

#MFGWOMEN

2019 *STEP AHEAD* AWARDS



MANUFACTURING
Institute



Congratulations to the 2019 STEP Ahead Honorees and Emerging Leaders! We are incredibly proud to recognize these 130 women who have made tremendous contributions and impact within the manufacturing industry and their communities. These dynamic, diverse women in manufacturing are paving the way for the next generation through their leadership, mentorship and personal excellence.

Manufacturing itself is an ever-changing industry. It is continually propelled forward through innovation, creativity and problem solving; the very attributes we honor these leaders for now. It's heartening to consider how much talent and drive our STEP Ahead Honorees and Emerging Leaders bring to their jobs each and every day. They are role models and ambassadors inspiring the next generation of women in manufacturing. They represent the passion, vision, and diversity of opportunity within an increasingly high-skill and high-reward manufacturing industry. And, with America's most iconic industry facing a skills gap-driven workforce crisis, this has never been more important than it is today.

Our STEP Ahead Honorees and Emerging Leaders join a powerful group of women who came before them as ambassadors, mentors and leaders to advocate for manufacturing. Their voices, passion and vision are transforming—and will continue to transform—this vital industry through their commitment to achieving extraordinary feats in the field. They are creators, innovators, and dreamers; they are building the future for us all.

Keira Lombardo
Keira Lombardo
 Executive Vice President,
 Corporate Affairs and
 Compliance
 Smithfield Foods, Inc.

Carolyn Lee
Carolyn Lee
 Executive Director
 The Manufacturing Institute

The STEP Ahead Awards program, now in its seventh year, is a national platform to showcase trailblazing women who are changing the manufacturing landscape for the better.

The honorees and emerging leaders in the class of 2019 represent the best of the best in manufacturing today, and the future of the industry. In a competitive field of more than 1,000 nominees, 130 women were recognized for outstanding achievements in their companies, communities and industry.

While their backgrounds and career experiences are diverse, they share a common bond: a commitment to excellence in their work and dedication to elevating other women in manufacturing. These women consistently push boundaries in an industry where they are underrepresented to open doors for the next generation of talent. They have demonstrated leadership, drive and creativity at every turn. Their stories embody the ingenuity and hard work that keep our industry thriving. We need more of them.

Manufacturing's best bet for sustainable growth is to attract and retain top talent; that means we need more women and diversity in manufacturing. The STEP Ahead honorees and emerging leaders – past, present and future – will help lead the way as role models, mentors and industry ambassadors, for there is no better example of the diverse and rewarding career opportunities in modern manufacturing.

This STEP Ahead recognition is just the beginning for these talented leaders. I look forward to seeing these women continue to positively impact manufacturing and our world.

Congratulations to the STEP Ahead class of 2019!

Michael W. Lamach
Michael W. Lamach
 Chairman and CEO
 Ingersoll Rand



Jessica Adams

**Senior Process Engineer
NXP Semiconductors**

“The challenge of improving quality, reducing costs and increasing delivery speeds on leading edge automotive safety products fuels my passion for process improvement in semiconductor manufacturing. Moreover, building products that reduce car crashes and save lives is extremely rewarding; especially when working with so many talented individuals.”

Jessica is a recognized engineering leader at NXP Semiconductors, a Netherlands-based company providing secure connectivity solutions for clients worldwide. With 31,000 employees in more than 33 countries, NXP relies on the kind of detailed planning, strong collaboration, clear communication and impeccable execution Jessica provides. She works very well with customers, suppliers and also across all levels within NXP, from the highest levels of management to the shop floor. Recently, Jessica was selected to lead a critical and complex cost reduction team. Many suppliers needed significant development and many businesses were highly resistant to the necessary changes, but through Jessica’s diligent effort, education and collaboration, she provided accelerated results and reduced risk. Based on previous projects, NXP had estimated these changes would need a year and a half to achieve; the new process Jessica pioneered and implemented achieved even better results in only 19 weeks.

Last year, Jessica recognized an attrition issue amongst new college graduate hires across the factory and took the initiative to find out why. Having identified that there was a training gap with the fresh-out and intern programs, she led an effort to build a collaborative training program. This program has held over 75 classes and is now being employed by multiple NXP factories. Jessica also reinvigorated the flagging NXP Women’s Leadership Team, securing funding and establishing more networking and continuing education events. The team is now thriving with a threefold increase in membership.

In addition to her deep commitment to NXP, Jessica has made significant volunteer efforts in her community. She is particularly passionate about animals and has been a regular volunteer for the Austin Humane Society since 2002. The fundraising events she’s organized, ranging from casino nights to wine tastings, have attracted many new volunteers and raised more than \$25K. Jessica has also been a volunteer at the Women Engineering Program at the University of Texas since 2002, which includes mentorship and volunteering at Girl Day at UT Austin each year.



Shveta Agarwaal

**Proposal Manager - Asia Pacific
Rockwell Automation, Inc.**

Shveta has been a dynamic leader at Rockwell Automation India. For instance, when she was tasked to set up and lead a centralized proposal team for the company’s customer support organization in Asia Pacific, Shveta’s vast experience in various leadership positions helped her to excel and complete the mission in a short span of time. She also successfully implemented a set of robust processes which helped streamline the end-to-end proposal process, tirelessly driving implementation of the process with all relevant stakeholders to find a sustained outcome. Shveta is especially accomplished at moving these tasks to completion while managing the different styles and high expectations of multiple stakeholders across many countries in the Asia Pacific region.

An excellent manager, Shveta leads by example and directly mentors a group of female engineers from Korea, China and India, positioning them for success as next-generation leaders. She also recently served as a mentor for two field business leaders as part of Rockwell’s FBL Academy program. Due to Shveta’s ability to retain and cultivate diverse talent in terms of both gender and country of origin, her team members feel welcomed, involved and self-assured.

Shveta regularly lends her time to volunteer and social work. She has been involved with the *Times of India*’s Teach India program, which teaches children in areas with low school density. In this capacity, Shveta helped the children with everything from basic language skills and mathematics to personal hygiene. She has also volunteered with LIB international, a nonprofit organization supporting local artisans in India. On a personal level, Shveta also assists young girls in their educational endeavors. For the past three years, she has tutored her maid’s daughter, who is now preparing for enrollment at college. Her willingness to assist others and passion to empower young girls in education make Shveta an exceptional role model.

“Manufacturing is the amalgamation of innovation, technology and skill set. As an engineer, the prospect of ‘creation,’ be it a new idea, product or process, drives me to move continuously forward. My work encompasses process development and continuous process improvement much suited to the dynamic manufacturing industry.”



Sandra Alatraste-Lopez

**Plant Manager, Puebla JIT
Faurecia Seating North America**

“I am completely in love with my work. Confucius said, ‘Choose a job that you like, and you won’t have to work a day of your life.’ My work allows me to grow every day, to be a teacher and a student, and to interact with great people.”

Sandra’s leadership ability and hard work have helped to double the sales of the Faurecia Seating plant in Puebla, Mexico, from \$43M to \$87M, without the need to increase the plant’s footprint. By embracing and building on the principles of the Faurecia Excellence System (FES), which include optimizing space, reducing stock and adding technology, Sandra has developed a team that supports the concept of continuous improvement and serves as the benchmark for other Faurecia facilities in North America. As a certified transformational coach and mentor, Sandra also works with Faurecia employees at all levels as they identify their goals, strengths and challenges.

Sandra has a passion for promoting the voices and talents of women in her male-dominated industry. She leads by example every day and has participated in events that help women network and champion one another, such as the recent Volkswagen Roadshow. Sandra’s goal is to bring all Faurecia employees together, men and women alike, to identify areas that need improvement, work on solutions and celebrate accomplishments.

In addition to taking her strong commitment to success at work, Sandra regularly participates in volunteer community improvement opportunities in Puebla and encourages her team members to do the same. Under her leadership, Faurecia employees identify the needs of local foundations and work together to meet them hands-on to provide food, cleaning and yard work, as well as stocking pantry shelves. In addition, Sandra’s team paints local schools, organizes medicine donations and brings coffee and sandwiches every week to people whose family members are in the hospital. Sandra is truly a servant leader, both at work and in the larger community, and Faurecia Seating is proud to call her one of their own.



Danielle Allen

**Regional Sales Manager
Sandvik Coromant**

Danielle is one of the first female regional managers for Sandvik Coromant. Her promotion to the position of Regional Sales Manager is a testament to her technical, interpersonal, sales and management abilities. She is frequently called upon to resolve problems outside the sphere of normal activities within her highly technical company. Danielle’s skills were integral to the success of a recent event where she coached a new leader with a newly developed team through an important and complex event, helping to deliver an outstanding result for the company while providing valuable advice and training for the new team to carry forward. As a team liaison for a new CRM system, Danielle proved to be an invaluable asset by ensuring that the integration was timely and streamlined within her zone. She also took the initiative to pursue additional technical training so that she could provide expert product knowledge at Chicago’s International Manufacturing Technology Show.

Danielle’s dedication and devotion to her customers and colleagues is distinguished by her willingness to explore solutions that need to be designed rather than just assigned. She uses her skills to coach and lead rather than to direct. Danielle allows her team to develop its own competencies in both technical and territory management, which has led to rapid sales growth for the team and better solutions for customers.

In addition to mentoring younger female Sandvik Coromant employees, including meeting with them monthly to talk about their experiences, Danielle has been a member of Fort Bend Junior Service League – an organization of women committed to promoting volunteerism, developing the potential of women, and improving the Fort Bend County community. Danielle particularly enjoyed her extensive work with the organization’s Sugar Plum Market, which has raised more than \$2,400,000 for numerous local charities since its inception in 2001.

“Manufacturing has many aspects. It’s not just a dirty job. I find it rewarding to assist our customers in improving their processes. Every day brings new challenges and pushes my skill set. I believe in stepping out of your comfort zone to grow and manufacturing allows me to do that.”



Priya Almelkar

**Sr. Director, Information Technology
GLOBALFOUNDRIES**

“Manufacturing, especially in the semiconductor industry, excites me since it’s the part of industry that’s changing the world. We manufacture crucial parts of finished products that touch the day-to-day lives of so many people, ranging from the automotive industry to modern handheld devices, or sophisticated defense technologies.”

Priya is a Senior Director of Information Technology for the GLOBALFOUNDRIES team, leading infrastructure services, enterprise architecture and disaster recovery teams globally while supporting all fabs and corporate systems. Since joining GLOBALFOUNDRIES, she has transformed and modernized the infrastructure supporting all manufacturing applications. In 2015, Priya generated \$3M in savings for storage technology through the globalization of maintenance contracts. In 2016, she led an in-depth analysis of database configurations and implemented several improvement initiatives. The processes developed under her leadership have paved the way for future growth and financial savings while improving morale and productivity. Changing the team’s culture at a time when the company was in turnaround mode is seen by all as a major accomplishment.

Priya is also in high demand as a mentor to many women at GLOBALFOUNDRIES, both formally and informally. Her efforts to empower and guide women have greatly increased diversity within her own team by promoting women’s talents throughout GLOBALFOUNDRIES and enriching the company as a whole. Outside of the company, Priya’s presentations on the future of females in STEM fields have made her a strong ambassador for women in technology.

Priya also volunteers in many organizations outside work. In addition to being a dance teacher for young girls at the local community temple, she is involved with Asha for Education, an organization bringing hope through schooling opportunities. She actively participates with the Ronald McDonald House and Habitat for Humanity. Priya is also on the board of directors of Bra Couture KC, based in her hometown of Kansas City, which provides cancer medications, prostheses, treatments and transportation for cancer patients and survivors. No matter where she lends her time, Priya is always quick to suggest new ways to help and protect those in need.



Sudharshana Apte

**Sr. Scientist II
Altria (ALCS)**

Sudharshana has had a strategic impact on Altria (ALCS) throughout her tenure with the company. Often praised by her peers for her integrity, trust, respect and passion to succeed, she provides the infrastructure that shapes Altria’s future and delivers winning results. Working closely with stakeholders, she developed a schedule optimization tool that resulted in increased tobacco processing capacity at John Middleton Company (JMC). At Phillip Morris USA (PMUSA), she developed a model to assess menthol silo capacity requirements to meet business contingency scenarios, which revealed the criticality of investing in additional capacity and identified gaps in existing infrastructure.

Her strong leadership can be seen in her daily job responsibilities and the company’s cultural initiatives, including the EAST (Elevate Asian Strengths and Talents) employee resource group and Murray Garnick’s Diversity and Inclusion Council. She has created numerous employee programs including “Tableau Tuesday Meet-Ups,” a quarterly forum aimed at helping employees best utilize the Tableau visualization software. Sudharshana strives to develop others at all levels of the organization. Through her involvement in EAST, she forged a new relationship with the Advanced Analytics group that allowed teams which had not previously worked together to exchange knowledge and leverage each other’s expertise.

Her passion for helping others spans beyond Altria and into her community. She has volunteered with the Richmond Public School’s MathScience Innovation Center (MSiC) to teach middle school girls about data visualization and real-world uses of mathematics, and spoke at numerous events at Virginia Commonwealth University (VCU) to promote career paths for women in STEM. In addition to being recognized as one of VCU’s “10 Under 10” award winners, she was the first graduate of the university’s PhD program in Systems Modeling and Analysis, among other key involvements. She has also served on the board of the Women in Operations Research and Management Science (WORMS) organization, where she is now president.

“Manufacturing enables me to apply my expertise in solving complex problems by modeling production processes, simulating relevant scenarios and offering strategic insights to stakeholders. My tools provide business users a risk-free environment to test hypotheses and to address key business questions around increasing productivity, reducing costs and optimizing resource allocations.”



★ EMERGING LEADER

Lauren Bailey

**Senior Manufacturing Process Engineer
GLOBALFOUNDRIES**

“I am passionate about manufacturing due to the freedom to make changes that have a large impact. With the right risk mitigation actions, I am able to work in a team of empowered individuals to implement continuous improvement ideas. I get to observe the benefits of these changes made every day.”

Lauren is an outstanding engineer with a thoughtful approach to process control schemes that has been invaluable to GLOBALFOUNDRIES. Recently, she developed a moving range control for a key process signal that reduced melted aluminum scrap by over 90 percent and provided a more reliable product to customers.

Her skills extend beyond engineering and into communication and leadership. Lauren led a complicated effort to improve the sharing of skills between engineering and equipment that required significant collaboration across all four shifts. With a strong dedication to the success of her team, Lauren routinely volunteers to provide coverage on nights and weekends in order to ensure that all systems function optimally. She also excels at leading existing and prospective clients through the company’s manufacturing processes and tools, and leads client audits and BIG2 interactions with Singapore in the Novellus aluminum module.

Lauren is also a role model for young women. Through multiple initiatives, she works to promote and highlight science, technology and engineering concepts to girls. She has taught Lego Mindstorms robot building and programming for the company’s GLOBALGirls camp and has participated in the Girl Scouts Engineering Day for middle schoolers. Additionally, Lauren has participated in the Vermont Tech Jam, reaching out to people interested in manufacturing careers.

Lauren’s commitment to community service started when she volunteered weekly at the Ossining Food Pantry with her father. Since then, she’s volunteered with the Ronald McDonald House, Make-A-Wish and Swim Across America. Lauren also coordinates groups of GLOBALFOUNDRIES volunteers to work at ANEW Place in Burlington, which provides services to homeless community members. Together, they have prepared dinners, painted, performed building maintenance and more in order to support those in need.



Anusha Balaraman

**IM Services Manager
Caterpillar Inc.**

Anusha has been with Caterpillar for more than fifteen years and currently serves as a mid-level manager. Her primary responsibility is providing services to Caterpillar internal customers, improving supplier performance and inbound efficiency. By thinking and acting beyond her scope of work to gain a deep understanding of customer needs, Anusha and her team provide innovative solutions to improve operational efficiency and create huge cost savings for customers. One of her low-cost, innovative tools helped the facility to save \$800K worth of inventory within three months of implementation. Now implemented across multiple facilities, this innovation is becoming a game changer for Caterpillar’s internal operations.

Anusha is a role model for many female employees at Caterpillar. She does regular coffee table talks with new female employees, and many seek her help when they lack confidence or need help making career decisions. Anusha also works closely with Caterpillar recruiters to identify and hire talented female candidates. Through reverse mentoring with Caterpillar’s senior male leaders, Anusha teaches them about female experiences, perceptions and challenges that women may face in their careers and in their lives; which in turn improves gender balance and inclusiveness within both the company and society.

Anusha has a special passion for organizing cultural activities that also give back to local communities. Every year, for special Indian festivals, she distributes new clothes and serves a meal in her home to a group of female hourly laborers in her community. She inquires about their families and volunteers to collect funds that could help these women provide educational opportunities to their children. Anusha personally sponsors the education of two children each year. She also visits an orphanage home twice a year, serving and enjoying a meal with the children and distributing goodies.

“Whether it’s a home or a country, manufacturing makes significant contributions in raising the standard of living even at a local level. Being a woman, it’s unique to choose a manufacturing career especially in countries like mine and I always take pride to have chosen that unique path.”



Maluwa Behringer

**Vice President, Global R&D & Innovation
Molson Coors Brewing Company**

“Manufacturing fuels my belief that anything is possible to create with the passion of people and ideas.”

In her role as Vice President, Global R&D and Innovation, Maluwa embraces Molson Coors’ core value of “taking smart risks,” recognizing that not all ideas may be implemented, but that a willingness to try and sometimes fail is at the heart of innovation. Once she and her team have identified a true opportunity, Maluwa provides the direction, resources and motivation needed to move quickly from ideation to implementation. Maluwa has been instrumental in creating an agile team that’s clear about business priorities and that leverages talent and expertise from across the enterprise. She has also established relationships with experts outside of the industry to leverage best practices and adapt them to Molson Coors.

Recently, Maluwa considered how her team members had a desire for focused development and strong coaching to help grow their careers. To assist with this, Maluwa launched two career paths – a technical one and a management one. These paths clearly establish opportunities for growth and are supported by tools that identify developmental needs, establish learning plans and growth capabilities.

Maluwa is the chair for Molson Coors’ 2018 employee giving campaign, benefiting Mile High United Way. She has challenged the team to expand the focus of this year’s campaign beyond monetary giving, emphasizing the importance of giving back to the community through volunteerism. At the first-ever Denver Day of Impact, more than 200 employees in the company’s Denver office partnered with Denver Parks & Recreation to spend a day beautifying a local lake. Not only did this effort provide much needed improvements to the park, it served as an inspiring team-building experience for all who participated.



★ EMERGING LEADER

Ayla Bitter

**Ingot Remelt Quality Superintendent
Arconic**

Ayla has been a driving force behind many crucial projects throughout her tenure with Arconic. When Arconic shifted its focus to automotive and industrial markets, Ayla was a key technical resource in launching and stabilizing the process to cast new alloys, allowing South Ingot to transition from a single-alloy cast house to a multi-alloy cast house. Additionally, she played a vital leadership role in training operators on the new process to ensure the highest quality product. In order to implement a layered process audit system, Ayla’s team integrated an automated Excellence through Quality (EtQ) system that increased efficiency, reduced paperwork and minimized duplicative efforts. The system at Tennessee Operations was so successful that the Corporate Quality team leveraged Ayla’s best practices to implement it at other locations.

As Ingot Remelt Quality Superintendent, Ayla is not only an exceptional leader—she takes the time to learn how each team member’s strengths can improve project outcomes. Through mentoring, training and the development of new systems, she has led others to succeed beyond expectations. She continuously develops systems to hold herself and others accountable to objective standards and challenging goals. In addition to mentoring interns throughout her career, Ayla has also coached a team of junior and senior designers from her alma mater, the South Dakota School of Mines and Technology.

Ayla is deeply involved in a number of key initiatives at Arconic including the STEM Council, which she helped launch in 2018 and now serves as co-chair. Working with kindergarten to college-aged students, the group has participated in more than 25 community events, reaching over 1,300 students, parents and teachers. She shares her enthusiasm for STEM by speaking with students about career paths at Arconic Tennessee Operations and beyond.

“My career in manufacturing allows me to work on products that will be used by people all over the world. I also enjoy problem solving a new challenge every day with employees from all levels of my organization.”



★ EMERGING LEADER

Kristine Boehnke

**Associate Engineer, Process Safety
Marathon Petroleum Corporation**

“If you always do what you always did, you’ll always get what you always got.” Last year, LLS brought new medications to market to treat lymphoma. Without manufacturing, patients would not have had access to these treatments. Manufacturing is a critical piece for innovation and improving the world around us.”

Kristine has accomplished much in her two years as the lead for PSM (Process Safety Management) at Marathon Petroleum’s (formerly Andeavor) Mandan site. For instance, in order to meet OSHA guidelines, the site needed to implement a technique known as LOPA (Layer of Protection Analysis) at all its facilities. In conducting the LOPA analysis, Kristine consulted and worked with many employees, from operators to engineers. Her ability to work with people on all levels of the organization and to maintain project-wide oversight was critical to her success in getting the studies completed and has led to greater workplace safety. Due to Kristine’s effective communication, leadership skills and attention to detail, she is often approached by members of all departments for advice on how to interpret PSM elements and their practical applications.

Kristine is passionate about mentoring younger generations to consider engineering as a career path. She has given presentations to high school students, pointing out the many careers available to engineers and demystifying what engineers do in the field. In addition, Kristine has been a guest lecturer at Pennsylvania State University on topics such as engineering ethics.

In 2018, Kristine helped raise over \$80K for the Philadelphia chapter of the Leukemia & Lymphoma Society. As one of several key members of Joshua Schoppe’s team, which for its efforts won the organization’s coveted Man of the Year award, Kristine helped to develop and manage fundraising events, created team challenges and personally donated through Andeavor’s donation matching program. The funds raised will be used to continue research on immunotherapies and targeted therapies for blood cancer patients, to educate and support those affected by leukemia and lymphoma, and to drive policies for new drug development.



Laura Bogusch

**General Manager, Boeing Salt Lake
The Boeing Company**

Laura is general manager of The Boeing Company’s site in Salt Lake City, Utah, where her teams manufacture airplane parts from both aluminum and composites. During Laura’s 22 years at Boeing, the teams she has been a part of have achieved much, including revolutionizing air travel with the 787 Dreamliner, the fastest-selling wide-body airplane in history.

In addition to her work to ensure the success of the 787, the first commercial airplane with a composite fuselage, Laura has held various roles in both engineering and manufacturing, from research and development, to customer support. Laura enjoys continuously challenging herself to grow both personally and professionally.

Laura constantly seeks opportunities to support and mentor women and is a vocal advocate for women in manufacturing, both within Boeing and externally. In 2017, she co-authored a well-received op-ed for the *Salt Lake Tribune* on the importance of getting more women into U.S. engineering jobs. She actively engages in organizations such as the Society of Women Engineers and Boeing Women in Leadership. Laura also remains an active alumna of the MIT Leaders for Global Operations Program, which grows leaders who can speak the languages of both Engineering and Manufacturing.

Currently, Laura manages Boeing’s participation in the Utah Aerospace Pathways program which encourages high school students to pursue careers in aerospace and STEM-related academic pursuits. In addition, Laura oversees a statewide philanthropic budget of nearly \$700K, supporting charities such as the Salt Lake Chamber Women’s Business Center, The Boys and Girls Club of Salt Lake and the University of Utah.

“Manufacturing is the transformation of raw materials into finished goods that connect us, make our lives easier, inspire future products or just make us smile. I am fortunate that my passion for airplanes, operations, physics and math means I can enjoy a career full of invention, creativity and people.”



★ EMERGING LEADER

Alejandra Bonillas

**Mechatronics Engineer
Welbilt**

“I’m passionate about manufacturing because it has allowed me to contribute to delivering solutions around the world, and has given me the ability to make something tangible from an idea or a dream, all the way to the product development stage. It’s rewarding to see something I worked on come to life!”

Only two weeks after starting her engineering job at Welbilt, Alejandra joined the high-profile Zume pizza oven project, which involves designing delivery trucks powered with equipment that can cook meals in transit. Alejandra was a key contributor, successfully producing high-quality prototypes in just four weeks. She developed innovative controls, coding and architecture to control six ovens from a single programmable logic controller (PLC). Today, Alejandra has taken on a leading role in emerging automation projects, some of the most complicated in the Welbilt portfolio. These projects are expected to drive over \$150M in new business for the company. For her high technical acumen, passion for team-building and laser-sharp customer focus, she has been praised by Welbilt’s CEO.

When Welbilt established an Engineering Technical Center (ETC) in Monterrey, Alejandra played a crucial role in recruiting the initial team. She worked hard to attract and select top female talent especially, and due to her efforts nearly half of the Monterrey ETC team members are women. Alejandra is also leading efforts to drive innovative project collaboration between Welbilt and Tecnológico de Monterrey, opening doors for Welbilt to leverage different research departments at the university and providing opportunities to integrate advanced technologies early in the product development cycle. These efforts will not only benefit Welbilt but will provide student engineers with real-world experiences that will enrich their careers and bolster the local economy.

In addition, Alejandra is a member of the Sumando Acciones, a nonprofit organization that provides food, personal hygiene, clothing and shelter for the homeless and needy, especially during cold winter months. In her volunteering capacity, she truly exemplifies the qualities of being empathetic, perceptive and committed to the success of Sumando Acciones’ mission.



Gretchen Borden

**Engineering Manager
Harley-Davidson Motor Company**

Since joining Harley-Davidson in 2001, Gretchen has served in multiple capacities and made a significant impact on the company throughout her career. As Supply Base Lead for the company’s parts and accessories business, she managed contract negotiations, relationships and performance with suppliers valued at \$100M in company spend, identifying \$3M in annual cost savings in the process. Today, she serves as one of six engineering managers overseeing new product development for the company’s Parts and Accessories division, the second-largest product organization at Harley-Davidson. Gretchen and her team standardized a painted parts process, which allowed lead times to drop from 30 days to 6 days; revenue to increase by \$1.5M; and on-time delivery to increase to 95 percent from 73 percent. Through effective communication and a strong inner drive, Gretchen holds herself, her team and stakeholders accountable for their commitments.

As a member of Marquette University’s Mechanical Engineering Industrial Advisory Board (IAB), Gretchen maintains a strong, longstanding relationship with her alma mater. She proactively leveraged her position with the board in order to strengthen the relationship between Marquette University and Harley-Davidson, while promoting Engineering and Manufacturing. In addition to working with Marquette’s SAE Baja off-road vehicle race team to provide students with design feedback, Gretchen advocates and recruits for Harley-Davidson’s co-op program through presentations to students and serves as a student mentor.

Gretchen’s extensive volunteer efforts both inside and outside of Harley-Davidson have allowed her to inspire and influence young women interested in engineering. In addition to her involvement with the Society of Women Engineers (SWE), Gretchen is a member of the of Harley-Davidson C.R.E.W. (Connecting Relationships Empowering Women) organization. Her commitment to cultivating the next generation of industry leaders can also be seen through her participation in numerous recruiting events, and her involvement in volunteer efforts with Junior Achievement.

“I’m passionate about seeing designs through product development come to life. Manufacturing allows us to bring concepts from the computer to the consumers. At Harley-Davidson, we fulfill dreams of personal freedom and to be able to ride our product is what motivates me.”



★ EMERGING LEADER

Deirdre Brockwell

**Staff Researcher
USG Corporation**

“In manufacturing, I can combine my theoretical and practical knowledge in a meaningful way and am rewarded with real, tangible results. I am so motivated by the process of taking raw materials and turning them into products that improve people’s lives.”

As a Staff Researcher in the ceilings lab at USG’s Corporate Innovation Center, Deirdre develops early stage concepts and research to expand and strengthen USG’s ceilings portfolio. She is currently involved in producing a high-quality, lower-cost ceiling tile, a project that promises a multi-million-dollar profit with the help of Deirdre’s knowledge and skills.

Deirdre takes strong initiative to resolve problems, saving costs and labor for the company. During her time as a Project Engineer at USG’s Greenville, Mississippi plant, Deirdre recognized that fiberglass board lines did not run as quickly as they should have. She identified where the slowdown was happening, then applied a solution that increased speeds by up to 20 percent. Deirdre also significantly improved the quality in the finishing detail, resulting in a large savings to the company.

Deirdre gives back to the next generation of females in STEM whenever possible. Besides her work as a mentor, she is a member of USG’s Women in Innovation group, which connects female researchers and engineers and promotes career advancement. She is a member of USG’s New Talent Employee Resource Group, where she helps employees identify and achieve goals related to public speaking and leadership skills. In the community, Deirdre and her team have organized the KIDstruction Zone at the Busy Brains Children’s Museum. Their meaningful exhibits and experiments, including a place where kids can build and demolish structures with a real Bobcat, realistic jackhammer and steel beams, encourage students to develop a love and aptitude for STEM.

Elsewhere in the community, Deirdre personally leads and participates in the Chicago Cares Serve-a-thon as well as many food drives and blood drives. She is also currently organizing a donation drive for a local women’s shelter, and recently participated in a “MuckFest” fun run to benefit the National Multiple Sclerosis Society.



Cassadina (Cassie) Browning

**Quality Supervisor
Stanley Black & Decker, Inc.**

Upon her hiring as a Quality Engineer by Stanley Black & Decker in November 2016, Cassie was immediately challenged to bring the company’s Shelbyville site up to new ISO Quality Certification standards. With minimal training in the new criteria, she led strongly from the start, leading to the site’s certification during its first audit in October 2017. Cassie has been an asset to other sites to help them attain this certification as well. Throughout these processes, Cassie’s engineering, communication and collaboration skills have been invaluable in motivating cross-functional teams to work together for success. In May 2018, Cassie was promoted to Quality Supervisor in recognition of her achievements.

