



KATIE LAWLER

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**Global C-Suite Executive | Board Member | Human Capital Expert |
Executive Compensation | Succession Planning | M&A | Cross-
Functional Leadership | Corporate Governance & Sustainability |
Attorney**

VALUE-ADDED EXPERIENCE FOR BOARDS

- Accomplished executive with extensive leadership experience at two global public companies, Illinois Tool Works Inc. (NYSE: ITW) and GATX Corporation (NYSE: GATX), leading enterprise-wide business transformations that have delivered significant long-term growth.
- Currently serving as Chief Human Resources Officer for ITW, a Fortune 250 diversified global industrial manufacturing company, successfully developing and implementing strategic plans to drive profitable growth and business expansion resulting in 450%+ Total Shareholder Return.
- Quarterly presence in the boardroom and regular participation in Compensation, Audit and Nominating/Governance committee meetings. Serves as lead management representative for the Compensation Committee and supports Nom/Gov committee on director refreshment and recruitment plans.
- Succession planning experience includes two successful internal CEO transitions.
- Successfully integrated two large-scale acquisitions delivering meaningful margin improvement and revenue growth.
- Deep experience managing executive annual/long-term incentive compensation plans aligned with business strategies and strongly supported by shareholders and proxy advisors.
- Strong collaborator with reputation for building high performing teams and productive working relationships across complex global organizations.
- Diverse leadership experience across multiple functional areas, including human resources, operations and distribution.
- Honored in 2024 by 50/50 Women on Boards as one of the 50 Women to Watch for Boards.

BOARD EXPERIENCE

- **Robert R. McCormick Foundation** – Board Member, 2024-Present (philanthropic foundation with \$2B+ endowment and \$55M+ annual grants).
- **Shedd Aquarium** – Board Member, 2019-Present. Chair - Human Capital Committee and Member - Executive Committee (\$70M revenue).
- **Junior Achievement of Chicago** – Board Member, 2014-Present. Member - Executive Committee.
- **Center on Executive Compensation (Human Resources Policy Association)** - Advisory Board Member, 2024-Present (professional organization for global CHROs).
- **Purdue University** - HR Governance Council (Advisory Board to the University's President) – Board Member, 2009-2014.
- **HR Management Association of Chicago (HRMAC)** - Board Member, 2009-2014 and Chair, 2012-2013.

PROFESSIONAL CAREER CHRONOLOGY

Illinois Tool Works Inc. (ITW), Glenview, IL | 2014-Present

Chief Human Resources Officer

Executive Leadership Team member reporting to the CEO of Fortune 250 diversified global industrial company with \$16B+ in revenue and 46,000 employees across 56 countries. Successfully implemented business transformation plans to support a new enterprise strategy and achievement of ITW's best-in-class financial performance objectives. Key accomplishments include a strengthened global leadership team, redesigned executive annual/long-term incentive compensation plans, robust executive succession framework resulting in successful leadership transitions (including CEO), and strategic talent management plans driving meaningful margin improvement and organic revenue growth. Today, ITW now fills 80+% of its leadership roles with internal talent and the diversity of its global leaders has more than doubled, while ITW has delivered over 450% Total Shareholder Return and more than tripled its market cap since the initiation of its enterprise strategy.

GATX Corporation (GATX), Chicago, IL | 2008 –2014

Executive Vice President, Human Resources

Executive Leadership Team member reporting to the Chairman & CEO of a public global railcar equipment leasing company with \$2B+ in annual revenue. Enabled GATX to achieve its business objectives (global expansion of its railcar leasing business and North American railcar portfolio growth) by enhancing the organizational structure and building leadership capability and bench strength. Regularly engaged with the Board of Directors on CEO and executive leadership succession and drove the agenda for the Board's Compensation Committee on executive compensation plans and legal/regulatory and compliance matters.

Tribune Company, Chicago, IL & Melville, NY| 1997-2008

Senior Vice President, Business Operations – 2006-2008

Vice President, Human Resources – 2003-2005

Director, Human Resources – 2000-2003

Legal Counsel – 1997-1999

Held positions of increasing responsibility including operations leadership (production, transportation and engineering services), human resources and legal for Tribune Company, a Fortune 300 media company with broadcast, print and digital businesses. Progressed through multiple functional and operational leadership positions culminating in the role of SVP, Business Operations, leading all operations for Newsday, Inc., a \$600M revenue newspaper and media business in the NY metropolitan area.

BOARD TRAINING

- Northwestern University Kellogg School of Business, Women's Director Development Program
- Director qualification from the American College of Corporate Directors

EDUCATION

- College of the Holy Cross, Worcester, MA, B.A., History
- University of Notre Dame Law School, Notre Dame, IN, J.D. (*cum laude*)