

Working at Wabtec Is a Smart Investment

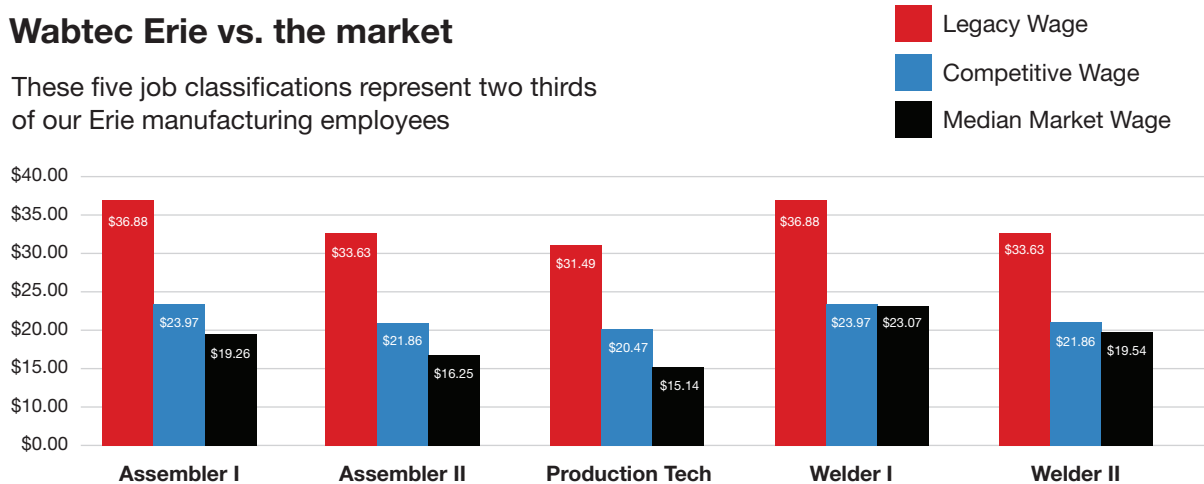
An employer of choice

Our competitive wage plan is a positive step for employees in the short and long term — and good for the company. Our starting competitive wage for new hires is already higher than the market median and Caterpillar’s grade one wage for workers — even after their recent raise.

And the competitive wage structure has also enabled reinvestment in our operations, which is good for all of us.

Wabtec Erie vs. the market

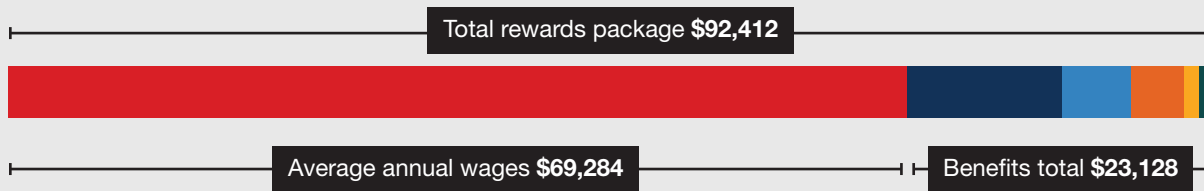
These five job classifications represent two thirds of our Erie manufacturing employees



*Source: CompAnalyst

Beyond the paycheck

At Wabtec, it’s important to us to support the different parts of peoples’ lives. That’s why we offer strong benefits as part of a comprehensive total rewards package.



Attracting the right talent

We’ve been able to hire externally for the first time in over a decade because our introductory wages for new employees compare so favorably to the rest of the market.

Medical / Rx	\$11,883
Social Security/Medicare taxes	\$5,300
401(k) (6% match)	\$4,157
HRA/HSA contributions	\$1,067
Dental	\$590
Basic Life / AD&D / Disability	\$131

Taking a long-term view

We operate in a cyclical industry, and we have to be smart as a company when things are good so we can provide stability when things are tough. With stronger financial performance in 2022, Wabtec is able to invest more in facilities like Erie so we can keep doing good work to deliver for the customer for many years to come.

Erie’s partnership with Wabtec is great for employees and the greater community.
When Wabtec and Erie work together, good things happen.

