

SEPTEMBER 30, 2026

EAGLE RAILCAR SERVICES

# NEWSLETTER



## Eagle's First Edition Newsletter

We're excited to bring you the very first issue of our company newsletter — a new way for us to stay connected across all our locations, from the shop floor to the corporate office.

We want to connect and share our accomplishments across all locations.

Have a success story, milestone, or celebration? Email HR, and you might make it into the next newsletter!

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# A Note from Barbara

~Barbara Wilson, CEO

Four months ago, I joined Eagle, and I've spent much of that time where the real work happens: in our shops, on the floor, and meeting with our customers about keeping their fleets moving and how Eagle can help. I want to share what I've seen and where we're headed.

**First, what I've seen.** This company runs on skilled people who take pride in their work. I've watched crews solve problems on the fly, train newer teammates without being asked, and keep safety front and center through a brutal summer. That is a real foundation, and it's the reason I believe in what we can build together.

**Second, what we've been doing.** We've strengthened the leadership team, welcoming Danny Brown as Chief Commercial Officer, Peter Hasa as VP Finance, Jim Nelson as VP Strategic Initiatives and Taylor Ponder as Director of Procurement. We've put a regular operating rhythm in place, so decisions get made faster and closer to the work. We launched a summer heat safety program for our shops, and we're tightening the basics behind the scenes, including our processes, our systems, and how we support you.

**Third, where we're headed.** My priorities are simple. Everyone goes home safe. We deliver quality work on time, every time, so customers keep choosing Eagle. And we grow, which means more work, more opportunity, and more room for our people to advance. Growth isn't something that happens at headquarters. It happens because each shop earns its reputation one car at a time.

Owning a problem or bottleneck to its solution is needed to ensure we continue to improve and grow. If you have a better way or idea than today's method, escalate that and own it until you have received the proper result. If you're not getting the result you believe you should be receiving, continue to escalate until you're sending me an email or calling me.

Thank you for the work you do every day. I'm proud to be part of this team.

Stay safe,

**Barbara**

**"Growth happens because each shop earns its reputation one car at a time."**

## Welcome to the Leadership Team

**Danny Brown**  
Chief Commercial Officer

**Peter Hasa**  
VP Finance

**Jim Nelson**  
VP Strategic Initiatives

**Taylor Ponder**  
Director of Procurement

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## SAFETY FIRST

# Rail Safety Week: Safety Doesn't End When the Week Does

Rail Safety Week (September 21–27) just wrapped up across North America. It's Operation Lifesaver's annual campaign to cut crossing and trespassing incidents, which are almost entirely preventable. Federal statistics show that roughly every three hours in the United States, a person or vehicle is struck by a train.

**Off the job:** Around tracks, treat every set as live, because trains can't stop quickly and often move more quietly than you'd expect. Only cross at designated crossings, never go around lowered gates, and never walk on or along tracks. Railroad property is private property. Share this with your family, especially kids and new drivers.

**On the job:** The same mindset applies inside our fences, and our fundamentals are non-negotiable:

### Blue Flag Protection

Never go on, under, or between cars without blue flag protection. Only the person who hung it takes it down, and nothing moves while it's up.

### Lockout/Tagout

Lock out every energy source before you start: electric, hydraulic, air, and stored energy. Bleed the brakes, set the hand brake, and chock the wheels. If you didn't check it, it's not locked out..

### PPE

Hard hat, glasses, ear protection, gloves, and steel toes, every day, everywhere. Wear the extra gear your job calls for, like a blast hood, respirator, face shield, welding gear, or fall protection. It's your last line of defense.

### Stop-Work Authority

If it's not safe, stop it, no matter who's doing it. Then tell your supervisor, the EHS Coordinator, and the Plant Manager. Not sure how to do a job safely? Stop and ask. You'll never get in trouble for stopping work, but you can for staying quiet.

## Recognizing Our Teams

As of September 30, three of our shops have gone more than a year without an OSHA recordable incident:

- **Orange** · 694 days
- **Channelview** · 505 days
- **Longview** · 386 days

This is what it looks like when safety is a habit, not a campaign.

**Thank you to every one of you for going home the same way you came in.**

## Summer Safety Blitz Recap

Thanks to our Summer Safety Blitz, shop employees received a cooler, head wrap, cooling towel, and 32-ounce water bottle. The hottest days may be behind us, but hopefully these items will help you stay hydrated and support safety, health, and well-being in every season.

**Stay safe, stay hydrated!**

## SHOP SPOTLIGHT

# Meet the Eagle Railcar Services – DuBois, PA Team



### At a Glance

#### Location

*DuBois, Pennsylvania*

#### Shop Leadership

*Garrett Hoover, Plant Manager*

*Kaiben Smith, Superintendent*

#### Team Size

*68 employees*

#### Years in Operation

*49 – Built by B & O Railroad*

#### Specialties

*The only ERS facility certified to AAR M-1002 & M-1003 standards, and it has the*

*equipment and expertise to maintain the electrical systems on electric heater coil cars, which typically serve pitch and asphalt customers*

### The Team

Our crew of 68 employees brings deep, hands-on railcar experience to every part of the shop. Maintenance technician Austin Croasman has kept our equipment running for 10 years, while cleaning technician Patrick Chelgren and interior liner Shaun Hilliard each bring 15 years of experience to their work. That kind of tenure means our people know the work, know each other, and know how to get a car done right the first time.

### Spotlight: Miles Hanna, Paint Shop Supervisor

Miles Hanna, our paint shop supervisor, has been with the shop since 2002, when he started as a blaster. Over the years he's worked nearly every role in the department, including blaster, exterior painter, and interior coating specialist, before stepping into his current position leading the paint shop. Miles's expertise has been a cornerstone of our paint department's success, and he makes a point of mentoring the next generation and sharing what he's learned.

