

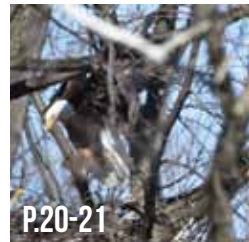
R & N Magazine

Official Magazine of the Employees and Customers of the Reading & Northern Railroad

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COVER PHOTO

RBMN CONDUCTOR, SAM WILLS, IS SEEN USING HAND SIGNALS TO COMMUNICATE WITH HIS ENGINEER, AS HE SHIFTS TANKS CARS AT NORTH READING YARD. PHOTO BY DAREN GESCHWINDT.

EDITORS

JOLENE BUSHER • SABINE FIDLER

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KEEPING ON TRACK

BY: WAYNE A. MICHEL, PRESIDENT



Reading and Northern train crew serving the coal dryer at Atlantic Coal.

Two years ago, after we won the ASLRRRA Shortline Marketing Award for the third time this decade, Andy Muller told me that we had won enough awards.

As a result we did not provide any information last year to the ASLRRRA. We also did not share information with Railway Age as to Railroad of the Year.

Fast forward a year and I received an email from ASLRRRA soliciting proposals. We had just run an article on our Hazleton Shaft project so I decided that we would just shorten that article and send it forth. I chose to seek the award because to me it epitomizes close work with our NS partners in the Coal group and persistence.

Over the years the NS Coal group has been instrumental in helping us to preserve and build the anthracite coal business. 2017 was emblematic of that help as working together we handled the huge rush order to the Ukraine and the growing demand for dried anthracite by domestic steel mills. But our close relationship goes back to as long as I have been at the company, which is the summer of 1999.

Conrail had always let RBMN take the lead in developing the anthracite market since Conrail in effect created Reading & Northern in December of 1990 to serve the anthracite coal shippers. But NS has taken the partnership the next level. NS sold us hundreds of coal hoppers so that we owned our own equipment. And NS supported us with all of our customer opportunities. When the Port of Baltimore

decided it did not want to handle anthracite shipments, NS worked with us to explore new ports including Wilmington and Fairless Hills. Ultimately RBMN made the capital investments along with Kinder Morgan to make Fairless Hills work, but we had NS support all the way. When it became clear there was a market for coal going to river ports in western PA NS supported our efforts to expand the abilities of Moldok to handle coal trains.

And in 2010 when a coal producer located on the NS line in Hazleton decided they were interested in being direct rail-served, instead of using a load-out elsewhere on RBMN, the NS Coal group helped us get the needed permissions in Norfolk to have a RBMN siding installed off the NS line, over which we had trackage rights. The NS Coal group supported our efforts to develop the facility because it knew RBMN would make the necessary investments to develop the business and it knew that once the traffic moved it would all move over NS lines.

After their support is when the persistence came to play. This project took SEVEN YEARS to complete. I don't need to restate all of the reasons for the delay. Suffice it to say RBMN stuck with the project and worked closely with Hazleton Shaft over the years till the project became a reality.

In our first partial year of operation we handled 508 carloads, thus removing over 2000 trucks off the highway. And the future is even brighter as we expect to be handling well in excess of 1,000

cars a year from Hazleton Shaft for years to come. So we now have a nice new plaque to hang on our walls in recognition of the fourth time in eight years that we have won this prestigious honor.

These honors just don't happen. They are the result of a lot of hard work by a lot of people. They are the result of having an entrepreneur like Andy Muller backing an experienced and aggressive marketing team, which is supported by an operations team that delivers on-time performance 99% of the time, a track maintenance group that came out and built a half-mile siding at a very low cost, and an entire company committed to working with our customers day in and day out.

I know we don't need any more awards or recognition but it's nice when it comes for such a deserving project.

So when Bill Clark accepted the award in Nashville in April he did so by thanking our friends at Norfolk Southern, our customer Hazleton Shaft, and the men and women of the Reading & Northern who work hard every day to make sure we are keeping on track. ♦





RBMN's Bill Clark, Senior VP-Coal, accepting our most recent ASLRRA marketing award in April. Pictured with Bill on his left is ASLRRA Convention Chair Gary Griswell, and Doc Claussen Vice Chair, ASLRRA, on his right.

LOCAL RAILROAD WINS MAJOR AWARD

Port Clinton, PA –April 11, 2018

Yesterday the American Shortline and Regional Railroad Association awarded the industry's highest award for marketing achievement to the Reading, Blue Mountain & Northern Railroad. This is the fourth time Reading & Northern has won this prestigious award in the last eight years. Bill Clark, Senior Vice President - Coal accepted the award yesterday at a ceremony in Nashville, TN.

The Association recognized Reading & Northern for its efforts to connect a large anthracite coal producer, Atlantic Coal in Hazleton, to the interstate railroad system. The project was made more complicated because the facility was along the lines of Norfolk Southern Railroad. Reading & Northern had rights to travel over the Norfolk Southern line and with the active support of the Norfolk Southern Coal Business Group, Reading & Northern was able to get permission to connect to the Atlantic Coal facility.

This cooperative effort was an acknowledgment of the unique role Reading & Northern holds in transporting Pennsylvania anthracite. Long known as "The Road of Anthracite", Reading & Northern has acquired over 1200 coal cars and a weigh-in-motion scale in North Reading to facilitate the movement of Pennsylvania anthracite. At Reading the railcars filled with anthracite coal is interchanged to Norfolk Southern. In 2017 over 7300 cars were interchanged to Norfolk Southern.

This close working relationship caused Norfolk Southern to greenlight the Reading & Northern plan to connect with Atlantic Coal. Even after that approval it took almost seven years of hard work and persistence

for Reading & Northern and Atlantic Coal to complete the project. Atlantic Coal had to acquire government approvals to build the track and ultimately Reading & Northern completed the construction in 2017.

In its first partial year of operation Atlantic Coal shipped over 500 carloads of anthracite. It is anticipated that Atlantic Coal will soon be shipping in excess of 2,000 carloads a year, thus removing over 8,000 trucks from local roads and highways.

Reading & Northern's superior marketing and business development efforts is reflected in its growth. Over the last 5 years, Reading & Northern's carloadings increased 50%. In 2017 Reading & Northern broke all its freight records and handled over 31,000 carloads.

In addition, Reading & Northern's passenger operation, the Lehigh Gorge Scenic Railway, also broke all previous ridership record as over 120,000 visitors rode its trains.

Reading & Northern Railroad, with its corporate headquarters in Port Clinton, is a privately held railroad company serving over 70 customers in nine eastern Pennsylvania counties (Berks, Bradford, Carbon, Columbia, Lackawanna, Luzerne, Northumberland, Schuylkill and Wyoming). It has expanded its operations over the last 20+ years and has grown into one of the premier railroads in Pennsylvania with over 320 miles of track. Reading and Northern operates both freight services and steam and diesel-powered excursion passenger services through its Lehigh Gorge Scenic Railway, owns almost 1,300 freight cars, and employs over 200 dedicated employees. ♦

Progressive Converting



RBMN Crew WHHB serving the Pro-Con plant at 109 Maplewood Drive in the Humboldt Industrial Park located in Hazleton, PA.

BY: RIAN J. NEMEROFF, VP FOREST PRODUCTS

Progressive Converting (Pro-Con), founded in 1991, is the premier converting and logistics company for the North American paper industry serving paper mills, merchants, and printer clients. They have five plants in the United States including the facility in the Humboldt Industrial Park in Hazleton, Pennsylvania.

RBMN commenced rail service to Pro-Con in 2016. Together, Pro-Con and RBMN have increased the rail modal share of the inbound paper from fifty cars per year to more than double that amount. And Pro-Con believes that the turmoil in the trucking market will offer rail opportunities on both the inbound and outbound sides.

Pro-Con is now operating from two facilities in Humboldt. RBMN provides a guaranteed service window between 9:30 and 11:30 AM each Monday through Friday with an on-demand ability to get service on Saturday. We have even provided double switches within a day to help keep the paper moving.

The Hazleton plant operates from a combined 420,000 square foot building that serves their east coast market. They have sheeting and rewinder capabilities, including a custom skid shop. RBMN brings in paper from multiple sources.

Pro-Con was profiled in the May 2017 edition of Inbound Logistics. In the article Martin Rothe, Vice President of Supply Chain, explained the corporation's growth over the past three years from 15,000 to over 22,000 shipments. "We didn't want to give away control of our supply chain" he said, instead, he wanted a way to better manage the transportation activity in-house, given how critical it is to Pro-Con's customers. The Hazleton General Manager, Scott Hons, views the RBMN as a reliable asset that allows Pro-Con to work with major mills that are designed to ship high volumes of paper via rail. These paper mills tend not to be located in the northeast so rail economics of heavy and long-distance freight can be captured and shared.

