Celebrating Success
In 2005, BNSF experienced its most successful year ever, setting historic records for volume, freight revenues, operating income and safety. For the first time, we moved more than 10 million units, making BNSF the largest North American railroad based on units handled. Revenues reached nearly $13 billion in 2005, including the first-ever $1 billion revenue month in March and three $3 billion revenue quarters.

Several months into 2006, BNSF is continuing its growth trend, reporting record freight revenue and volume for the first quarter. In fact, our unit volume for March was about equal to the volumes we experienced during the 2005 Peak Season. Looking ahead, we don’t see volumes slowing down.

Handling these continuously increasing volumes while keeping the network fluid is an outstanding accomplishment and also is testament to the tremendous efforts of every member of Team BNSF. We truly demonstrate BNSF’s rich heritage and building on our success as we shape our promising future.

That’s what this special issue of Railways is all about. The entire Executive Team and I want to congratulate you for making BNSF a leader in the rail and transportation industries. Each of you has demonstrated that everyone has the opportunity to make a difference.

In the following pages, you’ll read about some of the most significant things we’ve accomplished together during 2005 and so far in 2006.

One question that may come to mind is, “How are we going to keep up this pace and sustain this success?” The answer: Stay focused on our strategies and make sure that each of our job’s activities and responsibilities support our annual goals.

Earlier this year, BNSF refined its strategies to address current and future challenges. In fact, many of you already have heard a lot about one of our key strategies for 2006 – improving velocity.

As BNSF has grown and our markets and customers have expanded, we needed to update our strategies to ensure we are positioned for continued growth and success. To help pull the pieces together, BNSF’s Pyramid for Success (right) has been created to show how all the pieces are linked and build upon one another. The Pyramid for Success replaces the Strategic Wheel introduced in 1999; in fact, the Pyramid really is an evolution of the Wheel.

At the base of the Pyramid are our Vision & Values (including our Evidences of Success) and Leadership Model. They make up our foundation; they are enduring principles that guide our behavior; they will not change.

The next level is our Strategies. They are longer-term – typically three years or more. They are broad in scope and won’t change significantly over time, but we will refine them depending on market and economic conditions.

This year, the Annual Plan includes safety, velocity and earnings per share goals, in addition to other financial and operational measures and drivers. We’ve identified five Strategic Focus Areas – Franchise, Service, Return, People and Community – and within each of these areas are multiple strategies. We have several strategies because railroading is a complex business. You can’t define it with one single strategy, one sentence or a catchy slogan. It’s just not that simple.

Initiatives make up the third level of the Pyramid. They represent steps to achieving our strategies. They are more targeted and generally one to three years in duration. Many of our Initiatives are cross-departmental and support more than one Strategic Focus Area.

Next are Personal Objectives, which are each of our ongoing work activities and responsibilities. Each of us personally contributes to BNSF’s success to achieve the Annual Plan, so it’s important for you to know the connection between your job, our Strategies and Initiatives and our Annual Plan.

Finally, at the top is the Annual Plan – the goals we are striving to achieve every year. While much of what we do is multi-year, the Annual Plan sets yearly milestones to help us stay on track to reach our vision.

This year, the Annual Plan includes safety, velocity and earnings per share goals, in addition to other financial and operational measures and drivers. Within your own work groups and departments, you have other measures that support the Annual Plan goals.

It’s important that we all understand our Strategies and work together toward the same goals, which will provide us a better framework to make important short- and long-term decisions. Plus, it will help increase performance, productivity and, ultimately, employee satisfaction.

Success in these areas will help drive long-term job security for all employees, as well as enhance our ability for employees to share in the success of our company.

Throughout the issue, you will see how your accomplishments support our five Strategic Focus Areas: Franchise, Service, Return, People and Community. Within each section, each Focus Area and the Strategies that support it will be discussed further.

In closing, I want to express my thanks and appreciation again for how Team BNSF persevered and thrived the past year through many company, personal and national challenges. Now let’s review what we’ve accomplished together.

Sincerely,

Matt Rose
BNSF Chairman, President and CEO
BNSF opens an office in China

In April 2006, BNSF announced that it will become the first modern U.S. railroad to open an office in China. The announcement was made at BNSF’s first-ever International Supply Chain Summit in Shanghai.

The BNSF Shanghai office opening – slated for the second quarter of 2006 – represents BNSF’s long-term commitment to the growing trade between the United States and Asia and will help position BNSF as a leading logistics solutions provider in North America, facilitating growth between Asia and BNSF Railway.

Helping to lead the effort and office is Michelle Liu, director, International Services. The International Supply Chain Summit hosted in April 2006 attracted more than 300 attendees including customers, government officials and media across Asia. It exemplifies BNSF’s long-term growth vision in establishing strong trade relationships between Asia and the United States.

Logistics Park-Chicago Expanded

BNSF began a major expansion of Logistics Park-Chicago (LPC) in the spring of 2006.

The LPC expansion included completing a 20-acre wheeled parking area, a 30-acre public container yard and a fourth 8,000-foot track. In addition, five 5,500-foot support tracks, 90 car spots, 10 checkpoint lanes, six more cranes for lift capacity and two cranes for groundstacking will be added.

Logistics Center-Fontana is up and running, serving customers in Southern California.

Logistics Center-Fontana Offers More Service Options

In May 2005, BNSF broke ground on Logistics Center-Fontana, about 13 miles west of San Bernardino, Calif. The center, which opened in May 2006, is a 38-acre transload operation for all types of goods, including lumber and steel, and commodities that require warehousing, such as consumer goods and bulk commodities.

Located near other existing rail-served facilities and on a dedicated spur with direct access to BNSF’s main rail line, the new service will enable BNSF to improve the gathering and distribution process within its carload network, provide more consistent service, and allow its customers to quickly react to changing market demands.

Franchise

The Franchise Strategic Focus Area represents building for our future by growing services and relationships. How do we do this?

One strategy is to balance our resources to promote growth and support stable products and services. Resources, including people, time and money, are limited, so we need to be smart in how we invest in growth opportunities, yet still support our stable business. For example, international intermodal is a significant growth opportunity. But other areas of the business are profitable and need to be nurtured, too.

What we were 10 years ago is not what we are today. So we have to adjust to a changing and growing market by improving existing services as well as developing new ways to meet customer needs, such as BNSF Logistics, Fuel by Rail and the Ag Shuttle Network.

The third key strategy is entering into relationships, partnerships, alliances and mergers that improve our company by enabling us to more quickly enter new markets and geographies. For example, our new agreement with Canadian National and our shortline partnerships help us reach new customers and better serve existing ones.

Iowa Agriculture Interline Marketing Agreement with CN

Network Development, working with Agricultural Products, Contracts and Joint Facilities and Locomotive Utilization, negotiated a 20-year marketing access agreement in December 2005 with Canadian National (CN) that allows grain and grain products produced along CN’s lines in Iowa to be handled by BNSF to destination markets along BNSF’s lines.

CN and BNSF Adopt Measures to Improve Joint Rail Flows

January 2006 marked an agreement between CN and BNSF to improve rail network fluidity and infrastructure capacity, principally in Vancouver, B.C., and Chicago and between Memphis, Tenn., and southern Illinois.

The agreement includes track and rail infrastructure exchanges between the railroads and CN’s grant of trackage, haulage and other access rights to BNSF.
The Service Strategic Focus Area represents our capability to serve our customers and increase capacity through improved velocity.

First and foremost, we must meet customer expectations, because without customers, we don't have a business. This includes being reliable, delivering damage-free, being easy to do business with, providing error-free billing, and having the right equipment available when it's needed.

Velocity is a key piece of service – if we can maximize velocity, we can increase capacity to handle growing volumes and improve customer service. Primarily, the focus is ensuring we optimize equipment use, especially improving cycle times and increasing car and locomotive miles per day.

This isn't just an operations issue. No matter your job, velocity is all about efficiency and resource utilization.
The Return Focus Strategic Area represents how well we run the company, whether it’s financial and asset management, service or public policy. There are several ways we ensure we make the most of our return.

First, we must maximize our franchise by investing at the right time in the right asset to keep our core network strong and build additional capacity. Just consider the huge capital investments we’ve made in double track, facilities and locomotives since merger. In fact, our annual investment in the business is about five times that of other industries, such as manufacturing.

It’s also critical that we achieve a sustainable return on invested capital – or ROIC – by business unit that exceeds the cost of capital. To justify investment, any business must earn a return greater than other alternatives.