Cassie leads by example and often works with hourly employees on the production floor to improve product quality and streamline processes. Cassie’s father was a production worker, and she uses his experiences as lessons on how to listen and respond to the ideas and concerns of this group. As a result, she is viewed as a mentor by the company’s hourly workforce. Cassie also spends a significant amount of time mentoring other female engineers and professionals. Beginning her engineering career in 2011 as the first and only female engineer on her team, Cassie has personally overcome the perception that as a woman she could not contribute at the same level as male engineers. She proudly shares her insights and experiences to inspire other women within the organization to achieve their own career goals.

Cassie is involved in several community projects to help others. She supports the Scarlet Hope organization, which provides encouragement and support to women seeking to escape the adult entertainment industry and find meaningful employment. She was a team leader in this year’s “Making Strides Against Breast Cancer” walk in Louisville. She also sponsors a child in Peru through the Compassion International program.

“My passion for manufacturing stems back to my childhood when my father would talk to me about his struggles as a machine operator. As a leader and engineer, I now have opportunity to address frustrations others face through strong communication, empowering and connecting to all levels of the organization.”





Jean Bye

**President and CEO
Dotson Iron Castings**

“It is exciting to see the pride our employees gain when they combine lean, process driven flow, with an engaged employee culture to create an agile foundry that outperforms the competition and exceeds customer expectation. And that lean strategy allows us to invest back into employees, facilities and the community.”

Beginning her career with Dotson Iron Castings in the 1970s, Jean Bye is the first woman and non-family member to serve as President and CEO in the company’s over 100-year history. As a pioneer for women in metalcasting, Jean has spearheaded numerous lean manufacturing initiatives that have had a tremendous impact on Dotson. By implementing a first-in/first-out process, the company saw significant improvements to work-in-process and finish goods times, as well as on-time delivery, casting lead times and PPM rejects.

In addition to her strong work ethic, commitment to excellence and keen technical knowledge, Jean is a dynamic leader who is committed to paving the way for the next generation of women in manufacturing. She serves as a formal and informal mentor for many of her employees, and actively collaborates with managers to develop employees and support their careers. As the first woman to serve as President of the American Foundry Society (AFS), Jean leads presentations nationwide focused on the shortage of skilled workers in the metalcasting industry and highlights the benefits of hiring women. She helped launch the association’s “Women in Metalcasting” (WIM) group and in 2018, was honored with a WIM Award for Excellence which recognizes exceptional leaders, champions, mentors and role models for women in the metalcasting industry.

Jean’s leadership spans beyond her role at Dotson, as evidenced through her support of both employees and the Mankato community in the wake of a devastating fire in 2017. The disaster recovery efforts of Jean and her team were honored with awards from both MN Business and the Manufacturing Leadership Council. She has also led numerous other community initiatives ranging from sponsoring an Automation Station Exhibit at the Children’s Museum of Southern Minnesota to serving as a board member of the Mankato Area YMCA.



Deborah Caine

**Global Supply Chain Innovations Manager
Intel Corporation**

Deborah is a business visionary with a passion for elevating people and processes. She has extensive knowledge of global supply chain leadership, and her work has resulted in measurable cost savings and high-quality product deployments for Intel. In Deborah’s most recent leadership role, she led Intel’s Global Reverse Logistics Global Supply Chain planning organization. In this role, she provided planning management for all product lines, skillfully overseeing a diverse team of global employees. Deborah has enabled profitable supply chain decisions in this way throughout her tenure at Intel, providing multi-million-dollar returns, stellar fill rates, and throughput time improvement across Intel’s global network.

Deborah’s work at Intel is a strong example of what women in manufacturing can achieve as leaders. She also serves as a Positive Paths mentor for first-generation college students. Positive Paths provides scholarships that assist women in attaining the education that is critical to economic security. Deborah is also a program manager for Intel’s Pay-it-Forward circles, which match mentors with circles of mentees. Communication, networking and career planning are common topics of discussion and development within the initiative. From 2008 to 2016, Deborah co-chaired the Arizona Women at Intel (WIN) Board, a volunteer-led employee group focused on enabling women’s career goals.

Because Deborah recognizes that even a small amount of help can make a big difference in women’s lives, she is active in the microloan community. She has funded microloans for women in more than 20 countries through the Kiva organization, enabling more than 150 women to purchase chickens, pigs, cattle, seeds, sewing machines and other assets needed to create and grow their own small businesses.

“Manufacturing makes ideas and inventions available to the world through mass production. These products make life easier and more comfortable in very affordable ways. I love working in the manufacturing industry because it brings teams together to innovate products and processes that delight customers.”



Michelle Caveness

**Director, Adhesives Manufacturing
Eastman Chemical Company**

“I am passionate about manufacturing, because it is on the frontline of growth. I love leading the team challenged with turning ideas into reality, developing new leaders, and making a difference in our community. Manufacturing is an exciting place to grow where customer needs and innovation intersect.”

Michelle currently has responsibility for manufacturing results at six sites globally, where her work underpins safety and reliability and accelerates volume growth. Prior to this role, she drove growth by sourcing and supporting oversight for ten successful capacity de-bottlenecks and startups across three continents and three business organizations, working closely with business leadership and manufacturing teams to change asset strategy while addressing cultural, capital and technology challenges.

Most significantly, Michelle was responsible for organic anhydride sourcing following a process safety event that constrained normal production routes for a major production stream. Successful recovery from this event was critical to Eastman’s overall growth strategy. Michelle’s leadership was an invaluable element of Eastman’s response during this critical time. Not only was reliability reestablished, but under Michelle’s guidance and mentorship, productivity was even higher than before, and new leaders were developed.

Having benefited from those who invested in her, Michelle now mentors women in Eastman’s manufacturing and technology organizations, seeking to strengthen early-career employees by reinforcing design and operational fundamentals. She championed the development of a corporate onboarding program for consistent development of technical and project leadership fundamentals for both new and experienced employees. Recently, Michelle has also devoted a significant amount of time developing a multiyear campus strategy to boost the technical strength and diversity of Eastman’s campus hires.

Outside of work, Michelle has partnered with a local community church and elementary school to start an after-school tutoring program focused on underpinning reading and math skills for third through fifth grade students. She has also volunteered extensively with Girls Inc. of Kingsport, which provides after-school care, educational support and leadership motivation for girls. From an initial field day volunteer opportunity, Michelle’s interest has extended to rallying volunteer support for the organization, resulting in a record number of Eastman volunteers at annual events during the past two years.



★ EMERGING LEADER

Erin Chludzinski

**Sr. Quality Engineer
LORD Corporation**

Although Erin is early in her career, she has already demonstrated dedication and skill in her tenure at LORD. As a Global Application Engineer, Erin collaborated closely with domestic and international customers providing training and product support. When traditional application methods proved insufficient for new markets and growth opportunities, Erin embraced the challenge and pioneered exploring alternate methods. Recently, Erin took on increased responsibility by transitioning to a position in Global Quality. Erin now leads the internal Quality Management System audit program and supports facilities with external certification audits and continuous improvement activities.

In addition to her memberships in various leadership and networking groups, Erin champions the LORD School-to-Industry program for elementary school students, coordinating volunteers and resources to reach approximately 500 students annually. Erin also leads the LORD session at the Women in Engineering Day at Penn State Behrend, challenging high school girls to design, build and race wooden cars while learning about design-to-cost and manufacturability.

Erin’s involvement in these initiatives isn’t just administrative; it’s hands-on. When the LORD Women in Engineering project had a limited supply of wooden pieces for construction projects Erin spent time outside of work purchasing materials and working with others to make new components.

Erin has participated in service projects with ServErie, Habitat for Humanity, Kiwanis Club of Fort LeBoeuf and a local homeless shelter. For the ServErie project, Erin organized a group of her colleagues as a team building activity to help renovate a local public school. She also has volunteered for ten years as a radio host for a Polish program called the Polka Celebration Show, where she enjoys talking with longtime listeners and celebrating the milestones of their lives.

“Manufacturing built the foundation of the United States. It has been key to our history as a strong country. I am passionate about manufacturing because it supports the United States and is one of the greatest influences in our economy. Every day something new is happening and we are making advances.”



Kara Chmielewski

**Director of Sales & Service, Midwest
John Crane, a division of Smiths Group plc**

“Manufacturing is the foundation for making our everyday lives possible and allows us the opportunity to make never-ending improvements for society. It is about producing tangible, real components that we can hold in our hands and use to construct complex goods that were once someone’s idea.”

As Director of Sales and Service for the Midwest, Kara is responsible for \$70M in new and aftermarket business at John Crane, a world leader in turbomachinery dry gas seals. She was the catalyst in a collaborative effort to execute John Crane’s entry to the high-speed dry gas seals market in the U.S. Oil & Gas/Petrochemical industry. To make this happen, Kara drove a paradigm shift in organizational thinking by disrupting standard protocol. Her ability to challenge stagnant mindsets and pursue innovative solutions has allowed John Crane to pursue aggressive growth targets. Among her colleagues and peers, Kara is known as a collaborative problem solver who encourages those around her to seek imaginative ways to drive results.

Kara is committed to cultivating future industry leaders at John Crane and beyond. Under her guidance, over 100 women have connected with each other through the company’s Professional Women’s Network, an initiative Kara launched to identify and mentor high potential female talent. She also represents John Crane as a member of the Smiths Global Steering Committee on Diversity and Inclusion to enhance diversity initiatives and raise awareness of the value and success of women in leadership across all divisions. Additionally, she has mentored numerous junior-level employees and interns to ensure continuous professional development and growth.

Kara’s belief that every student should have access to STEM programming led her to expose over 900 young students at Chicago’s Blaine Elementary School to STEM/STEP concepts. As President of the non-profit organization Friends of Blaine, she spearheaded efforts to raise more than \$300K from the community to create a STEM lab for students. With endless energy, Kara is dedicated to giving back through her volunteer work and continues to create professional opportunities for those around her to thrive while performing as a Senior Leader in her organization.



Cecilia Colburn

**Operations Leader – Mehoopany, PA
The Procter & Gamble Company**

During her 15-year career at Procter & Gamble (P&G), Cecilia has led making and packing organizations with hundreds of employees. During one of her latest assignments, as Utilities Operations Leader at P&G’s Mehoopany plant in Pennsylvania, Cecilia empowered the CoGeneration unit to provide electricity to the plant, enabling the site to go “off the grid” and sell power back to the network. Once this unit was in operation, Cecilia built an operating strategy for the plant that further leveraged this asset by taking advantage of the fluctuating cost of power during different seasons of the year. This breakthrough strategy has resulted in an additional \$5M in savings each year and will provide a competitive edge for the plant for decades to come.

Cecilia has a strong focus on ensuring that P&G’s new leaders are successful both personally and professionally. Her sponsorship of her site’s Young Professional Network (YPN) has been instrumental. As part of YPN’s leadership development leg, Cecilia has helped provide training opportunities for members, accelerating their professional growth and benefiting the company. As part of the mentorship leg, Cecilia emphasizes the importance of mentoring and has helped pair many rising employees with a knowledgeable mentor.

In terms of community service, Cecilia works with the YPN to host food, toy and supply drives for community members in need. The YPN team has also actively taken part in the following events this year: the Tunkhannock Founders Day Duck Derby, the Wilkes-Barre United Way Day of Caring and two food bank service days in Tunkhannock. This rate of involvement is the highest ever for the YPN group, and Cecilia and the team plan to continue the trend toward stronger community involvement.

“I am passionate about manufacturing because it brings together the two things I enjoy the most - working with people and solving problems. I enjoy the sense of accomplishment when I not only improve the manufacturing process, but also improve the organization’s culture.”



Susan Dadd

**Lead, Turnaround Department
Covestro LLC**

“Manufacturing is always changing and developing over time so as a Turnaround Lead at the plant, my team is always implementing new project technology or keeping the plant in great working condition. As women leaders in manufacturing, we set future goals and achievements for many other leaders to follow.”

Susan’s energetic personality and robust engineering and management experience have served her well throughout her 19 years at Covestro, where she has set herself apart as a well-respected female leader in a predominantly male industry. With a background in chemical engineering and talent for innovation, Susan has led important initiatives that have increased efficiency while reducing environmental impact.

Today, Susan serves as Turnaround Lead for Covestro’s manufacturing site in Baytown, TX, strategically planning maintenance and turnaround roles that sustain long-term reliability and efficiency at the site. During a turnaround, Susan coordinates up to 900 jobs over a 42-day period, with 300-plus people per shift. Susan not only leads this monumental logistics effort, she ensures it is executed with a safety mindset.

Susan mentors several female colleagues at Covestro, providing guidance to help them grow personally and professionally. She is a member of Baytown’s new Lean In chapter, which helps women achieve success in the workforce. Susan takes part in numerous STEM-focused mentoring initiatives, including the Girls in STEM mentoring program, Greenlight for Girls Day, science fairs at Goose Creek School, Goose Creek Women Mentorships, and the Lee College Women Experience Exchange. For 15 years, Susan has also corresponded with third graders through Covestro’s pen pal program, helping to foster an early interest in STEM.

For more than ten years, Susan has volunteered for the Eddie V. Gray Wetlands Education Center, where she helps students discover the joy of science by teaching them how to use a microscope. She is an active volunteer with her church, teaching faith formation to second graders, working with high schoolers through youth ministries such as Life Teen and Chosen, and coordinating the church bazaar. Susan also works with the Boy Scouts as a faith coordinator and volunteer.



★ EMERGING LEADER

Jackie Danner

**Tire Performance Engineer
Michelin North America, Inc.**

In six years with Michelin’s tire performance R&D group, Jackie has distinguished herself as a top engineer. One of her proudest accomplishments is having designed and implemented a new tool to analyze tire tread patterns and reduce variation in acoustic content. This tool is now used worldwide within Michelin. With subsequent projects, Jackie continues to pursue the goal of designing better tires more efficiently and reducing manufacturing costs.

In recognition of her technical skills and leadership ability, Jackie was chosen as the sole Michelin ambassador for the 2018 United States Tire Manufacturer’s Association (USTMA) Ambassador Program, which met with members of Congress on Capitol Hill. While there, Jackie promoted the USTMA’s and Michelin’s positions on steel tariffs, discussing the enormous impact these tariffs could have on vehicle safety.

As the daughter of two engineers, Jackie knows the importance of developing the talents of the next generation. To this end, she has volunteered with Michelin’s Challenge Education program, which partners with local schools in North America to promote STEAM activities, mentorship and tutoring for children.

Jackie lives an active lifestyle and is passionate about encouraging women of all ages to do the same. She is a member of the Greenville Hospital System’s Every Woman Cycling team, which promotes cycling and fitness for youths and adults. She also works with the UCAN Adaptive Cycling Program, which funds hand cycles for people with physical disabilities. In 2017, Jackie raised \$1,750 for “A Ride to Remember,” benefiting the Alzheimer’s Association while completing a three-day 252-mile bike ride. Although Jackie suffered a crash in the middle of the second day, she persevered and remembering how her grandmother had suffered from Alzheimer’s she was determined to help others battling the disease.

“I love understanding how things work and trying to improve the design to make them work better. This fuels my passion to research and design innovative ways to improve the performance and manufacturing of tires so that consumers feel safer, more comfortable and connected to their vehicles.”



★ EMERGING LEADER

Neha Dave

**Business Manager, Specialty Materials
Saint-Gobain Corporation**

“Manufacturing gives everyone in a community the chance to contribute to our national and global economy, regardless of his/her history, background, education or other constraints. I am inspired when I look at every item around me and recognize that each is the product of teamwork, technology and time.”

By age 28, Neha Dave had already made a significant impact at Saint-Gobain Corporation and filled several crucial roles. After a break to earn an MBA at Harvard, Neha was rehired by the company in her current role as Business Manager for Specialty Materials, where she manages a product line with a global customer base and supports four manufacturing plants worldwide.

A few years ago, a vital customer identified a quality problem with a high-volume product, and Neha was tasked with solving it. Her approach was inclusive, involving operators, suppliers, engineering, R&D and management. Very soon, the team achieved the necessary quality improvement, fully satisfying the customer. More importantly, the resulting team engagement during a period of difficulty brought the team to a new level of communication and trust that continues today.

Neha is an outstanding mentor and role model for young women. Her philosophy for mentoring the next generation of engineers includes encouraging her mentees not just to listen and learn, but to bring their own ideas and new ways of thinking to her team. She also encourages them to interact with experienced individuals to experience different job functions and career paths, as well as broaden their prospects.

One of Neha’s noteworthy contributions to Worcester is tutoring local middle and high school students in math so they can apply it to the many industries that surround them. While manufacturing offers a place for diverse thought and for all levels of learning and skill, the traditional classroom experience often enables only a specific learning style. Neha realized this early on, so she helps students build on their learning strengths in order to keep their educational and career options open.



★ EMERGING LEADER

Kerri Devine

**Engineering Manager
Siemens**

“Creating products as a team is such a rewarding component to my job. Every day brings a new challenge, and the collective energy of my team ensures that not only will we tackle each challenge, but that we will do so in increasingly innovative ways.”

Kerri joined Siemens in 2013 as a member of the Engineering Leadership Development Program, through which she had the opportunity to work on projects around the world. Following five years of growing technical responsibilities and successes, Kerri was tapped to lead a team of 12 engineers, most of whom are 10-20 years her senior, and all of whom are male. Not only is she responsible for the day-to-day management of the team, she is also extremely hands-on in the technical execution of the team’s projects. One of Kerri’s shining achievements as part of her new management duties has been her effort to hire new talent into the new Siemens Software House in downtown Chicago. In addition to streamlining a process for managers to recruit and interview new candidates, she took a data-driven approach to target specific universities and engage with on-campus diversity groups. This effort has established a new paradigm of recruiting entry-level talent at Siemens.

Kerri currently pursues her passion for engaging the next generation of female talent by serving as the chair of Siemens’ Women’s Information Network, an employee resource group with more than 200 active members in five different suburban locations. Several of her initiatives have included organizing an “Introduce a Girl to Engineering Day,” launching a bi-monthly career-focused book club, and planning company-wide women’s history month events. Outside of Siemens, Kerri is also a mentor for her alma mater’s women-in-tech internship program. She meets with mentees throughout the summer to review resumes, discuss internship progress and to help formulate long-term goals.

Kerri’s passion for her community was evident when she created a task force between Engineers Without Borders and Habitat for Humanity. Serving as the technical lead on the initiative, she helped prototype a mobile application for tracking vacant and abandoned properties in Chicago’s West Pullman neighborhood. Local leaders and volunteers rallied around her effort, and the vision grew to spearhead community gardens, clean-up initiatives and a stronger neighborhood revitalization plan. She also volunteers at events such as the Chicago Cares Serve-a-thon and serves on her university’s Young Alumni Leadership Development Council.



Michelle Draheim

**Principal R&D Engineer
Medtronic plc**

“Manufacturing is a function that allows me to add value and build quality into the products that we deliver to patients. It’s also a role that demands continuous improvement which encourages me to learn new things and take on stretch assignments.”

Michelle’s leadership and communication skills have proven invaluable to Medtronic on many occasions. During a manufacturing site transfer that involved closure of a U.S. site, Michelle led important technical transfer activities and discussions. She completed the key deliverables on time and with sensitivity related to the site closure. The new facility has enabled exponential growth of product sales. As the lead U.S. engineer reviewing and approving project details, Michelle’s continuing support is a vital part of this growth.

On another occasion, Michelle quickly took ownership of a key design corrective and preventive action (CAPA), first as project manager and then as both project manager and CAPA owner. Prior to Michelle’s leadership, this underperforming CAPA team had not delivered on its commitments; as a result, the CAPA had been open for more than two years. Under Michelle’s guidance, this CAPA has now achieved its effectiveness target and will close early, having achieved improved reliability and fewer complaints for the business.

Recently, Michelle took on a stretch assignment to coach two new-to-Medtronic functional team members, leading to more successful on-boarding and project progress and excellence. She is currently mentoring two new employees on her own team, both women, and also mentors an R&D engineer in another Medtronic business. Michelle frequently organizes team building events as well.

Michelle regularly volunteers to pack meals at Feed My Starving Children, and has gardened at the Food Group, providing fresh, healthy foods to those in need. She is also a dedicated blood donor who has provided more than 25 pints of blood to date, and coordinated the first-ever blood drive at her specific Medtronic site, which drew more than 50 people to donate blood, more than a quarter of which were first time donors.



Silham El Kasmi

**Operations Director
Saint-Gobain Crystals**

Silham has held numerous different positions at Saint-Gobain: R&D Engineer, Business Product and Development Manager, Plant Manager, and now Operations Director. In each capacity, she has made significant contributions to research, engineering and manufacturing thanks to her impactful innovations and her strong management skills, particularly during times of change when her generous and respectful approach helps create positive, cohesive teams.

One of Silham’s most significant achievements was the development of a new product for the wood industry. She authored five patents, all related to one very innovative process which has turned out to be a breakthrough in green chemistry. The substantial benefits this new process has provided have earned Silham several major industry awards and recognitions. In addition, while serving as a plant manager, Silham built a business development team and increased the volumes of her Abrasives plant by 7 percent.

Silham has a strong commitment to promote the elevation of women to upper management levels in manufacturing. Silham aims to teach and encourage up-and-coming female engineers through personalized guidance and mentorship. Additionally, she is committed to advancing qualified women in the industry through promotions. For example, when Silham hired three women into production manager positions, it marked the first time at Saint-Gobain that women were placed in the roles.

Silham is also President of the Regional Union of Engineers and Scientists of Champagne-Ardenne, an endeavor that led her to create a YouTube video to explain and promote the different jobs she has held in the industry. She has also given well-received presentations on professional diversity to the girls’ leadership organization Elles Bougent (“Girls Move Ahead”) and to the French ideas laboratory La Fabrique de l’Industrie (“The Industry Factory”).

“Manufacturing is a human adventure mixing the skills of each of us. We are all working together for the same objectives and what I love about my job is managing this team to succeed and make it happen. All the forces together make everything possible.”



Kristen Farmer

**Business Unit Quality Leader
Sealed Air Corporation**

“One of the great benefits of working in manufacturing is the fact that you are often working on products that people use and consume every day. When shopping with friends or family, you get the very satisfying pleasure of saying ‘I made that.’”

Kristen’s knowledge base and leadership skills have helped Sealed Air reach new levels of customer satisfaction. Kristen led Sealed Air’s largest global manufacturing site to Global Food Safety Initiative (GFSI) certification, based on demand from top-tier customers for safer food packaging. Kristen’s cross-functional team was instrumental in renovating a 1.2M square foot facility to GFSI requirements while maintaining an implementation budget of \$2 million. She then spent a year obtaining an additional site certification to the Safe Quality Foods Quality Code. These certifications have retained top customers and brought in over \$50M in revenue.

Kristen believes communication is the key to a successful operation, and she helps mentees develop this skill. By transferring her essential knowledge to new employees while allowing the “fresh eyes” of those employees to identify improvement opportunities, Kristen and her team are able to accelerate buy-in and ownership to form productive relationships. Even outside Sealed Air, as a member of the United Way of Greenville County Women’s Leadership Network, Kristen invests time in women’s education, financial literacy and job training initiatives.

Passionate about promoting the YMCA’s core values of respect, responsibility, honesty and caring, Kristen has supported the organization for years. Recently, she was instrumental in raising over \$10K for the annual YMCA Open Doors fundraising campaign, which provides scholarships and programming for families experiencing financial challenges. Kristen also facilitates summer vacation bible school activities in community parks, making attendance possible for more children because the parks are within walking distance of their homes. In addition, through her work with Habitat for Humanity, Kristen has been inspired to begin a woodworking hobby and now builds furniture for family members.



Katarina Fjording

**Head of Volvo Cars University Americas
Volvo Car Group**

Katarina is an international automotive veteran who has been a significant contributor to the industry within industrial operations and Volvo Cars for 30 years. By leading major industrial launches and new manufacturing operations, she was instrumental in more than doubling the global manufacturing footprint of Volvo Cars. Her leadership was key to the establishment of Volvo Cars’ first manufacturing operations in China, as well as the company’s first industrial footprint in the U.S. Katarina’s strong advocacy for Corporate Social Responsibility (CSR) and environmental care resulted in Volvo Cars’ South Carolina plant being the company’s first LEED facility.

Katarina is a strong advocate for diversity in manufacturing and serves as a role model for women across the company who are encouraged by her career. In addition to mentoring, she creates a high performing culture by encouraging a transparent and collaborative environment between all employees. As executive board member in the SCCC and chair of the Manufacturing Committee, she helped develop the Manufacturing Employee of the Year award, with 50 percent of 2018 recipients being female. In addition to being a member of several boards and networks, Katarina was named one of “Top 20 Remarkable Leaders to Know” and one of “Top 50 Most Influential Leaders” in the Lowcountry and was recently bestowed an honorary doctor’s title at Claflin University.

Katarina is passionate about giving back to the community through her career and beyond. Numerous grants and initiatives related to STEM, health, safety, environment and quality of life have been made possible through her leadership. She has volunteered with many organizations including the Red Cross, for which she chaired campaigns that raised \$2M for disaster relief efforts. To strengthen Volvo Cars’ talent pipeline and the local workforce, Katarina initiated a company collaboration with Trident Technical College, the state of South Carolina and Ridgeville county. As a result of this effort, a lean manufacturing training program, ManuFirst SC, was developed to allow high school students to earn a certificate that represents one year of manufacturing experience.

“There is a challenge and satisfaction in creating and building, and manufacturing requires continuous improvements and innovations to stay competitive. Manufacturing creates job opportunities in many disciplines and supports people’s growth and community prosperity.”



Limor Fried

**Engineer, Founder, Owner
Adafruit Industries, LLC**

“I’m passionate about manufacturing open-source educational electronics here in New York City to help inspire the next generation of scientists, engineers, artists and makers.”

Limor founded Adafruit Industries in her dorm room at MIT in 2005 to provide electronics kits to hobby enthusiasts. Today, Adafruit is both a provider of educational electronics and the top source of educational materials to young makers. In addition to revitalizing manufacturing in downtown Manhattan and drawing more small businesses to the area, Limor has grown her 100 percent-woman-owned company to over 100 employees.

While most successful companies closely guard their designs as trade secrets, all of Adafruit’s products are open-source: the designs and code are all online, freely available for others to use and remix. Limor has also taken the cover off how to successfully run a small manufacturing company, by transparently sharing her successes and learning methodologies. In the Adafruit Learning System and in various videos, she demonstrates how a small business can build, invest and grow. Limor also contributes to others’ success by hosting “Ask an Engineer,” a long-running live internet show, and “Show and Tell,” which invites makers to share their creations.

Limor enjoys speaking to groups about creativity and business success. For instance, she spoke at this year’s USA Science and Engineering Festival. Telling the students, “If you can dream it, you can build it,” and “Hack it,” she encouraged them to take things around them and create what they want. Due to Limor sharing her story and encouraging others in presentations such as this, Adafruit has received hundreds of messages weekly from people who have been inspired to design, build, and take apart things.

Serving as a role model to thousands of young girls and boys through her outreach efforts, Limor demonstrates that women can be successful engineers and scientists. Her demonstrations show that the STEM/STEAM field is not only for an elite few, but can be attainable and enjoyable for many.



★ EMERGING LEADER

Meghan Gallagher

**Plant Manager
Illinois Tool Works, Inc.**

Meghan stepped into her new stretch role as Plant Manager for Illinois Tool Works’ (ITW) GTU Libertyville facility in 2017. To overcome issues with productivity, quality and morale within the plant, Meghan provided clear expectations to supervisors and team leaders, and engaged all assembly teams in problem-solving techniques. She then led multiple improvement projects that resulted in significant operational improvements. Through techniques such as multiple visual performance boards, monthly meetings to share overall performance metrics, and a recognition program to honor team performance and allow peers to recognize one another’s work, Meghan’s efforts have yielded a 5.5 percent output in overall productivity and a more than 50 percent reduction in end-of-line defects for two primary assembly lines in 2018.

Meghan is the co-founder of the Illinois Tool Works’ Young Professional Network (YPN), where she has served as Strategic Planning and Programs Chair. She has also been a mentor for ITW’s Emerging Leader Development Program (ELDP) over the past two years. Meghan brings this passion for leader development into her everyday work at ITW as well. When her position as Process Engineer was filled by a female engineer who was just starting her engineering career, Meghan took time to mentor her informally. This engineer is thriving at ITW today, with the help of Meghan’s early and ongoing support.

Meghan has provided strong local support to the community through United Way and Junior Achievement. As a committee member for United Way’s ITW Global Tool Unit, she has provided leadership and personal labor, including painting and landscaping local grade schools and participating in the sponsorship of multiple families to help supply children with Christmas presents. For Junior Achievement, Meghan has taught elementary students at multiple locations for three straight years, creating hope for them to break out of generational patterns that might otherwise restrict their success.

“The manufacturing industry is ever-changing. With customer demand constantly evolving, the industry demands adaptation, innovation and continuous improvement that leads to an environment of collaboration that I enjoy. When I look to the future, the endless possibilities with technological advancement are exciting challenges I look forward to undertaking.”



★ EMERGING LEADER

Elizabeth Gatto

Plant Manager
The Sherwin-Williams Company

“Every day is different. I love being involved in all aspects of such a large machine with so many moving parts. Keeping everything running is like a giant jigsaw puzzle and I love puzzles.”

