



Delivering Responsibly

2016 DATA SUPPLEMENT



Data Tables

The following data covered in this report applies to CN and its subsidiaries. CN subsidiaries are listed in the 2016 Annual Information Form on page 2.

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
ENVIRONMENT						
EMISSIONS						
Total GHG emissions (Scope 1 and 2)^(a)	Metric tonnes of CO ₂ e	5,252,867	5,561,870	5,728,123	5,276,446	–
Direct GHG emissions (Scope 1) ^(b)	Metric tonnes of CO ₂ e	5,064,024	5,368,257	5,534,058	5,087,946	305-1
Rail locomotives	Metric tonnes of CO ₂ e	4,405,606	4,692,974	4,858,403	4,457,768	305-1
Intermodal trucks	Metric tonnes of CO ₂ e	140,804	136,837	137,318	110,426	305-1
Shipping vessel fleet ^(c)	Metric tonnes of CO ₂ e	204,067	199,721	212,573	208,740	305-1
On Company Service fleet	Metric tonnes of CO ₂ e	86,273	97,464	101,828	108,193	305-1
Intermodal equipment	Metric tonnes of CO ₂ e	32,810	29,091	20,987	24,038	305-1
Miscellaneous fuel emissions	Metric tonnes of CO ₂ e	194,465	212,170	202,948	178,782	305-1
Indirect GHG emissions (Scope 2) – energy ^(d)	Metric tonnes of CO ₂ e	188,843	193,613	194,065	188,500	305-2
Other indirect GHG emissions (Scope 3)^(e)	Metric tonnes of CO ₂ e	2,740,942	2,578,190	1,626,867	1,492,053	305-3
GHG emissions intensity^(f)						
Total GHG emissions (by rail freight revenue)	Metric tonnes of CO ₂ e per thousand dollars of rail freight revenue	0.46	0.47	0.50	0.53	305-4
Total GHG emissions (by employee)	Metric tonnes of CO ₂ e per full-time employee	235	228	234	223	305-4
Impact of service						
Rail emission intensity ^(g)	Metric tonnes of CO ₂ e per million GTM	10.40	10.62	10.83	11.11	–
Truck emission intensity	Metric tonnes of CO ₂ e per thousand kilometres travelled	1.22	1.24	1.24	1.25	–
Shipping vessel emission intensity ^(c)	Metric tonnes of CO ₂ e per million net ton miles	16.90	17.66	17.83	17.37	–
ENERGY						
Total direct and indirect energy consumed within the organization^(h)	Megawatt hours	19,366,012	20,543,278	21,094,164	19,417,395	302-1
Total direct energy consumed	Megawatt hours	18,809,291	19,948,919	20,521,735	18,862,621	302-1
Diesel (used for locomotives)	Megawatt hours	16,045,338	17,097,281	17,716,213	16,238,721	302-1
Diesel (other)	Megawatt hours	1,892,183	1,876,618	1,903,937	1,707,938	302-1
Natural gas	Megawatt hours	527,157	582,988	512,393	500,843	302-1
Other fuels (propane, gasoline, kerosene, stove oil, furnace oil)	Megawatt hours	344,614	392,032	389,191	415,118	302-1
Total indirect energy consumed – electricity	Megawatt hours	556,720	594,360	572,429	554,775	302-1