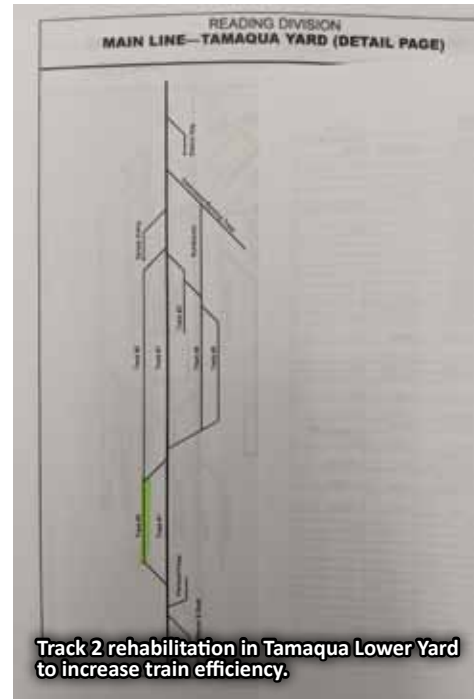
Together, Pro-Con and Reading & Northern plan for still more progressive growth! ♦

Capacity is a Commodity

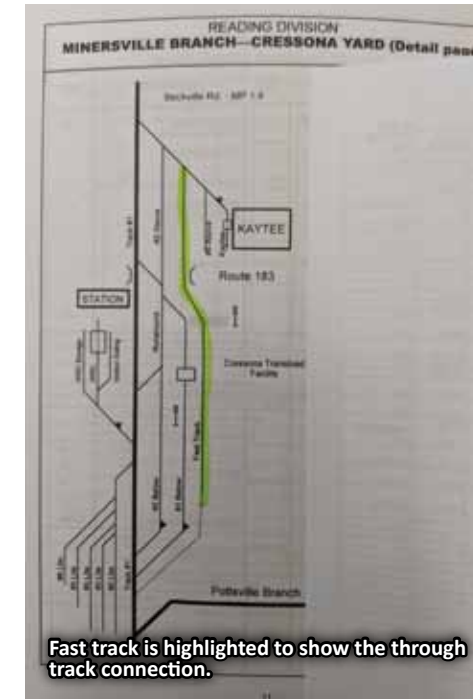
BY: TYLER GLASS, EXECUTIVE VP OPERATIONS & ERIK YODER, VP MAINTENANCE OF WAY



This overview of the new additions at North Reading Yard is taken standing on the Tuckerton Overhead bridge MP 63.1. The new switch 7 is seen on the right. Tracks 4 and 5 tracks are seen on the left.



Track 2 rehabilitation in Tamaqua Lower Yard to increase train efficiency.



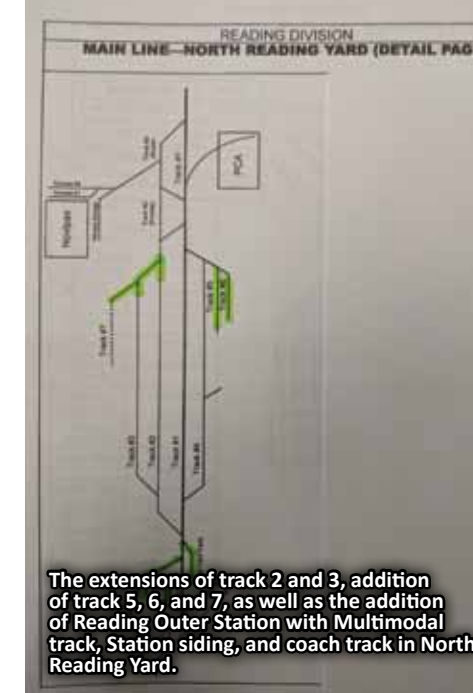
Fast track is highlighted to show the through track connection.



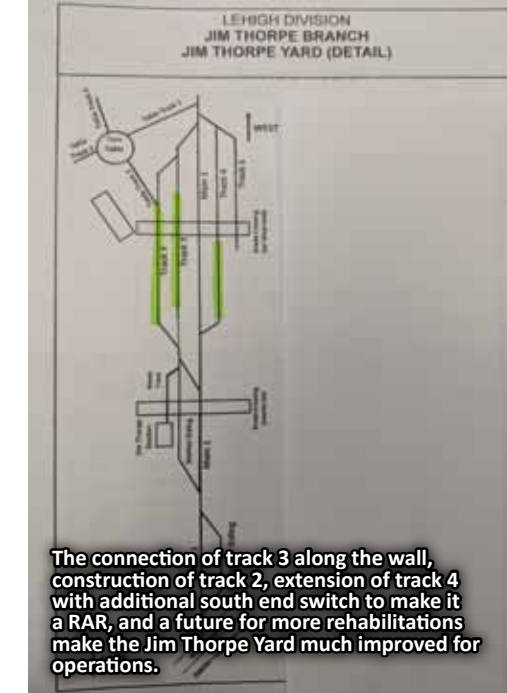
The additions of storage tracks 2 and 3 in Dauberville Yard.



Highlighted in green are the focus areas of switch rehabilitation for the Riverside Yard.



The extensions of track 2 and 3, addition of track 5, 6, and 7, as well as the addition of Reading Outer Station with Multimodal track, Station siding, and coach track in North Reading Yard.



The connection of track 3 along the wall, construction of track 2, extension of track 4 with additional south end switch to make it a RAR, and a future for more rehabilitations make the Jim Thorpe Yard much improved for operations.



This track over a bridge in West Cressona Yard MP 1.15 Minersville Branch connected the northern part of the yard with the southern part of the yard with a new bypass track called the Fast Track.



At the fast track is being constructed, Ben Cole and gang are working on rehabilitating switches along the Minersville main in the yard MP 0.9.

In the twenty seven plus years since RBMN acquired the Reading Cluster our landscape has greatly transformed. We went from a railroad that was struggling to survive to one that has blossomed into a thriving system that has become quite complex. In 1990 one portion of our Main Line between Reading and Tamaqua was lucky to see a few trains a week. Now that same piece of railroad can see up to ten trains per day.

The increase in trains are due to growth in customers and also the addition of more rail lines which has changed traditional traffic patterns. This article will focus on recent rail yard projects that have greatly enhanced our efficiencies in handling our growing demands.

As we continue to grow as a railroad, we have been diligently looking at how to improve our efficiency and also provide the track needs to keep the trains moving or stage cars closer to customers or interchanges. Over the past few years, RBMN has been rebuilding or constructing infrastructure to service what is happening today with a mind towards our future growth. We have started to rebuild yards and tracks removed many years ago, a trend that started after World War II when railroads were seeing great declines in their share of traffic. We have also added brand new tracks as well. Andy Muller takes great pleasure in adding track in any capacity on the railroad and takes pride in seeing a sketch on a piece of paper become a reality.

So let's take a look at some of the larger projects we have either completed or are well on their way to completion:

North Reading Yard, one of our key interchange locations at the south end of the system, has seen some great improvements. Initially this yard consisted of five tracks, one of which is the main track. Three of those tracks saw expansion in recent years, one was extended by forty car lengths

Continued on page 8.



Construction of the Reading Outer Station tower and retaining wall are well underway.



The above yard in West Cressona Yard MP 1.3 is receiving a new addition with the Fast track. This track will run parallel with the entire yard from the north end to the south end. This will become a through track in the yard.



The beginning construction of the Reading Outer Station is well underway. This tower will be a highlight for the Reading Outer Station



The new multimodal track leading into the parking lot is seen on the left. The new Station siding track is seen on the right next to the main line.



Newly rehabilitated switches on the north end of the yard on the Susquehanna Branch MP 5.0 Riverside yard are being overseen by Andy Muller Jr., Duane Engle, Jack Wassel, Erik Yoder, and Jessica Melochick.



The Dauberville Yard MP 68 is being restored to hold the tracks that once occupied the location with the construction of track 3.



The first train heading to Reading Outer Station to place the Steam engine on the Multimodal transload track is being operated by Andy Muller, Jr. Tyler Glass is operating the switches for the first train.



MOW forces are working on widening the North Reading Yard MP 63 for an additional switch for track 7. This project is on the heels of extending tracks 2 & 3 in North Reading Yard.



Track 2 at Dauberville Yard is well underway to construction completion. The subgrade for track 3 is also being laid out for future construction.



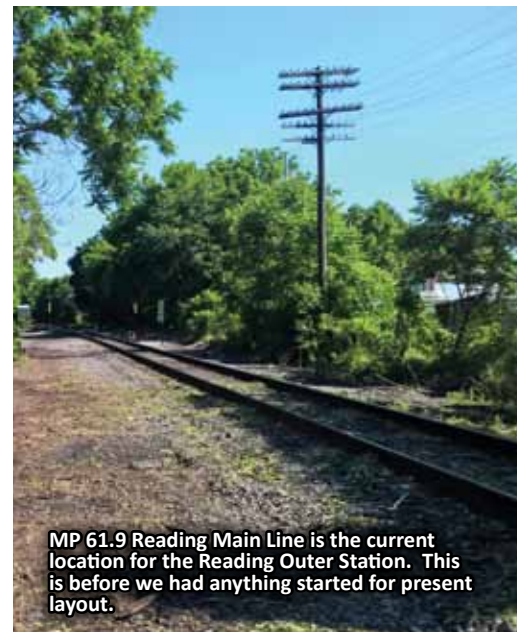
Track 4 in Jim Thorpe yard MP 122.5 is extended to become a freight set off track for the NRFF.



West Cressona Yard Fast track is Minersville Branch MP 1.1 is connected across the bridge by the Cressona Yard Station.



The subgrade for the new multimodal track at Reading Outer Station.



MP 61.9 Reading Main Line is the current location for the Reading Outer Station. This is before we had anything started for present layout.



The future area for the Reading Outer Station MP 61.9 is cleared for the track construction and layout for the tower.



With the overhead Bellevue Ave bridge at MP 61.9, the future location of the Reading Outer Station is being cleared and prepared for track construction.

Continued from page 7.

and two were extended by 200 feet each so they could handle complete unit trains for one of our customers. We also started to build tracks 5 and 6 on the north end of the yard for additional classifying of cars as well. The addition of track 7 switch with room to build some additional track is also a work in progress meant to give even more classifying space. The south end of the yard, also known as Outer Station, had a passenger station added with additional storage tracks for engines and some equipment. More tracks are slated for this location in the future.

A few miles up the railroad is Dauberville Yard. Two years ago this area consisted of one main track and one long siding. Two additional tracks have been built at our Dauberville Yard. With the run around retied, two storage tracks constructed, this location is now another mini yard along our Main Line between Port Clinton and North Reading Yard to assist with storage and staging unit trains.

