



January 18, 2024

To all Las Vegas Reman Employees,

Yesterday we were notified that the Brotherhood of Maintenance of way Employees Division (BMWED) filed a petition with the National Labor Relations Board (NLRB) requesting a secret ballot election to determine whether hourly employees at our Las Vegas facility want to be represented by the union. We have not yet received formal notification from the NLRB about the election petition but we expect to receive it soon.

At this point, we do not have any details regarding the date, time or location of the secret ballot election. Our Company HR and legal representatives will be working with the NLRB regional office in Phoenix to work out the details for the election. As soon as we know the specifics regarding the date, time and location of the secret ballot election, we will share this information with you.

We want you to understand that outcome of the secret ballot election is important to the future of the LVR facility and your jobs at Wabtec. This election will decide whether we can continue to work directly together to build a better future for the LVR facility or whether Wabtec will have to negotiate with the BMWED about all terms and conditions of your employment at LVR. The election will be decided by a majority of employees who participate in the election. Your voice matters and every LVR employee should be given the opportunity to express their opinion on whether they want union representation or not.

Because a decision like this one will profoundly impact your work environment for years to come, we are committed to providing you with all the facts so you can make the best decision for you and your family. All we ask of you through this process is that you listen carefully to the information we will provide with an open mind and that you come to me or Holly Landis with any questions.

We stand by our position that we do not need a union here in Las Vegas. Wabtec has experience with labor unions at other locations, and we know that having a union will change the work environment and the collaborative relationship we currently enjoy at LVR. We have been successful by working directly together and have made great strides as a team. Bringing a union into our business does not align with who we are and how far we have come. So in this election, you will have to decide whether you want to continue to have an open, direct, and collaborative relationship with Wabtec or whether you want to pay dues to the BMWED to speak on your behalf for matters that affect your job.

Remember, we have been through this before. Another union tried to unionize LVR employees in 2021 but an overwhelming strong majority of LVR employees voted against it. It was not right for our employees in 2021 and it is not right for us in 2024. When the time comes, we encourage you to vote NO. Because Directly Together – We Succeed.

Sincerely,

A handwritten signature in black ink that reads "Mike". The signature is written in a cursive, slightly slanted style.