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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 workforce, 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.

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

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VP, Corporate Relations
Zak Andersen

General Director, Internal Communications
Kristen Rabe

Consulting Editor
Susan Green

Contributing Writers
Jason Blakeman, Allyson Burton, Susan Green, Jason Kramer, Jason Larmers, Jessa Lewis and Kristen Rabe

Contributing Photographers
Jeff Buehner, Scott Hendrickson, Jessa Lewis, Gary Logan and David Vickers

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ON THE COVER
Photographer Ken Fitzgerald captured a westbound stack train passing through Cajon Pass in Southern California at sunset.
We are demonstrating our resilience this year in the face of many challenges, with a continued focus on operating a safe, efficient network and meeting our customers’ expectations. We can take pride in what we’re accomplishing together in a challenging economic environment.

Let me begin, as always, with safety. We are all deeply saddened by the tragic event on June 28, when two intermodal trains collided near Amarillo, Texas. Three of our colleagues lost their lives in the collision, and another was injured. Our thoughts are with the families, friends and co-workers of these employees. While we continue to make progress in safety, we are never successful when we experience the loss of life or life-altering injuries. Nothing is more important than returning home safely at the end of the workday.

As we’ve discussed before, our volumes are down significantly, more than 8 percent year-over-year through June. That decline includes what appears to be a permanent, structural change in coal markets resulting in a significant drop in volumes. We have experienced down years in the past and have chosen to ride it out. Coal is an example, however, of a long-running trend that is expected to continue, and that is why we have to take action.

Consumer demand is not where we anticipated it to be, and the industrial sector is in recession and has been in decline for nine consecutive months. Global headwinds – low energy prices, a strong dollar and slow China growth – have impacted drilling, mining, utilities, manufacturing and several other industries. This, in turn, has had a negative impact on many of the commodities that move by rail. We have had to make some difficult decisions at BNSF to control costs and improve efficiency, while aggressively pursuing new business where we can and ensuring we get the right value for the service we provide.

While we cannot control the economy or its impact on our business, we are focused on the areas we can control. In safety, we have made improvements, but as we saw with the recent tragic events near Amarillo, we still have more work to do. Service levels continue to perform well, reflecting record capital investments over recent years as well as the dedication and effort of employees across the network. Our railroad has never been in better shape, and operational and technology enhancements are driving further improvements in safety, velocity and fluidity. Thank you for all you’ve done to make that happen.

Given our strong service and efficiency, combined with the changes in the business, the timing was right to realign the divisions and regions. This realignment, effective June 1, makes sense for what we are experiencing in our business today, and it positions us to take advantage of opportunities going forward. You can read more and see a map of our new organization on pages 16-17.

In this challenging environment, other Class I railroads have made significant workforce adjustments, reorganizing teams to eliminate hundreds of jobs in some cases. Although BNSF has made adjustments of its own, we have taken a different approach. With lower volumes, we had to make the tough decision to furlough employees, and more than 3,600 employees remained furloughed across Operations in June. Our intent, however, is to bring these people back to work over time, as volumes allow, and to replace employees who retire or leave the company.

We’ve also restructured certain departments to enhance efficiency and reflect operational changes within our salaried workforce, and a limited number of positions have been eliminated. Some railroads have made across-the-board layoffs and we also expect to have fewer employees at the end of year, but we have taken a different approach. In any year, about 500 salaried employees retire or leave the company, and our plan is to manage down the size of our salaried workforce by not backfilling behind that attrition. Thanks to BNSF’s resilience, our diverse franchise and our competitive business model, we can be measured and thoughtful in our response to economic challenges, weathering those difficulties better than many other companies.

We’ve been through downturns before, and we know how to manage them. I’m proud of all of our employees, who continue to stay focused on working safely, serving our customers and improving efficiency. Thanks to your tough-minded optimism and commitment, we are prepared for whatever comes our way.
Employees of the Year honored for contributions that made a difference

Employees from across the BNSF system came together in Fort Worth this spring to be honored for their outstanding contributions in 2015. The annual Employees of the Year program recognizes employees who demonstrate BNSF’s Vision & Values through their commitment, leadership and focus on working safely and efficiently to meet customer expectations.
“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,” said Carl Ice, president and CEO, as he opened the program. “The individual and team accomplishments celebrated tonight confirm we are on the right path.”

Noting that it is a challenging time for BNSF, Ice added it is during times like these that it is especially important to honor those actions that demonstrate BNSF’s Vision & Values.

“We always come together as a team during difficult periods, and your achievements we celebrate tonight reflect the tough-minded optimism that is part of our identity as BNSF,” he said. “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.”

At this year’s ceremony, 52 employees representing 18 outstanding individual and team achievements were recognized. Forty leaders were named Best of the Best for leading teams that exhibited exceptional safety focus and worked with no reportable injuries in 2015. In addition, four Safety Employees of the Year, representing Mechanical, Engineering, Telecommunications and Intermodal Business Unit Operations, alongside the entire Transportation Safety Coordinator team, were honored. These honorees were recognized for their efforts to improve safety within the industry and their communities.

Congratulations to the 2015 Employees of the Year.

A complete list of the Employees of the Year can be found at [www.bnsf.com/2015eoy](http://www.bnsf.com/2015eoy)

**Development and Implementation of the TPC Project**

This team successfully created and installed a new terminal process control system – or TPC – at Tennessee Yard in Memphis. The system improves the processing and sorting of freight cars at hump yards by integrating design details such as degree of each curve, number of switches and percentage of grade to ensure safe, damage-free handling for each railcar as it is classified. The system also integrates data from each hump location into a central repository. By the end of 2018, TPC will be installed and operating at classification yards across the network. In the future, BNSF will be able to integrate TPC with other systems to enhance end-to-end decision-making across network processes.

**Kevin Bush**, consulting systems developer, Technology Services, Fort Worth
**Michael Lee**, engineer, Signal, Kansas City, Kan.
**Calvin Nguyen**, consulting systems developer, Technology Services, Fort Worth
**Mark Vande Brake**, assistant director, Signal Design, Engineering, Kansas City, Kan.
Assisting a Semi-Truck Driver after a Rockslide

While headed to a work site, Bridge Inspector Jim Kirkpatrick came across large boulders strewn across the roadway. He quickly maneuvered his truck to avoid hitting the debris then walked to the rockslide area to clear the material. About that time, a semi-truck came around the bend, struck the boulders and flipped over. Fortunately, the rig slid to a stop just before crashing through a guard rail. Kirkpatrick didn’t hesitate to assist the truck driver. Using the collapsible inspection ladder he carries in his truck, he climbed up the rig, pried open the cabin door, pulled the driver to safety and called 911. The driver was shaken, but all right.

6,000 Grade-Crossing Closures

For the past 15 years, BNSF has had a grade-crossing closure initiative focused on eliminating road crossings in close coordination with landowners and communities across the network. The crossing closure team includes Field Safety Support personnel, who focus on private crossings, as well as Public Projects employees, who address public crossings. These teams reached an important milestone last November with the closure of the 6,000th grade crossing on our system. BNSF’s grade-crossing closure program, combined with other safety initiatives, has helped reduce grade-crossing collisions on BNSF by 70 percent since 1995 and has helped BNSF achieve one of the lowest highway-railroad grade-crossing collision rates in the rail industry.