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
ENVIRONMENT						
Total renewable energy consumed ⁽ⁱ⁾	Megawatt hours	404,102	423,508	458,549	421,927	302-1
Energy intensity ⁽ⁱ⁾	Megawatt hours per million CDN dollars of rail freight revenue	1.71	1.73	1.84	1.95	302-3
Fuel efficiency ^(k)	GTMs per US gallon of fuel consumed	1,061	1,040	1,019	994	302-3
Fuel efficiency savings ^(l)	\$ million	19	24	40	10	–
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN CANADA^(m)						
Nitrous oxides (NO _x)	Kilo tonnes	46.32	49.40	51.10	49.66	305-7
Sulphur dioxide (SO _x)	Kilo tonnes	0.02	0.02	0.02	0.02	305-7
Particulate matter	Kilo tonnes	1.00	1.07	1.11	1.13	305-7
Hydrocarbons	Kilo tonnes	2.05	2.19	2.27	2.26	305-7
Carbon monoxide	Kilo tonnes	7.78	8.31	8.58	7.77	305-7
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN THE U.S.^(m)						
Nitrous oxides (NO _x)	Kilo tonnes	17.74	18.79	19.71	19.73	305-7
Sulphur dioxide (SO _x)	Kilo tonnes	0.01	0.01	0.01	0.01	305-7
Particulate matter	Kilo tonnes	0.39	0.41	0.43	0.45	305-7
Hydrocarbons	Kilo tonnes	0.80	0.85	0.89	0.92	305-7
Carbon monoxide	Kilo tonnes	2.91	3.09	3.23	3.02	305-7
EFFLUENTS AND WASTE						
Total weight of waste generated ⁽ⁿ⁾	Metric tonnes	400,744	395,292	370,185	432,533	306-2
Total hazardous waste generated	Metric tonnes	770	927	857	770	306-2
Disposal methods ^(o)						
Recycled	Metric tonnes	655	609	654	486	306-2
Recovery for energy	Metric tonnes	88	263	133	145	306-2
Incinerated	Metric tonnes	1	15	31	17	306-2
Deep-well injected	Metric tonnes	0	2	3	2	306-2
Sent to landfill	Metric tonnes	24	34	36	119	306-2
Treatment	Metric tonnes	2	4	0	1	306-2
Water discharge	Metric tonnes	0	0	0	0	306-2
Disposed in caverns	Metric tonnes	0	0	0	0	306-2
Waste fuel blended	Metric tonnes	0	0	0	0	306-2

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
ENVIRONMENT						
Total non-hazardous waste	Metric tonnes	399,974	394,365	369,328	431,763	306-2
Disposal methods ^(o)						
Recycled	Metric tonnes	223,202	192,622	175,180	223,046	306-2
Recovery for energy	Metric tonnes	140,485	162,249	155,098	161,859	306-2
Incinerated	Metric tonnes	90	43	102	6	306-2
Deep-well injected	Metric tonnes	244	314	641	614	306-2
Sent to landfill	Metric tonnes	25,886	27,352	26,286	40,649	306-2
Treatment	Metric tonnes	10,067	11,785	12,021	4,624	306-2
Water discharge	Metric tonnes	0	0	0	61	306-2
Disposed in caverns	Metric tonnes	0	0	0	77	306-2
Waste fuel blended	Metric tonnes	0	0	0	827	306-2
WATER						
Water consumption from municipal sources ^(p)	Million cubic metres	1.7	1.7	1.7	1.6	303-1
BIODIVERSITY AND LAND MANAGEMENT						
Spend on site assessments and remediation	\$ million	29	91	19	18	–

(a) Our Scope 1 and 2 GHG emissions are consolidated based on an operational control approach.

(b) Our GHG Scope 1 emissions include rail and non-rail emissions. The GHG Protocol was applied. We measured carbon dioxide, methane and nitrous oxides using emission factors and global warming potentials from the Environment Canada National Inventory report and the International Panel on Climate Change Fifth Assessment reports, respectively. 2013 to 2015 were restated to reflect IPCC Fifth Assessment Global Warming Potentials excluding climate-carbon feedbacks.

(c) Shipping vessel emissions were restated to exclude emissions from chartered vessels.

(d) Our GHG Scope 2 emissions comprise electricity emissions only. The GHG Protocol was used to calculate the Scope 2 GHG emissions, covering carbon dioxide, methane and nitrous oxide. We applied North American utility cost per MWh conversion factors and used emission factors from Environment Canada's National Inventory Report and the US EPA eGRID database to convert MWh into tonnes of CO₂e. 2013 to 2015 values were restated to reflect the most recent applicable emission factors.

(e) We have been increasing the robustness of our Scope 3 inventory reporting. In 2015 and 2016, in addition to emissions from diesel fuel production and business travel, we calculated emissions from purchased goods and services, capital goods, waste generated in operations and upstream transportation and distribution. Business travel emissions are provided by corporate travel service providers. Other categories of emissions were calculated using standard emission factors multiplied by activity levels.

