equip them for potential gaps in the reservations system, including assuring that stations have on hand an adequate supply of ticket books and access to conductor tariffs, while a better manual backup process is developed.

Sincerely,



William Crosbie
Chief Operating Officer



Emmett Fremaux
Vice President
Marketing & Product Management



Ed Trainor
Chief Information Officer

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September 6, 2007 • Page 1 of 1

Brotherhood of Locomotive Engineers and Trainmen Agreement Not Ratified

Dear Co-workers,

Yesterday afternoon, we were advised that the Brotherhood of Locomotive Engineers and Trainmen voted down the tentative agreement Amtrak had reached with the union's leadership in July.

We are disappointed with the outcome because we had put a fair and realistic deal on the table that would have rendered those employees' wages competitive with the industry, and that was financially responsible given the company's budget situation.

We believe in a strong future for Amtrak and will continue to strive to balance what's best for our employees and our future together. We all need to pull together to take national passenger rail service to the next level in the coming decade.

Sincerely,



Alex Kummant
President and CEO

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September 18, 2007 • Page 1 of 2

President and CEO Kummant: Outlook on Amtrak's Future

Dear Co-workers,

When I joined Amtrak a year ago, everyone told me that time passes quickly here, and it certainly does. It's hard to believe that this month marks my one-year anniversary — in some ways I feel like it was just yesterday that I walked through the doors at Union Station. I've learned a lot this past year, and while we need to continue to address our day-to-day problems, I wanted to share with you a few thoughts about our future together.

First, I want you to know that I am most impressed with the dedication and expertise of our employees. There's a sense of mission that collectively drives our employees — whether you're in an office, aboard a train, in the shops or at a work site — and it's unique to Amtrak. Despite our challenges, there is a great loyalty to our company.

Second, FY '07 will go down in the books as another strong year for us, both in ridership and ticket revenue. We have managed — in the face of rising fuel costs, inflation and other factors — to keep our operating loss steady. The credit for these accomplishments belongs not only to the employees who worked hard to deliver quality service this year, but also to those who rebuilt our infrastructure and fleet over the last few years.

Third, I've realized that there is a huge reservoir of people out there who support Amtrak. It's not just the people who simply love trains and train travel; it's local, state and federal elected officials, community and business leaders, among others. I find that network very encouraging. I've met station volunteers, people who memorize our schedules, and others who know virtually every piece of equipment; they also give me a lot of free advice.

Fourth, one of most important lessons I've learned over the last 12 months is that

we think too much in the moment; we are too worried about surviving and not enough about thriving. Simply getting through another month is too low of a bar for a company with as much talent as Amtrak. Without a doubt, we have to be focused on doing our jobs, operating safely and being good managers, but we have to break through to the other side.

There are very few opportunities in business where the path is as well-lighted as ours. In addition to the growing support for passenger rail, there are factors that make intercity passenger rail extremely relevant in today's world. Highway and airway congestion, volatile fuel prices, increasing environmental awareness, and a need for transportation links between growing communities, are a few among them. The stage is set for Amtrak to take on a role not just as a contributor to the nation's transportation network, but as a leader among transportation modes.

Growth is my strategy for the future and it will take shape along three integrated fronts: investing in our workforce, investing in our partnerships with states and freight railroads, and investing in equipment and infrastructure.

You are the face of our product, and all of us combined are its strength. Our industry has changed and we have to change with it; we must invest in our human capital to build a 21st century workforce. Achieving new union agreements is only a part of the strategy; it also has to reflect the large number of expected retirees in the next few years. Accordingly, we need to map out sound hiring strategies to meet the needs of the future. Nonetheless, I reiterate my willingness to join our unions at the negotiating table to achieve fair and fiscally responsible agreements that meet the needs of the company and our deserving agreement-covered employees, as well as to better attract and retain a highly skilled and engaged workforce.

At the risk of sounding like a broken record, the future of our business is in expanding and developing corridor service. We need to strengthen our partnerships with



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September 18, 2007 • Page 2 of 2

states and host railroads to make that happen. We can take a leadership role in advancing corridor service with bold infrastructure projects that would break apart some of the key bottlenecks across the country. By dedicating some capital and working with our state and freight partners, we could open up segments of routes that would transform rail service.

Imagine what a dedicated line from Chicago to Porter, Ind., would do for the Capitol Limited and Lake Shore Limited services, as well as our Michigan trains. Imagine what an additional line between Richmond and Washington could do to improve and expand service there, or another route developed to link Los Angeles and the Bay area. What I'm suggesting is that we have to be bold.

If we hold out the promise of growth, we have to acquire new equipment. Much of our fleet is old and we run the wheels off our equipment. It's high time we invest in new equipment and our state partners — and prospective partners — are looking to us to take the initiative on this front.

When I accepted this job, I knew I was joining a cause as much as a business. Amtrak was created at a time when few saw any chance of survival of passenger rail. Now we are seen as one of the solutions to high gas prices, climate change concerns, and congestion. The company has proven itself and now we have to be more than just survivors, we have to be builders. That challenge falls to all of us — I'll do my part in leading and driving the vision, but every single Amtrak employee can play a real role in taking us to the next level.