We also want to lead the industry in efficiency through a combination of cost control, efficient use of assets and resources and volume growth.

Velocity is important to return as well as service. Why? With the most efficient use of our resources, we can maximize velocity and be able to handle business without having to make unnecessary investments.

The last strategy for return is to take a leadership role in promoting sound regulatory and public policy. Shaping industry regulations and public policies has definite business advantages and helps BNSF stay competitive. For example, the enactment of the 60-30 retirement legislation and repeal of the diesel fuel tax dramatically affected our bottom line, our ability to compete and our employees’ well-being.

Investing to Maximize the Franchise

BNSF’s ongoing maintenance program and capacity expansion projects are laying the foundation to keep our core network strong and improve velocity so BNSF can handle the increasing volumes we’ve been experiencing. BNSF added 91 miles of new main track in 2005, and another 85 will be added in 2006, thanks to the efforts of BNSF Maintenance of Way crews. Much of this activity is either on BNSF’s Southern Transcon or the Coal Route.

Double and Triple Track on the Transcon

Last year on the Transcon, BNSF reached a milestone when the 100-mile portion of double-tracking between Waynoka, Okla., and Coden, Texas, was completed. The project took 30 months, with the final 29 miles put in service in July. Another 34 miles of double track also was placed in service between Milan and Attica, Kan., on the Panhandle Sub last year. (This section marks the beginning of the next 100 miles of double-track construction on the Panhandle Sub and far west end of the Emporia Sub.)

Elsewhere on BNSF’s Transcon last year, Amarillo, Texas, received five more miles of triple track, as did the line between Verdenmont and Keenbrook, Calif. Grade work for three miles of triple-track between Barstow and Daggett, Calif., was completed, and this track was placed in service earlier this year.

In 2006, 32 miles of double track will be added on the Southern Transcon on the Panhandle Sub between Attica and Hazelton, Kan., and on the Emporia Subdivision between Mulvane and Cicero, Kan. The five-mile-long Abo Canyon double-track project on the Clovis Subdivision will start, and the final six miles of triple-track will be built between Barstow and Daggett.

Coal Route Expansion

On the Coal Route, the 14-mile triple-track work was completed in 2005 between Shawnee Junction and Walker, Wy., on the Orin Subdivision, while track and fueling-capacity work continued at the Lincoln, Neb., Hobson Yard. Double-tracking was started on both the Creston and St. Joseph subdivisions. The Edgemont, S.D., Yard was expanded, and tracks were extended in Alliance, Neb., to handle longer coal trains.

On the Thayer Subdivision last year, three expansion projects were completed to accommodate more coal trains. These included extending a siding, adding a new siding, and constructing four miles of double track.

In 2006, BNSF will add 18 miles of triple track on the Orin Subdivision near Reno, Wy., and 14 miles of double track will be added on the Valley and Angora subdivisions. Ten miles of grading work will be performed on the Sand Hills Subdivision, plus an additional seven miles on the Angora and 6.4 miles on the Creston subdivisions. Expansion will continue at the Lincoln Yard.

Work on the Joint Line Helps Keep Coal Trains Moving

Despite torrential rains in April 2005 and heavy snow in May 2005, major track maintenance and improvement projects enhancing the Joint Line were completed in November, thanks to the tremendous efforts of BNSF Maintenance of Way crews. The Joint Line is a stretch of track in Wyoming over which BNSF and the Union Pacific collectively serve 10 major coal mines.

At Shawnee Junction, Wy., BNSF completed realigning the tracks, replacing and removing turnouts, and upgrading the signal system on Nov. 3. Shawnee Junction is the point where BNSF and Union Pacific lines split at the south end of the Joint Line. The improvement allows both railroads’ trains to move through the junction at 50 mph, double the previous speed limit.

Also in November, BNSF crews finished an intensive 11-day project to reduce the number of rail joints in the area. Crews eliminated 465 rail joints, or about two-thirds of the total on the Joint Line to reduce the likelihood of joint-related rail incidents during the winter months.

SPRB Line Expansion

In May 2006, BNSF and Union Pacific announced plans to begin another significant capacity expansion on the jointly owned rail line serving the Southern Powder River Basin (SPRB) coal fields, the largest open-pit, low-sulfur coal reserves in North America.

Both railroads have agreed on preliminary work to construct more than 40 miles of third and fourth main line tracks, at a cost of about $100 million over the next two years, to meet current and future forecasted demand for Wyoming’s Powder River Basin coal.

Donkey Creek Staging Yard Expanded

A six-track coal staging yard is being constructed at Donkey Creek just east of Gillette, Wy., on the Black Hills Subdivision. This yard is going to provide significant staging capacity to the Campbell Sub as well as provide backup for the north end of the Joint Line. The project, part of BNSF’s 2006 capital expansion, was to have been completed by the third quarter, but, thanks to teamwork, the first four tracks at Donkey Creek were in service by the end of April.

Reliability Turning the “Bad” into the “Good”

With a million-plus price tag apiece, locomotives are some of BNSF’s most-prized assets, and with the additional traffic BNSF is experiencing, they need to be in tip-top shape.

Beginning in 2003, BNSF began testing a concept unique to the industry. Called Reliability Centers, these facilities are designed to turn “bad actors,” or poor-performing locomotives, into reliable players. Bad actors are those that experience mean time between failures (MTBF) of less than 20 to 30 days or have a high defect rate based on the Mechanical Department’s Defects per Locomotive per Day (DLD) measure.

The first Reliability Center was launched at the Argentine facility in Kansas City, Kan. In 2005, three more centers were opened at Alliance, Neb.; Glendale, Mont.; and Northtown (Minneapolis). The centers are located where they are because they’re in the main flow for BNSF-owned locomotives and where there are major shops.

The concept is working well. Combined, the Reliability Centers have cut bad locomotives’ DLD by more than 60 percent, compared to more than doubled – statistics that translate into more locomotives available to handle BNSF’s growing business, thereby maximizing velocity.

Reliability Centers are helping to make more locomotives available for service.

Barstow LMIT Alters the Way Shifts Turn over Work

A new process put in place at the Barstow, Calif., Locomotive Maintenance & Inspection Terminal last year is increasing productivity at the diesel servicing facility (DSF), responsible for fueling, sanding and checking brake shoes, water and oil levels of locomotives.

The six-track staging yard at Donkey Creek will provide additional staging capacity to the Campbell Subdivision.

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The initiative altered the ways the on-duty shift turned over work at the track to the next shift and resulted in improved dwell time, essentially reducing the amount of time a locomotive is serviced so it can resume train operations.

Prior to the change, each DSF shift worked its track, and at the end of the day, turned a fresh batch of locomotives over to the incoming shift. Now work on the track is done up until the time a train leaves the yard, whereas crews used to put the locomotive on until it was ready for the next train. The practice eliminates the approximate 90-minute down time of the past, gaining as many as 10 units per shift. It also streamlines the flow of locomotives from the DSF, relieving congestion on the outbound track. Instead of a flood of units at the end of the shift, they arrive every hour.

This initiative has enabled Barstow to drop its average SFS (sand, fuel and service) dwell time from 4.5 hours per locomotive to 3.8 hours per locomotive. As the facility averages 85 locomotives across the DSF each day, the new practice has improved efficiency and saved about 60 hours of dwell time – or about 2.5 more locomotives available each day.

Maximizing Velocity with Yard Status

Technology is becoming one of the railroad’s most critical assets. One of these assets is Yard Status (YDS), a major velocity initiative in 2006 that will maximize velocity by eliminating the process to manually update information to other spreadsheets, saving time as well as providing for better communication between departments. Much of a terminal’s daily plan spreadsheet is covered by YDS so first-line supervisors won’t have to enter information in multiple spreadsheets, and the terminal plan will be readily accessible to everyone at BNSF. With YDS, there’s no more e-mailing spreadsheets; BNSF people who need information about a terminal can simply look in BNSF’s Transportation Support System to see a terminal’s current plan. YDS also provides data that can be analyzed to improve terminal throughput. For example, if a terminal’s target goal is to perform a task, such as a train inspection – within a set amount of time, and the terminal consistently takes more time to perform the activity, effort can be focused around that activity and resources can be applied to it if necessary, providing another velocity improvement.

The Minneapolis terminal was one of the first to try YDS. Steve Nettleton, terminal superintendent, says the program has made a tremendous impact and has been well received by train crews. “Previously, when train crews came on duty, they’d have to call the yardmaster and the dispatcher to find out where their train was in the yard or call the diesel shop to determine the status of the locomotives. It delayed the time it took for the crews to get on board their trains and kept the supervisors from concentrating on their duties. Now, with YDS, all the crews have to do is look at a screen to extract the information they need,” says Nettleton.

