



Congratulations on being named a 2012 BNSF Railway Employee of the Year!



Tonight we celebrate your achievements, which reflect the very best of what we accomplished together in 2012. The individual and team accomplishments we recognize tonight truly exemplify our Vision, Values, Evidences of Success and Leadership Model, which guide who we are today and who we are striving to become, as a company and as a community.

Together, we faced many challenges in 2012, while we continued our focus on our people and safety, service, return, franchise and the communities we serve. We also achieved our all-time best safety performance in frequency and severity. You should be proud of the role you played and know that your contributions made a difference.

BNSF's Achievement Award program was designed to recognize employees who demonstrate BNSF's Vision and Values through their commitment, leadership and focus on working safely and efficiently to meet our customers' expectations. In 2012, more than 500 Achievement Awards were presented to members of Team BNSF. Of those, we have selected 17 outstanding individual and team achievements. Tonight, we have 94 of these honorees with us.

Also tonight, we recognize 41 leaders who were named Best of the Best for their safety leadership last year. These individuals exhibited exceptional safety focus with teams that demonstrated outstanding safety performance; each of these teams worked all of 2012 with no reportable injuries. These individuals are leading by example and represent the Best of the Best.

In addition we honor seven Safety Employees of the Year, representing Telecommunications, the Intermodal Business Unit and different segments of Operations. These honorees are recognized for their efforts to improve safety within the industry and their communities.

Collectively, you – our outstanding Achievement Award winners, the Best of the Best and our Safety Employees of the Year – comprise our 2012 Employees of the Year. Congratulations again, and thank you for making BNSF a leader in the rail industry.



Successful Implementation of Conductor Certification Requirements

This team worked for two years to design, develop and implement BNSF's conductor certification program as required under the Rail Safety Improvement Act of 2008. Impacting thousands of TY&E (train, yard and engine) employees and their associated work processes, the program outlines eligibility, training, testing and certification requirements for conductors. To ensure successful implementation of the program and regulatory compliance, the team distributed more than 14,000 licenses, established new territory familiarization requirements, conducted supervisor training and updated related BNSF systems.

Wendy Banister	Manager, Crew Processes & Budget	Transportation	Topeka, Kan.
Kathleen Conkling [†]	Manager, Railroad Training Support & Engineering Certification	Safety & Technical Training	Aurora, III.
Mindy Gillgannon*	Manager, Crew Management	Transportation	Topeka, Kan.
Lisa Halstead*	Senior Coordinator, Railroad Training	Safety & Technical Training	Overland Park, Kan.
Lynné Hart Joplin*	Director, Training Services	Safety & Technical Training	Overland Park, Kan.
Larry Murphy*	Senior Consulting Systems Engineer	Technology Services	Fort Worth, Texas
Nacho Quintero*	Manager, Railroad Training	Safety & Technical Training	Overland Park, Kan.
Mary Beth Shatto*	Senior Coordinator, Railroad Training	Safety & Technical Training	Overland Park, Kan.

Outstanding Response to Record Mudslides

The Pacific Northwest experienced record precipitation in October, November and December 2012. Rainfall saturated the ground throughout the Scenic Subdivision between Seattle and Everett, Wash., causing nearly 100 mudslides. Northwest Division Engineering and Signal employees worked in shifts around the clock to clear these mudslides and restore train operations, in several cases over the holidays. The team was committed to service, even in adverse conditions, and to safety, clearing the mudslides without a single injury.

Kevin Agarpao	Signal Maintainer	Engineering	Mount Vernon, Wash.
Mark Andriesen	Gang Trackman	Engineering	Delta, Wash.
Scot Andriesen	Inspector	Engineering	Everett, Wash.
Chris Arian	Signal Maintainer	Engineering	Mobile Gang (Wash.)
Scott Armatis	Maintenance Welder	Engineering	Mobile Gang (Wash.)
A.J. Arndt	Machine Operator	Engineering	Peshastin, Wash.
John Barson	Gang/Section Foreman	Engineering	Delta, Wash.
Jeramiah Bilyeu	Signal Maintainer	Engineering	Mobile Gang (Wash.)
Pat Boober	Motor Vehicle Operator	Engineering	Delta, Wash.
Travis Boston	Gang/Section Foreman	Engineering	Delta, Wash.
Brian Brager	Machine Operator	Engineering	Delta, Wash.
Mark Brandli	Motor Vehicle Operator	Engineering	Seattle
Jon Brock	Inspector	Engineering	Mobile Gang (Wash.)
Doug Brown	Inspector	Engineering	Skykomish, Wash.
Stephen J. Chartier	Assistant Roadmaster	Engineering	Vancouver, Wash.
David Clemo	Signal Maintainer	Engineering	Tacoma, Wash.
Stephen Colley	Machine Operator	Engineering	Delta, Wash.
Sly Craft	Gang Trackman	Engineering	Seattle
Dan Crosby	Gang/Section Foreman	Engineering	Delta, Wash.
Bill Cruttenden	Manager, Signal	Engineering	Seattle
Mike Curtis Jr.	Gang Trackman	Engineering	Skykomish, Wash.
Doug Davis	Gang/Section Foreman	Engineering	Monroe, Wash.
Kevin Day	Machine Operator	Engineering	Wenatchee, Wash.
Sam Dietz	Machine Operator	Engineering	Burlington, Wash.
Bill Doyle	Machine Operator	Engineering	Seattle
Terry J. During	Supervisor, Roadway Equipment	Engineering	Auburn, Wash.
Keith Dybdahl	Communication/Signal Foreman	Engineering	Seattle
Tom Eckendorf	Signal Maintainer	Engineering	Ballard, Wash.
Sheri Ellis*	Manager, Roadway Planning	Engineering	Seattle