Elizabeth began her manufacturing career as a 2nd shift supervisor at Sherwin-Williams’ Hagerstown Engineered Polymer Solutions plant. In this role, Elizabeth’s strong leadership and technical expertise led to Management of Change and the execution of important vent line modifications that allowed recirculation of caustic and elimination of downtime. After assuming responsibility for the Statistical Quality Control program for latex technology, Elizabeth’s efforts to resolve a problem formula during a difficult quality year contributed to the team’s resolution of major quality issues. Resulting impacts included \$40 thousand in filtration savings and a 32 percent higher latex production through the 2017 peak season. Additionally, through her production management role, Elizabeth was responsible for scheduling and delivering record volume during an \$8 million installation of the K7 reactor.

As the only female manager who directly supervises employees while at the Hagerstown plant, Elizabeth influenced her peers by demonstrating valuable leadership techniques and assertiveness in a challenging environment. Her guidance and effective communication significantly improved employee engagement and cooperation within her plant, while inspiring positivity and accelerated results.

She has led numerous safety initiatives ranging from a train-the-trainer and operator observation program on forklift safety to preparing Process Safety Management onboarding tools. Trained in Sherwin-Williams’ Continuous Improvement methodology, Elizabeth also led the Standard Operating Procedure and 5S elements and achieved Level 1 Certification for both in year one. In 2018, Elizabeth led efforts in hazard recognition, walk-the-line and safety committee activities. By taking operator suggestions and turning them into engineered solutions, Elizabeth helped her plant continue its 2-year injury free streak.

Elizabeth has recently transitioned to the Plant Manager role in the Pittsburgh, PA facility for Sherwin Williams as of February 2019. She is excited to bring her hands on experience to a new location and learn how to lead a new group of individuals. The Pittsburgh plant offers the opportunity to work closely with a cross section of business units and is situated closely to a large R&D Facility. Elizabeth is very excited to see where this next step in her journey takes her.

While attending the University of Pittsburgh, Elizabeth actively supported the school and her engineering department. In addition to volunteering to recruit and conduct student orientations, she served on the Engineering Student Council. Today, she continues her recruiting efforts by participating in job fairs to attract future talent to Sherwin-Williams.



Garima Gautam

Global Commodity Manager, Supply Chain Management
Intel Corporation

Garima joined Intel’s Global Supply Chain and logistics team in 2015. In her current role as a global commodity manager, she is responsible for enabling and securing a supply chain of critical process materials for Intel’s global chip manufacturing through the entire product life cycle. She is results oriented and not afraid of challenging the status quo to drive operational excellence. Garima is passionate about sustainable strategic initiatives and driving process improvements in the supply chain world. She has received various Intel awards for driving efficiency and significant cost savings in manufacturing plants.

Garima is also an adjunct instructor for supply chain operations at Portland State University. As a mentor for the Portland State University School of Business, Garima works with first-generation students from all over the world, providing one-on-one mentoring, resume writing and soft skills coaching. She helps the next generation of women through Women at Intel (WIN), by coordinating events, being a speaker and mentoring through the program. She also leads the Supply Chain STEM initiative to bridge the gap. Garima has helped multiple people with internship opportunities, career development, work/life balance and by offering an ear to listen and provide continuous support.

Garima is passionate about culture and inclusion. For years, she has initiated and organized international events at local K-12 schools. She gives guest lectures at Portland State University and Reed College on ethnic identity and diversity. She also volunteers for nonprofit organizations and served on the board of directors of the South Asian Women’s Empowerment & Resource Alliance. This organization, under the umbrella of DVRC (Domestic Violence Resource Center) of Washington County, has provided multiple services to adult and child survivors of domestic violence. Garima believes in helping and enabling fellow beings to live their lives with dignity.

“Manufacturing is where amazing ideas are built into real products. As a supply chain professional, I enjoy the manufacturing sector as it provides opportunity to work on holistic supply chain models (economic, social & environmental)—an opportunity to make a difference, empower people, change lives, change economies and lead by example.”



Christine George

**Vice President, Oxygen Nitrogen Energy Networks
Air Liquide**

“Manufacturing brings raw materials, industrial processes and human talent together to create products that deliver value to customers. Manufacturing is at the heart of a robust economy, and with new technologies and societal trends bringing constant challenges, one has to continuously improve and adapt... I truly love this!”

Since joining Air Liquide in 1993, Christine has led and supported the growth and transformation of the company’s Large Industry business. As Vice President, Oxygen Nitrogen Energy Networks, she pioneers operational sites through an Industry 4.0 initiative, focuses on integration and continuous improvement strategy within her organization, and implements creative and engaging employee safety events. Christine led the successful integration of two large and complex businesses in the Gulf Coast region of the U.S. that operated independently for decades. Her efforts built a newly aligned organization and leadership team that had a powerful impact on Air Liquide by improving customer experiences, strengthening financial performance and establishing a common culture for one of the company’s largest businesses.

As an active participant in Air Liquide’s Business Resource Group dedicated to female mentorship, Christine mentors numerous women to help guide them in career aspirations. She is a trusted advisor who supports high potential employees and engineers who are ready to take the next steps in their careers. Additionally, she has mindfully increased the number of females in leadership roles within her organization by focusing on operations management positions that have previously been occupied by males. Through Houston’s Women in Energy Network (WEN) group, Christine also mentors nine other women outside of Air Liquide.

Christine’s passion for helping others can be seen in the community, where she actively participates in charitable activities ranging from the Susan G. Komen Race for the Cure to disaster relief efforts. As a strong advocate of health and wellness, Christine also mentored a young handicapped girl to teach her how to water ski. She maintained a relationship with her mentee for many years thereafter. In addition, Christine focuses on the advancement of the industry through her role as Chairperson of the Louisiana Chemical Association (LCA).



Keya Grant

**Supplier Diversity Lead
WestRock Company**

Keya Grant’s responsibilities at WestRock include supplier diversity strategic planning and diversity sourcing and procurement. Additionally, her role requires her to provide and support education and outreach to WestRock’s internal stakeholders, diversity councils and community groups.

Keya has made significant contributions since joining WestRock in 2016. For example, she has been instrumental in implementing a program requiring vendors to provide data on diversity spend related to their contracts with WestRock. She has also worked to expand the company’s classifications of diverse suppliers to include LGBTQ suppliers and has arranged for the company to network with a broader range of suppliers. In 2013, Keya created The Connection Bureau, a boutique business development firm. As chief connection officer and CEO, she ensures that buyer companies leverage diverse suppliers. This not only helps both buyers and suppliers become stronger performers, but reduces barriers for entry and inclusion, and benefits the local community and economy as well.

Along with members of WestRock’s procurement organization, Keya is currently leading the first state-sponsored business development program of its kind, the Georgia Mentor Protégé Connection Program. This program works like a buddy system, where large companies are paired with smaller, emerging companies, offering mentoring and support for a period of one year.

Keya often participates as a panelist and emcee for community organizations. For example, she has served as the lead for “SpeakEasy” sessions at the Greater Women’s Business Council’s “Power of Partnering” events and annual meetings. Keya has also moderated the “Making the Business Case for Minority Supplier Development” session at the National Minority Supplier Development Council’s annual conference. In 2017, Keya was recognized by the *Atlanta Tribune* as one of its “Women to Watch” during the Superwomen’s Recognition Reception.

“Manufacturing is a vast industry that offers many career paths. I work for a company that produces some of the most innovative products in the world. WestRock values my work, which therefore ignites a fire in me to be the best corporate citizen and focus on results.”



Melissa Greenlee

**Director of Operations - Findlay Operations
Whirlpool Corporation**

“Manufacturing represents the true essence of craftsmanship and the American pride that our employees have in their work. As a leader, I have been given opportunities to grow and develop many individuals, as well as myself, all striving to manufacture family-oriented products.”

As Director of Operations at Whirlpool’s plant in Findlay, OH, Melissa Greenlee has managed a spend of more than \$65M across many new product launches and a variety of projects. Under her strong and agile leadership, her team has developed new concepts for an oven cavity and dishwasher tub, installed new Industry 4.0 technology automation, and increased production capacities.

Melissa recently led a multiyear transformation of the technology and processes inside the launch of a new product. This required developing a new manufacturing process to integrate a programming technology to flash controls within the factory. The process devised by Melissa and her team is now considered a best practice, to be carried across all Whirlpool plants in future product launches.

She is an active member of the Whirlpool Women’s Network (WWN), an employee resource group working to engage and empower women. As part of this initiative, Melissa co-chaired a mentor circle for female engineers at Whirlpool’s five Ohio plants. She also facilitated a StrengthsFinder 2.0 session at the Clyde, OH, plant to help female employees develop their talents. In 2017, Melissa directly mentored ten technical professionals, who were so enthusiastic about the process that they are now moving forward as mentors themselves to pay it forward. She also works tirelessly to inspire the next generation by promoting STEM activities in local schools.

Melissa is an engaged member of the Findlay community. She is active in her church, teaching Sunday School and donating to every food drive. She also regularly runs in 5K races to benefit local charities. Melissa understands the importance of supporting local businesses and shops local whenever possible. She also makes time to volunteer at the local soup kitchen as well as with her daughter’s school activities.



Kelli Gregory

**Vice President of Procurement & Business Support
Dixie Chemical Company, Inc.**

Kelli joined Dixie Chemical at a time when the company was facing significant challenges with overseas competition, morale impacts from workforce reductions, innovation deficits and a talent drain. With her exceptional approachability and integrity, Kelli was a tremendous resource for Dixie management to drive change and build employee alignment. Kelli stabilized retention by assessing and empowering talent, as well as advocating flexible work schedules to vital employees. She also built and supported a highly effective and diverse team that yielded dramatic and sustained improvement in safety, quality, sustainability and loss control. Kelli is able to build and maintain strong interpersonal relationships while also seeing the needs of the company and industry as a whole, an important leadership skill.

Within Dixie, Kelli has been an inspiration for women in financial, technical, commercial and operational roles, helping them overcome career challenges and retain a work-life balance. Kelli is also active in the development and advancement of women leaders through regional professional organizations such as the Ship Channel Group and Various Chemical Companies. She recently completed the National Association of Manufacturers (NAM) Manufacturing Executive Leadership Program, which has furthered her confidence and capability as a leader and mentor.

Within months of joining Dixie, Kelli, a Pasadena native, was elected to a critical leadership position in the Local Emergency Planning Commission (LEPC) and represented Dixie in its local Community Advisory Panel (CAP). Kelli has organized Dixie teams for support of local STEM education, including science fairs, career fairs, and STEM field trips for disadvantaged students. She has also worked with the NAM and the Manufacturing Institute on many initiatives, including the national “Dream It, Do It” campaign.

“Manufacturing provides me with the incredible opportunity to build relationships and meet fascinating people with diverse knowledge, experience and backgrounds. Through these meaningful relationships, we can create opportunity for people and companies by meeting the needs of the marketplace.”



Ying Guo

**Director of Business Management
Jabil Inc.**

“Not only do I have the chance to understand the manufacturing industry itself from operations, engineering to business, but more importantly I can motivate and support a large group of people towards what they want to achieve. Being a leader, I like to help people to find their happiness through work.”

As Director of Business Management at a \$2B mega-site, Ying oversees multiple large customer accounts with products ranging from mobile devices to car features and home appliances. Under her guidance, a key business at Jabil’s Guangzhou facility in Huangpu, China, grew from a \$20M to a \$140M business. Bringing significant profitability to the site, Ying’s leadership has been a driving force behind Jabil’s strong brand image and accountability. In her previous role, she managed six large customer accounts at once, handling the business portion of customer relations to support manufacturing.

Ying is focused on building a high-performance team, with a specific goal of developing the younger generation. As a highly respected leader at the Guangzhou facility, she is a role model to employees across the organization for her strong business skills, confidence and positivity. Ying aims to inspire the next generation of female leaders in manufacturing by providing continuous support in the professional and personal development of women throughout Jabil. Ying not only builds strong female talent in manufacturing, she also works in the community to ensure fair access to education for future industry leaders. Currently completing her second Master’s degree, Ying is a strong advocate for advancing educational opportunities and outcomes.

Outside of Jabil, Ying is actively involved in the community. Through her involvement with the nonprofit Lions Club International, Ying was introduced to the children of Xiangtang Village, a small village in the Guizhou Province of China. When Ying saw an opportunity for the village to construct its own school in order to alleviate a long and treacherous commute for students, she spearheaded efforts to raise \$200K and make the vision a reality. Ying’s passion for helping children gain access to education demonstrates her strong sense of responsibility to help others, and her positive impact on generations to come.



Debbie Hamilton

**Senior Manager, Component Repair and Overhaul
American Airlines**

Debbie Hamilton began her American Airlines career as a mechanic and now leads a diverse workforce of over 350 maintenance professionals. Since assuming the role of Senior Manager, Component Repair and Overhaul, Debbie has consolidated multiple shops throughout the organization to better utilize resources while increasing part production. Throughout her career, Debbie has been recognized for her outstanding contributions. She excels at maintaining strong relationships with her peers, and they work together to improve the lives of American’s customers and employees.

Debbie has a depth of knowledge in numerous departments, systems and processes, and spends much of her time sharing that experience and knowledge. She is always willing and available to guide future leaders on how to prepare for and be successful in their new roles. As a strong and caring leader, Debbie has the ability to make those around her comfortable and at ease during stressful situations. As the epitome of a servant leader, Debbie is deeply committed to ensuring that American’s employees receive the support they need on both personal and professional levels.

Debbie juggles many extra duties at American Airlines in addition to her regular work. She has participated in several Employee Business Resource groups, supporting Women in Aviation and as well as American’s LGBTQ and African American employees. In the larger community, Debbie counsels local vocational school students, helping prepare them for job opportunities after graduation. She also participates in community food bank events, volunteers to support veterans, and supports the Susan G. Komen organization, where the teams she has been involved with have raised thousands of dollars to aid in the fight against breast cancer.

“One of the great benefits to working in this industry is the fact that you are often working on real, tangible products. You can point to something and get the very satisfying pleasure of saying ‘I made that.’”



★ EMERGING LEADER

Kaitlin Hansen

**Lean Coordinator of Manufacturing and Engineering
Design Ready Controls**

“Manufacturing allows me to use my engineering background to solve complex problems and collaborate with diverse teams – from the COO to line operators – whether it be to brainstorm a new method or discuss a current process.”

As Lean Coordinator of Manufacturing and Engineering, Kaitlin addresses inefficiencies across all four Design Ready Controls (DRC) locations. She has equipped the company with tools, data and expertise to exponentially improve operations.

In 2017, Kaitlin began a two-part project to overhaul operations efficiencies. The first phase of her project was to develop product efficiencies, determining estimated time for each product build. This is a true challenge for a high-volume, high-customization manufacturer. Her PPLE resulted in increased efficiencies across the board. The second phase was to develop a capacity planning tool, a task for which no commercial product was available. The recent first run with this tool was within 12 percent estimated vs. factual, an astounding success.

As one of DRC’s most personable and knowledgeable tour guides, Kaitlin is often the first to step up and volunteer. In this role, she is many visitors’ first advocate for manufacturing, engineering and STEM. In her free time, as a member of the Society of Women Engineers (SWE), Kaitlin has volunteered to help other women grow as engineers and act as role models and leaders in manufacturing. She has actively recruited engineers both male and female to join SWE and use their voices to advocate for women in engineering.

At a recent showcase for high school students, Kaitlin volunteered to give young students an authentic view of modern manufacturing and engineering careers. She is slated to volunteer for SWE’s upcoming event *Invent It, Build It: An Engineering Experience for Middle and High School Girls, Parents, and Educators*. Kaitlin’s personal experience volunteering with the Neighbors Inc. Food Shelf also led her to head up DRC’s Employee Engagement Committee in organizing food and pet supply drives for local school districts with high poverty rates.



Johanna Hernández

**Manufacturing Manager
Cargill de Honduras, S de R. L.**

Johanna began her career with Cargill as an intern, showing dedication and commitment that allowed her to progress first to a role in Quality Assurance. There, she led programs and initiatives that allowed the company to reach Food Safety System Certification 22000. She also played a large part in local producer forums and organizations, where she has been acknowledged for her leadership and knowledge in quality and safety management.

Currently Johanna is the Manufacturing Manager of Planta Delicia, and as one of the few women to fill this type of role at Cargill, she has already managed to raise productivity by more than 10%.

Johanna has become a role model for many young women at Cargill. She has a strong sense of purpose and has maintained her work and values to the highest standards, opening a path for future generations of young, talented women in a traditionally male-dominated industry. In her mentoring role, Johanna empowers many levels of female Cargill employees, assuring them of the opportunity to become supervisors, as she has done. She also is an active member of Cargill’s Women of CPLA, a support network that connects women to inspire one another.

One of the greatest contributions Johanna has made at Cargill is promoting community service and inspiring other employees to volunteer. Johanna has worked extensively at the local plant nursery, which provides plants for reforestation of the community and for local schools. She has also been instrumental in a project improving a local school, Republica de Honduras, gathering volunteers to do painting jobs, classroom improvements, roof repair and construction of a school kitchen to provide better nutrition and food safety for all students.

“Manufacturing makes us look to the future to be able to prepare our teams, process and ourselves for the business needs. It keeps us challenged— everything that is done can be measured to generate continuous improvement. What we make allows the business to be more competitive! It keeps us energized!”



Robin Higgs

**Manufacturing Director
3M**

“I am passionate about manufacturing because of the diversity of people, thought, technology and opportunity. I cannot think of any other occupational field with the level of diversity that manufacturing offers. It is this diversity that makes manufacturing a rewarding and engaging environment to work in.”

Robin is the 3M Manufacturing Director for the Materials Resource Division, which produces specialty adhesives, chemicals and materials for 3M internal consumption and outside sales. She is responsible for a 1,000-person organization with an operating budget greater than a \$200M, and supports over 40 percent of 3M’s \$32B in sales. She has held numerous positions within the company, making significant impacts across several 3M plants. Robin has been responsible for scale-up and manufacturing of critical new product lines, starting a greenfield plant operation in China, and driving key improvements to sustainability and safety. She also developed a process to recover saleable product from a by-product stream, which avoids over 1 million pounds of waste and resulted in several million dollars of 3M sales.

As a strong mentor to more than 10 women, Robin challenges females within 3M to grow, contribute and make good career decisions. She exposes girls to STEM by participating in events such as Career Expo, Endless Opportunities for 8th graders and Smart Girls Rock. Additionally, she has worked with 3M’s college hires as part of the company’s Optimized Operations program. While in Alabama, Robin was on the Industrial Advisory Board for the University of Alabama, Huntsville and the Board of Directors for the North Alabama Workforce Development Alliance, where she provided input to engineering professors on manufacturing and industrial needs. To increase the stability and level of performance of the contractor workforce, Robin implemented a contractor training and development program.

Robin has dedicated tremendous time to each community in which she has lived. In addition to leading a Morgan County United Way campaign that raised more than \$2M, Robin participated in the Morgan Country Chamber of Commerce’s Excellence in Leadership program to develop emerging leaders. She has also volunteered with the Habitat for Humanity and Nature Conservatory, led many activities for the United Way and served as a youth girls’ basketball coach.



★ EMERGING LEADER

Katherine Hoerner

**Project Manager – Polycarbonates
Covestro LLC**

Katherine was hired by Covestro as a project control specialist for the company’s largest North American production site, in Baytown, TX. After a year, her esteemed colleague and mentor left the company. Although she had limited industry experience, Katherine seized this as a growth opportunity and secured the open position. Practically overnight, her role shifted from doing tasks under the supervision of a seasoned professional to stepping up as lead controller for the Basic Chemicals unit.

Today, Katherine serves as project manager in the polycarbonates business unit. Her first project there was an optimization project to reduce preheating failures. By implementing a new design in two of six product lines, Katherine reduced failures by two-thirds annually, saving the company between \$1.8 million and \$2.25 million per year.

Katherine found her passion for engineering in high school, inspired by a technology teacher who introduced her to resources like Computer Aided Design (CAD) and 3D printing. She is now an inspiring role model for young women, helping to spark an early interest in STEM by sharing her perspective as a female engineer in manufacturing. She represents Covestro at career fairs, STEM-focused panel discussions and high-impact initiatives like Girls in STEM. Through Girls in STEM, Katherine also personally mentors high school juniors, counseling them through the college application process and advising them on what to expect in the STEM workforce.

Katherine’s passion for giving back to the community has led her to take on a role that helps others give back too. As secretary and treasurer for the Outreach Council at Covestro’s Baytown site, Katherine coordinates and manages volunteer activities for employees. This is a large task, and in 2017 the site logged 2,786 volunteer hours. Katherine also personally volunteers with organizations such as the United Way, with whom she recently helped build a wheelchair-friendly dugout at a local YMCA.

“Manufacturing is an extremely flexible field. No matter how my interests change, there will always be a new and exciting role to take on. There is never a dull moment, and each day brings new challenges that we get to work together and solve.”



Lisa Hoffman

**Manager, Fungicide Discovery Biology
FMC Corporation**

“As part of the R&D group at FMC Agricultural Solutions, I am passionate about discovering and developing innovative crop protection products that will help growers around the world sustainably feed a growing world population.”

As the Manager for Fungicide Discovery Biology at FMC, Lisa is responsible for the technical programs, people development, and safety and budgetary activities of the Plant Disease Control Group. In this role, Lisa is an advocate for strong, data-driven decision making. For instance, during her work with the Plant Disease Control group, Lisa realized many members had not received formal training in newer data analysis tools. She led tutorial sessions so that principal participants could either sharpen or learn these new skills. This approach is now the foundation of the company’s data quality assessments.

Lisa leads with excellence by consistently “speaking truth to power” on tough decisions and giving positive feedback, encouragement and coaching as needed. The respect Lisa has gained in her work has positioned her to be a strong mentor to women at FMC. For example, Lisa helped guide her co-worker’s transition into a management role through mentorship. In addition to providing her with extensive information about new responsibilities, Lisa met with her colleague on a monthly basis to coach and guide her through the transition, while also offering advice on work-life balance and leadership.

Promoting STEM careers is important to Lisa. She designed and participated in Kids to Work Day at the FMC Stine Research site for several years. She has also supported STEM activities at Forwood Elementary School, where for many years she was the technical contact for Science Night activities and assembled a team of other Stine scientists to help at the event.

Lisa is also an active member of the Healthy Foods Healthy Kids organization in Delaware, which teaches students and their parents, through hands-on work such as gardening, how to incorporate healthier foods into their diets.



Beth Holland

**Vice President, Operations Polyamides & Precursors
BASF Corporation**

At BASF, Beth leads an integrated team with more than 500 members. Her responsibilities include eight separate world scale operating units, with six different technologies. She is also a member of the Operations Committee which is overseeing an \$800M investment into an ammonia plant at BASF’s integrated Freeport, TX site. Beth is a member of the BASF Extended North American Leadership Team, which takes an active role in the talent development of the manufacturing workforce across North America. She is also instrumental to BASF’s global manufacturing team. One recent assignment took her from the U.S. to Germany to China. Beth demonstrated great cultural agility and dedication on this trip by completing BASF’s global introduction of a new technology and cementing the company’s global strategy.

As the Site Executive Sponsor of BASF’s ALLchemie employee group, Beth is helping BASF to increase its diversity and inclusion, including within the LGBTQ community. Additionally, Beth is an active member of the Women in Manufacturing Resource Group, through which she actively mentors several women building careers in manufacturing.

When Texas experienced unprecedented flooding caused by Hurricane Harvey, hundreds of thousands of people were impacted by the hurricane, and many families were displaced from their homes. As Vice President of Operations at BASF’s Freeport site, Beth immediately recognized the need for BASF to help not only its own employees but its community. As a member of BASF’s emergency response team, Beth was instrumental in ensuring that flood recovery supplies were delivered wherever and whenever they were needed. In addition to helping in emergency situations such as the aftermath of Hurricane Harvey, Beth supports United Way and FFA groups in the community through volunteering and fundraising throughout the year.

“A manufacturing career took me around the world and back again and has given me a more diverse career than I could have ever imagined. I love the problem solving and I love the technical and talented people I get the privilege of working with every day.”



Cynthia Jones

**Site Director, Memphis Logistics Center
Pfizer, Inc**

“The economic strength of the world is measured or judged from the development of manufacturing industries. With supporting the global supply chain network of a major pharmaceutical company, I understand the enormous responsibility of making medicines available and impacting people’s lives on a daily basis.”

As a dedicated Pfizer employee of 20 years, Cynthia has held roles of increasing responsibility throughout her tenure with the company. Most recently, she managed all shipping and logistics operations at Pfizer Rocky Mount, the largest sterile pharmaceutical manufacturing plant in the United States, but has since been promoted to Site Director of the Memphis Logistics Center.

Cynthia effectively engages her workforce through daily communication meetings, “huddle boards” to track area performance, and leading by example. Her emphasis on accountability, quality and safety has resulted in reduced distribution expenses year over year, a 20 percent overtime reduction, and a safety culture that has achieved more than 1,000 days without an accident. As a result of her success at Rocky Mount, Cynthia was promoted to run the Pfizer Logistics Center in Memphis, TN.

Pfizer Rocky Mount utilizes a Rotation Development Program (RDP) in which college graduates can spend two years on job rotations in quality, operations and technical roles. Cynthia routinely serves as a mentor in the program, holding routine one-on-one coaching sessions with her mentees to provide general insight and advice. RDP program administrators routinely offer positive feedback on Cynthia’s role as a program mentor.

Cynthia’s team routinely leads the way for community donations and volunteering for outreach events. Whether an effort involves collecting donations for hurricane and flood victims, providing toys to kids at Christmastime, or assisting with special event days outside of work, Cynthia is always there and can be found encouraging her team to participate. Outside of her role at Pfizer, Cynthia loves supporting her alma mater, North Carolina Wesleyan College, where she serves on the Board of Visitors. She also works with the North Carolina Wesleyan College Athletic Bishops Club, helping to set direction for the college and its athletic programs.



Jessica Jones

**Learning Management Coordinator and OD Leader
Conductix-Wampfler**

Since joining Conductix-Wampfler in 2014, Jessica has achieved a host of achievements for the company. For example, she has deployed a Learning Management System for safety and soft skills, created a mentor program, designed the Conductix Academy, worked with Tooling U and the Department of Labor to start a company machinist apprenticeship program, brought lean and 5S to the facility, started management foundations classes and founded a leadership training program for emerging leaders. In addition, Jessica helps the Conductix-Wampfler marketing team create product training tools and works tirelessly to make sure all team members get the resources they need to keep learning and growing in their careers.

Jessica is respected by her fellow Conductix-Wampfler employees, who often seek her help and advice. She makes sure the company’s mentor program, which involves both supervisor and mentor support, is rolled out to each new employee. This program has led to a downward trend in voluntary turnover, which currently stands at less than 8 percent, making for a healthier and more productive work culture. Jessica has also started mentoring supervisors who may have strong technical skills but need help with management skills. Through one-on-one meetings, the discussion of leadership books, and lessons on team dynamics and how to deal with difficult situations, she has helped these managers increase their effectiveness.

In addition, Jessica serves as the VP of Education on the local board of Association for Talent Development (ATD), which helps organizations build their training and development programs. There, she has volunteered her time to create content and continuing education pieces to help others in the training and OD fields. She also ran ATD’s annual conference in 2018. Beyond these capacities, Jessica has served on many boards in Nebraska City and she gives back to her community by regularly teaching GED classes.

“I am passionate about manufacturing because it offers a variety of career paths, regardless of your education or experience. Many find their niche in manufacturing because all strengths and talents are needed. Innovation, lifelong learning and continuous improvement are all foundations of successful manufacturing, keeping our economy moving ahead.”



Susan Kampe

**SVP, Chief Information and Procurement Officer
Cooper Standard**

“Tech and manufacturing are part of my DNA. I grew up in a large family and looked up to both my father - who was a civil engineer, and uncle - a manufacturing executive for a tire company. I became zealous about finding solutions to business problems to streamline and expedite processes.”

Since joining Cooper Standard in 2015, Sue has led a global team focused on installing IT systems for in-depth manufacturing analytics. For instance, Sue led the team that implemented a single cloud-based procurement system for Cooper Standard’s indirect, capital equipment and tooling purchases in North America. As a result of these efforts, the company has complete visibility to total spend, can fully leverage corporate discounts, and has significantly increased processing efficiencies. Given the system’s great success in North America, Cooper Standard plans to expand this solution to its other regions.

In her time with Cooper Standard, Sue has also accelerated SAP implementation, launched a new online indirect purchasing program which has saved the company \$20M annually, helped implement the latest cybersecurity safeguards across all company data, and realigned purchasing to keep pace with the global organization.

In 2018, Sue participated in a panel discussion with Cooper Standard’s WISE (Women Inspire, Support, Enrich) affinity group, helping inspire women employees to aim for the highest levels of leadership in a manufacturing company. Sue has built a strong and engaged team that is motivated by her firm yet endearing approach to leadership. Her team affectionately calls her “Suenami,” which she fully embraces.

As a senior leader, Sue plays an active role in Cooper Standard’s community engagement activities. She works extensively on the company’s Working Homes/Working Families project, with urban refurbishment projects that included nine houses, two parks and a recreation center in Detroit’s Morningside community. Sue also was a leader in fundraising efforts for Gilda’s Club, which provides social and emotional support programs for people affected by cancer. Playfully dyeing her hair pink as part of a company-wide challenge to raise awareness, Sue helped Cooper Standard raise over \$50K for Gilda’s Club.



