



RISING *to the*

CHALLENGE

2021 STEP AHEAD AWARDS

PROFILE BOOK

**WOMEN
MAKE
AMERICA**



MANUFACTURING
Institute



The STEP Women's initiative, now in its ninth 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 2021 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 and break ceilings 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 2021!

Michael W. Lamach
Chair, NAM Board of Directors
Executive Chair, Trane Technologies





Congratulations to the 2021 STEP Ahead Honorees and Emerging Leaders! On behalf of The Manufacturing Institute, I am 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.

As we emerge from the COVID-19 pandemic, we also celebrate our industry's heroism that has brought us out of dark days and into a much brighter future. Our industry was on the frontlines since day one, and it is altogether fitting that this year's STEP chair and vice chair hail from companies making vaccines and personal protective equipment. With each vaccination, our industry and our country are getting strong. This is our shot to get back to the moments we miss, and women in manufacturing are making it all possible.

Like always, the industry has continually been propelled 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 rewarding field of work. And with America's most iconic industry facing a workforce crisis driven by the skills gap, the examples they set have never been more important.

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.

A handwritten signature in black ink that reads "Carolyn Lee". The signature is fluid and cursive.

Carolyn Lee
Executive Director
The Manufacturing Institute





2021 STEP Ahead Awards Honorees and Emerging Leaders



2021 STEP Ahead Awards Honorees and Emerging Leaders

Julie Adkins	BorgWarner Inc.
Krina Agnew	McCormick & Company, Inc.
<i>*Jai Aja</i>	<i>Rockwell Automation, Inc.</i>
Lauren Alban	Harley-Davidson Motor Company
<i>*Erika Alvarez Pino</i>	<i>Cooper Standard</i>
<i>*Erika Anderson</i>	<i>ExxonMobil</i>
Gillian Armstrong	Caterpillar Inc.
Amanda Baca	Chevron Phillips Chemical Company
Betty Baker	Ashley Furniture Industries, Inc.
Cindy Barnett	Arconic Corporation
Carrie Bartkowiak	Kennametal
Jennifer Bennett	NXP Semiconductors
Pamela Berry-Solomon	The Dow Chemical Company
<i>*Emilee Bianco</i>	<i>Lockheed Martin Corporation</i>
Jennifer Boland-Masterson	The Boeing Company
Susan Bonivich	Volvo Penta of the Americas
Kalie Boot	Ovintiv Inc.
Shari Briggs	Rockwell Automation, Inc.
Roseane Campos	AGCO Corporation
Denise Carlson	DENSO
Jill Carraway	Grady-White Boats, Inc.
<i>*Rebecca Chmelev</i>	<i>Toyota Motor North America</i>
<i>*Rahnuma Chowdhury</i>	<i>Cleveland-Cliffs Inc.</i>
Trasa Coffil	STIHL Inc.
<i>*Emilee Cook</i>	<i>Apprentice.io</i>
<i>*Elaine Cope</i>	<i>Northrop Grumman Corporation</i>
Ashley Daugherty	Nephron Pharmaceuticals Corporation
<i>*Jessica Dedeaux</i>	<i>The Boeing Company</i>
Mellinda Devese	GE Healthcare
Biljana Dewsbury	John Deere
Shawn Donaldson	Cooper Tire & Rubber Company
Amanda Durk Frye	Astra
<i>*Ann Eddy</i>	<i>Ingredion Incorporated</i>
<i>*Iraina Edwards</i>	<i>3M</i>
Amanda Edwards	Shaw Industries Group, Inc.
Nichole Elff	Boston Scientific Corporation
Christine Enge	AGCO Corporation
<i>*Gabrielle Ferrara</i>	<i>Ferrara Manufacturing</i>
<i>*Jennifer Fleming</i>	<i>Faurecia Interior Systems</i>
Melanie Flowers	Samsung Austin Semiconductor
Sharon Floyd	Siemens Energy, Inc.
<i>*Emily Frantz</i>	<i>Huntington Ingalls Industries</i>
Claudia Fresnillo Martinez	Caterpillar Inc.
Sarah Friedman	Brown-Forman Corporation
Veronica Gadson	The Sherwin-Williams Company
Melissa Goodwin	Ecolab Inc.
<i>*Margaret Graham</i>	<i>Whirlpool Corporation</i>
Jill Greene	Faurecia
Nadine Gropp	3M
Melissa Hadley	Koppers Inc.
Liz Haggerty	Oldcastle BuildingEnvelope, Inc.
<i>*Lauren Hampton</i>	<i>BASF Corporation</i>
<i>*Rachel Harris</i>	<i>PPG</i>
<i>*Melissa Headland</i>	<i>The Dow Chemical Company</i>
Kally Hodgson	International Paper Co.
Carey Holden	The Dow Chemical Company
Heather Hollis	Cornerstone Building Brands
Brandi Hooven	National Gypsum Company
Erica Hoyos	Johnson & Johnson
Tammy Hudson	Molson Coors Beverage Company
<i>*Katie Iyengar</i>	<i>Pratt & Whitney</i>
Maria Jackson	Trane Technologies
<i>*Sophia Jacobs</i>	<i>INEOS Olefins & Polymers</i>
Manju Jalali	GLOBALFOUNDRIES