Robert Emmick	Gang Trackman	Engineering	Mobile Gang (Wash.)
Anthony Espinosa Jr.	Gang Trackman	Engineering	Tacoma, Wash.
Gordon Estabrook	Bridge Operator	Engineering	Whitmarsh, Wash.
Tom Evans	Gang/Section Foreman	Engineering	Mobile Gang (Wash.)
Tony Fitzgerald	Inspector	Engineering	Merritt, Wash.
Marshall Flores	Inspector	Engineering	Tacoma, Wash.
Tim Forbes	Machine Operator	Engineering	Monroe, Wash.
Jim Fox	Machine Operator	Engineering	Burlington, Wash.
Robert Frankhouser	Inspector	Engineering	Everett, Wash.
Paul Fullen	Roadmaster	Engineering	Everett, Wash.
Glen Gaz	Manager	Engineering	Seattle
Jerre Geary	Maintenance Welder	Engineering	Delta, Wash.
Gary Geiss	Machine Operator	Engineering	Mobile Gang (Wash.)
Mark Gillings	Machine Operator	Engineering WEIGHT W	ANAGEMEN Seattle
Chad S. Gordon	Supervisor, Structures	Engineering	Seattle
Saul Gunnels	Blacksmith	Engineering	Mobile Gang (Wash.)
Jim Gunter*	Bridge & Building Foreman	Engineering	Mobile Gang (Wash.)
Kameron Gunter	Motor Vehicle Operator	Engineering	Mobile Gang (Wash.)
Katrina Hall	Gang Trackman	Engineering	Mobile Gang (Wash.)
Charlie Haller	Bridge & Building Mechanic/Carpenter	Engineering	Mobile Gang (Wash.)
Ricky Healea	Motor Vehicle Operator	Engineering	Mobile Gang (Wash.)
Jonathan Hendrickson	Machine Operator	Engineering	Skykomish, Wash.
Juan Hernandez	Gang Trackman	Engineering	Delta, Wash.
John Houston	General Supervisor, Signal	Engineering	Seattle
Joe Hromek	Motor Vehicle Operator	Engineering	Mobile Gang (Wash.)
Larry Inman	Gang Trackman	Engineering	Delta, Wash.
Karl Jay	Manager, Roadway Planning	Engineering	Seattle
Carl Johnson	Gang/Section Foreman	Engineering	Burlington, Wash.
David A. Johnson	Project Engineer	Engineering	Seattle
Thomas Julik	Roadmaster	Engineering	Tacoma, Wash.
Lane Kawaoka	Project Engineer	Engineering	Seattle
Matt Keim	Project Engineer	Engineering	Seattle
Kelsey Klein	Inspector	Engineering	Seattle
Nick Konen	Project Engineer	Engineering	Seattle
Paul Kuljis	Maintenance Welder	Engineering	Mobile Gang (Wash.)
Travis D. Lamie	Manager, Engineering Certification	Engineering	Everett, Wash.
Jay Leonard	Inspector	Engineering	Seattle
Gary Maack	Gang/Section Foreman	Engineering	Seattle
Dan MacDonald	Director, Maintenance	Engineering	Vancouver, Wash.
Todd Mains	Bridge & Building Foreman	Engineering	Mobile Gang (Wash.)
Joshua Mcadoo	Gang Trackman	Engineering	Seattle
Patrick McCauley	Signal Maintainer	Engineering	Wenatchee, Wash.
Danny Mesford	Division Engineer	Engineering	Vancouver, Wash.
Chad Metzenberg	Motor Vehicle Operator	Engineering	Mobile Gang (Wash.)



Luke Barnes



Kurt Batterson



Warren Bell



Jim Bierd



Skyler Burkhart



Charles Carter

Jason Meyer*	Signal Maintainer	Engineering	Delta, Wash.
Thomas Mitchell	Machine Operator	Engineering	Mobile Gang (Wash.)
Henry Mondragon	Project Engineer	Engineering	Seattle
Chuck Moore	Project Engineer	Engineering	Seattle
James Moore	Supervisor, Signal	Engineering	Everett, Wash.
Jeff Morgan*	Machine Operator	Engineering	Seattle
James Munson	Machine Operator	Engineering	Monroe, Wash.
Steve Naccarato	Inspector	Engineering	Seattle
Gary Nelson	Maintenance Welder	Engineering	Delta, Wash.
Kevin Nelson	Signal Maintainer	Engineering	Mobile Gang (Wash.)
Josh Nollmeyer	Gang/Section Foreman	Engineering	Seattle
Kevin Noor	Gang Trackman	Engineering	Delta, Wash.
Sky Noot	Machine Operator	Engineering	Monroe, Wash.
Dave Ohmura	Gang/Section Foreman	Engineering	Seattle
Don Omsberg	Manager	Engineering	Seattle
Jerry Orlowski	Signal Maintainer	Engineering	Seattle
Brandon Ovens	Motor Vehicle Operator	Engineering	Mobile Gang (Wash.)
Rob Owen*	Roadmaster	Engineering	Bellingham, Wash.
John Parsons	Management Trainee	Engineering	Seattle
Joseph Partridge	Machine Operator	Engineering	Everett, Wash.
Craig Peterson	Motor Vehicle Operator	Engineering	Seattle
Ethan Peterson	Maintenance Welder	Engineering	Mobile Gang (Wash.)
Kris Peterson	Supervisor, Signal	Engineering	Seattle
Marc Phay	Signal Maintainer	Engineering	Mount Vernon, Wash.
Russ J. Pitner*	Inspector	Engineering	Delta, Wash.
Mike Powrie	Project Engineer	Engineering	Seattle
Brandon Ramirez	Gang/Section Foreman	Engineering	Tacoma, Wash.
Megan Reagan	Manager	Engineering	Seattle
Brian Richmond	Maintenance Welder	Engineering	Mobile Gang (Wash.)
Darin Risen	Machine Operator	Engineering	Edmonds, Wash.
Paul Robinson	General Construction Supervisor	Engineering	Vancouver, Wash.
Tracy Rowland	Motor Vehicle Operator	Engineering	Mobile Gang (Wash.)
Matt Rush	Inspector	Engineering	Delta, Wash.
Chad Scherwinski	Division Engineer	Engineering	Seattle
Scott E. Schon	Assistant Division Engineer	Engineering	Vancouver, Wash.
Verne Schooler	Maintenance Welder	Engineering	Mobile Gang (Wash.)
Mike Schram*	Manager, Structures	Engineering	Seattle
Ty Scott	Inspector	Engineering	Everett, Wash.
Mike Shawver	Gang/Section Foreman	Engineering	Skykomish, Wash.
Jimmy Skaggs	Signal Maintainer	Engineering	Seattle
Matthew Smith	Machine Operator	Engineering	Bellingham, Wash.
Taylor Smith	Project Engineer	Engineering	Seattle
Bruce Sparling	Project Engineer	Engineering	Seattle
Shawn Strash	Motor Vehicle Operator	Engineering	Delta, Wash.
Gary Sutter	Bridge & Building Mechanic/Carpenter	Engineering	Mobile Gang (Wash.)
Jeff Swanson*	Supervisor, Structures	Engineering 	Seattle
Charles E. Taylor	Machine Operator	Engineering	Burlington, Wash.
Eric Thill	Machine Operator	Engineering	Merritt, Wash.
BenThomassen	Communication/Signal Foreman	Engineering	Mobile Gang (Wash.)
Kenneth Toizumi	Supervisor, Signal	Engineering	Tacoma, Wash.

