



# Congratulations on being named a 2015 BNSF Railway Employee of the Year!



Tonight we celebrate your achievements, which reflect what we accomplished together in 2015. BNSF celebrated its 20th anniversary as a company. Our Vision, Values, Evidences of Success and Leadership Model, established when we became a company, still guide

who we are today and who we are striving to become, as a company and as a community. Tonight's individual and team accomplishments confirm we are on the right path.

There is no doubt that we are in a challenging time for our business. It is during times like these when we believe it is especially important to honor those actions that demonstrate our Vision & Values. We always come together as a team during difficult periods, and your achievements we celebrate tonight reflect the toughminded optimism that is part of our identity as BNSF.

I applaud all of you for continuing to concentrate on our Strategic Focus Areas: people and safety, service, return, franchise and the communities we serve. We also continue to make strides in improving safety, as together we are making tremendous progress in building a culture of commitment to safety. You should be proud of the role you played and know that your contributions made a difference.

The Employees of the Year event recognizes employees whose exceptional actions demonstrate our commitment to realizing the BNSF Vision. Their leadership and focus on working safely and efficiently to meet our customers' expectations are a reflection of their dedication to BNSF's Values. Tonight we honor 52 representatives from 18 outstanding individual and team achievements selected for recognition.

Also tonight, we recognize 40 leaders who were named Best of the Best for their safety leadership last year. These individuals led teams that exhibited exceptional safety focus and demonstrated outstanding safety performance; each of these teams worked all of 2015 with no reportable injuries. These individuals are leading by example and represent the Best of the Best.

In addition, we honor four Safety Employees of the Year, representing Mechanical, Engineering, Telecommunications and Intermodal Business Unit Operations, alongside the entire Transportation Safety Coordinator team. These honorees are recognized for their efforts to improve safety within the industry and their communities.

Collectively, you comprise our 2015 Employees of the Year. Congratulations again, and thank you for making BNSF a leader in the rail industry.

Sincerely,

Carl R. Ice President and CEO

## 2015 Achievement Winners

These outstanding individual and team achievements demonstrate commitment to realizing BNSF's Vision.

#### **Development and Implementation of the TPC Project**

A cross-functional team created and installed a new terminal process control (TPC) system that represents significant progress in BNSF's effort to modernize legacy hump systems. The new system was initiated at the Memphis, Tenn., yard, with future implementation planned at other hump yards.

Bert Alexander*	Electronic Technician, Signal	Engineering	Tulsa, Okla.
Scott Atteberry	Engineer, Systems Class Yards	Engineering	Kansas City, Kan.
Trevor Bhattacharya	Supervisor, Signal	Engineering	Kansas City, Kan.
Kevin Bush*	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Cynthia Caruthers	Consulting Systems Engineer	Technology Services	Fort Worth, Texas
Donald Davis	Engineering Systems	Consultant	Kansas City, Kan.
Paul Dillhoff	Senior Systems Developer	Technology Services	Fort Worth, Texas
Nicholas Jackson	Project Engineer	Engineering	Kansas City, Kan.
Vipin Kohale	Manager, Application Development	Technology Services	Fort Worth, Texas
Vijayakumar Krishnan	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Nathan Lease	Assistant Supervisor, Signal	Engineering	Kansas City, Kan.
Michael Lee*	Engineer, Signal	Engineering	Kansas City, Kan.
Amymichelle Lucio	Director, Service Excellence	Technology Services	Fort Worth, Texas
Dallas McCarter	Manager, Special Projects	Engineering	Kansas City, Kan.
Randy McLamb	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Calvin Nguyen*	Consulting System Developer	Technology Services	Fort Worth, Texas
Corey Pasta	Director, Train Dynamics	Operations	Topeka, Kan.
Daniel Pittman	Director, Signal	Engineering	Kansas City, Kan.
Jaime Ruiz	Supervisor, Signal	Engineering	Kansas City, Kan.
Brent Russell	Supervisor, Signal	Engineering	Kansas City, Kan.
Robert Saylor	Director	Technology Services	Fort Worth, Texas
John Sutphin	Terminal Superintendent	Transportation	Kansas City, Kan.
Mark Vande Brake*	Assistant Director, Signal Design	Engineering	Kansas City, Kan.
Jade Wright	Manager	Technology Services	Fort Worth, Texas
Wen-Chiang Wu	Consulting Systems Developer	Technology Services	Fort Worth, Texas
James Wyatt	Senior Consulting Systems Developer	Technology Services	Fort Worth, Texas
Ahmad Younes	Consulting Systems Developer	Technology Services	Fort Worth, Texas

#### Assisting a Semi-Truck Driver after a Rockslide

Following a rockslide on a stretch of highway in Washington state, a BNSF bridge inspector witnessed a truck collide with the debris. The inspector didn't hesitate to render aid. He used equipment on his truck to reach the rig's driver, then pried open the cabin door, pulled the driver to safety and called 911.

