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December 22, 2025

Mr. Brent Lind
General Chairman, SMART-TD
1603 North State Highway CC
Nixa, MO 65714

RE: 6/3V, 7/3V, Rest Cycle Incentive (Updated on 1/23/26)

Mr. Lind,

This is in reference to our ongoing discussions regarding short-term incentives to support service demands. At the locations identified in the subsequent Attachment A, employees with 6/3V, 7/3V rest cycles will receive the following bonus structure for helping to meet service recovery, between December 23, 2025, and January 31, 2026 for the date ranges shown on attachment A:

1. Employees must be assigned/working in a pool with a 6/3V or 7/3V rest cycle.
2. Employees who elect to forgo their rest days ahead of the start of the upcoming 3-day rest cycle will receive a \$600 bonus (per work/rest cycle), subject to the following conditions:
 - a. Employees must stay marked up and available for the full 3-day rest cycle.

Example: Employee has rest days on Tuesday/Wednesday/Thursday. If an employee forgoes the rest days, but then takes a single vacation day on Tuesday, they will not earn the bonus.
 - b. Employees are expected to utilize Smart Rest in order to ensure that they do not become unavailable as a result of consecutive starts under RSIA; and RSIA unavailability event during the pay half would forfeit any bonuses during that pay half.
 - c. Employees must not use FOB (foot of board), turn swap, or book additional rest during the 3-day rest cycle.
 - d. Employees must be marked up and available for the entire 6-days following their incentivized rest cycle.
 - e. Such payments will be evaluated and paid no later than the pay half following the one in which the service is performed.
3. BNSF may increase this bonus amount, as needed based on the manpower need in a specific pool.

4. This incentive will remain in place until January 31, 2026¹, but may be extended by mutual agreement between SMART-TD and BNSF. If the program ends during an employee's rest day period, so long as they continue to remain marked up and available as outlined in Item 2, they will still receive the bonus for that rest day period.

These bonus payments are in addition to all other earnings, separate and apart, without offset to any other compensation earned, including but not limited to overtime, protective or extra board guarantee, etc. Similarly, these incentive payments will not be used for computing vacation pay, lump sum payments, or counted as earnings in calculating make up pay due under merger protective agreements or any other existing or future monetary guarantee.

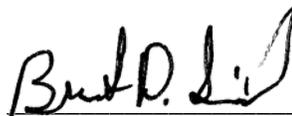
This Letter of Understanding reflects and effort to establish mutually acceptable terms, on a non-referrable basis. This LOU shall not be construed as an express or implied admission regarding either Party's rights or lack thereof under the Railway Labor Act, or the arbitrability of any dispute. Moreover, this LOU is without prejudice to any position that either Party may take in any matter, dispute, case, action, or other proceeding of any kind, including any future matter or negotiation of any kind, except an action to enforce this LOU.

Sincerely,



Melissa Beasley Coke
AVP – Labor Relations

I agree:



Brent Lind
General Chairman, SMART-TD

¹ For date ranges shown on Attachment A

Attachment A

- LAUREL
 - Board 110 12/23/25-1/31/26
- EDGEMO
 - Board 100 12/23/25-1/31/26 Updated on 1/12/26
- DILWOR
 - Board 10 1/20/26-2/9/26
 - Board 600 1/20/26-2/9/26

- MANDAN
 - Board 200 1/20/26-2/9/26
- FORSYT
 - Board 500 1/20/26-2/9/26

- The following boards are added on January 23, 2026 to run from January 25, 2026 - February 2, 2026
 - AMARTX 200
 - AMARTX 400
 - AUROIL 10
 - BEARIL 10
 - CHAFMO 10
 - CHAFMO 500
 - CICERO 600
 - ENIDOK 6
 - ENIDOK 20
 - ENIDOK 210
 - FTWOTX 400
 - GALEIL 10
 - KANCMO 10
 - KANCMO 500
 - KANCSO 300
 - KANCSO 310
 - LACRWI 10
 - LACRWI 400
 - LACRWI 600
 - LINCNE 130
 - LINCNE 140
 - LINDMO 100
 - LINDMO 310

Attachment A
(Continued)

- MADILL 10
- MADILL 300
- MEMPTN 10
- NORTHHT 10
- NORTHHT 110
- OKLCOK 200
- SPRIMO 40
- SPRIMO 620
- THAYMO 300
- TULSOK 10
- TULSOK 200
- WICFAL 10
- WICFAL 100
- WICFAL 200
- WQUINC 10
- WQUINC 300