Our Vision is to realize the tremendous potential of BNSF Railway Company by providing transportation services that consistently meet our customers’ expectations.

EVIDENCES OF SUCCESS
We will know we have succeeded when:

- Our customers find it easy to do business with us, receive 100-percent on-time, damage-free service, accurate and timely information regarding their shipments, and the best value for their transportation dollar.
- Our employees work in a safe environment free of accidents and injuries, are focused on continuous improvement, share the opportunity for personal and professional growth that is available to all members of our diverse work force, and take pride in their association with BNSF.
- Our owners earn financial returns that exceed other railroads and the general market as a result of BNSF’s superior revenue growth and operating ratio, and a return on invested capital that is greater than our cost of capital.
- The communities we serve benefit from our sensitivity to their interests and to the environment in general, our adherence to the highest legal and ethical standards, and the participation of our company and our employees in community activities.

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ON THE COVER
BNSF has introduced a new approach to intermodal, one that could lead to new growth opportunities. Photo by Laszlo Bencze.

BNSF Performance Measures

BNSF Units* Handled
Year-to-date through Nov. 20, 2011

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<th>BNSF Units* Handled</th>
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BNSF Reportable Injuries
Year-to-date through Nov. 13, 2011

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2011 BNSF Velocity Performance
Quarter-to-date through Nov. 20, 2011

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<tr>
<td>Intermodal transit days</td>
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Got a story idea?
Send story ideas to Corporate.communications@Bnsf.com
VALUING OUR PAST; shaping our future

When BNSF was created 16 years ago, we knew we needed to take an active and deliberate role in shaping our future as a company. I’ve been part of BNSF’s leadership team as long as this company has existed, and I can tell you that the leaders of this company have invested tremendous thought and energy into our Vision, Values, Evidences of Success and Leadership Model.

These statements guide who we are today and who we are striving to become, as a company and as a community. First and foremost, they unite us toward a shared Vision, which is to meet customers’ expectations. Each of us makes a unique contribution toward achieving that Vision, and it describes why BNSF exists and ultimately what we strive to accomplish each day.

Building on the Vision, our Evidences of Success remind us that our actions and decisions have an impact on a number of constituents. As individuals and as a company, we hold ourselves accountable not only to our customers, but also to other employees, our owners and our communities.

Our Values and Leadership Model influence the way we behave as members of this BNSF community, as we work together to deliver results. We want to ensure that BNSF continues to be a place where people are proud to work and where they feel appreciated and respected, understand their role and can achieve their full potential. People tend to stay at BNSF – many for 20, 30, 40 years or more. With a positive and supportive workplace, our people can build fulfilling careers while also, importantly, increasing productivity, growth, efficiency, returns and our service to customers.

Our Vision, Values, Evidences of Success and Leadership Model were developed during the first five years of BNSF’s existence. They are visible across our network and are an essential part of our training and communication. Our annual leadership training, for instance, underscores how these guiding principles affect the way we operate our company, behave toward each other and hold each other accountable for realizing our Vision.

This edition of Railway and the enclosed DVD tell the story of how these statements were developed and their continuing importance. We have updated the look to reflect our current railroad workplace, but you’ll see the words have not changed. It’s important to repeat the story, particularly for the thousands of employees who have joined us in recent years. These principles unite all of us, whether we are new to BNSF or have been here for many years.

Our Vision, Values, Evidences of Success and Leadership Model are, at once, an essential part of our legacy and our future. Each one of us plays a vital role in bringing these words to life across our BNSF community.
BNSF’S GUIDING PRINCIPLES

Vision & Values, Evidences of Success and Leadership Model

Who are we at BNSF and what are we working to achieve? The answer has always been clear: we are striving to achieve the Vision. Written shortly after BNSF was created in late 1995, the Vision has guided the company and its employees for more than 16 years. It continually reminds us that, first and foremost, we are responsible for meeting our customers’ expectations. (See Vision, right.)

To build on the Vision, BNSF leaders outlined the Evidences of Success (see page 5) at the same time. As these indicate, we measure our progress toward our Vision based on four key stakeholder groups: our employees, our customers, our owners and the communities we serve. All are important, and our success with one constituency influences all the others.

BNSF’s Values were created soon after, in 1997. As Rob Krebs, who was chairman, president and chief executive officer (CEO), wrote in the 1997 Annual Report, “I have come to realize that all of the track, yards and locomotives in the world cannot assure our success in achieving our Vision. The single most important factor is the recognition by over 40,000 BNSF employees that we are a community dedicated to a single purpose, with certain rights and obligations that apply equally to each of us.”

Written by the leadership team following a careful review and discussion of some of history’s most significant documents, the BNSF Values address Style, Shared Values, Community, Liberty, Equality and Efficiency. These Values describe how the members of our community should relate to one another and to the entire BNSF community.

“We provide one service, and that’s moving freight for our customers. Our Vision has to revolve around our customers because we’re a service organization. If we’re not talking about our customers in our Vision, then we’re really not talking about our business at all.”

John Lanigan,
Executive Vice President and Chief Marketing Officer

VISION

Our Vision is to realize the tremendous potential of BNSF Railway by providing transportation services that consistently meet our customers’ expectations.
“We use the term ‘tough-minded optimists’ to describe a key characteristic of our BNSF community and an outcome of the way we approach our work. I think it fits very well with our value of pride in our heritage and confidence in our future. As optimists, we know not only that we can succeed, we know that we will succeed.”

Carl Ice, President and Chief Operating Officer

“The Evidences of Success by and large are how our company functions in relation to our constituencies – our employees, owners, customers and communities. They all matter, but when we’re succeeding in our Vision & Values, then we’re succeeding with our constituencies.”

Roger Nober, Executive Vice President, Law and Secretary

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**EVIDENCES OF SUCCESS**

We will know we have succeeded when:

> Our customers find it easy to do business with us, receive 100-percent on-time, damage-free service, accurate and timely information regarding their shipments, and the best value for their transportation dollar.

> Our employees work in a safe environment free of accidents and injuries, are focused on continuous improvement, share the opportunity for personal and professional growth that is available to all members of our diverse work force, and take pride in their association with BNSF.

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> The communities we serve benefit from our sensitivity to their interests and to the environment in general, our adherence to the highest legal and ethical standards, and the participation of our company and our employees in community activities.

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**STYLE**

As a Community, we are:

> Tough-minded optimists
> Decisive yet thorough
> Open and supportive
> Confident and proud of our success
“The words in the Vision are very important; everything we do in this company can fall into that Vision of meeting customers’ expectations, including safety. Then our Values tell us how we’re going to achieve the Vision. They help us articulate the types of behaviors that we want to build and encourage. Our Values tell us, what is the culture, what is the fabric of this company?”

Matt Rose, Chairman and Chief Executive Officer

“Celebrating our rich heritage makes BNSF different from many companies in the world today. Think about the long time that this company has been in existence and what it has meant to the growth of the country and the economy of the country. It’s really a wonderful thing to be part of a company like this.”