(f) Calculations for GHG emission intensity covers Scope 1 and 2 emissions only.

(g) Rail emission intensity is a measure of the tonnes of CO₂e generated by locomotives per million Gross Ton Mile (GTM). 2013 to 2015 intensity numbers were restated to include the impact of biodiesel blending.

(h) Energy consumption relates to fuel and electricity consumed within the Company. Conversions to MWh from volumes of fuel were based on Natural Resource Canada conversion factors, and include renewable fuel volumes (biodiesel). Electricity MWh were estimated from utility invoice data using North American utility cost per MWh conversion factors.

(i) Renewable energy consumed includes biodiesel used in our locomotives, as well as location-based low carbon electricity.

(j) Energy includes total direct and indirect energy, covering locomotive fuel, non-locomotive fuel, electricity, natural gas, and other fuels such as propane, gasoline, kerosene, stove oil, and furnace oil. The energy is used within the organization only.

(k) Fuel consumed is locomotive diesel fuel only. Our target for 2017 fuel efficiency is 1.5% improvement.

(l) Annual fuel savings in gallons were estimated based on the fuel efficiency gain in gallons per GTM multiplied by GTMs for that year. Associated cost savings were then estimated by multiplying the fuel gallons saved by the average price of fuel for each year.

(m) NO_x, SO_x, and other significant rail emissions were calculated using Canadian emission factors published by the Railway Association of Canada (RAC). The most recent 2014 emission factors were used to calculate 2014, 2015 and 2016 emissions.

(n) Total weight of waste generated includes our rail ties, scrap metal, locomotive lead acid batteries and day-to-day office and yard waste. Waste quantities are provided by our third-party waste disposal contractors. Where data was not available, estimations were made based on extrapolations of the data. Definitions of hazardous and non-hazardous waste are based on provincial and state regulations, which we assess on a case-by-case basis depending on the condition of the waste.

(o) Waste disposal methods and associated quantities are provided to us by our third-party waste disposal contractor.

(p) Water consumption was estimated from utility invoices using North American average water costs per cubic metre. Given the nature of our operations, we do not consume significant quantities of water in our business.

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
SAFETY						
JOINT MANAGEMENT: WORKER HEALTH AND SAFETY (H&S) COMMITTEES^(a)						
Number of joint union-management H&S committees	Number	103	107	106	106	403-1
% of workforce represented in joint union-management H&S committees	%	96	95	95	95	403-1
OCCUPATIONAL H&S INCIDENTS (EMPLOYEES)^(b)						
Injury frequency rate – Federal Railroad Administration (FRA)	Ratio	1.70	1.63	1.81	1.69	403-2
Canada	Ratio	1.54	1.49	1.70	1.59	403-2
U.S.	Ratio	2.05	1.97	2.09	1.93	403-2
Female	Ratio	0.97	1.21	1.13	0.90	403-2
Male	Ratio	1.78	1.68	1.88	1.77	403-2
Lost-time injury frequency rate – FRA	Ratio	1.19	1.21	1.29	1.20	403-2
Canada	Ratio	0.95	0.98	1.09	0.96	403-2
U.S.	Ratio	1.74	1.77	1.75	1.77	403-2
Female	Ratio	0.97	1.03	0.63	0.48	403-2
Male	Ratio	1.25	1.23	1.35	1.28	403-2
ACCIDENTS						
Accidents – FRA	Per million train miles	1.42	2.06	2.73	2.11	403-2
Accidents – Transportation Safety Board of Canada (TSB) ^(c)	Per million train miles	7.81	8.69	10.67	10.97	403-2
Crossing accidents	Number	194	193	225	207	403-2
Trespassing accidents	Number	59	52	56	57	403-2
FATALITIES – ON-DUTY EMPLOYEES						
Canada	Number	1	1	2	2	403-2
U.S.	Number	0	1	0	0	403-2
Female	Number	0	0	0	0	403-2
Male	Number	1	2	2	2	403-2

(a) The joint union–management health and safety committee exists at the local level across the system.