**Indicates an Emerging Leader*

Christi Justice
**Fallon Kappus*
Miral Khairy
Fariyal Khanbabi
Kim Kipin-McDonald
Swati Kumari
Dedra Leal
Stephanie Locks-Hartle
Tracy Long
Tamera Long
**Marie Lorentz*
Deepa Malhotra
Julie Martin
Jennifer McIntosh
**Megan Molling*
Elizabeth Monroe
Sylvia Moore
Teresa Mullen
Summer Multer
Michelle Murphy
Kelly Myer
**Ann Myers*
Kristen Nelson
Sandy Nott
Kristin Nuzzio
**Jordan Oligmueller*
Lori Pfahler
Neha Phadke
Kristie Pickering
Lee Polance
**Vienna Polanco*
Brandy Anne Powell
Sylvia Propps
Liza Resley
Jillian Ryan
Rochelle Samuel
Sherri Schad
Lori Schaefer-Weaton
Kelly Schroedl
Julia Semenchenko
Lakshmi Shanmugam
Oryna Shevchenko
Lisa Skidmore
Galen Smith
Jona Smith
Bryn Snow
Nandini Srinivasan
**Shannon Steiniger*
Dawn Stock
Donna Tallent
**Victoria Tester*
Nyssa Thongthai
**Rayssa Ticom Cavalcante*
Susanne Troutt
Kemberly Umaña Calvo
Sara Venkatachalam
Alexis Wang
Hui-Ping Wang
Diana Wegner
Ronda R. Williams
Rhonda Willigan
Mei Cheng Wong
Connie Worbington
Nina Yang
**Yan Zhou*
Jennifer Zuniga

Eli Lilly and Company
ITAC
USG Corporation
Dialight PLC
Arconic Corporation
Unilever
ExxonMobil
Northrop Grumman Corporation
ABB Inc.
Oshkosh Corporation
Parker Hannifin Corporation
Emerson
89 North
Lear Corporation
Ashley Furniture Industries, Inc.
BASF Corporation
Shintech, Inc.
Huntington Ingalls Industries
Ecolab Inc.
Trane Technologies
The Procter & Gamble Company
The Goodyear Tire & Rubber Company
Novelis Inc.
Toyota Motor North America
PPG
Advansix Inc.
Merck & Co., Inc
Covestro LLC
BASF Corporation
H.B. Fuller
IBM
Emerson
3M
Lockheed Martin Corporation
Henkel Corporation
Saint-Gobain/CertainTeed
Welbilt, Inc.
Agri-Industrial Plastics Co.
Nestlé Purina PetCare Company
The Procter & Gamble Company
Fresenius Medical Care
Fresenius Medical Care
GE Appliances, a Haier Company
IBM
Smithfield Foods, Inc.
HarbisonWalker International, Inc.
Plex Systems, Inc.
Greene Tweed
Spirit AeroSystems
Malibu Boats
ABB Inc.
WestRock
The Procter & Gamble Company
Sealed Air Corporation
Cargill
Dover Fueling Solutions
Ball Aerospace
General Motors
General Motors
The Goodyear Tire & Rubber Company
Pratt & Whitney
Intel Corporation
Mars, Inc.
Jabil Inc.
Fresenius Medical Care
INEOS Olefins & Polymers

**Indicates an Emerging Leader*



Julie Adkins

**Senior Manager, Lean Transformation, Continuous Improvement and Operational Excellence
BorgWarner Inc.**

“Through my career, I’ve been engaged in the entire manufacturing lifecycle from customer RFQ to production launch of new technologies and experienced the intense pressure of ensuring supply continuity through a global pandemic. Let’s just say I’ve never been bored.”

Julie has been crucial in establishing efficient collaboration between departments and developing sustainable processes within BorgWarner Inc. She has focused her attention on adjusting processes to fit global guidelines, while also considering local needs. Julie has been able to make operations more sustainable by filling holes in processes and removing low-value steps to increase efficiency. She also implemented a priority process for critical casework that is the benchmark to evaluate and improve procedures. Her work now focuses on the future of BorgWarner, ensuring that customer needs are met and the company continues to live up to its mission statement.

Since joining BorgWarner, Julie has formally mentored three women, but has helped many others realize and reach their potential. She has led her team of program managers to excel in notoriously difficult roles. She encourages members of her team to challenge themselves and grow constantly. Julie is often sought out for advice and collaboration on challenging topics such as conflict management. As a trusted mentor and leader among her peers, Julie has been recognized internally for her efforts.

Not only has Julie been an instrumental member at BorgWarner, she makes a difference in her community. In 2009, she co-founded the nonprofit Read to Succeed (R2S) with a mission to close the race-based opportunity gap through community-powered literacy programming that engages children, families and community partners. R2S has served more than 600 elementary students over the past 10 years. In 2019, R2S was the recipient of BorgWarner Asheville Plant’s Million Hour Safety President’s Award. Julie returned to the board in January 2020 as vice president.



Krina Agnew

**Global Supply Chain Program Manager
McCormick & Company, Inc.**

Known for her ability to lead and teach others while helping operations and transitions within McCormick & Co. flourish, Krina has led the company through many changes globally. In 2018, she helped the existing McCormick facility in Thailand transition to a new greenfield site that created room for expansion within the company in South East Asia. Krina is widely respected for her ability to build a sustainable process that is repeatable, scalable and enduring. Her efficiency and strong ability to lead have put her at the helm of numerous large projects for McCormick & Co.

In addition to building processes, growing people has been a cornerstone of Krina's career. She is known for being a dedicated mentor within McCormick & Co. and finds great reward in developing others, both formally and informally. In addition to being an active mentor within the French chapter of McCormick's flagship development program, the Multiple Management Board, Krina led a project to establish the first international chapter of the Women's International Network, which is dedicated to promoting opportunities for women in the organization. As a cohort in the McCormick Ignite program, a partnership with Korn Ferry that further empowers high-performing female talent, Krina was able to take her leadership and mentoring skills even further.

Krina has been an inspiration to women worldwide, making an impression that spans far beyond the workplace. Throughout her decades of travel, she's made an impact in communities both near and far. No matter where she goes, one of the first things she does is look for new volunteer opportunities. From working with children with developmental needs in Greece to teaching life skills in South Africa, Krina has been a dedicated mentor in underdeveloped communities. Also serving as a member of McCormick's Veterans Employee Ambassador Group, Krina is dedicated to supporting veteran employees through their transition to civilian life and ensuring that veteran skills are valued in the workplace.