Successful Completion of Aurora and St. Croix Subdivisions’ CapEx Projects

For nearly two years, some 200 Engineering employees and contractors worked on the Aurora and St. Croix subdivisions’ capital expenditure projects. Their work focused on the most-constrained segment of single track on BNSF’s Northern Transcon. On the Aurora Sub, 2,500 feet of new track was constructed for a second main line through La Crosse, Wis., including installing Centralized Traffic Control (CTC) with crossover control points. CTC and crossover control points were also installed on the St. Croix Sub in portions of Minnesota and Wisconsin. In total, 264 miles of new CTC, 6 miles of new second main track and 14 double crossover control points were installed.

Left to right, front to back: John Stilley, Brian Gilliam, Jon Bonnar; Bob Heidenburg and Josh Fluck

Left to right, front to back: French Thompson III, Allison Terrell Halvorson, Tim Stipp, Colleen Martinez; Fred Payne, Steve Neubauer and Ron Simpson

Allison Terrell Halvorson, general clerk, Safety and Technical Training, Minneapolis
Colleen Martinez, conductor, Safety and Technical Training, Oklahoma City, Okla.
Steven Neubauer, director, Field Safety Support, Fort Worth
Fred Payne, brakeman, Safety and Technical Training, Richmond, Calif.
Ron Simpson, locomotive engineer, Transportation, Beardstown, Ill.
Tim Stipp, locomotive engineer, Transportation, Monett, Mo.
French Thompson III, director, Public Projects, Engineering, Fort Worth

Jon Bonnar, director, Technology Services, Fort Worth
Josh Fluck, assistant director, Maintenance Production, Fargo, N.D.
Brian Gilliam, terminal manager, Transportation, Kansas City, Kan.
Bob Heidenburg, assistant director, Signal Construction, Kansas City, Kan.
John Stilley, manager, Engineering, Kansas City, Kan.
Successful Mechanical Inspection Waiver Petition

This team successfully petitioned the Federal Railroad Administration (FRA) for an extended-haul Mechanical inspection waiver that increased the distance BNSF’s coal, grain, taconite and intermodal trains can travel before undergoing a required intermediate Mechanical inspection.

To prepare for its petition, this team did its research, and developed new processes and technology to ensure extended-haul inspections were the right thing to do from a safety, velocity and capacity perspective. After months of testing, the team invited FRA Safety Board members to Alliance, Neb., to see how BNSF inspectors perform quality, in-depth inspections. As a result, the FRA approved the waiver, allowing BNSF to perform mechanical inspections every 1,702 miles, instead of the previous 1,500-mile requirement.

Klint Abbott, director, Coal Operations, Service Design, Fort Worth
Hark Braren, director, Reliability Engineering, Mechanical, Fort Worth
Juan Morales, manager, Operations Research, Technology Services, Fort Worth
Jim Nelson, director, Car Maintenance, Mechanical, Fort Worth
Beau Price, director, Locomotive & Air Brake Systems, Mechanical, Fort Worth

Maximizing the Use of WILD

In 2002, BNSF began installing Wheel Impact Load Detectors (WILD), which significantly reduces the potential for incidents related to broken wheels and burned-off bearings as well as reduces wear and tear on equipment. Through 2009, BNSF removed fewer than 200 high-impact wheels per week. A two-phased approach was successfully undertaken to maximize the use of WILD. Today, on average, BNSF has the ability to remove more than 1,000 high-impact wheels per week, significantly decreasing stress on rolling stock and infrastructure and reducing the potential for a serious incident caused by a failed wheel.

Bob Beals, consulting systems developer, Technology Services, Fort Worth
Bradley Dupont, senior systems developer, Technology Services, Fort Worth
Erik Eide, general foreman, Mechanical, Alliance, Neb.
Jacob Sass, manager, Marketing, Business Unit Operations, Fort Worth
Response to the San Bernardino Terrorist Attack

On Dec. 2, 2015, terrorists opened fire at the Inland Regional Center in San Bernardino, Calif., killing 14 and wounding 21. As the news broke, BNSF employees quickly took action to secure the Regional Operations Center, located less than 2,000 feet from the attack. They also secured BNSF intermodal and automotive facilities, just 4 miles away.

Resource Protection officers moved staff to safe locations and locked down facilities. Other employees coordinated strategic crew placement. Timely briefings were provided to dispatchers, while others coordinated alternate routes for employees reporting for duty. Despite the danger, these employees stood ready to protect and defend BNSF people, assets and neighboring businesses.


Lena Kent, regional director, Public Affairs, Corporate Relations, San Bernardino

Jim Tylick, superintendent, Corridor Operations, San Bernardino

Steve Wells, chief special agent, Resource Protection, San Bernardino

Providing Assistance to a Motorcycle Accident Victim

Last April, Fort Worth Switchman David Hine witnessed a serious motorcycle accident. He stopped and responded to aid the injured man, who was bleeding from his head. Hine used his shirt to stop the bleeding, tried to keep the man conscious and stayed with him until emergency personnel arrived. The accident occurred only a year after Hine lost one of his best friends in a motorcycle accident. After re-

turning to his vehicle, Hine used his smartphone to make a video stressing the importance of wearing a helmet and riding safely and defensively. He posted the video to Facebook, hoping to pass along his safety message, which received more than 1 million views.

Ag Waybilling Enhancements

BNSF’s auction bidding process helps distribute and assign covered hoppers to serve agricultural customers. High-bid winners receive a certificate of transportation, which they redeem for cars. While the process works well, there was a gap limiting BNSF’s ability to accurately track and confirm orders against the certificates. Reconciling the two required a lot of manual work. A team implemented electronic enhancements and other changes to automate many of these processes. Now customers are required to include additional information on waybills, creating a traceable link between cars ordered and delivered. Having this information also enhances BNSF’s ability to track and verify the number of cars delivered.

Melissa Hughes, manager, Grain Operations, Service Design, Fort Worth

Nicole Hunter, assistant manager, Marketing, Agricultural Commodities, Fort Worth

Shari Merrill, manager, Grain Operations, Service Design, Fort Worth

Terri Roberts, senior manager, Revenue Management, Controller, Fort Worth
and Chuck DeBolt from Strategic Sourcing, successfully renegotiated BNSF’s wireless services contracts for a 34 percent price reduction from previous agreements. The new contracts annually save $5 million, with provisions that allow for an additional $1.6 million in savings. The team also increased the features and benefits available under the contract.

Notable Save During the 2015 UPS Peak Season

During 2015’s UPS Peak Season, BNSF handled nearly 28,000 UPS containers and trailers and had a perfect Peak. Bakersfield, Calif., Road Foreman of Engines Robert Garnas contributed to that when he made a “good save” on Dec. 22 as winds in the Tehachapi Mountains surpassed 70 mph, with gusts up to 100 mph. The high winds could have stopped trains for hours. Garnas went to a position on the mountain where he could safely monitor the wind using an anemometer. He knew that by monitoring wind speeds there would be windows when trains could safely operate. With his readings, trains were allowed to run when the winds subsided.

Successful Launch of the Sweetwater Logistics Center in Texas

Identifying opportunities to bring in new business is essential to BNSF’s success. One team helped develop such a growth opportunity in central Texas. Design on the BNSF Logistics Center at Sweetwater, Texas, began in 2012, and the 75-acre facility opened two years later. It is
capable of supporting rail, truck and transload services, and accommodates agricultural commodities, sand, pipe and aggregate. The center features an expandable BNSF switch yard and a 5,000-foot track expansion for transload by the adjacent Sweetwater Switching Company. The center created 10 to 15 permanent jobs in Sweetwater and will serve as a hub for economic activity in the region for many years to come.

