



INDIANA HARBOR BELT RAILROAD COMPANY

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Indiana Harbor Belt Team,

As it is being reported on the news hourly, it is apparent that our country is in the middle of working through a crisis. Regardless of your personal views on this, it is requiring strong responses from individuals, private industry, and national security assets. The Indiana Harbor Belt Team is part of all three of these areas. On the individual side, our company has worked to maintain a sanitized work environment and the social distancing protocol. We care about you and your families. In the private industry side, we are a lynchpin to the raw material and finished parts that drive major sectors of the economy. If we fail at this, it only makes the economic situation worse. Finally, we have a responsibility to our national security apparatus to move commerce for the stability of our governmental entities. The transportation industry is the backbone of commerce in the United States of America. If you are a railroader, trucker, airline freight forwarding employee, or water transport worker there is a very real need for you to participate in restoring economic stability. Without transportation, we do not have any possibility of manufacturing and stocking the retail stores with products we all require to live our day to day lives.

Another area that is necessary for day to day living is earning wages for personal consumption. Currently, we are well positioned to handle the emerging financial challenges. If we fail to maintain our services, it will quickly change our economic position. In an attempt to maintain our liquidity, we have pushed back capital expenditures and delayed some other projects. This has allowed us to maintain our headcount at the current level. This level is no guarantee, because we do not know what the future holds for the economy, but we are trying hard to respond and adjust in a manner favorable to our workforce.

At an individual level you may be asking, what does this all mean to me and my family? The best answer we can give at this time is that we need everyone to help move the traffic critical to our economy. If you are sick or had direct contact with someone diagnosed with COVID-19, we ask that you notify Human Resources at 219-989-4927, so they can work through the process with you. In the event that there is not an immediate response, please notify your supervisor.

Lastly, know that our company is committed to balancing the needs of individual employees, private industry, and governmental goals in a way that places us as an asset through this crisis.

Thank you,

John Wright
General Manager