(b) As a North American railroad, our occupational health and safety metrics are established based on industry guidelines set by the Federal Railroad Administration (FRA) and the Transportation Safety Board (TSB) of Canada. We track the FRA injury and accident rates and the TSB accident rate covering our operations in North America. The FRA injury rates per country and gender are based on an estimate using demographic data calculations. The FRA injury rate is the number of reportable injuries per 200,000 hours worked. According to the FRA, a reportable injury rate must be occupational or work-related; be a new case, and not a new episode of an already existing medical condition; and result in one of the following situations: death, day(s) away from work, day(s) on modified/alternate duties, medical treatment and/or loss of consciousness. In 2016, 80% of our reportable injuries represented: sprain or strain (41%), cut/laceration/abrasion (13%), painful body part (11%), bruise or contusion (8%), and fractures (6%). The remaining 20% is represented by over 18 different injury types.

(c) In 2014, the TSB made a regulatory change in terms of reporting criteria. This change took place on July 1, 2014. The 2013 ratio has been restated due to this change.

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
PEOPLE						
TOTAL EMPLOYEES						
Total number of full-time employees (end of year)^(a)	Total number	22,249	23,172	25,530	23,721	102-7
CN employees ^(b)	Total number	21,173	21,971	24,131	22,698	102-7
CN employees with fixed-term contract	Total number	66	82	86	75	102-8
CN wholly-owned subsidiary employees	Total number	1,010	1,119	1,313	948	102-8
Total number of part-time employees^(c)	Total number	0	0	0	0	102-8
EMPLOYEES BY REGION AND GENDER						
Canada	Total number	14,692	15,303	16,957	15,953	102-8
U.S.	Total number	6,481	6,668	7,174	6,745	102-8
Female	Total number	1,904	1,939	2,110	1,989	102-8
Male	Total number	19,269	20,032	22,021	20,709	102-8
EMPLOYEES BY CONTRACT^(c)						
Permanent contract	Total number	21,107	21,889	24,045	22,623	102-8
Female	Total number	1,876	1,903	2,072	1,961	102-8
Male	Total number	19,231	19,986	21,973	20,662	102-8
Fixed-term contract	Total number	66	82	86	75	102-8
Female	Total number	28	36	38	28	102-8
Male	Total number	38	46	48	47	102-8
COLLECTIVE BARGAINING AGREEMENTS						
% of employees covered by collective bargaining agreements	% of total employees	79%	79%	81%	80%	102-41
NEW EMPLOYEE HIRES						
Application pool (via CN website)	Total number	80,893	98,898	185,370	161,022	-
Total new employee hires	Total number	735	1,511	3,786	2,525	401-1
New employee hire rate	% of total employees	3%	7%	15%	11%	401-1
Age group						
New employee hires below 30 years old	Total number of new employee hires	352	671	1,998	1,271	401-1
% of new employee hires below 30 years old	% of total new employee hires	48%	44%	53%	50%	401-1
New employee hires 30-50 years old	Total number of new employee hires	349	763	1,676	1,154	401-1
% of new employee hires 30-50 years old	% of total new employee hires	47%	50%	44%	46%	401-1
New employee hires above 50 years old	Total number of new employee hires	34	77	112	100	401-1
% of new employee hires above 50 years old	% of total new employee hires	5%	5%	3%	4%	401-1

