



JIM VENA



Incoming Chief Executive Officer | Effective August 14, 2023

Strong leader and veteran railroader with unparalleled experience across operational management, marketing and project execution, including deep knowledge of precision scheduled railroading

Distinguished 40+ Years as a Railroader



2019 - 2021

- **January 2021 - June 2021**
Senior Advisor to the Chairman
- **2019 - 2021**
Chief Operating Officer



1977 - 2016

- **2013 - 2016**
Executive Vice President and Chief Operating Officer
- **2007 - 2013**
Senior Vice President, East, West and Southern Regions, U.S. and Canada
- **2005 - 2013**
Held various management positions across operations, marketing and sales
- **1977 - 2005**
Held positions of increasing responsibility including Conductor, Engineer, Trainmaster and Superintendent
- Started career as a Brakeman and held several ground level union positions

“ I am excited about returning to Union Pacific and look forward to the journey to be the safest, most reliable and most efficient railroad in the industry. My focus from day one will be to ensure the Company delivers industry-leading customer and operating excellence, cultivates and empowers our employees, and cares for the communities in which we operate. These efforts will generate strong shareholder returns.

- Jim Vena

Right Leader to Accelerate Union Pacific's Next Growth Phase with a Demonstrated Track Record of Driving Best-In-Class Operating Results

2 YEARS AS UNION PACIFIC COO

- \$1+ billion efficiency savings achieved
- Delivered record service product

3+ YEARS AS CANADIAN NATIONAL RAILWAY COO

- Best operating ratio in North American rail industry
- Best safety incident ratio in company history

Personal Details

Based in Omaha, Nebraska

He and his wife, Karen, have two children

Current Board Member:

- **FedEx**
June 2022 - Present
- **DCLI (Direct ChassisLink, Inc.)** March 2023 - Present

Education



University of Alberta, Canada

Bachelor of Science, Mathematics and Chemistry



Athabasca University

AGDM (Advanced Graduate Diploma in Management)