Sincerely,



Alex Kummant
President and CEO

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October 3, 2007 • Page 1 of 2

2007 President's Service and Safety Awards Recipients Announced

Amtrak announces the recipients of the 2007 President's Service and Safety Awards, an honor bestowed upon employees who have made extraordinary contributions to the company during the calendar year 2006.

These outstanding employees will be honored at a ceremony on Oct. 29 in Washington, D.C. Congratulations to all recipients!

Achievement

- Curtis J. Dilly, Mechanical
- Power Restoration Team, Engineering:
 - o Ezio DeVito
 - o Keith Kish
 - o Gerald J. Nangle
 - o Edward A. Mason
 - o Stevan A. Roberts
 - o Michael C. Salvatore
 - o Jay K. Sanders
 - o David A. Wech
 - o Kenneth C. Yeager

Business Diversity

- Eileen H. Magee, Office of the Inspector General

Champion of the Rails

- Concept Car 37000 Team, Mechanical:
 - o James A. Allison
 - o Dennis J. Watson
- Tunnel Life Safety Equipment Committee:
 - o Samuel P. Caliciotti, Transportation
 - o Joseph P. Hadel, Mechanical
 - o Gary P. Hearn, Transportation
 - o Jonathan A. Hines, Transportation
 - o Thomas J. Murphy, Mechanical
 - o Donald H. Savidge, Transportation

- o Peter M. Stevens, Transportation
- o Andrea Uriarte (LIRR)
- o Thomas Retzlaff (LIRR)
- o Joseph Navarro (LIRR)
- o Jeffrey Stephens (LIRR)
- o Kenneth Walther (LIRR)
- o James Gee (NJT)
- o Jerry D'Andrea (NJT)
- o Robert Lavell (NJT)

- Beech Grove Trolley Float Team, Mechanical
 - o John H. Johnson
 - o Michael T. Milburn
 - o David J. Milenbaugh
 - o Jerry R. Price
 - o Jerry M. Woodlee

Environmental Achievement

- Robin W. Reynolds, Engineering
- Joseph P. Riley, Mechanical

Project Excellence

- Christopher R. Stratemeyer, Mechanical
- Todd R. Thomas, Procurement & Material Management
- Beech Grove Air Brake Steering Subcommittee, Mechanical
 - o James A. Edmond
 - o Henry J. Jones
 - o James D. Liddle
 - o Douglas A. Marcum
 - o Michael D. McDaniels
 - o Michael C. Pickhardt
- Washington Ticket Office, Transportation
 - o Karen L. Larkin
 - o Anella M. Popo-Griffith
 - o Dennis Prophet
 - o Francine L. Winters

Safety Achievement (Luna Awardee)

- Richard Pratt, Engineering



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October 4, 2007 • Page 2 of 2

Safety Committee of the Year

- Central Florida Safety Committee, Transportation
 - o David L. Anderson
 - o William H. Craig
 - o Sharon Y. Crane
 - o Donald E. D'Orto
 - o Danny J. Gregg

State Partners

- Patricia Quinn, Northern New England Passenger Rail Authority
- Eugene Skoropowski, Capitol Corridor Joint Powers Authority
- William Bronte, Caltrans

Sustained Excellence

- Nicholas G. Alleyne, Transportation
- William L. Anderson, Engineering
- William J. Auve Jr., Finance
- Brian D. Bell, Transportation
- Lynn D. Berberian, Transportation
- Richard Berti, Mechanical
- William F. Boland, Engineering
- Candace E. Carter, Marketing & Product Development
- Raymond Costanzo, Engineering
- Gary L. Crowe, Transportation
- Gary Erford, Transportation
- Richard M. Esposito, Transportation
- Richard W. Ewing, Mechanical
- Maria A. Faulkner, Human Resources
- Evelyn C. Gautier, Marketing & Product Development
- Gerald G. Gibilaro, Marketing & Product Development
- Marcos Gonzalez, Transportation
- Glenn Gray, Mechanical
- Mark A. Herman, Amtrak Police
- Rae A. Huebner, Mechanical
- Christopher M. Jagodzinski, Transportation
- Donald R. Johnson, Transportation
- Paul W. Johnson, Marketing & Product Development
- David L. Jones, Transportation
- Thomas F. Kirk, Transportation

- Debra H. Large, Transportation
- Carl S. Lewis Jr., Engineering
- Lake B. Lewis Sr., Transportation
- Carleton J. MacDonald, Marketing & Product Development
- Collin O. Mason, Transportation
- Michael B. McCarthy, Transportation
- Marilyn B. McCouch, Human Resources
- Thomas J. Mulvey, Engineering
- Robert E. Peck Jr., Information Technology
- Dorothy J. Pope, Procurement & Materials Management
- Luretha C. Rhyne, Information Technology
- Camille A. Ross, Environmental Health & Safety
- Angelo F. Rossi, Mechanical
- Karen Shannon, Transportation
- Veronica D. Sheahan, Human Resources
- Althera Stiggers, Mechanical
- Sharon K. Strehlein-Roe, Procurement & Materials Management
- Richard J. Sullivan, Transportation
- Robert Sunyoger, Transportation
- Alfred J. Veltri, Engineering
- Michael T. Walsh, Engineering
- Lew C. Wood, Mechanical