Tom Hund, Executive Vice President and Chief Financial Officer
As a member of the BNSF Community, each of us has the right to:

> A safe work environment – for the sake of ourselves, our co-workers, our shippers and the communities we serve
> Feel the satisfaction that comes from a job well done – by using our talent, judgment and initiative, and by performing to our fullest potential
> Express our individualism, ideas and concerns – consistent with the Community’s Vision and Shared Values, to anyone in the Community without fear of retribution
> Participate fully in life outside of work – by enjoying the fruits of our labor

“Our Liberty value emphasizes that each member of the work force has the right to a safe work environment – including the training, the tools and the safety processes that enable him or her to work safely and return home without injury at the end of the work day. All of our Values also underscore that, along with these rights, we also have a responsibility to work to our full potential as we safely and efficiently meet our customers’ expectations.”

Greg Fox, Executive Vice President, Operations

As a member of the BNSF Community, I can expect:

> To be treated with dignity and respect
> To be given equal access to tools, training and development opportunities
> To have equal opportunity to achieve my full potential

EQUAlITY
BNSF’s Leadership Model

The final set of guiding principles, BNSF’s Leadership Model, was introduced in 2001 and integrated into leadership training. Every supervisor at BNSF knows the basic tenets of the Leadership Model:
- Create a Compelling Vision;
- Model the Way;
- Lead More; Manage Less;
- Communicate, Communicate, Communicate; and
- Make Development a Priority.

Over time, the Leadership Model has become the cornerstone of how we run the company, and it describes what is expected of BNSF leaders. But you don’t have to be a supervisor or a manager to understand the importance of the Leadership Model. Each of us is accountable for determining how we will approach our work, develop and grow in our roles, and support each other.

“Leadership applies to everybody. It was important to establish the Leadership Model, given the complexity of our work environment and the tremendous variety of functions we perform that are all inter-related. To be able to do that well, everybody needs to be able to lead, not in a hierarchical fashion, but instead in the way they approach things, in the way they handle themselves, and in the way they will adapt to situations.”

Carl Ice, President and Chief Operating Officer
Shippers have long relied on BNSF’s extensive intermodal network to keep supply chains in motion. Those shippers – suppliers, wholesalers and retailers – traditionally have used BNSF’s intermodal service to keep shelves stocked and inventories at optimum levels at a lower cost than over-the-road trucking.

But low cost isn’t the only factor for shippers when it comes to their transportation decisions. They have other needs that intermodal can meet – and BNSF Consumer Products Marketing teams are working to make sure shippers are aware of the whole suite of solutions available to them. Recognizing this opportunity, BNSF has introduced a new approach to intermodal, one that could lead to new growth opportunities – and without having to run a new type of train, lane or service.

This new, strategic approach is about opening shippers to the possibilities of intermodal that they haven’t considered or need to reconsider to take them to the “next generation.” BNSF Next Generation Intermodal is a new mindset or way of helping shippers take advantage of the different rail speeds and multimodal rail options available in the same lane. The approach requires forward-thinking, collaboration and a suite of solutions that are tailored to the shippers’ unique and specific requirements.

Most shippers recognize that intermodal should be part of their overall supply chain strategy, especially given some of the current issues facing the trucking industry (including higher diesel prices, driver shortages and regulatory changes). But shippers are not always sure how to initiate the process. By educating both new and current shippers
about the options of intermodal, BNSF is setting the stage for continued growth over the long term. And the growth potential is significant; BNSF currently estimates that customers use intermodal for only about one-quarter of their total transportation needs, typically only on their inbound moves, those from source to distribution center (DC).

“We have a unique opportunity, and the opportunity is huge,” says Steve Branscum, BNSF’s group vice president, Consumer Products Marketing. “Next Generation Intermodal represents an approach we believe will help us capitalize on that opportunity.”

How sizable is the opportunity? Currently, up to 11 million units of freight traveling over-the-road would fit BNSF’s western intermodal network.

But getting shippers to convert from truck to intermodal isn’t easy. It first requires a conversion of perception. Among shippers’ top misperceptions is that intermodal service can’t match the speed and reliability of over-the-road transport. Another is that intermodal is limited only to long-haul and inbound moves.

The key to changing perception involves more collaboration among BNSF, shippers and carriers – and some rethinking on BNSF’s part on how it markets intermodal. That’s where BNSF Next Generation Intermodal fits in.

A NeW GeNerATIoN

Under the rail industry’s original model – now described as Generation 1 Intermodal (Gen 1) – shippers’ perceptions of their intermodal options were more simplistic than they are today. Collaboration among railroads, shippers and motor carriers wasn’t as strong as it needed to be, leading to a general misunderstanding of how best to use the intermodal networks.

Under this model, while the shipper – beneficial owners or retailers – saved on shipping compared with over-the-road prices, delivery times were slower and shippers missed out on opportunities to optimize their use of various intermodal options. Shippers who wanted faster delivery relied on over-the-road service by trucking companies that offered faster transit times. As best shippers knew, those were the options – and they paid the price accordingly. Intermodal wasn’t even considered an option for time-sensitive freight or moves between DCs or from DC to store.

For example, under Gen 1, a shipper looking for the low-cost advantages of intermodal between Los Angeles and Charlotte, N.C., often settled for seven-day, all-rail transit, not knowing there were better multimodal options. This standard option featured interline service consisting of 3,377 rail miles and a short dray to the final destination.

Today, thanks to the Next Generation Intermodal approach, BNSF is changing the old perceptions. Next Generation prompts information sharing and a better understanding by

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**OPTION A** All Rail to Charlotte, Interchange through Memphis

**OPTION B** Rail to Atlanta, Truck to Charlotte

**OPTION C** Expedited Rail to Atlanta, Truck to Charlotte

BNSF Next Generation Intermodal offers shippers flexibility, depending on their transit needs and how much they want to save. For example, shippers have multiple options to reach Charlotte, N.C., from Southern California. Option A offers the most savings on an all-rail (BNSF and CSX) route that takes seven days. Option B takes five days, with BNSF rail to Atlanta and truck to Charlotte. Option C offers expedited rail service to Atlanta, then truck to Charlotte for a four-day transit.
motor carriers and shippers on the variety of intermodal services available.

“Next Generation Intermodal is a new way of thinking about intermodal. It’s about frequent communication between the shipper, our channel partners [the motor carriers] and BNSF to deliver the best solution to meet the customer’s priorities around speed, cost and frequency,” says Katie Farmer, vice president, Domestic Intermodal, Consumer Products.

Again considering that same LA-to Charlotte move, depending upon the shipper’s specific requirements, a variety of solutions are available, including:

- a seven-day all-rail intermodal service that offers the greatest savings opportunity;
- a standard service that includes rail to Atlanta and a 353-mile dray to Charlotte, an option shaving roughly 36 hours off the seven-day all-rail service but with less savings; and
- an expedited rail intermodal service via Atlanta, thanks to haulage rights, that gets the freight to Charlotte in four days; the savings on this option aren’t as great, but the rates are still better than over-the-road prices and the shipper gets the same four- to five-day transit time.