Jay Vanderlip	Maintenance Welder	Engineering	Seattle
Robby Vaughn	Machine Operator	Engineering	Seattle
Norman Vlasak	Machine Operator	Engineering	Tacoma, Wash.
Jon Vorderbrueggen*	Inspector	Engineering	Everett, Wash.
Bric Wall	Inspector	Engineering	Wenatchee, Wash.
Troy Webster	Inspector	Engineering	Skykomish, Wash.
Matt Wells	Gang/Section Foreman	Engineering	Tacoma, Wash.
Curtis Wheaton	Machine Operator	Engineering	Mobile Gang (Calif.)
Bob Whited	Machine Operator	Engineering	Skykomish, Wash.
Jeffrey Whitehead	Signal Maintainer	Engineering	Bellingham, Wash.
Ron Whitney	Signal Maintainer	Engineering	Seattle
Jason Winans	Roadmaster	Engineering	Seattle
Ryan Wood	Maintenance Welder	Engineering	Mobile Gang (Wash.)
Dartell Wright	Gang Trackman	Engineering	Mobile Gang (Wash.)
Zach Wright*	Inspector	Engineering	Mobile Gang (Wash.
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Notifying Colleagues of an Impending Tornado

On April 14, 2012, a large tornado tore through Woodward, Okla. Although off duty, Carman and Rapid Responder Tom Wingo demonstrated his commitment to safety and alerted a number of BNSF employees in the area to the severe weather threat. Wingo's actions were particularly important as the city's tornado sirens were not functioning because of an earlier tornado. If Wingo had not taken the initiative to alert others, many BNSF employees would have been unaware of the tornado. Thanks to his actions, Wingo helped prevent potential injury to BNSF employees.

Tom Wingo* Carman	Mechanical	Woodward, Okla.
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Acting Quickly to Provide Life-Saving CPR

Harry Baldaccini administered first aid to a fellow BNSF employee who collapsed on the BNSF campus. Baldaccini was on his way to the Visitor's Center to meet business guests when he noticed a group of individuals crowded around a man on the ground. Baldaccini took charge, determined the need for cardiopulmonary resuscitation (CPR) and administered aid until medics arrived.

Harry Baldaccini* Superintendent Locomotive Planning Transportation Fort Worth, Texas

PNW Triangle Implementation

This team successfully implemented the Pacific Northwest (PNW) Triangle operating schedule on the Northwest Division. With this schedule, crews operate on a triangular route from Auburn, Wash., to Pasco, Wash., to Vancouver, Wash., and then back to Auburn or Interbay (Seattle), with required rest periods in between. The project addressed issues with traffic flows and improved efficiency, while also improving the length and predictability of employees' time off at their home terminal. The PNW Triangle is the first operation of its kind at BNSF.

Dana Anderson*	Yardmaster	Transportation	Seattle
Josh Athey	Carman	Mechanical	Auburn, Wash.
Warren Bell*	Supervisor, Service Design	Transportation	Seattle
Dave Bertholf*	General Foreman	Mechanical	Seattle
Wayne Blough	Yardmaster	Transportation	Tacoma, Wash.
Skyler Burkhart*	Manager, Corridor Operations	Transportation	Fort Worth, Texas
David Curbow	Yardmaster	Transportation	Tacoma, Wash.