“For many years, manufacturing has been the heart of our lives, providing essential products and opportunities for families to thrive. Manufacturers create solutions to life's challenges and manufacturing brings innovation to life. I love to see the people and processes who are these dream makers.”



★ EMERGING LEADER

Jai Aja

**Enterprise Customer Success Manager
Rockwell Automation, Inc.**

“Manufacturing is the heart and soul of America. I want to highlight that manufacturing can be a lucrative career for all, especially women and minorities. It is no longer the dark, dirty, dangerous world it used to be. Manufacturing is the future, and I’m proud to support this incredible industry.”

Jai has been instrumental in leading Rockwell Automation to a more customer-focused future. In 2018, she helped shape the direction and vision for a new customer success organization aimed at facilitating a more holistic customer experience. Going above and beyond during the initiative, Jai pulled together multiple internal and external resources to deliver the best possible service for the customer by ensuring proper delivery and providing resources that help customers maximize their return on investment. She has truly shaped what customer service should look like at Rockwell Automation and helped to meaningfully refine the company’s customer success program. Additionally, Jai has been a consistent force in driving the solution development adoption among the broader customer success team.

By co-leading Rockwell Automation’s Women in the Field employee resource group, Jai serves as a champion for inclusion and diversity. Additionally, she has lobbied on behalf of Women in Manufacturing, where she serves as the local chapter chairperson. Jai has mentored dozens of employees over the years, and her mentorship has had a direct impact on the growth of female talent at Rockwell Automation. Also participating in STEM outreach efforts, Jai has helped shine a light on opportunities for women in the manufacturing field.

Jai is not only a star within Rockwell, but also within her community. She is involved in Cradles to Crayons, an organization that provides clothes and supplies to underprivileged and at-risk youth. She has helped organize donation drives, participated in care package creation and executed a business clothing drive to provide business attire for aspiring professionals. On top of her contribution to Cradles to Crayons, Jai also anonymously sponsored a gym/recreational membership for a family that was unable to afford one.



Lauren Alban

**New Product Supply Quality Manager
Harley-Davidson Motor Company**

Lauren has been an invaluable member of the Harley-Davidson Motor Company family since 2007. With the ability to lead her team through any challenge, Lauren has had a profound impact on both the people and bottom line of Harley-Davidson. The breadth of her experience, technical knowledge and leadership have made her a positive role model for all who she works with.

As the new product supply quality manager, she led her team to develop new processes that have boosted organization within the company and enabled an 86% improvement in on-time delivery. Lauren's work in revamping processes to create more efficient operations continues to enable Harley-Davidson to develop higher quality products faster than ever before.

Along with Lauren's ability to lead her team, she is also considered a great mentor throughout the company. She helps recruit interns and entry-level associates for the company, and helps mentor them to reach their full potential. Not only does Lauren mentor young professionals, she has been instrumental in helping women who have more experience in their careers develop in their roles and grow in their own careers to reach their career objectives.

On top of the work she does for the company, she is also an active member in her community. Lauren has volunteered for the Wisconsin Breast Cancer Coalition (WBCC) where she was a part of the team leading the Rare Chair Affair fundraising event. In her role at WBCC, she ensured that events were successful, volunteers were trained and funds were secured. Her work with WBCC was so valued by the organization that she even won the Volunteer of the Year Award. Lauren also spends time volunteering on behalf of Harley-Davidson, leading and supporting events raising money and awareness for the Muscular Dystrophy Association and partaking in STEM events for youth in the surrounding communities.

“Manufacturing is where everything comes together! Product vision, design iterations, validation work, quality planning, process development and many more become reality to produce a part. Manufacturing is what makes all of that great work become something tangible for the world to enjoy.”



★ EMERGING LEADER

Erika Alvarez Pino

**VAVE/PLUM Program Manager
Cooper Standard**

“Manufacturing allows us to discover different ways of thinking by finding the best way to improve or solve today's problems. Manufacturing has given me the chance to challenge the status quo and change one grain at the time how automotive and mobility will become in the next years.”

Erika is turning heads with the passion and innovation she has brought to Cooper Standard. Focused on the coordination and communication within the VAVE team, she has improved day-to-day operations and team morale. For example, she has established monthly meetings with different groups in the company to discuss emerging technology, different solutions to existing products and current and future implementation processes. Erika has also helped the company save millions of dollars with product design changes that she has implemented. In 2020 alone, she helped the company save \$4 million and plans to grow those savings in years to come.

Erika is keenly aware of the importance of engaging the next generation of female talent. In addition to having served as a student mentor at the Korea Advanced Institute of Science and Technology, she has worked with pre-college students and their parents to help identify scholarship opportunities that fit personal needs. Erika has been invaluable to these students because of her vast knowledge and experience and, most importantly, her passion for helping other aspiring young women.

Not only has Erika been an influential leader through her work, she has also had a hand in changing the lives of many people in Venezuela. She serves on the counsel of Doña Manuela, an emerging fundraising project in Venezuela. The project has helped collect and send used cell phones to citizens of Venezuela to improve communication efforts, as well as to provide much needed school supplies for students. She also serves as supporting counsel for a project that has sent more than 500 pairs of glasses to children living in low income and remote areas of Venezuela. Erika's leadership has been key to bringing these community projects to fruition—a testament of her dedication to helping others.



★ EMERGING LEADER

Erika Anderson

Reliability Lead
ExxonMobil

Erika is an innovative solution seeker with the technical know-how to make a lasting impact through her role as reliability lead at ExxonMobil. While leading cross-functional teams to develop strategies to define cost-effective operating and maintenance tasks, Erika has found ways to improve how strategy data is collected, stored and transferred into a work management database—saving time, decreasing errors and driving better risk management. She developed a computer tool that streamlined the strategy development process, ultimately providing a simplified, consistent and accurate risk-based framework for site decisionmakers.