West Cressona Yard is our main serving yard for our Minersville and Tremont branches. This yard was built to serve the local coal traffic and is still to some capacity used for that purpose to this day. However, it is now heavily used to support other facets of our business. In 2016 we totally rebuilt four of our storage tracks, which also included adding infrastructure to one of the tracks. Then in 2017 we started extended one of the

tracks a distance of 6000 feet. This new track is now named the West Cressona Fast Track. Once the south end switch is installed, this new through track will allow trains to bypass the yard jobs shifting cars to take coal and other unit trains south to our North Reading Yard interchange. It will also be long enough to stage a loaded or empty unit train as well.

Jim Thorpe Yard has gone through a major face lift. In recent years PennDOT has replaced the route 903 overhead highway bridge. Much of the old yard was pulled up to accommodate the construction of this roadway bridge. Once completed, the yard was rebuilt and improved at the same time. We not only restored the tracks once there into a more favorable layout, we added additional tracks and extended other tracks to allow for set off and pick up tracks for the Fast Freight train operations. An additional bypass track was added for the busy times of the year when passenger excursion trains run out of Jim Thorpe. In all, over 7000 feet of track was constructed. This took a very congested weekend location and allowed more options and capacity for running both freight and passenger trains simultaneously.

Riverside Yard at Pittston has been a work in progress over the last two decades. This yard consists of eleven tracks. Seven of these tracks have not

Continued on page 10.



The subgrade for the Multimodal Transload track is completed for track construction at MP 61.9 Reading Main Line.



Contractor is replacing ties on track 2 MP 96.5 to start using the track to bypass trains in the lower Tamaqua Yard.



Fast track is connected on the north end of the West Cressona Yard. The beginning construction of this additional bypass track through our yard is underway.



The fast track is nearing the 6,000 foot mark and tie in location on the south end of the yard in West Cressona Yard.



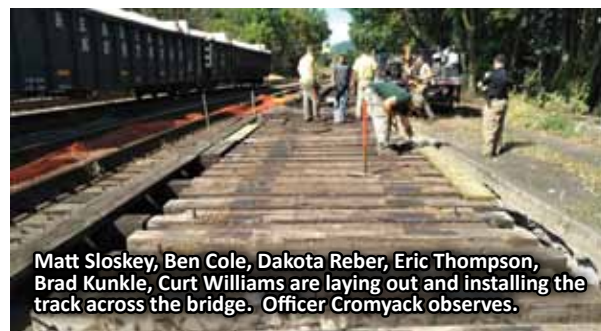
Newly installed switch on the south end of track 4 in Jim Thorpe yard MP 122.5 is completed. Track 2 construction is taking place next to the main track.



Dale Homm is busy clearing and laying the new switch for track 7 in North Reading Yard. This track will allow for additional classification of freight in the yard.



The Fast track in West Cressona Yard is in the beginning stages of construction. The first 2,000 feet of the nearly 6,300 foot long siding is shown in this picture.



Matt Sloskey, Ben Cole, Dakota Reber, Eric Thompson, Brad Kunkle, Curt Williams are laying out and installing the track across the bridge. Officer Cromyack observes.



Graham Hantz (left) and Mike O'Connell at Leesport.

Safety

BY: TOM COOK, VP SAFETY & TRANSPORTATION

One of the most important safety initiatives for any railroad is the training and integration of new hires. This is especially true for a railroad growing as fast as the Reading and Northern. Like all railroads, the majority of new hire training on the Reading and Northern is done on the job in the field. I spent a random two days talking to some recent new hires and the experienced employees mentoring them from the Operations and C&S Departments. They provided some insight into what training methods works best for them, and this information could prove helpful to any of us mentoring a new hire and also helpful to any new hire being trained.

The first crew I talked to was WHHB1 at Humboldt. On that day, Engineer Jim Cook and Conductor Darren Spare Conductor were training Conductor Trainee Rich Kwiatkowski. I asked Jim and Darren what the most important aspect of training is. They didn't hesitate to say that the safety of the trainee was their first concern. They described common hazards like close clearance and moving equipment that has to be taken into consideration every day and before every move. I asked them how they protect against these hazards and they described effective job briefings, "we talk it over and make sure everyone understands."

Jim added that an important lesson he tries to teach new hires is, "don't be in a hurry! There is no need to hurry out here and bad things happen when you rush!" That is an important lesson for any trainee because it is natural for a trainee to want to show that he can keep up with our very highly skilled experienced employees. When you are new to a job, the first priority is to ensure that the job gets done safely and correctly. Your peers and managers understand that efficiency will come with experience.

I spent some time with Graham Hantz and new hire Mike O'Connell from the C&S Department doing crossing testing in Leesport. I asked them what the most effective way to train is, and they didn't hesitate to say "Hands on Training." Graham went on to say that he was trained by C&S Maintainer Dave Hutton very effectively using a method that Graham tries to use as much as possible when training new hires. Graham calls it crawl, walk, run.

Crawl is the first stage. In this stage, the new hire observes the task being performed. Walk is the second stage. In this stage, the new hire does the job under close supervision. Run is the third stage. In this stage, the new hire does the job alone if it is a safe situation. The mentor then checks the trainee's work carefully. Graham went on to

say that this process allows the trainee to develop his own questions. Sometimes verbal instruction alone without first observing is too much information for the trainee to effectively listen to and absorb. If the trainee watches first, knowing he will soon have to perform the task, he will be better able to frame his questions to ensure better listening and understanding.

Later that morning, I ran into Engineer/Conductor Nate Mengel, who was mentoring New Hire Conductor Dan Jensen on the North Reading Yard job. Nate also uses a three step process in training New Hire Conductors. Trainees spend much of the first week observing, with the trainee doing basic skill tasks like making hitches and operating switches. As the trainee enters the second week, he gets to build the trains under close supervision and with some pretty thorough instruction. By the third week the trainee often understands enough that he can develop and execute his own switch plan.

Darren Spare had some good insight on a very useful training tool, "watch them closely and let them learn from their mistakes. Sometimes mistakes are the best lessons." I think we can all agree that some the best lessons are learned from making a mistake. The key is for the mentor to closely monitor the situation so that the mistake will be relatively minor and won't jeopardize anyone's safety

Jim Cook had some great advice for new hires, "don't beat yourself up after making a mistake. Many trainees make a mistake and hold on to it for the rest of the day. There is no need for that, move on!" Jim went on to explain that any employee, especially a trainee, cannot dwell in the past while working on the railroad. He must be totally focused on his next move and the job at hand. Trainees need to understand that everyone has made mistakes training and accept that mistakes are often the best lessons. Learn from mistakes, put them behind you and prepare yourself for the next move.

I asked Conductor Trainee Rich Kwiatkowski what was most helpful to him in his training. Rich was quick to say "the patience of the guys training me has had the biggest impact on me. I am very thankful that the people training me have been patient with me." That is important and something every one of us should consider when training a new hire. Remember what it was like when you started. If you are patient, you might teach a new hire an important lesson which might be repeated to another hire. That is a rewarding legacy to have. ♦

Continued from page 9.

had access from the north end since we acquired the yard. We have aggressively started to restore the switches to full operation. This has allowed trains to pull cars from the north end of the yard as well as the south end of the yard. We will continue to rebuild and rehabilitate the switches until the north end of the yard is completely restored to service.

RBMN's attention to our current needs as well as Andy Muller's vision for the future keeps us building track, improving our infrastructure, and on the right track for continued growth. Andy is not afraid to spend time and money in order to ensure we have adequate capacity and flexibility to run an efficient operation. ♦

I don't know whether it takes a village to raise a child but I do know it takes a heck of a lot of people to run a successful company.

In these pages we often write about our commercial team, or our operations and track guys in the field. But we don't often credit the work of our fantastic support people back at Port Clinton. In the following pages you will find articles about our Finance, HR and IT departments and pictures of the great people who work day and night to keep the railroad on track.

Wayne A. Michel, President

Human Resources Department

BY: SHANNON ANDERSON, SABINE FIDLER, CRYSTAL ARNDT, & KYLE BARRELL



The new Human Resources team; Kyle Barrell, Shannon Anderson, Christina Muller-Levan, Sabine Fidler, and Snowball (seated).

The Human Resources Department serves as the hub which supports all departments company-wide. It has often been quoted that "Human Resources is the glue that keeps things together." We plan, direct and coordinate the essential administrative functions of RBMNR and serve as a link between management and its employees. We implement policies for employee relations and keep an open door to assist with any needs.

Human Resources assists operations with the coordination of documentation and certification for conductors and engineers. MOW, in conjunction with the Human Resources Department, meets with team members to brainstorm solutions on policy in the field. Real Estate relies on Human Resources staff to serve as witnesses to the notarization of legal documents including assessing validity of the receipt of sensitive materials. Human Resources assists the Finance Department by coordinating health benefit invoicing, payroll deductions, status change forms, and maintenance of tax documentation. Facilities relies on HR to maintain an inventory and supply of master and copies of keys. Recruitment and Passenger advertisements require collaboration between HR and the Passenger Department. Finally, RBM Administration and department heads request HR assistance during recruitment, employee/management meetings, equipment requests, company-wide memos and policy changes affecting departments company-wide.

The Human Resources Department not only works closely with each department but also maintains an efficient internal standard of high quality. One of the main responsibilities of the Human Resources Department is the recruitment of new employees. In order to hire the most qualified candidates, Human Resources continually evaluates its hiring practices and recruiting process.

