

MEMORANDUM OF AGREEMENT
Between
BURLINGTON NORTHERN AND SANTA FE RAILWAY
COMPANY
And
SMART-TD

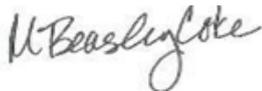
The following will apply to the active boards at Needles, CA., Winslow, AZ., and Belen, NM.:

1. Conductors, who are placed on the active board to deadhead, will not be changed to work. Conductors, who are placed on the active board to work, will not be changed to deadhead.
2. Away from home terminal conductors may be designated as deadheads and may depart the away from home terminal when designated by the Planners or Chief Dispatcher as designated to deadhead. Home terminal conductors, placed on the active board to deadhead, must deadhead in turn.

This Memorandum of Agreement will be effective on the date signed and will remain in effect for a minimum of 60 days. After the initial 60 days, either Party may cancel this pilot by giving 15 days' advanced written notice to the other Party.

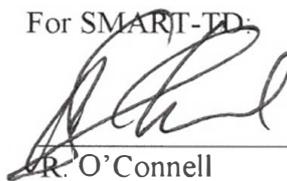
Signed the 23rd day of April, 2024

For BNSF Railway Company:



Melissa Beasley Coke
AVP Labor Relations

For SMART-TD:



R. O'Connell
General Chairman, SMART-TD



John Murphy
General Director, Labor Relations