### The Work

We handle both freight cars and tank cars, with a background that covers the full range of railcar repair, from mechanical and structural work to cleaning, blasting, lining, and paint. The shop is served by the Buffalo & Pittsburgh Railroad (BPRR), giving our customers dependable rail access for getting cars in and back into service.

### What They Do Well

Paint and interior coating are where this shop truly shines. Our blasters, liners, and painters work as one tight-knit team, meeting strict industry and coating manufacturer requirements on every car that rolls through the door, with seasoned pros like Shaun Hilliard and Miles Hanna guiding the process. Whether a car needs cleaning, a fresh lining, a full exterior repaint, major repairs, or valve repairs, we handle it all as a true one-stop shop. We take pride in fast turnaround times, but never at the expense of what matters most: safety and quality come first, every time. ~Garrett Hoover, Plant Manager

## Benefit Highlight

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

After 90 days of employment, you're automatically enrolled in life insurance, which provides you with **EAP Essential**.

This is free, confidential support 24/7 for counseling, legal, financial and everyday life needs.

Access details are at right, and HR can answer any questions.

#### EMPLOYEE ASSISTANCE PROGRAM

**Free, Confidential  
24/7 Support**

**Call: 800.460.4374**

TRS: Dial 711

Online: [guidanceresources.com](https://guidanceresources.com)

App: GuidanceNow<sup>SM</sup>

**Web ID: EAPEssential**



Scan to log in

## RETIREMENT

### Fall Check-In: Is Your 401(k) Working as Hard as You Are?

With the year three quarters done, now is a good time to take five minutes and look at your 401(k) contributions.

**Start with the company match.** Eagle matches 50% of your contributions up to 6% of pay. If you're contributing less than that, you're leaving free money on the table. Raising your contribution by even 1% makes a meaningful difference over time, and most people barely notice the change in their paycheck.

**If you're already at the match, consider going further.** For 2026, you can contribute up to \$24,500. Employees 50 and older can add catch-up contributions on top of that, and those aged 60 to 63 are eligible for a higher catch-up amount.

**Finally, check your beneficiary designation.** Life changes such as marriage, divorce, or a new child are easy to forget to update, and that designation controls where your account goes.

To review or change your contribution, log in to [My Plan Connection](#) or contact

Krishna Glass at [Eagle401K@EagleRailcar.com](mailto:Eagle401K@EagleRailcar.com)

#### 2026 Limits

**\$24,500**

Employee contribution limit

**+\$8,000**

Catch-up, age 50 and older

**+\$11,250**

Higher catch-up, ages 60–63 (instead of \$8,000)



*This is general information, not financial advice. For guidance specific to your situation, consider speaking with a financial advisor.*

## Celebrating Our People

### Work Anniversaries

Please join us in congratulating the following employees on their September employment milestones!

**25** Yrs: Jose Velazquez Romero, Orange      **20** Yrs: Daniel Mendez Rodriguez, Orange  
**20** Yrs: Jose Gonzales, Orange      **15** Yrs: Neil Bowdish, DuBois  
**15** Yrs: Omar Soto Mora, Longview      **10** Yrs: Reynaldo Garcia, Elkhart  
**5** Yrs: Eric Martinez, Roscoe      **5** Yrs: Kenneth Tipton, Cairo      **5** Yrs: Seth Beary, DuBois

### PROMOTIONS

#### Congratulations on your new roles:

- **CAIRO, OHIO:** Tyler Howard - Estimator & Kristopher Puls - Mechanical Supervisor
- **ORANGE, TEXAS:** Darryl Hopkins - QA Manager
- **FIELD OPERATIONS:** Shylon Tyl - Customer Service Rep
- **GORDON, GEORGIA:** Cesar Delgado - Plant Manager & Kadarya Green - Superintendent
- **WASHINGTON, INDIANA:** Kyle Beeman - Mechanical Supervisor & Dustin Nathan - Mechanical Lead Man

### NEW HIRES

#### Please give a warm welcome to the newest members of the Eagle team:

- **CAIRO, OHIO:** Nathan Collins - Customer Service Rep & Ryan Gilbert - Certified Tank Welder
- **DENALI:** Brody Nash - Fab Crew
- **ELKHART, TEXAS:** Corey Castro - Blaster; Keriaun Davis - Blaster; Robert Criss - Blaster; Nicholas Wohlenhaus - Blaster; Nathan Montalvo - Finish Track & William Neal - Finish Track
- **FITZGERALD, GEORGIA:** George Padgett - Paint & Blast Supervisor
- **GORDON, GEORGIA:** Case McMichael - Car Repairman 1 & Justin Woodard - Incoming Material Handler
- **JUNCTION CITY, KANSAS:** Dakota Cupp - Finish Track; Mario Dunrod - Blaster; Michael Marus - Car Repairman 1 & Kelvin Rodriguez - Valve Technician 1
- **LONGVIEW, TEXAS:** Christopher Davis - Management Trainee
- **WASHINGTON, INDIANA:** Johnathon Ahlert - Car Repairman 1; Gunner Bruce - Car Repairman 1; Kalhab Clark - Blaster; Jason Schisel - Car Repairman 1; Evan Shore - Paint Prepper & Matthew Webb-Cramer - Blaster
- **ZWOLLE, LOUISIANA:** Kenneth Byles - Car Repairman 1; Jacob Leone - Car Repairman 1 & William Stocking - Blaster
- **CORPORATE OFFICE:** Matthew Budd - Director of Sales & Barbara Wales - Corporate Collections

Have news from your shop? Send it to HR, and it may be featured next month.