



**Wabtec Foundation
Charitable Giving Guidelines**
Updated: June 25, 2020

PROGRAM OVERVIEW

Every day, Wabtec works to make the world a little bit better. It's been our goal and part of our business for over 150 years. We're on a global mission to move and improve the world. To have meaningful, sustainable impact, we take a holistic approach to how we invest in our communities, with a specific focus on making our environmental footprint smaller, developing the next generation of innovators and doers, and embracing the differences that make this world and our communities thrive. Our efforts go beyond monetary support, amplifying our impact by engaging our team members as volunteers and sharing our Wabtec "know-how."

These guidelines outline our approach and policies for the following areas of giving:

- **Direct Charitable Grants**

The Wabtec Foundation will award grants to 501(c)(3) organizations (or the equivalent outside of the United States) that typically range from \$1,000-\$10,000. Funding should focus on a local community where Wabtec has operations and, where possible, incorporate opportunities to engage local Wabtec employees in volunteerism. Organizations that apply where Wabtec employees are currently engaged are preferred.

- **Matching Gifts**

The Wabtec Foundation matches \$.50 on the dollar for personal contributions of permanent full-time employees. There is a \$25 minimum and \$500 maximum per employee, per calendar year for all matched gifts.

- **Scholarships**

The Wabtec Foundation will award scholarships to children / dependents of Wabtec employees in the amount of \$2,500 (U.S. dollar) for undergraduate study. Up to 20 awards may be granted in a calendar year.

- **Corporate United Way Program**

The Wabtec Foundation's annual United Way Giving Campaign will match \$.50 on the dollar for personal contributions up to \$10,000 (Tocqueville Society Member Status) of permanent full-time employees in the communities where our employees live and work.

- **Employee Volunteerism**

The Company will reward employees with paid time off, up to 24 hours per year, for business-sponsored volunteer activities. Personal volunteer activities do not qualify under this program.

DIRECT CHARITABLE GRANTS POLICY

Grant Qualifying Criteria

The Wabtec Foundation supports only registered, nonprofit, tax exempt 501(c)(3), charitable organizations (or the equivalent outside of the United States) that:

- Are nondiscriminatory in their policies and practices with regards to physical abilities, gender, race, age, sexual orientation, ethnic origin, and/or creed
- Demonstrate program sustainability and measurable results

The Foundation does not award grants to:

- Capital investment, including construction, renovation or other equipment purchases
- Individuals and/or to private elementary and secondary schools
- Political or religious campaigns
- Organizations classified by the IRS as a church or religious organization (e.g., church-related commitments, tithes, etc.)
- Memorials
- Special events, such as galas, conferences, fundraisers, golf events/sports competitions, symposiums, or art exhibits
- Activities of organizations serving primarily their own membership
- Organizations or projects in countries with which the U.S. government restricts business dealings
- Advertisements or the production of any marketing or promotional materials (t-shirts, posters, flyers)

Funding Impact Areas

Any qualifying organization may apply for a grant; however, the Wabtec Foundation will give preference to non-profits that strategically focus on education and the environment.

Education

The Foundation supports programs that achieve a measurable knowledge increase, improvement in academic progress, or employment outcomes for individuals. Access to a quality education – particularly in the areas of science, technology, engineering and math - contributes to business growth and builds strong economies. We aim to invest in holistic programs that focus on:

- **Literacy** – Providing individuals with the foundational knowledge to flourish as fully participating members of society (all ages).
- **Improving Academic Outcomes** – Ensuring individuals excel in and complete their K-12 academic programs (with a focus on community organizations offering afterschool and summer programs).
- **Financial Literacy** – Providing the understanding of key financial systems to promote successful behaviors in the modern economy.
- **Workforce Readiness** – Obtaining the skills and training needed to find and maintain quality employment.
- **Global entrepreneurship** – Advancing women and minority organizations globally through training and increased access to resources, capital and new markets.
- **Advocacy** – Advocate for providing access to – and improving the quality of – education.

Environment

The Foundation views environmental stewardship as a responsibility to manage our footprint and an opportunity to contribute solutions beyond our business to some of the world's biggest challenges. We are committed to exploring new, environmentally conscious solutions that help consumers, businesses and cities lessen their impact on the planet. Our areas of focus include:

- **Natural resource management** – in economic growth and development
- **Reducing pollution**
- **Advocacy** – Provide education about restoring natural infrastructure, as well as the enforcement of existing laws

Grants Levels of Funding and Review Process

- Grants typically range from \$1,000-\$10,000, depending on scope and scale of program. Funding should focus on a local community where Wabtec has operations and, where possible, incorporate opportunities to engage local Wabtec employees in volunteerism. Organizations where Wabtec employees are currently engaged are preferred.
- Organizations will not be considered for funding more than one time per calendar year.

How to Apply for a Grant

To apply for a grant from the Wabtec Foundation, please complete the following:

- **Step 1:** Carefully review our eligibility criteria and selection guidelines. This is an essential step in determining whether you should take the time to prepare a grant proposal.
- **Step 2:** Prepare and submit your proposal using our online application found at: www.WabtecCorp.com/CaringForOurCommunities/Apply The application can be downloaded. Complete applications and support documentation can be sent to: WabtecFoundation@Wabtec.com Please consolidate information and attach one (1) pdf file.
- **Step 3:** Applications that meet all Foundation criteria will be reviewed by the Foundation Board. Depending on when an application is submitted, and in accordance with our review cycle, it can take up to 6 months to review and evaluate a proposal. Responses will be sent to all grant applicants once a decision is reached.

Grant Application

Organizational Information

Date:

Organization Name:

Federal Employer Identification Number (FEIN):

Contact Person:

Title:

Address:

City:

State:

Zip Code:

Telephone:

Fax:

E-mail:

Grant Request

Project Name:

Requested Amount:

Strategic Funding Area:

All qualifying organizations may apply for a grant; however, the Wabtec Foundation will give preference to non-profits that strategically focus on Education and the Environment.

(Please check appropriate boxes):

- Education
- Environment
- Other _____

Geographic Area Served:

Total Organization Budget:

Total Project Budget:

Wabtec Employee that Recommended the Program:

Required Grant Application Attachments

Please consolidate files and send one (1) pdf file.

- Project/program summary
- IRS 501(c)(3) tax-exempt letter
- Operating budget for current year
- Project budget for current year
- List of current board of directors
- List of current funding sources
- Brochures, press releases or visuals relating to the funding need
- Description of how the receiving organization will publicize Wabtec's contribution

This application must be completed in its entirety to be considered for a charitable contribution. All requests that adhere to the Program's guidelines will be reviewed by Wabtec's Foundation Board.

Please email this application and all supporting documentation (one pdf file) to:
WabtecFoundation@Wabtec.com.

Wabtec reserves the right to suspend, terminate or amend its Caring for Our Communities Program at any time without prior notice.