Erika is passionate about developing and mentoring the next generation of female talent, encouraging them to explore STEM education and opportunities she did not have when she was growing up. As one of 125 women in STEM selected by the American Association for the Advancement of Science to serve as an IF/THEN Ambassador, Erika mentors middle school girls and brings awareness to STEM education and careers. She has been featured in online media and on STEM panels, and there is even a full-sized 3D printed statue of her in Dallas as part of an exhibit to celebrate accomplished women in STEM.

Selected to serve as the community outreach chair of the ExxonMobil's Black Employee Success Team, Erika coordinated several of the company's volunteer initiatives, including a math tutoring program at a local middle school that resulted in higher math scores for all participants. She is also leading the charge to change the face of her industry. She continuously searches for ways to support and expose young women to the endless possibilities of STEM—even during the pandemic, when she used virtual platforms to continue her outreach. Her passion for increasing the number of women in STEM will help ExxonMobil continue to attract and retain more female talent in this industry, a key to unlocking doors to innovation, competitiveness and sustainable success.

“Manufacturing is an industry that uses innovation to facilitate the conversion of raw materials into finished products. As a solution seeking mechanical engineer, I love applying my technical skills to improve manufacturing processes and progress innovative solutions to its most plaguing problems.”



Gillian Armstrong

**Lean Performance Manager
Caterpillar Inc.**

“Manufacturing is diverse and progressive allowing me to be both student and coach. It’s constantly evolving and can give career opportunities you never thought possible. You get to work with great people and, as I mature, passing on my knowledge and experience to others is very rewarding.”

Gillian’s ambition, work ethic and desire to succeed have been evident throughout her 26 years at Caterpillar Inc. Since beginning her career as a paint sprayer, Gillian has held a number of positions and is now the company’s resident lean expert. Playing a vital role in the deployment of Caterpillar’s lean program, Gillian created playbooks on how to implement lean practices in manufacturing across all value streams and developed the tools necessary to add value and eliminate waste from day-to-day processes. Her playbooks for lean implementation were lauded by the company’s general manager and have been shared widely across the company. Her knowledge of lean, and her open-door approach to coaching, have been invaluable as she trains leadership teams to maximize customer value while minimizing waste.

Gillian has been a rising talent at Caterpillar, but she also is a role model to female coworkers who draw inspiration from her career path, work ethic and leadership style. She is an example of how to embrace learning and career opportunities. Gillian is a STEM business ambassador who brings fun events to area schools and universities, delivering the message that engineering is an exciting career. Her mentorship has led to increased interest in apprenticeship opportunities at Caterpillar, especially by female applicants. Her enthusiasm and experience make her an influential representative, helping build the company’s talent pipeline of future female engineers.

Gillian has delivered guest lectures to business students at the University of Sunderland, offering insight into the industry and sharing her inspirational career path. Because of the COVID-19 pandemic, Gillian used an innovative approach to develop a virtual work experience to encourage young people from the local community to interact with the business using rapid improvement workshop techniques to immerse students in real-life project applications. The virtual program has been embraced by the North East Education and Learning Partnership.



Amanda Baca

**Manufacturing Operations Superintendent—Ethylene
Chevron Phillips Chemical Company**

As superintendent of the largest ethylene unit on site, Amanda provides oversight of a \$500 million production and maintenance budget, oversees day-to-day operations and is responsible for personnel, production, safety and quality of the chemical products produced. She was instrumental in starting the cost and profitability effort at her facility. Amanda worked with various departments and units throughout the facility to identify areas to innovate and simplify procedures/processes and to unlock hidden value, resulting in reduced operating costs and improved production volumes and margins. By implementing an action plan, setting expectations, and working with maintenance teams to reduce rate losses, her operating unit improved its rates by an average of 50% over the past nine months with approximately \$5 million per year in savings.

Amanda has held various roles within Chevron Phillips Chemical Company including maintenance superintendent, NGL operations superintendent, health, safety and security superintendent and process safety management supervisor, among others, that have provided her with deep experience and understanding of the manufacturing industry. She listens, considers and, in an assertive spirit, she acts and gets things done. During her time as the health, safety and security superintendent, she worked with her department that was underperforming within the site to identify each person's strengths and developmental needs. With that information, she was able to reassign responsibilities and help each member break down barriers that were preventing them from excelling, specifically mentoring one of the females in the department to identify and implement ways to improve her performance. The result was significant improvement of the department's performance and increased overall respect for those members throughout the facility. Amanda sets an example for others, making herself available to mentor women at her facility and other sites. She attends the Women's Global Leadership Conference in Energy, which allows her to connect with other women in the industry and mentor new engineers.

In 2017, Amanda was recognized in her county as a Leaders Under 40 Award Recipient for outstanding leadership, service and commitment to the community. Each year, she chairs a United Way Workplace Campaign raising more than \$50,000. Amanda is a member of the Sweeny Independent School District Board of Trustees and a member of the Sweeny Education Foundation Board. Additionally, she sponsors books for elementary classes, reads to students and volunteers to host career talks to encourage students to enter the STEM field. She is a member of the Sweeny Little League Baseball board and spends over 200 hours per year volunteering.

"The manufacturing industry is for people who enjoy 'doing' and making a difference in the world. It isn't just a job but a life filled with innovation, challenges, rewards and great people. The transformation of safety, diversity and sustainability has allowed the industry to flourish and grow."



Betty Baker

**Product Engineer, Domestic Casegoods
Ashley Furniture Industries, Inc.**

“The manufacturing process is constantly changing and evolving. It is very rewarding to be a part of the process from the conception of the product all the way to the customer’s home. It takes an entire team of passionate people together in manufacturing to make this happen.”