Mutsa Chinoda Kemp

**Project Manager
Siemens Energy, Inc.**

For 14 years, Mutsa has been working in production operations for global manufacturers in roles in Industrial Relations, Quality Engineering, Cost Management and Supervision. Throughout her 7-year tenure with Siemens Energy, she has worked in Order Execution managing New Apparatus and Service Repair projects. As a certified Project Management Professional, she has led cross-functional teams to deliver world class power generation equipment and components to power plants across the globe.

Her successful performance in managing the project life cycle, from bid transfer to production to the shipment of the order to the customer, has resulted in her leading more challenging projects. One of Mutsa’s milestone accomplishments was her exceptional management of a unique project involving the tear-down and rewind of a rotor in an aggressive schedule. The rewind was completed ahead of schedule, under budget, without compromising quality and with a strong emphasis on safety. Upon project completion, her team received congratulatory remarks from colleagues and notes from the customer expressing sincere gratitude and recognizing her leadership which exceeded schedule expectations while focusing on safety and quality. This accomplishment was achieved due to Mutsa’s working relationship with her customer and cross functional colleagues in Engineering, Materials, Quality, Supply Management and Manufacturing.

As a wife, mother and active member of Delta Sigma Theta Sorority, Inc., a Public Service Sorority, Mutsa has maintained her profession as a priority. She has hosted numerous manufacturing and STEM outreach activities to expose our future generations to the exciting opportunities in STEM and production. She has taught manufacturing concepts to Girl Scouts, presented at career fairs using grade level appropriate terminology, led factory tours for students and participated in professional organizations that focus on STEM education and careers. Mutsa has served as an e-Mentor to a high school student and visited elementary and middle schools to share her journey and how STEM has led her to the exciting and rewarding career in manufacturing. While presenting to a group of fifth grade girls in the STEM Possible Club, Mutsa made the bold decision to share her early struggles with Math and reassured the girls they too could overcome such challenges and succeed in STEM and the various careers in manufacturing. She serves on the Siemens Charlotte Education committee, which focuses on educating students of career opportunities at Siemens. As one of the few women in manufacturing, Mutsa mentors a couple of female coworkers seeking to advance their career in production.

“Manufacturing is a catalyst igniting impulses towards discovery, which is essential to society. Without it we limit creativity and innovation. My passion flows through my work in production environments and as a fervent participant in its promotion exposing young people, especially girls, to it and its personal and societal benefits.”



Lou Kennedy

CEO
Nephron Pharmaceuticals Corporation

“We make things. I derive great satisfaction in producing billions of life saving medications, with quality and low pricing. You could say it is in my DNA, since my father produced plastic and fiber for Eastman Chemical Company for 44 years. Manufacturers are able to innovate, create and bolster our economy.”

Beginning her career at Nephron in 2001 with no science background, Lou quickly learned the technical aspects of Nephron Pharmaceuticals Corporation through hard work and an ambitious, positive attitude. During her first year, Nephron built a sales force that grew the company by 300 percent. By 2007, Lou was Nephron’s CEO.

Nephron’s state-of-the-art facility in West Columbia, SC specializes in blow-fill-seal (BFS) manufacturing, a technology that allows a vial of medication to be formed, filled and sealed in a mechanized process within sterile conditions. Many of the machines at the plant sport serial numbers below 10 because Lou has challenged Nephron’s equipment manufacturers to build truly innovative equipment, performing tasks previously thought to be unachievable. Today, Nephron is working on a safer, cleaner, more efficient form of injectable drug, which will enable the company to solve drug shortage issues, lower prices and eliminate the risk of human contamination and error.

As a woman-owned business, Nephron has many females in high-ranking positions. Lou is proud to personally help young women learn and grow with the company. She has an open-door policy and takes time out of her busy schedule to meet with anyone who seeks business or personal advice.

Lou is actively involved in initiatives to benefit her community and state. Together with her husband Bill, she helped establish the Kennedy Pharmacy Innovation Center in conjunction with the USC School of Pharmacy. Additionally, the couple funded the Kennedy Greenhouse Studio at the USC School of Journalism and Mass Communications and the William Jerry Wood Life Skills Center at Midlands Technical College. Through Nephron, Lou also supports programs such as Adopt-a-Highway, the Snack Pack Program and the Oliver Gospel Mission.



Ruth Gordon Kennedy

Regional Human Resources Leader
Owens Corning

As Regional Human Resources Leader, Ruth serves Owens Corning’s Irving Roofing and Asphalt Plants, as well as the Oklahoma City Asphalt Plant. In this role, she provides employee relations support to nearly 300 employees across three plants, and leads training and development initiatives that touch many more. Ruth’s efforts have led to the development of a regular communication format showcasing the best training and development practices from across the globe. She has also helped develop a skills matrix, a key roles database, and standard plant master plans for structure and tracking. For the first time, the Owens Corning Roofing business has developed a tremendous training network to help its plants succeed in upskilling employees.

Ruth is continually elevating the Irving Roofing Plant’s status as a hub for early-career talent. She takes the time to participate in interviews, develops onboarding and orientation plans, and helps new employees with career planning. Ruth is tenacious about developing a diverse and inclusive atmosphere in her plants. Almost half of the early-career talent in Irving is now female, and through Ruth’s efforts, these women are receiving excellent growth opportunities. Also a key member of Owens Corning’s African American Resource Group, Ruth uses this platform to coach, encourage and inspire African American talent within the company.

In her community relations role, Ruth has focused on three core areas: education, housing and civic engagement. In education, she has led members of the Irving leadership team to mentor students at a nearby elementary school. In housing, she has successfully engaged fellow employees to contribute time to Owens Corning’s ongoing work with Habitat for Humanity. With regard to civic engagement, under Ruth’s guidance, the Irving plant participates in several local charity events and food drives.

“I’m passionate about manufacturing because I get to work closely with highly engaged individuals that produce an essential, quality product. It’s a challenging environment, with leaders who have purposeful plans to develop talent throughout employees’ careers and encourage ongoing community giving. There is no better choice than working in manufacturing!”



Crystal King

**Senior Manufacturing & Engineering Director
The Dow Chemical Company**

“I like manufacturing because there is a real, tangible product. By definition, manufacturing is the industry that makes products from raw materials by use of other means. I love working for Dow where we ensure that the products we make are produced in a safe, environmentally responsible and efficient manner.”

As the first African American woman to join the ranks of senior leadership at Dow, Crystal has blazed a bright trail, gaining acceptance and respect through a combination of people skills and undeniable technical ability. For example, as Site Leader for Dow Operations in Seadrift, TX, Crystal guided her team through a transformation that included intense preparation, stakeholder engagement, diagnosis, implementation and sustainability. When the transformation was complete, the company documented more than \$15M in value creation. Company leaders agreed that without Crystal’s vision, commitment and support during this intense effort, progress would have been much more difficult and the results much more modest.

Because she understands what it’s like to face assumptions that may limit career advancement, Crystal supports programs that advocate for diversity within the next generation of leaders. As a strong supporter of Dow’s Women’s Innovation Network, she has helped advance the careers of women in STEM. Outside Dow, Crystal has been active in both the Society of Women Engineers (SWE) and the National Society of Black Engineers (NSBE).

Crystal was a leader in the 1999 launch of Dow’s African-American Network. One of AAN’s first initiatives was the Dow Promise, which began as a vision of Dow employees to positively impact African American communities near Dow locations, where economic and educational challenges may be barriers to success. Dow Promise has evolved into a lasting relationship that supports Dow’s commitment to sustainable development and social responsibility, and Crystal continues to be a voice for the program’s preservation and growth.

Crystal is always generous with her time and talents in support of community organizations. She has served on the President’s Regional Advisory Board for the University of Houston-Victoria, the Partners in Education Board for Calhoun County and the DeTar Healthcare System Board of Directors.



Jennifer Knowlton

**Director of Human Resources
Behlen Mfg. Co.**

For more than 20 years, Jen Knowlton has been involved in human resources management in the Columbus, Nebraska, area. This area has an extremely low unemployment rate, so recruitment and retention are key. In her work with Behlen, Jen has partnered with local workforce development programs, hosted on-site career fairs and developed employee referral programs. These initiatives have helped reach many potential employees who might not have realized the benefits of work in modern manufacturing. Today, Jen’s leadership, energy and new ideas have helped create an environment where people are willing to commute more than 200 miles round-trip, daily, for high paying, in-demand jobs.

In addition to Jen’s workforce development outreach, her attention to employee satisfaction has reduced turnover rates at the company by more than 3 percent. Initiatives that allow Behlen employees flexibility for better work/life balance, make Behlen an employer of choice in the area.

For many years, Jen has dedicated her time to the TeamMates program, which inspires young people to reach their full potential. As a TeamMates mentor, Jen has shaped the lives of three young women, from sixth grade through high school graduation and sometimes, beyond. Her weekly time with the girls may include addressing daily challenges, helping with homework, or preparing for college. One of Jen’s mentees struggled through high school and is now a successful business owner. Another is currently attending college to become a nurse.

Jen has also served on the board of the Columbus Area United Way, creating partnerships within the community to improve residents’ education, health and financial stability. Jen has helped lead efforts toward better structure and accountability within the agency, providing assurance that donations are being used to meet concrete goals.

“My passion for manufacturing was influenced early by my parents. In my role, I have the opportunity to work with a talented workforce, capitalizing on their strengths to provide a high level of customer service to our Partners in Progress (employees) and continue to make Behlen an Employer of Choice.”



Wendy Koster

**General Manager
Diversified Plastics, Inc.**

“Manufacturing is a reflection of our collective intelligence and a testimony to our social natures. It wakes up our imagination. Manufacturing provides daily learning, satisfying and tangible results, and unending opportunities to influence good stewardship of the world's resources while improving the conditions of life.”

Wendy Koster has worked at Diversified Plastics, Inc. (DPI) for more than 10 years, bringing an extensive level of human resources knowledge to her role as General Manager. Throughout her career, she's developed a fascination with manufacturing: the skills of the production staff, the challenges of engineering, and the game of refining processes. Wendy's strongest conviction about successful business is that people are DPI's greatest investment, greatest asset and greatest reason for commitment in the workplace. Believing that DPI's exceptional team is what differentiates DPI from other plastic injection molding companies, Wendy works toward the company's goal of strengthening its workforce and continuing to create a paradigm shift that has already led to greater financial success.

DPI has made advancements in both the hiring and promotion of women, even in a heavily male-dominated field. Wendy is proud to serve as a mentor to new women at DPI. She has recently been mentoring her assistant, who started out answering phones and has quickly advanced to the role of Administrative and Human Resources Coordinator. This employee is on a career track that will make her successful at any manufacturing organization.

In her role at DPI, Wendy has strongly participated in work that supports the community. She has been part of the Job Service Employers Council (JSEC) for 10 years, helping provide a connection between private sector needs and the government-provided assistance administered through the Missoula Workforce Job Center. Since 2016, Wendy has also served on the board of directors for the Missoula Economic Partnership (MEP). And, under the auspices of the U.S. Department of Commerce, she recently began serving a four-year term with the District Export Council (DEC) of Montana.

In addition, in her role as General Manager, Wendy supports the Missoula College on many levels: helping develop the curriculum for the college's new machining program, providing internship opportunities with DPI and participating in job fairs.



Kimberly Krieger

**VP Operations
BP America, Inc.**

Kim joined the East Business Unit of BP, one of America's largest natural gas producers, in January 2015. At the time, this unit had an annual production rate of less than 100 mms/d. Kim tackled every aspect of the business, from improving safety and operational performance to refocusing how the team worked with contractors. She also challenged her team to focus on Intelligent Operations and led the business through a journey of prioritizing high-value activities, stretching personnel to identify work that could be automated, outsourced or stopped entirely. Today, the business unit produces more than 500 mms/d annually—a fivefold increase in only three years. This success has earned Kim a role representing operations as BP manages its \$10.5B acquisition from BHP.

Recognizing the pressure for women to “have it all,” Kim mentors women within the organization, advising them to focus on the multiplier – to prioritize activities where they can contribute and receive the most value. With this framework, Kim encourages her mentees to reflect on what they want out of their careers and plan how best to reach those goals. Kim's mentorship has led to a network of female leaders in the organization, some of which have even succeeded her when she's moved on from a role.

Kim enjoys sharing her STEM experiences whenever possible. As leader of the East Business Unit, Kim worked with local schools and colleges to enhance STEM curricula. Kim also helped schools identify how to promote their STEM programs to local women, recognizing the potential in this sometimes untapped talent pipeline. At BP's home base in Houston, Kim also works with the local business resource group by sharing her story, recognizing the valuable role she plays in providing an example for future BP leaders.

“Production Operations is a dynamic environment which regularly presents challenges to improve safety, efficiency and introduce innovative solutions. I am passionate about leading teams while mentoring talent to unlock the challenge of responsibly delivering oil and gas into a high demand market. The world needs energy for progress.”



Leah Kunzelman

**Plant Manager
Eaton Corporation**

“Manufacturing molds raw plastic, raw metal, raw ideas into solutions for everyone. High tech manufacturers have the precision to make components that can be inserted into your body to help your heart beat. That’s the power of manufacturing!”

Leah began her career at Eaton as a planner in the company’s vehicle business. Since then, she has held progressively challenging positions such as Supply Chain Manager and Operations Manager, and was recently promoted to Plant Manager of one of the company’s larger aerospace plants, in Beltsville, MD, with annual sales of \$160M and more than 450 employees. Leah’s focus on high performance and personal drive have made her an invaluable asset to the company.

As a natural leader, Leah creates teams that want to continuously learn and improve. She does this through transparency and receptiveness, and by encouraging discussion and debate. She also proactively addresses cultural and performance issues within the organization, encouraging an open team environment that allows for strong alignment when approaching different situations and opportunities. As a result of Leah’s leadership, the Beltsville site’s operational and financial performance improved within her first six months as Plant Manager. Its safety, productivity and cost out have shown favorable trends as well.

Leah is extremely active in mentoring future leaders and supporting young talent at Eaton. In addition to holding regular one-on-one mentoring sessions, Leah values diversity within her team and proactively drives an inclusive work environment. Over the last three months, the site’s participation in Eaton Resource Groups has increased from fewer than 10 members to more than 114.

Leah leads by example by participating with Eaton teams that partner with the community. She has been involved in the company’s United Way Days of Caring at all of the sites where she has worked. Leah has also helped coordinate the collection of toys, food and personal hygiene items to be donated to local charities at Christmastime. She currently volunteers with the Beltsville community involvement team to do D.C.-area cleanups. She is also an active participant in STEM mentoring and events.



Stacy Kuszmaul

**Plant Manager
USG Corporation**

Beginning her career with USG Corporation more than 15 years ago, Stacy has proven her expertise in many key areas. She is especially recognized for her ability to lead startups for new product lines, playing an integral role in improving manufacturing processes for new and innovative building products. For instance, Stacy was instrumental in the operations of a new line at USG’s Sweetwater, TX plant. There, she worked with technical teams to determine how long the equipment could run, hired and trained employees, and created a more efficient process. By looking at kiln efficiency and other production bottlenecks, Stacy significantly improved overall board line speeds for several USG wallboard and glass-mat products. In addition, she notably improved line efficiency for other USG Securock® products.

Stacy makes it a point to promote and support other women in manufacturing. She is well-known for being a strong mentor who takes the time to coach and develop talent within the organization. Stacy is a founding member of the USG Women in Manufacturing (WiM) group, which connects female plant employees across the USG network with one another and promotes career advancement. Over the course of her career, she and her teams have also worked with local students and teachers to explore career opportunities in STEM and manufacturing. Additionally, she is co-chair of Defend the Rock, USG’s military employee resource group.

Stacy’s dedication to service doesn’t end at the plant floor. Her team co-hosts an annual golf outing in support of local community service efforts such as the fire department and the chamber of commerce. They also recently donated to the Friends of Aram Public Library in a bid to celebrate diversity and the common attributes that bind us all.

“Every day is different and offers the opportunity to meet and work with people from all walks of life. Manufacturing offers me a challenging, fast-paced environment to thrive in. I enjoy challenging teams, leading to improved processes and efficiencies that help our customers and remove roadblocks for our employees.”



★ EMERGING LEADER

Brenda Lisitano

Senior Engineer
Pratt & Whitney

“Manufacturing provides an opportunity to create products that solve problems and make a difference. I work on engines that move people, ensure the safety of our communities and reduce environmental impact. The atmosphere of continuous learning and improvement fosters growth and innovation, expanding the possibilities of what we can achieve.”

Brenda has been recognized for her excellent support of a breadth of Pratt & Whitney (PW) programs. She has been relied upon for Advanced Commercial and Military proposal support for projects to power helicopters, commercial airplanes and military jets. One proposal offers an engine with 50 percent more power, 25 percent more fuel efficiency, and 20 percent longer engine life, with \$1B per year in savings for the customer. Another proposal Brenda supported resulted in a \$437M contract.

Throughout her time with PW, Brenda has mentored both incoming colleagues and interns who have worked in her area and beyond. This includes volunteering at the Day in the Life workshop for new hires in manufacturing. She also does a great deal of community outreach to mentor the next generation. From discussions with girls at the CT Invention Convention to being a panelist at CT Science Center Dream Big Day, Brenda works to engage girls and impart some of the lessons she has learned.

Brenda is currently President of the Hartford Section of the Society of Women Engineers (SWE), where she organizes and volunteers at professional development and outreach events such as SWE University of Hartford Networking Night and Girl Scouts Be That Engineer Days. One of her most noteworthy contributions was as chair of the 2018 SWE Hartford Certificate of Merit. The certificate honors outstanding math and science students and is given equally to male and female students. In “paying it forward” as chairperson and past recipient of the certificate, she contacted all 260+ eligible schools within the SWE Hartford geographic area to make sure all would have the chance to participate. In 2018, 118 students from 64 schools were recognized, and had the opportunity to hear from and network with many SWE engineers who shared their experiences in STEM.



Regina Locklear

Business Development Director
Cooper Standard

“I am passionate about manufacturing because it is the lifeblood of most industries. It's what created the middle class and keeps people employed in our country.”

In her first role at Cooper Standard, Regina led the team that created and globally launched Cooper Standard's Layered Process Audit (LPA) tool; a quick, efficient and mobile method for employees to input daily quality and safety information into a system where results can be easily accessed and analyzed. Previously, Cooper Standard's process audits were conducted manually, which made follow-up and continuous improvement challenging. The LPA tool has been a game changer and it is now a key element in Cooper Standard's world-class manufacturing system.

When Regina joined Cooper Standard in 2014, she, along with the help of some female coworkers, founded the Company's affinity group for women, called WISE (Women, Inspire, Support, Enrich). The WISE group focuses on women's initiatives, community service and encouraging young women's interest in STEM and manufacturing careers. WISE members have volunteered at the S.A.Y. Detroit Center where they work with underserved youth on STEM learning-activities. WISE members have also conducted STEM day camps at organizations like Junior Achievement of Southwest Michigan and Haven, a domestic violence shelter. Regina most recently started working with displaced girls from Vista Maria, a safety shelter, to help these young women begin to rebuild their self-esteem and focus on their future, including career goals.

Much of Regina's passion to work with young women stems from a tragic personal loss. Early in 2018, Regina's 16-year-old daughter, Darian, died in car accident while riding to hockey practice with her teammate. After her death, students from all over contacted Regina to share stories of Darian's many acts of kindness and generosity throughout her young life. This inspired Regina to create a non-profit foundation in her daughter's name, called the Darian Locklear Project. This foundation focuses on teaching 4th – 6th grade students about the importance of kindness and inclusion. They have also started the Darian Locklear Kindness Scholarship to be awarded to one or two senior students from Brighton High School in Michigan, where Darian would have graduated from in 2019. Additionally, since Darian both loved and played girls' hockey, the foundation has created the Darian Locklear Memorial Hockey Grant, which awards \$10,000 - \$15,000 annually to a few young, female hockey players so they can pursue their dreams of playing college hockey.

Regina plans to further develop and expand her daughter's foundation to promote kindness amongst the younger generation. She also plans to write a book about her life experiences, focusing on her daughter's legacy of kindness and how it changed so many lives.





★ EMERGING LEADER

Kayla Lowrie

**R&D Manager
Armstrong Flooring, Inc.**

“Manufacturing is an outlet for creativity and problem solving resulting in a tangible commodity. It is an opportunity to mold, develop and shape dreams into reality. My passion stems from driving my team to invent and revamp products by pushing boundaries, utilizing unfamiliar materials and embracing technological advancements.”

As R&D Manager at Armstrong, Kayla has accountability for a team of 17 scientists, engineers and technicians, providing direct support to the company’s North American Resilient flooring business. In addition, she works closely with Armstrong’s team in China to ensure strong global analytical capability. In recent years, Kayla has played a lead role in helping Armstrong’s R&D team be more effective in project execution, rapid commercialization, competitive benchmarking, and reverse engineering. She also lends her technical strengths in the area of Product Stewardship, helping maintain the highest standards. Finally, Kayla has a strong commitment to safety, serving on the site’s Emergency Response team and acting as R&D representative to the Corporate Safety Committee.

The example Kayla sets resonates within her team, inspiring those around her to take on new challenges, to meet and exceed company goals, and to advance their own careers. Kayla serves as a mentor, both formally and informally, for new female talent within R&D, and the success of her mentorship is demonstrated by her mentees’ upward progress within the company. From a training perspective, Kayla has taken the initiative to become a certified facilitator of Armstrong’s Courageous Leadership course, which positively impacts employees across the organization.

As part of the company’s community outreach, Kayla recently participated in the Bring Our Sons and Daughters to Work Day event, held at Armstrong’s corporate headquarters in Lancaster, Pennsylvania. She not only served as a planning committee member but also as a panelist, providing insight to children in attendance on a variety of science-related careers. Kayla has also been involved with STEM activities in the community, including helping to organize a day-long activity for Girl Scouts to learn more about STEM careers and explore hands-on science experiments.



Victoria MacRae-Samuels

**Senior Director, Global Quality
Beam Suntory Inc.**

Since joining Jim Beam in 1989 as an R&D chemist, Victoria has worked across all areas of the bourbon manufacturing process. As Director of Operations at Maker’s Mark, she was integral to the development of Maker’s 46, the distillery’s first new bourbon. In 2010, she became the only woman in the industry to hold the position of Vice President of Operations, where she played a huge role in the distillery’s expansion. Today, Victoria is in the role of Senior Director, Global Quality. Committed to operational excellence, she has won several major industry awards and was twice named Global Distillery Manager of the Year by Whisky Magazine.

During her tenure at Maker’s Mark, Victoria was instrumental to the establishment of a 33-acre Natural Water Sanctuary, protecting the very basis of great Kentucky Bourbon—local limestone water. Today, building on Victoria’s contributions, Beam Suntory’s Natural Water Sanctuary Program continues this important work, safeguarding water quality and community health for generations to come.

On the advisory board for Women of the Vine & Spirits, a membership-based trade alliance, Victoria helps to empower and equip women in the beverage alcohol industry. She has participated in Beam Suntory’s Reaching Inspired Spirited Entrepreneurs (RISE) program, sharing experiences, career advice and best practices at meet-and-greets with women at Beam Suntory. She is also a member of the company’s Diversity & Inclusion Steering Committee.

Victoria supports Kentucky’s United Way chapters, to which Beam Suntory teams have donated more than \$1.7M over the past decade to strengthen Kentucky communities. Victoria was keynote speaker for the Business in the Bluegrass Symposium with Bellarmine University & National Association of Women Business Owners (NAWBO). She is also very active in raising breast cancer awareness, openly sharing about her own courageous battle with the disease and was the keynote speaker at the 2018 Komen Pink unTied Gala.

“For manufacturers to achieve competitive global success, women must be developed as leaders. During my 30-year career in the spirits industry, I have seen the significant global business growth result in recruiting that attracts more women to STEP careers. These women are our legacies as the manufacturing leaders of tomorrow.”



Allison Magness

**Vice President Manufacturing
International Paper**

“I have always been passionate about working in manufacturing because I feel it is the heart of our economy. I especially love the aspect of working with people to make products that help everyone in their daily lives.”

Allison began her career with International Paper (IP) as an engineer at the Courtland Mill in 2000. She quickly emerged as a top talent, with both technical and leadership capability. Within ten years, Allison became Mill Manager of the Franklin Fluff Mill in Virginia. It had been closed in 2010 due to declining demand, so Allison and her team had an extra challenge in converting its equipment to fluff pulp and restarting operations across the board. Allison’s great success in this startup was a testament to her leadership and perseverance. Her career milestones continued in 2016 when she was named Vice President, Containerboard Manufacturing.

IP hires over 100 engineering graduates from colleges annually, including many young women. Allison is a sought-after mentor whose guidance has impacted many. She has also led initiatives with the goal of significantly increasing diversity retention and promotion within IP. Her efforts focused on improving work/life balance for young mothers who aspire to manufacturing leadership roles, increasing access to affinity networks, and arranging targeted career development discussions with key leaders.

Allison’s leadership has made a strong impact on her community, particularly with regard to the Franklin Mill startup. Many lost their jobs in the wake of the 2010 closure, which strongly affected local employment rates. While the reopened mill can only employ a fifth of its old workforce, the community has benefited far beyond direct employment. Much of this improvement is thanks to Allison, who was responsible for providing grants from the IP Foundation to local schools, municipalities and nonprofit organizations. These grants addressed critical needs in the community such as literacy improvement, heart defibrillators for local EMS services and food pantry contributions. The Franklin Mill also provided grants to charitable organizations, and IP employees spent many hours volunteering in the community. Allison’s community involvement continues today in her work as a board member for the Children’s Museum of Memphis.



★ EMERGING LEADER

Laura Mahany

**Plant Manager
Air Liquide**

Laura began her career with Air Liquide in 2013 as part of the company’s ALLEX program, which allows college graduates to rotate into different positions. When Hurricane Harvey hit the Gulf Coast in 2017, Laura had only been in her new role as Operations Manager at the Ingleside, TX facility for eight months. In the eye of a major crisis, including the plant’s loss of power for five days, Laura’s efforts were critical to maintaining the safety of employees, as well as communicating with customers. As a result, Laura was promoted to Plant Manager, and her team and the facility were awarded the CEO Safety Award in 2017 for outstanding safety performance. Laura’s willingness to step up and lead throughout recovery efforts earned her the respect of employees and colleagues from around the world.

Laura’s abilities, experience and leadership have made her a “go-to” mentor for many women at Air Liquide. Through her participation in the company’s women’s networking and leadership resource group, ALWIN, Laura is mentored by Air Liquide CEO Sue Ellerbusch, and mentors other women within the organization. She also recruits top engineers at university and Society of Women Engineers (SWE) career events to increase female talent within the organization.

While in college at the University of Texas in Austin, Laura worked with and mentored at-risk middle school children on a weekly basis. This experience sparked her desire to do more for children in need, and in 2015 she began volunteering at CASA (Court Appointed Special Advocates), which is a 501c3 organization that works hand-in-hand with the state to support and advocate for kids who are in the foster care system. Laura also organizes and participates in volunteering events for her team at Air Liquide, including the Texas Adopt-A-Highway program and the South Texas Food Bank.

“Manufacturing is challenging and exciting. I love the collaborative environment and the opportunity to work with a variety of people to solve problems and work towards creative solutions. The feeling of accomplishment after solving a problem or troubleshooting an issue is very fulfilling to me.”



Vivian Martinez-Wells

**Director, Business Development and Contracts
Cadence Aerospace—Aerosystems**

“People aspire to a better tomorrow, knowing that achieving success is a continuous journey with unanticipated twists and turns. When we embrace core goals of operational excellence, put our guiding principles to work, and collaborate with one another, we can drive desired results and persevere in shaping the future.”

Vivian Martinez-Wells is Director, Business Development & Contracts, Cadence Aerospace—Aerosystems. Since her appointment to this position in November 2018, she is leading the charge for developing and implementing business development across the Cadence Aerospace Aerosystems business segment. With a career spanning nearly 20 years in the aerospace and aviation industry, her strong engineering and business competencies enable her to lead the Cadence customer-driven culture as part of the Company’s long-term growth plan to achieve success through active engagement and aligned manufacturing and sourcing strategies.

Vivian comes to Cadence Aerospace after a five-year tenure with Barnes Aerospace, a global provider of complex fabricated and precision-machined components and assemblies for a broad range of industry Original-Equipment Manufacturers (OEMs), having served the company most recently as Director, Contracts & Customer Service. She also was Sales Director, OEM Machining at Barnes Aerospace, and prior to that, Business Development Manager. From 2001 to 2013, Vivian held positions of increasing responsibility at Pratt & Whitney, a subsidiary of United Technologies (UTC), an American aerospace manufacturer with global service operations. As Strategic Sourcing Manager, she managed a multi-million-dollar value stream through strategic sourcing initiatives in domestic and emerging markets. Vivian also served Pratt & Whitney as Logistics Program Manager, Mechanical Design Engineer, and as a Test and Validation Engineer.

Vivian’s desire to continually improve and drive success in the manufacturing world is equally matched by her desire to give back. At Barnes Aerospace, she volunteered in a mentorship program, a partnership with CREC’s Academy of Aerospace and Engineering. Vivian also worked with UTC’s University of Puerto Rico recruiting team. At Pratt & Whitney, she co-founded the company’s Hispanic Leadership Forum, whose mission is to recruit and retain Hispanic talent while helping the communities where employees work and live. In addition, Vivian has served on the boards of the Hartford Food System and Mi Casa Family Services.