A major focus of the HR Department is ensuring good healthcare for all of our employees. As health insurance has become increasingly more complex, we are continuing to develop a strong relationship with our new broker who specializes in insurance and risk management. The broker navigates us through health care reform, changes in the ACA, COBRA, evaluating plans and pricing to positively impact the railroad, its employees and ensure we provide the best coverage for our employees and their families.

With open enrollment fast approaching, we intend to improve on wellness and ensure employees are utilizing their company sponsored benefits in place. We will ensure that employees are aware of the open enrollment period, provide education on the plan options that are available to them to help them make the best choices by streamlining communication among RBMNR, the employee and the broker.

Our department is at the dawn of a new day here at the Reading and Northern. For almost seven years, Crystal Arndt has been the backbone of our department. She handled all our day-to-day problems and was the one everyone turned to for help. Even though we are sad to see Crystal leave the HR Department, we are happy to see her take on a new role in the Passenger Department. When you see Crystal, please congratulate her on her new role as Hospitality Manager.

With this change, a new team has been built to take on the ever-expanding needs of our growing company.

Kyle Barrell has joined RBMNR as the new Human Resources Director. He brings seventeen years of corporate experience in the areas of HR, recruitment, marketing and sales. He's held roles as a Director, Regional Director, Regional Vice President and Vice President during his career in the proprietary school industry and is anxious to learn about the railroad industry and be part of a family-oriented company like RBMNR. Most recently, Kyle is part owner of a local staffing firm where he is the Managing Partner and partners

with well known, local companies in the healthcare and industrial sectors to assist them with finding top-notch employees.

Other than a three and a half year stint living in the Pittsburgh area, Kyle is a Berks County native who has always been inquisitive about RBMNR since becoming a Muller family friend in the early 1990s. Kyle attended Kutztown University and Allentown Business School where he graduated with a degree in management and marketing. As the new HR Director, Kyle will be working closely with the team to review and update policies and procedures, assess and determine benefit options, interact with railroad employees, handle employee related topics, screen and interview prospective new employees and will handle any other appropriate railroad matters. Kyle appreciates the opportunity to join such a successful company and believes his corporate-world experience can translate into useful initiatives and insight to help take RBMNR to the next level.

Shannon Anderson was recently hired as our Human Resources Specialist. She attended Colony High School in Palmer, Alaska, Seminole State College in Sanford, Florida and University of Southern Maine. Prior to working at RBMNR, Shannon was a Human Resources Manager for a marketing and consulting firm.

Her career started as an executive assistant for a state representative. Shortly thereafter she was a paralegal for top litigators in contract, equine, construction, commercial, bankruptcy, worker's compensation and unemployment law. Shannon came to us with an interest in the railroad. She is passionate about HR and believes the core of all successful organizations lies within company culture, its values, communication, and adaptability to change.

In her current role as Human Resources Specialist, Shannon maintains personnel files, guides new-hires through paperwork and all other relevant tasks, tracks employee information, issues and tracks corporate keys, creates and sends company-wide memos, handles all employee benefit questions, open enrollment and billing and participates with recruitment efforts.

Sabine Fidler, Human Resources Assistant, began with the company in June 2016 as the Receptionist/Administrative Assistant. As the Human Resources Assistant, she provides support to the Human Resources Specialist on daily tasks such as maintaining personnel files, record keeping, vacation tracking, processing new hire paperwork, recruitment, assisting management, and employee correspondence. Sabine authors the wellness articles for the RBMNR magazine in order to promote healthy living for RBMNR employees, customers and RBMNR readers.

As the company evolves and changes, Human Resources intends to maximize the productivity of RBMNR by optimizing communication and effectiveness through the company's most valuable resource – its employees. ♦

A Nod to the Reading & Northern Finance Team

BY: ANDREA COLLER, VP FINANCE

**“Great things in business are never done by one person.
They’re done by a team of people.”**

Steve Jobs

A successful team incorporates personal goals and accountabilities into a shared commitment toward a defined mission. The ability to plan, organize, problem solve, communicate effectively, provide constructive feedback, and sustain a positive attitude are just a few attributes which characterize each team member within our Finance Department.

Our Finance Department handles all aspects of accounting as well as procurement of all goods and services for the Reading and Northern Railroad and its sister companies which include Reading and Northern Real Estate Co., Lehigh Gorge Scenic Railway, Reading Jet Center, Reading Jet Maintenance, and Moon Lake Ranch.



Diane is celebrating over thirty years with the Reading and Northern and has seen firsthand the company grow into the major success it is today. Currently, her responsibilities include compiling all time sheets, processing the payroll, payroll taxes and bonus payments. Diane says, “One of the perks of my job is getting to know all the different employees. I know the names but would be glad to put a face with the name.”



Liz is approaching her eighteenth year with the Reading and Northern. She is responsible for invoicing and collecting all monies. Services billed by the Railroad include the delivery of freight to customers, switching of cars on customers’ sidetracks, demurrage or rental of cars, car storage, and property damages caused by outside parties.

The railroad also leases some of its real estate. Real estate lease invoices run the gamut from utility companies having pole/wire installations on or around railroad property to private citizens using a plot for a garden.

Liz adds, “Some may believe managing accounts receivable to be a lackluster position, however I must say that as the Accounts Receivable Manager at RBMN RR, I find the volume and diversity of work does not allow for time to be bored. As a Francophile, I get delighted when I successfully communicate ‘en francais’ with our customers to the north. Besides, how can ‘bringing in the money’ not be interesting or exciting?”



Denise joined the railroad five years ago. She is responsible for processing all invoices. Processing an invoice consists of multiple stages. After an invoice is received, she reviews it for any discrepancies, cross-references all invoices over \$250 against accompanying purchase orders, and distributes them to management for confirmation that products or services were received and the invoice is okay to pay. Following approval, she inputs them into our accounting system. She must ensure that all expenses get allocated to the proper department and under the correct classification. Once all invoices have been entered, she prepares the biweekly vendor list for final approval. A vendor list is comprised of all invoices to be paid, which can easily be more than 1500 a month. Finally, after receiving funding she will issue payments.

As time permits, Denise also provides additional administrative and clerical support to the Purchasing Department.



Phil has been with the company twenty four years. His focus is preparing monthly financial statements by entering asset, liability, and capital account entries. He also works closely providing support to our accounting firm throughout the year and especially at yearend during tax preparation time. He wears many hats and is responsible for performing all aspects of the accounting system.

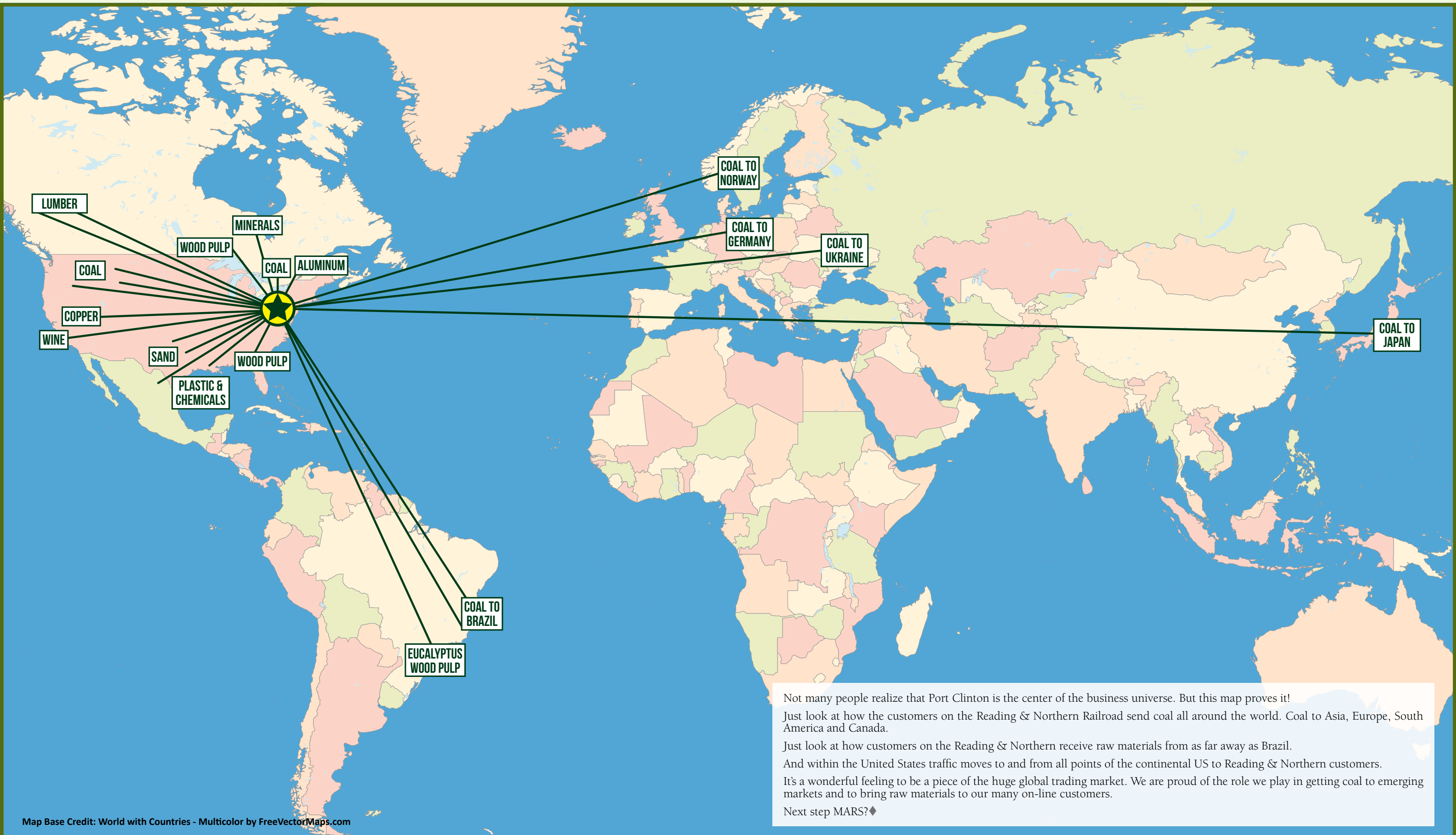


Tammy has been employed by the Reading Jet Center for the past five years. Recently, she accepted a hybrid position with the Reading & Northern. Her responsibilities include all accounts receivable, accounts payable, and payroll for the Reading Jet Center and Reading Jet Maintenance along with payroll backup for the railroad and its sister companies. Tammy says, “I enjoy all aspects of my position for the Reading & Northern. I like being helpful to the other staff in the Finance Department and taking on any extra workload to contribute to the team’s success and wellbeing. I especially love that this is a place filled with supportive people and teamwork. I look forward to my evolving duties with the company’s growth in the future.”