YDS reports are in place for carload and intermodal traffic, and a version for reporting coal under con is available.

TMDS Helps Dispatchers Issue, Monitor and Release Train Movements

Another BNSF technology asset is Train Management Dispatch Systems (TMDS), a suite of software designed to assist dispatchers with issuing, monitoring, releasing, recording and reporting train movements. The Minnesota terminal was the first to try YDS.

Last year, BNSF’s Network Control Systems and Wabtec teams, in collaboration with Technology Services, implemented this new state-of-the-art Centralized Traffic Control (CTC) system. The teams replaced the previous CTC system with Wabtec’s TMDS to enhance BNSF’s switch and signal coordination, dispatching user interface and dispatching functionality, placing BNSF as an industry leader in CTC technology. This resulted in BNSF cutting over TMDS to 102 dispatchers in 2005, leaving two final dispatcher cutovers for 2006.

“TMDS provides BNSF a solid foundation that will allow the integration of all our core operating systems into a common view,” says Rick Lederer, assistant vice president, Network Control Systems.
People

The People Strategic Focus Area represents the human element of our business. First, we must protect our employees by eliminating accidents and injuries. This continues to be our top priority. We’ve made significant progress here through our behavior-based programs, leadership and best practices, but our vision is still to operate free of accidents and injuries. BNSF achieved significant safety improvements in 2005. Our 2005 frequency ratio of 1.32 injuries per 200,000 hours worked was an all-time low for BNSF.

The next People strategy is winning through leadership, because no matter how good our strategies are, we must have great leadership to achieve our plan. Gaining alignment with the front-line workforce is critical since 85 percent of BNSF’s workforce is at the front line. BNSF is taking action for each employee to feel a greater connection to the organization, including creating first-line supervisor councils for the Operations groups, expanding profit-sharing to more scheduled employees, developing a Labor Relations Web site, and more.

We also want to champion programs that make BNSF a great place to work so we can attract, retain and motivate our people, including training, compensation, benefits, diversity and work/life balance.

The last strategy is developing and transitioning the workforce – whether it’s preparing for a retirement bubble, educating new employees, or transferring knowledge from experienced to new workers. The goal is to ensure our workforce is as productive as possible.

Safety Bells Are Ringing for Top 2005 Performers

BNSF’s top safety performers were recognized once again as part of the annual Safety Bell program. Safety Bells are awarded annually for best performance by a Division, a Mechanical work group and an Engineering work group in the following areas: Best Frequency Ratio (injuries per 200,000 man hours), Best Severity Ratio (lost and restricted days per 200,000 man hours) and Most Improved Frequency/Severity Index.

Divisions are also eligible for one additional Bell – the Best Rail Accident Performance Bell – which is determined by rail accident statistics, including ratios for reportable derailments as well as overall cost of damages.

Best Frequency
Division: Montana
Shops: Glendive, Interbay (tie)
Engineering: Signal North

Best Severity
Division: Montana
Shops: Glendive, Interbay, Commerce (tie)
Engineering: Signal North

Most Improved (by frequency/severity index 2005 vs. 2004)
Division: Montana
Shops: Interbay
Engineering: Signal North

Best Rail Accident Performance
Montana Division

Coronado Receives the Harold F. Hammond Award

Robert Coronado, BNSF 2005 Safety Employee of the Year – Operations South, and Maintenance of Way safety assistant in San Bernardino, Calif., received the Harold F. Hammond Award in April 2006. Coronado was instrumental in developing the “Operation: Track Awareness” training video. As importantly, he played a key role in the development and roll-out of the Safety Assistant Beam, which warns individuals when they have crossed into an adjacent live track. He is known for identifying and reporting hazards by conducting audits of work groups. And in addition to making the rails safer for his BNSF teammates, Coronado provides CPR and first aid training for the American Red Cross.

The Harold F. Hammond Award was established in 1986 and is awarded to an individual railroad employee who has demonstrated outstanding safety achievement during the preceding year.

Labor Relations Web Site Features Transportation and Craft News

More than a year ago, the Labor Relations group added a new dimension to their communications efforts: the Labor Relations Web site. The Web site contains “Transportation Craft News” as well as “Support Craft News.” The site contains copies of agreements and policies with a searchable index to help find specific issues. Employees may also go to the site to submit inquiries or questions regarding general labor relations issues. A popular feature is a monthly contest for a variety of prizes. So far the LR Web site has been quite successful, averaging about 14,000 hits per month in the first quarter of 2006, and the numbers continue to grow.

Supporting Our Military Employees

Neither the summer heat nor working for the railroad in Tulsa, Okla., is a match for desert conditions, says Derek Bedwell, a conductor. From 2002 through March 2005, he completed several tours of duty in Iraq. Armstrong, a 19-year U.S. Air Force veteran, has traveled the world participating in missions in countries including Bosnia, Cambodia, Chile, Germany, Haiti, Honduras, Panama, Somalia, Thailand and Vietnam. Back from Iraq, Armstrong remains on call and is sent wherever additional security is needed.

Derek Bedwell, a Chaffe, Mo., conductor, knows how Armstrong feels firsthand, after serving a year in Iraq with the Army National Guard. After returning, he wanted to provide more support for troops and remembered how care packages were received. So he decided to collect barrels of items to send to military personnel from the St. Louis, Mo., area. “These items get put to good use, and it’s nice to see the support from people,” says Terry Pind, electrical foreman and former member of the Army National Guard. “Bedwell knew railroaders could do something to help, so he put up signs detailing needs of everyday items, such as eye drops, Tylenol® and countless other items,” Pind continues. “We had a good response, and gestures like this can help build morale for the soldiers.”

After completing his third tour of duty with the military in Iraq, Derek Miller is glad to be back on third shift as an Argentine LMIT machinist. Miller, who was deployed to Iraq in October 2004 and returned late in 2005, has completed a variety of military tours since 1991 during Desert Storm and Iraq. “I’d be lying if I said I wasn’t scared,” says Miller, who ranks as a sergeant first class and was in charge of 28 soldiers during his most recent tour. “Every mission you’re scared, but I had good training; I knew what I signed up for a long time ago and what I was getting myself into. I’m proud to be able to protect our country.” For this last tour of duty, Miller received the Bronze Star for returning to service after being injured with shrapnel three times.

G.I. Jobs Recognizes BNSF as a Top 25 Military-Friendly Employer

During the fall of 2005, BNSF was recognized for increasing its efforts in military recruiting by G.I. Jobs magazine. BNSF ranked #23 and ranked #2 in the percentage of veterans hired compared with overall hires. G.I. Jobs is a national monthly magazine that assesses military members and veterans in their search for civilian employment.

The “Top 25 Military-Friendly Employer” list, drawn from a sample of Fortune 500 companies, was created based on each company’s criteria, including the strength of military recruiting efforts, the percentage of new hires with prior military service and policies toward National Guard and reserve service. More specific factors include:
Benefits for reservists or military who are called to duty  
• The percentage of human resource workforce dedicated to military recruiting  
• The percentage of military new hires  
• Review of programs that assist in recruiting, training and transition  

Customer Thanks BNSF

BNSF’s Core Military Team members were surprised in March 2006 when each of them was presented a Fort Hood (Texas) military coin as part of a recognition ceremony held to honor service members for their contributions. The coin bears the military logistics symbol on one side and the words “Thank you” on the other side. The relationship between Fort Hood and BNSF has been a mutually favorable one. The military has been able to rely consistently on BNSF to move quickly when they send an order to transport equipment and supplies. In turn, BNSF considers Fort Hood an ideal customer in terms of logistics planning and execution. BNSF Core Military Team members include: Beverly Stephens, senior analyst, Customer Support; John Pinard, account manager II, John Keigley, director, Unit Train Operations; and McCabe.