Betty began her career with Ashley Furniture Industries, Inc. in 1984 working in the factory as a catcher on an Edgebander machine. After going back to school and earning her degree in mechanical design, she moved into the engineering department. Betty is the most tenured employee in the engineering department at Ashley. From there, she became Ashley’s only female engineer and has proven herself to be an invaluable mentor/trainer within Ashley’s Leadership Institute. As the go-to person for training and mentoring new product engineers throughout the company, Betty freely shares her time, expertise and experience with others.

In 2002, she helped start a SOLIDWORKS (3D CAD software) user group, which shared ideas and processes to improve workflow at Ashley. As a Certified SOLIDWORKS Professional, Betty shares her knowledge and hosts a weekly mentor group to stay updated on the software, and she leads individual testing, management and implementation of upgrades to the software. She also works on Ashley’s product lifecycle management initiative, which aims to unify the product development process, eliminate redundancy, create higher quality standards and increase production efficiencies, making it easier to track Ashley’s products throughout their lifecycles.

A member of One Million Women in STEM, Betty is passionate about promoting engineering and STEM. She promotes careers in manufacturing and engineering as equal opportunity careers for women. She established a “Girls Can Do It” summer school project, promoting that girls can achieve great careers as creative designers, engineers, supervisors, quality inspectors and more.

Within her community, Betty works alongside academic career planning committees to help local middle school students get involved with STEM. For over 20 years, she has been a member of the mechanical design advisory committee for technical colleges in Wisconsin and Minnesota, promoting studies in manufacturing and engineering and helping implement STEM curriculum. In addition to helping start a VEX middle school robotics team, Betty also co-founded a FIRST® Robotics Team, teaching engineering, CAD and business skills to high school students and volunteering hundreds of hours every year.



Cindy Barnett

**Manufacturing Manager, Metal Supply
Arconic Corporation**

Known for her tenacity, inquisitive nature and ability to bring people together, Cindy is the perfect example of how women can succeed in manufacturing. Cindy began her career working in the mailroom at Arconic Corporation and is now second in command at the company's Davenport Works, an aluminum production plant with 2,500 employees. After performing a variety of finance department roles, in 2008 Cindy became Arconic's first female production leader without a technical background, leading the first team-based production area and doubling output while reducing costs by 40%. To meet expected increased demand for automotive aluminum, Cindy and her team stabilized the plant's hot rolling mill and boosted its capacity by 30%. While leading the company's rolling department, she oversaw the world's largest rolling mill, one of Arconic's prized assets. She and her team broke long-standing capacity constraints by using disciplined maintenance, automation, teaming and continuous quality improvements. Cindy now leads three departments with more than 800 union and non-union employees.

As an active member of Thrive, Arconic's employee resource group for women, Cindy teaches the manufacturing section of Thrive's Building Leaders for Tomorrow program and provides leadership training across the plant. A past recipient of the Peer-to-Peer Mentoring Award from Women Unlimited leadership training, Cindy also serves as a formal mentor to two women who are early in their manufacturing careers at Arconic.

Cindy has been a major supporter of Junior Achievement of the Heartland (JA), and in May 2019, she joined JA's board of directors, broadening and deepening her impact on and within the organization. Cindy serves as the location sponsor for the Arconic Spectrum (LGBTQ+) employee resource group at Davenport Works. Under her leadership, the group has increased attendance at its meetings from fewer than five employees to around 40. She also has helped the group to connect with and financially support an LGBTQ organization that serves the area.

"I am passionate about manufacturing because I need to understand how things work. I love the challenge for continual improvement. The fulfillment and reward when you make a process safer, better, faster, smarter. It's like winning the game for me and who doesn't like to win?"



Carrie Bartkowiak

**Senior Staff Engineer
Kennametal**

“With constant changes in manufacturing technology, I am continuously challenged with finding better ways of producing products. These challenges along with leading diverse teams to constantly improve on our products and processes is the reason why I am so passionate about manufacturing.”

As the first technical professional woman hired at Kennametal’s Traverse City location, Carrie has played a key role in the development of the ROCTEC material system and associated manufacturing processes to supply the abrasive water jet cutting industry, the strategic core business of the site. Over the past 30 years, Carrie’s technical leadership and ability to foster teamwork have been vital to business growth. She has been key to leading changes in the plant necessary to keep up with the growing industry. Carrie has participated in the development of a successful business from the bottom up, leading numerous product development and process enhancement projects and contributing to the growth of women in manufacturing. She is an engineer who rolls up her sleeves when a problem seems too hard to overcome, but also finds the time to mentor.

Carrie has been both an ambassador and educator, building awareness of and encouraging interest in manufacturing careers. She instituted a “bring your daughters to work day” at the plant. She has volunteered with Junior Achievement to teach elementary school students about manufacturing, and she mentors young women in the Grand Traverse region’s Manufacturing Technology Academy, a national STEM academy for high school juniors and seniors. She has helped numerous women who aspire to be leaders in business and industry learn how to set themselves on that path.

Known for having an open heart and an open door, Carrie is committed to the people she works with, leads and mentors. She shares and supports success in the workplace and community. Her coworkers say she gives back selflessly, “with quiet passion, much humility and little personal fanfare.” Carrie has been a pioneer for women in manufacturing, demonstrating the value that women bring to the industry and how to balance raising a family with having a successful career.



Jennifer Bennett

**Capital Expansion Project Manager
NXP Semiconductors**

A proven leader who is passionate about the development of women's leadership at work and in the community, Jennifer is skilled at engaging and collaborating with different groups to get results. Her contributions in engineering and manufacturing have made a significant impact at NXP, resulting in a \$269 million capital expansion project that will increase factory capacity and create a projected \$1 billion in future revenue. Jennifer has developed processes that optimize tool installations, factory expansions and standard work procedures that all manufacturing sites use, creating a foundation for facilities documentation, contamination control and future expansion.

