

COMMITMENT TO EMPLOYEES

**Strengthening skills, promoting diversity
and building careers.**

THIS IS BNSF

Diversity

BNSF believes in the power of diversity in our workforce. Diversity-related highlights in 2018 include:

- > More than 40 percent of teammates hired were minorities or women
- > Recognized as a Top 50 STEM Native American Employer
- > Named to *Forbes* America's Best Employers
- > Included in *Minority Engineer's* Top 50 Employer List
- > Identified as a top employer for U.S. military veterans

We also promote diversity by participating in scholarship programs that benefit minority students, such as Girls Inc., and through the BNSF Railway Foundation we support organizations, including the American Indian Science and Engineering Society and the United Negro College Fund.

**More than 40 percent of
BNSF's new hires in 2018 were
minorities or women.**

Veterans

BNSF values veterans. We employ more than 7,400 military veterans (approximately 17 percent of our workforce). BNSF supports reservists as well, enabling time off for training and deployment.

BRAVE

In 2018, as part of our ongoing commitment to diversity and inclusion, we established a business resource group for veterans, reservists and first responders. BRAVE, which stands for Business Resource and Veterans Engagement, is designed to support all veterans working across our network. BRAVE works to engage communities, build the leadership skills of its members, and provide ongoing career development support to help drive success for them and for our company.



BRAVE
Business Resource And Veterans Engagement



Training

At BNSF, every employee has access to targeted, role-based training and on-boarding, with an emphasis on safety, technical expertise and leadership. BNSF team members receive training on best-in-class simulators, through structured on-the-job rotations and from industry experts, their peers and BNSF leaders. In 2018, the quality of our leadership development, and technical and safety training programs was recognized with a Top 5 global ranking from *Training Magazine*.

Career Development

Multiple programs promote career development, including our Management Trainee, Experienced First Line Supervisor and First Line Supervisor programs. Other career development resources include formalized feedback and coaching, leadership training, mentoring programs, tuition reimbursement and experiential job-rotation assignments.

The average employee tenure at BNSF is more than 12 years.



Employee Assistance

In 2018, the BNSF Employee Assistance Program (EAP) received the prestigious Quality Award from the Employee Assistance Professional Association (EAPA). BNSF EAP provides professional and personalized assistance for employees and family members facing work and home challenges.

