

BNSF offers \$3,000 employee referral bonus for scheduled positions

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BNSF is offering a \$3,000 employee referral bonus for all scheduled positions available across the network. These include but are not limited to positions in the Transportation, Engineering, Dispatching, Mechanical and Intermodal crafts.

"This year, we expect to fill more than 3,500 scheduled positions across the system," said Riz Chand, vice president and chief human resources officer. "Our employees know our company and what it takes to succeed here and can be our best source of job applicants. With this referral program we hope to encourage and reward current BNSF employees for bringing us the best-qualified talent to help us meet customer expectations."

There is no limit to the number of referrals an employee may provide. However, referrals must meet specific terms and conditions, which include:

- You will only receive credit for the referral if you are the first employee to submit the referral.
- You will not qualify for the referral bonus if the referral is a family member (immediate, extended or by marriage). This does not mean an employee cannot refer family members; it simply means the employee is not eligible to receive a bonus if BNSF hires a family member.
- BNSF will pay the full referral bonus once the referral has been employed for four months.
- A referral is not a guarantee of employment.

See the [BNSF Employee Referral Program Guidelines](#) for additional instructions about how to submit a referral. If you have questions about the program, please email incentivesmanagement@bnsf.com.