Putting a Customer Before Rita

Beverly Stephens, senior analyst, Customer Support, always said she would go to great lengths for a customer. But before Hurricane Rita hit in September 2005, she didn’t know just how far that would be. During the days while Hurricane Rita approached the Texas Gulf Coast, military personnel at the Port of Beaumont were vigorously working to secure cargo. “I expressed my concern in regard to the personnel of the battalion remaining at the Port of Beaumont,” says Stephens, who is part of BNSF’s Core Military Team. “The public evacuation notices were being issued and there were no vacancies in the Dallas-Fort Worth area, so I readily extended an invitation to Fran Willis, chief distribution officer, to the Dallas-Fort Worth area, so I readily extended an invitation to Fran Willis, chief distribution officer, to

Employee.bnsf.com – New and Improved for Employees

For many of the children aboard the BNSF Railway Special, it’s the first time they’ve ever traveled on a train. The BNSF Special, a tradition to thank employees for their contributions, visited BNSF-served cities in the Pacific Northwest last year. During its three-week excursion, which began in Great Falls and Whitefish, Mont., and concluded in Everett, Wash., the BNSF Special provided rides to more than 6,000 people, including employees and their families, Boys & Girls Clubs participants in five cities, BNSF customers and state and local officials. This was the ninth year for the BNSF Special to operate and the fourth consecutive year of partnering with the Boys and Girls Clubs of America, providing free, round-trip train rides to children while raising funds for local organizations.

Wrote Lt. Col. Whalen in a letter and certificate of appreciation. “Your accomplishments are in the highest tradition of community service and bring great credit upon yourself and BNSF.”

BNSF Teams up to Ship Playing Cards for Soldiers in Iraq

In July 2005 a number of transportation experts, including BNSF’s Load & Ride Solutions Group, Expedited Services and Human Resources, partnered with the U.S. military to help ship playing cards to soldiers stationed in Iraq. “When we learned of the request from the military, we were happy to oblige,” says Julie Griego, senior manager, BNSF Load & Ride Solutions. “That’s what we do as a company.” The military has been a mutually favorable one. The military has been able to rely consistently on BNSF to move quickly when they send an order to transport equipment and supplies. In turn, BNSF considers Fort Hood an ideal customer in terms of logistics planning and execution. BNSF Core Military Team members include: Beverly Stephens, senior analyst, Customer Support; John Pinard, account manager II, John Keigley, director, Unit Train Operations; and McCabe.

Celebrating Diversity

“Diversity and Inclusion: Moving Forward” was the theme of BNSF’s 2005 Diversity Forum held in Fort Worth. The forum was attended by 200 individuals, including employees, representatives from BNSF’s Regional Diversity Councils and Affinity Groups and members of BNSF’s Leadership Team. Employees were encouraged to share ideas and ask questions at the Diversity Forum.

The forum was part of a series of diversity conferences that began in 2000 to bring together employees and the BNSF Leadership Team to share ideas and identity ways for BNSF to enhance its diversity efforts. Last year’s forum focused more on the progress that has been made and on activities and attitudes that will help BNSF continue to move forward in its efforts to foster a more inclusive environment. Employees cited signs that diversity is making BNSF a better place to work, such as:  
• The continuing efforts of the Affinity Groups  
• The commitment of BNSF’s leadership team to the Leadership Model and diversity  
• Formal mentoring and cross-training efforts  
• The development of an atmosphere that allows for freedom and diversity of thought  

Calling for Diverse Suppliers

If you know of a small-disadvantaged, women- or minority-owned company interested in doing business with BNSF, refer them to Billye Tolbert, who manages BNSF’s Diverse Business Enterprise (DBE) process within the Strategic Sourcing and Supply department. In 2005, BNSF spent more than $185 million with certified DBE companies and hopes to increase that figure in 2006. “But to accomplish that, we need Team BNSF to promote awareness of diverse business enterprises as potential suppliers and contractors for a variety of goods and services,” says Tolbert. “We can use all BNSF employees’ help. All referrals are very much appreciated.”

“A lot of times, small-disadvantaged, women- and minority-owned companies don’t know who to contact and what the procedures are for working with large corporations,” says Tolbert. “I’m here to help ease the process for them and to increase BNSF’s expenditures with those companies. We try to provide all suppliers equal access to purchasing opportunities and ensure our supplier base reflects the diversity of our customer base and the communities where we live and work.”

A Rewarding Job

In November 2005, BNSF launched Your Total Rewards, a web site that gives both scheduled and salaried employees a customized look at all the value-added programs available as a BNSF employee. With Your Total Rewards (accessible through Employee Online), employees can see personalized compensation and benefits information and use retirement modeling tools to help plan for the future. It’s accessible from any home or office computer, 24 hours a day.

The new site is organized by function, topics and content, featuring three major tabs: My BNSF, My Self and My Job. The dynamic, interactive site is filled with key company, departmental and personal information, news, applications and other communication tools, and it’s accessible from any computer with a browser, 24 hours a day. Recently the My Job tab was updated and now contains news, reports, tool updates, resources and contacts – based on the employee’s role and the department they belong to. Each department is responsible for contributing content to its My Job tab.
Community

The Community Strategic Focus Area means we need to be good stewards of our environment and partners with communities. First, we must proactively manage issues such as noise, pedestrian safety, derailments, hazmat response and grade crossings to ensure we have the safest operation possible. In addition, we must work with communities to find mutually agreeable environmental solutions. We also want to promote a feeling of goodwill. There are lots of great examples of community support, such as participation in local charities, building playgrounds, participating in local fundraising events, and hosting train rides for ill or underprivileged kids.

Increasing Safety by Closing Grade Crossings

A major milestone was reached March 27, 2006, when BNSF closed a private crossing at Belle Plaine, Kan., on the Emporia Subdivision. It became the 3,000th crossing closure on BNSF since the program started six years ago. “The closure of 3,000 crossings since 2000 is a significant achievement, and the team is to be commended for meeting our aggressive crossing closure goals,” says Matt Rose, chairman, president and chief executive officer. “BNSF has always put a high priority on promoting grade crossing safety, and the closure team has established a process that truly leads the rail industry. By eliminating unnecessary and redundant crossings, this team has made an important contribution to community safety, while also improving the efficiency and safety of our rail operation.”

BNSF Expands Use of Environmentally Friendly “Green Goat”

BNSF reaffirmed its commitment to the environment when it was announced May 2005 that BNSF will keep its “Green Goat,” an environmentally friendly hybrid switch engine, in service for five years in the Los Angeles area, and that it is acquiring four cableless Green Goat units for use in Texas. The Green Goat is part of BNSF’s commitment to improving air quality across its system. The Railway also is acquiring new locomotives that are cleaner burning and more fuel-efficient, and retiring older and less-efficient ones.

BNSF Foundation Continues its Long History of Giving

In 2005, BNSF employees were more generous than ever before – increasing charitable giving through matches with the BNSF Foundation by about 17 percent over 2004. Almost 1,300 employees supported 571 organizations for a total match payment of $508,307. The Foundation matches contributions in the following categories: education, culture, health and human services, conservation/environmental groups and private hospitals.

In response to Hurricane Katrina, an additional amount of $197,480 went to the United Way of Metropolitan Tarrant County for disaster relief efforts from almost 500 employees; the BNSF Foundation matched this amount.

In April 2005, BNSF helped Kansas State University unveil a BNSF Railway exhibit dedicated to helping educate international grain buyers from around the world about the role rail transportation plays in transporting U.S. grain for export.

Forcing a Partnership for Safety

Last fall, more than 70 State of Washington officials, community leaders and emergency responders gathered in Seattle to discuss the topics of railroad transportation and safety. They also participated in an “Ensuring Safe Rail Operations in Today’s World” roundtable discussion. Events such as the Seattle Safety Symposium continue to build upon BNSF’s strong relationships with legislators and transportation agencies and further demonstrate BNSF’s commitment to safety and preparedness.

Employees Work to Aid Hurricane and Tsunami Victims

Many of us know the results of Hurricane Katrina only through the media. As told through the eyes of our employees, Hurricane Katrina has truly been a tragedy for those in Mississippi, Louisiana and Alabama. Employees across the BNSF system showed their support for those in need. The BNSF Foundation donated $1 million to the Hurricane Katrina Response Fund.

From left to right: Carl Ice, executive vice president and COO; Jon Wefald, president, Kansas State University; and Matt Rose, chairman, president and CEO, at the K-State International Grains Program’s executive center.

The exhibit was constructed with a portion of a $250,000 grant from the BNSF Foundation. Also in 2005, the BNSF Foundation made the final donation needed to free $1 million in state funding for Montana State University’s Agricultural Experiment Stations. The Montana Legislature had issued a challenge to the Experiment Stations affiliated with Montana State University: Raise $1 million in private donations and the legislature would match that with another $1 million contribution.

Dozens of BNSF employees opened their hearts to those affected by Hurricanes Katrina and Rita. Employees contributed $197,480 in relief, which was matched by the BNSF Foundation.

BNSF's 3,000th at-grade crossing.