***I would like to say thank you
to everyone in the Finance
Department: Diane, Liz,
Denise, Phil, Tammy, and Katie
(Director of Purchasing, who
was highlighted in our last issue)
for their hard work
and dedication. ♦***

To the Ends of the Earth

BY: ANDREW MULLER, JR., CHAIRMAN/CEO



Not many people realize that Port Clinton is the center of the business universe. But this map proves it! Just look at how the customers on the Reading & Northern Railroad send coal all around the world. Coal to Asia, Europe, South America and Canada.

Just look at how customers on the Reading & Northern receive raw materials from as far away as Brazil.

And within the United States traffic moves to and from all points of the continental US to Reading & Northern customers.

It's a wonderful feeling to be a piece of the huge global trading market. We are proud of the role we play in getting coal to emerging markets and to bring raw materials to our many on-line customers.

Next step MARS? ♦

Map Base Credit: World with Countries - Multicolor by FreeVectorMaps.com

RBMN IT Department

BY: MARIO CARANNANATE, IT DIRECTOR



Server rack.



Mario performing network changes to the server.

Many people don't see the behind-the-scenes at the Reading and Northern. We have a lot going on that keeps this company running smoothly. Without the constant communication and data sharing made possible by our IT Department, our company would run at a much slower pace. Much of our company's success comes from our ability to work at a faster pace than our competitors and our IT Department assists in making that all possible.

Our IT Department has several responsibilities from day to day. On the client side, we keep all of the company's PCs up to date as best we can. We have quite a few locations for our department to maintain, so to help manage this coverage, we recently hired Richard Schaeffer to keep things running smoothly. Richard has been a great addition to our team. He is learning the skills needed to quickly troubleshoot and fix the multitude of client-side issues that arise. The IT Department is also responsible for keeping cell phones working and monitoring data usage to evaluate the usage and the associated cost and value proposition of our mobile carriers.

On the server side IT maintains a multitude of machines. These servers are responsible for several roles including - Authentication, DNS, Email, Spam Filtering, File Services, Remote Access Services, VPN Services, FTP Server, and Proxy Servers controlling internet access to crew tablets. We maintain the hardware of these servers and administer their maintenance, setting up the needed accounts and making sure access is given in a secure manner to those who need it. We manage the backup of data from these servers as well. We also manage and maintain the network infrastructure that all the clients and servers connect to and communicate on.

The IT Department in the past couple years has also taken on application development. Initially there were no inhouse applications or databases storing information. Currently there are five

applications that IT has built that are in use here at the RBMN. The MOW Department is using one of the largest applications IT has built thus far. Field workers can submit their daily work reports via tablet or cell phone reducing the need for paper work. The database stores all reports which can then be exported and further examined. IT also built an application for the Finance Department which allows them to store vendor information in a database that can be easily queried. The Real Estate Department uses an application IT built to manage leases that the railroad generates. IT's latest application was for bridge inspections allowing for bridge inspection reports to be done in the field reducing the time needed to input data and fill out paperwork. There were some initial issues with this application; but as time permits, most of the bugs have been worked out and a version 2 should be ready before inspections begin again. We are always evaluating new software and looking for ways to streamline processes for every department.

One of the more difficult issue IT deals with is securing all the accounts and databases. There are always attempts to breach our servers or individual accounts. For this reason, passwords are implemented on all our computers. The days of not having a password on a PC are gone. It is becoming increasingly easier for non-technical hackers to do damage on systems with the available software that can be easily found online. Spam emails are increasingly infected with viruses which can get past our spam filter. It becomes a balancing act of security versus ease of use for the client.

Another function of the IT Department is to keep the corporate websites up and running without issue. Currently we manage three websites for the railroad and three for other companies in the enterprise. Please visit us at RBMNRR.com for the Reading and Northern website, and visit us at LGRSY.com for the Lehigh Gorge. ♦



Richard rebuilding a client machine.



Exterior of RDC 9168 with new diaphragm attached.

New Staff and Equipment Make for a Promising 2018

BY: MATT FISHER, PASSENGER GENERAL MANAGER

To continue the successes of the last several years, the railroad needed to invest in more personnel and passenger equipment.

We are currently hiring part time car hosts, ticket agents, and a mascot. We also want to welcome two new full time additions to the passenger staff.

Crystal Arndt has recently accepted a position within our Passenger Department as Hospitality Manager. She has assisted in passenger during the busier times over last few years and molded into this new position with responsibilities including customer service, social media management, marketing, advertising, networking, managing private cars, and day to day general management. Prior to Hospitality Manager, Crystal was Human Resource Administrator at the Reading and Northern Railroad for almost seven years.

Michael Hoffa was recently hired as Chief Mechanical Officer within the Passenger Department. He comes from a background of industrial maintenance, welding, and US Military service. Mike will be dealing with mechanical issues, overseeing the maintenance of our Rail Diesel Cars (RDCs), and will be available during excursions to handle any issues.

The 2018 passenger season has started out with many improvements on the RDCs.

Car 9166 received a rebuilt engine to replace the weakest engine in that RDC. Car 9167 was recently purchased, tested, and improved for rail service this June.

We have been working on the floor car 9168. This RDC saw little, if no, interior improvements for over forty years. The floor was completely ripped apart and replaced. The interior of the car was painted and the seats were taken out, repainted, and reworked, before put back into the car. The new interior will be ready for the first RDC trip on Memorial Day from Reading Outer Station to Jim Thorpe.

RDC trips will be scheduled for weekends starting Memorial Day through September. We are also selling tickets at this point for steam and diesel Fall Foliage Excursions this October. This is the first time tickets for October have gone on sale earlier than summer. Many bus groups and individuals are taking advantage of early ticket sales to make sure they have a seat this October to see the colorful fall foliage.

Also as this article is being written, the railroad is very excited to know that several passenger coaches, dining cars, and miscellaneous equipment were purchased and will be shipped from Vancouver, British Columbia to Reading, Pennsylvania in the next few weeks. Please look for the next newsmagazine to see more information about the new acquisition. Seeing how many people the railroad continues to serve, the new equipment will be an essential addition.

For more information about the Reading and Northern Railroad Passenger Department, call 610-562-2102. For more information about the Lehigh Gorge Scenic Railway, call 570-325-8485. Also visit www.readingnorthern.com or www.lgsry.com. ♦



Old floor of RDC 9168 was torn out and replaced this winter.



Interior of RDC 9168 half way through floor installation.



The eagle got off the nest.



Calling its mate. Both eagles sit on the eggs and raise the young.



One eagle sitting on the nest and the other on a branch.



Looking down into the nest bowl.



The nest bowl is so deep that you can only see the eagle's head when they are sitting on the egg(s).



The eagle sitting on the nest kept looking down into it. Is the eaglet working on hatching?



After sitting on the branch for a while, the eagle took off and came back with a talon full of grasses for the nest.



The eagle came when it was called by its mate and they exchanged places.



After exchanging places the eagle that had been sitting on the nest just sat on the branch for a while.



They have large nests that they keep adding to each year.



Two chicks (or eaglets) have emerged from the nest!

A View From Below

BY: BEVERLY HESS, DIRECTOR OF EMPLOYEE RELATIONS

One morning about a month ago, Andy Muller, Jr. walked up to my desk and asked me if I saw the eagle nest on railroad property. I hadn't seen it, but I made sure that at the next opportunity I drove by and saw it for myself.

What a site it was! The amount of work that the eagles have to do to construct that nest is rather daunting. Once anyone sees the size of the branches needed to make up that nest they will be impressed too. From what I've read the female does most of the construction with the sticks, but both the male and female bring nesting material for the rest of the nest.

One day I saw one of the eagles flying rather low with a large amount of grasses in his/her talons. I'm assuming this was going to be used to line the nest. I can't tell you how magnificent it was to see this beautiful creature so close to me. It was truly inspiring!

Whenever I come to work now I go out of my way to drive by the nest to see if I can spot the eagles and sometimes I'm disappointed but many times I'm not.

I've seen one of the eagles (I can't distinguish between the male and female) sometimes sitting next to the nest or in a nearby tree. The female does most the incubating on the nest but the male also switches with her from time to time. Lynn Engle, of the MOW Department, who took all of the accompanying photos, has seen them switching duty sitting on the eggs.

At the time this is being written we don't think the eggs have hatched as yet, but by the time you read this article we're fairly certain we'll soon be seeing little eaglets starting to sprout their feathers for their first flight from the aerie.

We can't wait to see that, if at all possible. ♦



Recently promoted Engineer Ian McKeown and EVP of Operations Tyler Glass pose for a picture. Congratulations on your promotion Ian!



Katie Bonner flashes a quick smile at the end of the day! Katie is the Director of Purchasing at the railroad. She works with all departments to make sure their orders are fulfilled.