Valor

- *Silver Star* Crew, Train 91, Transportation
 - o Abdeltif Brij
 - o Christopher J. Cook
 - o Neville L. Grant
 - o Edward D. Mahler
 - o James D. McKenney
 - o James A. Newman
 - o Ray O. Nunes
 - o George W. Parker
 - o Eugene E. Secord
 - o Linda F. Smith
 - o Matthew M. Stidwell
 - o Dian M. Wilson
- Carl F. Ferritto, Mechanical
- Stephen A. Rivera, Transportation

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October 19, 2007 • Page 1 of 1

Amtrak Challenges Coalition to Preserve Bargaining Rights Provided Under RLA

Amtrak today filed a lawsuit in the United States District Court for the District of Columbia to seek a declaratory judgment to protect the bargaining rights of its employees, and determine the legality of the use of the newly created Passenger Rail Labor Bargaining Coalition to refuse to bargain with Amtrak on an individual union basis.

The Complaint states that the formation of the coalition violates the Railway Labor Act because it prevents each of the four member unions from bargaining independently on behalf of its respective membership as required by law. Under the Railway Labor Act, each union has a legal responsibility to bargain with Amtrak on behalf of its membership only.

The Coalition was formed in late September by the leaders of the Brotherhood of Maintenance of Way Employees (1,584 Amtrak members), the Brotherhood of Railroad Signalmen (549 Amtrak members), the National Conference of Firemen and Oilers (259 Amtrak members), and the American Train Dispatchers Association (155 Amtrak members).

By forming the coalition, the four unions have agreed to give up their individual responsibility to reach collective bargaining agreements with Amtrak. The agreement establishing the Passenger Rail Labor Bargaining Coalition blocks any of the four member unions from reaching an individual agreement with Amtrak by requiring approval of the other Coalition unions before any agreement is submitted to each union's membership for ratification.

Amtrak is asking the court for a declaratory judgment on the legality of the unions' coalition, in particular, the provisions that prevent a single union from reaching agreement absent consent from the other member unions.

"This is a straightforward question that can only be answered by the courts. Our action is taken to restore the rights of our employees," said Joseph M. Bress, vice president Labor Relations, "because it is our view that this coalition dilutes the vote of each Amtrak employee who is represented by the unions in this coalition."

Amtrak and nine of the unions that represent the company's employees were proffered arbitration by the National Mediation Board (NMB) yesterday. If arbitration is rejected by the unions and Amtrak, the NMB will release them from mediation, which kicks off a process that involves a 30-day "cooling off" period during which the NMB engages in further mediation, often referred to as "super mediation." If no agreements are reached at the end of the 30 days, a Presidential Emergency Board will likely hold hearings and submit a proposal to the President during another 30-day period. That is followed by a third 30-day "cooling off" period, at the end of which, if the proposal is rejected, the parties may pursue self-help. More information about this process is posted on www.nmb.gov under "Mediation."

The unions proffered mediation on Oct. 18 are the American Train Dispatchers Association; Brotherhood of Maintenance of Way Employees; Brotherhood of Railroad Signalmen; International Association of Machinist and Aerospace Workers; International Brotherhood of Electrical Workers; National Conference of Firemen and Oilers; American Railway and Airway Supervisors Association (ARASA/Maintenance of Equipment); American Railway and Airway Supervisors Association (ARASA Maintenance of Way); Joint Council of Carmen, Coach Cleaners and Helpers.

The action taken by Amtrak against the coalition and its four member unions will not interfere with the other five unions that were proffered arbitration by the NMB yesterday.



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October 24, 2007 • Page 1 of 1

Amtrak Provides Assistance to Employees Impacted by Southern California Wildfires

Amtrak is helping employees affected by the wildfires currently raging in portions of Los Angeles and San Diego counties.

The Southwest Division has set up a Command Center in the Los Angeles office to identify employees directly impacted by the fire and subsequent evacuation. At this time, 17 employees are reported as having been evacuated from their homes or unable to get to their homes.

Presently, Amtrak is not aware of any major incidents related to the fires and evacuation involving these or other employees.

The company is attempting to contact these employees to ensure their safety and offer immediate support for their physical and/or emotional needs. The Employee Assistance Program, along with other local, state and private assistance, is available to provide a number of services.

The division has also established an emergency contact number — **(213) 683-6700; ATS 761-6700** — for impacted employees to call, or for any employees aware of potentially at-risk colleagues not yet accounted for.

This emergency contact number is not staffed around-the-clock, but staff is available to respond to voicemail messages.

The fires are also affecting operations in the region. *Pacific Surfliner* service between San Diego and San Juan Capistrano was cancelled today, and a decision will be made this evening about tomorrow's operating plan.

As the situation evolves, Amtrak will be assessing the ongoing impact of the fires and evacuation efforts, and any need to offer additional internal and external resources to employees.

In the meantime, we will continue to offer our support and hope that each and every Amtrak employee dealing with this catastrophe is safe.