PULLING a plank at Belle Plaine, MP 227 on the Emporia Subdivision, helps in the removal of our rail operation.”

The “Green Goat®” is an environmentally friendly hybrid switch engine. BNSF is acquiring four cableless Green Goat units to be used in Texas.

Employees contributed $197,480 in relief, which was matched by the BNSF Foundation.
Gary Griggs, Cuba Subdivision machine operator and a 13-year emergency medical technician in Steelville, Mo., witnessed many Hurricane Katrina scenes firsthand. Griggs and other Steelville emergency medical technicians packed their trucks and trailers and made a 722-mile trip to Baton Rouge, La., to lend their support. Once there, they assisted people who needed medical attention in a converted makeshift hospital. They fulfilled search and rescue missions looking for people trapped and needed help in New Orleans, spending more than 70 hours of active work duty.

“\"I didn’t do this to be recognized,\" says machine operator Gary Griggs about helping Hurricane Katrina victims. \"I do this to help.\""

Pat Dunne, extra board yardmaster, Sullivan, Mo., went to New Orleans with his church to assist with relief efforts. As he drove on interstate overpasses and looked at New Orleans, Dunne said there was not much left of the city and that it was truly devastating to see.

In the aftermath of Hurricane Rita, BNSF responded to about a dozen employee requests for aid through the company’s Hardship Grant Program. BNSF provided assistance to help cover lodging for employees and their immediate family members displaced by Hurricane Rita due to property damage, or whose homes were inaccessible because of flooding/road damage or lack of utility services. In 2005, employees gave a total of $56,602 to the American Red Cross International Response Fund and Habitat for Humanity’s Asia tsunami relief efforts. Donations were matched by the BNSF Foundation. The tsunami, caused by the most powerful earthquake in 40 years, struck the Indian Ocean on Dec. 26, 2004.

Giving Cowtown a Brush Up

In May 2005, more than 50 members of BNSF’s Industrial Products Sales (IP) Sales, now vice president of Domestic Intermodal Marketing; Dave Garin, group vice president, IP Sales; Lonnie Wilson, assistant vice president, IP Sales; and Dave Fleets, assistant vice president, IP Sales all pitched in to refurbish and paint a home in Fort Worth in conjunction with Industrial Products’ annual team meeting.

Passengers and crew members of the Nebraska Kids’ Christmas Train telephone station operator, and former radio announcer, Scott Carter, and helicopter pilot, and retired navy corpsman, Dave Shannon, were on hand for the broadcast.

“The people at the food depository were surprised by the quantity of food we collected,” Valentine says. “They had to send two trucks to pick it all up.”

The annual drive was organized by BNSF’s Diversity Council in Chicago.

El Paso Teams Make a Clean Sweep

The El Paso, Texas, Safety and Diversity Teams made a clean sweep last summer. Under blessing August heat, they worked to clean up the El Paso railyard in 100-degree heat. About 25 BNSF employees picked up litter in the yard, the bulk of which had blown in from a nearby wastepaper plant. One of the reasons the Diversity Team swung into action was that the debris can get caught around switches. “The trash and debris removed from the track area amounted to about 12 cubic yards of material,” notes Gene Gilmer, a Resource Protection Services officer and Diversity Team member.

El Paso Safety Team Captain Charles Alber says that a number of other BNSF employees contributed to the effort: Roadmaster Leslie Streco and members of Maintenance of Way not only helped pick up debris but used a backhoe operated by Forest Officer Roger Celada to gather trash bag piles. Safety Director Dan Rouker, Trainmaster Enrique Tafoya, Superintendent of Operations Peter Van Tassel, Road Foreman of Engines George Cossey and Southwest Division General Manager Greg White also collected debris.

D’Andrae Larry, director, IP Sales, contacted Cowtown Brush Up, a program administrated by the City of Fort Worth Housing Department. Cowtown Brush Up recommended two homes needing painting and small repairs, and IP knew they had a great team-building project. Cowtown Brush Up is one of the most successful neighborhood revitalization programs in the Fort Worth area. It began in 1991 with 33 low-income homes. Now, over a decade later, a total of 1,413 homes have been painted, including 102 homes last year.

Chicago Diversity Council Helps Put Food on the Table

Mark Valentine wasn’t initially sure how much food BNSF’s Chicago Division donated to charity during the December 2005 holiday season. “We didn’t weigh the food,” says Valentine, an assistant manager in BNSF’s Revenue Department in Chicago. “But I know I got a pretty good cardiovascular workout picking it up at the various terminals.”

Although BNSF didn’t weigh the food it collected, the Greater Chicago Food Depository, to whom the donation was made, did. According to the depository, all tallied, it amounted to 4,912 pounds of food – enough to provide 3,693 meals for Chicago’s hungry men, women and children.

The food was donated by BNSF’s Chicago Diversity Council.

Left to right: Nebraska Division Diversity Council members John Sanderson, locomotive engineer; Dave Nelson, carman; Amy Philipp, conductor; and Kurt Poole, carman, volunteer their time and energy to the construction of a Habitat for Humanity home.

“I was impressed with the crew and their performance,” says Poole. “They worked really hard and were truly focused on their task – giving back to the community. We chose this task as a Diversity Council to focus on others. We never know who the families are, so helping a fellow human being is the most important aspect of the project.”

Kansas City Welcomes BNSF Kids’ Christmas Train

Dozens of Santa’s helpers were on hand December 2005 to assist the 100-plus children on board the Kids’ Christmas Train, a BNSF business car special hosted by the Kansas City Diversity Council and the Christmas Train Committee. The children were treated to lunch with Santa, face painting, coloring and other holiday activities during the 114-mile roundtrip from Kansas City to Topeka, Kan.

The children were from local charities: the Salvation Army, SafeHome, El Centro, Guadalupe Center and the Department of Economic Development. “We ‘adopted’ these children for a day to make sure they had a memorable holiday. Many of them might have been missed by other charities,” says Kathy Conkling, manager, Engineer Certification, and co-chair of the Kansas City Diversity Council.

Team BNSF Races in Toys for Tots Extravaganza

Many BNSF employees have little trouble handling a train. That also appears to be the case for a few employees in handling a bed frame. Out of 50 teams competing in the “Toys for Tots Bed Race Extravaganza” in Flagstaff, Ariz., the BNSF team came in fourth.

The 11th annual Toys for Tots Bed Race is noted as being the largest in America. All proceeds benefited the Toys for Tots organization, which supports more than 200 holiday parties each year, and more than 18,000 children receive toys.

BNSF team members were Ryan Renner, son of Memphis, Tenn., Division Engineer Mike Renner; Travis Fisher, son of Windsor, Ariz., Locomotive Engineer Toby Fisher; Andrew King; Matt Stebbing; and Aisling Palmeroy.

Organizers of the Toys for Tots event included a Kid’s Corner where representatives from Operation Lifesaver and BNSF Field Support Specialist Norma J. Milligan made presentations to kids.
And the Award Goes to...

Industry

In May 2005, BNSF received the silver E. H. Harriman Memorial Safety Award honoring railroads with the best employee safety records in 2004. These top Group A awards were presented to those railroads whose employees worked 15 million employee-hours or more during the award year. In addition, BNSF received special certificates of commendation for continuous improvement in safety performance. Gary Watkins, a BNSF locomotive engineer from Fresno, Calif., was honored with a certificate of commendation for his work in enhancing safety.

And in May 2006, BNSF once again took home the silver E. H. Harriman Memorial Safety Award and received a special certificate of commendation for continuous improvement in safety performance.

BNSF was recognized by Business Week magazine as one of the top 50 of 2005 performers on the Standard & Poor’s 500 stock index. What’s the key to BNSF’s 2005 success? Last year, BNSF celebrated its 10th anniversary with record revenues for the third year in a row and return 2005 earnings, highlighting improvements in safety, volume, growth, services and technology advancements.

BNSF’s Logistics Park-AllianceTexas was recognized by the Dallas Business Journal as the 2004 Best Land Deal. In November 2004, BNSF, Hillwood Development and M.T. Cole Trust announced plans to expand Logistics Park-AllianceTexas by adding 327 acres of direct rail access. This new access is made possible through a larger joint development between Hillwood and the M.T. Cole Trust of 1,671 acres of land located northeast of BNSF’s existing intermodal facility.

For a second consecutive year, BNSF has garnered top honors from Logistics Management in the magazine’s “Quest for Quality” awards. The “Quest for Quality” is an annual survey taken by readers of Logistics Management. BNSF was ranked among the top three in both the standard rail service and intermodal service providers categories. On-time performance, customer service and information technology were among important factors rated in the survey.

