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November 26, 2003

Honorable Vernon A. Williams
Secretary
Surface Transportation Board
1925 K Street, N.W.
Suite 700
Washington, DC 20423



RE: Finance Docket No. 34438, *Huron & Eastern Railway Company, Inc.—Acquisition and Operation Exemption—Central Michigan Railway Company*

Dear Secretary Williams:

The Huron & Eastern Railway Company, Inc. ("HESR") hereby certifies that on November 26, 2003, HESR posted the attached Notice at the workplace of the employees on the rail line that is the subject of this transaction served a copy of the Notice on the national offices of all labor unions with employees on the affected line. An original and ten copies of this letter and attachment are enclosed.

Please time and date stamp the extra copy of this letter and return it with our messenger.

If you have any questions, please call or email me.

Sincerely yours,

Louis E. Gitomer
Attorney for Huron & Eastern Railway
Company, Inc.

Enclosure

November 26, 2003

**Huron and Eastern Railway Company, Inc.
101 Enterprise Drive
Vassar, MI 48768**

**NOTICE TO EMPLOYEES OF
CENTRAL MICHIGAN RAILWAY COMPANY**

Pursuant to Surface Transportation Board regulations at 49 C.F.R. § 1150.42(e), Huron and Eastern Railway Company, Inc. ("Huron & Eastern") hereby provides notice to the employees of Central Michigan Railway Company ("Central Michigan") that Huron & Eastern intends to acquire and operate substantially all of the lines of railroad currently owned by Central Michigan, effective January 25, 2004.

As a result of the acquisition, Huron & Eastern expects to hire approximately 14 operating employees and approximately 21 other employees to perform mechanical, signal, maintenance, and other functions. It is expected that 29 positions will be based in Saginaw-Bay City and 6 in Durand. This estimate is preliminary and is subject to modification prior to commencing operations. Huron & Eastern is still in the process of finalizing internal projections about the anticipated level of traffic that will be in place at the time of the start of its operations. The actual number of employees hired will depend in part on the results of those projections and may be higher or lower than the number of positions set forth above. Employees will be provided competitive short line wages and benefits comparable to those at Huron & Eastern.

With respect to benefits, Huron & Eastern will offer:

- Profit Sharing Plan
- Medical and Dental insurance
- Life Insurance
- 401(k) Plan
- Short Term Disability
- Long Term Disability
- Employee Stock Purchase Plan
- Employee Assistance Program
- Flexible Spending
- Sick Leave
- Holidays
- Vacation

Huron & Eastern will select employees on the basis of skills and aptitudes required for each position. Huron & Eastern will select employees on the basis of some or all of the following criteria and other considerations: (1) demonstrated work ethic that is customer-driven and customer-oriented; (2) commitment and ability to work within a team environment; (3) demonstrated stable work history and commitment to safety; (4) commitment to being accountable for work product; (5) ability to communicate effectively, both orally and in writing; (6) relevant work experience and ability to perform duties, with or without reasonable accommodation, required for a particular job; (7) results of personal interview(s); and (8) demonstration of relevant work skills through non-discriminatory testing. No one factor listed above will be determinative in the employee selection process.

The most qualified candidates will be selected from the available pool of applicants without regard to race, creed, color, religion, national origin, sex, age, marital status, disability, veteran National Guard or military reserve status, and any other protected characteristic. All applicants will submit to a background check and, those successful applicants who have been conditionally offered positions, will be required to pass a pre-employment drug and alcohol screen, complete a medical questionnaire, and pass a physical exam.

Central Michigan employees interested in seeking employment with Huron & Eastern Railway should contact Jack Bixby at 989/823-0090, ext. 28.

This Notice is being posted in accordance with the requirements of 49 C.F.R. § 1150.42(e) which requires the posting of a notice of intent to undertake a proposed transaction under 49 U.S.C. § 10902 that will result in a Class III rail carrier with projected annual revenues in excess of \$5 million at the workplace of the employees of the affected railroad line(s) at least 60 days before the notice of exemption relating to the proposed transaction becomes effective. A copy of this Notice is being served by overnight delivery on the national offices of the labor unions with employees on the affected railroad line(s), and service concurrently certified to the Surface Transportation Board.

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November 26, 2003

Robert A. Scardelletti,
President
Transportation Communications International Union
3 Research Place
Rockville, MD 20850

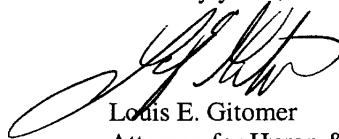
RE: Finance Docket No. 34438, *Huron & Eastern Railway Company, Inc.—Acquisition
and Operation Exemption—Central Michigan Railway Company*

Dear President Scardelletti:

Pursuant to 49 C.F.R. §1150.42(e), Huron & Eastern Railway Company, Inc. is
serving on you a notice of its intent to undertake the proposed transaction.

If you have any questions, please call or email me.

Sincerely yours,



Louis E. Gitomer
Attorney for Huron & Eastern Railway
Company, Inc.

Enclosure