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November 2, 2007 • Page 1 of 3

Frequently Asked Questions About Labor Negotiations

Yesterday, the National Mediation Board (NMB) officially released Amtrak and nine of the unions that had been in mediation with the Board. This release initiates a process aimed at resolving the issues and reaching agreement, but which could ultimately result in an imposed agreement or self-help.

During this process, which is expected to span about three months (barring any extensions), there will be considerable discussion about the issues associated with reaching agreements with the unions that represent Amtrak employees. The following frequently asked questions provide factual information to help employees understand some of the issues.

1. Why do labor negotiations take so long?

Negotiations in the railroad (and airline) industry are governed by the Railway Labor Act (RLA) and are administered by the National Mediation Board. When the RLA was passed in the 1920s by Congress with labor involvement, they designed the process to be long and drawn out so as to avoid (almost at all costs) any disruptions in interstate commerce. As a result, it can take a very long time for the parties to conclude negotiations. When the parties are unable to reach an agreement in direct negotiations, the determination of how quickly the parties get through the negotiating process is controlled by the NMB because of the mandatory mediation provisions found in the RLA.

2. Why hasn't Amtrak reached agreements yet?

Amtrak has been working to reach agreements with all of its unions. Since the start of this latest round of negotiations in 2000, Amtrak has reached both tentative and ratified agreements with a number of its unions representing a significant portion of Amtrak's workforce:

- In 2003, Amtrak reached a ratified agreement with TCU. In 2004, Amtrak reached ratified agreements with ASWC and ARASA On-Board Service Supervisors. These three agreements cover one-third of Amtrak's unionized workforce.
- In 2004, tentative agreements were reached with the train dispatchers and ARASA Maintenance of Way supervisors, but were rejected by the membership.
- In 2005, Amtrak reached a tentative agreement with the sheet metal workers. Unfortunately, the tentative agreement was withdrawn by the union.
- In the summer of 2007, Amtrak reached a ratified agreement with the Fraternal Order of Police.
- In September 2007, Amtrak reached an agreement with the Brotherhood of Locomotive Engineers and Trainmen, but the membership rejected it. Had the BLET agreement been ratified, by the end of FY 2010, the average Amtrak locomotive engineer would have been paid in excess of \$92,000 a year (including average overtime), placing them in the top 10 percent of all individual wage earners nationwide. The signing bonus would have added another \$4,500 in cash.

3. In general, what has Amtrak proposed?

Amtrak's proposals have all involved wage increases and medical plan cost controls consistent with the freight settlements that extend through 2009. Our proposals include pay increases, not wage cuts, and a \$4,500 signing bonus. This is in sharp contrast to what we have all read and heard in the media about large wage cuts and lower wage scales like those taken in the airline and auto-related industries.

Our proposals also seek work rule and productivity changes unique to each union. Amtrak's proposals protect employees by including no involuntary furloughs resulting from work rule changes.



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special employee advisory

November 2, 2007 • Page 2 of 3

4. Have union employees had any wage increases?

Unions that settled through 2004 (see question No. 2 above) have received a nearly 14 percent increase in wages, plus 1.95 percent Cost of Living Adjustments (COLA).

During the course of negotiations with the remaining unions, employees have received COLAs every six months. On average, wages have increased 8.5 percent from 2000 to the present as a result of the COLAs.

5. What about management employees — how large have their increases been since Jan. 1, 2000, compared to union employee wages during this time, had agreements been reached?

Since Jan. 1, 2000, management employees have received a total COLA increase of 17.5 percent as of Oct. 1, 2007. In FY 2001 and 2002, there were no pay increases for management employees.

Had labor reached agreement based on management's proposals, union employee wages would have increased a total of 23.3 percent by Oct. 1, 2007.

6. What kind of wage increases and money is Amtrak offering to the unions whose agreements have been open since 2000?

Amtrak has offered both general wage increases and a signing bonus to employees. Wages would increase, on average, by 25.6 percent through FY 2010. Amtrak has also offered a signing bonus of up to \$4,500 for each employee upon ratification of new agreements. The increases are in line with those in the agreements ratified by the freight railroads and their unions.

The wage increases Amtrak has proposed, if added to the 8.5 percent COLAs employees have received, would total 34 percent from 2000 to 2010.

7. If Amtrak just recorded its highest ticket revenue ever, why can't it afford the full retroactive pay the unions seek?

Amtrak still continues to lose a significant amount of money. It is true that Amtrak has experienced record ridership and ticket revenue during the past few years.

Unfortunately, the increase in revenue goes toward decreasing the company's approximately half-billion dollar operating loss. Amtrak still requires annual federal funding support to compensate for its operating loss. In FY 2007, Amtrak received \$485 million in federal operating support — less than what it requested from Congress. Amtrak expects the operating loss in FY 2008 to be about the same as last year. Amtrak is under continued pressure to reduce its operating budget beyond current levels.