BNSF added another partnership award to its list. In November 2005, the Lanier Partner in Excellence Award was presented to BNSF during Lanier’s 2005 Customer Vision Week. This award shows Lanier’s continued appreciation of BNSF as one of its most valuable customers.

Customer

American Honda Motor Co., Inc. presented the company’s Premier Partner Award to BNSF for excellence in rail transportation service. BNSF was one of 15 award recipients selected from 51 suppliers nominated by American Honda associates nationwide. This is the seventh year BNSF has received this award.

BNSF was named Carrier of the Year in the Rail category by FedEx Supply Chain Services for the company’s 2005 fiscal year. This was the third time in the past four years that BNSF has received this award. BNSF was one of only six companies (and the only railroad) to receive this award.

For the second year in a row, BNSF was recognized in March 2006 by GLOVIS America for “Excellence and Dedication in Providing Superior Service in Vehicle Handling.” GLOVIS America is the logistics management company responsible for Hyundai Motor America and Kia Motors America in the United States. Of the 1.8 million total motor vehicles BNSF shipped in 2005, 99.8 percent arrived at their destinations damage-free.

In January 2005, BNSF was named 2004 Partner of the Year by The Home Depot, the world’s largest home improvement retailer. BNSF currently provides direct rail carload service to The Home Depot’s distribution centers in addition to providing intermodal transportation.

Landstar Logistics, headquartered in Jacksonville, Fla., named BNSF its Railroad Carrier of the Year in February 2005. Criteria for the award included BNSF’s on-time performance, equipment condition and availability, sales support, information technology and value-added services.

BNSF Logistics was the recipient of the Owens Corning 2005 Transportation Systems Excellence Award in March 2005. Each year, Owens Corning awards this designation to its top carrier service partners from a global network of nearly 400 transportation service providers. BNSF Logistics was recognized for its ability to effectively anticipate and adjust its processes to meet the needs of Owens Corning while overcoming daily challenges to service providers in a dynamic transportation industry.

For the second consecutive year, BNSF received Toyota Logistics Services’ Logistics Excellence Award for Railroad Customer Service. BNSF received the award based on its ability to provide Toyota with superior customer service through daily monitoring of each shipment and proactive notification of service exceptions, as well as having a strong commitment for service improvement.

In November 2005, BNSF received the Carrier of the Year Award from Wal-Mart Stores, Inc. Selection criteria for the award included revenue and growth, ease of doing business, communication, flexibility, customer service and follow-up and correction of errors.
People

BNSF received the ESGR Award in November 2005 for going “Above and Beyond” in support of employees who are members of the National Guard and Reserve. The award was presented at a banquet hosted by the Missouri Committee of the Employer Support of the Guard and Reserve (ESGR) at the Governor’s Mansion in Jefferson City, Mo.

For the seventh consecutive year, BNSF was named one of LATINA Style magazine’s 50 Best Companies in 2005. LATINA Style magazine focuses primarily on professional issues that affect Hispanic women.

Michele (Mike) Keller was recognized for locating more than $1 billion worth of capital investment in economic development-related projects during her 39-year career. Keller, regional manager, BNSF Economic Development, was presented with the 2005 International Economic Development Council, Arden Hill, Minn., Chairman’s Lifetime Achievement Award on Sept. 26, 2005.

Martha Rochelle received the 2005 BNSF Environmental Employee of the Year award. Rochelle, labor foreman at Barstow Locomotive Maintenance and Inspection Terminal, earned the selection by the BNSF Environmental Team for contributions promoting environmental stewardship at BNSF. She represented BNSF for the John H. Chafee Environmental Excellence Award presented by the Association of American Railroads.

Mark Stehly, BNSF assistant vice president, Technical Research, Environment and Development, won the Holden Proferrock Award in June 2005. The award is given periodically by the Association of American Railroads (AAR) Hazardous Materials Committee for career achievement in hazardous materials excellence. Stehly has more than 29 years of railroad industry experience in the areas of energy, environment, hazardous materials and risk analysis.

The League of Railway Industry Women (LRIW), an organization dedicated to increasing awareness of and educating women in the railway industry, honored Murphy Krajenta, (right) director, Equipment Systems and Decision Support, and Carol Weekley, senior manager, Equipment Utilization. Krajenta, a 30-year railroad veteran, won in 2005 the LRIW “Woman of the Year” Award. Weekley, a 27-year railroad veteran and winner of the LRIW “Member of the Year,” was noted for her hard work and dedication to the rail industry.

Lyn Robbins, senior general department, BNSF Law Department, was awarded the “Outstanding Young Alumni” Award by Baylor Alumni Association for his career achievements. Baylor selected only five alumni to receive the award. According to Baylor’s Web site, awardees are under 40 years of age and have distinguished themselves in their fields of study early in their careers.

Mark Schulze, vice president, Safety Training and Operations Support, has a personal motto, “No success at work is worth any failure at home.” That gives insight into part of his strategy for success – an approach to life that strives to achieve a delicate balance between work, family and community. Schulze’s achievements in those areas earned him the “40 under 40” Award by Fort Worth Business Press in June 2005.

In April 2005, four BNSF employees reported track mainline obstructions at York, Neb., on the Ravenna Subdivision, where bicycles were placed at three separate locations on the tracks to derail trains. Engineer C. B. Bauereis, Conductor G. L. Beans, and Engineer M. G. Jorgensen reported the obstructions to BNSF’s Resource Protection Solutions Team, which investigated the incidents. As a result of the investigation, three juveniles were charged with criminal mischief and theft of the bicycles. For their part, Bauereis, Beans, Morgan and Jorgensen were awarded the 2005 On Guard Employees of the Year recognition.

Technology

The IT Management IQ, a division of International Quality and Productivity Center, announced BNSF as the 2005 IT Financial Management Excellence Award winner. BNSF won in the “Best IT Metrics & Performance Measurement Structure” category. The IT Financial Management Excellence Awards were established to “honor, recognize and promote IT financial management people and processes that demonstrate true best practices.”

You knew BNSF’s new Web site was slick. But did you know that it is now award-winning? New flash animation on the site, which can be viewed at http://www.bnsf.com/prospective/tools.html, led to a 2005 Horizon Interactive Award for InSite Interactive, a Dallas-based media company. InSite developed the flash demo – which shows prospective customers how easy it is to set up an account and do business with BNSF – as well as the new homepage, located at www.bnsf.com.

BNSF scored the No. 50 spot in the InformationWeek 500. The list is InformationWeek magazine’s 17th annual ranking of the nation’s 500 most innovative companies, in terms of business-technology strategies, investments and administrative practices. IT executives in these highly ranked companies have worked to improve processes, increase efficiencies, align even more closely with business goals, reach out to customers, measure IT effectiveness, build top-notch tech teams, and embrace innovation.
I.E. Farley  
**Safety Employee of the Year**  
**Operations Central**  
As a distributed power mentor, Irv Farley trains engineers on safe use of distributed power equipment. He also is a safety committee member who participates in formal and informal safety marathons and briefings with first-line supervisors. He has been involved with the Ottumwa/Creston, Iowa, Safety Committee as a member and co-chairman since 1991. Between 1992 and 1998, he served as a rules instructor. During his off-time, Farley serves as a first aid and CPR instructor. As a result of his commitment to safety, he regularly audits buildings and track conditions between Galesburg, Ill., and Creston, Iowa. As a result of one such audit, Farley reported unsafe car capacity issues with a grain elevator on the Alba-Des Moines branch line, prompting capacity to be reduced. Farley has been with BNSF since April 1988.

Karl Mertens  
**Safety Employee of the Year**  
**Operations North**  
Karl Mertens has 26 years of experience as a carman in the railroad industry. He began his career with BNSF in October 1994, serving the past two and a half years as the safety assistant for the Mechanical Car and Locomotive team in Vancouver, Wash., and Portland and Klamath Falls, Ore. Mertens spearheads the Mechanical safety program and training for all Mechanical employees in the Vancouver/Portland and Klamath Falls areas. As part of his dedication to safety, he has become certified as an instructor for basic first aid, CPR, and Automatic External Defibrillator (AED); he is a certified special first aid trainer for Heart Matters, Violence in the Work Place, Ergonomics and Back Plus; and is certified to administer hearing tests by the Council for Accreditation in Occupational Hearing Conservation and Hearing Conservation in Industry. During his off-time, he promotes railroad careers to today’s youth as part of The Association of American Railroads RailFanClub project.

