

Union Pacific Tier II Diversity Program



Tier II Program Reporting & Scorecard Requirements

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Tier II Reporting Requirements

At Union Pacific, we highly encourage all of our suppliers participate in our Tier II Reporting Program. In particular, we place an additional emphasis on our Strategic suppliers to support a core value of the Supply Chain Department and Union Pacific by attending annual supplier reviews. Below you will find the requirements of reporting that will be evaluated during the supplier review.

As a supplier of Union Pacific, we ask that you report your direct and indirect expenditures on a quarterly basis. If you are a Strategic Supplier, additionally we **require** that you support the Supplier Diversity Program initiative by:

- Consistently reporting all of your Tier II spend
- Establishing an internal Supplier Diversity Program or Policy and goals for your organization
- Join a local, regional and/or national supplier diversity council

Strategic Supplier Review Scorecard Criteria

During annual reviews, our Strategic Suppliers will be evaluated on the reporting metrics listed below:

Scorecard Points Matrix	Points Available
% of total spend with diverse suppliers	8
Member of Regional/National Council	1
Internal Supplier Diversity Program/Policy (Y or N)	1
Total	10

In order to identify point award for the % of total spend with diverse suppliers, UP will use the following table:

Legend	Points
> 0 and \leq 0.5% of total spend	1
> 0.5% and \leq 1% of total spend	2
> 1% and \leq 2% of total spend	3
> 2% and \leq 3% of total spend	4
> 3% and \leq 4% of total spend	5
> 4% and \leq 5% of total spend	6
> 5% and \leq 5.5% of total spend	7
\geq 5.5% of total spend	8

If a supplier fails to meet the Union Pacific Tier II Reporting requirement(s) for two years, the supplier will be put on a formal action plan which will require a presentation to Union Pacific leadership on reason(s) surrounding why the company is not meeting and/or supporting Union Pacific's Supplier Diversity Program.

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Tier II Reporting Periods

Union Pacific utilizes B2GNow for our Tier II Reporting tool. As a supplier of Union Pacific please register in the portal by going to B2GNow.

The reporting periods are as follows:

Reporting Quarter	Reporting Period
Quarter 1	April 1 – April 30
Quarter 2	July 1 – July 31
Quarter 3	September 1 – September 30
Quarter 4	January 1 – January 31

**** Please be advised that if you do not report your Tier II Reporting during the reporting period, the portal will not accept backdated reporting.**