Jim Kirkpatrick\* Inspector Engineering Vancouver, Wash.

#### 6,000 Grade Crossing Closures

Last November an important milestone was reached with the closure of the 6,000th grade crossing on BNSF. For the past 15 years, an initiative has focused on closing unneccessary or redundant private and public crossings, working closely with communities and landowners. Thanks to focus by a cross-functional team, this effort, combined with other safety initiatives, has helped reduce grade-crossing collisions.

Zachary Abel	Assistant General Attorney	Law	Fort Worth, Texas
Phil Foster	Manager, Field Safety Support	Safety and Technical Training	Fort Worth, Texas
Ronnie Garcia	Manager, Field Safety Support	Safety and Technical Training	San Bernardino, Calif.
Denise Gauthier	Manager, Field Safety Support	Safety and Technical Training	Springfield, Mo.
Brendan Gilbert	Project Engineer	Engineering	Seattle, Wash.
Roy Harper	Manager, Field Safety Support	Safety and Technical Training	Sheridan, Wyo.
Brandi Harris	Paralegal	General Counsel	Fort Worth, Texas
Nicole Hightower	Paralegal	General Counsel	Fort Worth, Texas
Patrick Hoskins	Project Engineer	Engineering	Minneapolis, Minn.
Timothy Huya	Manager, Public Projects	Engineering	Saginaw, Texas
Keith Jordan	Senior Analyst	Engineering	Kansas City, Kan.
Kate Kalinosky	Supervisor, Engineering Support	Engineering	Minneapolis, Minn.
Matthew Keim	Manager	Engineering	Minneapolis, Minn.

Nicholas Konen	Manager, Public Projects	Engineering	Springfield, Mo.
Lynn Leibfried	Assistant Director, Public Projects	Engineering	Minneapolis, Minn.
Rod Magee	Switchman	Safety and Technical Training	Oklahoma City, Okla.
Colleen Martinez*	Conductor	Safety and Technical Training	Belen, N.M.
Thomas Micek	Manager, Field Safety Support	Safety and Technical Training	Lincoln, Neb.
Katharina Miller	Analyst, Safety Administration	Safety and Technical Training	Fort Worth, Texas
Matthew Mitchell	Manager, Field Safety Support	Safety and Technical Training	Seattle, Wash.
Steve Neubauer*	Director, Field Safety Support	Safety and Technical Training	Fort Worth, Texas
Calvin Nutt	Manager, Public Projects	Engineering	Minneapolis, Minn.
Fred Payne*	Brakeman	Safety and Technical Training	Richmond, Calif.
Daniel Sanchez	Project Engineer	Engineering	Minneapolis, Minn.
Jason Sanchez	Manager, Public Projects	Engineering	San Bernardino, Calif.
John Shurson	Assistant Director, Public Projects	Engineering	San Bernardino, Calif.
Ron Simpson*	Locomotive Engineer	Transportation	Beardstown, III.
Tim Stipp*	Locomotive Engineer	Transportation	Monett, Mo.
Kristopher Swanson	Manager, Public Projects	Engineering	Minneapolis, Minn.
NatashaTaylor	Supervisor, Engineering Support	Engineering	Kansas City, Kan.
AllisonTerrell Halvorson*	General Clerk	Safety and Technical Training	Northome, Minn.
FrenchThompson III*	Director, Public Projects	Engineering	Fort Worth, Texas
BentleyTomlin	Manager, Public Projects	Engineering	Kansas City, Kan.
Rick Van Wey	Manager, Field Safety Support	Safety and Technical Training	Minot, N.D.
Richard Wagner	Manager, Public Projects	Engineering	Seattle, Wash.
Jeremy Wegner	Project Engineer	Engineering	Springfield, Mo.
Kamalah Young	Manager, Public Projects	Engineering	Kansas City, Kan.

# Successful Completion of Aurora and St. Croix Subdivisions' CapEx Projects

Nearly 200 Engineering employees and contractors worked together over a two-year period to eliminate the most-constrained segment of single track on BNSF's Northern Transcontinental line. Altogether, 264 miles of new centralized traffic control and six miles of new double track were installed.