Robert Coronado  
**Harold E. Hammond Award Winner**  
**Safety Employee of the Year**  
**Operations South**  
Robert Coronado serves as a Maintenance of Way safety assistant in San Bernardino, Calif., where he annually develops the on-track safety training module for the Engineering Safety Certification program. He was instrumental in developing the “Operation: Track Awareness” training video and in the development and roll-out of the Safety Assistant Beam, that warns individuals when they have crossed into an adjacent live track. He identifies and reports hazards by conducting audits and communicating work practice observations of work groups. When an exception is noted, he not only reports the fact, but takes corrective action. On his personal time, Coronado has attended many seminars and training sessions outside BNSF and provides CPR and first aid training for the American Red Cross. He began his career with BNSF in April 1972.

Jack Clements  
**Safety Employee of the Year**  
**System Engineering**  
In his role as Maintenance of Way safety assistant, Jack Clements manages the Engineering safety training program for the north end of the California Division. This effort includes Rules, Safety Certification, Respiratory Fit Test, CPR, First Aid, Defensive Driving and Lock Out Tag Out training, as well as overseeing the logistical aspects for Gang Start Up meetings. Additionally, Clements is a significant contributor to the development of modules for the annual Engineering Safety Certification Program and was instrumental in identifying a magnetic spike holder valuable to new Track employees. Each week he publishes and distributes to Northern California employees safety sheets covering safety rankings and rules changes as well as Rule of the Week. Clements began his service with BNSF in June 1979.

Robby Hopkins  
**Safety Employee of the Year**  
**System Mechanical**  
Robby Hopkins wears many hats to promote safety on the Springfield Division. He currently serves as chairman for the Local Mechanical Safety Committee, vice chairman of the Tulsa (Okla.) Terminal Safety Committee, which includes meetings with community emergency responders to coordinate the terminal’s evacuation process. He is Safety Issue Resolution Log coordinator for the Tulsa Terminal, and for nine years he served as co-chairman of the Division Safety Assurance and Compliance Process (SACP) committee. He has served on an Ergonomics team to identify unsafe methods of storing material at the terminal, creating new storage and access methods. During his off-time, he is a member of D.O.G.S. (Dads on Guard at School) to identify and resolve school safety issues and serves as an elementary school football team coach and community baseball coach for school children. Hopkins began his service with BNSF in February 1995.

Joe White  
**Safety Employee of the Year**  
**Resource Protection Solutions Team**  
Senior Patrolman Joe White joined the BNSF Safety Committee in Oklahoma City, Okla., in March 2000 and quickly took on a leadership role. In February 2001, he was elected secretary and continues to serve in this role. He also is an Operation Lifesaver presenter who spoke to more than 6,000 people about railroad safety in 2005. Last year he became a Grade Crossing Collision Investigation instructor, training law enforcement instructors in Oklahoma. Last spring he organized the Oklahoma City Health Fair and provided leadership for the BNSF Oklahoma City Family Day. White has promoted railroad safety outside BNSF by conducting training at the Oklahoma Railroad Museum for railfans and establishing a relationship with the Oklahoma City Police Department to provide training to officers in the police academy. He also provides safety training during his off-hours to churches, fire, police and sheriff departments and community organizations. He began his career at BNSF in October 1999.

**“Best of the Best” Recognition**

The following work groups are being recognized for their contribution to safety. Each work group worked at least 150,000 man-hours and had a year-end frequency ratio of 0.5 or below.

**Transportation:**
- Bob Gomez, Term. Supt., Los Angeles
- Rick Danielson, Term. Supt., Galesburg, Ill.
- Leroy Preston, Term. Supt., Temple, Texas
- Danny Ray, Term. Supt., Murray Yard (KC)
- Allan Potter, Term., Supt., Ops., Clovis, N.M.
- Grant Warning, Supt., Ops., Minneapolis
- Ron Hall, Supt., Ops., Lincoln, Neb.
- Tom Lowe, Supt., Ops., Glendale, Mont.
- Steve Thompson, Supt., Ops., Fargo, N.D.

**Mechanical:**
- Doug Wagner, Shop Superintendent, Glendale, Mont.
- Jodie Lee, Shop Superintendent, Interbay (Seattle)
- Carlos Rueda, General Foreman, Los Angeles
- Craig Merck, General Foreman, Lincoln, Neb.
- Dave Bertholf, General Foreman, Seattle
- Vern Peterson, General Foreman, Car, Vancouver, Wash.

**Engineering:**
- John Cech, Powder River Division Engineer North
- Rick Harman, Montana Division Engineer North
- Rolle Roskily, Chicago Division Engineer West
- Jeff Owen, California Division Engineer
- San Bernardino, Calif.

**Signals:**
- Bryan Bealmear, Signal, Amarillo, Texas
- Kenneth Orr, Signal, Billings, Mont.
- Mike Koetter, Signal, Denver
- Dwight Golder, Signal, Galesburg, Ill.
- Michael Gilbert, Signal, Kansas City
- Greg Pester, Signal, Lincoln, Neb.
- Jim Abbey, Signal, Seattle
**Achievement Award Recipients**

Adams, Rick Manager, Customer Support, Shortline Transition

Alumbaugh, Jeff Network Control Systems Supervisors, TMDS

Amans, Deron Senior Manager, Hub Operations, Service Design Improvements

Ammon, Brian Director, Budgets, On-Track System

Anderson, Frank Director, Equipment Utilization, Service Design Improvements

Anderson, Mory Consulting Systems Development Committee, Initiative for Har Mat Materials

Andrews, John L. Senior Manager, Crew Planning, TMDS Attorney

Arentino, Alex Signal Technician, TMDS

Arno, Lynn Director, Accounting, Sarbanes Oxley Compliance

Arno, Lynn Director, External Reporting, Sarbanes Oxley/Section

Arnold, Curtis Consulting Systems Manager, I, In-Gate Allocation

Auge, Dennis Director, Technology Services, Balanced Scorecard/Dashboard

Ayers, Mike Businessman, Helping Injured Trespasser

*Baustin, Ronald Division Executive, Yard Improvements*

Baird, Bill, M. Director, LDAP, TMDS

Baker, Lesha Manager, Engineering Technology, Balanced Scorecard/Dashboard

Ballaro, Ray Manager, Dashboard Technology, Balanced Scoreboard/Dashboard

Baker, Leshia Manager, Engineering Technology, Balanced Scoreboard/Dashboard

Barrett, Bill Advisor, TNT

Battie, Richard Manager, Asset Reclamation, Abandonment Processing Team

Baumgartner, Chuck Support Specialist, Customer Onboarding Improvements

Bayne, Lorjely General, Customer Reassignment Team

Bayssinger, Al Supervisor, Inter, Interface Performance Improvements

Beaum, Mark Switchman/Foreman, Railroad/Development

Bell, Warren Superintendent, Service Design, Boeing Biling

Bergeland, Paul General Director, Intermodal Operations, Service Design Improvements

*Biguire, Mary General, Customer Reclamation*

Borders, Steve D. Pump Switchman, Passenger Commissary in Safety

*Bottger, Norm Terminal Manager, Yard Improvements*

Bram, Steve Manager, Mechanical, Reconditioning Process of Multi-Level Railcars

Bratcher, Mike Senior Director, Track Control Systems, TMDS

Brewer, Larry Switchman, Reported Bad Order, Car Preventing Development

Brownston, Roland Market Manager, Customer, Vehicle, Vehicle/Tariff Simplification

Brooks, Mike Tower Manager, Mechanical, Balanced Scoreboard/Dashboard

*Brozovic, Robert Director, Network Control Systems, TMDS

Bulloch, Jennifer Manager, Transportation Systems, TMDS

Burgess, Douglas Foreman, Central Repair Facility

Burris, Chuck Director, Hub & Facility System Support, In-Gate Allocation

Burke, Richard Regional Director, Hub & Facility Operations, Intermodal Capacity

Butler, Bruce Project Manager X, Sarbanes Oxley Compliance

*Butson, Gerald Manager, Train Standards, TMDS

Byram, Tim Manager, Dispatcher, Proactive & Rites, TMDS

Carder, Rick Assistant Manager, External Reporting, Plant # Rail Navigation

Carpenter, Darin Track Inspector, Reporting Flames From a Hot Box

Charis, Coles Manager, Planning and Cost Control, Balanced Scoreboard/Dashboard

Cherry, Jim Director, Revenue Management, Intermodal Capacity

Childers, Linda Manager, Tarex, Exceptional Work on a Tax Audit

*Christmas, Linda, General Clerk, Non-Freight Collections*

Cinotto, Dave Manager, Service Design, Service Design Improvements

Clark, David Director, Environmental Remediation, Consolidation of Laboratory-Vol

