



Executive profiles

E. Hunter Harrison

Claude Mongeau

Keith E. Creel

Sean Finn

James M. Foote

Luc Jobin



E. Hunter Harrison
President and Chief Executive Officer

E. Hunter Harrison became President and Chief Executive Officer of CN on January 1, 2003. Before assuming that position, he served as CN's Executive Vice-President and Chief Operating Officer for five years. He was appointed to the Company's Board of Directors on December 7, 1999.

Prior to joining CN, Mr. Harrison was President and Chief Executive Officer of the Illinois Central Corporation (IC) and the Illinois Central Railroad Company (ICRR), as well as a director of IC and ICRR, from 1993 to 1998.

Mr. Harrison's railroad career began in 1963 when he joined the Frisco (St. Louis-San Francisco) Railroad as a carman-oiler in Memphis, Tenn., while attending school. He held a succession of increasingly responsible positions in rail operations, first with the Frisco, and then with Burlington Northern (BN) after BN acquired the Frisco in 1980. Before moving to IC and ICRR in 1989, Mr. Harrison served as BN's Vice-President – Transportation and Vice-President – Service Design.

At IC and ICRR, Mr. Harrison first held the position of Vice-President and Chief Operating Officer, becoming Senior Vice-President – Transportation in 1991, Senior Vice-President – Operations in 1992, and President and Chief Executive Officer the following year. During his career with Illinois Central, he initiated the concept of scheduled service for freight shipments, and maintained a sharp focus on operational efficiency and asset utilization. By 1996, he had succeeded in improving IC's operating ratio by some 30 points to the low 60s – the best in the North American rail industry.

As CN's Executive Vice-President and Chief Operating Officer, he applied the same philosophy and methods, implementing an aggressive operating plan and refining the railroad's scheduled service to produce industry-leading operating ratio and on-time performance results.

As President and Chief Executive Officer, Mr. Harrison manages the Company based on five guiding principles which are the pillars of CN's business philosophy: Service, Cost Control, Asset Utilization, Safety and People. In 2005, Mr. Harrison authored the book, *How We Work and Why*, which chronicles how CN railroaders think and operate and speaks to the real life stories of the people who have made it all possible, implementing the vision of what it takes to run a great railroad by using the five principles. In 2008, he penned a sequel on rail management, *Change, Leadership, Mud and Why*, about the necessity and challenges involved in changing corporate culture.

Mr. Harrison has been a seminal figure in the railroad business; his accomplishments have won him numerous awards, including Railroader of the Year from *Railway Age magazine* and Canada's CEO of the Year from *Report on Business Magazine*. His ground-breaking *Precision Railroad* operating model is renowned for driving efficiency gains and shareholder value at CN.

Mr. Harrison, following a long and distinguished career, will retire from CN on December 31, 2009.



Claude Mongeau
Executive Vice-President

In April 2009, Claude Mongeau was selected to succeed E. Hunter Harrison as President and Chief Executive Officer, effective January 1, 2010. Mr. Mongeau is currently Executive Vice-President of CN.

Mr. Mongeau joined CN in May 1994 and has held the positions of Vice-President, Strategic and Financial Planning, and Assistant Vice-President Corporate Development. He was appointed Executive Vice-President and Chief Financial Officer in October 2000.

Prior to joining CN, Mr. Mongeau was a partner with Groupe SECOR, a Montreal-based management-consulting firm providing strategic advice to large Canadian corporations such as Bombardier and Bell Canada. He also worked in the business development unit of Imasco Inc., a diversified holding company with subsidiaries operating in the manufacturing, retail, and financial services sectors. His career started in Europe with Bain & Company, a leading American consulting firm.

In 1997, Claude Mongeau was named one of Canada's top 40 executives under 40 years of age by the *Financial Post Magazine*. In 2005, he was selected Canada's CFO of the Year by an independent committee of prominent Canadian business leaders.

Mr. Mongeau is a director of SNC-Lavalin, one of the world's leading engineering, procurement, construction and related technical services organizations.

Mr. Mongeau is a graduate of McGill University, Institut Supérieur des affaires (France), and Université du Québec à Montréal.



Keith E. Creel

Executive Vice-President, Operations

Keith E. Creel was appointed Executive Vice-President, Operations, in May 2007. In this role, Mr. Creel is responsible for the Company's rail operations in Canada and the United States. Between 2002 and 2007, he held a series of increasingly responsible positions at CN: Senior Vice-President – Eastern Region, Senior Vice-President – Western Canada Region; and Vice-President – Prairie Division.