Project Engineer	Engineering	Kansas City, Kan.
Terminal Trainmaster	Transportation	La Crosse, Wis.
Director, Signal Engineering	Engineering	Kansas City, Kan.
Roadmaster	Engineering	East Dubuque, III.
Director	Technology Services	Fort Worth, Texas
Superintendent Operations	Transportation	La Crosse, Wis.
Terminal Manager	Transportation	Tulsa, Okla.
Project Engineer	Engineering	Chicago, III.
Division Trainmaster	Transportation	La Crosse, Wis.
Supervisor, Facilities Engineering	Engineering	Fargo, N.D.
Assistant Director, Maintenance Production	Engineering	Grove City, Minn.
Project Engineer	Engineering	Kansas City, Kan.
Terminal Manager	Transportation	La Crosse, Wis.
Terminal Superintendent	Transportation	Galesburg, III.
Assistant Director, Signal Construction	Engineering	Kansas City, Kan.
Assistant Director, Signal Design	Engineering	Kansas City, Kan.
Roadmaster	Engineering	Chicago, III.
Division Trainmaster	Transportation	La Crosse, Wis.
Director, Signal Construction	Engineering	Kansas City, Kan.
Roadmaster	Engineering	Bakersfield, Calif.
Engineer, Interlocking Systems	Engineering	Kansas City, Kan.
Division Engineer	Engineering	Billings, Mont.
Manager, Engineering	Engineering	Kansas City, Kan.
Assistant Superintendent, Corridor Operations	Transportation	Fort Worth, Texas
Assistant Roadmaster, Construction	Engineering	Arnaudville, La.
	Terminal Trainmaster  Director, Signal Engineering  Roadmaster  Director  Superintendent Operations  Terminal Manager  Project Engineer  Division Trainmaster  Supervisor, Facilities Engineering  Assistant Director, Maintenance Production  Project Engineer  Terminal Manager  Terminal Manager  Terminal Superintendent  Assistant Director, Signal Construction  Assistant Director, Signal Design  Roadmaster  Division Trainmaster  Director, Signal Construction  Roadmaster  Engineer, Interlocking Systems  Division Engineer  Manager, Engineering  Assistant Superintendent, Corridor Operations	Terminal Trainmaster Director, Signal Engineering Roadmaster Engineering Director Technology Services Superintendent Operations Transportation Terminal Manager Transportation Project Engineer Division Trainmaster Transportation Supervisor, Facilities Engineering Assistant Director, Maintenance Production Terminal Manager Transportation Supervisor, Facilities Engineering Assistant Director, Maintenance Production Terminal Manager Transportation Terminal Superintendent Transportation Assistant Director, Signal Construction Engineering Roadmaster Engineering Division Trainmaster Transportation Director, Signal Construction Engineering Engineering Division Trainmaster Engineering Engineering Roadmaster Engineering Manager, Engineering Engineering Transportation

















**Robert Garnas** 

## Successful Mechanical Inspection Waiver Petition

After successfully petitioning the Federal Railroad Administration for an extended-haul inspection waiver, BNSF was able to extend coal, grain, taconite and intermodal train runs by 200-plus miles between each required qualified-mechanical inspection, improving safety, velocity and flexibility.

