



James V. Napier

Former Chairman, Scientific Atlanta

Director: Intelligent Systems, Vulcan Materials (until 5/11), Westinghouse Air Brake Technologies (until 5/11)

Jim Napier joined the Westinghouse Air Brake Technologies (Wabtec) board when the company went public in 1995. Since that time, his keen understanding of how technology can enhance business has helped transform Wabtec from a North American pneumatic air brake producer into a global electronics leader, focused on helping railroads regain market share and improve performance.

“Jim was a strong and influential backer of Wabtec’s bold step into the electronics business,” says Wabtec Chairman Bill Kassling. “Today, it’s a \$250 million business that deploys arguably the most important new technology to improve safety and capacity in the U.S. rail industry in decades.”

Napier was also an influential Wabtec compensation committee chair for many years. “Jim believed strongly that management’s rewards should be linked directly to those of Wabtec’s shareholders by a strict pay-for-performance incentive compensation and key management retention system,” says Wabtec CEO Albert Neupaver. Long- and short-term incentive plans bear his hallmark, with success based on the company achieving growth in earnings and cash flow, and on each executive meeting specific, personal performance goals.

“When issues arose at Wabtec, Jim was steady and resolute, choosing to focus on solutions rather than problems,” says Kassling. “He created consensus by focusing on the critical elements of an issue to keep the discussion on track.”

Career Highlights

- Scientific Atlanta Chairman (1993 – 2000); Director (1978 – 2006); Acting CEO (1992 – 1993)
- Private investor
- Previous directorships: McKesson/HBOC, Engelhard, Personnel Group of America, Barconet NV