



**TRINITY INDUSTRIES**

**ORGANIZATIONAL CHANGES  
SPIN-OFF**



# TRINITY INDUSTRIES

- More than **85 years** in business
- Headquarters in Dallas, **Texas**
- Prior to spin-off **\$4 billion company**
- **North America's largest** diversified manufacturer of transportation, construction, and industrial products





# BEFORE THE SPIN-OFF







# AFTER THE SPIN-OFF



- ◆ **50 years** manufacturing railcars
  - ◆ **40 years** leasing railcars
- ◆ **122,000+** owned and managed railcars
- ◆ **21** commodity markets served by railcar products in North America
- ◆ **45 years** manufacturing highway products





❖ Created: **1992**

❖ Gross contribution annual receipts pre-spin: **\$175,000+**

❖ Current participation post-spin: **242** employees

❖ Gross contribution annual receipts post-spin: ~ **\$90,000**

❖ Board members: **11**

❖ Employees on Government Relations team: **3**



# PAC SPIN-OFF

- ❖ Does the new company WANT a PAC?
- ❖ Can we transfer employees from existing PAC to new company PAC?
- ❖ How do we split the funds?
- ❖ Compliance? *Deadlines, reporting, notification requirements?*





# PAC SPIN-OFF PROCESS

## Project Plan

- Communication plan
- Timeline
- Employee assignments
- Develop name
- EIN and FEC registration
- Engage executive leadership

## Must-Haves: Day 1

- Treasurer
- Bank account
- Compliance / legal oversight
- Payroll transitioned
- IT support

## Best Practices

PAC President, PAC Board, By-laws, Logo





# NOW WHAT?



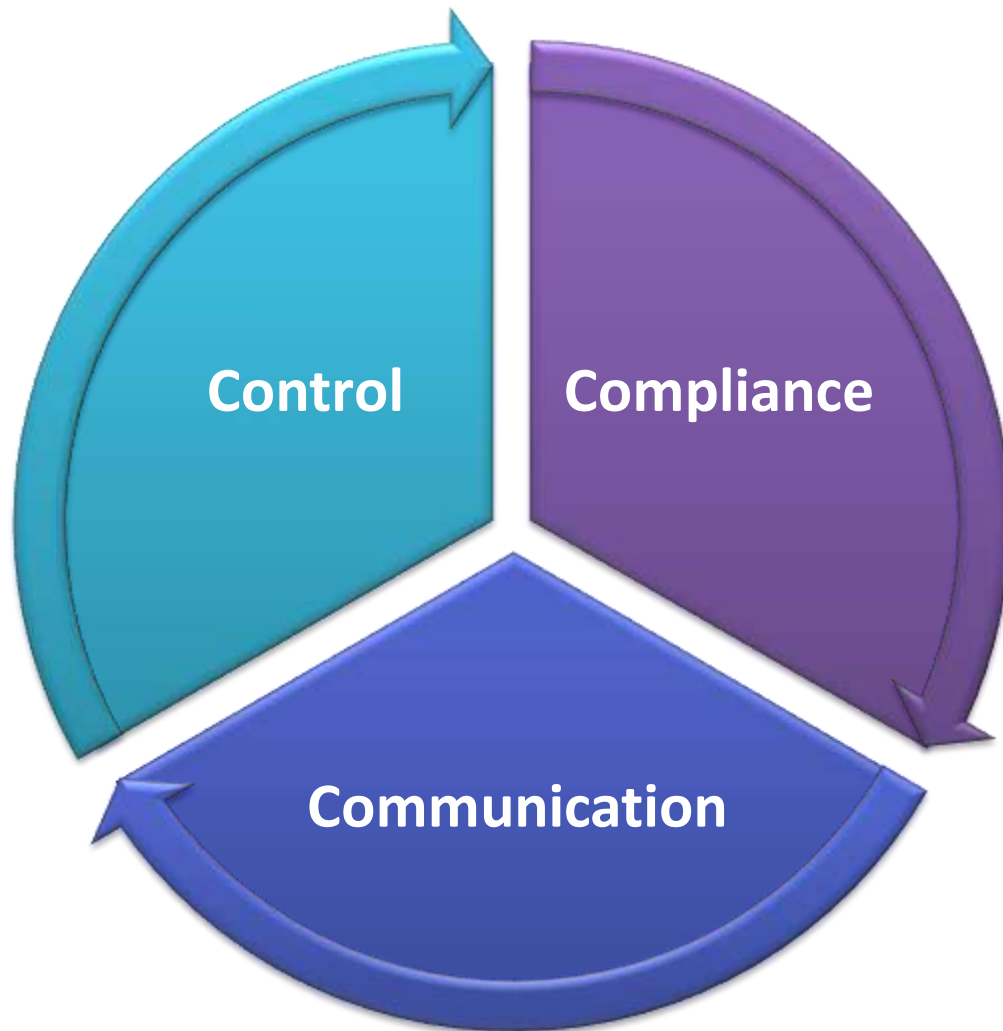
- ❖ Determine eligible class
- ❖ Solicitation plan
- ❖ Leadership goals
- ❖ Communicate







# THE THREE C's





## LESSONS LEARNED

- Engage compliance / legal oversight
- Communications
  - Retention issues
- Payroll transitions
  - Transfer / opt-out notification
- Make it easy for Leadership to say YES!
  - Comfortable, not cumbersome





# CONCLUSION



# TIEPAC

Trinity Industries Employee Political Action Committee

# ARC PAC

ARCOSA, INC. EMPLOYEE POLITICAL ACTION COMMITTEE



TRINITY INDUSTRIES