Klint Abbott*	Director, Coal Operations	Service Design	Fort Worth, Texas
Hark Braren*	Director, Reliability Engineering	Mechanical	Fort Worth, Texas
Clinton Childers	Assistant General Foreman	Mechanical	Alliance, Neb.
Mervin Clermond	Senior Manager, Measures & Cost-Profitability	Controller	Fort Worth, Texas
Jeff Craun	Assistant Director, Terminal Planning & Analysis	Operations	Fort Worth, Texas
Dale Cupit	Senior Manager, Service Design	Technology Services	Fort Worth, Texas
Byron Dickey	Director, Mechanical Reliability	Mechanical	Fort Worth, Texas
Shea DiMauro	Director, Operations Support	Operations	Fort Worth, Texas
Erik Eide	General Foreman	Mechanical	Alliance, Neb.
Luz Esquivel	Superintendent Field Operations	Mechanical	Denver, Colo.
Jeffrey Garrels	Director, Train Handling	Safety and Technical Training	Fort Worth, Texas
Christine Guerra	Supervisor, Service Scheduling	Service Design	Fort Worth, Texas
John Hartley	Supervisor, Service Scheduling	Service Design	Fort Worth, Texas
Nicole Hightower	Paralegal	General Counsel	Fort Worth, Texas
Steven Holly	Assistant General Foreman	Mechanical	Alliance, Neb.
Sara Johnson	Director, Service Design	Service Design	Fort Worth, Texas
Juan Morales*	Manager, Operations Research	Technology Services	Fort Worth, Texas
Jim Nelson*	Director, Car Maintenance	Mechanical	Fort Worth, Texas
Joseph Ow	General Foreman	Mechanical	Alliance, Neb.
Beau Price*	Director, Locomotive & Air Brake Systems	Mechanical	Fort Worth, Texas
Aaron Ratledge	General Director, Operating Practices	Safety and Technical Training	Fort Worth, Texas
Ryan Ringelman	General Director, System Safety	Safety and Technical Training	Fort Worth, Texas
Rachel Salvagio	Manager	Technology Services	Fort Worth, Texas
Grover Smith	Manager, Grain Operations	Service Design	Fort Worth, Texas
Scot Stoa	Director, Unit Grain Operations	Service Design	Fort Worth, Texas
Scott Webber	Senior Manager	Service Design	Fort Worth, Texas

## Development of a Safer Mechanical Platform

When Mechanical employees needed a new platform to reach and replace bolts on a newer type locomotive, these employees designed, manufactured and tested a prototype. Their platform has now been approved for use across the system.

Austin Babler*	Boilermaker	Mechanical	Minneapolis, Minn.
Chad Sellman*	Machinist	Mechanical	Minneapolis, Minn.

#### Maximizing the Use of WILD

The Mechanical Department determined that the number of derailments could be reduced by removing more high-impact wheels and asked these team members to help maximize the use of wheel impact load detectors (WILD). In a phased approached, the project was rolled out and has since significantly enhanced safety and decreased stress on the company's equipment and infrastructure.

Bob Beals*	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Bradley Dupont*	Senior Systems Developer	Technology Services	Fort Worth, Texas
Erik Eide*	General Foreman	Mechanical	Alliance, Neb.
Jacob Sass*	Manager, Marketing	Business Unit Operations	Fort Worth, Texas

#### **Providing Assistance to a Motorcycle Accident Victim**

Last year a Fort Worth employee witnessed a motorcycle accident. Understanding the seriousness of the situation, the employee safely and quickly responded to the aid of the injured motorcyclist. Then the employee used social media to spread the word about motorcycle safety.

David Hine\* Switchman Fort Worth, Texas Transportation









Shari Merrill



Juan Morales



Mike Ray



Chad Sellman

## Response to the San Bernardino Terrorist Attack

As terrorists opened fire last December at the Inland Regional Center in San Bernardino, Calif., BNSF employees quickly took action to secure BNSF's Regional Operations Center, located less than 2,000 feet from the attack. They also secured BNSF intermodal and automotive facilities and coordinated strategic crew placement to maintain operations.

Albert Aguero	Manager, Crew Management	Transportation	San Bernardino, Calif.
Dennis Burr	Senior Special Agent	Resource Protection	San Bernardino, Calif.
Ty Christian	Terminal Superintendent	Transportation	San Bernardino, Calif.
Richard Daniel	Special Agent	Resource Protection	San Bernardino, Calif.
Thomas Gates	Senior Special Agent	Resource Protection	Barstow, Calif.
Thomas Ghan	Senior Special Agent	Resource Protection	Barstow, Calif.
Quilesha Hodges	Terminal Trainmaster	Transportation	San Bernardino, Calif.
Amanda Hodson	Manager, Corridor Operations	Transportation	San Bernardino, Calif.
Scott Johnson*	Senior Manager, Homeland Security	Resource Protection	San Bernardino, Calif.
Stephen Johnson	Manager, Hub Operations	Business Unit Operations	San Bernardino, Calif.
Lena Kent*	Regional Director, Public Affairs	Corporate Relations	San Bernardino, Calif.
John Macias	Special Agent in Charge	Resource Protection	San Bernardino, Calif.
Kevin Manuel	Terminal Trainmaster	Transportation	San Bernardino, Calif.
Rene Munoz	Senior Special Agent	Resource Protection	San Bernardino, Calif.
Matthew Rogers	Senior Special Agent	Resource Protection	San Bernardino, Calif.
Israel Salazar	Senior Special Agent	Resource Protection	Stockton, Calif.
Aimee Schmidt	Senior Special Agent	Resource Protection	San Bernardino, Calif.
Dennis Seaton	Senior Manager, Hub Operations	Business Unit Operations	San Bernardino, Calif.
Jeffrey Senior	Senior Special Agent	Resource Protection	San Bernardino, Calif.
Jim Tylick*	Superintendent, Corridor Operations	Transportation	San Bernardino, Calif.
Michael Warnock	Special Agent in Charge	Resource Protection	Barstow, Calif.
Steve Wells*	Chief Special Agent	Resource Protection	San Bernardino, Calif.