Continued on page 12

Beginning Nov. 25, UPS Peak Season arrived, and BNSF employees are once again being called on to achieve a “Perfect Peak,” meaning all on-time delivery and damage-free service for the world’s largest package delivery company. UPS depends on BNSF to deliver millions of packages without fail during Peak, which runs through Dec. 23. In six of the past nine years, including last year, BNSF has risen to the challenge and achieved a “Perfect Peak.”

During 2010’s Peak, 27,222 UPS trailer and container loads and an estimated 41 million packages moved without a glitch, despite harsh weather and other service interruptions that challenged tactical operations.

“We had all kinds of things that tried to jeopardize that Perfect Peak,” recalls Katie Farmer, vice president, Domestic Intermodal, Consumer Products. “I was proud of the focus, creativity and execution by the BNSF and UPS teams.”

Once again, the bar is set high, and employees are being called upon to offer the same focus and ingenuity that enabled BNSF to successfully negotiate record flooding during the summer.

“It’s been a really challenging year, but UPS expects a Perfect Peak and I have every confidence that we’ll deliver as we always do,” Farmer adds. “UPS has converted a large portion of its fleet to containers, which is a very innovative move in the parcel world.”

As always, BNSF leadership will recognize employees for any “good saves” that demonstrate resourcefulness, teamwork and quick actions to ensure that trains keep moving and packages are delivered on time. Employees can submit good save nominations to goodsave@bnsf.com.
“We want shippers to know they don’t have to be on their own to figure out their transportation plan. Supply chain managers are worried about lowering their transportation costs while ensuring they’re keeping their inventories at the just-right level, without ‘stocking out.’ Next Generation can help, ensuring they’re not putting all their eggs in one basket, so to speak, matching the right truck and rail service combination within BNSF’s expedited and premium service offerings,” says Richard Miller, BNSF’s general director, Intermodal Solutions.

“A combination of different speeds and multimodal capabilities with our asset-based carriers (JB Hunt, Schneider Trucking and Swift Transportation, for example) really opens the door to several shipping alternatives in the same lane,” says Miller. “Shippers are beginning to recognize that intermodal has changed a great deal and it is much more powerful and valuable now than it used to be.” According to Miller, Next Generation Intermodal features three primary attributes:

1. Flexibility – a broad range of options depending upon a shipper’s needs
2. Reliability – the ability to consistently deliver on stated transit times
3. Visibility – providing shippers with a clear view of their entire supply chain

RAILDECKS A POSSIBLE OPTION

One of the ways BNSF is enhancing flexibility is by testing and offering new domestic intermodal equipment options. Recently BNSF partnered with Canada-based Raildecks Intermodal to test a new stackable container that can handle flatbed loads, such as steel beams, pipe or coil. Designed to be lifted and lowered into well cars, the containers enable BNSF to reach small or large merchandise lots that traditionally were a better fit for long-haul flatbed trucks.

“It’s a very specialized piece of equipment,” says Gregg Zody, BNSF’s director of Domestic Intermodal. “The key is that it fits into our stack train network – our largest and most efficient service within BNSF’s domestic intermodal business unit. The deck is designed to ride on top or bottom but we prefer that it be on the bottom when possible.”

Raildecks are a flat container with large, collapsible arms for lifting. With 40-foot-wide top pick marks like common box containers, the containers can be efficiently moved just like the existing lifts at BNSF intermodal facilities today.

With chain tie-down points and sliding winches that use 4-inch web straps, loads can be secured tightly for cross-country hauls with no onboard adjustment. To ensure safety, BNSF developed a stringent double-check inspection system to make sure that open-top loads are secure over long distances.

BNSF began a pilot program in June 2010 with 15 prototype containers. More than 250 test shipments have safely transported pipe and steel from various shippers in the Midwest to West Coast destinations. Several loads have moved in and out of Houston. Already, the technology has enabled BNSF to recapture some tubing business originating on the West Coast that had been lost from our carload network to a motor carrier due to the shipper’s lot sizes shrinking during the recession.

“We’ve finished the pilot and have a safe, efficient design that offers shippers another option in the marketplace. We’ll continue to monitor the performance and potential of this innovative technology,” Zody adds.

MAKING THE MIGRATION

Meanwhile, the Next Generation Model is offering a variety of intermodal solutions and appeals to shippers that have traditionally used intermodal as well as those that haven’t – or used it sparingly.
Through BNSF’s data-based Intermodal Advisor, which analyzes a shipper’s existing volumes, loads that make sense to ship intermodal are easily identified, lane by lane.

“It’s really about the retailers thinking differently about their portfolio, and looking at how they can use intermodal in a different way,” says Farmer. “In the past, rail offered a solution for just the long-haul, slower portion of the move. Next Generation is about looking at the rest of a customer’s supply chain and understanding where truck and rail can work in concert to deliver a better service for the customer, for example, using a truck/rail option for time-sensitive freight for a promotional sale or moves from their DC to store.”

Major retailers like Michaels, Petco and The Container Store are also looking at domestic intermodal in a new way and clearly see the value of Next Generation Intermodal. For example, Michaels Stores Inc., which used to ship mostly by truck, started a slow migration to intermodal five years ago. Since then, the company has grown its intermodal moves from 250,000 miles per year to more than 7 million in 2010. The chain recently honored BNSF with its “Domestic Carrier of the Year” award.

“We have changed our perception that rail could not do as well as trucks in on-time delivery,” says Tim Nelson, director, Domestic Transportation for Michaels. “BNSF has set the standard. They are a solutions provider, continually looking at our operation and showing us where the opportunities are in intermodal.”

BUILDING A BETTER NETWORK

Key to Next Generation Intermodal’s success is reliability and capacity. BNSF has committed to ongoing investments in infrastructure, including the recently completed double-tracking through Abo Canyon in New Mexico and current construction of the Kansas City Intermodal Facility (KCIMF), a 443-acre logistics park that is scheduled to open in fourth quarter 2013.

According to Gregg Zody, director, Domestic Intermodal, “Abo Canyon was a huge bottleneck; just having the five extra miles of second track through the canyon increases our capacity and velocity on the entire Transcon. We saw the same type of efficiency gain when we laid a third track through Cajon Pass, the BNSF route into Southern California lying between the San Bernardino and San Gabriel Mountain ranges. We’ve continued, even through the recession, to build and add to our network. We have not stopped the investment.”

When trucking companies use intermodal, they can handle the same volume of freight and deploy less capital on equipment. Additionally, they can better manage the demands of a new generation of truckers who favor shorter trips and fewer overnight runs. Intermodal also enables shippers to expand the options they have to meet their requirements, and that, Farmer says, creates value that enables everyone in the supply chain to achieve their goals – even as those goals change over time.