A member of the women's leadership team at the ATMC facility, Jennifer's involvement has been aligned with NXP's overall goal of inspiring leadership development for the engineering team. She has collaborated with multiple tech companies across Austin to create two networking events with leaders in the industry to inspire the development of leadership skills. Though NXP has no formal mentorship program, Jennifer mentors both male and female emerging leaders, helping them with key technical and personal development skills. She has mentored female engineers for the past six years. Her passion for developing female talent extends to nonprofit organizations, such as Girlstart and Girl Empowerment Network, and other groups that empower young ladies to transform their futures with STEM.

In all of her roles, Jennifer embodies the character, drive and passion for women's development and leadership, both at work and in the community. Because Jennifer faced personal financial obstacles as child, she prioritizes helping youth in low socio-economic households. She serves as executive committee chair for STEM Scouts in Central Texas, which provides educational opportunities and teaches leadership skills to boys and girls, more than 60% of whom are persons of color. The committee focuses on providing content and creating long-lasting memberships for the children they serve, aiming to expand and diversify the future STEM workforce.

"I am passionate in manufacturing because it creates an environment to create processes and products that service all parts of society. It is humbling to know we create a products for the present and future for all levels of the economy."



Pamela Berry-Solomon

**Senior Site Manufacturing Director
The Dow Chemical Company**

“Manufacturing is essential to our global economy. We saw that in 2020 amongst the global pandemic. When portions of the world were slowing down, the importance of manufacturing became key to the ability to meet the challenges of the crisis. We innovate; we adapt; we grow; we deliver!”

able to lead under any circumstances, Pamela has proven herself to be a valuable member of the Dow family. She has calmly faced difficult leadership assignments with humility and passion, consistently delivering top performance. Pamela tackles problems head on, utilizing the best of her team’s talents. Her capable and agile leadership spans multiple sites, technologies and functions. In 2020, she led her team at the Auburn, Michigan, site to develop FDA-approved hand sanitizer in response to the pandemic. Though the site had no experience producing it, the team developed the formulation, acquired the materials, developed the packaging and received all necessary approvals from government agencies within two weeks, making enough hand sanitizer to support the mid-Michigan hospital network. While leading the Greensboro site, Pamela improved employee engagement from 65% to 86% and addressed site safety, quality and performance gaps. With Dow Corning, she received two patents, two technical achievement awards and two manufacturing achievement awards.

Pamela is a leader who brings out the best in those around her. Her team members get daily coaching and opportunities to build skills that prepare them for larger assignments. Through Dow’s sponsorship program, Pamela sponsors a female employee in the company for 18 months, helping her network, develop skills and make the transition to leader. She also serves as the leadership sponsor of the operations leader network at the Michigan operations facility.

From 2014 to 2018, Pamela served in various positions on the Dow Corning Foundation, which supplied grants to community programs. Pamela was a key supporter of the Math in the Mail program, a partnership between the foundation and regional school districts in the mid-Michigan region to help young children learn math skills through at-home play. Pamela was actively involved in several Greensboro organizations during her time as site leader there, including the Greater Greensboro Community Foundation and Greensboro Children’s Museum.



★ EMERGING LEADER

Emilee Bianco

**Operations Lead
Lockheed Martin Corporation**

Emilee quickly proved her technical expertise at Lockheed Martin and has stepped fearlessly into leadership roles. As the manufacturing engineer for a critical-but-behind-schedule project, a first-time build for a commercial telecommunication customer, Emilee worked to reconstruct a build sequence to allow progress while waiting for a new part. Because of her leadership and innovation, the hardware was delivered on time and Emilee was able to identify opportunities to improve the design. She collaborated with the engineering design team to develop a streamlined process to remove waste and allow for an improved, repeatable build process. Her leadership introduced a new manufacturing capability that led to additional multimillion-dollar contract wins. Emilee's reputation has grown exponentially in a short time, thanks to her ability to lead teams through complex problems, navigate challenging environments and generate innovative solutions.

Inspired by her father, Emilee was passionate about STEM from a very early age. She embraces opportunities to support women in manufacturing. She has informally mentored several entry-level engineers, empowering them to grow. Emilee is focused on inspiring the next generation of talent through STEM outreach. She has hosted several female students on site to show them the benefits of working in manufacturing. She was part of a Discovery TV segment for young students that taught the solar array manufacturing process. Emily also worked with IISME high school teachers to expose them to engineering jobs and opportunities they can share with their students.

Emilee's leadership extends to her community where she is an active member of several business resource groups within Lockheed Martin Space, such as the Women's Impact Network. She has worked with Junior Achievement to create interactive lesson plans to teach students about space and engineering. Through a company partnership with Fisher House, she has served meals to families of veterans who are seeking medical care at the local Veterans Affairs hospital, and she works with her church to help homeless individuals.

“As an engineer in the space industry, I execute builds for state-of-the-art hardware where coordination between cross-functional teams is necessary to deliver a quality product. This collaborative environment and cutting-edge technology inspires my passion for manufacturing.”



Jennifer Boland-Masterson

**Director of Operations, Space Launch System
The Boeing Company**

“I am passionate about manufacturing because it is the foundation of contributions to society supporting global economies. Manufacturing enriches our communities to live better lives, offering many career paths. From our electronic devices, transportation, food to medicines, manufacturing provides.”

Jennifer is a resilient leader, known for both her technical and operations background as well as her ability to develop and nurture teams. She has dedicated significant attention to cultural improvements at Boeing, reducing injuries, improving quality and driving innovation on the Space Launch System program. In 2020, Jennifer delivered the first core stage of Artemis 1 to NASA, establishing and building confidence with the customer while improving effectiveness and employee development. As a motivating force for production success, Jennifer helps her team truly understand its mission as builders of America’s next great rocket. She encourages her team to relentlessly pursue new avenues of improvement, pushing hard for new innovations even as they achieve important milestones. Jennifer and her team have saved millions of taxpayer dollars with their commitment to reduce foreign object debris, rework and scrap.