## Ag Waybilling Enhancements

A team from Operations, Marketing, Finance and Technology Services worked to implement electronic enhancements and process changes that more accurately track and confirm railcar orders related to certificates of transportation.

Shea DiMauro	Director, Operations Support	Operations	Fort Worth, Texas
Melissa Hughes*	Manager, Grain Operations	Service Design	Fort Worth, Texas
Nicole Hunter*	Assistant Manager, Marketing	Agricultural Commodities	Fort Worth, Texas
Robyn Marrs	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Shari Merrill*	Manager, Grain Operations	Service Design	Fort Worth, Texas
Terri Roberts*	Senior Manager, Revenue Management	Controller	Fort Worth, Texas
Larry Smith	Senior Manager, Performance Analysis	Service Design	Fort Worth, Texas
Richard Weishaar	Consulting Systems Developer	Technology Services	Topeka, Kan.

## **Hazmat Community Training Outreach Program**

BNSF's Hazardous Materials (Hazmat) team has driven the continued success of an important training program that helps prepare first responders and also enhances safety in the communities in which we operate. In 2015, the team provided training to more than 10,000 first responders, a record year.

James Farner	Manager, Hazmat Field Ops & Emerg	Environmental	San Bernardino, Calif.
Jeffrey Hankins	Manager, Hazmat Field Ops & Emerg	Environmental	Albuquerque, N.M.
Derek Lampkin*	Manager, Hazmat Field Ops & Emerg	Environmental	Minneapolis, Minn.
Dillon Magers	Manager, Hazmat Field Ops & Emerg	Environmental	Springfield, Mo.
Justin Piper*	Director, Hazardous Materials	Environmental	Vancouver, Wash.
Clay Reid	Director, Hazardous Materials	Environmental	Fort Worth, Texas
Ryan Risdon	Manager, Hazmat Field Ops & Emerg	Environmental	Denver, Colo.
Dominic Winslow	Manager, Hazmat Compliance	Environmental	Helena, Mont.

## **Successful Reduction of Wireless Services Costs**

This three-person team successfully renegotiated BNSF's contracts for wireless services, providing a 34-percent price reduction from previous agreements that will result in annual savings of \$5 million.

Ken Berg*	Manager, Systems Engineer	Technology Services	Fort Worth, Texas
Chuck DeBolt*	Manager	Strategic Sourcing	Fort Worth, Texas
Cynthia Donovan	Senior Technical Analyst - Telecom	Technology Services	Fort Worth, Texas

## Notable Save during the 2015 UPS Peak Season

Ensuring a perfect UPS Peak Season takes the commitment of many employees. One in particular helped to prevent a potential service failure last year by ensuring safe operations while monitoring extreme high-wind conditions.

Robert Garnas\* Road Foreman of Engines Transportation Bakersfield, Calif.

#### Successful Launch of the Sweetwater Logistics Center

A cross-functional team worked together to complete a 75-acre facility to support rail, truck and transload services. The new center accommodates several commodities, including agricultural commodities, sand, pipe and aggregate, and it features an expandable BNSF switch yard and added capacity for transload.

Benjamin Banks	Manager, Sales	Industrial Products	Chicago, III.
Dennis Bell*	Market Manager	Agricultural Commodities	Fort Worth, Texas
Janet Black	Regional Manager, Economic Development	Marketing Support	Fort Worth, Texas
Michael Brick	Roadmaster	Engineering	Pico Rivera, Calif.
Justin Briggs	Manager, Marketing	Agricultural Commodities	Fort Worth, Texas
Jonathan Clark*	Engineer, Clearance Ratings	Engineering	Kansas City, Kan.
Sean De Baun	Manager, Track Measurement	Engineering	Fort Worth, Texas
Justin Devine	Assistant Director, Maintenance Production	Engineering	Fort Worth, Texas
Mary Diggs	Manager, Sales	Industrial Products	Fort Worth, Texas
Jeff Estes*	Manager	Engineering	Saginaw, Texas
Robert Jones	Division Trainmaster	Transportation	Sweetwater, Texas
Brian Large	Director, Engineering Services	Engineering	Saginaw, Texas
Kevin Leddy	Manager, Business Unit Planning & Analysis	Business Unit Operations	Fort Worth, Texas
Fuyuka McNeary	Director, Marketing	Agricultural Commodities	Fort Worth, Texas
Mike Ray*	Regional Manager, Economic Development	Marketing Support	Fort Worth, Texas
Lang Vu	Manager, Marketing	Marketing Support	Fort Worth, Texas

