

IKE EVANS
PRESIDENT AND
CHIEF OPERATING OFFICER

UNION PACIFIC RAILROAD COMPANY

1418 DODGE STREET
ROOM 1230
OMAHA, NEBRASKA 68178-1230



March 30, 1999

TO ALL UNION PACIFIC EMPLOYEES

Union Pacific employees are our greatest asset. They will be treated with dignity and respect.

Intimidation, discrimination, or harassment by any Union Pacific employee will not be tolerated. This means *all* officers, supervisors, managers, and employees.

In 1997, a Safety Assurance and Compliance Program (SACP) partnership was established on Union Pacific. Our mission statement is as follows:

"Establishment of a partnership between rail labor, the Union Pacific Railroad and the FRA to identify and resolve mutual safety concerns and establish a positive safety culture."

With this letter, we are recommitting Union Pacific to the empowerment process:

- ✦ No employee will be required to perform any unsafe act including any violations of law or Union Pacific rules.
- ✦ No employee will be disciplined, discriminated against or harassed as the result of their decision to empower themselves regarding safety issues that directly compromise personal safety.

Thanks to all of you for being part of this revolutionary partnership

Sincerely,

IKE EVANS
and the

Union Pacific Safety Assurance and Compliance Partnership

UNION PACIFIC RAILROAD COMPANY

DENNIS J. DUFFY
Executive Vice President Operations

Room 1206
1416 Dodge Street
Omaha Nebraska 68179
Tel (402) 271-5633
Fax (402) 271-6319



July 1, 1999

Dear Fellow Employee:

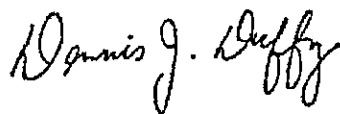
Union Pacific is committed to safety and to enforcing the rules compliance essential to safe operations. Personal accountability for performance, rules compliance and safety has been a theme of our company's Transformation Process. In support of this commitment, Ike Evans' letter of March 30, 1999 empowers employees to always take the safe course without fear of reprisal. It further provides assurance that no employee will be required to compromise safety by violating applicable laws or Union Pacific rules.

The enclosed Managerial Conduct - Supplemental Review Process, developed through SACP, references a number of company policies that govern managerial conduct. These policies provide a variety of mechanisms for reporting violations and processing complaints. This Supplemental Review Process was developed as a uniform mechanism for reporting violations and ensuring management compliance.

The President's and Ethics Hotlines, departmental safety hotlines, the Ombudsman, provisions of scheduled labor agreements and various other avenues are routinely used by employees and others to report any exceptions taken with a manager's conduct. This process provides a standard means by which such exceptions may be reported.

Safety is our first priority at Union Pacific. This Review Process underscores Union Pacific's commitment to rules compliance and safe operations by all employees.

Sincerely,



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March 10, 2005



Jim Young
President and Chief Operating Officer

Mr. Michael Young
General Chairman, BLET
1620 Central Avenue, Room 203
Cheyenne, WY 82001

Dear Mr. Young:

This letter is in response to your correspondence (CORRECTED COPY) dated December 1, 2004. Despite the date on your letter, it was only recently received in this office.

Let me assure you that the commitments outlined in Ike Evans' letter of March 30, 1999 remain fully in effect. Violations should be reported to the President's Safety Hotline (1-888-860-5511) or to the (Ethics) Values Line (1-800-998-2000).

Sincerely,

A handwritten signature in cursive script that reads "Jim".



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