Mark Crowe



Wayne Delyea



Maricela Diaz-Wells



Christina Dodd



Justin Faust

Gerry Duke	Mechanical Foreman	Mechanical	Tacoma, Wash.
Gary Ebanks	Manager, Corridor Operations	Transportation	Fort Worth, Texas
Paul Fairbanks	Manager, Corridor Operations	Transportation	Fort Worth, Texas
Julie Frazer*	Manager, Corridor Operations	Transportation	Fort Worth, Texas
James Garrett Jr.	Yardmaster	Transportation	Tacoma, Wash.
Sandy Jackson	Carman	Mechanical	Auburn, Wash.
Robert Lewis	Carman	Mechanical	Auburn, Wash.
Ron Lewitt	Yardmaster	Transportation	Seattle
Doug Lyons	Carman	Mechanical	Auburn, Wash.
Dave Marks*	Mechanical Foreman	Mechanical	Tacoma, Wash.
Erica McArtor	Switchman	Transportation	Tacoma, Wash.
Marie Olson*	Trainmaster	Transportation	Tacoma, Wash.
Bobby Pechal	Director, Crew Management	Transportation	Fort Worth, Texas
Michael Prosser	Trainmaster	Transportation	Seattle
Chris Roberts	Carman	Mechanical	Auburn, Wash.
Robert Romero III	Manager, Corridor Operations	Transportation	Fort Worth, Texas
Dwayne M. Rose Jr.*	Carman	Mechanical	Auburn, Wash.
Roland Rose	Carman	Mechanical	Auburn, Wash.
Kappi Scheibe*	Manager, Crew Management	Transportation	Fort Worth, Texas
Sandra Sedlak	Yardmaster	Transportation	Seattle
Mike Seeberger	Carman	Mechanical	Auburn, Wash.
Paul Seeberger	Carman	Mechanical	Auburn, Wash.
Daniel Stubbs	Carman	Mechanical	Tacoma, Wash.
Hoa Vo	Manager, Corridor Operations	Transportation	Fort Worth, Texas
Jeffrey Wright	Trainmaster	Transportation	Longview, Wash.
Tanner Wyatt*	Assistant Superintendent	Transportation	Minneapolis

Putting Safety First During Inclement Weather

Yardmaster Brad Leuze was working at Balmer Yard in Seattle in mid-July when he noticed a fast-moving storm approaching the tower from the bay. Leuze recognized the severity of the storm and quickly instructed all crews under his authority to take shelter. Leuze then communicated the weather conditions to his terminal leadership and the dispatching team in the Network Operations Center in Fort Worth. Leuze kept crews informed, updated terminal leadership and worked to get trains moving again, once power was restored to the yard.

Brad Leuze* Yardmaster Transportation Seattle

Coming to the Aid of an Employee

On Oct. 22, 2012, an individual aboard a commuter train in Chicago attempted to rob BNSF Conductor Anthony Davis. During the attempt, the suspect assaulted and injured Davis. Five other BNSF employees came to Davis' aid; they contacted Chicago police and Resource Protection, pulled the suspect off of Davis and restrained the suspect until police arrived. Their actions reduced the severity of Davis' injuries and potentially saved his life.

Alan Burris*	Switchman	Transportation	Cicero, III.
Joe Dalberti*	Conductor	Transportation	Cicero, III.
Anthony Davis*	Conductor	Transportation	Aurora, III.
Jeffrey J. DeMarco*	Locomotive Engineer	Transportation	Aurora, III.
Pat Joyce*	Brakeman	Transportation	Aurora, III.
Stan Zeno*	Motor Vehicle Operator	Engineering	Willow Springs, III.

Intermodal IRP Velocity Improvements

As part of the Intermodal Issue Resolution Process (IRP) effort, team members improved train throughput on the Southwest Division. They also significantly improved velocity into and through Belen, N.M., realizing approximately 3,700 hours of velocity savings in 2012. The team improved line ups for trains coming onto the division, developed a way to prioritize trains in and out of the terminal and created priority dispatching sheets. They also developed a process to identify "double team" inspection opportunities and implemented more efficient "roll by" inspections to expedite priority trains. Several of these tools are so effective they are being implemented elsewhere on the network.

Jim Bierd*	Assistant Superintendent, Corridor Operations	Transportation	Fort Worth, Texas
Charles Carter*	Assistant General Foreman	Mechanical	Belen, N.M.
Chris Cervenka*	Terminal Manager	Transportation	Belen, N.M.
Vickie Chilcutt	Assistant General Superintendent	Transportation	Fort Worth, Texas
John Davidson	Assistant General Superintendent	Transportation	Fort Worth, Texas
Wayne Delyea*	Superintendent, Corridor Operations	Transportation	Fort Worth, Texas
Chad Engroff*	Director, Intermodal/Automotive Operations	Service Design	Fort Worth, Texas
Tyrone Fitzgerald*	Terminal Superintendent	Transportation	Belen, N.M.
Jason R. Ornelas*	Manager, Operations Service Excellence	Transportation	Belen, N.M.
Franco Padilla*	Terminal Manager	Transportation	Belen, N.M.
Casey Pena	Superintendent, Field Operations	Mechanical	Belen, N.M.
Anthony Soto*	Terminal Manager	Transportation	Bakersfield, Calif.
Bill Stuhldreher	Assistant General Superintendent	Transportation	Fort Worth, Texas
Raymond Torres	Assistant General Superintendent	Transportation	Fort Worth, Texas
John Young*	Manager, Operations Service Excellence	Transportation	Fort Worth, Texas

High-Wide Clearance Project

This cross-departmental team initiated the High-Wide Clearance Project to reduce risks associated with handling high-wide shipments. The team implemented more than 30 changes in process, organization and technology, significantly reducing the frequency and severity of high-wide incidents. Working with an external vendor, the team developed a state-of-the-art application that improves the identification and communication of potential clearance issues and provides better options for safely routing high-wide shipments.

Nick Foster*	Senior Systems Developer	Technology Services	Fort Worth, Texas
Bernia Ivey*	Manager, Transportation Administration	Transportation	Fort Worth, Texas
Pete Kramer*	Manager, Customer Support	Marketing Support	Fort Worth, Texas
Chris Larsen*	Regional Manager, Economic Development	Marketing Support	Denver
Doug North*	Senior Systems Developer	Technology Services	Fort Worth, Texas
Samara Olvera*	Senior Systems Developer	Technology Services	Fort Worth, Texas
Donald Perry	Engineer, Clearance Ratings	Engineering	Kansas City, Kan.
Lucky Randolph*	Manager	Technology Services	Fort Worth, Texas
Victor Tamosiunas*	Engineer, Structures Standards	Engineering	Kansas City, Kan.