## Facilitating New Propane Shipments from Canada

When last-minute and unexpected federal and customs requirements arose over BNSF's plans to ship propane for a customer in Saskatchewan, Canada, two employees worked quickly and successfully to handle the cross-border issues.

 LaDonna Grubbs\*
 Manager
 Marketing Support
 Lincoln, Neb.

 Michael Leonard\*
 Senior Manager, Field Safety Support
 Safety and Technical Training
 Fort Worth, Texas

## Assisting at the Scene of a Pickup Truck Rollover

This employee didn't hesitate to stop and help after he witnessed a rollover of a pickup truck. Relying on his training and instinct, he quickly checked the condition of the driver, then inspected the truck for fuel leaks and potential fire.

Clay Gambill\* Manager, Sales Industrial Products Fort Worth, Texas

#### Successful Leadership of the AAR TireTask Force

Recognizing that a 30-year-old rule required premature replacement of intermodal chassis tires, a BNSF employee formed and led a task force that used scientific analysis to present a new rule to the Association of American Railroads (AAR). The AAR accepted his recommendations and the result is a new rule that more accurately monitors tire condition and replacement intervals.

**Chad Peterson\*** Senior Manager Business Unit Operations Fort Worth, Texas

#### Saving the Life of an Accident Victim

An employee's quick response and careful observations likely saved the life of a woman trapped in her vehicle following a rollover.

**lain Ashley\*** Senior Special Agent Resource Protection Spokane, Wash.







Tim Stipp



Allison Terrell Halvorson
\*- ATTENDING CEREMONY



Jim Tylick



Steve Wells

# 2015 Safety Employees of the Year

#### **Transportation:**

Transportation's Safety Employee of the Year (SEOY) is not one person but a group — the safety coordinator team of 36. Three employees were selected to represent that team at the Employees of the Year ceremony:

#### **Central Region:**

Rick Batten, Yardmaster/Yardmaster Central Region Safety Coordinator\*

#### South Region:

John Krueger, Engineer/BLET Kansas Division Safety Coordinator\*

#### North Region:

Brent Michel, Conductor/SMART-TD Montana Division Safety Coordinator\*

For well over a decade at BNSF, we've had a team of safety coordinators, jointly chosen by their unions and management, who are deeply focused on reducing risk and creating a safer workplace. These safety coordinators are conductors, switchmen, engineers and yardmasters who represent and support safety initiatives for their respective crafts, divisions and regions. They have played a crucial role in building a safety culture of commitment.

All three of the safety coordinators who are with us tonight — Brent Michel, Rick Batten and John Krueger — started their railroad careers in the 1970s. All three celebrate the great strides BNSF has made in safety since that time. They remember a time in the 1980s when a frequency ratio of 2.5 represented an exceptional team achievement. Today, the target for BNSF overall is .90, and many teams meet and exceed that safety target. In fact, as one of many indicators of their safety commitment, Brent, Rick and John collaborated to write and produce a "Gap is the Map" video to raise awareness about key practices that can help prevent derailments.

We are proud of these three, just as we are proud of all of our safety coordinators, who are playing a fundamental role in building a culture that is focused on "safety with" employees and achieving the path to zero injuries and incidents.



As safety coordinator representing all the yardmasters across the Central Region,

Rick Batten is credited with identifying an alert system that notifies yardmasters when lightning is within a 5-mile radius, giving crews plenty of time to seek shelter. He worked with Telecom to ensure an all-call emergency channel was built

into the new yard radio software, giving yardmasters a one-button solution to inform employees of an emergency, no matter which frequency they're working. Rick also has helped shape a train crew checklist to help reduce and eliminate authority violations.



John Krueger, who represents the BLET (Brotherhood of Locomotive Engineers and Trainmen) for the Kansas Division on the South Region, strongly believes that training is a key to reducing injuries – from safety marathons, to Enhanced Safety Training to Approaching Others. Like other safety coordinators, he helps facilitate

training across his division. He is also a proponent of SIRP (Safety Issue Resolution Process), a tool to report workplace risks and find solutions. In addition, John serves as co-chair for the labor caucus, representing BLET for the safety coordinators.