**Dennis Bell**, market manager, Agricultural Commodities, Fort Worth
**Jonathan Clark**, engineer, Clearance Ratings, Engineering, Fort Worth
**Jeff Estes**, manager, Engineering, Saginaw, Texas
**Mike Ray**, regional manager, Economic Development, Marketing Support, Fort Worth

**Facilitating New Propane Shipments from Canada**

Last year BNSF entered into a contract to ship propane for a customer located at the Northgate Commodity Logistics Hub in Saskatchewan, Canada. Shipping commodities like propane across the border is not usually an issue, but last-minute and unexpected federal and customs requirements challenged BNSF’s service delivery. **LaDonna Grubbs**, manager, Marketing Support, and **Michael Leonard**, senior manager, Field Safety Support, worked quickly and successfully to handle the issues. Leonard focused on a thorough risk assessment to meet additional Canadian rules, and Grubbs relied on her experience and relationships to address the issues. The last-minute obstacles were appropriately addressed quickly, and the propane shipments received the green light.

**Assisting at the Scene of a Pickup Truck Rollover**

While on his way to call on a customer in Aberdeen, S.D., Manager of Sales **Clay Gambill** watched the truck in front of him start to exit the highway, then veer abruptly back, causing it to lose control, flip, and roll three times. Gambill didn’t hesitate to stop and help. He quickly checked the condition of the driver, then inspected the truck for fuel leaks and fire. Asking a bystander to call 911, he moved to help the driver, whose legs were caught in the seat and passenger seatbelt. Gambill encouraged the driver to stay calm while assisting him out of the cab. Emergency medical personnel arrived shortly thereafter.

**Successful Leadership of the AAR Tire Task Force**

Senior Manager **Chad Peterson** questioned a 30-year-old industry rule related to chassis tires, which represent the biggest chassis maintenance expense. Under the rule, Class I railroads were replacing 210,000 tires annually at a cost of $30 million. BNSF’s share was $6 million. Peterson formed and led an Association of American Railroads (AAR) task force that used scientific analysis to prove the old rule required premature tire replacement. A new rule was presented to the AAR and passed unanimously. It is expected that Class Is will replace 70,000 fewer tires each year, saving $11 million. BNSF anticipates 15,000 fewer replacements, resulting in $2 million in annual savings.

**Saving the Life of an Accident Victim**

When Senior Special Agent **Iain Ashley**, Spokane, Wash., came upon an accident, he quickly assessed the scene, requested emergency response and went to assist. A van driver was hanging upside down and unable to release her seatbelt. After ensuring she was coherent, Ashley decided it was safer to wait to move her until help arrived. He soon realized her breathing had become labored as her seatbelt tightened around her neck. He crawled into the vehicle and placed himself into a support position between the driver and the vehicle’s roof, and was then able to release the seatbelt and carefully lower her to safety. Soon after, EMS arrived.
JEFF AHMANN
Engineering Safety Employee of the Year

Every team has its local safety champions – the “quiet” influencers – to whom peers frequently turn for feedback and advice. Jeff Ahmann, section gang foreman, is such a safety champion.

Ahmann, who is a track foreman out of Flagstaff, Ariz., is known for his candor and his ability to be positive and reinforcing when he’s delivering a safety message. That’s one of the reasons he is chosen to deliver safety training to new hires and management trainees on the job.

His section of about 50 miles of double-main track on the Southern Transcon presents many challenges for his section gang, charged with maintaining and keeping track in top condition. The territory is on one of the busiest rail lines in the country and is subject to harsh winters, unpredictable springs and torrential summer rain. The high elevation, around 7,000 feet, adds to the challenge.

To prepare for each day, Ahmann plans how each task will be performed, when safety briefings will be needed and what tools will be required. He goes over each process with his crew step by step so as to not overwhelm them.

His organizational skills also carry over to the way he keeps his company vehicle. Ahmann’s section truck was identified as one of the best maintained and organized on the system, receiving a near-perfect score during an Engineering Hand and Power Tool Safety Team inspection last year. The truck’s tool containers and storage devices put everything in the “just right” position, with heavier items placed at ground level.

“When the job is easier, it’s safer to do the work,” he says. “Plus, if you look like a professional, you will be one.”

His professionalism and demonstrated leadership abilities are also why Ahmann was asked to co-facilitate Approaching Others About Safety training for the Southwest Division’s Engineering team.

“When it comes to safety, I don’t mince words,” he says. “I say it the way I see it, and if I need to get someone’s attention, I will.”

KEVIN BEVILLE
Intermodal Safety Employee of the Year

BNSF’s Memphis, Tenn., Intermodal facility was the first such facility to initiate BAPP® (Behavioral Accident Prevention Process). Now the process has expanded to the Chicago and Seattle intermodal facilities. Kevin Beville, intermodal equipment operator and BAPP® facilitator, has played a key leadership role in making that happen at all three locations.

BAPP® is an employee-driven process focused on eliminating injuries by reducing risk to exposure. Trained employees observe co-workers’ activities against a defined list of behaviors, with a focus on providing positive reinforcement for safe behaviors. Like any new process, it takes time for BAPP® to take hold, and employee ownership is so important.
Memphis was a good place to start. It has long had a strong safety culture, and employees were deeply committed to the path to zero injuries. The process has quickly advanced, and today the facility has 20 trained observers – and was injury-free in 2015.

No matter how big or small a safety concern, Carosella encourages co-workers to bring issues forward to the committee for resolution. Recent examples of issues addressed include improved walking surfaces and increased awareness regarding work gloves.

Carosella and the safety committee worked hard to communicate the fact that barely used gloves were frequently being discarded. They wanted this important piece of personal protective equipment to be readily available for employees, but they also wanted to reduce cost and waste. With a focus on open communication, they talked with the crews about getting longer use out of gloves, and employees followed through – with no need for a policy or procedure change.

A strong proponent of peer-to-peer safety, Carosella takes time to review and rewrite job safety analyses used by Mechanical employees when performing a task or using a new piece of equipment. He was instrumental in providing job safety analysis for a fuel unloader system and then covered the subject with all the facility’s employees.

While BAPP® takes commitment by everyone, Beville has played a crucial role in its success. Having worked as a groundman, hostler driver and crane operator in his five years with BNSF, he has become a natural leader, eager to hear and promote others’ ideas. One of the first things he did in Memphis as the process got underway was to get the BAPP® team – the TITANS (Transitioning Intermodal To A New Safety) – to create and host the safety briefings.

Beville also serves on the Memphis Leadership Advisory Team, a joint management-employee council focused on removing barriers to safe production.

Even with the influence and impact he has, Beville is humble.

“We’re all on the same team and want the same thing: to go home safe,” he says. “My job is simply to remind everybody that we all have something at stake – a spouse, a family, other loved ones. We want everyone to be involved in looking in depth at what, why and how they do the job – and do it safely.”

KYLE CAROSELLA
Mechanical Safety Employee of the Year

Kyle Carosella is a working laborer foreman at the Hauser, Idaho, Mainline Fueling Facility, a unique facility because it’s bi-directional, with any of the three mainline tracks capable of fueling trains in either direction. In the past five years, it has serviced more than 129,000 engines and dispensed more than 300 million gallons of fuel. More impressive is that this busy depot has had no reportable injuries in that time.

A big part of that success can be attributed to Carosella, who has demonstrated his leadership on the local Hauser Safety Committee.

