



Rick Stewart: Advancing Safety, Efficiency, and Leadership Across the Rail Supply Chain

Meet **Rick Stewart**, a seasoned professional with 26 years of experience in the rail industry and one of the proud members of the **National Industrial Transportation League**'s inaugural Emerging Leader Program. Rick currently serves as the Assistant Vice President of Industrial Services at **Road & Rail Services, Inc.**, a Louisville, Kentucky-based company that provides specialized supply chain support for the rail sector. Throughout his career, Rick has built a reputation grounded in opportunity, leadership, and unwavering integrity.

Rick's journey in the rail industry began at Conrail, where he worked as a Carman. In this role, he was responsible for inspecting, repairing, and maintaining freight rail cars—laying a strong technical foundation in safety and equipment standards. After the Conrail split, Rick transitioned to CSX, where he would spend the next 21 years thriving in a wide range of roles that expanded both his knowledge and leadership abilities. One pivotal milestone during his time at CSX was completing the Associate Development Program (ADP), a 12-month immersive leadership experience that challenged participants to sharpen their business skills through hands-on rotations, mentorships, and complex project work.

Rick utilized this opportunity to gain valuable knowledge and experience in other operating departments by shadowing several esteemed senior managers, attending track inspection school, and participating in a few large-scale engineering projects. This soon proved invaluable in leading critical derailment investigations and evaluations of track conditions. His technical expertise and strategic mindset earned him a promotion to Train Master within the Transportation Department, where he managed 180 miles of track and coordinated service for 56 different customers—demonstrating his ability to lead cross-functional operations with precision and care.

In 2020, Rick took the next step in his career by joining Road & Rail Services, Inc. as an Assistant General Manager in the automotive division. His leadership quickly made an impact, and he soon found himself overseeing operations at six different locations. Just two years later, in 2022, Rick was promoted to General Manager, taking responsibility for 14 locations across five states. In March 2024, he transitioned to the company's Industrial Services division, where he now leads a team of over 200 associates. In this role, Rick continues to drive results through a focus on safety, process efficiency, and operational excellence.

Rick believes strongly in leading with integrity—a principle that shapes every relationship and decision he makes. "With integrity, you are able build relationships and hold people accountable. That's how you drive a safety culture," he says. This

philosophy has delivered tangible outcomes. Under his leadership, his team achieved a 30% reduction in human factor derailments since 2024, along with a 76% drop in incident costs. His team has also reduced their injury FI from .91 to zero over the same period. These improvements, Rick is quick to point out, are a direct reflection of the dedication and integrity of his team, who remain engaged and committed to a shared safety-first culture.

Education and mentorship have also played central roles in Rick's journey. He holds an Associate Degree in Business Management from MTC and has stayed connected to professional development throughout his career. After graduating from CSX's ADP program in 2004, he returned as a mentor, helping guide new associates as they chart their own paths forward.

Outside of work, Rick is a devoted family man. He and his wife have raised five children and are now proud grandparents to four. For 17 years, Rick coached fastpitch softball, sharing the experience with his daughters and investing in their growth both on and off the field. Though his coaching days are behind him, Rick treasures the time he now spends with his family, who live nearby.

When he's not leading teams or spending time with loved ones, Rick enjoys the outdoors. Whether he's hunting, fishing, hiking, golfing, or traveling with his wife, he embraces every opportunity to connect with nature and recharge. Grounded, driven, and deeply committed to both personal and professional growth, Rick Stewart is a leader who continues to leave a lasting impact—one built on experience, values, and the people he inspires along the way.