

# Mary K. (Katie) Lawler

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**Global HR Leader & Trusted Advisor to CEOs & Boards | Human Capital Expert | Executive Compensation & Succession Management | Corporate Governance & ESG | Attorney**

A strategic senior human resource 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 Board rooms since 2008, playing a substantive role with the Boards and Compensation Committees of two global public companies, and is currently a Board member of not-for-profit organizations, including 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 50,000 employees and operations in 57 countries, as **SVP & Chief HR Officer** to help lead the company through the implementation a strategic transformation. Katie has strengthened ITW's global leadership and the HR function to support the new 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. She ensured the right capabilities existed globally, and built a long-term, sustainable and diverse leadership pipeline. Today, ITW now fills 75% of its leadership roles with internal talent and the diversity of its global leaders has more than doubled, while delivering 300% Total Shareholder Return since the initiation of its enterprise strategy. 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.

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 and 2,600 employees globally. 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. 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 HR Counsel. She quickly progressed to leadership positions, culminating with that 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 in November, 2019 and received professional director qualification from the American College of Corporate Directors.