A mentor to many women in her community, Jennifer has helped foster interest in STEM for all ages. Through Boeing Women Inspiring Leadership, she helps professionals refresh their resumes and build important skill sets to grow their careers. She supports the Girl Scouts of America, mentors university students and works with a local community college to encourage women to pursue technical careers that offer advancement, often those in traditionally male-dominated fields.

Jennifer works closely with several nonprofit organizations and educational institutions, where she develops a pipeline of technicians for the future. In 2019, she received the Spirit of Nunez Community Partner Award and Walter G. Bumphus Excellence in Leadership on behalf of Boeing, highlighting her continued dedication to community STEM efforts. She also started the Boeing Student Development Program with Nunez Community College in partnership of Nunez Aerospace Manufacturing Curriculum. Through this program, several dozen students were trained and mentored, and many have gone on to work at Boeing, helping to build the world’s largest rocket.



Susan Bonivich

**Director of Dealer Development
Volvo Penta of the Americas**

Early in her sales career, Susan was often the only woman at the table at dealership meetings. Over the years, her technical and product knowledge, commitment to customers and leadership skills have inspired and led the way for the next wave of women entering the field. In addition to promoting and selling Volvo Penta's marine engine solutions to 600 dealers across the United States, Susan oversees quarterly long-range forecasts, as well as monthly forecasts to gauge the accuracy of the projections. With her guidance, her team forecasts with 98% accuracy—both a noteworthy and technical accomplishment. Forecasting is a crucial task, more involved than simply mastering a schedule. Susan's precision helps Volvo Penta manage inventory and cash flow, contributing to the overall health of the company.

Propelled by her early experiences in sales, Susan is teaming with her industry colleagues to launch the International Women in Boating program. The initiative and its all-female board of directors will support and promote the success of women in the recreational boating industry—from boatbuilders to buyers. The goal is to expand the number of women in the industry while providing them a much needed support network. Susan was selected by the Marine Retailers Association of the Americas as the 2016 Darlene Briggs Woman of the Year, which honors leadership, commitment and the advancement of women in the boating industry.

For many years, Susan has volunteered with the American Cancer Society, an organization that is near and dear to her heart because both her mother and brother are cancer survivors. For six years, she served on a committee that staged an annual ball, raising up to \$100,000 each year. Susan initiated a Volvo Penta program for staff members who frequently travel on company business, collecting hotel toiletries and donating them monthly to a local homeless shelter. The program was expanded to serve other groups in need, including the Ronald McDonald House.

“Manufacturing is an amazing process. It starts out as an idea in someone's mind and becomes a reality. Together people work to build this component or tangible item. This process takes many different types of skillsets but working together as a team they create a reality.”



Kalie Boot

**Senior Industrial Hygienist and
Occupational Health Advisor
Ovintiv Inc.**

“Manufacturing positively enables us all to have a good quality of life! Supporting manufacturing ensures we all can go to work and come home healthy, while making a living for our family.”

Kalie’s work has directly contributed to Ovintiv Canada ULC achieving its seventh consecutive “safest year ever” status, which is quite a feat during a global pandemic. As the primary technical resource to assess the risk of workplace transmission of COVID-19 between workers, Kalie developed respiratory protection and workplace ventilation protocols that allowed employees to safely return to work in May 2020. She led a team to update the operational risk management program, a series of tools and practices to rate the level of business and worker risk for specific activities and develop countermeasures to mitigate risk. Her team developed a new risk matrix and assessment tool to allow teams to methodically protect employees, assets and the community when designing, building and modifying facilities. Her team established company-wide guidelines and practices that improved the work environment for thousands of workers in North America, driving down injury rates by 40%.

Kalie and a small group of coworkers initiated an ad-hoc effort to improve diversity and inclusion in the workplace, sparking awareness and workshops on improving the standing of females and people of color at the company and in the industry at large. She has mentored women early in their careers within the Ovintiv’s Environmental, Health and Safety (EH&S) team, serving on the EH&S mentoring circle planning committee and as a facilitator. Her expertise is sought after throughout the oil and gas industry because of her reputation as a thoughtful, honest and grounded professional.

Known for giving back to her community, Kalie has served as a member of the Workplace Health Without Borders organization and has provided pro bono support for small businesses, including fit testing workers during the pandemic. In 2020, she promoted healthy and active lifestyles by volunteering for bicycle repair workshops and organizing outdoor sporting events to raise money for nonprofits.



Shari Briggs

**DEI Project Manager
Rockwell Automation, Inc.**

Shari has had a significant impact at Rockwell Automation, helping build the foundation of what is now the company's connected services division. To gain understanding of these devices, she worked closely with Rockwell's variable frequency drives business and the industrial data center technology. She also collaborated with product engineers, as well as finance and marketing teams, to gather the cross-functional insights needed to bring the complex undertaking to fruition. Shari then worked to translate how the connected technology would better serve customers' needs. In her current role, she helped with the logistics and planning for Rockwell's first 100% virtual Hackathon. Through this event, Rockwell builds its talent pipeline while illustrating that tech jobs are available in the manufacturing industry.

With a strong commitment to removing barriers in STEM, Shari volunteers for numerous organizations that aim to make room for women and underrepresented groups in STEM. She just recently completed her term as the Region 4 Professionals Chair of the National Society of Black Engineers, working to ensure that the next generation has the access and knowledge to follow their aspirations. She has mentored and coached math and robotics teams, and has mentored several grade school students through her participation in community outreach activities, such as Hour of Code and STEM Fair, and by participating in a speaker series in which she touted the benefits of pursuing a career in STEM. Through Junior Achievement, Shari has worked to inspire and prepare young people to succeed financially in a global economy. She serves on the advisory committee for Beyond STEM, which seeks to expose, educate and inspire children and teens to pursue STEM careers.

