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### **Economic Impact on DB Schenker Rail (UK) Ltd**

Dear Bob

Further to my letter of 26 January 2009 advising you of the most recent impact on the DB Schenker Rail business. We have already formally tabled with Engineering Council a proposal that there be a pay freeze in 2009 and that there is a review of the Company's ability to improve pay rates in time for the 2010 review date. Obviously the Company's ability to make any improvement in pay rates will be dependant on the market force at that time

This is a proposal that the business has not taken lightly, but given the extraordinary economic situation and business pressures we are faced with, we believe that this proposal is a responsible one and most definitely a necessary one to assist us in mitigating further job losses within our business. We would ask you to consider agreeing with this proposal and that the Engineering Company Council and the Company jointly review our economic ability to improve pay rates in advance of the January 2010 review date.

We will of course continue to keep you fully apprised of the ongoing economic impact as they occur.

I would ask that you give consideration to this proposal and advise me by return of your acceptance.

Yours sincerely

**Gerry Skelton**  
Human Resources Director

Cc by email  
Charles Harding