Team UP on Track for Success

At Union Pacific the health and well-being of you and your family is important. Benefit plans and programs are designed to keep you and your family well, manage illness and chronic disease when they occur, ensure access to quality care, help you and your family make good healthcare choices, and provide coverage when sick or injured.

**SUPPORT**
- We provide support, care and resources to our employees
  - **Parental Leave**
    - Providing both parents paid time off to bond with their new addition.
  - **Milk Stork**
    - Delivery service for business traveling moms to ship breast milk home to baby.
  - **Adoption Assistance**
    - Helping eligible employees lower the cost of adoption.
  - **Bereavement Leave**
    - Providing days and support for the moments that matter.
  - **Child Care and Support**
    - A company child development center and access to the largest self-select online database of caregivers.

**Build**
- We develop healthy leadership through continuous education
  - **Leadership Development**
    - Programs designed to inspire and develop early-career, new managers and future leaders.
  - **Transition Programs**
    - Programs designed to provide cross-functional opportunity and growth for optimal career advancement.
  - **Employee Resource Groups**
    - Recognizing and celebrating our diverse workforce through nine resource groups.
  - **Mentor Program**
    - Partnering employees to expand networks and develop careers.
  - **Education Assistance**
    - Assists employees in obtaining academic training on a vocational and college level.

**WELLNESS**
- We build emotional wellness connecting with one employee at time
  - **Employee Assistance**
    - Program designed to provide confidential support for those everyday challenges.
  - **Recognition Programs**
    - Celebrating employees and amplifying moments that matter.
  - **Friend to Friend Network**
    - Provides monetary benefits to active and retired employees suffering from health or dwelling-related tragedies.
  - **Flexible Work Options**
    - Flexibility in the scheduling of hours worked and the location in which work is conducted.
  - **Employee Perks**
    - Offering exclusive discounts from hundreds of national and local merchants.

2,200+ Employees participate in Employee Resource Groups.
1,587 Employees helped in 2019 through Friend to Friend.
2,000 employees work remotely at any given time.
2,200+ Employees participate in Employee Resource Groups.