“In addition to growth for BNSF, we’re playing a part in improving highway congestion and reducing emissions. That’s why we think it’s a sustainable value proposition going forward.”

Katie Farmer, Vice President, Domestic Intermodal, Consumer Products

For more information on BNSF Next Generation Intermodal, visit www.bnsf.com/NextGeneration.
“We focus heavily on safety at BNSF,” she says. “Every meeting starts with a safety briefing, no exceptions.”

The track maintenance openings received 600 applicants. These 36 have made it through the initial round of online testing and have been invited to continue the interview process. Following the safety briefing, they sit through an orientation covering the reach of BNSF’s system, the ins and outs of Railroad Retirement, and a handful of other topics.

Next up is Roadmaster Darius Mack, who steps in to give a realistic overview of track maintenance. Braving the elements, being on call, working weekends and holidays – Mack makes sure that the applicants understand this is not a desk job, and that not everyone is cut out to be a railroader.

Once the orientation is complete, the applicants take a series of aptitude tests, complete a hair follicle drug test and sit for a panel interview. Six positions are available today. The most qualified candidates will receive a conditional offer of employment in the coming weeks, and the final steps will include a thorough medical exam and background check. It usually takes about 90 days from the time a job is posted to an applicant’s first day of work.

This is the 775th hiring event of the year for BNSF, with a couple of months still to go in 2011; 30,196 applicants were invited by BNSF and about half attended a hiring event. Of these, 5,585 were eventually given conditional offers. Considering that 159,249 applications were submitted over that time, BNSF Human Resources team members have their work cut out for them.

The science of hiring

Hiring does require advance planning as much as possible. Resignations, retirements, promotions and other forms of attrition all contribute to the need to hire people on an annual basis. Typically these factors remain relatively constant, but retirement numbers may slightly increase as roughly 30 percent of the total rail work force will be eligible for retirement over the next five years, as the next round of
baby boomers approach retirement age. But BNSF Human Resources has been preparing for this exact situation.

“We have been at this for a while,” says Dane Freshour, regional director, Human Resources. “We are actively planning. The Mechanical, Engineering and Transportation hiring plan is updated monthly. An entire group is focused on the analytics and the metrics of the railroad. There is a science to determining when and how much we hire. The three elements that play heavily into that science are attrition, business volume and market forecasts from our Service Design and Marketing departments.”

Multiple departments work together to determine how many employees are needed at any given time. Marketing estimates future volumes, Labor Relations works with other Operations leaders to determine the number of train crews needed, and Workforce Planning ascertains attrition, retirement and promotions in order to calculate the number of new hires needed. That information is then passed on to Staffing, which will begin the hiring process. All of this is typically done at least 90 days before a position actually needs to be filled.

More freight, more jobs

Another factor is fueling the considerable hiring effort: demand.

Earlier this year, BNSF leaders noted that the company planned to continue hiring due to increasing freight demand, as volumes rebounded somewhat from where they were during the worst of the recession. Even in an uncertain economy, long-term projections indicate that demand for rail capacity will increase.

The Federal Highway Administration, for example, recently reported that total freight movements across all modes are projected to rise from an estimated 16.9 billion tons in 2010 to 27.1 billion tons in 2040 – a 62-percent increase.

Rail plays an essential role in an efficient supply chain, offering economic and environmental benefits and helping the U.S. to maintain a competitive advantage in the global marketplace. Not only does a strong rail network sustain and create jobs within the industry, it can also have an impact on jobs throughout the nation. According to projections from the Association of American Railroads (AAR), every freight rail job supports another 4.5 jobs somewhere else in the economy.

As an example, BNSF recently announced that its $500 million proposed Southern California International Gateway is anticipated to create up to 22,000 new direct and indirect jobs in the region by 2036.

A good fit

Given BNSF’s reputation as an outstanding employer, the company has no shortage of quality applicants, overall, once a job is posted. Hundreds of applications are received on average for each position.

“I did my research and chose BNSF because I knew it was among the best,” says Troy Little, a conductor in Fort Worth who was recently hired.

“You hear about other railroads, you read about them online, and BNSF just seemed like the best fit for me.”

Last Christmas, Little, who was working as a homebuilder, began considering a career change to railroading. He went to the BNSF careers webpage (see box on page 16), created a profile and applied for a conductor trainee position. He was invited to a January hiring session and was selected as an alternate but never hired. Three months later, he saw that BNSF was hiring again in his area and reapplied. Little was hired and began training on July 4.

“I just still can’t believe I’m here,” says Little, reflecting on the process. “It’s amazing. They took 14 out of nearly 1,000 applicants.” Little admits that railroading is hard work but has its rewards.

The camaraderie is the best part,” he says. “I was surprised. I didn’t know what to expect coming out here as the new guy. But I found out it’s a brotherhood, a family, and they brought me right in.”

There are other rewards as well. The rail industry, overall, provides competitive wages that put rail jobs in the top 10 percent of industries in compensation, according to the AAR. In 2009, the average U.S.

railroad employee earned wages of $81,563 and fringe benefits of $25,522 – for total compensation of $107,085. By contrast, the average wage per full-time employee in the U.S. in 2009 was $51,888 (64 percent of the comparable rail figure) and average total compensation was $64,552 (60 percent of the rail figure).

Little is one of many young professionals starting a career with BNSF; a wave of 20- to 30-year-old recruits will soon make up a large percentage of company employees. This inevitability is not lost on Human Resources.

“The up-and-coming generation, ‘Generation Y,’ will make up the majority of the work force in short order,” says Lara Fritz, director of Staffing. “We realize this, and while BNSF is a longstanding company
steeped in tradition, we offer many of the features Millennials look for in a career: meaningful work, the opportunity to give back to their communities, working in teams, upward mobility and stability.”

**Trading in camo for orange**

Railroading also appeals to another demographic: former military.

The same week of the hiring event in Oklahoma, another is under way at Fort Benning, Ga., where John Wesley, manager of Military Staffing, stands at a table filled with promotional materials for BNSF. Position summaries, a list of benefits, BNSF fact sheets and more are laid out neatly for passersby.

“This is big,” Wesley says, holding up an excerpt from *G.I. Jobs* magazine.

Each year the magazine publishes a special issue ranking the top 100 military-friendly employers. Wesley turns the excerpt on BNSF into a handout to use at military staffing events. “Troops from all branches of the military get a copy of *G.I. Jobs* when they begin the transition to civilian life. BNSF is consistently ranked at or near the top of the list. That ranking carries a lot of weight.”

Wesley attends about 70 military staffing events a year. Job-seekers fill out sign-in sheets as he tells them about the opportunities at BNSF. Later, he’ll enter their information into a database to track hiring success by location. He plans his event calendar a year in advance, and these analytics ensure that he makes the most of BNSF resources.

