

# 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 care givers.

## 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 group.

### 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 a 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.