Mr. Creel began his railroad career at Burlington Northern Railway in 1992 as an intermodal ramp manager in Birmingham, Ala. He entered the operations department in 1993 as a corporate management trainee in Lincoln, Neb., and held positions as trainmaster in Tulsa, Okla. and Wichita Falls, Tex.

Mr. Creel joined the Illinois Central Railroad in 1996 as a trainmaster in Memphis, Tenn., and was transferred to Jackson, Miss., as Director of Corridor Operations in 1997.

In preparation for the CN/IC merger, Mr. Creel was transferred to Battle Creek, Mich., as District Superintendent in early 1999, and was appointed General Manager – Michigan Zone, Midwest Division, in June 2000.

Mr. Creel obtained a Bachelor of Science degree in marketing/management from Jacksonville State University. He has a military background and served as a commissioned officer in the U.S. Army, during which time he served in the Persian Gulf War in Saudi Arabia.



Sean Finn

Executive Vice-President, Corporate Services and Chief Legal Officer

Sean Finn was appointed Executive Vice-President, Corporate Services and Chief Legal Officer on December 1, 2008. He is responsible for a wide array of legal, government, regulatory and human resources matters.

Mr. Finn joined CN in January 1994. He was appointed Treasurer and Principal Tax Counsel in August 1996; Vice-President, Treasurer and Principal Tax Counsel in January 2000; Senior Vice-President, Chief Legal Officer and Corporate Secretary in December 2000; and Senior Vice-President Public Affairs, Chief Legal Officer and Corporate Secretary in February 2003.

Mr. Finn was named Tax Lawyer of the Year 2000 by his peers. He is currently Chairman of the Board of Directors of the Quebec Chamber of Commerce.

Prior to joining CN, Mr. Finn was a Tax Partner with a major Montreal law firm. He also carried out the duties of a Senior Rulings Officer in the leasing and financing section and the corporate reorganization section at Revenue Canada, Taxation from 1989 to 1990.

Mr. Finn graduated from the Faculty of Law of Université de Montréal in 1981 and completed a Masters degree in tax law at the University of Toronto in 1983. He was admitted to the Quebec Bar in 1983. He is a lecturer in tax legislation and policy at the Masters in Taxation program at Université de Sherbrooke.



James M. Foote
Executive Vice-President
Sales and Marketing

James M. Foote was appointed Executive Vice-President, Sales and Marketing in October 2000. He is responsible for the strategic direction and leadership for the Company's sales and marketing groups. Under Mr. Foote's leadership, the Company is focused on consistently delivering sustainable, profitable growth and leads the industry in value pricing.

Mr. Foote joined CN in August 1995 as Vice-President, Investor Relations, to assist with the Company's privatization that year. He also served as CN's Vice-President of Merchandise and Senior Vice-President, Sales and Marketing. Prior to joining CN he was Vice-President, Corporate Development, Investor Relations and Tax with the Chicago and North Western Railroads, where he held successively senior management positions in finance, law, labour relations, corporate communications, and operations.

Mr. Foote is a graduate of the University of Wisconsin – Superior, and the John Marshall Law School in Chicago.



Luc Jobin
Executive Vice-President and Chief Financial Officer

Luc Jobin was appointed Executive Vice-President and Chief Financial Officer in June 2009. His responsibilities include financial management and strategic planning.

Mr. Jobin has an extensive background as a business leader and senior executive within the consumer goods, manufacturing and investment industries. Prior to joining CN, he was an Executive Vice-President of Power Corporation of Canada (PCC), an international management and holding company, where he was responsible for PCC's portfolio of diversified investments. Before joining PCC in 2005, Mr. Jobin spent 22 years in a variety of financial and executive management positions with Imasco Limited and its Canadian tobacco subsidiary, Imperial Tobacco. Imasco, a major Canadian consumer products and services corporation, became a British American Tobacco Plc subsidiary in 2000. Mr. Jobin was president and chief executive officer of Imperial Tobacco when he joined PCC in 2005.

Mr. Jobin has been a Director of Reynolds American Inc., the parent company of the R.J. Reynolds Tobacco Company, since 2008.

Mr. Jobin obtained his Chartered Accountant accreditation from the Canadian Institute of Chartered Accountants in 1983. He earned his Diploma In Public Accountancy from McGill University In 1982.