ERIC HENRY
Telecommunications Safety Employee of the Year

Eric Henry, Telecom maintainer foreman based out of Oklahoma City, Okla., and his two-man crew cover portions of Kansas, Oklahoma and Texas. Their job includes climbing towers hundreds of feet above ground. Extreme heights, remote locations and wind are factors they must always consider as they do their job safely.
Prior to joining BNSF in 2011, Henry worked for a small tower company. He climbed towers using only a hook and belt. Soon after starting at BNSF, he was impressed with the strong focus on safety and immediately stepped up to become part of the effort. He has been instrumental in the critical review of existing programs and teaming with leadership to further improve safety processes.

“No other company provides information to its employees like we do, and our programs are top of the line,” says Henry. “I’m proud that BNSF really puts employees first and gives them the empowerment option. Safety is a value at the core of everything we do.”

Even while managing his daily duties, Henry became a certified trainer for tower rescue and fall protection. As a newer employee, he focused on the selection and training process, including qualification climbs for new employees, who must demonstrate that they can safely climb a 100-foot tower and use rigging and rescue equipment. Henry also volunteered to help develop and launch a bucket truck rescue training program, and helped author a quarterly rescue training program focusing on emergency procedures when aloft.

In addition to training, Henry emphasizes frequent job safety briefings. His focus includes driver safety on rural roadways, tool inspections and discussion of potential hazards – on the ground and above. “We can’t make mistakes, because they can be life-altering,” Henry says.

Henry has quickly become known as a valuable mentor for new employees and crews, and he regularly assists neighboring crews with on-the-job tower safety.

“Today, I share my background, as I want others to know my journey in safety,” says Henry.

SAFETY COORDINATORS
Transportation Safety Employee of the Year

Transportation’s Safety Employee of the Year is not one person but a group: the safety coordinator team of 36.

For well over a decade, the team of safety coordinators, jointly chosen by their unions and management, has been 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.

Three employees were selected to represent the team at the 2015 Employees of the Year ceremony:

CENTRAL REGION:
Rick Batten, yardmaster/Yardmaster Central Region Safety Coordinator

A key part of a yardmaster’s job is to communicate – with hostlers, pilots, switch crews, train crews and others working in the yard. Batten takes the responsibility to heart and is credited with identifying an alert system that notifies yardmasters when lightning is within a 5-mile radius, giving crews 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. He also has helped shape a train crew checklist to help reduce and eliminate authority violations.

SOUTH REGION:
John Krueger, engineer/BLET (Brotherhood of Locomotive Engineers and Trainmen) Kansas Division Safety Coordinator

Krueger has served as safety coordinator for the Kansas Division for the past 11 years and also serves as co-chair for the labor caucus, representing the union for the safety coordinators. Krueger strongly believes that training is a key to reducing injuries – from safety marathons to Enhanced Safety Training to Approaching Others. He is also a strong proponent of SIRP (Safety Issue Resolution Process), a tool employees use to report workplace risks and find solutions. Each week he goes through the division’s SIRP logs, providing email updates to about 1,000 people in an effort to keep information flowing.
NORTH REGION:
Brent Michel, conductor/SMART-TD (Sheet Metal Air Rail Transportation—Transportation Division) Montana Division Safety Coordinator

Michel helped take the lead in scripting, developing and producing the Gap is the Map video, a project that is just one indicator of the true passion he has for promoting safety focus and awareness across the Montana Division and the BNSF network. Some of Michel’s early major safety roles were as an Operation Lifesaver trainer, then as a conductor training coordinator and CPR/first-aid trainer. Today, as a safety coordinator, 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 region.

Thanks as well to all the other Safety Coordinators who are making a difference at BNSF:

Jeff Boatman*, locomotive engineer, Fresno, Calif.
Michael Branson, conductor, Winslow, Ariz.
Johnny Butler Jr., locomotive engineer, Phoenix
Roger Cadden, locomotive engineer, Amory, Miss.
Ed Carlson, conductor, Spokane, Wash.
Tessa Collins, conductor, Dilworth, Minn.
Darin Denisar, locomotive engineer, Beardstown, Ill.
Pat Engebrecht, locomotive engineer, La Junta, Colo.
Greg Gordley, conductor, Bellingham, Wash.
Roy Helm, locomotive engineer, Lincoln, Neb.
Kevin Howard, locomotive engineer, Vancouver, Wash.
Jimmy Hymes, locomotive engineer, Beardstown, Ill.
Mark Johnson*, conductor, Galveston, Texas
Chuck Jones, locomotive engineer, Teague, Texas
Rob Kolb, conductor, Aurora, Ill.
Mike LaCrue*, locomotive engineer, Trinidad, Colo.
Brad Merriman, locomotive engineer, Edgemont, S.D.
Don Mitchell, locomotive engineer, Seattle
Mark Morton, locomotive engineer, Fort Worth
Jim Nelson*, locomotive engineer, Galesburg, Ill.
Seth Nielsen, yardmaster, Vancouver, Wash.
Milton Peters, locomotive engineer, Kansas City, Mo.
Gary Proctor, conductor, Los Angeles
Jeremy Shepherd, conductor, Casper, Wyo.
George Smallwood Jr., conductor, Fresno, Calif.
Devon Smoot, locomotive engineer, Thayer, Mo.
Steve Sukut, locomotive engineer, Glasgow, Mont.
Rick Switzer, locomotive engineer, Clovis, N.M.
Paul Sydness, conductor, Houston
Darren Taylor, conductor, Cleburne, Texas
Ed Trujillo, locomotive engineer, Barstow, Calif.
Tim Van Overmeiren, conductor, Superior, Wis.
Steve Waller*, conductor, Sterling, Colo.

* Retired

Central Region safety coordinators, left to right, front to back: Milton Peters, Darin Denisar, Brad Merriman, Rick Batten; Devon Smoot, Roger Cadden, Roy Helm and Pat Engebrecht (Not pictured: Mike LaCrue, Steve Waller, Jimmy Hymes and Jeremy Shepherd)

South Region safety coordinators, left to right, front to back: John Butler Jr., John Krueger, Edward Trujillo, Jack Sweeney (new to role as of 2016), Chuck Jones; George Smallwood Jr., Paul Sydness, Robert Kolb, Mark Morton, Michael Branson and Gary Proctor (Not pictured: Jeff Boatman, Mark Johnson, James Nelson, Rick Switzer and Darren Taylor)

North Region safety coordinators, left to right, front to back: Tim Van Overmeiren, Tessa Collins, Kevin Howard; Gregory Gordley, Donald Mitchell, Steve Sukut, Brent Michel, Ed Carlson and Seth Nielsen
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.
Gregory 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, Ill.
Bryan Antczak, general foreman, Birmingham, Ala.
Sean Bussey, general foreman, Klamath Falls, Ore.
Carlos Canchola, general foreman, Minneapolis
Roman Cisneros, general foreman, Denver
Joseph Hall, shop superintendent, Glendive, Mont.
Matthew Heil, general foreman, Minot, N.D.
Jeffrey Kirby, shop superintendent, Minneapolis
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.
Edward Rhoads, general foreman, Houston
Christopher Romero, general foreman, Gillette, Wyo.

ENGINEERING
Larry Brackett, manager, Signal, Amarillo, Texas
Bill Cruttenden, manager, Signal, Seattle
Ron Dickerson, manager, Signal, Houston
David Douglas, manager, Structures, Fargo, N.D.
Keith Fezekas, manager, Signal, Chicago
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
Randall Planchnon, manager, Structures, Kansas City, Kan.
Paul Robinson, manager, Signal, Fort Worth
Jeffrey Schmidt, manager, Rail Complex, Springfield, Mo.
Mike Schram, division engineer, Vancouver, Wash.
Richard Scott Jr., manager, Signal, Spokane, Wash.
Mark Sprattler, manager, Roadway Equipment, Billings, Mont.
Russell Sweet, manager, Signal, Lincoln, Neb.
Steven Williams, manager, Signal, Minot, N.D.