“I send out our promotional materials throughout the year, and it pays big dividends,” says Wesley. “Oftentimes I get calls from veterans because they got their hands on the materials I sent out.”

Wesley was a drill sergeant in the U.S. Army and it shows. His military cadence is clear as he explains the benefits of working for BNSF to scores of soldiers standing at attention. He urges them to visit BNSF’s careers webpage and create a profile so they can apply for job postings. They are encouraged to apply for positions even if they have no civilian experience.

“The great thing about the railroad,” he explains, “is we train you to do things the railroad way whether you have experience or not. You want to operate trains? We’ll teach you.”

BNSF has hired more than 4,000 U.S. veterans since 2005. Military personnel understand the need for rules and protocols. They are accustomed to working in a 24/7 environment – laboring through holidays and weekends. Most importantly, veterans are safety-conscious. These traits make veterans ideal for a career with the railroad.

BNSF focuses on being a military-friendly employer. The Uniformed Services Employment and Reemployment Rights Act...
(USERRA) protects the rights of military personnel who must leave their job to serve, and BNSF policies and practices go above and beyond the standards set by USERRA.

In addition, BNSF honors veteran employees by sending the appropriate blue or gold star flag of recognition to the family of each employee called for duty. The appropriate flag is also displayed at the employee’s place of work to remind co-workers of their sacrifice. Each Veteran’s Day, Chairman and CEO Matt Rose sends personal letters of appreciation to every veteran employed by BNSF.

Mechanical Foreman Will Chevalier, Springfield, Mo., was a year away from finishing his service in the U.S. Marine Corps when he first heard about BNSF. “I was in a mandatory class that service members take when they’re preparing for the transition to civilian life. BNSF was mentioned as one of the top veteran employers,” says Chevalier, who three years ago knew little about railroads but went online and applied for a job anyway. “I had some other leads going and was actually pretty far along in the interview process for the FBI. But once I interviewed with BNSF, I was blown away. I dropped everything else and just focused on getting the job here. “BNSF is definitely military-friendly. The way the company works and the values it pushes – it’s a very easy transition coming from the military to what we do in our role here. BNSF recognizes that veterans bring a lot to the table, and they recruit accordingly.”

Will Chevalier, Mechanical Foreman

Like Little, Chevalier says it’s the people that make the difference. “You can take my job and find similar applications in other places, but the one thing you can’t find anywhere else is the people. The people I work with on a daily basis make me look forward to going to work.”

In the end, that’s what it’s all about. Powerful locomotives, state-of-the-art facilities, thousands of miles of track – none of it matters without Team BNSF. People are the railroad’s No. 1 asset. BNSF knows that it is only as strong as the people it hires, and is investing at a record rate.

Human Resources representatives visited more than 30 colleges in the fall of 2011 alone to promote BNSF’s Management Trainee and internship programs. BNSF sponsors the Next Generation Leadership Program at Texas Christian University in Fort Worth, aimed at developing undergraduate business students to be the next wave of business leaders.

BNSF is also in partnership with the College of Engineering at Kansas State University to sponsor STEM (science, technology, engineering and math) workshops targeted at high school and middle school students. The workshops provide students with an opportunity to learn first-hand how engineers and scientists contribute to railroads being the most efficient and environmentally friendly form of land transportation.

In addition to working directly with universities, Human Resources is also undertaking new initiatives to better reach younger audiences by working with Technology Services to scale down the application process to a format that’s more familiar to younger applicants.
Focus on Safety

Stay in the clear

Between 2005 and 2010, the U.S. railroad industry reduced by 66 percent human factors-caused train accidents attributed to railcars, engines or on-track equipment fouling adjacent tracks. While this drop appears to indicate improved compliance with federal regulations and railroad operating rules, it may actually mask a troubling trend in the rail industry, according to the Federal Railroad Administration (FRA).

From 2009 to 2010, FRA inspectors noted a 124-percent increase in violations related to on-track equipment, locomotives and railcars left foul of adjacent tracks. While the same increase has not been observed on BNSF property, two recent fatal accidents in the rail industry sadly highlight the seriousness of leaving equipment foul of adjacent tracks. Both fatalities involved non-BNSF railroad employees riding on railcars that collided with cars those employees had left standing in the foul of adjacent tracks.

An FRA Safety Advisory issued in April refocused industry attention on leaving rolling equipment clear of adjacent tracks.

At BNSF, an awareness campaign is emphasizing the importance of employee decisions that ensure proper clearance. Beginning with recently launched Rule Review Briefings, the campaign also includes thematic posters and broadcast-style public service announcements on BNSF-TV.

“We looked at the facts and circumstances in the field and determined that leaving equipment either in the clear or foul of adjacent tracks is a decision, and one that an employee might make several times a day,” says Darl Farris, director, Rules and Field Support. “We developed communications tools to clearly highlight the rules impacting those employees’ decisions, reminding them that they are empowered to make the correct, safe and compliant decisions when leaving or riding railcars, engines or on-track equipment.”

To clear, or not to clear

When leaving equipment, employees must decide if the equipment is clear, or not clear, of adjacent tracks.

“Employees have tools at their disposal to determine whether equipment left standing is in the clear,” says Farris. “This could be a clearance mark physically indicated on the rail, or a technique for determining sufficient clearance from an adjacent track. We want employees to remember to ask themselves, ‘Is equipment in the clear?’ and have the ability to make sure that it is anytime they leave equipment.”

On tracks where the clearance point is indicated or visible – such as the bright orange mark, above – employees should leave equipment beyond the clearance mark.
Violations can also result when employees “eyeball” for adequate clearance or hurry and take a shortcut by leaving equipment foul of adjacent tracks. Because accurately judging distance varies from individual to individual, inconsistencies can arise in the placement of equipment left standing. “The ‘To Clear, or Not to Clear?’ campaign reminds employees to make safe, consistent decisions about leaving equipment clear of adjacent tracks by emphasizing use of the tools at their disposal,” Farris adds.

In Kansas City, Kan., Argentine Yard RCO Operator David DeLeon stresses personal responsibility when accounting for clearance. “You really have to plan ahead when it comes to any movement we make on this job,” DeLeon says. “You don’t want to put yourself or anyone else in any type of danger. You should always know if there’s enough clearance before you leave equipment or make a move.”

**Decide before you ride**

Leaving equipment in the clear is just one aspect of clearance awareness. Safely riding equipment is another important decision for employees.

“When it comes to riding railcars, engines or on-track equipment, employees must make that clearance determination before ever riding the side of the equipment,” Farris explains. “We refer to this choice as ‘Decide Before You Ride.’”

Employees must carefully assess clearance conditions before ever climbing on board to ride equipment, using information based on job safety briefings, characteristics of a certain location or industry, and knowledge of applicable rules. Potential hazards might include structures, close track centers, gates and doors, or even dimensional shipments on adjacent tracks. “Once you’re on board and moving, and you encounter a hazard, it’s often too late to decide if there’s enough clearance,” says Farris.