Tyrone Fitzgerald



Nick Foster



Jim Gunter



Ann Hague



Bill Haralson



Justin Inman



Jerry James



Robert Johnson



Mike Kelley



Tammy Middleton



Jeff Morgan



Steve Morrison

Strategic Efforts on the Rail Supply Initiative

Casey Weidner and Chad Rolstad led an initiative to analyze the cost structure of BNSF's rail producers. They consulted and negotiated with vendors, resulting in long-term contracts that will lead to more than \$16 million in annual capital savings for BNSF in the coming years.

Chad Rolstad*	Director	Strategic Sourcing & Supply	Fort Worth, Texas
Casey Weidner*	Manager	Strategic Sourcing & Supply	Fort Worth, Texas

Engineering Material Cross-Dock Initiative

This nine-person team successfully executed a plan to streamline the delivery of track material from suppliers. They developed new ways to provide the right part to the right place at the right time and at the lowest total cost. The team established a more predictable and consistent material distribution pattern and worked with suppliers to ensure safe handling and delivery of materials. This initiative generated approximately \$500,000 in savings in 2012 and established a sustainable process for future savings.

Luke Barnes*	General Clerk	Strategic Sourcing & Supply	Springfield, Mo.
Kurt Batterson*	General Clerk	Strategic Sourcing & Supply	Springfield, Mo.
David Gelander*	Director	Strategic Sourcing & Supply	Fort Worth, Texas
Bill Haralson*	Manager	Strategic Sourcing & Supply	Springfield, Mo.
Robert Johnson*	General Clerk	Strategic Sourcing & Supply	Springfield, Mo.
Mike Kelley*	General Clerk	Strategic Sourcing & Supply	Springfield, Mo.
Greg Underwood*	General Clerk	Strategic Sourcing & Supply	Springfield, Mo.
Jennifer Walsh*	Manager	Strategic Sourcing & Supply	Fort Worth, Texas
Claven Williams Jr.*	Manager	Strategic Sourcing & Supply	Fort Worth, Texas

Implementation of the My Expense-Transportation Tool

This eight-person team developed and implemented the My Expense – Transportation tool, which provides Transportation and Finance employees with a comprehensive tool to manage, monitor, investigate and report expense data. The tool allows users to efficiently analyze variances and trends, and it assists them in quickly identifying areas for investigation such as unfavorable trends in expenses. The tool, which provides a centralized location for expense review, has robust reporting capabilities and empowers users to be more efficient in managing spending.

Christina Dodd*	Manager, Labor Relations Systems & Budgets	Labor Relations	Fort Worth, Texas
Justin Ashley Faust*	Director, Budgets	Finance	Fort Worth, Texas
Justin Inman*	Assistant Manager, Accounting	Finance	Fort Worth, Texas
Steve A. Morrison*	Assistant Director, Terminal Planning & Analysis	Service Design	Fort Worth, Texas
James Stanley*	Manager, Budgets	Finance	Fort Worth, Texas
Yvonne Tan*	Manager	Technology Services	Fort Worth, Texas
Ron Waters*	Director, Budgets	Finance	Fort Worth, Texas
Eric Whitt*	Consulting Systems Developer	Technology Services	Fort Worth, Texas

Improving the Customer Experience

This team improved the customer experience as part of BNSF's initiative to streamline the pre- and post-sale process. They implemented wide-ranging enhancements by re-engineering the Economic Development process to ensure internal alignment and expedite project approvals. Another enhancement was implementing a new customer ID scheme across BNSF's pricing and billing systems. The team also comprehensively assessed BNSF's pricing capabilities and processes, then developed tools that enhance the customer's pricing experience with BNSF. These enhancements have reduced the time it takes to receive project approvals, improved customer data accuracy and have improved the overall ease of doing business with BNSF.

Dave Alegria	Manager, RPMS Development	Industrial Products	Fort Worth, Texas
Tony Allen	Senior Manager, Revenue Management	Finance	St. Paul, Minn.
Alok Bhaskar	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Keith Carney	Market Manager	Industrial Products	Fort Worth, Texas
Jan Darrow	Manager, Reporting & Analysis	Marketing Support	Fort Worth, Texas
Amanda Dosier*	Project Manager	Marketing Support	Fort Worth, Texas

Matt Eaton*	Manager	Technology Services	Fort Worth, Texas
Bob Edwards	Director, System Support	Marketing Support	Fort Worth, Texas
Luis Garcia	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Ann Hague*	Manager, Process Management	Marketing Support	Fort Worth, Texas
Jerry James*	Manager, Economic Development	Marketing Support	Fort Worth, Texas
Kevin Leddy*	Manager, Operations Planning & Analysis	Business Unit Operations	Fort Worth, Texas
Matthew Loomis	Manager, Marketing	Marketing Support	Fort Worth, Texas
Marina Malamis	Manager, Marketing & Communications Strategy	Marketing Support	Fort Worth, Texas
Joy Malmgren	Senior Analyst, Marketing	Marketing Support	Fort Worth, Texas
Thad Manning*	Manager, Auxiliary Price Services	Industrial Products	Fort Worth, Texas
Cindy Maxwell	Assistant Manager, Revenue Management	Finance	Fort Worth, Texas
Jessie McCabe	Director, Coal Marketing	Coal	Fort Worth, Texas
John McCarthy*	Manager, Corporate Reference Files	Marketing Support	Fort Worth, Texas
Bryan Motley*	Manager, Process Management	Marketing Support	Fort Worth, Texas
Jeff Nelson	Senior Manager, Accounting	Finance	Fort Worth, Texas
Tim Norris	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Michelle Pagel	Manager, Economic Development	Marketing Support	Fort Worth, Texas
Mike Ray	Regional Manager, Economic Development	Marketing Support	Fort Worth, Texas
Jay Russell	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Chuck Scheibe	Director, Ease & Strategy Initiatives	Marketing Support	Fort Worth, Texas
Jana Sparkman	Manager, Marketing Systems Integration	Marketing Support	Fort Worth, Texas
Debi Strada	Manager, Sales	Industrial Products	Fort Worth, Texas
Mike Surridge*	Senior Manager, Revenue Management	Finance	Fort Worth, Texas
John Tweet	Director, Planning & Forecasting	Marketing Support	Fort Worth, Texas
Bill Wagemaker	Consulting Systems Developer	Technology Services	Topeka, Kan.
Carrie Whitman	Director, Marketing Interface & Development	Marketing Support	Fort Worth, Texas