# Thanks as well to the other 33 safety coordinators who are making a difference at BNSF:

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Jeff Boatman $^\dagger$	Locomotive Engineer	Fresno, Calif.	
Michael Branson	Conductor	Winslow, Ariz.	
Johnny Butler Jr.	Locomotive Engineer	Phoenix, Ariz.	
Roger Cadden	Locomotive Engineer	Amory, Miss.	
Terrance Carlson	Conductor	Spokane, Wash.	
Tessa Collins	Conductor Dilworth, Mir		
Darin Denisar	Locomotive Engineer	Beardstown, III.	
Patrick Engebrecht	Locomotive Engineer La Junta, Col		
Greg Gordley	Conductor Bellingham, W		
Roy Helm	Locomotive Engineer	Lincoln, Neb.	
Kevin Howard	Locomotive Engineer	Vancouver, Wash.	
Jimmy Hymes	Locomotive Engineer	Beardstown, III.	
Mark Johnson $^{\dagger}$	Conductor	Galveston, Texas	
Charles Jones	Locomotive Engineer	Teague, Texas	
Robert Kolb	Conductor	Aurora, III.	
Michael LaCrue <sup>†</sup>	Locomotive Engineer	Trinidad, Colo.	
Brad Merriman	Locomotive Engineer	Edgemont, S.D.	
Donald Mitchell	Locomotive Engineer	Seattle, Wash.	
W. Mark Morton	Locomotive Engineer	Fort Worth, Texas	
James Nelson <sup>†</sup>	Locomotive Engineer	Galesburg, III.	
Seth Nielsen	Yardmaster	Vancouver, Wash.	
Milton Peters	Locomotive Engineer	Kansas City, Mo.	
Gary Proctor	Conductor	Los Angeles, Calif.	
Jeremy Shepherd	Conductor	Casper, Wyo.	
George Smallwood Jr.	Conductor	Fresno, Calif.	
Devon Smoot	Locomotive Engineer	Thayer, Mo.	
Steven Sukut	Locomotive Engineer	Glasgow, Mont.	
Rick Switzer	Locomotive Engineer	Clovis, N.M.	
Paul Sydness	Conductor	Houston, Texas	
Darren Taylor	Conductor	Cleburne, Texas	
Edward Trujillo	Locomotive Engineer	Barstow, Calif.	
Timothy Van Overmeiren	Conductor	Superior, Wis.	
Steven Waller <sup>†</sup>	Conductor	Sterling, Colo.	



Brent Michel, who played a major role in developing the "Gap is the Map" video, first began his safety role as an Operation Lifesaver trainer, then as a conductor training coordinator and CPR/first aid trainer. Today as a safety coordinator for the SMART-TD (Sheet Metal Air Rail Transportation-Transportation Division) employees

on the Montana Division, he works with site safety teams, which provide a wealth of ideas and are a great way to keep people engaged. He's also very involved in supporting the BAPP® teams across the North Region.

#### Engineering:

Jeff Ahmann, Section Foreman, Flagstaff, Ariz.\*



Jeff Ahmann is frequently chosen to deliver safety training to new hires and management trainees, thanks to his candor and ability to be positive and reinforcing when he's delivering a safety message. He is meticulous in all aspects of his work, from planning the day's work, to leading safety briefings, to maintaining

his company vehicle. Because of his professionalism and demonstrated leadership abilities, Jeff was also asked to co-facilitate Approaching Others About Safety training for the Southwest Division's Engineering team.

#### Intermodal Business Unit Operations:

Kevin Beville, Intermodal Equipment Operator, Memphis, Tenn.\*



Kevin Beville is the BAPP® facilitator at
Memphis, the first intermodal facility to adopt the
program. An employee-driven process, BAPP®
focuses on eliminating injuries by reducing
risk to exposure. Trained employees observe
coworkers' activities against a defined list of
behaviors, with a focus on providing positive

reinforcement for safe behaviors. After launching the process at Memphis, Kevin helped the employees at the Seattle and Chicago facilities get their programs underway. He also serves on the Memphis Leadership Advisory Team, a joint management-employee council.

#### Mechanical:

Kyle Carosella, Working Labor Foreman, Hauser, Idaho, Fueling Depot\*



An active member of the local safety committee, **Kyle Carosella** is respected by peers and
supervisors for his willingness to find solutions,
chiefly through open and honest communication.