Clearance issues apply to all crafts, not just TY&E personnel. Engineering employees must consider clearances in multiple dimensions. “When we’re working between tracks, it seems like our clearance issues are always behind us. It’s too easy to get focused on what’s happening in front of you,” explains Derrik Barnes, section foreman at Murray Yard in Kansas City, Mo. “On top of that, maintenance of way employees often need to consider overhead clearances for trucks and cranes, as well as boom extensions. We handle it best through constant communication, briefings and re-briefings.”

Glen Scharnhorst, a machinist in the Mechanical Department at Murray Yard, explains that he never takes clearance for granted when servicing locomotives in yard tracks or on the main line. “Actually, I look at each track individually. I don’t assume that this is going to be OK today,” he says. “Every time I prepare to go down a track, I look at it and I say, ‘OK, is this a safe route for me to take, or should I move over and take a different route where there’s not a train?’ I never assume there’s going to be enough clearance.”
This is a good time of year for making lists: the holiday card list, family gift wish list, travel checklist, and so on.

But one item should be at the top of your list: Get an annual preventive care exam.

Right now might not seem like the best time to make the appointment, but you have good reasons for putting it high on your list. You can take easy steps to maintain health today OR take an increasing risk of serious health issues – often expensive, time-consuming, physically challenging and life-changing – down the line.

BNSF has set a top-of-list priority of making this the year that all employees and dependents get a preventive health exam – or at the very least, schedule the appointment before year end and get to your doctor by early 2012. And the hope is that you’ll make it a habit moving forward. Supervisors are being asked to reasonably accommodate employees who want to schedule time away from work for these exams.

Why the focus on prevention?

“Based on a review of recent BNSF health plan data for salaried employees, a majority of enrolled employees and their spouses are not getting regular preventive exams,” says Riz Chand, vice president and chief human resources officer. “While the scheduled employee health plan is a national industry plan and we don’t have BNSF-only data,
the overall data for the scheduled health plans doesn’t appear to be any better.”

Other data is just as troubling: BNSF men fall below the U.S. average when it comes to getting their annual preventive exams.

“Simply put, what you don’t know can hurt you,” says Chand, citing another worrying BNSF statistic: Through mid-November, more than 175 emergency or urgent medical situations occurred on BNSF property, many requiring an ambulance call; 56 of the cases involved chest pain or heart attacks.

“The simple decision to get a preventive exam can be a lifetime game-changer for your health,” Chand says. A preventive exam typically will include tests for high cholesterol, high blood pressure, heart disease and other conditions that can sneak up on you because they may not have any visible symptoms.

In addition to reviewing your body’s key health indicators, your doctor can help you with a plan of action to keep small or developing issues from turning into bigger health problems.

And if you are the picture of good health, you’ll have peace of mind in knowing from your doctor that everything is OK.

If you are among the many who have not yet gotten a routine annual exam, remember that the exam and many other preventive services are covered by the medical plans at little cost under the scheduled national plans and at no cost under the salaried medical program. 📒

**Note:** Visit BNSF’s Online Wellness Center for an array of programs, health-action tools and information resources. To access it, go to employee.bnsf.com. Click the Employee tab, then the Wellness subtab.

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Editors note: The following is a real BNSF railroader’s story, but the individual’s identity is being kept confidential to protect his personal health information – we’ll call him Bob. He asked to share this story because of the importance of preventive checkups.

The phone call came while Bob was at work, and when he heard the caller’s shaky voice Bob knew immediately that something was wrong.

“It was my older brother, who’d just found out that he had prostate cancer,” recalls Bob. “He was going to need surgery, radiation and chemo.”

While Bob was upset, the news was not a complete shock, given the family’s history. Three grandparents died from cancer, their father died of prostate cancer, and their mother died of breast cancer.

What did come as a surprise to Bob was that his brother had never gotten physical exams, and that it wasn’t until he started having symptoms and pain that he’d finally sought a doctor.

“He – my brother who had been an athlete and knew better – was telling me that I needed to go get a physical and have the prostate exam. I told him that I’d been getting colonoscopies every year since I was in college, including a prostate exam, and that I’d been getting a colonoscopy every year since I turned 50,” recalls Bob. “It’s just always been part of my and my wife’s regimen – and why we think our health overall is better than others who are our age.”

Looking back, Bob realizes that his brother had been repeating a pattern. “In my family, we didn’t talk about how we were feeling, and when it came to health issues, the attitude was if you don’t talk about it then it will go away.”

Bob, however, decided early in his life to break that habit – and took action and started speaking up about this health.

“My son, who is 23, lost all of his grandparents by the time he was 18. He asked me then if I was going to die on him, too. That was all the incentive I needed. Now I want to be around long enough to see him retire,” says Bob.

Today, his brother is cancer-free, though not as vigilant as Bob would like him to be about physicals. Bob, on the other hand, not only gets his annual physical and blood work done like clockwork, he also follows up with his doctor with a list of questions. Bob has conditions to monitor, including high blood pressure, atrial fibrillation (abnormal heart rhythm) and high cholesterol, all of which he manages with medication and by watching his diet and walking regularly.

“I don’t want my wife getting a call telling her, ‘Your husband is in an ambulance on the way to the hospital.’ I’m not going to be the guy who says, ‘It won’t happen to me,’ and then dies a week later from a massive heart attack,” he says.

Today, his conditions controlled, Bob looks forward to his pending retirement. “I wanted to tell my story before I left BNSF because the people I work with are friends. If I can save one person’s life by sharing my story, it’s worth it to open up.” 📒
As of Jan. 1, 2012, new EPA Tier 3 emission standards for diesel locomotives are the law. The federal Environmental Protection Agency is requiring that new units meet these newer, tougher emissions standards.

The Tier 3 standards are part of a comprehensive effort by the EPA to address air quality. Tier 3’s main objective is to reduce the emission of particulate matter from diesel exhaust; the new units reduce particulate matter by 50 percent compared with Tier 2 technology.

BNSF has been testing the Tier 3 units for more than a year. Five “pre-production” Tier 3 ES44DC locomotives were delivered by General Electric to BNSF in the summer of 2010. The technology has been tested in a variety of types of service, extreme weather, altitudes and tunnel operation. An additional 10 Tier 3 ES44C4 locomotives were delivered in 2011.

“General Electric approached BNSF with an invitation to test these prototype locomotives in advance of regular production,” says Tom Lambrecht, general director, Locomotives. “We felt it was good to be involved in the development of new technology. It gives us an opportunity to help validate the design and understand what maintenance and serviceability impacts there may be and assist the builder in identifying any necessary changes prior to production implementation.”

By the end of 2012, BNSF will have more than 200 Tier 3 units in service.

Externally, Lambrecht says, the Tier 3 units look the same as any other current GE locomotive on the system. The differences are under the engine hood.