TELECOMMUNICATIONS
Susan Borsellino, director, Technology Services, Fort Worth
Kevin Kautzman, director, Technology Services, Fort Worth
Victor Wallace, director, Technology Services, Fort Worth

BUSINESS UNIT OPERATIONS
Douglas Gage, senior manager, Hub Operations, Memphis, Tenn.

Front to back: Keith Miller, Matt Bailey, Michael Orlikowski; Joshua Bahruth, Greg Feyerabend and Allen Wolfe

Front: Susan Borsellino; back, left to right: Victor Wallace and Kevin Kautzman
Thanks to capital investments made over the past several years, the railroad is in the best shape it has ever been, and the continued operational and technology improvements are enhancing safety, velocity and fluidity. At the same time, the business environment is changing quickly, including a long-term structural change in the coal business.

Given BNSF’s strong operational efficiency along with the need to adjust to changing business factors, the timing was right for a significant realignment under two regions and 10 divisions.

“This realignment creates a leaner and more agile organization that is poised to seize growth and new business opportunities,” says Dave Freeman, executive vice president, Operations. “Moreover, the business environment has changed considerably – most notably in coal. This new organizational structure better aligns resources with demand for freight services.”

Company leaders note that the realignment positions BNSF effectively to capture future growth and respond to a changing marketplace.

“This realignment is good for customers, it’s good for our workforce and it’s good for our company,” says Carl Ice, president and CEO. “I’m confident it will set BNSF on the best track to successfully meet the freight needs of both current and future customers.”

Under the new Operations organizational structure, each region includes five divisions.

The North Region includes the Montana, Northwest, Twin Cities, Heartland and Powder River divisions. The Nebraska and Springfield divisions have been consolidated into the Heartland Division, headquartered in Lincoln, Neb.

The South Region includes the Red River, California, Chicago, Kansas and Southwest divisions. The former Texas and Gulf divisions have been consolidated into a new Red River Division, headquartered in The Woodlands, Texas.

Service Design and Performance now includes Transportation Support. In addition to scheduling railroad operations to optimize use of the BNSF network, the new Service Design, Performance & Transportation Support Department assumes oversight of Passenger Operations and Contracts & Joint Facilities.

Engineering aligns its organization with the newly configured North and South regions, adjusting General Director of Line Maintenance territories while reassigning responsibilities for capital gangs, system work equipment and Manager Engineering Certification (MEC) training. A new Capital Execution, Safety & Training team was created. Additionally, Engineering Services and Structures are now consolidated into a single team.

The Mechanical Department now has two regions as well, each led by a Chief Mechanical Officer. A third Chief Mechanical Officer will lead systemwide locomotive and car operations. The Mechanical Department will continue to operate under its 10 zones.
North Region:
Rance Randle has been promoted to vice president, North Region. Nate Murray remains the general superintendent, Transportation (GST) for the North Region, reporting directly to Randle. The North Region encompasses the five following divisions:

Heartland: The new Heartland Division is a result of joining the former Nebraska and Springfield divisions. The division is headquartered in Lincoln, Neb. The Heartland Division incorporates the trackage rights north of Little Rock and Pine Bluff, Ark., from the former Gulf Division. The Ottumwa, Sioux City, Ravenna and Hastings subs, previously with the former Nebraska Division, are shifted to other divisions.

Montana: No changes to the Montana Division.

Northwest: No changes to the Northwest Division.

Powder River: The Powder River headquarters moves from Gillette, Wyo., to Denver. The new Powder River Division incorporates the Ravenna and Hastings subs from the former Nebraska Division.

Twin Cities: In the Twin Cities, Chad Sundem takes over as the general manager. The new Twin Cities Division also incorporates the Sioux City Sub from the former Nebraska Division.

South Region:
Rob Reilly has been promoted to vice president, South Region. Greg Lawler remains the GST for the South Region, reporting directly to Reilly. The South Region encompasses the five following divisions:

California: No changes to the California Division.

Chicago: The new Chicago Division brings in the Beardstown and Yates subs from the former Springfield Division and the Ottumwa Sub (including the Creston Terminal) from the former Nebraska Division.

Kansas: The Kansas Division takes the Boise City, Dalhart and Twin Peaks subs from the Powder River Division. The Plainview and Slaton subs went to the new Red River Division.

Red River: The new Red River Division is a result of joining the former Gulf and Texas divisions. The Red River Division is headquartered in The Woodlands, Texas. It also incorporates the Plainview and Slaton subs from the Kansas Division and the Tulsa Terminal and Avard Sub from the former Springfield Division.

Southwest: No changes to the Southwest Division alignment.
Operating a railroad requires many moving parts and people in a wide variety of roles. The vital contributions made by BNSF people in jobs across the railroad are the topic of this Railway series. Whether you’re new to the railroad or a veteran, these “who we are and what we do” stories are designed to bring a greater appreciation of the work and of those doing the work as well as to demonstrate our mutual interdependence.

It’s 11:15 a.m. on a Wednesday in early spring, and train Q SBDCHI6-11 has just arrived at BNSF’s Corwith Intermodal Facility on Chicago’s South Side. Safety briefings and verification of track protection have occurred, and crane operators and ground personnel are in position, working their way sequentially down the track to ready containers for unloading. In concert, a fleet of hostler drivers positions chassis along the track in advance of the crane, then cycles back to retrieve one of the 53-foot containers that has just been unloaded, carefully backing their hostler underneath it to engage the kingpin – the connector. Once the connection is secured, the hostler operator carefully proceeds with the container from the production area to an assigned parking stall within the 388-acre facility.

“BNSF operates the industry’s largest intermodal network, loading and unloading more than 7.5 million containers or trailers a year at the 25 hubs we operate,” says Bob McConaughey, assistant vice president, Intermodal Hub Operations. “And Corwith handled more than 10 percent of those lifts in 2015.”

Corwith is actually a giant rail complex that includes the hub, yard, Chicago Division headquarters and suburban operations for Metra. It has been operating in one capacity or another since 1887, originally as predecessor to Santa Fe Railway’s key Chicago terminal.
Today, the Corwith Hub is one of four BNSF intermodal facilities in the Chicago area and is the one furthest east, serving as a key interchange point with Norfolk Southern, CSX, Canadian railroads, and other shortlines and switching railroads.

Notably, one out of every five U.S. freight units and 37 percent of all intermodal units in the U.S. go through Chicago on the way to their final destinations. Corwith ranks among BNSF’s largest intermodal hubs, with only Los Angeles and nearby Logistics Park Chicago (LPC) handling more units each year.

**WORKING IN THE WINDY CITY**

Each of BNSF’s intermodal hubs has different capabilities depending on traffic volume, facility footprint and services offered – and all are, literally, hubs of activity. Trains are regularly moving in and out of the yard, cranes are rolling toward flat cars to load and unload, hostlers are moving containers, and trucks are in-gating to pick up freight.

“In a hub, as anywhere, there is constant change. You have outside truck drivers coming into the facility, co-workers to watch for and the weather. You have to be alert all the time,” explains Dariusz Jajko, intermodal equipment operator (IEO), who works as a crane operator.

