



## KATIE LAWLER

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

### VALUE-ADDED EXPERIENCE FOR BOARDS

- Global executive leader of two public companies, Illinois Tool Works Inc. (ITW) and GATX Corporation (GATX), with experience across diverse industries leading change and delivering significant long-term business growth.
- Quarterly presence in the boardroom participating in Compensation and Nominating/Governance Committees, including Director refreshment plans.
- Currently Chief HR Officer for ITW, a Fortune 200 diversified global industrial manufacturing company with 46,000+ employees operating in 56 countries and reporting to the CEO & President.
- Succession planning experience includes two successful internal CEO transitions.
- Deep experience managing executive annual/long-term incentive compensation plans aligned with business strategies and supported by shareholders and proxy advisors.
- Strong collaborator with reputation for building teams and productive working relationships across complex global organizations.

### BOARD EXPERIENCE

- **Direct report to Chairman/CEO/President at Illinois Tools Works Inc.** (NYSE: ITW)(2014-Present) and to Chairman & CEO at GATX Corporation (NYSE: GATX)(2008-2014) regularly presenting at Board meetings, and serving the Compensation and Nominating/Governance Committees.
- **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 200 diversified global industrial company with \$16B+ in revenue. Strengthened ITW's global leadership and HR function to support a new enterprise strategy. Key accomplishments include 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 in 2013.

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

#### **Executive Vice President, Human Resources**

Executive Leadership Team member reporting to the Chairman & CEO of a public 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, 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
- Honored by 50/50 Women on Boards as one of the 50 Women to Watch for Boards - 2024

## EDUCATION

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