“The biggest change is to the fuel system, which uses high-pressure common rail fuel system technology, similar to what has been in place on truck and off-road diesel engine applications for several years,” Lambrecht says. “A common rail fuel system maintains a continuous supply of fuel at a high constant pressure, which provides more flexibility in fuel injection control and better atomization, resulting in cleaner, more efficient combustion.”

The new EPA rule also regulates fuel quality, mandating the use of ultra-low sulfur diesel fuel in locomotives. (These requirements are part of a future phase of the EPA rule and are expected to be implemented at the start of 2015.)

BNSF’s new Tier 3 locomotives will not require a dramatic change in maintenance practices compared with current Tier 2 locomotives. Minor changes in maintenance and repair requirements will be communicated by year’s end to shop personnel who will be working on these locomotives.

“From an operator’s standpoint, the transition to the new locomotives will be completely transparent,” Lambrecht adds, “except, of course, they will be cleaner, environmentally friendlier locomotives.”

Tom Lambrecht, General Director, Locomotives
BNSF’s positive train control (PTC) program team continues to make progress defining, designing, testing and constructing portions of the multifaceted PTC technology and infrastructure.

Congress mandated PTC in the Rail Safety Improvement Act of 2008 (RSIA) with an objective to prevent train-to-train collisions, over-speed derailments and incursions into roadway work limits.

“The PTC team continues to work diligently implementing our PTC infrastructure,” says Mark Schulze, vice president, Safety, Training and Operations Support. “Employees from many departments across BNSF make up the PTC program team and are closely aligned in the infrastructure implementation process.”

2011 Highlights

A few of the PTC program team’s significant milestones in 2011 include:

- Signal and Telecommunications construction was initiated on an additional 21 subdivisions in 2011, bringing the total PTC construction starts by the end of 2011 to 33 subdivisions (some subdivisions are multiyear builds);
- Field testing of communications equipment and validation and verification of PTC track data began on the Mendota, Ill., and San Bernardino, Calif., subdivisions;
- Mechanical began PTC-component installation on locomotives;
- Approximately 5,000 miles of BNSF track and critical asset information has been collected by the Geographic Information Systems team using its LiDAR (Light Detection and Ranging) technology to build the onboard navigational databases for the subdivisions.

2012 Objectives

The PTC program team has another substantial year ahead for 2012, with a few highlights:

- Continue Signal and Telecommunications construction on an additional 13 subdivisions;
- Continue testing, in coordination with FRA personnel, on the Mendota and San Bernardino subdivisions;
- Continue outfitting the locomotive fleet;
- Piloting the new PTC system on subdivisions;
- Ongoing development of back-office tools and processes to create additional program efficiencies.

“Given the fluid nature of the program coupled with its sheer size and complexity, I am very impressed with, and proud of, the PTC team’s dedication and efforts,” says Schulze.
Helping others leads to lifelong ties

Sometimes simple acts of kindness can have long and meaningful rewards.

That’s how Patricia Williams and Cristina Tafoya, both general clerks assigned to Graphic Services in Fort Worth, describe their service as Meals on Wheels volunteers.

The two decided several years ago to volunteer with Meals on Wheels as a way to give back to their community. The two long-time friends selected Meals on Wheels because it serves people who may be shut-ins or unable to prepare nutritious meals for themselves. Williams and Tafoya felt they could make a difference.

“When with some of the people, they just took their food and that was it. But some of the people would invite us to come in and visit,” Williams says. “They wouldn’t take ‘no’ for an answer. We tried to limit our stops to 30 minutes, but they just wanted someone to talk to.”

Of the homes the two were assigned, five began to feel like a home away from home as the residents they served began to feel like family.

Even after their work shifts changed and they didn’t have time for their formal volunteer work, the two women stayed in regular contact with five of the households they served. When they were unable to reach one resident after repeated phone calls to his home, they started calling hospitals – and found he was a patient.

“Of course we had to go see him,” Williams says. She recalls that, when it came time to go, the man asked them to please stay. They stayed as long as they could. He died that night.

“It made us feel good to know we were with him that last day,” Tafoya says. “We think he knew he was going to pass, and he didn’t want to be alone.”

They recently attended the funeral of another resident, a woman they had served. Today, of the five households, only one remains, but none are forgotten.

BNSF Phoenix Children’s Train brings smiles

The 12th annual BNSF Phoenix Children’s Train from Phoenix to Wickenburg, Ariz., recently provided a train trip for nearly 400 people, including 214 children, aboard several of BNSF’s vintage passenger cars.

The event gave children associated with several Phoenix-based organizations the opportunity to ride the train. The children – many of whom face challenging circumstances – are served through the following organizations: Arizonians for Children (children in foster care), RISE Children’s Services, Big Brothers and Sisters of Phoenix, Phoenix Burn and Trauma Center, and Phoenix Children’s Hospital.

Volunteers from the Phoenix community were also treated to a ride on the train.

Greg Konecny, superintendent, Operations welcomed the riders with “a heartfelt thank you from all of us on the Phoenix Subdivision for our best children’s train yet. It just keeps getting better.”

Coordinated by Ken Kyer, a locomotive engineer and local BLET chairman, volunteer crews were from UTU Local 1081 and BLET Division 647. Phoenix-area employees helped with setup and cleanup, and personnel from Mechanical and Renzenberger Vans “shadowed” the train to provide help if needed.
Park receives donation for enhancements

Children playing in Sterling’s Columbine Park in Colorado often wave at BNSF trains traveling on tracks directly across Highway 6 headed to Denver, shouting “Choo choo!” as the whistle blows.

These youngsters will have an enhanced playground at Columbine Park soon, thanks to a donation from the BNSF Foundation. The city of Sterling plans to replace the current playground equipment as part of an overall project to modernize the park, and BNSF’s donation will be used to replace the surfacing around the playground from pea gravel to engineered wood fiber.

Co-workers’ generosity gives help, hope

After an unusual string of bad luck, Tacoma, Wash., Crane Operator Aaron Drecksel was grateful for the caring and support of his co-workers.

While driving his wife home after visiting a friend at the hospital, his vehicle collided with a car that failed to stop at a stop sign. The accident sent Drecksel and his wife back to the hospital – this time as patients.

A few weeks after the accident, Drecksel bought a new truck. But the vehicle was soon stolen out of his driveway and stripped clean.

To show their support, the members of RP20 pulled together and collected $600 in cash and donated personal and vacation days to Drecksel.

BNSF lends hand to Seguin Services

For several years, BNSF employees have supported Seguin Services, a not-for-profit agency in the Chicago area that helps people with special needs, offering assistance to integrate and socialize these individuals into communities.

Most recently, BNSF helped in a beautification effort at the Seguin Gardens and Gifts, which offers opportunities for vocational training as well as creating jobs for adults with developmental disabilities.