He's helped resolve issues promptly, such as
improving the process for distributing personal
protective equipment. Kyle supports the facility's

safety training and has been a big part of updating job safety analyses, then using his off-duty time to cover these subjects with peers working other shifts.

#### **Telecommunications:**

Eric Henry, Maintainer Foreman, Oklahoma City, Okla.\*



Among the many training programs Eric Henry has helped support is fall protection, especially important for Telecom crews that regularly must scale radio and microwave towers. Eric was introduced to this training on the second day of the job and was so impressed he asked to be involved. Since then he has helped develop

bucket truck rescue training and is now working with a Telecom team to create rescue equipment training that will be provided quarterly as well as annually. He has also helped institute qualification climbs for new employees.

## 2015 Best of the Best Recognition

These individuals are being recognized for their outstanding safety leadership, with work teams that achieved exceptional safety performance in 2015. Each work group was injury-free.

## **Transportation**

Joshua Bahruth*	Terminal Superintendent	Tulsa, Okla.
Matt Bailey*	Terminal Superintendent	Pasco, Wash.
Greg Feyerabend*	Superintendent Operations	Tulsa, Okla.
Keith Miller*	Superintendent Operations	Wilmington, Calif.
Michael Orlikowski*	Terminal Superintendent	Amarillo, Texas
Allen Wolfe*	Terminal Superintendent	Lincoln, Neb.

#### Mechanical

Victor Ahlf*	General Foreman	Spokane, Wash.
Gary Anderson*	General Foreman	Galesburg, III.
Bryan Antczak*	General Foreman	Birmingham, Ala.
Sean Bussey*	General Foreman	Klamath Falls, Ore.
Carlos Canchola*	General Foreman	Minneapolis, Minn.
Roman Cisneros*	General Foreman	Denver, Colo.
Joseph Hall	Shop Superintendent	Glendive, Mont.
Matt Heil*	General Foreman	Minot, N.D.
Jeffrey Kirby*	Shop Superintendent	Minneapolis, Minn.
Dale Larsen*	General Foreman	Vancouver, Wash.
Gerald Luster*	General Foreman	Tulsa, Okla.
Chad Meinholdt*	General Foreman	Commerce, Calif.
Dave Moreno*	Superintendent, Field Operations	Havre, Mont.
Eddie Rhoads*	General Foreman	Houston, Texas
Chris Romero*	General Foreman	Gillette, Wyo.

## **Engineering**

Larry Brackett	Manager, Signal	Amarillo, Texas
Bill Cruttenden*	Manager, Signal	Seattle, Wash.
Ron Dickerson	Manager, Signal	Houston, Texas
Dave Douglas †*	Manager, Structures	Fargo, N.D.
Keith Fezekas*	Manager, Signal	Chicago, III.
Brad Hollaway*	Manager, Signal	Memphis, Tenn.
Cory Knutson*	Manager, Structures	Billings, Mont.
Tracey Manton*	Shop Superintendent, Equipment	Brainerd, Minn.
Robert Millinder	Manager, Signal	Kansas City, Kan.
Greg Parnell*	Manager, Signal	Springfield, Mo.
Steven Phillips*	Manager, Signal	Minneapolis, Minn.
Randy Planchon*	Manager, Structures	Kansas City, Kan.
Paul Robinson*	Manager, Signal	Fort Worth, Texas
Jeffrey Schmidt <sup>†</sup>	Manager, Rail Complex	Springfield, Mo.
Mike Schram*	Division Engineer	Vancouver, Wash.
Rocky Scott Jr.*	Manager, Signal	Spokane, Wash.
Mark Sprattler*	Manager, Roadway Equipment	Billings, Mont.
Russell Sweet*	Manager, Signal	Lincoln, Neb.
Steve Williams*	Manager, Signal	Minot, N.D.

#### **Telecommunications**

Susan Borsellino*	Director, Technology Services	Fort Worth, Texas
Kevin Kautzman*	Director, Technology Services	Fort Worth, Texas
Victor Wallace*	Director, Technology Services	Fort Worth, Texas

#### **Business Unit Operations**

**Douglas Gage\*** Senior Manager, Hub Operations Memphis, Tenn.



Susan Borsellino



Matthew Heil



**Greg Feyerabend** 



**Brad Holloway** 



Keith Fezekas



Mike Schram



Douglas Gage



Victor Wallace