Vivian holds a Master of Public Administration—International Economic Policy and Administration from Columbia University in New York, a Master of Science in Management from Albertus Magnus College, and a Bachelor of Science in Mechanical Engineering from the University of Puerto Rico. She also has completed training programs including the UTC Quality System Associate Level Certification along with others in the areas of Quality Assurance, Negotiating Solutions, and Leveraging Style Differences for Team Leadership.



Janet Matsushita

**Refining Director, Europe, Middle East, Asia Pacific (EMEAP)
ExxonMobil Refining & Supply Company**

Janet Matsushita is one of ExxonMobil’s most effective and impassioned leaders. She is known for driving improvements in safety performance, particularly through behavior-based safety, within her operating team and worldwide. As Refining Director for ExxonMobil EMEAP, Janet leads teams that cover 14 refineries employing more than 6,500 people. Janet’s teams have now demonstrated record levels of personal safety and environmental performance for the second consecutive year.

Passionate about removing barriers and enhancing opportunities for the next generation of female leaders and employees, Janet has taken active roles on ExxonMobil’s Women’s Leadership Team at the global and country level. She is a sponsor for the company’s European and Asia Pacific Women Interest Networks, mentoring employees and being an active Women Leader on the Road Speaker to engage and support flexible models supporting the career development of our talented women.

Janet is a strong advocate for rational science policy supporting cleaner transportation fuel, recently the plenary speaker at the Women’s Forum for the Economy and Society in Paris, with more than 2,000 business, institutional and political leaders from across the EU, to discuss the dual challenge of delivering energy to society while mitigating emissions. Janet has personally experienced the value of STEM programs that lift a family’s economic situation. Janet has been a STEM speaker at high schools and universities in three different countries and a supporter of ExxonMobil’s STEM program which, since 2000, has contributed over \$1 billion, reached over 45 universities and 50,000 teachers in promoting Science Technology Education and Math.

“It has been a pleasure to work in a global manufacturing business that leverages technical, business, and people opportunities. Safety is at the core of our manufacturing business. We are committed to be world class leaders in safety. Believe that we can never stop learning and driving improvements. Take everyone with you while making transformational changes. Be yourself – be comfortable with your own individuality.”



Michelle Maurer

**Senior Chemical Engineer
Honeywell FM&T**

“Manufacturing allows me to apply current technology to create a beneficial product, while at the same time exposing me to new science to solve old problems.”

Michelle has worked at Honeywell for 34 years, most recently at the Metallurgy (MET) Lab in the Analytical Sciences area. When she arrived, this area had aging equipment and only three technologists. In the intervening five years, Michelle updated nearly every piece of equipment and added several new ones, allowing for a significant increase in workload capacity and the ability to handle newer specifications. Today, the MET lab is a high-functioning service group with nine new pieces of equipment, seven technologists and an additional engineer. Thanks to Michelle’s leadership, Honeywell can now meet or exceed the most stringent testing demands of its customers.

Throughout her career, Michelle has encouraged young people to consider science careers. She has often volunteered for STEM outreach activities like school career days, the Kansas City Science Fair, the Department of Energy Science Bowl and Take Your Child to Work Day. She’s also active with the Kansas City chapter of the Society of Women Engineers (SWE) and has volunteered as a mentor with every IGED the group has organized. Even before the increased emphasis on STEM activities for girls, Michelle organized a Girl Scouts day camp where she introduced the girls to possible technical careers. Activities included building and launching rockets, working with levers and pulleys, and even wrestling.

One of Michelle’s most impressive contributions to science education is her two-year leadership of Honeywell’s efforts for the Kansas City Regional Science Olympiad. For 2018’s competitions alone, the work included coordinating more than 50 volunteers to lead 11 separate events at four competitions. Using the Science Olympiad as a springboard, Michelle tirelessly encourages and recruits Honeywell’s young professionals and factory workers to give back to the community. Many of them join Michelle and her family in donating time to share their knowledge and enthusiasm with the next generation of technical workers.



Laura McAnany

**Plant Manager
Ash Grove Cement Company**

Laura broke one of Ash Grove’s “cement ceilings” when she was hired as the first female plant manager in the company’s 136-year history. Since then, she has proved time and again that her hiring was a great decision for the company. At the helm of a plant located near downtown Seattle, Laura has to ensure the plant stays compliant with the city’s strict environmental regulations at all times, a task she handles with skill and care. This plant has also faced severe electricity reliability issues, and Laura has responded admirably, communicating effectively with every city council office and with Seattle City Lights to identify the best path forward to resolution of the problem. Laura has even kept production at the expected levels while dealing with unexpected staffing issues—a testament to her strong leadership and dedication to the company.

When Laura moved to Seattle, one of her first actions as Plant Manager was to establish new mentoring relationships with women within the Ash Grove system. She has always been, and continues to be, a vocal and active supporter of women throughout the cement industry and in all industrial/manufacturing environments.

Laura has volunteered at the federal, state and local levels to promote technical training to support the skilled trades. Whether working one on one with students at Canmore Community School, speaking with parents of high school students in Alabama and Utah, leading the Greater Shelby County Chamber of Commerce Education Work Group, or working on the Central Alabama Partnership for Training and Employment, Laura has made a commitment to break the thought process that “everyone needs to go to college.” Instead, she promotes both university and technical training programs so that all needs in the community can be met with a talented and skilled workforce.

“I am passionate about manufacturing because it has combined my love of large machinery, world travel, problem-solving and a wide variety of tasks into one exciting career. My career has blossomed and I couldn’t be more grateful.”



Erin McDowell

**Division Counsel
Range Resources Corporation**

“When you are born in Western Pennsylvania, manufacturing is in your blood. History, roots and hard work - these are the reasons I am passionate about manufacturing. These attributes have served our region well, giving us tools to shape our economy and harness the benefits of our natural gas resources”

Erin McDowell joined Range Resources in 2015 as the company’s Division Counsel, leading all legal matters related to Appalachian Basin assets—the company’s core operating area. Erin has refocused the efforts of many teams across the company to streamline communication and achieve strong business outcomes. With a deep understanding of law and company operations, Erin works diligently to ensure that dollars are more efficiently spent and that goals are quickly met. Her responsibilities and accomplishments have allowed various technical teams at Range to move forward more efficiently and successfully develop abundant natural gas for manufacturers and other end users. As one of the region’s foremost experts in oil and gas law, Erin’s leadership was of critical importance during a time when the industry faced considerable headwinds both locally and nationally.

In 2018, Erin was one of 10 Pittsburgh-area leaders selected to attend Harvard Business School’s Young American Leaders Program. Joined by 130 leaders from across the country, Erin shared key insights on what is driving success in the oil and gas industry, and how the industry has responded to significant challenges.

As one of only a handful of women who hold Division Counsel and/or General Counsel roles in her industry, Erin is an example of the increasingly important role of the women in oil and gas. In addition to being a member of an in-house mentoring group focused on empowering women, she has participated in career workshops for Dress for Success and provided pro bono work to represent low-income women in Protection from Abuse proceedings. Additionally, Erin has served as a panelist for numerous events focused on women for organizations including Women’s Energy Network and international law firm Jones Day. She holds strong relationships with other women in the legal field, which has spurred an increase in the number of female attorneys with whom Range now conducts business.



Stacey McKinney

**Vice President, Technical Services
Koppers Inc.**

As Vice President, Technical Services, Stacey leads the global testing laboratory network at Koppers Inc., an integrated global provider of treated wood products, wood treatment chemicals and carbon compounds. She was part of a team that developed a new process to treat railroad ties for longer life and increased safety in just 18 months—a remarkably fast accomplishment in her industry. Stacey’s commitment to continuous improvement is evident through her ongoing research efforts, which include studying the lifecycle of railroad ties and ways to convert them into reusable carbon products and energy. In addition to her commitment to reducing carbon emissions, Stacey led an initiative that allowed Koppers to reduce wastewater permit exceedances by 98 percent over a five-year period. Stacey also led the development of a quality management system that is successfully utilized at Koppers locations worldwide.

As a member of the executive committee of the American Wood Protection Association (AWPA), Stacey increased active female membership in the AWPA over a five-year period. Through strong, intelligent and energetic leadership, Stacey continually engages the next generation of female talent in meaningful ways. Among her team, she is highly respected for leading with optimism and a consistent focus on working in a safe, environmentally-responsible manner.

Beyond leading Koppers’ global research and development activities, Stacey is a tireless supporter of her community. She has volunteered for her parish’s Faith Formation program, the Greater Pittsburgh Food Bank and the American Heart Association, among other organizations. By introducing Koppers to the New Castle School District’s Cultivating and Nurturing Excellent Students (CANES) program, Stacey helped provide learning opportunities for hundreds of economically disadvantaged elementary students. She also connected students to science through the development of a new outdoor learning area and greenhouse. Stacey was recognized with the district’s Pride and Promise award for demonstrating the power of an intelligent, strong, confident woman to influence young lives.

“A culture of innovation defines successful manufacturing. We are fully supported in developing and refining our processes to deliver quality products safely and reliably. It is rewarding to have spent my entire career with teammates worldwide who contribute their unique gifts of creativity, inspiration and perspective as we innovate together.”



Lizeth Medina

**Manager of Technical Services
Neenah Foundry**

“I am passionate about manufacturing because I believe it is important to the country's economic future. Manufacturing has a direct relation with innovation, R&D, as well as learning and developing skills and capabilities. Manufacturing doesn't stand still, and engineers have the task to keep moving and innovating to remain competitive.”

As Manager of Technical Services for Neenah Foundry, Lizeth oversees the manufacturing technical side of the business for the Industrial and Municipal product lines. She is a six sigma black belt who uses her strong education and skills to help numerous departments be more productive. By reducing the amount of product that needs heat treatment, Lizeth decreased costs by 80 percent—a significant reduction in cost to the company's bottom line. She was able to achieve this by analyzing past records, metallurgical evaluation of current production, and detailed process mapping. Through these efforts, Lizeth found subtle changes in the process that were necessary to produce castings that no longer needed to be heat treated. This is just one of her many accomplishments that have made lasting impacts on the company.

Beyond her leadership across Neenah Foundry, Lizeth has made significant contributions to the community through education. She is passionate about introducing young girls to science and engineering, and has donated her time to speak to grade school students about the importance of STEM. She is also involved in Neenah's Talent Upload Event, an initiative that allows students to explore local manufacturing facilities and careers in Wisconsin.

As a hands-on mentor to many, Lizeth engages the next generation of female talent on a regular basis. In addition to her work through the company's intern program, Lizeth frequently visits college campuses to recruit new female talent across the organization. She is a member of the American Foundry Society's (AFS) Women in Metalcasting group, and has given multiple presentations at local and national metalcasting events to encourage women in the metalcasting industry. Additionally, Lizeth is on the board of directors and Alumni Committee for the Foundry Educational Foundation, a member of the American Foundry Society Cast Iron Research Committee, Secretary for the American Foundry Society Cast Iron Executive Committee, Vice Chair for the American Foundry Society Cast Iron Papers and Publications committee (peer review of papers and setting the technical program for the yearly American Foundry Society Metal Casting Congress), Ductile Iron Society Board of Directors and Ductile Iron Society Research Committee Vice Chair.



Cindy Miller

**Staff Systems Engineer, Human Factors
Harley-Davidson Motor Company**

As the Human Factors technical expert within Harley-Davidson's Product Development organization, Cindy provides design guidance and conducts testing to deliver ergonomic, usability and user experience performance throughout the company's motorcycle portfolio. With more than 20 years of industry experience, she is a high performing leader whose passion for engineering has inspired countless others. Recently, she conducted extensive testing of a new Harley-Davidson app that brings connectivity to riders by integrating ride planning, events, dealer information and interactive group riding challenges to deliver a premium customer experience. During development, she led the company in applying the National Highway Traffic Safety Administration driver distraction guidelines to ensure rider safety when using the navigation feature.

Cindy is passionate about engaging the next generation of talent at Harley-Davidson. In addition to recruiting at the National Society of Black Engineers' annual convention, she conducted a Human Factors Workshop to teach new engineers about the field through a hands-on activity. She has lectured engineering students from multiple universities on career possibilities and attends the Society of Women's Engineering Career Fair annually. By mentoring and recruiting young female engineers and students, Cindy ensures that women in her industry have opportunities to develop into valued leaders within the company.

Her work has touched the community in many ways. She was part of a team of volunteers who developed a Girl Scout STEM program at Harley-Davidson; where Girl Scouts learn about design and manufacturing. Through this program, the girls design motorcycle parts, assemble a Lego motorcycle using a Kanban system and test their Lego motorcycles. She is also on the board of the Ridin' to a Cure non-profit organization, where she works to fundraise and award grants for breast cancer research in Wisconsin.

“Manufacturing provides products that make users' lives easier and more enjoyable. It is exciting to go from an idea to a finished product with all the challenges and creative problem solving involved and then observe users interact with the product.”





Linda Miller

Founder & CEO
Paradise Dental Technologies, Inc.

“It is truly amazing to design, develop and manufacture products that can enhance the lives of dental professionals, be more comfortable for patients and ultimately save lives.”

Linda created Paradise Dental Technologies in 2000 out of her two-car garage with a desire to provide the dental industry with ergonomic, high-quality, and affordable instruments. Paradise Dental Technologies now operates out of a 10,000 square-foot facility, exporting products to over 50 countries worldwide. As Founder and CEO, Linda’s contributions have propelled Paradise Dental Technologies to new heights in the industry. By experimenting with different metals and heat-treat recipes, she created the best grain structure possible for the steel tips in her instruments. To minimize physical strain caused by instruments, Linda collaborated with physical therapists and clinicians to design a resin, ergonomic handle that has been shown to reverse the symptoms of carpal tunnel in dental professionals.

Linda works tirelessly to create a strong work environment in which the needs of all employees are met. In 2018, she was honored with the “Employer of Choice” award by the Missoula Job Service Employers Council—a testament to her leadership. As one of very few woman-solely-owned businesses in the dental world, she is often approached for assistance, guidance and inspiration. In addition to traveling the globe to attend Dental Tradeshows and educate women in her industry, Linda works closely with other female leaders to provide assistance throughout their careers. She is an active member of the Montana Manufacturing Extension Center, where she helps manufacturers overcome struggles and networks with other Montana businesses. Linda also participates in women’s retreats across the country.

Linda identified community as the company’s first and most important value, which is evidence of her passion for helping others. She continually lends her time and resources to many community initiatives including a local children’s shelter, where she currently serves on the board. As a volunteer with Community Connect, she helps to provide the homeless with oral hygiene. Sponsoring an annual career fair, volunteering within city clean-up efforts and supporting the Pursue Your Passion program are just a few of many ways in which Linda aims to make a difference.



Patricia Miller

CEO
MATRIX 4, Inc.

Patricia’s drive for innovation, strategy and her never-ending thirst for learning have been critical to the success of MATRIX 4, a design and manufacturing house making meaningful products in plastic. She brought M4 from having only a handful of employees to being named one of Inc.’s 5000 fastest growing companies, two years in a row. Patricia modernized the entire business by challenging the status quo and breaking traditional rules in manufacturing. In addition to introducing Entrepreneurial Operating System, Patricia rolled out new technologies including Slack, Trello and Traction Tools to generate strong improvements throughout the company. Through the integration of cloud-based systems and software, Patricia has brought technology, transparency and connectivity in ways that few small companies can.

Within M4, Patricia fosters an environment in which women feel empowered to drive business forward. Her business is now comprised of more than 60 percent women, which is extremely rare in the industry. As the daughter of a woman in manufacturing who ran the factory floor for her entire adult life, Patricia is a strong advocate for women in the industry and is committed to recruiting, hiring and retaining the next generation of female talent. She has forged powerful bonds with countless female interns and mentees to show women the high potential of careers in manufacturing. Additionally, Patricia actively supports numerous initiatives to empower women, ranging from a girls STEM summer camp to speaking engagements with WINGS (Women’s Interactive Network Group).

Patricia passionately supports and engages with her community of Woodstock, Illinois. In addition to serving on the board of two high school incubator programs where she coaches and mentors students, she is on the board of the Hospital System. M4 also hosts a community day of service each year called Keep Woodstock Beautiful. To find and recruit new talent, Patricia also partners with several organizations and local initiatives including veteran programs, high school trade programs and more.

“I love making and the creativity behind manufacturing. I also love being part of an economic engine that touches local to international. The physical product space is incredible and ever changing; industry 4.0 and the ability to honor all that came before us and drive it somewhere stronger is why I am passionate about manufacturing.”



Amy Morissette

**Manager, Environment Health & Safety
Kennametal Inc.**

“As an EHS manager, manufacturing enables me to use my skillset to reduce risks and hazards while driving efficiencies in other areas of the business. Knowing I play a role in the safety of team members and the overall success of the business makes me proud to work in manufacturing.”

Amy is a proven leader in Environment Health & Safety (EHS), and has led a number of key initiatives throughout her career with Kennametal Inc. As EHS Leader for a manufacturing location in Northern New England, Amy helped transform the location from one of the worst safety performing facilities to one of the best. As Global Corporate EHS Manager, Amy supported Kennametal’s Infrastructure Business Segment, which recorded \$754M in sales in FY 2017. Through her leadership, Kennametal saw a 52 percent year-over-year improvement in safety performance, achieved milestones of five consecutive months at 100 percent safe within the global Infrastructure organization, and the company achieved over 2.5 million safe work hours.

In addition to serving on the board of the nonprofit Vermont Safety and Health Council (VSHC), Amy partners with the Vermont OSHA (VOSHA) division to present on safety topics and share examples of how to manage regulatory programs in ways that support overall business. She has participated in the Kennametal Women’s Leadership Development Council, is a member of the National Association of Professional Women, and passionately advocates for the personal and professional development of women in her industry. She serves as an advisor and mentor to women who are early in their careers, providing perspective and advice on challenges they may face at work, as well as impacts outside of work.

Amy’s passion and level of caring for her family and workplace extends to the community, where she supports charity organizations like the United Way, St. Jude, American Cancer society and various local programs. Amy is a strong believer in “pay it forward” and aspires to positively impact the personal lives of those with whom she crosses paths. From providing meals and presents to families in need during the holidays to connecting others with resources for help, she aims to make a difference in the lives of others.



★ EMERGING LEADER

Shamaya Morris

**Production Engineering Specialist
Toyota**

After beginning her Toyota journey as a co-op in 2014, Shamaya advanced to Production Engineering Specialist in 2016. Her ability to manage various projects under multiple deadlines, while providing competent support, has proven invaluable to the company. For example, as the lead Production Engineer for the \$43M 8-speed Direct Automatic Transmission (DAT2) High Torque model project, Shamaya installed \$3.2M in auxiliary equipment for the DAT2 Assembly production line. Through this effort, Shamaya played a key role in implementing processes and setting standards for team members. By delivering the next generation of technology to realize direct response driving and lower vehicle fuel requirements, the DAT2 project has had an outstanding impact on Toyota’s customer satisfaction.

Shamaya is a servant leader who has guided many through both professional and personal mentorship. By leading recruiting, sponsorship and coaching for the West Virginia Institute of Technology STEM Summer Academy for Girls, she has introduced girls from all economic and social background to STEM fields. Through various efforts to support the initiative, Shamaya has created a fun and engaging learning environment for more than 60 girls. Shamaya has also been involved with the National Science Foundation’s Louis Stokes Alliances for Minority Participation (LSAMP) program, which is an alliance-based group that supports underrepresented students in STEM.

Shamaya is highly engaged with her local community at Toyota and beyond. As Finance Chair of the African American Collaboration (AAC), she serves as an advocate through a variety of STEM and minority-based activities like the NAACP Annual Event, Marshall University Diversity & Inclusion event and Multifest. As an avid supporter of her alma mater, Shamaya contributed to West Virginia University’s “Introduce a Girl to Engineering Day” event and served as a graduate assistant for the West Virginia Division of Diversity, Equity and Inclusion. In addition, Shamaya has made a difference in the lives of others by volunteering with the Ruby Memorial Hospital’s Child Development Center.

“I am passionate about manufacturing because of the possibilities! It’s amazing to work in an industry that is ever-expanding, constantly changing and filled with so many opportunities. I love the industry I work in and am so excited about its future.”



★ EMERGING LEADER

Crystal Nguyen

**Procurement Agent
The Boeing Company**

“My parents manage a machine shop specializing in valves for oil pipelines. I grew up around CNC machines and pallets stacked with metal, so being in manufacturing feels like home. From oil valves to airplanes, manufacturing facilitates everyday life. Being a part of such a significant operation is simply incredible!”

Crystal has been a key and impressive contributor to Boeing’s KC-46 tanker aircraft, which is one of the company’s top-priority programs. One of her main tasks on this project was to partner with various supply chain functional groups and sites to set up just-in-time inventory to help enable efficient delivery of the tanker’s refueling boom manifold. Not only did Crystal take on and accomplish this very complex task, creating more flexibility for manufacturing in the boom delivery process—she helped find a long-term solution on a critical piece of production hardware. In addition to Crystal’s initiative, hard work, and attention to detail making a lasting impression on her team, her outstanding efforts have resulted in supply chain process improvements that will benefit the program today and into the future.

As an emerging leader, Crystal is uniquely positioned to engage with today’s students to bring the next generation of female talent into manufacturing. Boeing believes global partnership with higher education is critical, and Crystal has played an integral role there. She is on the Boeing Supply Chain Management University Relations team, where she supports on-campus intern recruiting and interviews at Pennsylvania State University. Crystal is also an active and engaged mentor to new employees within the company. She makes a point of seeking out new employees and interns, welcoming them to The Boeing Company, and offering help as needed.

Crystal is also passionate about providing educational and growth opportunities to young students, particularly those who might not be receiving the support they need to unleash their potential. She has spent more than 150 hours tutoring students as part of Learn To Be, a national online one-on-one tutoring platform targeting elementary and middle school students from disadvantaged communities. Crystal also provides advice on organizational structure and fund allocation for this initiative.



Lisa O’Dell

**General Manager, Madison Heights Facility
Ingersoll-Rand plc**

As General Manager of the Madison Heights Facility, Lisa naturally models the work ethic, commitment to quality and social responsibility that she expects from others at Ingersoll-Rand. Lisa accepted her position during a substantial organizational change in 2015, in which some employees were asked to take on new, challenging roles. Accepting the challenge without hesitation, Lisa transformed a failing Power Tools business through a relentless quest to bring positive change—all while serving as a sales leader for the company’s ergonomic handling and engine starters businesses. Since then, she continues to face all hurdles head-on with dignity and grace.

With over 25 years of Ingersoll-Rand experience, Lisa has become a mentor who continuously displays her wealth of knowledge to countless employees. She is particularly passionate about sharing her experience with aspiring female talent within the organization. As a leader, Lisa works closely with employees on an individual basis to help them reach their highest potential. For example, she recently helped an employee achieve their career aspirations of moving into sales by personally coaching the team member on career development. From personal branding to effective communication, Lisa’s one-on-one guidance has helped many others realize and achieve their potential within Ingersoll-Rand.

Lisa proudly supports the company through meaningful work in the community. To educate students about careers in the automotive industry, Lisa participates in the Ingersoll Rand Real Tools for Schools program, which supports vocational technology automotive programs at U.S. high schools. In 2018, Lisa and her team hosted 26 high school students at the Madison Heights facility for hands-on learning, including product demonstrations and a visit with a local partner organization for product training. Thanks to Lisa’s leadership and community engagement, her local school received a \$10K grant from Ingersoll-Rand to invest into automotive programs and the education of next-generation vehicle technicians.

“I am involved with engineered-to-order solutions, so we are innovative in how we solve our customers’ problems. I love that we solve problems around safety and productivity for our customers in real and tangible ways. The pride on the faces of the team when they say, ‘I made that’ is so rewarding.”



Allison Ogburn

**Proving Grounds Test Engineer
The Goodyear Tire & Rubber Company**

“My passion really revolves around continuous improvement and problem solving. The challenges of manufacturing (or R&D) and opportunities to improve equipment and processes are truly endless. My favorite projects are ones that provide lasting solutions to customers’ problems, and everyone is a customer to me!”

Ali was the first person at Goodyear’s Texas Proving Grounds to obtain her Project Management Professional Certification. Since then, she has applied her knowledge and skills to several projects including the successful purchase, assembly and implementation of Goodyear’s 250,000-pound capacity mine haul truck for testing of 57” and 63” tires. Additionally, Ali has developed tools and provided project management training to other Proving Grounds associates. Her visible application of project management has delivered high quality results with minimal unforeseen issues. She has been honored with many awards within Goodyear over the years; in 2018 Ali received the 2018 Operational Excellence award for her outstanding work leading the project.

Ali is committed to developing the next generation of female talent and actively supports many initiatives, including a STEM Alumni Group at her high school alma mater, The Hockaday School—an all-girls K-12 college prep school. She also supports Goodyear’s efforts to build a diverse and sustainable talent pipeline by interacting with high school Advanced Placement (AP) Physics students who visit Proving Grounds annually to learn more about the industry.

Ali is known throughout San Angelo as a civic-minded, socially responsible professional, who balances the demands of her day job with enriching the culture of both Goodyear and the community at large. Over the last seven years, she has held leadership roles within the Junior League of San Angelo (JLSA) to promote volunteerism, develop the potential of females and improve her community. In addition to recruiting the largest new member class in JLSA history, Ali has led numerous fundraising efforts for the organization. She is also actively involved in her church, where she is the youngest member of the leadership committee. Ali continuously seeks out leadership roles both at work and in the community to help others develop, improve and raise the bar.



Luanne Overstreet

**Manager, Supply Chain Process
Kennametal Inc.**

Luanne has a direct impact on Kennametal Inc.’s current and future business by facilitating the standardization of global processes and working with colleagues around the globe to ensure consistent and effective operations. When the company implemented a major SAP platform upgrade that required transitioning to a new Enterprise Resource Planning (ERP) system, Luanne ensured that the complex effort was executed seamlessly. As Manager of Supply Chain Process, she ensured that warehouse personnel were trained, inventory was properly accounted for and customer orders were fulfilled. Luanne also enabled the successful integration of warehouse and logistics systems when Kennametal acquired Deloro Stellite in 2012, and during the 2013 acquisition of the Tungsten Metals Business unit of ATI. Her leadership, personal equity and hard work enabled critical “go-live” milestones, such as inventory verifications, system configurations and personnel training, to be met throughout highly technical transitions.

Known for helping colleagues across functional areas, Luanne works with individuals at every level of the organization to address supply chain and warehouse topics in a context that is relevant. As a natural leader, she embodies the spirit of cooperation and freely shares her expertise with colleagues. Whether she is leading teams of more than 50 people or making individual contributions, Luanne’s strong focus on organizational goals inspires others to achieve more. Mentoring is a natural talent for Luanne, which she demonstrates through formal and informal roles. For example, she provided expert guidance to a new hire through Kennametal’s Operational Leadership Program to offer encouragement and support throughout a project. She has also mentored others internationally, including a colleague in Boksburg, South Africa.

Beyond Kennametal, Luanne has had a lasting impact on others. For example, she and her husband opened their hearts and home to foster, and eventually adopt, three young children. The expansion of her family provided a new adventure, which Luanne met with enthusiasm and gratitude.

“My passion for manufacturing and distribution is due to the impact it has globally. Everyone involved in manufacturing is part of a cross-functional collaborative team. Manufacturing is exciting, challenging, includes great people and opportunities. I feel fortunate to have been mentored by knowledgeable people and to mentor others along my journey.”



★ EMERGING LEADER

Reecha Pandya

**NPI Engineer
Abbott Point of Care**

“The crux of manufacturing lies in problem solving, troubleshooting, data analysis and developing creative solutions - all of which I love. As a biologist in medical device manufacturing, not only do I get to apply my knowledge of life science but also interface biology with mechanical, electrical and software engineering.”

As a New Product Introduction (NPI) Engineer with molecular biology lab experience, Reecha provides a uniquely impactful perspective to the Manufacturing Engineering team at Abbott Point of Care. For example, she served as a subject matter expert for biological sciences to develop and implement a novel handling process for returned medical blood analyzers from customers, which saved four additional process stages and improved return failure analysis turnaround time by three days. Reecha also improved production output for a large sales order that required additional engineering support for the production floor and identified efficiency improvements that will enable increases in future productivity. Her efforts resulted in the implementation of an automated solution that cut process time in half and reduced paper waste tenfold.

Reecha leads by example and connects with all levels of employees, from operators to executive management. While assisting in the development of an hourly production schedule tool, Reecha made a lasting impact on production supervisors and operators throughout implementation. Reecha also holds a leadership role within W-STEM, an Abbott Laboratories organization that aims to elevate women’s technical skills and inspire girls in the community to pursue careers in STEM.

In addition, while teaching a General Biology course at a local community college, Reecha forged strong relationships with female students, one of which began her own career in manufacturing at Abbott as a result of the course. Her course connected standard lessons with the chemistry and molecular biology of beer fermentation—a field in which Reecha has extensive research experience. As a former member of the Pink Boots Society, an organization that supports women at all levels in the beer brewing industry, Reecha is now a member of her local chapter of Barley’s Angels. Reecha’s passion for the science of fermentation also inspired her to pitch a creative idea to Abbott’s marketing team for a new application for a product.