Led by Scot Bates, director sales, Industrial Products, and Amberly Mann, manager, customer integration, Industrial Products, the project involved members of BNSF’s Customer Integration team, who built compost bins and stained plant benches in the arbor.
High school seniors may submit an online application for college scholarships offered through the BNSF Foundation Scholarship Program starting Jan. 1.

Once again, the foundation will award up to 40 scholarships for the 2012-2013 college year. Here are answers to the most frequently asked questions.

Who is eligible?

The program is available to current high school seniors who are the dependent sons, daughters or stepchildren of full-time BNSF employees or of retired, furloughed, disabled or deceased employees of BNSF or its predecessor companies. Full-time employees must have at least two years of service as of Jan. 1, 2012, and must still be employed by BNSF when winners are selected in May. Retired, furloughed, disabled or deceased employees must have completed the two-year requirement prior to ending their service with BNSF.

When may students begin the application process?

The online application process may be accessed beginning Jan. 1, 2012, by going directly to the International Scholarship and Tuition Services (ISTS) link: https://aim.applyists.net/BNSF

When are submissions due?

Completed applications must be submitted no later than April 2, 2012. The student or applicant is responsible for making sure the application is complete and includes all required documentation. Since the foundation is not able to keep track of students’ progress or the completeness of an application, applicants should follow up with ISTS. ISTS may not contact students who have incomplete submissions as there are many more applications than scholarships available. An accurate and complete submission is part of the competition for the awards.

How many scholarships are available?

Up to 40 scholarships of at least $2,500 each will be awarded to full-time students enrolled in accredited four-year colleges/universities in the United States. Of these, up to 10 scholarships, at $5,000 each, are available through the National Merit Scholarship Corporation (NMSC). If not all 10 NMSC scholarships are awarded, the balance will be converted to ISTS scholarships at $2,500 each. All the scholarships are renewable for three additional years, with satisfactory academic progress. The BNSF Foundation National Merit winners are selected by the NMSC, and neither BNSF nor the foundation has input in the selection of winners.

Who is eligible for National Merit Scholarships?

NMSC works with the high schools throughout most of this process. Students should contact their high school counselor for information about the process.

The NMSC notifies sponsors, such as BNSF, about award acceptances and provides scholarship certificates for presentation to winners. Neither BNSF nor the BNSF Foundation has any input in the selection of winners.

How are winners selected?

For the scholarships handled by ISTS, winners are selected largely on the basis of academic merit with consideration for past academic performance, leadership of and participation in school and community activities and an essay. Guidance counselors routinely supply the required test scores on the high school records accompanying the applications.

As mandated by federal law, neither BNSF nor the BNSF Foundation has any input in the selection of winners. All winners are screened, reviewed and selected by independent parties through ISTS or NMSC.

The foundation is unaware of who has applied until a preliminary list of winners is sent to the foundation for confirmation of eligibility based on the parent’s employment status as described in the “Who is Eligible” question above.

Can more than one scholarship be awarded to an individual?

No. A student cannot win more than one scholarship funded by the BNSF Foundation. Since neither award is guaranteed, it is recommended that the National Merit Finalists apply for the scholarships handled by ISTS. Students who win a National Merit Scholarship are automatically withdrawn from consideration for scholarships handled by ISTS.

How do I get an application?

ISTS no longer accepts or uses paper applications. To apply for a scholarship, go directly to the ISTS website at https://aim.applyists.net/BNSF and follow the instructions. If you are asked to enter an access key, please use BNSF.

What is the contact information for ISTS?

- Mail: BNSF College Scholarship Program c/o ISTS P.O. Box 23737 Nashville, TN 37202-3737
- Fax: 615-320-3151
- Website: https://aim.applyists.net/BNSF
- E-mail: contactus@applyists.com
SAFETY FOR US: Bee safe for me!

BNSF Safety Drawing Contest is under way

Kids, get out your crayons, markers and colored pencils and – don’t forget your creativity! The Labor Relations and Safety departments are again sponsoring a safety drawing contest, with a “Safety for Us” focus and a “Bee safe for me” theme to emphasize the importance of safety at BNSF for family members.

NOTE: New this year, a template must be downloaded for each entry. Please go to http://www.bnsf.com/assets2008/pdfs/b_safe_4_me_landscape.pdf to download and print the template. Each entrant should draw a picture of his/her family on the “Bee safe for me” template.

Deadline for postmarked entries is Jan. 16, 2012!

Guidelines

Age categories

Entries will be judged and prizes awarded for the grand prize winner and for each age category. (Age should be as of Jan. 16, 2012.)

The age categories are as follows:

- 3 and younger
- 4-6
- 7-9
- 10-12
- 13-15
- 16-18

Prizes: $100 gift card for grand prize winner; $50 gift card for category winners.

Rules

1. Open to children and grandchildren of BNSF employees and retirees; relatives in the immediate household of employees and retirees are also eligible.
2. All entrants must be 18 years of age or younger.
3. The artwork must be drawn or painted by hand using crayons or other art tools. No computer-generated artwork will be considered.
4. Each entrant should draw a picture of his/her family on the “Bee safe for me” template.
5. One entry per child on “Bee safe for me” template printed out on an 8-1/2 x11-inch sheet of paper. The entry should include the following information clearly printed on the back:
   - Child’s name, age and home address;
   - BNSF parent or grandparent’s name, plus title and BNSF employee number (for retirees, use most recent title and employee number);
   - Signature of parent, grandparent or guardian;
   - Full work address and 10-digit phone number(s) of BNSF parent/grandparent. E-mail is optional.
   - Employee’s division, if applicable.

Deadline for entry: The deadline for postmarked entries is Jan. 16, 2012.

Please mail entries to:
BNSF Railway
Attn: Rachel Czudak – Safety Department
2600 Lou Menk Drive, OOB-1
Fort Worth, TX 76131

Note: By signing the submitted drawing, the parent, grandparent or guardian agrees that BNSF assumes non-exclusive use of the entry for any use the company deems appropriate.

BNSF holiday e-card now available

Employees can send an animated electronic card to customers, vendors, co-workers, friends, family and others with ease through employee.bnsf.com.

How to access

The e-card can be found by going to employee.bnsf.com, clicking on the Communications tab, then scrolling to the bottom of the page.

Once inside the BNSF holiday e-card channel, simply fill out your recipients’ e-mail addresses and your personal message. You will have the option to copy yourself on the e-mail before pressing Send. You can also preview the e-mail and card your recipients will see.

The channel will be available through December. For help, please contact eBusiness at eBusiness@bnsf.com.

May your joy and well-being grow throughout the holiday season and the new year ahead.

All the best from all of us at BNSF.
For six of the last nine years, BNSF and UPS have teamed up to achieve perfect peak seasons with 100% on-time, damage-free deliveries. This year, UPS Peak Season is Friday, November 25 - Friday, December 23. We look forward to BNSF once again rising to the occasion to deliver another perfect UPS Peak Season.

Submit “Good Saves” nominations to: goodsave@bnsf.com.