

The Belt Railway Company of Chicago
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Presidents Statement on Diversity and Inclusion in the Workforce

As I've watched the troubling scenes of social injustice, protest and sadness in our country, it has reminded me that we, as a railroad, are involved as a community with the events happening around us.

The hallmark of the BRC's vision is through the concept of connection, the concept of bringing people together to solve transportation challenges. We pride ourselves in making connections for our customers and we work hard at it every day. However, to make those connections requires that we first promote and foster the connections between our employees, and the public.

Transportation is inherently about linking people to people. Success in this business, consequently, requires good people. To be truly successful, then, requires that the relationships between people are strong, inclusive, and built on collaboration and cooperation. An environment built on prejudice, hate, misunderstanding, or intolerance against others cannot be successful, and goes against the core of our beliefs as an organization.

More than ever, we work in a diverse environment, with people from thousands of different backgrounds and experiences. We see that as an opportunity and a strength. Each person adds to our success, bringing a perspective that is borne of their experiences and communicating those perspectives allows each of to grow. From each person's experience we learn and grow stronger as a railroad, and as a community.

I am here today to affirm that the Belt Railway Company of Chicago remains committed to our core belief, that to reach our goal of making tomorrow better than today requires that we strive each day to build a collaborative culture. One borne of inclusion, and one free from the prejudice that has rocked our nation. Our corporate Equal Employment Opportunity Policy codifies this commitment to diversity and inclusion in hiring and promotion decisions, as well as our interaction with our community. Our policy will continue to serve as our guiding set of principles as we continue to strive towards a diverse and inclusive company, and society.

As a transportation company, we believe it is important to reaffirm these goals with our community, to ensure all know what we are driving for as an organization of diverse and focused people.

In concert with all our people, we remain committed to those goals.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael J. Grace', written over a white background.