At Corwith, strong winds are an additional factor to take into consideration. That’s because standard, domestic 53-foot containers weigh 10,000 pounds when empty, so high winds can make a big difference when moving them. (Chicago, known as the Windy City, isn’t the windiest spot on the BNSF network. Amarillo, Texas; Wichita, Kan.; Oklahoma City and several others actually rank much higher on that list. But wind still is a factor.)

Explains Ira Williams, “It really raises our level of alertness, because day-to-day changes in the weather have an impact on the way we handle everything. We’re always asking ourselves, ‘What is the weather doing as I’m heading in a certain direction?’”

This situational awareness is especially important given the high volumes. At Corwith, the number of lifts – the containers loaded on and off trains – per year has grown. In 2011, there were 700,000 lifts at the facility; four years later, there were nearly 830,000.
Like Jajko and Williams, most Corwith employees have the same title. IEOs can be ground personnel, hostler drivers or crane operators. Although some IEOs may primarily perform one of these three jobs, all operators are expected to perform the other two jobs as needed. (See sidebar.) Regardless of their function, employees at Corwith, as elsewhere, take safety seriously. That starts the day a new employee steps onsite.

“I’ve had the opportunity to train quite a few new hires here, and it’s been a great joy for me to show them what I’ve learned, see how they receive it — and then, once the employees get released, to watch them grow,” says Williams.

Beyond new-hire training, Corwith, working jointly with neighboring Cicero Intermodal, is one of five BNSF intermodal facilities to have implemented BAPP® (Behavioral Accident Prevention Process), a behavior-based and employee-driven safety process, notes Scott Jenkins, director, Hub & Facility System Safety. “The Corwith-Cicero BAPP® team UPLIFT (United Process Leading Intermodal For Tomorrow) is deepening the commitment to safety by building even stronger trust and relationships, something already well-rooted here,” he says.

Tennecia Mullons, IEO, reinforces that sentiment. “For me the best part about the job is the people I work with — they’re awesome,” she says. “You have people from all walks of life, all levels of education, backgrounds and family orientation. They give you a good reason to come to work.”

Adds Leatrice Taylor, senior manager, Hub Operations, “Every day in hub operations, I have the ability to have a positive effect on either our people or our customers. I think that’s the coolest thing about this job, whether it’s ensuring that we provide service for our customer, mentoring an employee, helping them do their job or answering a question. To me that’s the most rewarding thing.”

**INVESTING IN CHICAGO INTERMODAL**

Besides Corwith, also in the Chicago Intermodal Region — which in 2015 handled nearly 30 percent of all lifts on BNSF — is the Willow Springs Hub, which mostly handles expedited freight moving in trailers and containers. Nearby Cicero handles both domestic and international traffic heading to the Pacific Northwest and St. Paul, Minn., and the Chicago hub to the southwest, Logistics Park Chicago (LPC), currently handles only international freight.

Over the long term, BNSF’s Consumer Products (domestic and international intermodal) business shows strong potential for growth as BNSF works to attract more
business off the highway. To be prepared for the growth, expanded capacity will be needed. That can mean adding more cranes to load and unload, more track to accommodate more trains, more parking to handle more trailers and containers or more people to increase manpower — or any combination of these pieces.

BNSF is currently investing more than $250 million to add capacity at six intermodal facilities, with more than 60 percent of that going to the Chicago-area intermodal operations. At Corwith, additional cranes, production track and parking stalls will be installed. At nearby LPC, additional production and support tracks are planned as part of a new track module featuring wide-span cranes working jointly with stacking cranes.

“We have to expand and make the best use of our current space to accommodate the anticipated growth,” explains John Clement, regional director, Hub & Facility Operations. “With the new cranes and additional production and support track, we will have the needed capacity to keep containers and their goods moving through Chicago and beyond.”

Beyond the activity and the investments, it’s the culture at Corwith that makes it unique, Clement adds. “Being our first intermodal facility in Chicago, Corwith has a rich culture that spans multiple generations and personal stories. The really neat thing today is the diversity of backgrounds we have at Corwith that work together to support making BNSF the safest and most capable facilities in the world.”

The roles of intermodal equipment operators

**During the loading process, trackside ground personnel work closely with crane operators using hand signals. They perform a vital role in placing, locking, unlocking and removing the inter-box connectors (IBCs) needed to secure and safely transport double-stack containers. To accomplish these tasks, ground personnel use catwalks typically 4 feet high to access stack-car platforms. Ground personnel manually lift IBCs, which weigh about the same as a bowling ball, from the platform level and fit them into the four corners of the container. To safely accomplish this physical task repeatedly through a shift, employees in these roles are skilled in proper body mechanics, careful foot placement and recognition of exposures in their intended path of travel. Many employees in these positions say they enjoy how physically active the job is.**

**Hostler operators** drive terminal tractors to safely transport containers and trailers within the facility. These employees need to be adept at watching clearances, backing into parking stalls and parallel parking while maneuvering trailing units that range from 20 feet to 53 feet in length and weigh up to 65,000 pounds. Operators enter real-time inventory updates using an on-board computer that communicates with the Yard Management System. They generally work as a team of 5 to 10 drivers to support safe crane production and also identify the safest and most efficient routes to use within the facility as volumes change by the hour.

**Crane operators** use overhead gantry cranes that span intermodal tracks to load and unload (ramp and de-ramp) containers and trailers. Typically these cranes (or RTGs – rubber tired gantry cranes) are about 40 feet wide and 40 feet tall and capable of lifting 100,000 pounds. Crane operators manage movements in multiple directions, including “gantry” movements parallel to the track; “trolley” movements of the trolley/spreader perpendicular to the track; and “hoist,” the raising and lowering of the spreader. A GPS tool assists the operator with gantry movements, and guide chains assist with approximate trolley placement. Crane operators exhibit exceptional hand-eye coordination during this lifting cycle, precisely placing the crane spreader twist-locks within the containers’ four corner castings. Focused on repeated precision, the crane operator plays an essential role in ensuring damage-free handling.
Today, TSS is an important technology asset for BNSF, with its 40 million lines of programming code and 3,500-plus commands supporting numerous functional areas, including train, crew, yard/industry scheduling, safety reporting, Customer Support, waybill, miscellaneous billing and many more. To get a feel for its size and complexity, consider that TSS executes 4.4 billion times every day – more than the 3.5 billion Google searches conducted worldwide on a daily basis.

“TSS is important, TSS is big – and TSS is aging. Its mainframe back-end runs a combination of technologies found at only a few companies today,” says Christy Thomas, general director, Technology Services Operations. “At the same time, key technical and Operations personnel with TSS expertise are retiring, BNSF’s business environment is constantly changing – and as technology advances, we have been rapidly improving business models as well.”

In response, BNSF is modernizing TSS with the objectives of mitigating the risks of aging technology and skills while streamlining business processes to better position BNSF for the future. The new system is called, simply, TSS 2.0.

“TSS 2.0 will incorporate technological advances to enhance the functionality it provides to help employees do their job while improving the users’ experience,” says Lance French, assistant vice president, Technology Services.

New data capabilities will provide information faster via convenient, widely used technology such as mobile devices and tablets. A smarter TSS 2.0 engine will detect patterns from past experiences to provide more proactive solutions for operations exceptions. For customers, use of technologies like GPS, video analytics and sensor data, paired with customer information, will provide enhanced insight into BNSF’s line, terminal and hub operations.

The current system relies on employees entering a large amount of data to determine train movement plans, work event reporting, asset management, customer shipment information and more. This consumes a lot of time, requiring people to research and document data. With TSS 2.0, BNSF will have the potential for reporting that is real-time and automated through event detection of our assets, thus reducing manual data entry. As a result, supervisors can spend less time on data reporting and more time interacting with work teams and customers. Importantly, customers will have a more complete view of where their assets are and when they can expect service.