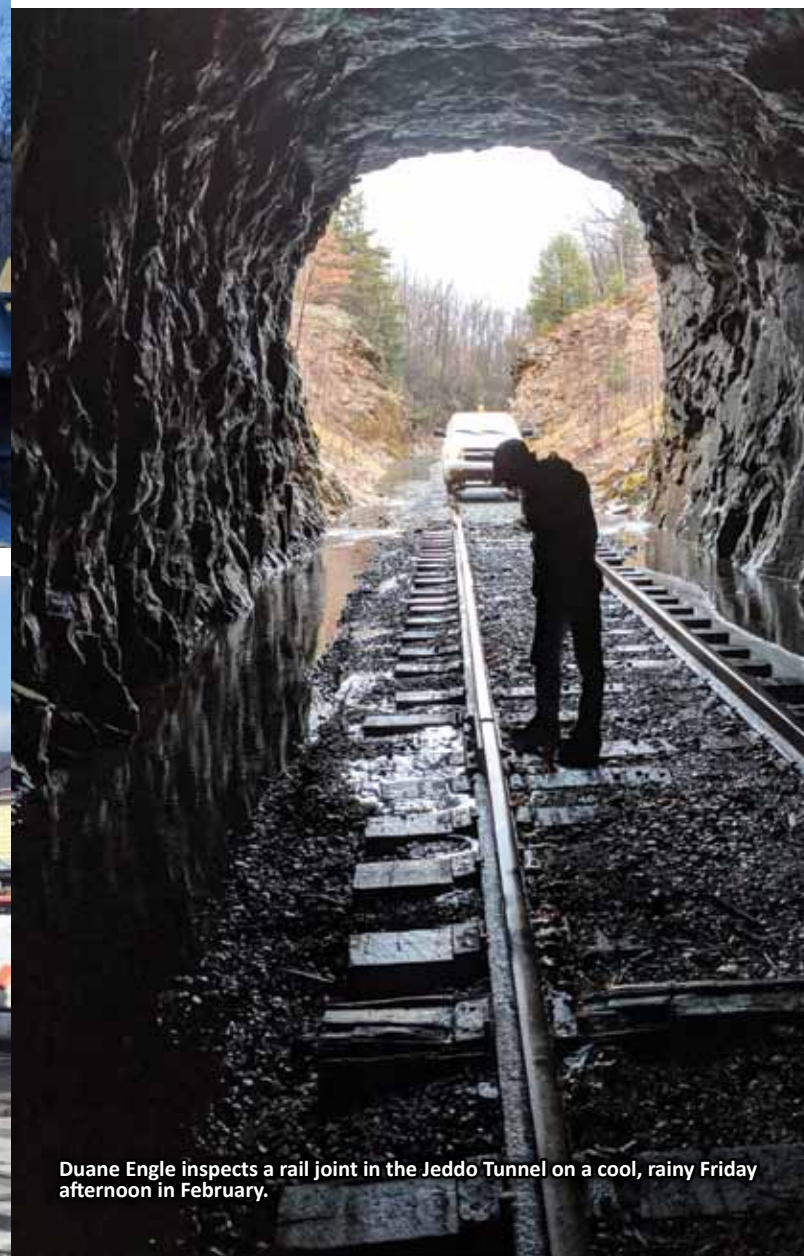
Andy Muller (center in gray) is seen visiting a track rehabilitation job in Scranton. Andy often likes to inspect the work in the field. Also seen in the picture from left to right are Ryan Davis, Ryan Rupprecht, Mark Cantafio, Josh Rodney, Jason Witner, Erik Yoder (in orange) and Alex Scubelek in the back hoe.



It is Sunday, March 11, Christopher Peters (left) and Michael Gigliotti (right) just arrived at North Reading with the southbound trip of the West Hazleton Fast Freight. It is the first day of daylight savings time and it is still light a little after 19:00.



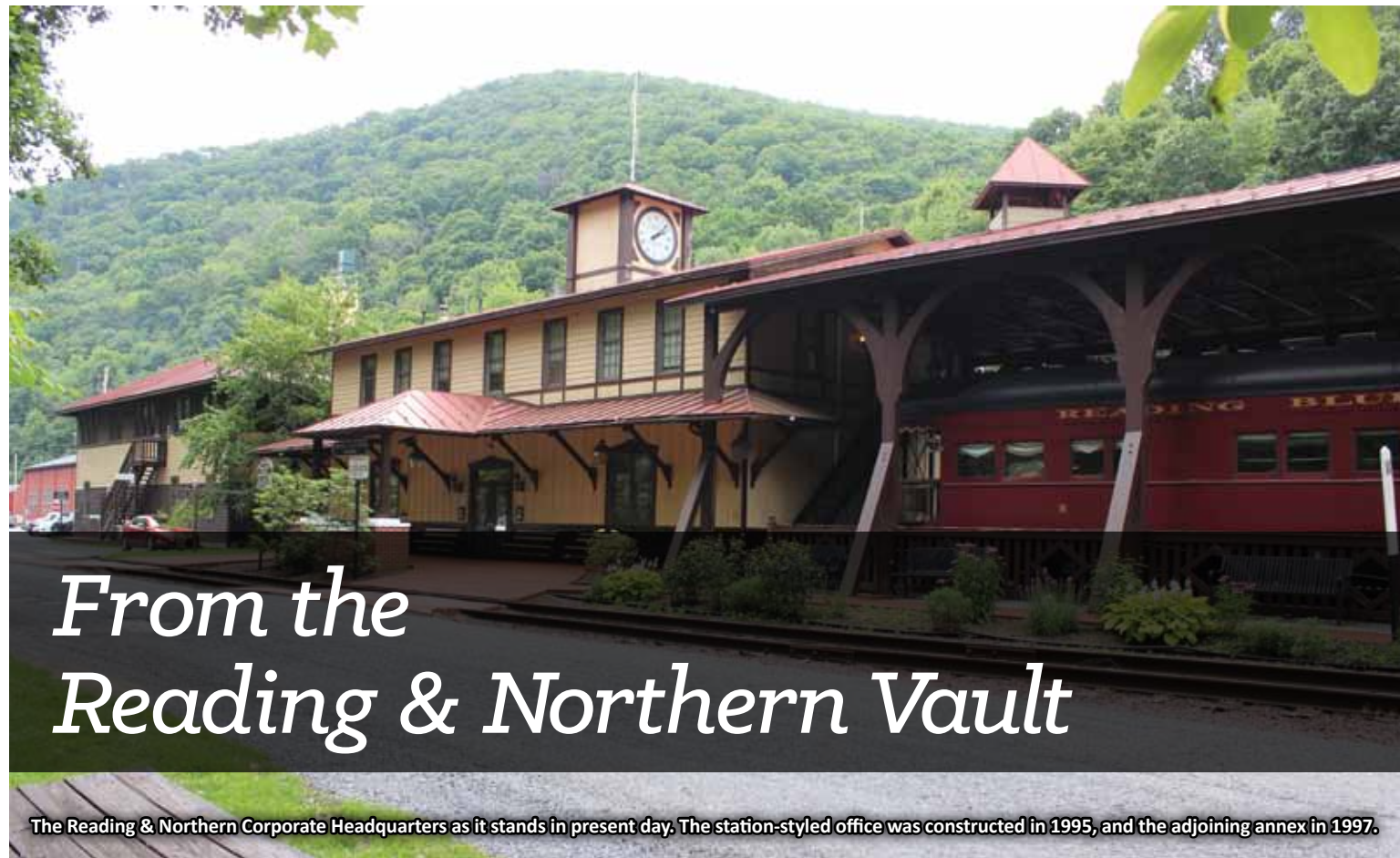
Train MVNR out of the New St Nick Breaker rolling by the grade crossing rehabilitation work at Union St., Schuylkill Haven on 4/10/18. New concrete panels and signal equipment being installed by our MOW and Signal Departments. Photo by Duane Engle.



Duane Engle inspects a rail joint in the Jeddo Tunnel on a cool, rainy Friday afternoon in February.



Mario Carannante, IT Director, documenting one of the many snow storms this past March in Port Clinton.

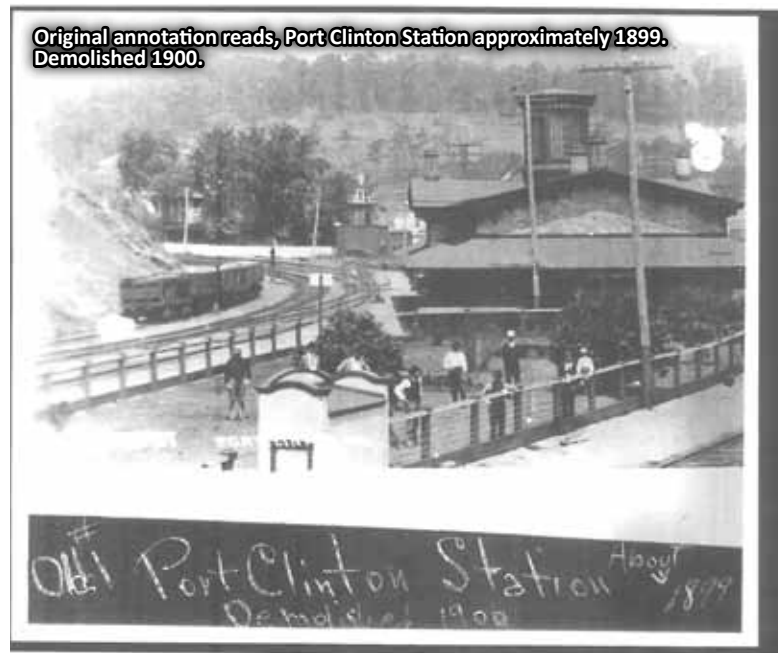


From the Reading & Northern Vault

The Reading & Northern Corporate Headquarters as it stands in present day. The station-styled office was constructed in 1995, and the adjoining annex in 1997.