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
PEOPLE						
Gender						
Female	Total number of new employee hires	130	145	281	169	401-1
% of new employee hires – female	% of total new employee hires	18%	10%	7%	7%	401-1
Male	Total number of new employee hires	605	1,366	3,505	2,356	401-1
% of new employee hires – male	% of total new employee hires	82%	90%	93%	93%	401-1
Region						
Canada	Total number of new employee hires	552	1,032	2,741	1,961	401-1
% of new employee hires in Canada	% of total new employee hires	75%	68%	72%	78%	401-1
U.S.	Total number of new employee hires	183	479	1,045	564	401-1
% of new employee hires in the U.S.	% of total new employee hires	25%	32%	28%	22%	401-1
EMPLOYEE TURNOVER^(d)						
Total employee turnover number	Total number	1,903	2,211	2,458	2,295	401-1
% of total employee turnover rate	% of total employee turnover number	9.0%	10.1%	10.2%	10.1%	401-1
Total voluntary employee turnover number	Total number	623	706	852	775	401-1
% of voluntary employee turnover rate	% of total employee voluntary turnover number	2.9%	3.2%	3.5%	3.4%	401-1
% of employee pride	% of new hires proud to be at CN	93	92	96	95	–
Age group						
Employee turnover below 30 years old	Total number	309	448	497	429	401-1
% of employee turnover below 30 years old	% of total employee turnover number	1.5%	2.0%	2.1%	1.9%	401-1
Employee turnover 30-50 years old	Total number	589	699	794	673	401-1
% of employee turnover 30-50 years old	% of total employee turnover number	2.8%	3.2%	3.3%	3.0%	401-1
Employee turnover above 50 years old	Total number	1,005	1,064	1,167	1,193	401-1
% of employee turnover above 50 years old	% of total employee turnover number	4.7%	4.8%	4.8%	5.3%	401-1
Gender						
Employee turnover – women	Total number	165	203	187	165	401-1
% of employee turnover – women	% of total employee turnover number	0.8%	0.9%	0.8%	0.7%	401-1
Employee turnover – men	Total number	1,738	2,008	2,271	2,130	401-1
% of employee turnover – men	% of total employee turnover number	8.2%	9.1%	9.4%	9.4%	401-1
Region						
Employee turnover – Canada	Total number	1,401	1,650	1,882	1,739	401-1
% of employee turnover in Canada	% of total employee turnover number	6.6%	7.5%	7.8%	7.7%	401-1
Employee turnover – U.S.	Total number	502	561	576	556	401-1
% of employee turnover in the U.S.	% of total employee turnover number	2.4%	2.6%	2.4%	2.4%	401-1

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
PEOPLE						
ABSENTEEISM RATES^(e)						
Female	% of absentee hours on actual hours of service	2.43	2.26	2.27	2.58	403-2
Male	% of absentee hours on actual hours of service	1.51	1.23	1.38	1.56	403-2
Canada	% of absentee hours on actual hours of service	1.86	1.51	1.52	1.64	403-2
U.S.	% of absentee hours on actual hours of service	1.05	0.87	1.26	1.57	403-2
TRAINING AND EDUCATION						
Total hours of training^(f)	Total number of hours	711,396	1,256,962	1,627,391	1,469,980	–
Average training hours						
Employee	Average hours	33.6	57.2	67.4	64.7	404-1
Female	Average hours	21.2	35.4	43.1	29.1	404-1
Male	Average hours	34.8	59.3	69.8	68.3	404-1
Management	Average hours	36.9	42.6	42.9	51.1	404-1
Unionized	Average hours	32.7	61.2	73.3	68.2	404-1
REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW						
% of total management receiving reviews	% of management	96	98	98	100	404-3
DIVERSITY AND EQUAL OPPORTUNITY						
Females	% of total employees	9%	9%	9%	9%	405-1
Diversity in Canada^(g)	% of total employees	15%	14%	13%	12%	405-1
Diversity in the U.S.^(h)	% of total employees	17%	17%	17%	17%	405-1
Age group						
% over 50 years old	% of total employees	30%	33%	30%	34%	405-1
% 30-50 years old	% of total employees	55%	51%	48%	47%	405-1
% below 30 years old	% of total employees	15%	16%	22%	19%	405-1
Governance bodies						
Board of Directors	Total number	11	11	11	13	405-1
% of females	% of total Board	27%	27%	27%	23%	405-1
% over 50 years old	% of total Board	100%	100%	100%	100%	405-1
Employee categories						
Senior management	Total number of senior management	193	199	200	203	405-1
% of females	% of senior management	15%	15%	15%	15%	405-1
% over 50 years old	% of senior management	60%	68%	60%	50%	405-1
% 30-50 years old	% of senior management	40%	32%	41%	50%	405-1
% diversity in Canada ^(g)	% of senior management	6%	6%	5%	6%	405-1
% diversity in the U.S. ^(h)	% of senior management	7%	8%	8%	8%	405-1