“TSS modernization is an opportunity to improve our processes with a smarter, easier-to-use system that will help us do our jobs and be a key enabler to providing excellent service for our customers,” says Jason Blakeman, director, Technology Services.
At BNSF, employee safety, both on and off the job, is paramount. When it comes to well-being, employees are encouraged to take their health just as seriously. One simple way to measure risk for potentially serious health issues is to have your blood pressure checked.

Because the symptoms of high blood pressure, or hypertension, can be detected only in extreme cases, many people who have the condition don’t know it. A study conducted by the *Journal of the American Medical Association* in 2013 found that 1 in 3 U.S. adults have high blood pressure and more than half of these people are unaware of it. If untreated, hypertension can damage arteries and eventually lead to serious health issues such as stroke, kidney damage and heart disease.

In 2011, BNSF’s Wellness team installed several blood pressure units as a pilot program to give employees greater access to blood pressure tests. The team expanded the program after seeing high utilization and receiving positive feedback. Currently there are over 90 units across the system available for employee use.

“The units get tens of thousands of uses each year by employees,” says Will Henry, manager, Wellness, for the Nebraska Division. “While many employees use the units to ensure their readings remain in a normal, healthy range, some have had real eye-openers after getting dangerously high blood pressure measurements.” (See box, left.)

If you haven’t taken a blood pressure test recently, consider doing so. If a unit is not available at work, they are often found in drug stores, retail sites and, of course, doctors’ offices. The test only takes a couple of minutes. To get the most consistent reading, do the following: Sit quietly for 5 minutes first, use the same arm each time, and don’t smoke or use alcohol or caffeine for 30 minutes before taking a reading.

If your blood pressure is consistently 120/80 or higher, consult your doctor. (See sidebar, right.) If your blood pressure was checked and is normal, you should have a test done every two years or as indicated by your doctor.

There are ways to reduce your risk of high blood pressure. Focus on:

- Increasing your physical activity
- Eating a healthy, low-sodium diet
- Maintaining a normal weight
- Avoiding heavy alcohol use

But the most important actions you can take are to stay vigilant, consistently monitor your blood pressure and schedule regular preventive checkups with your doctor.

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**Blood pressure units make a difference**

“We had a gentleman have his blood pressure checked on the machine and his readings were alarmingly dangerous. We might have saved someone’s life by having these at the yard.”

“Thank you for putting the blood pressure monitor at the Eola (Ill.) station. Your team might very well have saved my life, or at least helped keep me from further health problems.”

---

**Systolic vs. diastolic: What do they mean?**

You’ve likely heard a nurse call out your blood pressure after taking measurements, but do you know what those numbers mean?

Your arteries are the vessels for pumping blood and oxygen from your heart. A blood pressure test measures the pressure in your arteries in two ways:

- **Systolic** (the top number) measures the pressure in the arteries when the heart beats.
- **Diastolic** (the bottom number) measures the pressure in the arteries when the heart is at rest (between heartbeats).

A healthy reading is:

- **Systolic** – less than 120 Example: 115
- **Diastolic** – less than 80 75

If your blood pressure is consistently 120/80 or higher, promptly seek medical care.
‘What do you think

Safety Drawing Contest winners named

More than 200 entries from children, grandchildren or other dependents of BNSF employees and retirees were received in this year’s Safety Drawing Contest. The artwork demonstrated the kids’ artistic skills and their commitment to safety. Sponsored by the Safety Department, the theme of the contest was “What do you think about to stay safe?” Each entrant received a $10 gift card to Toys R Us.

GRAND PRIZE WINNER: Nathan Underwood, 12, son of Greg Underwood, general clerk, Springfield, Mo.
The competition was strong, and after much deliberation, one top entry was selected for each of six different age groups. For the first time, employees voted for the grand prize winner from among the six age category winners. That honor goes to Nathan Underwood, 12, son of Greg Underwood, general clerk, Springfield, Mo. Nathan received a $100 gift card. Age category winners each received a $50 gift card.

“It’s obvious from the number of entries that BNSF people are helping their families, especially kids, understand the importance of safety,” says Doug Jones, assistant vice president, Safety and Technical Training. “Notably, one of the winners, Naomi Henry, is the daughter of one of our Safety Employees of the Year, Telecom’s Eric Henry. Our thanks to all employees in carrying the safety message from work into their homes and lives.”

Congratulations to the young artists and thank you to all the entrants.

Ages 3 and younger: Tenley Kocian, 3, daughter of Jamie Kocian, carman, Lincoln, Neb. (Havelock)

Ages 4-5: Hunter Thies, 5, son of Jeffrey Thies, electrical worker, Alliance, Neb.
**Ages 6-8:** Naomi Henry, 8, daughter of Eric Henry, Telecom/signal foreman, Oklahoma City, Okla.

**Ages 9-11:** Milena Thies, 9, daughter of Paul Thies, gang foreman, Maintenance of Equipment, Minneapolis

**Ages 12-14:** Keanna Dawn Stanley, 12, daughter of Travis Stanley, locomotive engineer, Lincoln, Neb.

**Ages 15-17:** Hannah Brown, 15, daughter of Larry Joe Brown, locomotive engineer, Kansas City, Mo.
The BNSF Railway Foundation has awarded scholarships to 47 dependents of BNSF employees in recognition of their outstanding high school academic achievements.

Each high school senior will receive a $2,500 scholarship, renewable annually up to four years.

The foundation established the scholarship program to recognize and reward outstanding academic achievement and to assist a limited number of college-bound children of BNSF employees with some college expenses.