Creating Customer Car Flow Visibility

This four-person team developed tools to improve the visibility of customer equipment flows. Designed to reduce track congestion created by increased volumes from the Bakken Shale formation, the tools combine daily equipment activity with information about customer facilities to provide robust data on car flows and congestion impacts. BNSF is now able to better monitor terminals at risk for congestion and educate customers about inefficient car flow management. With the development of these tools, BNSF has been able to assist customers in significantly reducing a backlog of cars waiting for delivery orders, and millions of dollars in storage fees have been processed for payment.

Mick Fitzpatrick*	Consulting Systems Developer	Technology Services	Fort Worth, Texas
Jenna Anne Ford*	Analyst, Marketing Miscellaneous Revenue	Business Unit Operations	Fort Worth, Texas
Sanjay Jain*	Senior Project Manager, Marketing Miscellaneous Revenue	Business Unit Operations	Fort Worth, Texas
Kal Silverberg	Manager, Equipment Support	Business Unit Operations	Fort Worth, Texas



Bryan Motley



Patrick Moynihan



Doug North



Samara Olvera



Franco Padilla



Russ J. Pitner



Mike Schram



James Stanley



Jeff Swanson



Yvonne Tan



Greg Underwood



Ron Waters



Eric Whitt



Zach Wright

Clean Harbors Loop Track Construction

On Feb. 15, 2012, Clean Harbors Environmental Services (CHES) informed BNSF of their plan to bid on a waste clean-up project in upstate New York. Because CHES would be expected to receive shipments at their Avard, Okla., facility in less than six months, the bid was on a tight timeline and involved challenging volume and rail infrastructure requirements. Working closely with CHES, this team developed a plan to build a loop track, ensuring CHES won the business in late April. Even as design and construction were under way, CHES began accepting large blocks of cars in June. The loop track was placed into service on Aug. 17, and unit-train deliveries commenced immediately. This team developed and implemented a complex solution for CHES just six months after being notified of the opportunity. In 2012, BNSF handled more than 4,800 cars of material for CHES, worth more than \$16 million in freight revenues – and three years remain on the contract.

Brett Alstatt*	Trainmaster	Transportation	Wellington, Kan.
Janet Black	Regional Manager, Economic Development	Marketing Support	Fort Worth, Texas
Isaac Chan	Project Engineer	Engineering	Kansas City, Kan.
Mark Crowe*	Roadmaster	Engineering	Woodward, Okla.
Brian Decker	Director, Marketing Facility Development	Business Unit Operations	Fort Worth, Texas
Jim Goff	Manager, Field Engineering & Design	Engineering	Kansas City, Kan.
Roger Honeycutt Jr.	Roadmaster	Engineering	Enid, Okla.
Howard Horn	Market Manager	Industrial Products	Fort Worth, Texas
Kevin Leddy	Manager, Operations Planning & Analysis	Business Unit Operations	Fort Worth, Texas
Patrick Moynihan*	Director, Marketing	Industrial Products	Fort Worth, Texas
Adam Rodriguez*	Manager, Sales	Industrial Products	Cicero, III.
Adam Simon*	Trainmaster	Transportation	Wellington, Kan.
Adam Simon	Irainmaster	rransportation	vvenington, Kan.

Favorable Centerbeam Car Hire Arbitration

The per hour/per mile car hire rates BNSF pays on non-BNSF-controlled railcars are negotiated by the car owner and car user. When these parties cannot agree to mutually acceptable rates, industry rules provide for a dispute resolution process. In 2012, BNSF pursued arbitration after failing to reach an agreement with another Class I railroad for car hire rates on more than 5,000 centerbeam cars controlled by that railroad. This team implemented BNSF's arbitration strategy, which included educating the arbitrator on market drivers, presenting data supporting BNSF's case and rebutting the other railroad's arguments. The team was successful in presenting BNSF's case, reducing car hire rates by \$0.17 per hour. The reduced rate will result in annual railcar expense savings of \$600,000 for BNSF.

Angela Caddell	General Director, Marketing	Agricultural Commodities	Fort Worth, Texas
Maricela Diaz-Wells*	Senior Analyst, Accounting	Finance	Fort Worth, Texas
Ken Jacobs*	Director, System Support	Business Unit Operations	Fort Worth, Texas
Tammy Middleton*	Assistant General Attorney	Law	Fort Worth, Texas

TTX Expense Audit Report

This two-person team created a report to eliminate merchandise car hire expenses that BNSF was incurring in error. They implemented an automated process to analyze, compare and highlight discrepancies between TTX cars in use and TTX cars in long-term storage. The process provides BNSF with documentation to dispute inaccurate charges from TTX. Three weeks after implementation, the team discovered and remedied \$95,000 in erroneous car hire expenses. The team is now working with the Intermodal equipment group to expand the report to include the larger TTX equipment base. This is expected to save approximately \$1 million in expenses annually.

Betty Miller*	Manager, Freight Equipment	Business Unit Operations	Fort Worth, Texas
Kal Silverberg*	Manager, Equipment Support	Business Unit Operations	Fort Worth, Texas

Carey Dotson

Intermodal Business Unit Operations



Carey Dotson, intermodal equipment operator (IEO), is always willing to help peers get the job done safely.

In 2010, he was elected co-chair of the safety committee at the Memphis Intermodal Facility. That was his first year as an employee at the facility, having worked as an IEO contractor there

since 2002. He got involved because, for him, it was the right thing to do. Local managers recognized that Carey made a great leader, one who would take initiative, speak up and take action when needed.