8. Can't Amtrak just get more money from Congress to fund the backpay unions want?

While the unions have varied on their backpay demands, Amtrak estimates the minimum amount of backpay required to meet union demands to total \$214 million. Amtrak's yearly appropriation from Congress does not have enough money in it to meet the backpay demands and to continue to operate a safe and reliable railroad. Congress would have to appropriate additional funds to meet the union's full backpay demands.

The administration has not supported additional funding for Amtrak. The administration's budget for Amtrak in FY 2006 was zero, in FY 2007 it was \$900 million, and in FY 2008 it was \$800 million. While Congress approved more funding than the administration had in its budget, the administration is unlikely to support appropriation legislation to pay for backpay.

9. Why is Amtrak asking its union employees to pay for health insurance?

The issue of health care cost increases continues to be one that plagues all employers and employees across our country. One-third of our unionized workforce has been making contributions toward health insurance since 2003. Amtrak is seeking \$166.25 per month in employee contribution toward the cost of health care benefits, which is in line with the freight



special employee advisory

November 2, 2007 • Page 3 of 3

railroad settlements. As a matter of basic fairness, we cannot have some employees paying for health insurance and others making no contribution.

Management employees pay an average of \$154 per month, and beginning on Jan. 1, 2008, management employees will pay an average of \$166 per month — an average increase of 8 percent.

10. Is Amtrak seeking work rule changes so that it can cut jobs?

Amtrak's proposals include no involuntary furlough as a result of work rule changes.

11. What does the future hold for Amtrak?

Amtrak's plan is to grow, which means more — not fewer — jobs. But the competitive landscape has changed significantly since 2000 and Amtrak must change with it. Therefore, Amtrak must recruit and maintain a well-trained workforce that is flexible and meets the modern-day needs of the railroad.

The railroad cannot be competitive if it maintains old ways of doing business. Many of the current work rules were inherited from agreements at other railroads that pre-date Amtrak's existence. In addition, Amtrak faces significant pressure to reduce its operating subsidy.

We have seen the profound effect on employees in the airline, auto and steel industries when they refused to recognize fundamental changes in the marketplace. And we all remember proud names like Woolworth, Pan Am, TWA and others that no longer exist because those companies couldn't adapt to changes in the marketplace. In this day and age, not one company, sector or industry in America is immune from these changes.

Just as other companies and industries evolve with the changes in their industries, Amtrak must change to meet the challenges of the marketplace and remain competitive in the transportation industry.

12. Why have most union employees been working without a contract for so many years?

Amtrak union employees have not been working without a contract. Under the RLA, contracts do not expire, but have been open to negotiation for many years. Union employees have been working under the terms and conditions of each union's most recent agreement, and all of the rights in those contracts remain intact. They continue to receive COLA increases, work under the existing work rules, and enjoy some of the best benefits anywhere in American industry.

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special employee advisory

October 31, 2007 • Page 1 of 1

Senate Approves Authorization Bill

By a 70-22 vote, the U.S. Senate yesterday approved legislation authorizing \$11.4 billion over six years for Amtrak and other passenger rail service. The House of Representatives is not expected to begin consolidation of this legislation until early next year, according to the House Transportation and Infrastructure Committee Chairman Rep. James L. Oberstar (D-Minn.).

“This is a huge victory for anyone who’s tired of sitting in traffic or waiting in airports,” said Sen. Frank Lautenberg (D-N.J.), who sponsored the bill with Republican Sen. Trent Lott (Miss.). “When we give Amtrak the resources it needs, more Americans take the train. The funding and improvements in our bill will improve Amtrak and make train travel a more attractive option throughout the country.”

Recorded votes were taken on four amendments that would have potentially impacted long-distance service as well as food and beverage service, and opened up all routes for competition immediately upon enactment. Another amendment would have required Amtrak to disclose the federal subsidy for each ticket sold. Each of these amendments was defeated.

The Lautenberg-Lott bill directs Amtrak to develop a more refined accounting system and requires the federal government to refinance its \$3 billion debt. The measure also allows states and companies to bid on the operation of some routes.

S. 294 is authorization legislation, which essentially establishes the policy framework for intercity passenger rail and sets the recommended annual funding levels to meet the objectives of the authorization.

Federal funding must still be obtained on an annual basis via the congressional appropriations process. Once an authorization bill is enacted into law, congressional appropriators can use the authorization as a benchmark for Amtrak’s annual funding level.

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THE WHITE HOUSE
PRESIDENT
GEORGE W. BUSH

For Immediate Release
Office of the Press Secretary
November 28, 2007

Executive Order: Establishing An Emergency Board to Investigate Disputes Between the National Railroad Passenger Corporation and Certain of Its Employees Represented by Certain Labor Organizations

Disputes exist between National Railroad Passenger Corporation (Amtrak) and certain of its employees represented by certain labor organizations. The labor organizations involved in these disputes are designated on the attached list, which is made a part of this order.

The disputes have not heretofore been adjusted under the provisions of the Railway Labor Act, as amended (45 U.S.C. 151 *et seq.*) (RLA).

In the judgment of the National Mediation Board, these disputes threaten substantially to interrupt interstate commerce to a degree that would deprive sections of the country of essential transportation service.

