



SALVATORE MACEDONIO
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November 1, 2021

Mr. Kent Psota
215 W. Oak St. Suite 500
Fort Collins, CO 80521

Mr. Psota,

BNSF recently took several unprecedented steps to reinvigorate and improve transportation safety, including reimagining its practices and processes and adding additional temporary safety positions to ensure continuous improvement and innovation. While the Behavior Accident Prevention Process (BAPP) agreements and observations have played an important role in BNSF's safety vision since 2012, it is time to transform our safety initiatives and keep the momentum going through new agreements, policies, and safety leadership at the local level.

Therefore, in accordance with Article 6 of the 2012 Memorandum of Understanding, which established BAPP, this letter will serve as a ten (10) day notice requirement to cancel any and all agreements in connection with the BAPP program on your property.

The agreements will be canceled, effective **December 31, 2021**.

A handwritten signature in black ink, appearing to read "Salvatore", with a long, sweeping horizontal line extending to the right.

Salvatore Macedonio
Assistant Vice President Labor Relations

A handwritten signature in blue ink, appearing to read "Craig Morehouse", with a long, sweeping horizontal line extending to the right.

Craig Morehouse
Regional Vice President Transportation