



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,

A handwritten signature in black ink, appearing to read "Ike Evans".

IKE EVANS

and the

Union Pacific Safety Assurance and Compliance Partnership