NOW, THEREFORE, by the authority vested in me as President by the Constitution and the laws of the United States, including section 10 of the RLA (45 U.S.C. 160), it is hereby ordered as follows:

Section 1. Establishment of Emergency Board (Board). There is established, effective 12:01 a.m. eastern standard time on December 1, 2007, a Board of five members to be appointed by the President to investigate and report on these disputes. No member shall be pecuniarily or otherwise interested in any organization of railroad employees or any carrier. The Board shall perform its functions subject to the availability of funds.

Sec. 2. Report. The Board shall report to the President with respect to the disputes within 30 days of its creation.

Sec. 3. Maintaining Conditions. As provided by section 10 of the RLA, from the date of the creation of the Board and for 30 days after the Board has submitted its report to the President, no change in the conditions out of which the disputes arose shall be made by the parties to the controversy, except by agreement of the parties.

Sec. 4. Records Maintenance. The records and files of the Board are records of the Office of the President and upon the Board's termination shall be maintained in the physical custody of the National Mediation Board.

Sec. 5. Expiration. The Board shall terminate upon the submission of the report provided for in section 2 of this order.

GEORGE W. BUSH

THE WHITE HOUSE,
November 28, 2007.

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LABOR ORGANIZATIONS

Brotherhood of Maintenance of Way Employes

International Brotherhood of Electrical Workers

International Association of Machinists and Aerospace Workers

Brotherhood of Railroad Signalmen

Joint Council of Carmen, comprised of the Transportation Communications International Union/Brotherhood Railway Carmen Division and the Transport Workers Union of America

American Train Dispatchers Association

National Conference of Firemen & Oilers/Service Employees International Union

Transportation Communications International Union – American Railway and Airline Supervisors Association

special employee advisory

November 28, 2007 • Page 1 of 1

President Announces Emergency Board

President Bush today issued an Executive Order establishing a five-member Emergency Board to take effect at 12:01 a.m. on Dec. 1, 2007. The Board will investigate and report on the labor disputes between Amtrak and the unions that were released from mediation by the National Mediation Board.

In accordance with the Railway Labor Act, the Presidential Emergency Board will hold hearings during the month of December and submit its recommendations to the President within 30 days of its creation. Following that 30-day period, another 30-day “cooling off” period will take place, at the end of which, if the proposal is rejected or no agreements are reached, the parties may pursue self-help.

Neither side may undertake self-help until this process has run its course, and the company will continue to operate as normal.

A copy of the Executive Order is attached. More information about this process is posted on www.nmb.gov under “Mediation.”

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November 30, 2007 • Page 1 of 1

Pere Marquette Train 371 Derailment

Five crew members sustained serious injuries as a result of a derailment of Pere Marquette Train 371 that occurred today. Train 371 struck a Norfolk Southern freight train at approximately 11:30 am CT in south Chicago.

No serious injuries to passengers have been reported at this time. There were 187 passengers and six crew members aboard the train. An Amtrak Customer Care team is on the scene and Amtrak has opened a passenger hotline at 800-523-9101.

The locomotive derailed but the remainder of the train, which consists of one engine and three cars, is upright and on the rails.

Updates will follow as more information becomes available.

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December 3, 2007 • Page 1 of 1

Pere Marquette Train 371 Update

All crew members and passengers who sustained injuries as a result of Train 371's collision on Friday in Chicago have been released by area hospitals.

The National Transportation Safety Board is leading an investigation into what caused Pere Marquette Train 371 to collide with a Norfolk Southern freight train on Friday morning. The investigation, with which Amtrak is fully cooperating, will likely be conducted over the course of several months.

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December 10, 2007 • Page 1 of 2

Amtrak Labor Proposals Outlined

As Amtrak and nine of its unions present their cases at Presidential Emergency Board hearings this week, the following summary is designed to help employees understand what Amtrak has proposed.

Amtrak's Proposals Are Driven by Five Principles

The TCU, ASWC and ARASA (OBS), which cover one-third of Amtrak union-represented employees, agreed to the following five principles in the agreements reached with Amtrak that covered the period Jan. 1, 2000 through Dec. 31, 2004.

1. Raises similar to those in the agreements ratified by the freight railroads and their unions

- Our proposals include pay increases — not wage cuts
- Wages would increase, on average, by 25.6 percent through FY 2010
- \$4,500 signing bonus

Unions that settled through 2004 have received a nearly 14 percent increase in wages, plus 1.95 percent Cost of Living Adjustments (COLA).

During the course of negotiations with the remaining unions, employees have received COLAs every six months. On average, wages have increased 8.5 percent from 2000 to the present as a result of the COLAs. The wage increases Amtrak has proposed, if added to the 8.5 percent COLAs these employees have received, would total 34 percent from 2000 to 2010.

2. Health care cost containment and benefit reform

AMPLAN, the medical plan for union-represented employees, is substantially richer than other plans and currently costs about \$230 million a year, almost a quarter of Amtrak's payroll. Nearly all U.S. employers and even the federal government now require employee contributions toward the cost of health care benefits. Amtrak is

seeking \$166.25 per month in contributions toward health care (from employees represented by unions with open agreements since 2000), which is in line with the freight railroad settlements.

