

GATX: A Great Place to Work

More Than A Paycheck

GATX strives to be recognized as the finest railcar leasing company in the world by its customers, its shareholders, its employees and the community where it operates. Our employees enjoy competitive pay, great benefits at affordable prices, perks, discounts, volunteer opportunities, a friendly professional work environment and more. GATX is a great place to work!

Compensation

The amount of your total compensation is so much more than what is reflected in your base salary. Total compensation includes the value of benefits such as health insurance, disability, life insurance and retirement benefits. In addition, all employees are eligible to participate in the company's *Annual Incentive Plan* and earn a bonus payout based on company and individual performance.

Vacation and Time Off

You will earn 15 days of vacation annually. After 8 years with GATX, you earn an additional 5 days. GATX recognizes 8 holidays and two floating holidays per year. Vacation and floating holidays are pro-rated during your first year based on your start date.

Retirement and Savings

Most companies offer retirement benefits through a 401(k) plan. However, GATX offers a 401(k) plan with an employer match **and** a company funded Pension Plan.

- **Pension**—You are eligible to participate in the plan on January 1 or July 1 following one year of service with pension credit back to your hire date. GATX makes annual contributions to our pension account based on your eligible compensation and age and service with the company. You are 100% vested after three years with GATX.
- **401(k)**—You are eligible to participate from your date of hire and may contribute up to 50% of your eligible compensation subject to IRS limits. After six months of service, GATX will match 50% of the first 6% that you contribute. You are 100% vested in the company match.



Medical

You, your dependents, and domestic partner are eligible for medical and prescription drug benefits through a traditional PPO plan or a high deductible health plan with a health savings account. Both medical plans are part of the Blue Cross Blue Shield of Illinois network.

Dental

GATX provides two plan options for your dental coverage. You can choose between basic coverage and comprehensive coverage, each with access to a preferred dentist network.

Vision

Our vision coverage includes coverage for exams, eyeglasses, (lenses and frames), contact lenses, and discounts on lasik eye surgery.

Life and Disability Insurance

- Short-term Disability
- Long-term Disability

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Work/Life Benefits*

GATX offers a wide range of benefits to provide support for your work and your life. Here are some of the work/life benefits offered:



*may be location specific

- Maternity and Parental Leave
- Adoption assistance
- Generous tuition reimbursement for degree programs, certifications and other educational programs
- Professional development training opportunities
- Women in Leadership Employee Resource Group
- Company paid annual Health Assessment with cash incentive
- Pre-tax commuter benefits program
- Flexible work arrangement options
- Employee Assistance Program— including counseling, legal services and financial planning services
- Health club benefits & Weight Watchers discounts
- Cell phone plan discounts
- Movie ticket discounts
- And more...

Volunteering & Community Service

GATX encourages employees to volunteer in their communities and offers opportunities to tutor, mentor, build playgrounds, paint schools, work at food banks and shelters and participate in food, clothing and toy collection drives.



GATX's partnership with Make-A-Wish Illinois started with employee giving in 1996. Since then, GATX and its employees have given more than \$1 million to support the organization's mission to grant wishes to children in Illinois with life-threatening conditions. We are proud to be the largest single corporate donor to Make-A-Wish Illinois.

While GATX has volunteered with Big Shoulders for many years, we became a new participant in the Big Shoulder Fund's Patrons Program in 2015. The Patrons Program establishes direct and long term relationships between Patrons and inner-city schools with the goal of providing these schools with funding and the tools to ensure every child gets the best education possible.



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