Melissa Parker

**Logistics Supervisor I
Nalco, an Ecolab Company**

Through her deep level of experience and planning expertise, Melissa helped Ecolab’s Ellwood City location become one of the most reliable plants in the network. With energy and flawless execution, Melissa strongly contributed to improving delivery performance (SIFOT) to over 97 percent in 2016 and 2017. Following her promotion to frontline Logistics Supervisor in 2018, Melissa led her team to implement newly developed advanced planning enhancements to improve scheduling tools and techniques. Melissa was also part of a tactical planning team that addressed and corrected the returnable container crisis, which was integral to the restoration of customer service levels and elimination of the customer order backlog across the Nalco network. By working with her team to improve the process for washing containers, Melissa generated a savings of \$60K annually.

Melissa has mentored numerous female colleagues to aid in their professional and personal development. In addition to having coached and encouraged a female shipping clerk, Melissa is currently assisting in the development of a new female clerk and two female planners. Melissa embodies Ecolab’s leadership ideals and follows her vision to make the world a better place. She continuously develops her own leadership skills and recently led a portion of Ecolab’s frontline leadership training event.

Outside of Ecolab, Melissa’s volunteer efforts not only demonstrate her leadership ability, they showcase her passion for helping others and pride in the community. She actively volunteers with the Beaver County HAZMAT team, the Ellwood City Volunteer Fire Department, the Allegheny Mountain Rescue Group (AMRG) emergency response team, the Nalco fire brigade and more. As an AMRG group leader, Melissa voluntarily trained two K-9 search and rescue dogs who have served in local agencies and is in the process of training another dog for criminal scene work.

“I am passionate about manufacturing because it makes an impact on the future. Manufacturing provides jobs and produces products that make life better for people.”



Shilpa Patel

**Regional Purchasing Director
Faurecia Interiors North America**

“Manufacturing is one of the few industries that attracts diversity of skill, culture and thought. Its dynamic, fast-paced nature brings about a constant evolution of innovation. I love the constant challenge; it empowers me to grow professionally and personally in ways I never imagined – there's never a dull moment!”

Over the last 18 years, Shilpa has made significant contributions to both Faurecia and the automotive industry as a whole. As the Regional Purchasing Director for Faurecia Interior Systems North America, she oversees four plants and drives continuous improvement projects to reduce costs and improve efficiencies. Within her first year in the position, Shilpa helped identify more than \$2M in material savings. With an eye for waste reduction and a rigor to implement key material changes, Shilpa brings a unique focus to Faurecia’s manufacturing capabilities. She regularly works with various teams to improve scrap material recovery, segregation, recycling and reintegration. Her efforts have resulted in a drastic reduction to landfill waste, and generated \$1.2M in annualized cost savings.

In recognition of her talent and willingness to help others, Shilpa was selected for the company’s mentorship program and is currently guiding the careers of two high-potential manufacturing employees. She serves as an informal mentor to numerous women at Faurecia, including interns and entry-level employees who are part of the company’s rotational development program. As a board member of the Diversity and Inclusion Group, Shilpa is committed to furthering women at all Faurecia sites across North America. In addition to being a member of the Automotive Women’s Alliance Foundation, Shilpa offers encouragement to women in manufacturing and automotive industries by attending and promoting numerous external diversity events.

Shilpa’s leadership has also had a tremendous impact on the community. For example, she recently helped her site raise more than 54,000 meals for a local food bank as part of Faurecia’s annual food drive. In its ninth year, the annual food drive raised over 7.6 million meals for Faurecia’s local communities. Her community efforts inspired her own daughter to subsequently organize a volunteer day to support the food bank. In addition to supporting Gleaners Community Food Bank, Shilpa has served as a volunteer within her children’s schools and Girl Scout troop.



Amber Paterno

**Manufacturing Project Engineer
Ball Aerospace**

Amber’s outstanding manufacturing leadership and organizational contributions were critical the successful execution of a Ball Aerospace program that produces a suite of remote sensing instruments. As Project Engineer, Amber built a high performing team and mentored junior employees to ensure a seamless program turnaround in under 90 days. By streamlining systems processes, Amber and her team generated a net program savings of \$100K, and an additional time value savings of \$18K. Following these efforts, Amber was promoted to Assembly, Integration, and Test (AI&T) manufacturing and test lead for a complex Ball Aerospace program focused on satellite bus structure and integration. In this role, she not only provides the AI&T team with a strong program execution focus, she also brings a continuous improvement mindset for future programs to leverage. Amber constantly navigates roadblocks so the program stays on target, while examining opportunities to address and eliminate setbacks.

Amber is an excellent resource for women in manufacturing, taking on a direct role to mentor and engage others. Her breadth of experience, institutional knowledge and established network, allow Amber to connect, collaborate and contribute in meaningful ways across the organization. She has mentored countless Ball employees, including a female colleague whom she successfully guided to transition from planning to manufacturing engineering. Amber has also helped organize training sessions for team members with the goal of mastering a variety of manufacturing integration disciplines.

Amber is fiercely committed to family, community and empowering others. She actively supports a community outreach program that provides women with the opportunity to discover their uniqueness through exercise and movement, apart from traditional gender labels. In addition, Amber is actively involved in numerous educational volunteer opportunities. As a co-classroom parent within her son’s school, Amber’s efforts create cohesiveness between parents, teachers and children. Amber has also taught English to underprivileged children and adults in Madrid.

“I’m passionate about manufacturing because you can see the results of your dedication, focus and teamwork. From building one at a time, batches or continuous production you can implement improvements to change the results. It’s amazing what a connected team can accomplish!”



Myla Petree

Plant Manager
ABB

“Manufacturing is amazing by allowing me to be a part of a process that sells, designs and then builds whatever our customers need, but my passion for manufacturing comes from knowing what a difference our business makes to both our people and our community.”

Throughout her career with ABB, Myla has played a key role in the success of numerous company initiatives. For example, Myla championed the creation and business-unit wide implementation of ABB’s Corporate Quality Excellence Program, for which she received the Arkansas State Governor’s Quality Award for improving key quality metrics by over 30 percent. As a result of her efforts and the program, ABB experienced \$13M in savings over a three-year period. Myla also established ABB’s internal Apollo Program with the mission to expedite savings across multiple manufacturing plants and product lines. The related projects generated \$55M in cumulative savings within 2.5 years. As Plant Manager of ABB’s facility in Westville, OK, Myla is the first female in the 125-year history of her business unit to hold her position. In this role, Myla leads a plant that produces approximately 600K industrial electric motors per year valued at \$100M. Under her direction, the plant improved throughput by over 10 percent from March 2018 to June 2018.

Myla continually blazes new trails and drives diversity and inclusion at ABB, while forging a path for the next generation of women in manufacturing. Her mentorship has been invaluable to numerous employees, including Chelsea Becker, who was recognized as a 2016 STEP Ahead Emerging Leader. Through Myla’s ongoing guidance and support, Chelsea advanced quickly in her career and expanded her unique skills sets and accomplishments within ABB.

Outside of ABB, Myla is deeply involved in her community. In addition to serving as the treasurer of her family’s church, Myla volunteers her time and service to the Baptist Health-Fort Smith Community Advisory Board in Arkansas. Myla also served as the 2018 Chairman of the Board of Directors for the Arkansas Institute for Performance Excellence (AIPE), where she directed the Quality program for the Arkansas Governor’s Baldrige Quality Award. Additionally, she served as Treasurer on the AIPE Board of Directors in 2016 and 2017.



Gina Radke

Chief Executive Officer
Galley Support Innovations

In 2005, Gina and Wade Radke purchased an aircraft interior hardware line from a struggling business in California and brought the product line to Sherwood, AR. Galley Support Innovations (GSI) was born out of a determination to launch a successful business and change lives. As Chief Executive Officer, Gina has transformed GSI from \$10K in sales per year to become a multimillion-dollar organization in only a few years. She achieved this by designing and implementing groundbreaking processes for quality control, operations and production. Her efforts were recognized in 2016 when Gina was selected by the Small Business Administration as Arkansas’s Small Businessperson of the Year. This is just one example of Gina’s countless accolades, which honor and recognize her far reaching professional and community achievements.

Mentoring female talent is one of Gina’s true passions. She works closely with Job Core and AR Workforce, where she serves on the AR Career Education & Workforce Development Board, to help young women gain the experience they need to open educational and career opportunities. She has encouraged hundreds of women throughout their educational journeys, working with female students who are active in STEM through numerous speaking engagements and activities. Within GSI, women comprise 50 percent of leadership and key positions—a testament to her dedication to advancing the careers of women in her industry.

Gina’s impact spans beyond GSI, as she continually goes to great lengths to build and invest in people. She aims to make a difference in the community by empowering others to reach their full potential, regardless of their background. Under Gina’s leadership, GSI has trained hundreds of employees who came from prison, rehab and other difficult situations—providing them with new beginnings and hope for the future. In addition to providing job opportunities, Gina and her husband have made affordable housing possible for these employees and others. Gina also works with Immerse, an organization that serves youth who age out of foster care, in addition to numerous other involvements.

“I am passionate about manufacturing because I believe it is the unsung hero of the American economic engine. Manufacturing allows America to be self-sufficient. I want the world to know that manufacturing is a worthy and respectable occupation. It is ever changing and advancing.”



★ EMERGING LEADER

Kelly Randall

**Manufacturing Process Engineer
Hypertherm, Inc.**

“I have always found myself fascinated with how things are made. I love the challenge of taking someone’s brainchild from paper to physical reality. Watching the process you had a hand in creating transform raw materials into usable items is incredibly rewarding.”

Kelly is known at Hypertherm as an efficient and inventive problem solver. For instance, when Hypertherm’s Cell 43 was plagued by bottlenecks and inefficiency, Kelly led a team that implemented a “first in, first out” process flow and re-engineered the cell’s layout so that it occupied much less square footage, eliminating unnecessary operator movement. This led to a doubling of the cell’s output, for which Kelly received an Operational Excellence Spotlight award. Kelly also led a project in Cell 67, where she surpassed all expectations by creating the first operations cell at Hypertherm capable of processing parts unattended. This has led to a half-million dollars in annual savings to the company.

As a young Process Engineer, Kelly has already made significant impacts to the manufacturing and engineering fields, and she is generous with sharing her knowledge. At Hypertherm, she has coached a team on lean principles, mentored a coworker working toward her Six-Sigma Green Belt, taught lean and Six-Sigma sessions on process and value stream mapping, taught lean standards during new hire orientation, and attended several conferences to promote best practices.

Kelly generously shares her knowledge with the community as well. She’s a core contributor to New Hampshire’s Girls Technology Day, developing and leading programming for its 100-plus students. She’s also helped create a partnership between the FIRST Lego League (FLL) program and Dartmouth College, bringing schools, clubs and mentors together and running an annual FLL qualifying tournament. Starting as a Dartmouth student, Kelly tirelessly recruited judges, referees and fellow students to this program and helped run the New Hampshire Regional Qualifying Tournament hosted at the school. Almost 10 years later, Kelly continues her involvement with this tournament as head referee and as a trainer for incoming judges and referees.



Stephanie Rauls

**Vice President, Chief Accounting Officer and Controller
Novelis, Inc.**

When Stephanie Rauls joined Novelis, Inc. in December 2013 as Vice President, Global Tax, the division struggled with low morale and high turnover. She worked closely with team members, clients, customers and peers to completely rebuild the organization, while ensuring that her team was empowered and celebrated along the way. Thanks to Stephanie’s efforts, her team now performs at unprecedented levels and has led Novelis to capture tax opportunities that have contributed to record free cash flow and reductions in debt. In addition to generating powerful financial outcomes, Stephanie’s radical shift in team culture has proven invaluable to the company. In recognition of her impact, Stephanie was promoted Vice President, Chief Accounting Officer and Controller.

Stephanie understands the unique challenges women face in the manufacturing environment and is a tireless champion of breaking down barriers and unlocking unrealized potential. She is an active proponent of mentorship and has guided countless men and women within Novelis and beyond. She shared her concept of encouraging others to create their own personal “Board of Directors” at Women in Novelis (WiN) workshops in both North America and Asia. Her concept has been so beneficial within Novelis, that she has also shared it with other female professionals through her leadership role with the Atlanta Women’s Foundation.

Stephanie welcomes the opportunity to share her time and resources with those in need, both inside and outside of Novelis. She is active in Novelis’ annual giving campaign that benefits Habitat for Humanity, which in 2018 raised over \$160K and built a home for a deserving local family. As a board member of CURE Childhood Cancer, Stephanie proudly advocates for the organization and raises funds and awareness to support childhood cancer research. She has earned the respect of others by humbly modeling her belief that being a leader means helping those around you.

“Manufacturing remains the foundation of a strong economy and offers unlimited opportunities for innovation and challenging the status quo. Every day, we enjoy the privilege of partnering with our customers to make high-quality products that positively impact people’s lives and help shape a sustainable world together.”



Chelsea Render

**Director of Marketing, North America
Bosch Building Technologies**

“I am passionate about bringing life to innovative products that help to make our customers’ lives better, safer and more efficient. Particularly, I’m interested in exploring the intersection of manufacturing and services, and finding new ways that we can create value and be competitive.”

As the Director of Marketing in North America for Bosch Building Technologies, Chelsea brings together diverse parts of the organization to better understand customer needs and create and communicate solutions. Joining Bosch as part of a highly-selective Junior Management Program, Chelsea served in various divisions around the country and abroad and reached the executive level in a few short years. Chelsea played a vital role in launching a new Integrated Security Solutions campaign, which has since been adopted by divisional locations around the world as a result of its success. Today, Chelsea manages employees in three U.S. locations and is accountable for all regional marketing initiatives for the division.

Chelsea continuously mentors and inspires others at Bosch and beyond. She is the founder of the local Women@Bosch business resource group chapter in Fairport, NY and currently serves as the Executive Sponsor for the group. As Sponsor, she actively supports activities including leadership roundtables, speakers and the annual Kids@Bosch Day, which introduces children to potential STEM careers. In addition, Chelsea has participated in numerous internal events and programs to train and mentor team members, as well as support diversity and inclusion. Outside of Bosch, Chelsea serves on the Steering Committee of the newly-formed Women in Security Forum, an initiative of the Security Industry Association.

Chelsea has made a lasting impact on the community. Over the years, she has volunteered with many organizations including Big Brothers Big Sisters of America, No One Left Behind, the Immigration & Refugee Services department for Catholic Family Centers, Habitat for Humanity, local homeless shelters and more. In 2018, she was selected as one of 25 American participants to attend the Atlantik-Brücke Young Leaders Conference in Berlin, a week-long intensive and interdisciplinary exchange on current transatlantic issues.



Kristin Robert

**Executive Director of Assembly Production
Spirit AeroSystems, Inc.**

For more than 14 years, Kristin has been a leader within Spirit AeroSystems, the leading global aerostructures tier 1 supplier to Boeing and Airbus. Throughout her tenure, Kristin has served in multiple capacities, with responsibilities ranging from new program development to contracts and procurement. As a leader in new programs, she established tools and enhanced processes relating to production system efficiency, cost reduction, corrective action and configuration change management. As Executive Director of Assembly Production across four aircraft platforms in the Wichita, KS factory, Kristin continues to be a driving force within the company. For example, Kristin led her team through the successful planning and execution of two large fuselage factory moves, all while still producing and delivering product.

Kristin is frequently sought after as a mentor thanks to her vibrant personality, no-quit attitude and deep level of aircraft expertise. She currently mentors six professionals, four of which are female, to provide guidance on career path planning, work-life balance and more. Additionally, Kristin has held roles like Diversity Team Leader for Assembly Mechanics, a position that focuses on skill growth for women in mechanic roles. She has also participated in numerous special projects within the company to grow and develop talent.

Beyond her impact at Spirit, Kristin is a passionate leader in the community. Through local YMCA and MAYB programs, she has donated thousands of hours to coaching young female athletes in basketball. A lifelong athlete herself, Kristin strongly advocates for sports and works hard to bring out the best in every young athlete. As the Spirit Executive Sponsor for the Special Olympics, Kristin actively recruits Spirit employees to volunteer, and together, they ensure every Special Olympian crosses the finish line. In addition to teaching African refugees at her church, Kristin is an avid supporter and volunteer for Heartsprings, an organization that provides services to area youth with special needs such as autism and cerebral palsy.

“Growing up in the Midwest, aircraft manufacturing is a cornerstone of many communities and exemplifies the power of teamwork, grit and innovation. To see something evolve from concept to flight and understand the manufacturing processes and technology that ultimately connect people and products around the globe is hugely inspiring!”



Renee Robertson

**General Manager Production Control
Toyota**

“Manufacturing gives every level of the organization the opportunity for continuous growth. We all have the opportunity to make change in our world. With perseverance and flexibility, any good idea, can become reality. With a commitment to quality and innovation, together as a team we lead the future of mobility.”

Renee is the Production Control (PC) General Manager at Toyota’s largest manufacturing facility in the world with a capacity of 550K vehicles and 600K engines per year in Georgetown, Kentucky. Renee joined Toyota in 1991 and has held successive positions in Accounting and Finance, Purchasing, Diversity and Inclusion, Compliance, and Business Planning. Today, Renee leads a team of 255 employees to oversee production planning, parts ordering and logistics. Within her first year in role, she led her team to coordinate the major changeover of two models, including the first for the Lexus ES350 in the U.S. The Lexus changeover included over 90 percent of parts changing, which required significant coordination across suppliers, production and logistics operations. Prior to joining Toyota, she earned her Bachelor of Science degree in accounting from the University of Kentucky and is a Certified Managerial Accountant (CMA).

As a longstanding champion for women in manufacturing, Renee inspired, and in 2011 successfully executed, Toyota’s inaugural North American Women’s Conference. The event now hosts 350 female attendees annually across Toyota North America and abroad. By paving the way for this platform, Renee has helped empower and motivate countless women in her company. Beyond serving as a mentor to numerous employees within Toyota, Renee helped create the company’s Manufacturing Development Program, which pairs high-potential females and minorities with executive mentors.

Renee strongly advocates for women in STEM through her involvement in initiatives including Young Women Lead, Toyota Motor Manufacturing Kentucky’s annual Introduce a Girl to Engineering Day, and her role as a board member for Women in Leadership (WIL). To that end, she championed her team to launch Toyota’s first female high school engineering internship program. Renee is deeply involved in the community and takes pride in encouraging high school young women to explore the world of STEM and the career opportunities that lay within.



Casse Rose

**Director of Quality, Americas North
Owens-Illinois Inc.**

In Casse’s more than 20 years with O-I, she has held various manufacturing and quality management positions. Casse’s diverse perspective and industry expertise have played a key role in the success of many projects. For example, as Director of Quality, Americas North, Casse worked with a cross-functional team to onboard a new customer, along with a new glass container product. The production process required to manufacture the requested jar challenged historical limitations, yet thanks to Casse and her team’s collaborative efforts, the desired container was produced with exceptional performance at fill locations. These efforts resulted in sales of over \$13M annually, with an estimated growth rate of up to 50 percent over the next three years.

Casse helps develop emerging talent within O-I by taking an active role in the company’s Manufacturing Development Program. She routinely provides support, guidance and advice to both young women and men to help shape the future of her industry. Casse has led numerous internal initiatives to foster professional development opportunities, including one that facilitates collaboration between the 150 team members at Casse’s facility. Within this group, Casse sought out a high potential female employee who not only ended up played a vital role in bringing its mission to life, but has since accepted additional responsibilities and a new position within the organization thanks to Casse’s guidance.

Outside of her work with O-I, Casse supports the community in many ways ranging from participating in a local Mom’s group to serving as a contributing member of the United Way of Greater Toledo. Casse hopes to provide guidance to young women in engineering through her affiliation with her sorority, Phi Sigma Rho, which is comprised of females in engineering. She also planned a neighborhood event to share the warmth of the holidays with over 200 neighbors—a testament of her desire to create a strong sense of community.

“In this fast-paced, always changing manufacturing career, I’ve had the great opportunity to continually grow and learn. I come to work each morning sharing a passion for excellence with my peers knowing that today we will produce millions of products that will supply the consumer market.”



Diana Rosenberger

**Sustainable Sourcing Manager
Shaw Industries Group, Inc.**

“I am passionate about using my skills, resources and experiences to contribute to new ways of creating products that will ultimately create a healthier, more sustainable future for generations to come. We all have a responsibility to source and manufacture products responsibly.”

Diana’s unique background brings diversity and creativity to her role as Shaw’s Sustainable Sourcing Manager. When tasked with embedding sustainability principles into the way Shaw sources products, Diana transformed the company’s stand-alone supplier code of conduct into a legally-binding sourcing policy that was crucial to Shaw’s ongoing commitment to sustainability. In 2017, Diana also led the company to become a signatory in the UN Global Compact, a commitment that brought tremendous value when communicating with suppliers and customers.

Recognized as a change agent within Shaw, Diana has impacted countless female employees through mentorship and guidance. From taking smaller steps like encouraging her female colleagues to monumental achievements such as leading a billion-dollar company to a more sustainable future, Diana continually blazes new trails for women in manufacturing and beyond. Inspiring strength within women in the workplace is a vital aspect of Diana’s life both inside and outside of Shaw. For example, Diana has mentored rising female talent within Shaw’s Women’s Innovation Network’s (WiN) True North program. Additionally, she is responsible for Shaw’s Supplier Diversity program, which tracks the amount of spend with small businesses and diverse-owned businesses. Her dedication to inclusive spending not only opens opportunities into new markets for Shaw, it increases economic opportunities within small or historically disadvantaged populations.

Diana is passionate about using her professional skills, resources and education to better the lives of others. With prior experience in the homebuilding industry, Diana has led a project for Habitat for Humanity and participated in a “Builder Blitz” project to build a home for a deserving family. From securing the necessary financial commitments for the home build, to spending time with the family and allowing them to take part in the design process, Diana’s leadership was felt throughout the project. These are only a few examples of efforts spearheaded by Diana that have made a difference in the lives of others and the community.



★ EMERGING LEADER

Megan Rupert

**Master Scheduler
Caterpillar Inc.**

As a Master Scheduler, Megan has managed drastic demand changes at Caterpillar Inc. ranging from record low sales to an over 200 percent increase in large tractor demand. When factory production was past due, Megan created a custom material tracking system that was key to providing weekly updates to upper management on the ramp up and recovery of the company’s Undercarriage facility. Currently scheduling two separate facilities, Megan is the first scheduler with new production assembly lines in East Peoria, IL in over 20 years. In addition, Megan helped integrate human resource data into a Tableau server for easy access for Human Resources employees, along with the ability to create charts, summaries and graphs within seconds.

Through the Caterpillar Leadership and Technical Program for Supply Chain Management, Megan travels to schools throughout the Midwest to recruit future talent for Caterpillar. She has served as a mentor to many corporate interns, providing guidance and opportunities to shadow her during typical days of scheduling assembly lines. Megan’s leadership has sparked many corporate interns to apply, and be accepted, into leadership programs at Caterpillar. By working closely with women at Caterpillar and sparking excitement about the manufacturing supply chain, Megan aims to create a diverse manufacturing workforce. As a class instructor at Bradley University, Megan has also mentored students through her Industrial Engineering course, along with providing guidance and real-life examples from her career.

Megan is very involved in community outreach programs through Caterpillar, as well as personally. As an active volunteer for Corn Stock Theatre, Megan creates and executes lighting designs for the production of theatrical entertainment performances for people of all ages. Additionally, she shares her passion for the arts by volunteering at local high schools to support the production of musicals and plays. Megan also served on the board of her local APICS (Association for Supply Chain Management) chapter.

“To see a finished product roll off the line knowing so many people were involved in the production is exciting. Manufacturing affects everyone, in some way. I am proud to be a part of such a large industry that works to improve our world and the lives of those involved”



Doreen Ryan

**Associate Director of Digital Technology
Pratt & Whitney**

“My passion was inspired by the tremendous product that Pratt & Whitney manufactures. The attention to quality in all arenas; manufacturing, IT, supply chain and materials challenged me to strive for perfection in my professional endeavors. The complexity of the product challenged me to strive for efficiencies and creativity.”

Doreen is an experienced technical leader at Pratt & Whitney (P&W) who supports day-to-day operations, strategic initiatives and the people around her. As a SAP developer, Doreen helped design the company’s first SAP solution and continues to focus her skills in the supply chain and Material Requirements Planning (MRP) areas. Currently, she manages P&W’s highly complex MRP processes to ensure the systems can support operational demands and meet the engine build ramp. She is involved in many large initiatives such as the deployment of the SAP Enhancement Pack 7 and the suite on HANA migration, which positions P&W’s SAP system for future enhancements and increased system efficiency by 150-200 percent. Doreen also played a vital role in deploying the Supplier Network Collaboration (SNC) system, which increased supplier visibility on demand to ensure accurate planning and delivery of parts.

As a change agent who is always looking for ways to improve processes, Doreen is a great mentor for the next generation of P&W employees. From sharing her extensive knowledge on SAP to coaching ABAP developers, Doreen continuously seeks to improve the capabilities her colleagues. Doreen is an inspiration to younger employees due to her ability to manage her time amid work responsibilities, mentoring others, making contributions to the community and spending time with family.

Doreen is passionate about teaching at Mount Carmel church in Waterbury, Connecticut, where she also participates in numerous activities to support youth. In addition to being a part of the church’s Forever Young society, Doreen has traveled with her youth group to the New England Youth Gathering and World Youth Gathering to meet the Pope and hear him speak. For many years, Doreen also led a digital technology bake sale to benefit the United Way. From recruiting bakers within her department to executing the event, under Doreen’s guidance the annual event was always a success.



Susan Schierwagen

**Vice President, Product Development – Fire Protection
Victaulic Company**

As Vice President of Product Development, Susan’s leadership has been critical to one of the most complex redevelopment projects in New York City—Hudson Yards. This “new skyline” is being built on 28-acres on a platform above an active rail yard. To ensure efficiency in both time and costs, Susan collaborated with material engineering, product technology and process technology to develop a ceramic-coated coupling solution that not only withstands high temperatures—it can be installed up to 10 times faster. In addition, Susan directed the introduction of Victaulic’s groundbreaking Innovative Groove System, which improves contractor productivity, compresses the construction schedule and eliminates leaks. These are only a few of Susan’s many accomplishments that serve as a model of Victaulic’s focus on innovation.

Susan is an outstanding role model for the next generation of women in manufacturing. In addition to serving on numerous boards within the industry, she is a 2014 recipient of Lehigh Valley Business’ Women of Influence Award. She serves as a member of the Illuminating Engineering Society, the Strategic Account Management Association and the Society of Women Engineers, among others. Susan is passionate about early exposure to STEM and advises women to take risks and not be intimidated by challenges. Several female engineers who Susan has coached were featured on the cover *Plant Engineering News* magazine, which is a testament to her leadership in the development of the next generation of women in engineering. Susan’s efforts have also been showcased through media coverage by *International Fire Protection*, *Sprinkler Age* and *Fire Protection Contractor* magazines.

Outside of Victaulic, Susan passionately supports various not-for-profit community boards such as the Women’s Leadership Council and United Way of the Greater Lehigh Valley. Additionally, she mentors young women interested in engineering throughout the community, and has led fundraising efforts to award scholarships to high school seniors who plan to study engineering at a university.

“Manufacturing enables innovation to become reality. It is rewarding to use problem solving skills to develop new technologies that solve customer challenges. Advanced manufacturing is on the cutting edge of technology; 3D printing, drones and the Internet of Things are enabling our success and moving industry forward in unprecedented ways.”



Emily Schmitt

**General Counsel
Sukup Manufacturing Co.**

“Growing up in rural Iowa, I’ve seen how manufacturing enhances the local community and distributes products around the world. I am passionate about implementing pragmatic, manufacturing-based solutions to solve real world issues and also empowering those around me to grow both in their passion and their careers in manufacturing.”

Sukup Manufacturing Co. is the world’s largest grain bin manufacturing company and was founded by Emily’s grandfather, Eugene. Following his passing in 2018, Emily took on a new leadership role as General Counsel, in which she has already made an incredible impact. For example, Emily played a key role in bringing an onsite health clinic to fruition—a project which reflected the company’s longstanding commitment to treating employees like family. In addition to advocating for the onsite clinic as an investment in employee wellness, she was directly involved in the complex regulatory and insurance issues that came with opening a healthcare operation within a manufacturing facility. Today, “Sukup Healthcare Solutions” offers a variety of wellness services to employees.

Emily tackles the manufacturing skills gap head-on by championing a number of creative initiatives including the addition of a satellite office at the Iowa State University Research Park. This office allows Sukup to have direct access to engineering talent at the University, and brings a more urban option to young employees who may not be willing to relocate to Sheffield, IA. She also led a major expansion of Sukup’s internship program in which the company hired 40 manufacturing interns for the first time, in addition to numerous other efforts.

Emily is particularly passionate about the Sukup Safe T Home,[®] which is an 18-foot diameter grain bin that has been heavily modified to serve as a livable shelter. With approximately 350 Safe T Homes[®] in Haiti, Uganda, Peru and Kenya, the shelter has a 100 percent success rate against a Category 4 hurricane. Emily has traveled widely to speak about the importance of Safe T Home[®] and in 2018, she made her first trip to Les Cayes, Haiti, to witness its impact firsthand. Emily considers the Safe T Home[®] the embodiment of two of Sukup’s greatest values: making quality products from steel and giving back. Additionally, Emily serves on numerous boards and countless civic organizations within in her community.