Eventually chair of the committee, Carey helps to develop and communicate safety information, enhancements and expectations. He has also been a lead trainer, mentoring new employees during and after their training. "We try to get them to watch out for getting into bad habits, to do it the right way, the safe way," he says of training new hires.

In addition, Carey participates in the Memphis Production meetings, an employee-driven process centered on safe production and process improvements.

Beyond Memphis, he is helping to implement the "Approaching Others about Safety" initiative on a system level for all insourced intermodal facilities.

In the community, Carey also demonstrates his giving nature, volunteering for the Downs Syndrome Association of the Mid-South. He has also organized a group to participate in the American Heart Association "Heart Walk" and has worked on the local United Way drive for the past two years.

George Gross

Telecommunications



Telecommunications technicians and maintainers have to know how to safely climb around locomotives, buildings and towers, some of which are 460 feet tall. As a Telecommunications associate foreman, George Gross utilizes his knowledge as an Occupational Health and Safety Technologist (OHST) to manage many

of the department's training programs, including fall protection. George has been a board-certified OHST since 2010.

George works with trainers to ensure the fall-protection training adheres to leading safety practices, including OSHA guidelines and industry standards. The information can be technical and include regulatory detail. He tries to make the information sensible and easy to absorb. He also strives to make the training consistent across the system, so that no matter where employees work, they will be able to safely demonstrate best practice skills and focus.

In addition, George helps trainers cover safe practices during winter operations. Another focus area is Advanced Maintainer Skills Certification (AMSC), training that instructs maintainers on safely installing, testing and maintaining a variety of equipment, including cables, antenna systems, towers, and power plant and site grounding. Later this year, AMSC II training will be rolled out, reflecting his input.

"The technology we use changes rapidly, so we are challenged to keep up with it," he says. For example, with the installation of positive train control (PTC), more towers are being built. Recently George helped build a 15-story tower in New Mexico and another in Oklahoma. The crews there had never built one, so he turned the projects into teaching opportunities. When a tunnel required wiring for PTC, George was also on hand to ensure the work was performed safely.

Lee Johnson

North Region



Yardmaster Lee Johnson is making impactful changes both in safety and culture at Spokane, Wash., and nearby Hauser, Idaho. Last year, working with a steering committee of his peers, he developed SHARP (Spokane-Hauser Accident Reduction Program), a peer-run, observation and behavior-based program.

About 90 SHARP-trained employees observe co-workers in action, as part of a peer-to-peer critical behavior inventory. Their observations guide one-on-one feedback, as employees point out risks they observe and, more importantly, recognize positive behaviors. The program has been challenging, says Lee, considering that the goal is to observe all 380-plus employees out of Spokane and Hauser, day or night, in all conditions, on the road and in the yard.

As new employees are hired, they are introduced to the SHARP process, which helps build relationships, says Lee. According to local leaders, SHARP is another tool in their safety toolbox, and under Lee's direction, it is having a huge influence and is changing the culture because employees built it.

So far, the results have been outstanding. The 2012 safety record was one of the best ever for the Spokane/Hauser area, with a significant reduction in human-factor incidents and decertifications. Terminals elsewhere have expressed interest in the program, and Lee is now helping take it across the Northwest Division.

Outside of the railroad, Lee is also having an influence. He supports an annual Breakfast with Santa program for youth and is helping the local school to establish a safety program as a result of gun violence concerns.

Doug Peterson

System Engineering



Glendive, Mont., Track Inspector Doug Peterson says he is the go-to guy when something needs attention. But Doug is more than happy to do whatever needs to be done, recognizing that resolving safety concerns makes a big difference in keeping the workplace safe and attitudes positive.

Doug is part of a team that is nearing the 10-year injury-free mark, and he is the main face and voice of the group, according to local leadership, because he is always willing to take on a challenge. He'll find the right person to talk to about an issue, devote the time to find an answer and then present a solution.

For example, with more and more crude oil unit trains coming through the yard, nearby crossings were sometimes blocked due to the length of the trains. Doug took the initiative and worked closely with counterparts in Signal and Transportation to identify locations for crews to spot their trains to avoid blocking crossings.

"I want to understand all the reasons why something is an issue," he says. Part of that understanding comes through the local Badlands Safety Committee, which he chairs and includes representatives from all major crafts. The cross-functional team gives members a much better understanding of the other members' perspective. As a representative on the Montana Division Safety Team, Doug also sees this same cross-functional approach.

During his 30-plus years with the railroad, Doug says he has seen a significant increase in the commitment to safety and in the willingness to listen to employee questions and suggestions.

Bruce Remz

South Region



Barstow, Calif., Switchman Bruce Remz found that although the RCO (remote control operator) vest he has to wear on the job was functional, it was not very comfortable, especially in the desert heat of Southern California. Bruce decided he would redesign the vest, with a goal of making it more comfortable and safer.

First he did some research on the internet, purchasing forestry firefighter harnesses and machine/harness parts. Then, after some adaptation, he modeled his prototype to the Barstow RCO Committee. They wanted to know where they could get one too.

Because his idea would require a redesign of existing equipment, Bruce worked with System Safety to ensure the vest was sturdy enough to withstand all conditions as well as meet Federal Railroad Administration requirements. Several prototype designs were tweaked and tested at other locations. Feedback was positive and, within less than a year, the redesigned vest is now available system wide.

The redesigned vest doesn't hold in as much heat because there is less fabric. Because it's cut close to the body, the vest moves less, enhancing both comfort and safety. It also includes an RCO license pocket, air gasket holders and a more comfortable harness for supporting the RCO box itself, one tailored to the body mechanics of switchmen.

Bruce also had a much more personal reason for getting involved in the vest redesign. His grandson recently joined BNSF as a conductor-trainee at Barstow. "I want to be sure that he 'gets it' [safety] so he goes home safe each day," says Bruce.

