



POLICIES DOCUMENT

Title:	Equal Employment Opportunity Policy
Policy Number:	1.00
Effective Date:	01/01/1992
Last Revised:	04/27/2009
Application:	All Employees

Equal Employment Opportunity Policy

It is the policy of Kansas City Southern and its United States subsidiaries and its affiliates (collectively called "the Company"), to provide equal opportunity in employment to all employees and applicants for employment. This policy applies to all terms, conditions, and privileges of employment, including hiring, training, orientation, placement, employee development, promotion, transfer, compensation, benefits, educational assistance, layoff and recall, social and recreational programs, employee facilities, termination and retirement. The Company will not discriminate in employment because of race, color, religion, sex, age, national origin, disability, military status, or other category protected by law.

- A. The Company will select those persons for employment who have the personal and technical qualifications to meet the needs of the positions to be filled and, where appropriate, who possess the growth potential to fill future requirements.
- B. The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.
- C. Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, the Senior Vice President of Human Resources, Equal Employment Opportunity Coordinator Jeanie Uhrich (816-983-1404) or by calling our Speak Up! Line at 1-800-727-2615, anonymously if preferred.
- D. Employees and applicants can raise concerns and make good faith reports without fear of reprisal, harassment, intimidation, threats, coercion, or discrimination because they: (1) file a complaint with the Company or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.
- E. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Questions regarding the interpretation and application of this policy should be directed to Matt Brazeal (816) 983-1414.