



KANSAS CITY SOUTHERN

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To: KCSR General and Local Chairmen

From: Maqui Parkerson
VP Labor Relations

Date: March 10, 2020

Re: KCSR COVID-19 Response

Consistent with the Kansas City Southern Vision and Values, the health and safety of our employees is our priority. As such, KCS Medical Services continues to closely monitor reports on the COVID-19 (Coronavirus) to protect the health and safety of our employees, our customers, and our communities. The company is following the recommendations of the U.S. Centers for Disease Control (CDC) and the World Health Organization (WHO) with respect to strategies to prevent the spread of this respiratory illness. We ask for the support of our labor organizations as we work together with our employees to respond to the current situation.

When considering CDC and WHO recommendations, we are encouraging our employees to exercise good judgment when making decisions about marking off due to illness or to care for family members due to COVID-19. As with any personal illness or situation that could result in prolonged absences, we ask that employees communicate openly and often with their supervisors and their existing management personnel responsible for monitoring employee attendance. This open communication will allow the company to consider mitigating circumstances related to the current situation when applying its attendance policies and help the company maintain the continuity of its operations.

To ensure the health and safety of the work environment, KCS will continue to provide employees with supplies and equipment to promote sanitation. Additionally, we will continue to perform routine environmental cleaning of all office buildings, and common areas as recommended by CDC guidelines.

As KCS continues to monitor COVID-19 developments, we will keep our stakeholders updated as information and situations warrant. Employees can access communications about Covid-19 in PeopleStation, which is accessible via mobile device. Your members may also benefit from reviewing the COVID-19 updates and recommendations and guidelines posted to the CDC and WHO's websites.

Please let us know if you have any further questions regarding KCS's response plan.