

PADUCAH & LOUISVILLE RAILWAY, INC.

WORKPLACE VIOLENCE POLICY **(Revised November 1, 2007)**

Paducah & Louisville Railway, Inc. ("P&L" or the "Company") is committed to providing a work environment that is free of violence or threats of violence or acts of intimidation or threats of intimidation against any individual, property or the Company. Compliance with this policy requires that all individuals on the Company's premises or otherwise engaging in the business of the Company, conduct themselves in a professional manner consistent with good business practices. Such individuals are therefore to conduct themselves in a non-violent and non-physically threatening or intimidating manner. Additionally, employees should be alert to and inform appropriate management personnel of any behavior which they believe in good faith violates or could constitute a violation of this policy.

P&L expressly prohibits the use of violence or threats of violence in the workplace and will not tolerate such behavior. In this regard, the Company strongly condemns domestic violence and any domestic violence which occurs at the workplace or while employees are engaged in the Company's business. P&L will immediately investigate incidents of violence or threats of violence in accordance with applicable laws. Workplace violence is defined as a single behavior or series of behaviors which constitutes or appears to constitute assault, battery, harassment, intimidation, threats or similar actions, destruction or attempted destruction of Company or personal property and which occurs in the workplace or while an individual is in any manner engaging in the business of or acting on behalf of the Company. Any violations of the policy may lead, in the Company's sole discretion, to disciplinary action up to and including termination of employee (subject to the provisions of applicable collective bargaining agreements) or termination of the services of a consultant, customers, vendors and/or their associated firms.

Any individual who feels that he/she has been the subject of workplace violence or has identified a situation where workplace violence has or is likely to occur should bring it to the immediate attention of their respective supervisor, a Human Resources representative or any member of management. Reported incidents will be kept confidential to the extent possible consistent with the best interest of the Company and those involved.