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
PEOPLE						
Management	Total number of management	4,351	4,477	4,452	4,417	405-1
% of females	% of management	24%	23%	23%	23%	405-1
% over 50 years old	% of management	31%	35%	35%	36%	405-1
% 30-50 years old	% of management	62%	58%	55%	54%	405-1
% below 30 years old	% of management	7%	7%	10%	9%	405-1
% diversity in Canada ^(g)	% of management	18%	17%	15%	15%	405-1
% diversity in the U.S. ^(h)	% of management	17%	16%	16%	15%	405-1
Non-management	Total number of non-management	16,629	17,295	19,479	18,078	405-1
% of females	% of non-management	5%	5%	5%	5%	405-1
% over 50 years old	% of non-management	30%	32%	29%	33%	405-1
% 30-50 years old	% of non-management	52%	49%	46%	45%	405-1
% below 30 years old	% of non-management	18%	19%	25%	22%	405-1
% diversity in Canada ^(g)	% of non-management	14%	13%	13%	12%	405-1
% diversity in the U.S. ^(h)	% of non-management	17%	18%	17%	17%	405-1
EQUAL REMUNERATION FOR WOMEN AND MEN⁽ⁱ⁾						
Senior management	Ratio of women to men	0.904	0.901	0.952	0.986	405-2
Management	Ratio of women to men	0.952	0.956	0.968	0.975	405-2
Non-management	Ratio of women to men	0.824	0.787	0.803	0.824	405-2

(a) The total number of employees (year end) for each year is from the CN Annual Report of the equivalent year.

(b) The breakdown of employee data covers CN employees only. The breakdown of employee data is not available for employees with fixed-term contracts or for CN wholly-owned subsidiaries.

(c) As defined by national laws.

(d) Employee turnover is the number of employees who leave the organization voluntarily or due to dismissal, retirement, or death in service.

(e) The absenteeism rate is the number of casual actual absentee hours of our unionized employees expressed as a percentage of the actual number of hours an employee was available to work during a given year (hours of service).

Hours of service are reduced for any prolonged absences, lost-time days, etc. The absenteeism rate does not include any known prolonged absences (i.e., sick leave, extended injury leaves) or absences related to holidays, study, maternity or paternity leave, and compassionate leave.

(f) The decrease of training hours in 2016 is due to a lower level of hiring.

(g) The diversity % for Canada includes the following designated groups: visible minorities, persons with disabilities and Aboriginals.

(h) The diversity % for the U.S. includes the group called Minority.

(i) The ratio is based on basic salary in North America. Significant location represents our operations in Canada and the U.S.

Data	Measurement	2016	2015	2014	2013	GRI Disclosure
COMMUNITY AND ECONOMY						
ECONOMIC PERFORMANCE						
Direct economic value generated (revenue)	\$ million	12,037	12,611	12,134	10,575	201-1
Economic value distributed	\$ million	8,555	9,084	9,068	8,338	201-1
Operating costs	\$ million	6,725	7,345	7,510	6,702	201-1
Labour and fringe benefits	\$ million	2,119	2,406	2,319	2,182	201-1
Purchased services, materials and fuel	\$ million	2,643	3,014	3,444	2,970	201-1
Other ^(a)	\$ million	1,963	1,925	1,747	1,550	201-1
Payments to providers of capital – dividends	\$ million	1,159	996	818	724	201-1
Payments to governments	\$ million	653	725	722	890	201-1
Payments to Canadian tax authorities	\$ million	728	620	427	610	201-1
Payments to U.S. tax authorities	\$ million	(75)	105	295	280	201-1
Community investment	\$ million	18.2	18.2	18.3	21.9	201-1
Economic value retained	\$ million	3,482	3,527	3,066	2,237	201-1
Critical suppliers^(b)	Number	62	68	69	150	–
Critical suppliers screened on environmental, social and governance issues^(c)	%	69%	29%	57%	74%	308-1 414-1

(a) Other expenses include depreciation and amortization, equipment rents, and casualty and other.

(b) Critical supplier is defined as critical component supplier, non-substitutable supplier, or supplier with greater than \$5M of spending per year.

(c) The percentage represents the number of our critical suppliers that have been screened on environmental, social and governance issues. It includes new suppliers that fall into the critical supplier category.



We welcome comments, questions and feedback on this report. Please contact:

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Moose Lake, BC
Photo by CN employee, Tim Stevens

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