

BNSF advised us this afternoon that the profit sharing payout has come in at 60% of the 8% maximum of the qualifying earnings as described in the agreement language. This means that for all "regular" earnings (as described within the agreement and not W-2 totals) the payout will be 60% of 8.08% (includes .08 added in agreement to reflect true 2 for 1 GWI trade) which equals 4.85% of your regular earnings for the period January 1st through December 31st 2011.

The Profit Sharing / GWI trade-off reached in the 2003 and 2007 rounds of bargaining outlines that a 50% payout represents the "break even" point that was traded 2-for-1 for profit sharing. In other words, for every 1% of GWI you gave up, you can receive up to 2% profit sharing. Therefore, with a 60% payout this year you have done better as a result of that trade. Each of you will receive over and above what you would have made absent the ICP Agreement.

While we understand that our BLET brothers and sisters gave heavily with their dedication throughout the year to earn this profit sharing, it appears that our membership again made a valuable decision to participate.

Profit Sharing payments are premised upon several Carrier goals set forth for the year 2011. While we await Berkshire Hathaway to make the announcement of these specific ICP details, again, we would like to commend each of you on a job well done.

We have been advised that ICP payments will be made on Tuesday, January 31, 2012.

We are providing this as information and for your files; we will pass on any additional information as it becomes available.

Fraternally,

Matt Wilson
General Chairman