One-third of our unionized workforce — represented by the TCU, ASWC and ARASA On-Board Supervisors — is covered under AMPLAN and has been making contributions toward health insurance since 2003.

The contribution and other cost-sharing changes in our proposal are far better than other plans.

Amtrak Health Proposal

- Monthly contribution: \$166
- Generic drug co-pay: \$10
- Formulary drug ("preferred" brands) co-pay: \$20
- Non-formulary drug co-pay: \$30

3. Work rule reform and productivity improvement

- Teamwork provisions
- Commitment to position based on training
- Improved workweek and starting time flexibility
- Increased probation periods
- Eliminate inefficiencies in training, position back-filling and assignment
- Paying overtime after 40 hours
- Discipline Rule reform such as expedited processes and greater emphasis on local resolution

Some of these work rules have already been adopted by other Amtrak unions. Work rule changes will help enable Amtrak to fulfill its duty to operate as efficiently as possible and to control its costs.

Amtrak's plan is to grow, which means more — not fewer — jobs. The growth expected in the demand for passenger rail makes it essential for it to be more flexible and competitive, and meet the modern-day needs of the passenger rail industry.



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December 10, 2007 • Page 2 of 2

4. No involuntary furlough of employees as a result of work rule changes

Our proposals also seek work rule and productivity changes unique to each union. No involuntary furlough resulting from work rule changes or contracting out.

5. No back pay

In its attempt to reach agreements, Amtrak's position of no back pay served as an incentive for labor and management to conclude negotiations sooner rather than later. This was effective in negotiations with TCU, ASWC and ARASA (OBS) — which cover one-third of Amtrak union-represented employees — and they reached agreements with Amtrak that covered the period Jan. 1, 2000 through Dec. 31, 2004.

Because Amtrak established the no back pay principle and communicated that to the unions five years ago, Amtrak has not accumulated or accrued the finances to pay for this.

Amtrak requires annual federal funding support to compensate for its approximately half-billion dollar operating loss, and is under continued pressure to reduce its operating budget beyond current levels. In FY 2007, Amtrak received \$485 million in federal operating support — less than what it requested from Congress. Amtrak's yearly appropriation from Congress does not provide enough money to meet the back pay demands and to continue to operate a safe and reliable railroad.

Amtrak Has Consistently Attempted to Reach Agreements

Since the start of the latest round of negotiations in 2000, Amtrak has reached both tentative and ratified agreements with a number of its unions representing a significant portion of Amtrak's workforce.

- In 2003, Amtrak reached a ratified agreement with TCU. In 2004, Amtrak reached ratified agreements with ASWC and ARASA On-Board Service Supervisors. These three agreements

cover one-third of Amtrak's unionized workforce.

- In 2004, tentative agreements were reached with the train dispatchers and ARASA Maintenance of Way supervisors, but were rejected by the membership.
- In 2005, Amtrak reached a tentative agreement with the sheet metal workers. Unfortunately, the tentative agreement was withdrawn by the union.
- In the summer of 2007, Amtrak reached a ratified agreement with the Fraternal Order of Police.
- In September 2007, Amtrak reached an agreement with the Brotherhood of Locomotive Engineers and Trainmen, but the membership rejected it.

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December 10, 2007 • Page 1 of 1

Planning VP To Leave Amtrak

Vice President of Planning and Analysis Roy Johanson will leave Amtrak to pursue another opportunity in his field. Johanson's last day at the company will be Dec. 28, 2007.

"I am saddened by Roy's departure but am grateful for his corporate strategy development skills and expertise, which were of great value to Amtrak and helped advance a number of the company's initiatives," said President and CEO Alex Kummant.

John Bennett, chief, Business Strategy will manage the department starting Dec. 31, until a permanent selection is made.

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January 18, 2008 • Page 1 of 1

Message from President Kummant on Tentative Labor Agreements

Dear Co-workers,

A few moments ago, Amtrak and representatives of the nine unions before the Presidential Emergency Board signed tentative agreements, thereby averting a strike that could have taken place on Jan. 30.

Details of the agreements will be sent to the respective union members for ratification over the next several weeks, and will not be publicly disclosed until that process has begun.

The nine unions affected are the Brotherhood of Maintenance of Way Employees; International Brotherhood of Electrical Workers; International Association of Machinists and Aerospace Workers; Brotherhood of Railroad Signalmen; Joint Council of Carmen, Helpers, Coach Cleaners and Apprentices; American Train Dispatchers Association; National Conference of Firemen and Oilers/Service Employees International Union; American Railway and Airline Supervisors Association (Maintenance of Equipment, Maintenance of Way).

On behalf of the board of directors, I want to thank the leadership of the labor organizations. It has not been easy for any of us, and I know they share our sense of relief and resolve to move forward in a productive and cooperative spirit to provide excellent passenger rail service.

We have averted a strike that could have had a crippling effect on the lives of millions of Americans. More importantly, we have jointly reached tentative agreements that enable us to get back to what brings us together, rather than what sets us apart. For Amtrak to succeed, we all need to push forward in the same direction.