Tracy Schrauben

**Quality Manager
John Deere**

As Manufacturing Engineering Manager for John Deere’s Global Crop Harvesting Product Development Center, Tracy led the assembly and weld manufacturing engineering team for the implementation of a new combine. During this time, she pioneered the execution of smart tools and technology to improve quality and efficiency. The technology and manufacturing systems were relatively immature for John Deere and completely foreign to the Harvester Works factory. Tracy adopted a systematic, risk-based approach to spend capital in the most critical areas. Tracy’s efforts and resilience to stick with a plan not only resulted in quality improvements for her line, she laid the groundwork for horizontal deployment of mistake-proofing throughout the factory. Thanks to her leadership, the company’s combine factory is now recognized as a companywide benchmark for integrated mistake-proofing technology.

Tracy works diligently to identify top projects for improvement and then mobilize a team to ensure success. With a strong work ethic and spirit of continuous improvement, Tracy takes the development of her team very seriously. Whether she is coaching new employees or sharing knowledge with others, Tracy is devoted to inspiring those around her to shine. As one of the original sub-committee co-chairs for John Deere’s Women in Operations (WiO) employee resource group, Tracy helped shape what the group is today. Additionally, she was the first Development Team lead for the Women’s REACH resource group at the John Deere Ottumwa Works factory. From providing women with resources for development to facilitating opportunities for mentorship, Tracy’s involvement with the WiO and other resource groups has been vital to recruiting and leadership opportunities for women across the organization. In addition to being a certified John Deere coach and active mentor, Tracy serves as a co-group mentor for the Society of Women Engineers (SWE).

With a passion for improving the environment, Tracy created a factory beautification and wildlife restoration plan for vacant land near John Deere’s Ottumwa Works factory. Her care for the world around her extends to others through her involvement in volunteer activities supporting the United Way, Introduce a Girl to Engineering events, the Humane Society and her local Girl Scout troop.

“I’m passionate about manufacturing because it’s such an exciting place to work! I love seeing people come together daily for the common purpose of safely delivering high-quality products to the customer on time. Tough challenges arise regularly, and teams come together to solve them through collaboration and innovation.”



Lindsay Schubel Nagle

Ceramic Quality Engineer III
John Crane, a division of Smiths Group plc

“I grew up being very artistic and creative working with pottery and ceramics while also excelling in math and science. I was fortunate enough to find an industry where I am able to understand the science behind ceramics and other materials and improve their quality as a Materials Engineer.”

Lindsay oversees the quality department of the Crystal Lake facility, which specializes in manufacturing components from ceramic and proprietary carbon composite materials for John Crane products. By applying her knowledge of Materials Science to guide production, troubleshoot issues and improve materials formation/evaluation processes, Lindsay has updated and improved previous methods. Her efforts have resulted in increased reliability, improved control of yields and recommendations for new technology investments. During her tenure, the Crystal Lake facility has increased production by 40 percent, while reducing the percentage of rejected materials. Additionally, she has been a leader in reformulating five grades of custom carbon materials and qualifying them for use. Working with vendors, raw material suppliers, internal engineering groups and downstream users, Lindsay has investigated and resolved issues to ensure both continuous improvement and competitiveness within the marketplace.

Lindsay is not afraid to dive in and lead from the front. Whether she is working on new product development or improving established processes, Lindsay finds solutions and willingly lends her expertise to those around her. In addition to mentoring operators in the manufacturing shop, Lindsay teaches inspectors about the selection and programming of inspection equipment. As a leader within the company’s employee safety group, Lindsay helped implement a new participation and recognition program. In addition, she is a member of interdisciplinary teams that work across sites and countries to ensure the entire supply chain and various stakeholders implement lasting solution.

As a leader in the Schaumburg Jaycees, Lindsay has raised funds for community outreach programs and chaired projects, including the organization of science fairs and demos for community school districts. Through these efforts, Lindsay has helped expose youth to exciting opportunities in STEM. Working with the Jaycees has allowed Lindsay to selflessly dedicate her time, enthusiasm and expertise to ensure that children have opportunities to explore various STEM activities.



★ EMERGING LEADER

Cara Schwartz

Supply Chain Analyst
3M

Cara is a dynamic leader who has successfully managed numerous portfolios and projects throughout her tenure with 3M. For example, Cara executed the start-up of a \$17M capital equipment installation project, managed \$5M of monthly inventory, had an annual raw material spend of \$17M, and created schedules with a sales value of production worth \$90M. In addition, Cara led a Lean Six Sigma Green Belt project that resulted in a supplier lead time reduction from an average of 106 days to 2 days, and reduced raw material on-hand inventory by over 90 percent. When faced with managing \$10M of imported goods, Cara implemented key process improvements that resulted in sales growth of nearly 91 percent over a three-year period.

Cara routinely advocates for and mentors students at her alma mater, the University of Wisconsin-Eau Claire. From participating in career fair days to meeting with student organizations, she strongly supports the next generation of talent and opens the door for individual mentoring. Through the Central Minnesota American Production and Inventory Control Society (APICS) chapter, Cara has led quarterly professional development events for 119 members, organized monthly manufacturing tours and connected local students to recruiters. As an advocate for diversity in the workplace, Cara has spoken at multiple forums, including a Women in Supply Chain event and a Women Alumni of Color panel.

Outside of 3M, Cara is dedicated to serving the community through her involvement with the United Way, Rotaract International and Junior Achievement. Among other efforts, Cara has supported a multitude of initiatives ranging from marshalling at the Wisconsin Special Olympics to serving summer meals to local low-income students through Neighbors, Inc. As an active volunteer with Feed My Starving Children, Loaves and Fishes, Second Harvest Heartland and other groups, Cara provides meals to those in need.

“Manufacturing is a great place to be because of the world of opportunity. Meeting new people who each have their own story, giving back to the communities in which we live and work, and collaborating on new products that have the potential to change the world; the possibilities are endless.”



Dana Scott

**Maintenance and Technical Services Director
BASF Corporation**

“Working in manufacturing feeds my passion for continuous learning. I’ve had a rewarding career with opportunities I could not have imagined as a young girl who loved math and science. I have collaborated with diverse people from around the world, all with a shared desire to create, innovate and inspire.”

As the first female maintenance manager at a large BASF site in North America, Dana’s leadership has been imperative to the company—particularly amid challenging circumstances. When the homes of hundreds of employees were impacted by Louisiana’s devastating floods in 2016, Dana faced the dilemma of keeping the Geismar plant running, while understanding the physical and emotional trauma her team was experiencing. Dana not only led efforts to ensure all employees were accounted for and received assistance, she ensured that the plant maintained operations safely and with limited human resources. Her efforts to take care of others while upholding operations after the flood are just one example of the leadership that Dana continues to display today in her role as Maintenance and Technical Services Director.

Dana is committed to paving the way for the next generation of females in manufacturing. As a work stream leader for BASF’s Women in Manufacturing efforts, Dana helps determine how the company can better attract female talent. To ensure that a diverse panel of employees is involved in the decision-making process when hiring new employees, Dana is often involved in interviews. Through the Society of Women Engineer’s (SWE) Scholarship Committee, she also instrumental in awarding 42 scholarships to female students pursuing degrees in engineering. Over the last two decades, Dana has actively mentored dozens of early career professionals, especially females. In fact, her ongoing personal mission is to talk to as many women as possible about how to be successful in a manufacturing environment.

Dana has inspired countless others by sharing her professional and personal journey within her community and beyond. She frequently speaks to students and teachers about careers in manufacturing and encourages diversity by serving on Louisiana State University’s College of Engineering Diversity Board. In addition, Dana has been an active donor to the United Way for more than 20 years.



Kim Shaller

**Purchasing Manager
Boston Whaler Boats**

Kim Shaller serves as Purchasing Manager at Boston Whaler, one of the world’s leading boat brands. Beginning her career with the company as an intern more than 25 years ago, Kim has grown with Boston Whaler—making a strong impact every step of the way. Today, Kim and her staff of seven, are responsible for raw material purchases for all commodities at Boston Whaler, including marine engines maintenance, repair and operations, and various bulk materials. As Whaler continues to grow, Kim’s leadership has proven to be critical to ensuring that Whaler can meet its burgeoning sales, while still garnering significant cost savings and production efficiencies. Together, Kim and her team made this possible by implementing various process improvements and skillfully leveraging supplier relationships.

Kim is generous with her time and counsel, and mentors many young women, who like herself, have developed into integral members of the Whaler workforce. By helping them enhance their skillsets and improve leadership qualities, many of Kim’s mentees have earned promotions within the company. For example, Kim helped a new female buyer for Product Development & Engineering master the process for new product purchasing and supplier quality tracking. When Kim was promoted to her current role, her mentee was awarded Kim’s previous position.

Kim is committed to building a strong bridge between the company and the community. In addition to managing the annual golf tournament, she has participated in the company’s Activity Committee, which organizes numerous community outreach events and fundraising opportunities. Through Whaler’s company picnic, donations were made to several local organizations that were personally selected by the committee. Kim also has co-led the “Boatload of Backpack” program for eight years, collecting school supplies and cash to distribute 160 backpacks full of school supplies to three local elementary schools.

“Working in manufacturing is more than a job, it’s a life full of ever changing technologies, challenges, rewards and great people. I am proud to be part of Boston Whaler; a legendary boat manufacturer made up of passionate employees, dealers and customers.”



Jully Sieglaff

**Director Strategy Deployment
Dover Food Retail**

“Manufacturing is exciting to me because it involves people, process and technology. You are exposed to so many talented and hard-working people that make it possible to carry out an idea that is initially captured on paper to the finished product coming off the lines.”

In her previous position as Manufacturing Excellence Director at Johnson Controls, Jully established a new department within Johnson Controls’ U.S. Operations organization to maximize support for 14 automotive battery plants. Jully developed and implemented a strategic plan to increase the region’s maturity in the Johnson Controls Manufacturing System (JCMS), which required the development of nine principles to provide a comprehensive model for managing each manufacturing facility with specific practices that offer a progressive path for maturing capability levels over time. Her efforts resulted in a 68 percent improvement over two years. Additionally, Jully’s leadership in Continuous Improvement (CI) has generated tens of millions of dollars in cost savings, setting a company record.

As a member of the Society of Hispanic Professional Engineers (SHPE), Jully is committed to providing minority talent with opportunities within the industry and beyond. She also served as the career chair for UNIDOS, Johnson Controls’ Hispanic business resource group. In addition to developing meaningful “Lunch & Learn” sessions, Jully created “Fireside Chats with Leaders” to encourage senior Hispanic team members to share their professional journeys with early-career employees. Jully participated in the Johnson Controls Leadership Edge Program to further develop her business acumen, communications and leadership skills. Through this effort, Jully’s team presented recommendations to key a leadership panel on ways to improve Johnson Controls’ customer centricity levels to further enhance the company’s position and effectiveness.

Outside of work, Jully is actively involved in charity work. As treasurer for Unite 4 Peyton, a non-profit supporting Spinal Muscular Atrophy, Jully manages funds and grant approvals for families who have been affected by the disease. To support the organization’s numerous events and activities, Jully has reached out to hundreds of community businesses for charitable donations. By freely dedicating her time and passion for helping others, Jully has helped Unite 4 Peyton’s annual golf outing generate upwards of \$15K in a single evening.



Courtney Silver

**President
Ketchie Inc.**

Courtney came to Ketchie in 2008 to join her future husband Bobby in running his family’s third-generation machine shop. Bringing her wealth of supply chain management knowledge, she and Bobby were prepared to continue propelling Ketchie forward. When Bobby lost his battle with brain cancer in 2014, Courtney continued to run the company despite the trials and tribulations that followed. Amid challenging personal circumstances and the companywide effects of Bobby’s passing, Courtney returned to work with an incredible dedication and focus on leading her team to success. Thanks to Courtney’s leadership, new goals were established and a bright future for Ketchie was secured. By preserving the tradition of craftsmanship that goes into every part her company makes, Courtney is determined to pass the legacy of Ketchie on to the next generation.

Courtney strongly supports the future of manufacturing. She is active with the North Carolina Manufacturing Institute, the Small and Medium Manufacturers Board for the National Association of Manufacturers (NAM), and her local Women in Manufacturing chapter. Under her leadership, Ketchie also hosts community college students and participates in Manufacturing Day activities with local high schoolers. She also serves as a trusted mentor whose guidance has helped others grow within their roles at Ketchie, while maintaining work-life balance.

Courtney freely lends her time and resources to many local charities. From preparing meals for youth at a local shelter to participating in church activities, she aims to lead by example through faith and service. Ketchie’s long-term partnership with Cooperative Christian Ministry has helped provide housing, education, food and financial assistance to those in need. Additionally, Courtney has spent time working with women in Ghana and ministering to children in Haiti. She is a true community leader and when eastern North Carolina was impacted by flooding due to hurricanes, Courtney directed her team to reach out to customers in the affected areas to determine if any of their employees needed assistance.

“I find manufacturing incredibly motivating because it gives me opportunities to be part of a team that produces tangible precision machined part solutions that are essential to keeping our entire world up and running.”



Kathleen Slocum

**Senior Manager, Corporate Quality
Cooper Tire & Rubber Company**

“My passion for the manufacturing industry is based on finding unique process improvement solutions using data-driven approaches. These methods allow me to develop individuals including operators on the plant floor, supervisors or engineers in understanding the process linkages and impacts from the raw material stage to the finished product.”

With over 20 years of experience in manufacturing, Kathleen has allowed Cooper Tire & Rubber Company to achieve a host of successful improvements in process capabilities and tire ride quality. As Senior Manager, Corporate Quality, Kathleen leads various quality initiatives across Cooper manufacturing plants. For example, Kathleen led her team to develop global tools that allow every plant to easily analyze data while incorporating traceability. Several changes were made possible through the re-development of the Quality pillar in the Cooper Production System (CPS), and ultimately, these changes resulted in Kathleen and her team earning Cooper Tire’s prestigious Chairman’s Award for the globalization of CPS. These achievements have allowed Cooper Tire to exhibit the highest level of commitment to quality for its customers.

Kathleen has often been the only woman on a team throughout her career in manufacturing, which has made her keenly aware of the challenges women in the industry may face. She has used this background and firsthand knowledge to support women in manufacturing around the world, providing ample opportunities for growth and development to many. With 50 percent of Kathleen’s team being female, she has had a significant impact on the next generation of female talent through ongoing mentoring, coaching, development and recognition.

Kathleen has had a strong impact on the community, where she has been actively involved in local career days to promote Cooper Tire and engineering to local youth. In addition to having served as director of the high-technology camp Virtual Venture, Kathleen has been a leader in the development of a fully interactive free science and engineering booth at the Central Exhibition in Ontario. Kathleen also strongly supports the arts community through her work with the Findlay Art League, and is a member of the International Women of Hancock County.



★ EMERGING LEADER

Jamie Snyder

**Strip Process Engineer
Materion Corporation**

Jamie started her career with Materion as a co-op student in 2013. In 2017, despite having no prior metallurgical or product development experience, Jamie took on Materion’s two most complicated product lines and was able to move the products from a cost-neutral position to a position where they now represent 50 percent of their department’s operating profits. Another vital part of Jamie’s current role is product development and pricing, which involves extensive process knowledge. Her quick mastery of these subjects has allowed her to quickly take over several teams, most recently being named to a cross-functional corporate team that sets pricing.

Jamie has spoken to many women on the importance of women entering and staying in the STEM fields. Her first experience with this engagement took place when she was a co-op student, returning to the University of Toledo to speak with first-year engineers. As she develops as a mentor and leader, Jamie is asked more and more often to participate in career fairs. Additionally, during this time, she has served as a mentor to Materion’s incoming co-op students. Jamie is very valuable in representing Materion at different events, and serves as a model to women engineers.

Jamie volunteers with the disabled through the Sunshine Community group home in Toledo, an organization that provides opportunities for its residents to live the fullest lives possible. She finds this to be her most impactful volunteer work, as she can contribute at many levels, from helping train individuals to work in the community’s coffee shop to pairing with those so severely challenged that they cannot care for themselves without help. Jamie’s favorite Sunshine Community event is the Walk and Roll, where she pairs with wheelchair users to dance with and wheel them through the streets of Toledo during the community’s annual fundraiser.

“I am passionate about manufacturing because I get to interact with people and work hands on with equipment on a daily basis. I enjoy working with co-workers to provide a safer work environment. I also love the challenge of understanding unique processes and finding improvements in the making of a product.”



Barbara Smith

**Americas Fabric & Home Care Quality Assurance Associate
Director
The Procter & Gamble Company**

“Manufacturing is where transformations become reality! Throughout my career, I’ve thrived from the energy, commitment, and “make it happen” grit of our frontline leaders. People are our greatest asset and I get peak satisfaction from developing, mentoring and working with our manufacturing colleagues and being a part of that magic!”

Barbara’s role in quality assurance spans 12 manufacturing plants for Procter & Gamble (P&G) Fabric & Home Care (F&HC) and 21 Contract Manufacturers throughout North and Latin America. With a proven track record of delivery, Barbara reduced consumer complaints by 22 percent, quality incidents by 20 percent, and delivered over \$5M in YOY savings across a multitude of technologies and product lines. Prior to joining the quality organization, Barbara ran a major Personal Health Care and Oral Care plant in Mexico that distributed products globally. In this role, she delivered more than \$30M in savings and a significant increase in throughput, while achieving benchmark safety performance. Barbara’s manufacturing mastery, extensive global supply chain experiences, and calm leadership have enabled her team to demonstrate quality as a catalyst for growth.

Barbara strongly advocates for women in manufacturing and serves as a mentor to over 20 female leaders within P&G, providing guidance on careers in the industry. She willingly lends her time and insights to women (and men) within the organization, who, because of Barbara’s support, continue to see manufacturing as a core capability. Barbara champions both diversity and gender equality by leading the African Ancestry Diversity and Inclusion network for F&HC. As an active member of the NA Women’s Network, Barbara regularly participates in training events and leadership panels to share her experiences and discuss how women can be successful within large organizations such as P&G.

Barbara makes a difference in her community through her involvement with numerous organizations. She proudly supports the African Ancestry Community Impaction Vision’s “Adopt a Class” program, in which she serves as a role model to underserved African American students within a Cincinnati school. By coaching students on projects and taking part in career discussions, Barbara helps shape their dreams into future realities. In addition, Barbara actively supports her local church by serving as a regular volunteer who aims to make a lasting impact on others.



★ EMERGING LEADER

Kristen Sokolowski

**Operating Department Manager
The Procter & Gamble Company**

Kristen has served in numerous capacities within Procter & Gamble (P&G), each of which has played a critical role in developing the expertise she demonstrates today. As the leader of the Customization Department, Kristen led her team to produce a new format of product for an urgent customer need. To overcome challenges with equipment and limited operational capacity, Kristen led a cross-functional team to complete the necessary steps to produce the product in time. Today, as Operating Department Manager, Kristen applies her deep level of experience to continue to achieve more. By utilizing her knowledge from previous roles, Kristen developed a supply chain that delivered the product to the customer five months faster, saving the company over \$1M.

Kristen is passionate about developing the next generation of females in manufacturing. She led the plant’s Women’s Network for two years, supporting 16 female leaders to provide opportunities for both personal and professional development. She also oversees technical recruiting for P&G at her alma mater. When P&G announced that the manufacturing plant where Kristen works would close, over 500 employees were impacted. By collaborating with the local Employment Office, Kristen provided workshops on resume writing, job searching and the utilization of digital platforms to the plant, as well as personal support to others. Amid the challenges of an impending plant closure, Kristen’s department maintained a strong morale and delivered two breakthrough initiatives.

Kristen supports a variety of community efforts ranging from judging a local high school Science Fair to organizing a Dragon’s Den-style event to help local entrepreneurs connect with angel investors. Through the Chamber of Commerce, Kristen provided strategic guidance to a committee that helped reestablish the Brockville Young Professionals Network. She also serves on the board of Girls Inc., a non-profit organization that has empowered over 1,300 girls in the community with knowledge, skills and STEM exposure.

“Manufacturing is so all-encompassing that there is always something new to learn about, allowing me to continually grow. I am able to work with amazing individuals with enormous skill and passion for continuous improvement. I don’t think I could be as challenged, empowered and rewarded in another field of work.”



Paige Sommer

**Commodity Manager MRO, Services & Equipment
INEOS Olefins & Polymers USA, LLC.**

“I have always been fascinated by how things are made and the problem solving involved in producing the things we take for granted in life. Working in manufacturing provides many challenges leading to a stimulating career and an opportunity to impact people far from my personal sphere of influence.”

With an extensive engineering background, Paige brings a deep level of plant site experience and operational data expertise to her role as Commodity Manager MRO, Services & Equipment, for INEOS Olefins & Polymers USA. She has developed many tools to help monitor and react to changes in operational and business information. For example, she was a key participant in a project to replace and upgrade the production-planning model, and led a team of internal and external resources to successfully define and implement a production accounting tool to replace legacy tools that could no longer be supported. These diagnostic tools led to enhanced protocols that are now used by multiple job functions to improve the business, which has resulted in several millions of dollars saved. Additionally, Paige built other tools specifically to address the operating and business challenges associated with major supply and production disruptions.

Paige has increased organizational depth and provided employees, particularly young women, with opportunities for continued growth and networking. She serves as a mentor for the next generation of talent by sharing her business knowledge and encouraging less experienced employees to practice clear communication. She had strong impact on a female Propylene Product Specialist (PPS), who worked alongside Paige in her previous role as Propylene Product Manager. Under her guidance the PPS was able to expand her capabilities, skills, network and scope of work for the company.

Paige has spent over four years supporting the Exploration Green Conservancy—a local non-profit that aims to develop land adjacent to a local storm water detention project into a public park. In addition to supporting the project’s wetlands plantings and community outreach efforts, Paige has served as a lead volunteer for the conservancy’s tree nursery. Paige has also supported her local middle school and high school band programs by chaperoning trips to competitions and serving as a lead volunteer, among other activities.



Jane Song

**Manager, Production, AGCO Power Changzhou
AGCO Corporation**

Jane joined AGCO in June 2014 as a supervisor at the Changzhou, China location of AGCO Power, which manufactures diesel engines for off-road applications. Today, as Production Manager of the facility, Jane is the only female manager in charge of a production role in AGCO China. Through careful management, she improved the loyalty and commitment of production employees to ensure a very low turnover rate in 2018. As a result of Jane’s leadership, the AGCO Power Diesel Production Unit achieved a very low Lost Time Injury level of 0.04, and the team’s total productivity rose to 78.9 percent. Jane was able to achieve these results through careful operator selection, matrix skill training and process-layered control, among other critical efforts.

As a leader, Jane embodies AGCO’s core values of TRAIT: Team Spirit, Respect, Accountability, Integrity and Transparency. In addition to having completed Lean Level 2 training, she is pursuing her MBA at Tongji University and is committed to providing her own team with continuous education opportunities. For example, under Jane’s guidance, more than 90 percent of Changzhou employees have developed 3 station operating matrix skills. Whether she is working with female inspectors on the production line or exchanging ideas for process optimization, Jane’s encouraging spirit has motivated many within AGCO. Additionally, Jane has mentored more than 50 production employees by helping them exceed AGCO Power targets through specified KPIs.

Outside of AGCO, Jane is passionate about helping others. To support aging individuals in the Wuxi community, Jane leads a team of volunteers to clean homes, help with personal hygiene and lift the spirits of elderly residents. In addition to other volunteer efforts, Jane helped raise funds for a children’s welfare facility that supports youth with intellectual disabilities. Jane’s care and concern for others serves as an example to her family, peers, friends and the community at large.

“As a production manager, I need to work closely together with my colleagues for the best output. I have learned a lot from the work and the people and enjoy it all.”



Tara Stewart

**Vice President, Supplier Quality
Eaton Corporation**

“Manufacturing creates tangible value, taking raw materials and turning them into a product which ranges from a necessity for existence to something for entertainment, enhancing people’s lives in innumerable ways. How can you not be energized by the possibilities?”

As Vice President of Supplier Quality for Eaton Corporation, Tara is transforming the supplier chain culture through a “quality first” approach. As part of Eaton’s TurnBarOne initiative, Tara helped centralize turn bar sourcing activities across the company’s Electrical, Vehicle, Hydraulics and Automotive businesses. By building strong relationships with supply chain leaders, she reinforced the need to fully assess and qualify a supplier prior to finalizing the contract. Despite additional processes, significant corrective actions were identified early enough to resource necessary parts and avoid delays to project timeline and savings. As a result, Eaton expects to remain on track for \$30M cost-out from the company’s \$450M turn bar spend in coming years.

Tara is a steward for talent who maintains mentorship relationships with various members of the quality team. In addition to leading Eaton’s formal Quality Talent discussions across businesses and regions, she is involved in the hiring process for critical roles. Outside of Supplier Quality, Tara plays a key role in mentoring others through Eaton PRIDE, the company’s Lesbian, Gay, Bisexual, Transgender and Allies Employee Resource Group (ERG). As Global Co-Lead of the group, Tara fosters awareness, respect and inclusion across Eaton facilities. Her leadership has led to an increase in the group’s PRIDE participation by 52 percent YOY—the largest growth experienced by any ERG. In her tenure, Eaton also received a score of 100 percent between 2016 – 2018 for the Corporate Equality Index (CEI).

Within the community, Tara actively supports non-profits and serves on the board of organizations including Equality Ohio and the Cuyahoga County Public Library Foundation. Through Equality Ohio, Tara supports the Ohio Business Competes coalition, which is a nonpartisan coalition of 485+ businesses committed to achieving nondiscrimination policies at the state level. Finally, as a primary recruiter of Cleveland Allies, Tara helps plan events to encourage new member participation, honor notable allies and fundraise for future initiatives.



★ EMERGING LEADER

Trudy Stewart

**Shift Test Engineer
Huntington Ingalls Industries**

As a qualified Shift Test Engineer at Newport News Shipbuilding, Trudy is responsible for the safe operation, maintenance and testing of nuclear reactor plants on Nimitz class aircraft carriers. In 2018, despite having only one year of experience with this qualification, Trudy was selected to lead a diverse team in the transfer of highly radioactive material from an aircraft carrier to on-shore storage—a highly complex process. Trudy’s efforts required long work hours, deep technical knowledge and constant attention, which were closely monitored by senior management and by the U. S. Navy. Due to Trudy’s leadership, training methods, professionalism and technical ability, her team performed flawlessly and completed the task ahead of schedule.

Trudy often participates in the company’s summer intern events, taking the opportunity to describe her role as a Shift Test Engineer and educating others on the types of responsibilities entrusted to her. Her passion for her job encourages the interns to explore fields that may be less familiar to them. Trudy brings this same enthusiasm to career fairs, recruiting graduating engineers onto the Newport News Shipbuilding team.

Trudy also mentors newly hired engineers at Newport News. With fewer than one in 20 current Shift Test Engineers being women, Trudy is blazing her own trails in the industry and has become a role model for other female engineers.

Trudy has generously given time to community causes in her hometown of Hampton, VA. These efforts have included health events, math tutoring at local schools, and participation in cleanup initiatives. Her most significant community service effort has been on behalf of the homeless, where she has spent many hours providing meals and warm clothing to those in need.

“I am passionate about my job because every day there is a new problem to tackle and another opportunity to learn something. I learn tips and tricks on how to operate equipment which allows me to develop more efficient ways on getting the job done.”



Jessica Stitt

**Project Manager
EFT Analytics**

“I’m passionate about manufacturing because it’s exhilarating to watch a concept on a screen grow into a product providing solutions for today’s economy and to know that I contributed to that success. I’m honored to be nominated and flattered to be a female role model for others.”

As a project manager for EFT Analytics, a subsidiary of Koch Industries, Jessica is accountable for managing customer engagements and ensuring that deployment of projects run a successful course and meet customer expectations. Jessica’s history in manufacturing and cross-functional leadership has positively impacted both internal and external customer engagements. Leveraging her systems engineering background, Jessica has developed engineering-based tools, processes, metrics and reporting capabilities to drive cross-functional discipline and visibility to enhance project execution strategies. In addition, Jessica is excited about the opportunity to further assist manufacturing facilities with EFT’s Advanced Analytics software. Jessica has directly supported the application of this software in numerous facilities and has continuously provided them support in augmenting critical process optimization areas. Her passion for cultivating transformation in the manufacturing world is reputable.

Jessica is committed to shaping the next generation of female leaders in manufacturing and engineering. She serves as a mentor and advisor to numerous university organizations, including more than 90 women in her former sorority. As an active member of the Society of Women Engineers (SWE), Jessica has served as a SWENext advisor and mentored new members of the group. Over the last four years, she has chaired the SWE’s Engineering Expo, which is a free, one-day event for children in grades K-8 in the Wichita, Kansas, area that promotes STEM activities. Under her leadership, the event has grown exponentially, with attendance tripling during her tenure to over 3000 participants and doubling the number of STEM booths.

Jessica is actively engaged in the STEM community. Her strong belief that STEM education is the critical foundation for building our future economy motivated her to become a founding member of the Spirit Women in Engineering Professions & Technology group, which aims to increase the number of female leaders in manufacturing by offering support and networking opportunities to its members, while promoting professional development, leadership and technical education.



Stephanie Strazisar

**Elastomers Technical Manager
Covestro LLC**

As Elastomers Technical Manager, Stephanie supports Covestro’s polyurethane elastomers business in North America with strategic technical development by collaborating with hundreds of customers to optimize how they use and process Covestro products. Joining the team during a time of transition, Stephanie saw an opportunity to start fresh and foster a new culture built on trust, transparency and communication. When one of the team’s largest customers was faced with a difficult technical challenge, Stephanie stepped outside of industry standards to design an experiment that quickly identified key processing factors. Her innovative solution secured the customer account, while paving the way for up to \$1.3M in future growth opportunities.

