



ROGER A. BOLDRA

General Director
Labor Relations

Burlington Northern Santa Fe

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February 20, 2014

Mr. R. S. Knutson
General Chairman, UTU
The Meadows Centre
8250 W. 80th Ave, Units 7 & 8
Arvada, CO 80005

Mr. Knutson:

This letter is in reference to the 3 Agreements signed and effective this date, pursuant to BNSF's November 15, 2013 Notice to establish multi-directional ID service to be headquartered at Tulsa, Oklahoma. One of these Agreements provided a means for Madill "protected" employees to relinquish their right to man one Madill-to-Tulsa pool turn headquartered at Madill, in exchange for a lump sum payment. Section 2 of said Agreement provided that in order to qualify for the lump sum payment, a Madill protected employee had to be in "active service on the date of the Agreement".

BNSF records show that one of the employees listed on Attachment A of the Agreement, S. A. Anderson, retired on January 19, 2014, meaning that on the effective date of this Agreement, Mr. Anderson was not in "active service" as contemplated by the Agreement, and thereby does not qualify for the relinquishment allowance.

If the above accurately reflects our discussion and understanding, please affix your signature below.

Sincerely,

I agree:

SMART-TD GC Knutson