I encourage everyone to put the disputes from the past behind them and to focus on what we can learn from this experience and how we can grow together.

Sincerely,



Alex Kummant
President and CEO

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February 12, 2008 • Page 1 of 1

Tentative Agreement Reached with UTU

Amtrak and the United Transportation Union have reached a tentative agreement for conductors that mirrors the tentative agreements the company reached with nine of its unions last month.

Details of the agreements will be sent to the UTU members for ratification. The UTU represents 1,904 Amtrak conductors.

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February 22, 2008 • Page 1 of 1

Tentative Agreements Reached With Three More Unions

Amtrak this week reached tentative agreements with three unions that cover nearly 1,700 employees. Agreements were reached with the Brotherhood of Locomotive Engineers and Trainmen; the International Association of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; and the Sheet Metal Workers International Association.

The agreements correspond with tentative agreements the company has already reached with 10 other unions since mid-January. Details of the agreements will be sent to members of the unions for ratification.

The nine tentative agreements that were signed on Jan. 18 are out for ratification and results are expected on March 10.

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March 10, 2008 • Page 1 of 1

Ten Labor Agreements Ratified

The tentative agreements reached with nine unions in January and the UTU (NEC and Off-Corridor, North End) in February have all been ratified by their respective membership. Once the agreements are signed, an implementation schedule will be finalized.

The nine unions with renegotiated agreements in place are the Brotherhood of Maintenance of Way Employees; International Brotherhood of Electrical Workers; International Association of Machinists and Aerospace Workers; Brotherhood of Railroad Signalmen; Joint Council of Carmen, Helpers, Coach Cleaners and Apprentices; American Train Dispatchers Association; National Conference of Firemen and Oilers/Service Employees International Union; American Railway and Airline Supervisors Association (Maintenance of Equipment); American Railway and Airline Supervisors Association (Maintenance of Way).

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March 13, 2008 • Page 1 of 1

Acela Express 2154 Strikes Workers

At approximately 1:15 p.m. today, three persons were reported to have been struck by northbound *Acela Express* Train 2154 just north of the Providence, R.I., station.

The persons involved in the incident were two Amtrak employees and one contractor who were inspecting tracks in the area. One person was fatally injured and the other two were taken to a hospital.

There were 162 passengers and six employees on board Train 2154 at the time of the incident.

The situation is currently unfolding, and updates will be provided as they become available.

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March 14, 2008 • Page 1 of 1

Message from President Kummant on *Acela Express* 2154 Incident

Dear Co-workers,

Before I provide you with an update on the incident with *Acela Express* Train 2154 yesterday afternoon, I want to first and foremost express my own sorrow over the loss of life and serious injury as a result of what took place. I know I am not alone in this sentiment, and it pains us all to lose anyone on the railroad.

At approximately 1:15 p.m. yesterday, three people were struck by Train 2154 as they inspected track just north of the Providence station, resulting in the fatality of a contract employee and injuries to two of our Engineering department employees.

One of the Engineering department employees is being treated at a hospital for very serious injuries and our thoughts are with him. The second employee was treated and released from the hospital last night.

The third person involved, a contractor and former Amtrak Engineering department employee, was fatally injured.

I know that you join me in extending our deepest sympathies to the friends and family of the contract employee, whom many knew as part of the Amtrak family.

Our thoughts and well wishes are with the Engineering department employees and their families, as they strive to recover from this.

Sincerely,



Alex Kummant
President and CEO

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March 31, 2008 • Page 1 of 1

Two More Labor Agreements Ratified

The tentative agreements reached with the Brotherhood of Locomotive Engineers and Trainmen and the Sheet Metal Workers last month have been ratified.

Once the agreements are signed, an implementation schedule will be finalized.

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April 1, 2008 • Page 1 of 1

Wage Increases Take Effect in April, Retroactive Payments in May

The new rates of pay and retroactive wage payments for the ATDA, IAM, IBEW, JCC, NCFO, BMW, BRS, ARASA (Maintenance of Way), ARASA (Maintenance of Equipment) and UTU will be paid as follows:

- The new rates of pay for positions in the above crafts take effect on April 1, 2008, and will begin to appear — depending on your union and pay schedule — as early as April 11, and in full in the April 25 paycheck. The first employee medical plan contribution for the above groups will be deducted from the April 25, 2008, paycheck. After that initial deduction in April of \$166.25, contributions in future months will be split between the first and second checks of each month.
- The first installment of the retroactive wage payment (40% of the total adjustment) is scheduled to be paid in a separate check (or through direct deposit) on May 9, 2008, and will be calculated on the wages through March 31, 2008, for employees eligible to receive the retroactive wage payment. A summary report of the full retroactive adjustment along with a list of frequently asked questions and answers will be furnished with the payment to provide employees with information about the calculation and who to contact about specific disputes regarding the payment.

In addition, the contract settlements provide employees with the ability to “opt out” of medical plan coverage, thereby not having to make the monthly contributions as of May 1, 2008. A separate mailing has been sent to employees about the Health Care coverage changes, including the form that must be submitted if employees wish to opt out of Health Care coverage. The required “opt out” form must be returned before April 30, 2008.



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