Stephanie’s leadership has resulted in efficiency improvements and a higher-performing, more collaborative team. She empowers her employees to challenge tradition and push boundaries, while making sure they have the tools, resources and support they need to grow.

Stephanie inspires the next generation to embrace their childlike curiosity, make the courageous choice to pursue a STEM career and find colorful ways to pay it forward. As an active volunteer with Covestro’s i3 STEM team, she frequently visits Pittsburgh-area classrooms to engage students in hands-on learning while sharing her own experience as a real-life chemist. Additionally, she supports Covestro-sponsored events like the Greenlight for Girls (g4g) Day, a global program that aims to spark girls’ interest in STEM. Stephanie also organized a Take Your Child to Work Day for Covestro’s Pittsburgh campus, inviting colleagues and their children to cast their own polyurethane “bouncy balls” to demonstrate how Covestro materials play a role in everyday life.

Stephanie has impacted many young minds through her extensive STEM volunteerism. She embraces the opportunity to mentor young women who are considering a career in STEM, many of which have shadowed Stephanie on the job to gain firsthand insight into a day in the life of a chemist in the manufacturing industry.

“The challenge of finding solutions to unmet customer needs is exhilarating! It’s especially satisfying to develop and work with teams of diverse individuals where we all contribute to the successes of our country’s polyurethane manufacturing businesses. This industry brings so many wonderful opportunities to learn and grow professionally.”



Lilian Sustaita Camacho

**Senior Materials Manager
BorgWarner Inc.**

“Manufacturing is full of variables that continuously allows me learn from people, process and product and is so dynamic that it motivates me to innovate in order to add more value to the supply chain and process itself. I also love people’s passion to do and improve their work.”

As a Material and Logistics Manager at BorgWarner’s location in Ramos, Mexico, Lilian leads the SAP Excellence Program. This intensive initiative aims to educate employees in the usage of Material Management and Production Planning modules in order to fully utilize the standard production and material planning functionality within the SAP Enterprise Resource Plan (ERP). In recognition of achieving the certification, Lilian’s facility was honored with an award for Excellence in Operational Performance at the inaugural SAP Excellence in Automotive Awards. The program has resulted in significant reductions in inventory and dead stock, decreases in overtime and premium freight, as well as smoother production flow. Additionally, Lilian leads the North America footprint strategy to increase enterprise value (EV) in her region. As a result of her leadership, Lilian’s team was able to set up, produce and ship the first turbocharger remanufacturing line in just three months.

Lilian is an influential leader whose willingness to explore the benefits of new processes and business opportunities has inspired many. In addition to having developed three female colleagues on her team into SAP experts, Lilian has mentored females in program management and quality engineering. By identifying the capabilities of others and challenging them with aggressive goals, Lilian empowers her teams to work collectively to solve specific location or product line challenges, and understand their work as it relates to strategic planning.

Lilian and her team have actively supported SOS Children’s Villages, an organization focused on supporting children without parental care and families at risk. In addition to supporting fundraising efforts and awareness activities on her campus, Lilian helped organize a special visit for children in her community. The experience allowed youth from SOS to visit BorgWarner’s facility, see a demonstration by the robotics team and have fun exploring the city. To make the day even more meaningful, some of BorgWarner’s employees also shared their own personal stories of challenges and triumphs with the children.



Laura Szpot

**Manager Routings and Applications, Middletown Works
AK Steel Corporation**

With over 37 years of experience with AK Steel, Laura has become one of the company’s key experts in customer specifications and product routings. In reviewing customers’ requests, Laura is skilled at identifying potential problems and solving them before the work begins. Her extensive knowledge and strong relationships provide the perfect foundation for follow-up discussions, helping AK Steel to satisfy customer needs while preventing extra costs and delays.

Laura has been a voting member of American Society for Testing and Materials (ASTM) and Society of Automotive Engineers (SAE) since 2001. Representing AK Steel’s interests, she has successfully challenged ASTM proposals to change certain specifications for commercial steel. She also worked on the SAE/Verband der Automobilindustrie (VDA) committee to combine U.S. and European specs, where her advocacy was vital on issues important to the company.

Since 2017, Laura has managed the Middletown Works Product Metallurgy group, in which she has mentored incoming metallurgists to AK Steel. She has also served as a professional mentor to several young female engineers in her group, one of whom has been nominated as an emerging leader at the company. In addition, Laura has attended the Girl Scouts STEM Day, sharing her experience as a woman in manufacturing.

Laura also participates in AK Steel’s volunteer program AK CARES, which supports local communities. In coordination with AK Steel’s Quality Control group and the Middletown Works facility, she has coordinated, purchased and provided countless meals to Hope House, a nonprofit that helps homeless individuals rebuild their lives. In her volunteer roles, as in her professional roles, if Laura identifies a need, she doesn’t just mention it; she takes any and all necessary steps to personally fill it.

“The steel industry makes some of the most useful, versatile and recyclable products in the world. Our products are making the lives of everyday Americans better and safer. I feel I am contributing to society through my work. AK Steel Corp also encourages their employees to volunteer within the community.”



Elaine Thibodeau

**Platform Leader, Manufacturing Surgical Vision
Johnson & Johnson**

“I love manufacturing because it combines what I like to do most - I'm a problem solver - big and small, I love helping people reach their full potential and I really like the tangible output of making and delivering a product to our customers.”

Elaine is a seasoned industry leader whose efforts ensure quality, continuity, preparedness and resiliency across the supply chain. Because medication shortages can interfere with patient care, Elaine's work is crucial for a healthcare and pharmaceutical company such as Johnson & Johnson. For instance, Elaine led a cross-functional team that drove the recovery of DOXIL®, a life-extending ovarian cancer treatment. This task entailed taking over a third-party manufacturing plant, establishing accountability, splitting the manufacturing process, transferring technology to a different site, and ensuring regulatory, quality and legal alignment. Through Elaine's work, cancer patients were able to readily access this important drug.

In her previous role as VP of Strategy and Deployment for Consumer Medical Devices and in her current role as Platform Leader for Surgical Vision, Elaine also helped complete due diligence and integration around the \$4.325B acquisition of Abbott Medical Optics. Under her leadership, this was a smooth and rapid transition that included ophthalmic products in three business segments and five manufacturing sites in the U.S., Europe and Asia. Concurrently, Elaine helped Puerto Rico's six manufacturing sites recover from Hurricane Maria.

Elaine is currently a mentor and sponsor to early-career female talent as part of a formal Johnson & Johnson program. She also informally mentors many young engineers and other supply chain professionals across her network and is seen as a successful role model for women in the industry. In addition, when Elaine was General Manager of Ortho Clinical Diagnostics, she chaired the Women's Leadership Initiative (WLI) there.

As a volunteer, Elaine is proud to support NORWESCAP, which fights poverty in Northwest New Jersey through program support and community advocacy. Elaine has held the roles of board member and chair of the board development committee at NORWESCAP and looks forward to further service with this extraordinary group.



★ EMERGING LEADER

Laura Thomas

**Commissioning & Startup Leader
The Dow Chemical Company**

Laura has demonstrated great leadership throughout her time with the Dow Chemical Company. She played a crucial role in the success of the construction of an ethylene plant (LHC-9) in Freeport, TX—a true megaproject. Laura was heavily involved both design and construction for the new plant, which upon completion had an immediate and immense positive impact on the company, delivering on-spec product well ahead of two major competitors.

In her current role, helping lead a \$180M expansion of the LHC-9 facility, Laura worked with Dow's procurement experts to evaluate lower-cost suppliers. As a result, almost \$11M was saved with no diminution in quality or safety. As Commissioning and Startup Leader for the expansion project, Laura continues to keep costs low while maintaining high safety and quality standards.

Laura played a major role in the inaugural Dow Girls in STEM Day earlier this year, where more than 475 sixth grade girls participated in a full day of activities, meeting Dow employees from the biology, physics, engineering and chemistry fields. As one of two leads for the Engineering Room during the event, Laura defined room layout, prepped materials, trained volunteers and even acquired a 3D printer to highlight the interaction of multiple STEM fields. The event was an overwhelming success, and Laura has already committed to help with the 2019 event, excited to continue inspiring young women to choose engineering as a career path. One of her mantras when serving at these events is “Engineers are cool, not nerds!”

In her community, Laura has also volunteered for Read Across America Day, worked with the United Way, helped with multiple Dow Habitat for Humanity builds and coastal cleanup efforts, fostered dogs for a local animal shelter, and filled backpacks with nutritious food and school supplies on behalf of the Brazoria County Dream Center, which serves underprivileged children.

“Working in manufacturing is such a great opportunity to impact people's lives. Our products end up in items used all over the world on a day to day basis, and we can set the industry tone and standard for being sustainable and responsible in the future.”





★ EMERGING LEADER

Kristin Toth

**Value Chain Manager
ABB**

“Each day in manufacturing poses new opportunities to satisfy the needs of a customer, internal or external. From offering better quality at shorter lead times to more innovative products at better costs, I am passionate about working in teams to identify gaps and find solutions to close them.”

As Value Chain Manager, Kristin’s work has been instrumental in improving key performance indicators at ABB. For example, Kristin nearly doubled the delivery efficiencies of ABB’s key suppliers by leading the implementation of the FLOP 10 program, where data as the main driver was gathered and shared with key and critical vendors to improve and sustain performance. As the company’s customers had regularly experienced negative impacts from late deliveries, this was a crucial improvement.

Kristin’s contribution was also critical in a recent inventory management initiative that required change management, analytics, ERP training, coaching and effective communication throughout the organization. For her role in the process, she received her first Above and Beyond the Call recognition. The success of this initiative has become known as an international benchmark for the company, and Kristin is always proud and glad to share her knowledge with the many who request it.

Kristin’s leadership skills and passion for excellence have allowed her to excel in a management role, even though the employees she manages are significantly more senior than she. For this and other reasons, she is seen as a role model to many newer employees and enjoys serving as a mentor to others. Since Kristin joined ABB with no experience in manufacturing and had to learn from the ground up, she can easily connect with many and encourages her team to learn and excel.

Kristin is actively involved in giving back to the community. She is an active member of ABB’s Helping Hands Committee, where she is not afraid to roll up her sleeves to paint a Habitat for Humanity home or feed the hungry at the Westmoreland Food Bank. She also volunteers with the Rumbaugh Literacy Program, which involves adult readers working with kindergarten students in the Mt. Pleasant Area School District.



★ EMERGING LEADER

Makenzie Truong

**Supervisor, Sustaining Engineering
Fresenius Medical Care - GMQ NA**

Makenzie began her career with Fresenius in 2013 and quickly established herself as a collaborative, results-oriented engineer. She was a key contributor in a succession of cost-improvement projects including replacement of a saline injection port in 2014, establishing and qualifying a second-source fiber overwrap in 2015, and qualifying and implementing a lightweight housing alternate material for the company’s F5 dialyzer in 2016. Based on her excellent performance, Makenzie was promoted to Engineering Supervisor, leading cross-functional teams to complete significant projects. Her teams have overcome technical challenges and accomplished major cost improvement projects for Fresenius, including one project that will reach a \$1.5M savings by 2021. Through diligence, hard work, and a positive results-oriented approach, Makenzie has risen early in her career to a leadership role.

Helping other women engineers is a priority for Makenzie. Recently, she engaged with the Utah State University Engineering Department to promote technical internships with the Fresenius Ogden Manufacturing Plant. Additionally, she has participated in multiple STEM education programs for the local high schools and colleges. Makenzie also organized and led the first Fresenius Medical Care Women’s Summit, which united women from multiple Fresenius sites across North America, allowing them to obtain career advice from established leaders, exchange ideas and development opportunities, and network. In addition, the forum provided an opportunity for group feedback to senior operations management in support of the company’s goal of increased diversity in management.

Makenzie is passionate about giving back to her community and frequently inspires others to do so as well. For instance, she recently organized a group of Fresenius volunteers to complete a cleaning project at a local women’s shelter. Both within Fresenius and in the community, Makenzie truly leads by example.

“It is exciting to see materials and people come together to create something of greater value than any of the individual resources. I love the real-world impact and the tangible outputs of the work we do.”





Andrea Tucker

**Operations Manager
Smithfield Foods, Inc.**

“As a leader in the manufacturing industry, I have the privilege to work with highly talented people from multiple backgrounds with various skill sets which is a true honor! In food manufacturing specifically, I have had the pleasure of producing high-quality products for families around the world to enjoy together!”

Andrea Tucker has fostered a true culture of teamwork as Operations Manager at Smithfield’s facility in Wilson, NC. Under her leadership, employee morale and engagement have risen, and the facility holds this year’s record for the highest safety rate in the company. Andrea has also maintained competitive financial status for the facility and has championed Smithfield’s sustainability program by enhancing food safety and environmental stewardship efforts. Andrea’s dedication and hard work are palpable throughout facility operations. Her attention to detail and relentless pursuit of operational excellence have helped achieve a nearly 60 percent decrease in consumer complaints over the past four years.

As one of the few female operations managers in the U.S., Andrea embraces the opportunity to serve as a role model, often devoting time to guide and mentor other female employees. And for Andrea, this role isn’t just about business. For example, when one employee was experiencing issues as a single mother and was nearly homeless, Andrea organized living arrangements for the employee and her children. She then connected her with a local organization to help her find permanent housing—a testament to her caring leadership.

Andrea is a member of Dynamic Leadership Wilson, a local program that equips business leaders with the tools they need to succeed and to improve the community. Through this program, Andrea has participated in a number of events including fundraising for local charities and cleaning school classrooms and community parks. Through Smithfield’s partnership with the Opportunity Industrialization Center, Andrea also leads the Wilson facility’s hunger relief efforts, which include a yearly donation of more than 13,800 pounds of protein to this vital adult education and job training organization.



Haixia (Suzy) Wang

**Senior Digital Operations Manager
GE Aviation**

Suzy has achieved many noteworthy accomplishments in her time at GE. For example, as Digital Operations Manager, she successfully deployed an assembly operations advisor (AOA) digital tool in the company’s Lynn, MA engine assembly facility. This tool has greatly improved operations. Earlier in her career, Suzy guided a Capability Modeling Project, where she partnered with the GE Global Research Center to deliver a digital software package utilizing discrete event simulation optimization to identify process bottlenecks, predict product shipment and optimize resources. She also initiated a CAD/CAM project, generating computerized numerical control programming for CNC machine tools. Crucial initiatives such as these have resulted in millions of dollars saved for the company.

Suzy is dedicated to providing both support and ongoing training opportunities to her team, as well as opportunities to transition from traditional to digital manufacturing engineering roles. She also shares her spirit of leadership and generosity with the community through GE Girls, Junior Achievement, and high school and college STEM programs. She often shares personal stories of her own journey to success to inspire students. For instance, to show students what they can achieve through passion and commitment, she often recalls how she immigrated to the U.S. and paid for both her master’s and doctoral programs on her own.

Suzy has been actively involved as a community volunteer for years, including work with the Erie Home Shelter, the March of Dimes and Bids for Kids. Over the years she lived in Erie, she sustained these commitments, sincere about making a lasting impact. Earlier this year, when Suzy and her family moved to Lexington, MA, she started volunteering right away as a key member of the Diamond Middle School Council, identifying educational needs, reviewing school budgets and formulating improvement plans. Wherever Suzy lives, the community knows it can count on her for help.

“I have spent much of my career in manufacturing. It has been most rewarding because manufacturing entails opportunities for innovation, and the products we produce touch on many facets of the world. In addition, manufacturing knowledge can be applied anywhere, from Caterpillar’s heavy industrial equipment to GE’s aircraft engines.”



★ EMERGING LEADER

Vivian Wang

**Operations Development Assistant Purchasing Manager
Jabil Inc.**

“Innovation is changing the world, but manufacturing is the most critical carrier and basis. To deliver the best product with competitive price to customers is not that easy. It makes me excited and fulfilled when I can make contributions for this industry because I am changing the world indirectly.”

Vivian Wang joined Jabil five years ago as an employee-in-training at its Chengdu site. She quickly became a pioneer and subject matter expert within the company’s Systems, Applications & Products data process team. As a result of her proven capabilities and dedication to integrity, Vivian was asked to lead that team only a year after joining it.

Highly esteemed at Jabil for her ingenuity and her high performance in communication, coordination, and project management, Vivian has built a strong team with some of the youngest employees in the company. Thanks to her leadership, Vivian’s team has set out to break the common stereotype that younger people are indecisive and not collaborative. A strong believer in accountability, Vivian is establishing trust and responsibility as the foundation of her team. She also frequently creates collaborative projects that allow individual team members to gain valuable experience and leadership skills of their own.

Vivian was born in a small village with a large gender imbalance, in which males were traditionally viewed as leaders. She was blessed to have a father who instilled in her a sense of empowerment and confidence, but she knew many less fortunate girls who couldn’t afford an education or who had to quit school to support their families’ needs. Her hopes for young women like these led Vivian to join the Education Support Department of the Changchun XinYun Volunteer Association. As a volunteer there, she has raised funds for educational assistance and tutored and mentored girls, even on the weekends, noting that “education never rests.” Because of her generosity and dedication to providing equal education opportunities for all, Vivian has helped at least 200 students through this association.



★ EMERGING LEADER

Laura Wasson

**Production/Automation Engineer
Clippard Instrument Laboratory, Inc.**

Laura’s most recent and noteworthy accomplishment at Clippard Instrument Laboratory, Inc. is co-founding the Production Engineering Team, which focuses on advancing automation and robotics on the production floor. Her efforts there have resulted in significant savings for the company. In addition to being a natural leader in automation engineering and team project management, Laura’s expertise extends to design and application engineering. She is a subject matter expert in SolidWorks, fluid power design, automation, project management and programming.

Recently, Laura led an initiative to improve Clippard’s new hire onboarding and engagement process by establishing the Clippard Buddy System. She deftly explained to managers and executives the importance of the program by showcasing a panel of her peers who shared about their onboarding experiences. Some of Laura’s other notable accomplishments are training others on additive manufacturing/3D printing, Minitab software and hosting a TechSolve robotics roundtable on implementing automation.

As part of her ongoing mentoring work, Laura connected with a talented high school engineering student who struggled with worries about a career path as a female engineer in the manufacturing world. Today, her mentee’s future in engineering is bright, and she proudly wears a trinket she made with Laura on a Clippard lathe as an emblem of her skill and commitment to the field.

Laura is also involved in many community organizations including the Society of Women Engineers (SWE), FIRST Robotics, the Junior League of Cincinnati and the Crossroads Church Adventure Group. She is particularly dedicated to her volunteer work at May We Help, which designs and implements solutions for people with special needs to engage in and pursue their passions. Through this program, Laura recently helped enable a boy who is missing fingers with a solution so that he could catch and throw a baseball.

“Manufacturing involves so many fascinating new technologies, such as robotics, additive manufacturing and the Internet of Things. It requires workers to be constantly learning, adapting and problem solving. The fast-paced manufacturing environment makes every day fun and exciting – I haven’t had a boring day yet!”





Valerie Weaver

**Senior Manager, Project Excellence & Assurance
Marathon Petroleum Corporation**

“Manufacturing is a dynamic industry that provides critical goods and technology that support the world's economy. I am passionate about the opportunity to collaborate with others to build projects that continually make things better, more efficient and more environmentally sustainable. I am proud of the positive influence I have had on others.”

Valerie has been instrumental in driving improvements for Andeavor Refining over the past three years. She has helped the company's Major Projects Organization improve from being 30 percent more expensive than the industry average to 5 percent less expensive. She has also assisted small project teams at the company's ten refineries in becoming 10 percent more cost-efficient. These improvements have been worth more than \$115M per year to Andeavor.

To achieve these improvements, Valerie developed and implemented over 50 procedures to standardize work processes, obtaining alignment among key stakeholders at all ten refineries and at the corporate office. She also conducted formal face-to-face training at all refineries and established key performance indicators. To improve transparency with all project stakeholders, Valerie developed a Project Assurance Process. Her initiatives now support good decision-making at all levels within the organization.

Working within a field where women are somewhat underrepresented, Valerie enjoys spending time informally mentoring young female engineers at Andeavor. Having been encouraged toward a STEM career as a Junior Achievement member while in high school, she was also proud to participate in the 2018 S.H.E. Leads Junior Achievement event, where she shared her experiences as a female engineer.

Outside of work, Valerie served on the We Care Services for Children board of directors for seven years. This local nonprofit offers early intervention programs for young children in need. Notably, Valerie helped connect the organization with the local business community through her role as a recognized local business leader. In this capacity, she demonstrated that the people employed by local businesses truly care about the communities they operate in and are willing to give their free time to ensure the ongoing viability of community organizations.



Catherine Werner

**Senior Director, Environmental Health and Safety
GE Appliances**

With over 25 years of manufacturing experience, Catherine brings tremendous value to GE Appliances through her role as Environmental Health and Safety Leader. In this position, Catherine aims to keep all employees safe by creating new policies and enhancing company-wide safety initiatives. For example, by implementing year-over-year improvements with a focus on workplace ergonomics, Catherine reduced OSHA recordable injury rates by 35 percent and lost time injury rates by 60 percent. In addition, she led the Supply Chain Training team to develop a standardized approach for new hire production training that gives new employees the ability to enhance their skills before starting on the shop floor. As a result, Catherine reduced workers' compensation costs by \$5M and improved new hire retention rates by 13 percent.

Catherine leads with passion, grit and determination at GE Appliances and beyond. She strives to continually support the next generation of female talent through countless mentorship and leadership opportunities. Most recently, Catherine served as Treasurer and Founding Member of the National Board of Directors for Women in Manufacturing (WiM) and Women in Manufacturing Education Foundation. In this position, she helped secure a \$100K grant for the WiM Educational Foundation and sponsored seven women to attend Case Western's WiM-developed Leadership Lab for Women in Manufacturing. As co-leader of the GE Appliances Women in Operations group, Catherine has brought leadership training opportunities to women throughout the company, and developed a global mentoring program.

Catherine's sincere passion for helping others is visible through her long history of community service. As a co-leader for the Anchorage School Community Connections group, she helps local middle schoolers develop a sense of charity and strengthen their leadership capabilities. Leading school-wide community service projects throughout Louisville, KY, the group donates over 300 hours every year by cooking at the Ronald McDonald House and organizing many other community activities.

“I love coming to work every day with the mission to keep our people safe and the environment clean. For every product manufacturing business, I believe that strong environmental, health and safety performance is fundamental to achieving long-term operational excellence, a positive workplace culture and a great business reputation.”



Erika Williams

**Manager Cotton Manufacturing
John Deere Des Moines Works**

“Manufacturing is the place where our customer needs, supply chain, product design and process engineering come together to make awesome products. I love being able to work together with a diverse group of individuals to figure out how to be successful together.”

Erika Williams leads an organization of 200 individuals in machining, welding, assembly and shipping. In 2018, Erika delivered new levels of productivity. For example, the factory had goals to achieve a 3 percent core productivity improvement in FY 2018, yet Laura’s team delivered a 9.7 percent improvement. In the large assembly line, Erika took a low-performing team to a team that delivered 6 percent productivity. When machining reached capacity due to growing customer demand, Erika and her team worked to staff their areas for three shifts. Erika’s focus on onboarding new individuals and her close work with maintenance to improve uptime have allowed her to deliver at-capacity production with improved productivity.

A seasoned mentor, Erika enjoys mentoring salaried employees on navigating difficult conversations, career planning and communication skills. She also works with production employees to identify potential career paths, hold mock interviews, and review and refine their resumes in preparation for both internships and moving from production to salaried employment.

Erika works extensively with John Deere Des Moines Area WomenREACH, where she has served as lead, steering committee member and vice chair. There, she has organized professional development and outreach events to enrich and develop the personal and professional skills of over 400 employee members in the Des Moines area. With her co-leads, she has developed a monthly professional development topic rotation, bringing in individuals with different backgrounds and business diversity to share their experiences and develop the business acumen of others.

As a member of John Deere’s Women in Operations, Erika has worked with others across Iowa and Illinois to attract middle school and high school girls to careers in the STEM fields. She also serves as a leader for her church’s 4-H Club, helping K-3 children develop their skills in STEM, citizenship, communication and healthy living.



Vera Wintink

**IT Systems Engineer
Huntington Ingalls Industries**

Vera has served in numerous roles throughout her tenure with Huntington Ingalls. As a Senior Cost Engineer, she provided training, developed cost estimates, tracked and managed EVM data, and assisted with negotiations on the Virginia Class Submarine program. After transitioning to Systems Engineering, she led and provided technical guidance to those responsible for more than 200 engineering scopes on multiple carrier programs. Today, Vera’s efforts on Integrated Digital Shipyard (IDS) initiatives are helping to steer Ford class aircraft carriers and Columbia class submarines on a new course of digital transformation.

When Vera started in the traditionally male-dominated world of shipbuilding, she was the only female engineer on her entire floor. Thirty years later, she gets to work with women every day, which makes mentoring much easier and closer to home for Vera. From guiding their work to setting up group outings like going to see the movie Hidden Figures, Vera is glad to serve as a resource for women in her industry.

Vera feels strongly about being involved with the community. As a board member of the Newport News Green Foundation, a nonprofit whose mission is to promote the creation and preservation of green space throughout the City of Newport News, she participated in the Newport News Task Force 2030 to create a comprehensive plan for growth, transportation, economic development, housing, environment, urban design, historic preservation, community facilities and sustainability. Vera is also a member of the Society of Women Engineers (SWE), supporting many women in STEM fields, and she has held many local Boy Scouts positions, serving on boards, fundraising very successfully, and leading a den of Webelos from which a remarkable 80 percent have risen to the level of Eagle Scout.

“I am passionate about manufacturing because it feeds my energy. As I watch a ship move from digital concept to flat steel and work its way up into a self-sustaining city, I am energized everyday knowing that we are producing a safe, reliable product for the future.”



Nicole Wolter

**President & CEO
HM Manufacturing**

“Manufacturing has given purpose to my career and insight into the level of commitment it takes to strategically grow with your employees, within your community and with investing in technology and the next generation. Being able to inspire and curate their talent with internships and experience is valuable and fulfilling.”

In 2009, when Nicole got wind that her father’s company, HM Manufacturing, was on the verge of closing its doors due to financial hardship, she left her finance career to join the family business. She soon realized some employees had set up a secret side business using company equipment and materials. Nicole fired them and turned the company around with many new staff members. Not only did she establish tighter controls and accountability, she went much further, implementing new systems and sales initiatives and expanding into different industries. Within six years, Nicole’s efforts increased sales from \$80K to \$3M. Today, she leads HM Manufacturing as President and CEO.

Because Nicole has achieved so much at a young age, students feel comfortable talking with her about post-graduation goals and future career goals. She often speaks with young women one-on-one about manufacturing careers. Nicole also is a host of the Women and Manufacturing Podcast, where guests give guidance, insight and inspiration to young women beginning to think about their career paths and to experienced career women who might consider a move to a manufacturing career.

Nicole serves as a McHenry High School Advisory Board member, promoting, mentoring and talking with students about manufacturing careers and employing graduates as they complete the program. She’s invited students and their families to tour the HM Manufacturing facility. She also helped McHenry High start an incubator education program, allowing business students to form a product idea and learn how to bring it to market. At McHenry, Lake Zurich, Wauconda and Crystal Lake high schools, Nicole often conducts presentations on advancements in manufacturing and discusses the pay and rewards students can benefit from by choosing a career in the field.



Judith Zelisko

**Vice President, Tax
Brunswick Corporation**

Judy is a recognized leader who is the first woman to serve as a Corporate Officer within Brunswick Corporation. She earned her JD from Harvard Law School when women were only about 10% of the class. As Vice President of Tax, Judy leads the Corporate Tax Department, which is responsible for worldwide tax planning and U.S. tax compliance, including all manufacturing operations. Beginning her career with Brunswick more than 40 years ago, Judy has been integral to the company’s planning and strategic decisions, including scores of acquisitions and tactical actions that have contributed significantly to the company’s success. When the boat industry was significantly impacted by the economic downturn of 2008, Judy and her team diligently pursued tax strategies to provide hundreds of millions of dollars in crucial considerations. Specifically, Judy was instrumental in working with a NAM Coalition to advocate for an extension of the Net Operating Loss Carryback at the federal level.

Tenacious and politically astute, Judy, in her Coalition efforts, helped to ensure the continuation, and eventual permanence, of the federal R&D tax credit. Judy supported the extension of the act all 15 times it was challenged, including personally testifying before the House Ways and Means Committee in support of the R&D tax credit, until it was made permanent in 2015. She serves on the Tax Leadership Committee of NAM, is a member and past chairperson of the Manufacturers Alliance for Productivity and Innovation (MAPI) Tax Council and leads within many other boards and organizations to support the industry. Judy was also the first woman elected to be president of the Chicago Chapter of the Tax Executives Institute (TEI), a professional organization of 7,000 members globally, and served as TEI’s International President.

Outside the tax arena, Judy believes in giving back and is a member of the Dean’s Advisory Board for Syracuse University’s College of Arts and Sciences, where she graduated with a BA honors degree in economics and international relations. Judy is a founding member of the Brunswick Women’s Network, which is an enterprise-wide effort that provides mentorship and professional development to women within the organization. The Network has been fertile ground for identifying and preparing women to step into supervisory and management roles. Throughout the evolution of the network, Judy’s leadership, encouragement and support have been crucial to its progression and achievements.

“Manufacturers are an innovative group, and it is that ingenuity that helps to drive the economy and makes the United States competitive. Working for Brunswick Corporation, which makes products such as marine engines and recreational boats that are tangible and feature innovation, makes for an exciting and challenging work experience.”



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