



December 21, 2007

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Asst. Vice President

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Audiometric Testing

Dear Sir:

As a reminder, Department of Transportation regulations 49 CFR Parts 227 and 229 concerning "Occupational Noise Exposure for Railroad Operating Employees: Final Rule" became effective in February of 2007. These new regulations provide for the establishment of an Audiometric Testing Program (Part 227.109).

Union Pacific must establish, prior to February 26, 2009, a valid baseline audiogram for all train, engine and yard service (TE&Y) employees. Baseline data already exists for most employees, such as those recently hired and those certified under 49 CFR Part 240 (locomotive engineer and remote control operator certification). Previous hearing tests of TE&Y employees will be used as baselines unless it is determined that they are not valid. Employees who do not have a baseline will be notified by Union Pacific when it is time for them to schedule a hearing test to obtain a valid baseline audiogram.

TE&Y employees will be offered the opportunity to have an audiometric test at least once each calendar year. TE&Y employees will be required to have an audiometric test every three years (within 1095 days from their previous test).

Employees who do not have a valid baseline audiogram and employees who reach the 1095 day limit from their previous test will need to complete an audiometric test before being permitted to continue working. Certification or re-certification tests pursuant to CFR 49 Part 240 count as an audiometric test for purposes of Part 227.

Audiometric tests under the new regulations will be handled in a manner similar to the way tests are currently handled for engineers and remote control operators under 49 CFR Part 240. In most instances, employees will be furnished the name, address and telephone number of a local facility and asked to schedule a test at that facility. There may be occasions when tests will be administered at a hearing van or by a qualified on-property nurse. In either case, Union Pacific will pay for the test.

A conference call will be scheduled the first week of February with the appropriate Health Services and Safety personnel to discuss rollout of the Audiometric Program. You will receive a follow up letter within the next few weeks advising you of the date and time of the conference call.

Sincerely,