



Robert S. Karov
Vice President
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November 1, 2021

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

Mr. Psota,

BNSF has seen a tremendous reduction in the number of accidents and injuries across our property in the past two decades. Through our mutual efforts under the Safety Summit Agreement, we have achieved dramatic improvements in safety at every level. Additionally, 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 Safety Summit/Alternative Handling agreements played an important role in the past, it is time to transform our safety initiatives and keep this momentum going by adding new safety leaders at the local level and encouraging more dialogue between our front line supervisors and TYE employees.

In another notable area, since June, employees observed or found in violation of some of our most serious rules have received coaching and retraining instead of discipline, and we saw a decrease of 57% for Serious violation employee investigations from July through September; specifically, BNSF called 80 employee investigations in 2021 vs. 186 in 2020. We hope these trends will continue in the future.

Therefore, following months of dialogue where we've engaged with you on mutual areas that will help shape safety for the years to come, and while we are on the cusp of moving forward in those areas through new and innovative ways, it is in accordance with Article VIII, Section I of the Alternative Handling ("Safety Summit") Agreement that this letter will serve as a sixty (60) day notice to cancel the agreement. The agreement will be canceled effective December 31, 2021.

A handwritten signature in black ink, appearing to be "R. Karov", written over a horizontal line.

Robert Karov
Vice President Labor Relations