

Mary K. (Katie) Lawler

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Global C-Suite Leader & Trusted Advisor to CEOs & Boards | Human Capital Expert | Strategic Planning & Execution | Executive Compensation & Succession Management | Corporate Governance & ESG

A strategic executive leader, Katie Lawler has extensive experience serving diverse industries, leading change, and enabling significant long-term global business growth and expansion. A strong collaborator and consensus builder, her understanding of financial drivers, operations, and corporate governance informs all her work. Katie has represented management in corporate boardrooms since 2008, playing a substantive role with the Boards and Compensation and Nominating/Governance Committees of two global public companies. She is currently a board member and serving on the executive committees of the Shedd Aquarium and Junior Achievement of Chicago.



In 2014, Katie joined **Illinois Tool Works Inc. (ITW)**, a Fortune 200 diversified global industrial manufacturer with 47,000 employees and operations in 57 countries, as **SVP & Chief HR Officer** to help lead the company through the implementation of its strategic transformation. Katie has strengthened ITW's global leadership and the HR function to support the strategy with considerable results. In close collaboration with the Chairman/CEO and Board of Directors, she redesigned executive annual/long-term incentive compensation plans aligned with the new enterprise strategy and business objectives, designed an executive succession framework, and developed and implemented strategic talent management plans to drive organic revenue growth. She ensured the right capabilities existed globally, and built a long-term, sustainable, and diverse leadership pipeline. 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 since the initiation of its enterprise strategy and more than tripled its market cap. Collaborating with ITW's business segments, legal, supply chain and investor relations leaders, Katie delivered a comprehensive revision to ITW's global Environment, Social & Governance (ESG) framework to meet the evolving expectations of internal and external stakeholders. She also works closely with the ITW Board and its Nominating/Governance Committee on its director refreshment plans.

Before joining ITW, Katie served as **SVP** and then **EVP, Human Resources**, for **GATX Corporation** (2008 – 2014), a public railcar equipment leasing company with \$2B+ in annual revenue. She enabled GATX to achieve its business objectives (global expansion of its railcar leasing business and North American railcar portfolio growth) by enhancing its organizational structure and building leadership capability and bench. Katie drove the agenda for the Board's Compensation Committee on executive compensation strategies and plans, including long-term and annual incentive plan design, director compensation, and legal/regulatory and compliance matters. She developed and implemented a comprehensive talent management strategy and diligent talent and succession planning program, regularly engaging with the Board of Directors on CEO and executive leadership succession.

Previously, Katie held **progressive roles** with **Tribune Company**, which she joined in 1997 as an in-house attorney. She quickly progressed to leadership positions, culminating in the role of SVP, Business Operations, for Newsday, Inc. a \$600M revenue newspaper and media business in the NY metropolitan area.

Earlier, Katie worked as Associate Attorney for two Chicago law firms. She started her professional career with the Office of U.S. (IL) Senator Alan J. Dixon. She earned a J.D. *cum laude* from the University of Notre Dame Law School, and a B.A. from the College of the Holy Cross in Worcester, MA. Katie was sponsored for and completed Northwestern University's Kellogg Women's Director Development Program and received professional director qualification from the American College of Corporate Directors.