There's no doubt the Reading & Northern Railroad has come a long way since our humble beginnings thirty five years ago. The Reading & Northern's rich industrial history even spans back to the nineteenth century to the many rail lines that came before us; one of those being the Philadelphia & Reading Railroad, whose lines ran through present day Port Clinton, in Schuylkill County, where the Reading & Northern's Corporate Office is headquartered.

Shown here are original Philadelphia & Reading Railroad structures that stood at one time in Port Clinton. These photographs, along with others, are a part of the Reading & Northern's corporate history records currently on display in Port Clinton.



Original annotation reads, Port Clinton Station approximately 1899. Demolished 1900.

Old Port Clinton Station About 1899 Demolished 1900



Original annotation reads, P&R Leaver Tower, Port Clinton, PA.

P&R LEAVER TOWER PORTCLINTON, PA.

Happy Birthday!

- | | | |
|---------------------------------|----------------------------------|---------------------------------|
| MAY 2TONY WEACHOCK | JUNE 8ALEX MAURY | JULY 15DANIEL RAWLEIGH |
| MAY 6JOANNE EVANS | JUNE 10PETER COLLINS | JULY 15DAKOTA REBER |
| MAY 8ANTHONY VERBYLA | JUNE 18DENISE KACSUR | JULY 15MICHAEL SHARADIN |
| MAY 9EUGENE BOYLE, JR. | JUNE 23MICHELE DAUB | JULY 17MATTHEW COLLINS |
| MAY 9GORDON CLARK | JUNE 27CHRISTOPHER PETERS | JULY 18BENJAMIN BALTHASER |
| MAY 11DEANNA JOHNSON | JUNE 28IAN MCKEOWN | JULY 18THOMAS COOK |
| MAY 11AARON SCHLOSSER | JUNE 30JASON WINTER | JULY 20DARRELL MATZ |
| MAY 12MICHAEL HOFFA | JULY 1JEREMY ATWELL | JULY 20NATHAN MENGEL |
| MAY 17RHONDA BUECHLE | JULY 1JOHN BYASSEE | JULY 20SAMUEL WILLS |
| MAY 21CHARLES TRUSDELL | JULY 3WILLIAM BUBECK | JULY 21TAMMY DEBKOWSKI |
| MAY 24LISA MATZ | JULY 4BENJAMIN MEISER | JULY 23CHRISTOPHER BOST |
| MAY 26MARIO DEMARCO | JULY 5TYLER GESCHWINDT | JULY 23AARON MULLER, JR. |
| MAY 29MICHAEL GRUBER | JULY 5CHRISTOPHER NEFOS | JULY 24DAVID HUTTON |
| MAY 29JEFFREY SONDAY | JULY 6JOHN DUBICK | JULY 25STEVEN KOLBE |
| MAY 31KATIE BONNER | JULY 7GRAHAM HANTZ | JULY 25KYLE SANDERS |
| JUNE 2WILLIAM SOLOMON | JULY 8ERNEST HENRITZY, JR. | JULY 28FRANKLIN DAUB |
| JUNE 3CURTIS CIBELLO | JULY 10JOSHUA YOUPA | JULY 28MICHAEL VOORHEES |
| JUNE 4TRISHA VANDYKE | JULY 11JOSEPH MATUELLA | JULY 30DARRIN KEIP |
| JUNE 5RICHARD KWIATKOWSKI | JULY 14MICHAEL BAILEY | JULY 30ZACHARY SIMPSON |
| JUNE 5ERIC QUIMBY | JULY 14DALE HOMM | JULY 31SHAWN SLUSSER |
| JUNE 7TIMOTHY BARNES | JULY 15MICHAEL GIGLIOTTI | |

Congratulations!

ON YOUR NEW ARRIVAL



Ryan and Sheena Parks welcomed their newest addition to their family, Rylee Jessica, on March 6, 2018! Rylee weighed 7.5 pounds, and was 20 inches long. Congratulations to big sisters Nevada and Emmarie on Rylee's arrival!

RBMN ANNIVERSARIES ACKNOWLEDGED

25 YEARS



March 15, 1993
Aaron Muller
CEO - MRC



March 22, 1993
John Rizzo
Car Host - LGSR

20 YEARS



March 20, 1998
John Hartman
Engineer - Ops

10 YEARS



April 21, 2008
Justin Hughes
Sr. Machine Operator - MOW



April 24, 2008
David Baldwin
Car Host - LGSR



April 24, 2008
Joshua Laughlin
Car Host - LGSR



April 24, 2008
William Solomon
Car Host - LGSR



April 21, 2008
Christopher Nefos
Supervisor Assistant - MOW

Reading & Northern's Family Recipes

Jessica Melochick, Director - Maintenance of Way, shares one of her favorite creations. She says, "This is one that I mixed and matched different recipes and came up with my own... love it! It's wonderful for cold/flu/sinus issues; and to save time, I do the hardest portion in the crock pot while I'm at work. I also use all organic ingredients, and this is gluten free."

Ingredients

- olive oil
- 1 lime
- 2-3 sprigs cilantro
- 4 garlic cloves
- 1 onion
- 4 boneless chicken breasts
- 16oz chicken bone broth
- 16oz cannellini beans
- 16oz salsa verde
- 6oz sour cream
- salt/pepper to taste

Directions

1. Cook chicken breasts in broth in crock pot over low for 8-10 hours. Season with salt and pepper.
2. Remove chicken from crock pot and shred with forks.
3. Mince garlic and onions, sauté in olive oil until aromatic and softened. Add 2 cups of bone broth and chicken - bring to boil. Add cannellini beans (do not drain - this enhances flavor). Add salsa verde and bring to a boil, stirring constantly. Once boiling, turn down to low/simmer for 5-10 minutes.
4. Zest lime.
5. Add lime zest and 1-2 teaspoons of sour cream, to taste.
6. Finely chop cilantro and use for garnish.
7. Serve chili hot with a dollop of sour cream in the middle.

We would like to encourage everyone to send us their favorite family recipes to sfidler@readingnorthern.com.

5 YEARS



February 18, 2013
Jeffrey Sondag
Rdwy Mach. Repairman - MOW

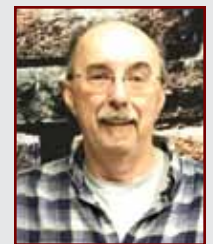


March 11, 2013
Alicia Borger
Cust. Serv. Mgr. - RJC



June 1, 2013
Michael Capron
Conductor/Pilot - RJC

1 YEAR



April 5, 2017
Michael Boyle
Facilities Tech.
Facilities



March 23, 2017
Charles Burnett
Car Host - LGSR



March 23, 2017
Brittney Colomb
Private Car Attend.
Passenger

C
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3 YEARS



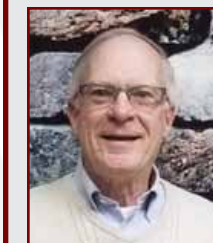
April 6, 2015
Thomas Cook
VP Safety & Trans.



April 23, 2015
John Smolczynski, Sr.
Car Host - LGSR



April 23, 2015
Nancy Walaitis
Car Host - LGSR



March 23, 2017
Robert Kempes
Car Host - LGSR



March 23, 2017
Patricia Richard
Car Host - LGSR



March 23, 2017
Clark Smith
Car Host - LGSR



April 5, 2017
William Keim
HVAC Tech. - RNRE

WELCOME ABOARD

NEW EMPLOYEES



Shannon Anderson

Shannon Anderson was recently hired as a Human Resources Specialist with the Reading Blue Mountain and Northern Railroad. She attended Colony High School in Palmer, Alaska, Seminole State College of Florida and University of Southern Maine. Prior to working at RBMNR, Shannon was a Human Resources Manager for four years and Paralegal for twelve years.



Timothy Billet

Timothy Billet was recently hired as a Facilities Technician with the Reading Blue Mountain and Northern Railroad. He attended homeschool and Lehigh Carbon Community College. Prior to working at RBMNR, Timothy was self-employed in construction for four years.



Justin Chickilly

Justin Chickilly was recently hired as a Conductor with Reading Blue Mountain and Northern Railroad. He attended Tamaqua Area High School and Schuylkill Technology Center. Prior to working at RBMNR, Justin was an Overhead Crane Operator for Carpenter Technology Corporation for eleven years.



Franklin Daub

Franklin Daub was recently hired as a Mechanic with the Reading Blue Mountain and Northern Railroad. He attended Pine Grove High School. Prior to working at RBMNR, Franklin was a Mechanic for Kramer's Power Equipment for twenty-nine years.



Ryan Davis

Ryan Davis was recently hired as a Trackworker for Reading Blue Mountain and Northern Railroad. He attended Valley Central High School and Luzerne County Community College. Prior to working at RBMNR, Ryan was a General Warehouse Associate for Home Depot for seven years.



Michael Hoffa

Michael Hoffa was recently hired as a Chief Mechanical Officer with Reading Blue Mountain and Northern Railroad. He attended Tulpehocken High School and Berks County Technical College and served in the U.S. Army. Prior to working at RBMNR, Michael was a Maintenance Journeyman for Lehigh Cement for eighteen years.



Kyle Barrell

Kyle Barrell was recently hired as a Human Resources Director with the Reading Blue Mountain and Northern Railroad. He attended Kutztown High School, Kutztown University and Allentown Business School. In addition to working at RBMNR, Kyle is the CEO/Managing Partner at Sage Search Firm.



