

Date: October 1, 2019

Re: Amendment to Paducah & Louisville Railway, Inc., Evansville Western Railway, Inc. and Appalachian and Ohio Railroad, Inc. Policy and Guidelines for Controlling Alcohol and Drug Use effective January 1, 2003

Effective October 1, 2019 drug testing done under the following sections will be under direct observation under the same guidelines as stated by Federal Department of Transportation regulations and as recommended by the Medical Review Officer.

Section III Drug and Alcohol; D. Return-to-Work; 1

And

Section III Drug and Alcohol; E. Follow-Up

Approved:

A handwritten signature in black ink, appearing to be "JJE" or similar, written over the word "Approved:".