



02/10/2021

Angela Littles
2606 Highway 381 South
Clio, South Carolina 29525

Dear Angela,

On behalf of Wabtec Corporation (the Company), I am delighted to offer you the position of Molder reporting to me, Fredrick McLaurin. The hourly rate will be \$19.71 (less all applicable withholding and tax deductions); paid per the Company's regular payroll schedule. As an hourly employee, you are eligible for overtime pay.

Your shift assignment will be 2nd Shift. Please note that the shift is subject to change based on company needs. It's important to note that this position is subject to mandatory overtime work from time-to-time as business needs dictate.

You are eligible to participate in our benefit plan as soon as you start. Under our Vacation Plan, vacation is calculated using an Earn As You Go (EAYG) method. This year you will earn a pro rata portion of 7 vacation days after 3 months of continuous employment.

This employment offer is contingent upon the following conditions of employment:

- Your successful passing of a pre-employment background check through our background check vendor; *To expedite the process, it's important you contact them immediately upon their request.
- Your successful completion of a pre-employment drug screen, medical exam and any other pre-employment testing as required by position; *To expedite the process, it's important you contact them immediately upon their request.
- Your acknowledgement of the Alternative Dispute Resolution (ADR) program.
- Your submission of satisfactory proof of identity and legal authorization to work in the United States within three business days of your date of hire. If you fail to submit this proof, federal law prohibits us from allowing you to work for the Company.
- Your submission of the signed offer letter and completed Notification/Release of Information Form. (Please note that your current employer will not be contacted.
- Your execution of an Employee Invention and Proprietary Information Agreement (EIPIA).

Additional acknowledgements:

Feb 10, 2021 6:43 PM



- I acknowledge that I will be a probationary employee for the first 90 days of my employment. My behavior and performance will be evaluated during this period and any issues during this timeframe will be addressed.
- I acknowledge that the Company has the right to temporarily or permanently change my shift hours or days scheduled to work due to business needs.
- I understand that the provision of any false or misleading information or the omission of relevant information during the hiring process or at any time during my employment with the Company will be sufficient grounds for immediate discharge and will render me ineligible for Company benefits, as allowed by law.
- I acknowledge that the Company is not interested in obtaining from me any confidential or proprietary information concerning my current or previous employer(s) or its business. I affirm I have not disclosed any such information during the course of my interviews or other discussions with the Company. In addition, upon acceptance of the offer of employment from the Company, I will not use or disclose any such information to the Company at any time, including during the course of such employment.
- I am an at-will employee. This simply means that both you and the Company have the right to terminate the employment relationship at any time and for any reason. This offer letter does not guarantee employment or constitute a contract of employment for any set period of time.

Your anticipated start date is Monday, March 8, 2021. You will be notified when the pre-employment screening process is complete. At that time, we can confirm your start date, provided the necessary pre-employment contingencies described above are met.

We believe that one of the most important elements of building a winning team is hiring the best talent and the most determined people, and I have every confidence that you will be a great asset to our team.

Please respond to this offer within 48 business hours. If you have any questions, please contact me or Human Resources at (910) 844-9702.

Sincerely,

Fredrick McLaurin
Production Supervisor
fmclaurin@Wabtec.com

Signature: Angela Littles
Angela Littles (Feb 10, 2021 15:06 EST)

Email: angiehayden1989.ah@gmail.com

Feb 10, 2021 6:43 PM