Daniel Jensen

Daniel Jensen was recently hired as a Conductor with Reading Blue Mountain and Northern Railroad. He attended Solanco High School and Lancaster Career Technology Center. Prior to working at RBMNR, Daniel was a Brakeman for Strasburg Railroad for three years.



Richard Kwiatkowski

Richard Kwiatkowski was recently hired as a Conductor with Reading Blue Mountain and Northern Railroad. He attended Riverside High School and Career Technology Center. Prior to working at RBMNR, Richard was a Dispatcher and Alternative Transport Specialist for Pennsylvania Ambulance for over a year.



Matthew McGinnis

Matthew McGinnis was recently hired as a Trackman with Reading Blue Mountain and Northern Railroad. He attended Crestwood High School and Luzerne County Community College. Prior to working at RBMNR, Matthew was a Delivery and Warehouse Manager for Jack Williams Tire Company for five years.



Leslie Northon

Leslie Northon was recently hired as a Conductor with Reading Blue Mountain and Northern Railroad. He attended Encina High School and Truck Driving Academy in Sacramento, California. Prior to working at RBMNR, Leslie was a Truck Driver for various trucking companies for over thirty years.



Michael O'Connell

Michael O'Connell was recently hired as a Signal Maintainer with Reading Blue Mountain and Northern Railroad. Michael attended Panther Valley High School and Keystone Technical Institute. Prior to working at RBMNR, Michael was a Maintenance Electrician for SAPA for eleven months.



Richard Schaeffer

Richard Schaeffer, II was recently hired as a IT Assistant with Reading Blue Mountain and Northern Railroad. Richard attended Reading High School and Schmidt Training and Technology Center.

EMPLOYEE SPOTLIGHT

Congratulations Jason!

BY: SHANNON ANDERSON, HR SPECIALIST



I am pleased to introduce this quarter's "Spotlight Employee" Jason Shupp. Jason has worked for RBMN since July of 2016 and is currently a Machine Operator within our MOW Department. Prior to working at RBMN, Jason worked at Tradesman International. Jason was born in Lehighon, Pennsylvania and attended Lehighon High School.

Jason and his girlfriend Keri of twelve years have two beautiful children; Grayson (age two) Charlee (age three months). In his spare time, Jason enjoys spending time with his family, extended family and friends. He also enjoys sports and monster truck related events.

Jason says, "I appreciate the opportunity here, and how I'm treated by most of the people here, especially my MOW brothers and sister."

As the "Spotlight Employee," Jason will receive a \$50.00 gift certificate to dine at a local restaurant. ♦



featuring
**BERKS'
BEST TACOS**

Come out to Jim Dietrich Park in Muhlenberg Township on June 9, 2018 from 11am to 9pm for Muhlenberg Township's Spring Fiesta featuring Berks' Best Tacos!

This event will have food, music, drink, and family friendly activities: a mechanical bull, piñatas, face painting, a variety of beers and foods, margaritas and piña colodas, live music and dancers, and fireworks at 9pm!

Jim Dietrich Park
4900 Stoudt's Ferry Bridge Road
Reading, PA 19605

www.muhenburgtwp.com
610-929-4727
Follow us on Facebook! www.facebook.com/mtparcs

Wellness Corner

BY: SABINE FIDLER, RECEPTIONIST/HR ASSISTANT

Community Supported Agriculture

“You are what you eat so don’t be fast, cheap, easy, or fake” *Anonymous*

It is in our best interest to understand where our food is produced and be aware of the path it takes to reach us. A renewed interest in healthy living called “Farm to Table” has basically cut out the middle man (storage and transportation) and reintroduced us to nutrient-dense, farm-fresh food. Virtually nonexistent are the days when our food was zipping across the world losing nutrition, wasting fuel, and polluting the air. Community Supported Agriculture (CSA) has quickly become a popular way for North American consumers to purchase fresh, local produce straight from the farm.

Community Supported Agriculture merges farmers and members of the community in a mutually supportive relationship. Procuring a CSA share (aka subscription or membership) renders financial support to a local farm which, in turn, allows the consumer to receive a biweekly or weekly share of the growing season’s harvest. A share may consist of a box, bag, or basket of fruit, vegetables, eggs, or other farm products. Full shares cost between \$400-\$600. Many farmers offer half shares; ideal for smaller families.

The typical growing season extends from June until October or November. Shares consist of 7-10 types of produce which provide enough for a family of 4-6. Some farms offer other items for an additional charge such as pastured eggs and cheese made from grass-fed cows. Most farmers require payment in full up front for the entire season, however, some may provide alternate payment options. While visiting a farm to pick up shares is preferred by many, convenient drop-off locations may also be available for people wishing to pick up shares closer to work or home. A CSA relationship benefits the farmer and consumer in a variety of ways...

Benefits for Farmers

- Preseason food marketing before 16-hour days working in the field begins.
- Preseason payment by consumers helps with the farm’s finance.
- Farmers meet consumers who eat the food they grow.
- Provide financial support for local farmers who take of the land.
- Cut down on the number of miles food travels from farm to plate.

Benefits for Consumers

- Fresh, flavorful food loaded with nutrients.
- Exposure to new vegetables and cooking methods.
- Visit the far to see where their food is grown.
- Develop a relationship with the farmer, learn more about the food, and how it is grown.
- Freshest food for your family.
- Encourages the entire family to eat more fruit and vegetables.
- Share healthy eating habits with children.

Although Community Supported Agriculture seems like an elementary concept, it has had a positive impact on tens of thousands of families. In fact, there is more demand in some parts of the United States than there are CSA farms to accommodate the demand. If you’re on the fence about joining, speak to a local CSA farmer. Begin by ordering a small share or split a share with a neighbor or friend. You’ll be ready to upgrade in no time when you realize the deliciousness of farm to table produce and the savings when you buy directly from the farm!



For more information, visit:

- <http://www.littlepeacefarm.com/>
- <http://www.justfood.org/csa>
- <https://www.localharvest.org/csa/>
- <https://www.fix.com/blog/farm-to-table/>
- <https://www.nal.usda.gov/afsic/community-supported-agriculture>

Red Creek's New Flight Enclosure For Eagles And Osprey



Eagle release.

BY: PEGGY HENTZ, PRESIDENT/EXECUTIVE DIRECTOR OF RED CREEK WILDLIFE

Bald Eagles have been in the news a lot lately. From the recent reports of lead poisoning in eagles to the drama that unfolded this spring when the Hanover eagle nest was disrupted by a new female intruder, at first glance it would seem that eagles are getting into more trouble lately.

The truth is, these are all signs of eagles thriving, and they are prospering in Pennsylvania. Recovery efforts of the bald eagle have been successful, and the bald eagle was removed from threatened and endangered status in Pennsylvania in 2014. Increased populations mean that we all will enjoy seeing more eagles, but it also means that we will see some getting into trouble. Elevated populations result in more frequent territorial disputes between birds, increased accidents such as vehicle collisions, and increased awareness of how environmental contaminants (such as lead) affect these birds.

The population increase we see today has been echoed by their increased admissions into wildlife rehabilitation centers. For example, Red Creek Wildlife Center received a total of two eagles from 1991 through 2012; two eagles in twenty two years. In the past five years, we average between four and six eagles each year.

Another success story that is not as prominent in the news is the recovery of the osprey. Ospreys are large raptors with a six foot wingspan that eat fish. Once extirpated in the northeast due to DDT, populations have rebound through conservation efforts. In January 2017, the osprey was removed from threatened and endangered status in Pennsylvania and is now listed as recovered. Because of increased populations, more individuals are also being presented for rehabilitation each year.

In rehabilitation, ospreys present unique challenges. Ospreys are high-stress birds that often die in the first few days of rehabilitation because anxiety causes them to refuse food. Red Creek is in a unique position to successfully rehabilitate osprey because we have two resident non-releasable ospreys, Ozzy and Wizard, that foster for us. When we introduce a newly rescued osprey to our foster birds, they immediately calm down and begin eating. Because of our high success rate of getting osprey to thrive in a rehabilitation setting, we are often asked to accept osprey from other centers.

The final rehabilitation phase before release for all birds is to increase their athleticism, strength, and endurance through access to a large flight area and encouragement of exercising in this enclosure. This activity ensures that rehabilitated birds will be fit enough to survive and thrive after release. Until now Red Creek did not have a flight cage large enough to accommodate the largest of raptors. Rehabbed eagles and osprey needed to be transferred to another center with a large flight enclosure for the final flight training stage before release.

This arrangement has worked well for eagles, but ospreys experience additional stress when transferred. Ospreys, which thrive so well with our foster birds, often refuse to eat after being relocated.

This winter, Red Creek raised funds through grants and gifts to build a 100 foot flight enclosure. We broke ground in March, and depending on weather, we expect the enclosure to be completed by mid-May.

The presence of a suitable flight area at Red Creek would allow us to complete the rehabilitation process on site for all birds regardless of their size. We can also place Ozzie and Wizard in the flight with the rehabilitation ospreys, ensuring the new birds remain calm and continue to eat. We would also be able to monitor them continuously.

This project will benefit other species as well. When not needed for eagles and osprey, this new enclosure exceeds requirements for more commonly admitted species such as peregrine falcons, red-tailed hawks, great horned owls, and heron. This enclosure, though originally designed for the rehabilitation needs of osprey and eagles, will increase our effectiveness at rehabilitating all large birds. ♦



Juvenile eagle being examined.



Ozzie and Wizard, Red Creek's foster osprey.

**Reading Blue Mountain &
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Matt Sloskey, Ben Cole, Dakota Reber, Eric Thompson, Brad Kunkle, Curt Williams are laying out and installing the track across the bridge. Officer Cromyack observes.