Cobb, Sydney Senior Analyst, WtVeh, Vehicle Tariff Simplification

Coker, Sherman Assistant Manager, External Reporting, Sarbanes Oxley/Section

Collins, Pat ON-SW ped Market Manager, Increasing Market Share

Cotton, Richard Project Manager, In-Gate Allocation

Crespin, Martin Manager, Medical/Financial Administration, e-Tracking Systems

Croft, Julie Senior Systems Developer I, On-Track System

*Crooks, Mike Supervisor, Signals, TMDS*

Davis, Phil Manager, Systems Operations, TMDS

Dawson, Kurt Manager, Budgets, On-Track System

De La Cruz, Paul Director, Technology Services, Roadway for Technology Services

Del Valle, Julio Senior Manager, Technology Management, Intermodal Capacity

Devaul, Bob Analyst, System Administration, Vehicle Tariff Simplification

Dinh, Mignon Manager, WtVeh, Vehicle Tariff Simplification

*Dickering, Jill Manager, Revenue Management, Non-Freight Collections*

Dodson, Ron Manager, COTS, On-Line Lottery

Dominguez, Benny Signal Technician, TMDS

Dotsen, Jean Medical and Environmental Health Generalist, e-Tracking Systems

Ecklaut, Louise MOF Field Service Clerk, Military Care Packages

*Elliott, Gina Senior Analyst, Non-Freight Collections*

Elmoquist, K. M. Supervisor, Coming to the Aid of an Employee

Estatt, Craig Manager, Systems Operations, TMDS

*Elston, Carol Manager, Director, Marketing Systems, In-Gate Allocation*

Elston, Carol Manager, Director, Product Design, Intermodal Capacity

Elston, Carol Manager, Director, Product Design, Coal Web-Based Tool

Erickson, Anne Food Grant Market Manager, Increasing Market Share

Evans, Bryan Manager, Collections, Boeing Biling

Farr, Kathy Senior Analyst, System Administration, Vehicle Tariff Simplification

Featherston, Jon Medical & Environmental Health Generalist, e-Tracking Systems

Ferguson, Steve Network Control Systems Supervisor, TMDS

Fischer, Chris Manager, Central Repair Facility

Flynn, Pat D. Dispatcher II, TMDS

Francis, Miles Consulting Systems Engineer I, TMDS

Frank, Jeff Manager, Car Accounting, Increasing Accounting Efficiency and Accuracy

Gabrielsson, Adam Conductor, Finding a Broken Fag

Gaddis, Christopher Section Foreman, Helping Teams Clear

Garcell, Michael Manager, Providing Safety, Training to Co-Workers

*Garnett, Brent Senior Special Agent I, Railroad Door Locking Device*

Gaunt, Chris Signal Technician, TMDS

Gauthier, Denise General Clerk, Native American Heritage Day

George, Joy Medical and Environmental Health Generalist, e-Tracking Systems

Gibson, Elise Senior Managers, Development II, Intermodal Process Improvements

*Gillies, Gary Manager, Conducting Ongoing Review of Potential Grade Crossing Closures*

Gillman, Gary Senior Systems Developer II, Balanced Scoreboard/Dashboard

Gjørtjen, Mark Project Executive, Leadership on the Kidiball Skiing/Balancing Showt

*Glofars, Alfred Senior Analyst, On Track System*

Glieke, Teresa Manager, Training, People Leader Training

Godbout, Pat PE Assistant Supervisor, Customer Switching Improvements

Golbufer, Phil Manager, Application Development, Balanced Scoreboard/Dashboard

Gomez, Mark Manager, Reassignment Team

Goodman, Eric Manager, Hub Operations, On-Line Lottery

Gore, Sandeep Senior Systems Developer II, Intermodal Capacity

*Garza, Rick, Terminal Superintendent, Yard Improvements*

Gould, Troy Foreman, Central Repair Facility

Govindan, Vella Senior Systems Developer II, Increased Car Accounting Efficiency and Accuracy

Gravietti, Alan R. Dispatcher, TMDS

Grabbs, La Donna Manager, Customer Support, Shutdown Transition

Gun, Dave Assistant Manager, Shared Services Solution, No Fax Initiative for Har Mat Materials

Gutierrez, Chad Manager, Yana Systems, TMDS

Habermann, Dave Assistant Manager, Mechanical Timekeeping System Program Support

*Hanna, William Manager, Police Solutions, Railroad Door Locking Device

Hannan, David Director, 10 years Injury-Free Service

*Harding, Mary Lois General, Non-Freight Collections*

Harrington, Taylor Analyst, On-Line Lottery

Hart, Bobby Manager II, Technology Services, No Fax Initiative for Har Mat Materials

Hartwell, Paul Road, Switchreader, Exceptional Service to Customers

Hawken, Dave Manager, Revenue Management, Intermodal Operations, Service Design Improvements

Haynes, Lettle Director, Application Development, Balanced Scoreboard/Dashboard

Haynes, Lettle Director, Technology Services, On-Track System

Hegeman, Aaron Senior Project Manager, Final Financial Analysis of Railroad Acquisitions

Held, Kevin D. Team Dispatcher, TMDS

Henning, Roger Yardmaster, Reported Bad Order, CTR

Hensleigh, Marjorie Project Manager, Final Financial Analysis of Railroad Acquisitions

*Herden, Dan Manager, Dispatching Team*

Hershorn, Bruce Director, Intermodal/ Automotive Operations, Service Design Improvements

*Herman, Dan Manager, I, TMDS*

Ho, Eddie Project Manager V, Sarbanes Oxley Compliance

Hoefaker, Joe Account Representative, Hyundai Motors America Receivables Improvements

Howard, Ken Director, Technology Services, Roadway for Technology Services

Howard, Ken Director, NOC & Sales & Shceduling, TMDS

*Hurt, David Consulting Systems Developer I*

Igoe, Matt Senior Manager, Hub Operations, In-Gate Allocation

Ingle, Michael Manager, Protection Solutions, Railroad Door Locking Device

Ingle, Michael Manager, Protection Solutions, On Guard Program

Immon, Danny Network Control Systems Supervisor, TMDS

Irwin, Benjamin March, 10 Years Injury-Free Service

Jarrell, Lonnie Director, Fuel Supply, Fuel Flow Network

Jasper, Jan Analyst, Developed Process to Track PCB Paperwork

Jimison, Scott General Director, Planning, Intermodal Process Improvements

Johnanson, James Senior Manager, Port Operations, Service Design Improvements

Johnson, David Network Control Systems Supervisor, NDL, TMDS

Johnston, Brian Manager, O. E. S., Intermodal Capacity

Joichin, Karen Project Manager I, Sarbanes Oxley Compliance

Jones, Ralph Director, Budgets, In-Lieu Litigation Support

Kanatell, Tina Assistant Supervisor, Intermodal Process Improvements

Karkkainen, Kevin Manager, Sarbanes Oxley Compliance

*Katz, Andrew Market Manager, Coal Web-Based Tool*
Employees of the Year for 2005 pose for a group photo.
Across
3. The ______ for Success replaces the Strategic Wheel.
6. The Strategic Focus Area that represents how well we run the company—financial and asset management, service or public policy.
9. The Strategic Focus Area that states we need to be good stewards of our environment and partners with the cities and towns in which we work.
11. In 2005, to make it easier to do business with BNSF, this _____ portal was redesigned.
12. A major velocity initiative by Technology Services that will maximize velocity by eliminating the process to manually update terminal information to other spreadsheets.
14. The Strategic Focus Area designed to serve customers and increase capacity.
15. A magazine that recognized BNSF for its military recruiting efforts.
16. BNSF constructed ______ to help protect shipments and railcars from high winds in Montana.

Down
1. The ______ Strategic Focus Area represents building for our future by growing services and relationships.
4. The _____ business unit surpassed $2 billion yearly revenue mark for the first time in November 2005.
5. An initiative designed to improve the carload network.
7. A yard located east of Gillette, Wyo., on the Black Hills Subdivision that was recently expanded to improve coal velocity.
8. A sustainable return on invested capital by business unit that exceeds the cost of capital.
10. An annual award for best safety performance by a Division and Mechanical and Engineering work groups.
13. BNSF is the first modern railroad to locate an office in ______.
17. The Strategic Focus Area that represents the human elements of our business.

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