

# Nicole Theophilus

## Executive Vice President and Chief Administration Officer

Niki joined Wabtec in August 2020 as the Executive Vice President & Chief Human Resources Officer. With over 25 years of senior leadership experience in both Human Resources and Legal functions, she assumed the role of Executive Vice President & Chief Administrative Officer in July 2024.

Starting her career as a lawyer specializing in labor and employment law, Niki eventually became a partner at Hush Blackwell. She then transitioned to ConAgra Brands as the Chief Labor & Counsel and was later promoted to CHRO. Before joining Wabtec, she also served as CHRO at West Corporation.

Niki holds a Bachelor of Arts in Psychology and an MBA from Drake University, as well as a Juris Doctorate from the University of Nebraska College of Law. She currently resides in Pittsburgh with her family.

In addition to her professional roles, Niki is a director of the Wabtec Foundation, the company's social impact arm. She serves as the Chair of the Board for the Midwest Housing Equity Group and is a director for both the Pittsburgh Symphony Orchestra and Leadership Pittsburgh.