<table>
<thead>
<tr>
<th>STUDENT’S NAME</th>
<th>PARENT’S NAME</th>
<th>PARENT’S TITLE</th>
<th>WORK LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ramsey Bailey</td>
<td>Robert Bailey</td>
<td>Montana Division Supervisor of Welding</td>
<td>Circle, Mont.</td>
</tr>
<tr>
<td>Bryce Barris</td>
<td>William Barris</td>
<td>Engineer</td>
<td>Winstow, Ariz.</td>
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<tr>
<td>Natalie Burnau</td>
<td>Robert Burnau</td>
<td>Mechanical Foreman II</td>
<td>Barstow, Calif.</td>
</tr>
<tr>
<td>Trevor Coen</td>
<td>Troy Coen</td>
<td>Sheet Metal Worker</td>
<td>Blue Springs, Mo.</td>
</tr>
<tr>
<td>Logan Dierking</td>
<td>Brian Dierking</td>
<td>Manager, Customer Support</td>
<td>Fort Worth</td>
</tr>
<tr>
<td>Conor Diggins</td>
<td>Roland Diggins</td>
<td>Roadmaster</td>
<td>Texarkana, Texas</td>
</tr>
<tr>
<td>Karli Farritor</td>
<td>Christopher Farritor</td>
<td>Engineer</td>
<td>Alliance, Neb.</td>
</tr>
<tr>
<td>Claire Foster</td>
<td>Katherine Foster</td>
<td>Claim Representative</td>
<td>Holly Springs, Miss.</td>
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<td>Matthew Frankmore</td>
<td>Steven Frankmore</td>
<td>Conductor</td>
<td>La Junta, Colo.</td>
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<tr>
<td>Michaela French</td>
<td>Patrick French</td>
<td>Roadmaster</td>
<td>Forsyth, Mont.</td>
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<td>Melissa Haertling</td>
<td>Barbara Haertling</td>
<td>Roadmaster</td>
<td>Fort Worth</td>
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<tr>
<td>Lauren Hebert</td>
<td>Francis Hebert</td>
<td>Director, Marketing</td>
<td>Richmond, Texas</td>
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<tr>
<td>Braden Hemminger</td>
<td>Darral Hemminger</td>
<td>Engineer</td>
<td>Clovis, N.M.</td>
</tr>
<tr>
<td>Matilee Hubbard</td>
<td>Chrystal Tonkin</td>
<td>Road Foreman of Engines</td>
<td>Kansas City, Mo.</td>
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<tr>
<td>Ashlyn Hufstedler</td>
<td>Derek Hufstedler</td>
<td>Engineer</td>
<td>Thayer, Mo.</td>
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<tr>
<td>Savannah Jochem</td>
<td>Jeremy Molloy</td>
<td>Machine Operator</td>
<td>Bucklin, Mo.</td>
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<tr>
<td>Taren Jones</td>
<td>Scott Jones</td>
<td>Conductor</td>
<td>Custer, S.D.</td>
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<tr>
<td>Shelby Kuver</td>
<td>Wayne Kuver</td>
<td>Conductor</td>
<td>Watertown, S.D.</td>
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<tr>
<td>Kevin Leahy</td>
<td>David Leahy</td>
<td>Welding Foreman</td>
<td>Lemont, Ill.</td>
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<tr>
<td>Diamond Lee</td>
<td>Charles Lee Jr.</td>
<td>Terminal Manager</td>
<td>Fort Worth</td>
</tr>
<tr>
<td>Jaiden Leighty-Ochoa</td>
<td>Jimmie Ochoa</td>
<td>Chief Dispatcher</td>
<td>Newton, Kan.</td>
</tr>
<tr>
<td>Lincoln Lutruck</td>
<td>Jeff Lutruck</td>
<td>Signal Maintainer</td>
<td>Mount Ayr, Iowa</td>
</tr>
<tr>
<td>Hannah Magathan</td>
<td>John Magathan</td>
<td>Engineer</td>
<td>Meriden, Kan.</td>
</tr>
<tr>
<td>Dillon Martin</td>
<td>Troy Martin</td>
<td>Consulting Systems Developer</td>
<td>La Junta, Colo.</td>
</tr>
<tr>
<td>Jada Martin</td>
<td>Kelli Martin</td>
<td>Engineer</td>
<td>Fort Worth</td>
</tr>
<tr>
<td>Joshua Masur</td>
<td>Steven Masur</td>
<td>Engineer</td>
<td>Sterling, Neb.</td>
</tr>
<tr>
<td>Kaitlyn Mofield</td>
<td>Michael Mofield</td>
<td>Dispatcher</td>
<td>Kaiser, Ark.</td>
</tr>
<tr>
<td>Krista Morgan</td>
<td>Robert Morgan</td>
<td>Carman/Welder</td>
<td>Klamath Falls, Ore.</td>
</tr>
<tr>
<td>Beau Norby</td>
<td>Nathan Norby</td>
<td>Conductor</td>
<td>Benson, Minn.</td>
</tr>
<tr>
<td>Wesley Parnell</td>
<td>Greg Parnell</td>
<td>Engineer</td>
<td>Miller, Mo.</td>
</tr>
<tr>
<td>Nicole Placek</td>
<td>John Placek</td>
<td>Manager, Signals</td>
<td>Alliance, Neb.</td>
</tr>
<tr>
<td>Trenton Pue-Evans</td>
<td>Donald Evans</td>
<td>Mechanical Foreman II</td>
<td>Needles, Calif.</td>
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<td>Heather Pohlemeier</td>
<td>Wayne Pohlemeier</td>
<td>Engineer</td>
<td>Grand Island, Neb.</td>
</tr>
<tr>
<td>Hannah Robbins</td>
<td>Gregg Robbins</td>
<td>Machine Operator</td>
<td>Rogers, Ark.</td>
</tr>
<tr>
<td>Sheridan Sheperd</td>
<td>David Sheperd</td>
<td>Director, Technical Services</td>
<td>Saginaw, Texas</td>
</tr>
<tr>
<td>Avery Taylor</td>
<td>William Taylor</td>
<td>Director, Rail Detection</td>
<td>Thedford, Neb.</td>
</tr>
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<td>Madison Taylor</td>
<td>William Taylor</td>
<td>Welder</td>
<td>Thedford, Neb.</td>
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<td>Shianne Teas</td>
<td>James Teas</td>
<td>Welder</td>
<td>Aitkin, Minn.</td>
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<td>Thomas Tucker</td>
<td>Jason Bartels</td>
<td>Electrician</td>
<td>Sterling, Neb.</td>
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<td>Ashlyn VanGinhoven</td>
<td>Richard VanGinhoven</td>
<td>Section Foreman</td>
<td>Mammoth Springs, Ark.</td>
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<td>Samantha Vermillon</td>
<td>Dave Vermillon</td>
<td>Engineer</td>
<td>Alliance, Neb.</td>
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<td>Madison Weber</td>
<td>Eric Weber</td>
<td>Yardmaster</td>
<td>Fort Worth</td>
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<tr>
<td>Taylor Weber</td>
<td>James Weber</td>
<td>Director, Safety Reporting &amp; Analysis</td>
<td>Fort Worth</td>
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<tr>
<td>Jace White</td>
<td>Donivan White</td>
<td>Director, Strategic Design</td>
<td>Fort Sumner, N.M.</td>
</tr>
<tr>
<td>Kristin Williams</td>
<td>Lonnie Williams</td>
<td>Inspector</td>
<td>Helendale, Calif.</td>
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<tr>
<td>Mayce Willison</td>
<td>Joshua Willson</td>
<td>General Foreman</td>
<td>Thayer, Mo.</td>
</tr>
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</table>

International Scholarship and Tuition Services (ISTS) manages the scholarship program for the BNSF Railway Foundation, including establishment of criteria and decisions on scholarship recipients. Questions about the selection process and criteria should be directed to ISTS at 855-670-ISTS (4787).

Congratulations to all the scholarship recipients as well as the three children of BNSF employees who were named recipients of 2016-2017 BNSF National Merit Scholarships. The students are:

- **Catherine Best**, daughter of Daniel Best, field manager, Medical, Colorado Springs, Colo.
- **Christopher Kung**, son of Grace Kung, manager, Marketing, Fort Worth
- **David Lund**, son of David Lund, engineer, St. Paul, Minn.

These students receive an annual $5,000 grant renewable for up to four years of undergraduate college education from the BNSF Railway Foundation Scholarship Program.

Information about applying for the program for 2017-18 will be announced later this year in BNSF Today and in Railway.
You’re invited to join the 

BNSF Alumni Association

if you worked at BNSF Railway
or one of its predecessor railroads
or if you are retiring in the next few years.

The BNSF Alumni Association is for retirees and former employees of BNSF or its predecessors, and their spouses, who are interested in keeping in touch with the company. It is also for employees nearing retirement.

In a time of many competing interests and perspectives, it’s important to stay focused on the crucial role of freight rail and transportation infrastructure in general.

The Alumni Association is an opportunity to stay in touch and learn about recent trends and challenges in the rail industry so we can all be informed when our friends, neighbors, community leaders and local news media talk about “the railroad.”

Visit www.bnsfalumni.com to sign up. For more information, email alumni.association@bnsf.com.

Let’s spread the word about freight rail!