Devon Smoot

Central Region



Devon Smoot joined the railroad as a conductor in Thayer, Mo., in 1996, and was promoted to locomotive engineer in 1998. Deciding to become a railroader is something he is still proud of, even though it was a difficult decision at the time. That's because his father, a brakeman/conductor at Thayer, was fatally injured on the job.

Devon was a young boy when his father died. While it is still tough to recall, he shares his story with co-workers, especially new hires, because he wants to drive the safety message home. It's also why he became so involved in safety when the opportunity arose.

In 2002, the Safety Summit Agreement was signed by BNSF and the Transportation unions to formally engage employees in creating a safer work environment. Safety coordinator positions were created on every division, with local safety committees established across the divisions. Devon was elected chairman of the local committee at Thayer.

A relatively small station with about 130 employees, Thayer had 17 injuries in 2002. Devon and the committee had to build credibility around the program as people were skeptical. By being responsive and taking care of what he calls the "little things," the committee started to win employees over.

In 2005, Devon was appointed as Brotherhood of Locomotive Engineers and Trainmen safety coordinator for the Springfield Division. Today he works closely with division management, union leadership and the 12 site-safety teams to make sure all those "little things" across the division are being attended to.

In the community Devon has used his leadership skills as well, serving as a school board member for 12 years and president of the local union lodge.

Darryl Woods

System Mechanical



Zone 4 Carman Darryl Woods has an active imagination for safety. Whether he's crossing the tracks at Argentine Yard in Kansas City, Kan., to inspect a train, repairing a damaged freight car or operating heavy equipment, he paints a picture in his mind of what might happen were he to lose focus. The images help him maintain

concentration at all times.

A mentor to apprentices, Darryl shares this lesson with them. He offers various scenarios for them to consider, including what it means to work at night, in blinding blizzards and other conditions that can easily distract. "The first thing I ask them is 'Do you have a family?' And then we talk about what can happen if they don't do a job safely," he says.

Darryl's imagery doesn't end in the yard. An accomplished artist, he has left a permanent safety message for anyone who enters the Mechanical Training Room where he has painted murals covering the walls, from floor to ceiling. To show the range of the work that carmen do, his artwork depicts freight car repair, maintenance and re-railing operations – all illustrating the practices and equipment needed to do the jobs correctly and safely.

The project took months, beginning last January. After two rounds of sketches, he spent more than 60 hours meticulously painting, ensuring every detail was accurate.

His painting skills are used outside of work, too. He has donated signed drawings to support charitable organizations and sketched for children on board the local holiday train. He also draws caricatures for BNSF families during the Kansas Division's Employee Appreciation Day.

2012 Best of the Best Recognition

These individuals are being recognized for their outstanding safety leadership, with work teams that achieved exceptional safety performance in 2012. Each work group was injury-free.

TRANSPORTATION	
Steve Barrow	Superintendent, Operations Springfield, Mo.
Matt F. Boyd	Superintendent, Operations Trinidad, Colo.
Dave DeVault	Terminal Superintendent Tulsa, Okla.
Nicole James	Assistant Superintendent Kansas City, Kan.
Jason McBride	Terminal Superintendent Amarillo, Texas
R.B. McCord	Superintendent, Operations Vancouver, Wash.
Tim Merriweather	Terminal Superintendent Cicero, III.
Scott Meyer	Superintendent, Operations St. Louis
Ryan Shoener	Terminal Superintendent Alliance, Neb.
Mike Wacker	Superintendent, Operations San Bernardino, Calif.
Bret Winters	Superintendent, Operations Memphis, Tenn.
MECHANICAL	
David A. Andersen	General Foreman Galesburg, III.
Gary Blair	General Foreman Belen, N.M.
Richard Castanon	General Foreman Commerce, Calif.
Roman Cisneros	General Foreman Haslet, Texas
Jeffrey Thomas Grady	General Foreman Amarillo, Texas
Mike Hale	General Foreman Superior, Wis.
Harold Lederer	General Foreman Richmond, Calif.
Larry Perez	General Foreman Clovis, N.M.
Eddie Rhoads	General Foreman Houston
Mark Riley	General Foreman

Daniel Rodriguez	Superintendent, Field Operations Barstow, Calif.
Chris Schilreff	General Foreman Hauser, Idaho
Daniel Silva	General Foreman Guernsey, Wyo.
BryanThompson	General Foreman Kansas City, Kan.
Doug Wagner	Shop Superintendent Minneapolis
ENGINEERING	
Jimmy Capps	Assistant Director, Maintenance Production San Bernardino, Calif.
Bill Cruttenden	Manager, Signal Seattle
Keith Fezekas	Manager, Signal Chicago
Erik Frohberg	Manager, Structures Fargo, N.D.
Jeff Jarman	Manager, Signal Spokane, Wash.
Cory Knutson	Manager, Structures Billings, Mont.
Gary Lang	Manager, Signal Amarillo, Texas
P.J. Lovato	Manager, Signal Albuquerque, N.M.
Joe Moore	Manager, Signal Gillette, Wyo.
Dennis Skeels	Manager, Signal San Bernardino, Calif.
Greg Snyder	Manager, Signal Galesburg, III.
Corey Stethem	Manager, Signal Springfield, Mo.
Steve Talbot	Manager, Structures Springfield, Mo.
INTERMODAL	
Scott Jenkins	Senior Manager, Hub Operations Memphis, Tenn.
TELECOMMUNICATION	S



Steve Barrow



Dave DeVault

Newton, Kan.



Nicole James





Susan Borsellino

Jeff Jarman



Fort Worth, Texas

Director, Technology Services

Scott Jenkins



Tim Merriweather



Scott Meyer



Daniel Rodriguez



Corey Stethem



Steve Talbot



Doug Wagner



Bret Winters

