



## Quality Healthcare @ Competitive Cost

Fort Worth hourly employees currently enjoy **industry-leading** medical and prescription drug benefits at a **reasonable cost**.

- ✓ The cost of medical benefits **continues to increase faster than overall inflation**. Medical and prescription drug costs increased an average of **9%** in 2024 and, according to survey data, medical costs in the United States are expected to increase by **7.4%** in 2025.\*
- ✓ Wabtec has consistently absorbed most of the annual cost increases for medical and prescription drugs rather than passing medical costs on to employees through higher weekly contributions. In 2022 and 2023 **Wabtec did not raise employee contributions at all**. In 2025, the employee medical contribution will increase \$.89 for single & \$3.05 for family, per week. Copays are increasing by \$5 & prescriptions by average of \$3.
- ✓ Fort Worth employees **pay less** for medical benefits than the U.S. average, under both Wabtec's Preferred Provider Organization (PPO) Plan and its Premier High Deductible Plan (PHDP).

	National Average Employee Contributions **	Fort Worth 2025 Employee Contributions
Single PPO Coverage	\$28.75 weekly	\$27.60 weekly <b>4% less than the national average</b>
Family PPO Coverage	\$127.10 weekly	(\$94.80 weekly) <b>25% less than the national average</b>
Single HDHP/ PHDP Coverage	\$24.21 weekly	(\$16.80 weekly) <b>31% less than the national average</b>
Family HDHP/PHDP Coverage	\$108.88 weekly	(\$57.60 weekly) <b>47% less than the national average</b>

- ✓ Like most large companies, Wabtec's medical benefits are **self-funded**, meaning the Company directly pays for medical services and prescription drugs, rather than purchasing medical and prescription drug insurance policies from an insurance company.
  - In 2023, 65% of workers in America, including **83% of employees** at large companies like Wabtec, participated in self-funded medical plans.\*\*
  - Self-funded plans are **cost-effective**, because Wabtec only pays for services and prescriptions actually used by employees, rather than for insurance premiums that fund insurance company profits.
  - Wabtec provides HRA & HSA funds which help reduce employee out-of-pocket costs for medical, dental and vision services.
- ✓ Cost-savings are passed to employees through **lower contributions**. Wabtec **never profits** from your medical contributions.

\* [Source](#): Willis Towers Watson - 2024 Global Medical Trends (Nov. 10, 2023).

\*\* [Source](#): Kaiser Family Foundation - 2023 Annual Survey Employer Health Benefits (Oct. 18, 2023).



## FAQs

Q: When is open enrollment?

A: Open enrollment is Nov 6<sup>th</sup> to Nov 20<sup>th</sup> .

Q: What do you mean when you say, “The Company medical benefits are self-funded?”

A: The Company directly pays for medical services and prescription drugs, rather than purchasing medical and prescription drug insurance policies from an insurance company.

Q: Why did Wabtec raise the cost of medical benefits for 2025?

A: Medical benefits continue to increase. Wabtec has consistently absorbed most of the annual cost increases for medical and prescription drugs rather. In 2025 only a small portion of those costs weren't absorbed by Wabtec.

WE ARE WABTEC