Shari has a deep understanding of why it is important to encourage young women, particularly women of color, to pursue STEM careers. She exemplifies true leadership, continuing to look for different avenues to make a positive impact in the quest and working to remove barriers and inspire young minds.

"My passion for manufacturing lies in the products created being reflective of the world that we live in today. Working at a company that works across multiple industries is rewarding because we can influence diverse thinking and solutions that will continue to evolve how we live and thrive."



Roseane Campos

**South America New Product Introduction Director
AGCO Corporation**

“I’m passionate about manufacturing because it produces things to help people live their lives easier and better. Manufacturing makes a significant contribution to the world by driving innovation and helping to add to the quality of life for millions of consumers as well as growing economies worldwide.”

Roseane joined AGCO Corporation in 2012 as its first-ever female engineer director, drawing from her experience in automotive manufacturing to introduce many improvement techniques. One of those was the introduction of the finite element analysis virtual simulation in engineering, which helped AGCO reduce the cycle time of design development and costs while increasing product reliability and integrity. She established a new product introduction project management office in South America, where new product intros had struggled to be delivered according to company targets. Through Roseane’s leadership, communication and commitment to delivering excellence, her team was able to renew 100% of the South America product portfolio, improving product quality and costs while delivering new product introductions promptly. South American farmers now recognize AGCO for its innovative and robust product portfolio.

Roseane empowers others to reach their full potential by creating time and space for open discussions. She has successfully mentored high-potential employees in their transition to leadership roles and continues to give her time and energy to support younger professionals and interns. In addition to managing and coaching her team, she also lectures on personal branding and career experience topics to groups like AGWN, AGCO’s global female employee resource group. Roseane has been instrumental in establishing AGCO’s market-focused diversity and inclusion program in South America, which seeks to make sure AGCO’s product offerings and marketing campaigns appeal to a diverse customer base. Her collaboration in this area serves as a benchmark and inspiration for other regions’ efforts.

Since 2009, Roseane has served on the board of directors for the Society of Automotive Engineering (SAE) in southern Brazil. She was the first woman to be nominated as the SAE regional director. She was responsible for creating the SAE Agronomic Annual Congress, a forum for agricultural engineering and product development topics now in its 12th year. Roseane has led the way to connect and educate engineers to enable safe, clean and accessible mobility solutions across multiple industries.



Denise Carlson

**Vice President of the North American Production Innovation Center and Executive Lead for Diversity & Inclusion
DENSO**

As a longstanding manufacturing industry advocate, Denise is a driving force for innovation, diversity and inclusion at DENSO International America. In recent years, her responsibilities shifted to include consolidating and leading safety, health and environment activities at DENSO's 51 North American locations. To tackle the safety challenges of COVID-19, Denise led the creation and implementation of consistent practices to ensure all plants were operating safely while still meeting customer needs. She and her team launched a detailed COVID-19 risk minimization toolkit and unveiled a 10-part initiative to build on DENSO's strong safety foundation. In 2019, Denise was appointed as DENSO's first-ever executive lead for diversity and inclusion, working with a council to implement strategies that make DENSO's work environment more diverse, inclusive and collaborative.

Denise is a strong role model for female employees whose leadership has paved the way for several other women to blaze trails in a male-dominated industry. Throughout her career, she has advocated for policies that help attract and retain female employees, including flexible working hours, maternity leave and remote work. Because of her efforts, the first department she led had the highest female ratio among engineering groups at DENSO's North America headquarters. She helped align the company's informal women's organizations into one large charter, the DENSO's Women Partnership, and she has been vital to DENSO's involvement in the Society Women of Engineers conference and other diversity-focused events.

Denise mentors the next generation of engineers and leaders through her work with First Robotics and other STEM-based activities. For the past five years, she has mentored a local team, spending hundreds of hours working with students. Denise also sits on the boards of the Michigan Science Center and the Engineering Society of Detroit with the passion to work toward providing development opportunities for the next generation. She has coordinated events for Manufacturing Day and Girls in Engineering Academy Day, and volunteers with Future City (Engineering Society of Detroit). In addition, she serves as a mentor for Steministas, which provides unique STEM experiences for girls in grades 4-8.

“Manufacturing provides an opportunity for all to create products with pride that can be used within the larger community. Manufacturing also enables all to come together to innovate for the future and for future generations.”



Jill Carraway

**Vice President, Finance
Grady-White Boats, Inc.**

“I believe that manufacturing is the backbone of our country. It provides jobs that don’t require formal education and produces products that we can be proud are made in America. Without a strong manufacturing base, we lose jobs to other countries and become dependent on them for manufactured goods.”

Jill is a pioneer among women engineers in manufacturing. Joining Grady-White Boats, Inc. as an industrial engineer 37 years ago, Jill has since excelled at several engineering roles and key leadership positions in other areas of the company, including technology, finance, facilities management and human resources. She has led multiple facilities expansions, brought new products to market, re-engineered workflows to maximize production and increase revenue and mentored others to prepare them for leadership responsibilities. Jill led Grady-White’s recent 70,000-sq. ft. expansion, which created space to produce the largest-ever Grady-White boat and increased capacity for existing large boat models. The \$8 million project added 50 jobs and increased overall production by 15%. She also designed product flow throughout the plant to maximize space for parts storage and improve material handling, leading to the company’s best year ever in sales and profitability in 2019.

Several women in leadership at Grady-White have benefited from Jill’s mentorship. By providing feedback for improvement and words of encouragement, Jill is not only an outstanding example to her mentees, she embodies Grady-White’s values and principles. Also known for her ability to recognize others’ full potential, even when they can’t, Jill’s strong desire to see her colleagues succeed has made her a true leader within her organization.

Outside of her career, Jill is committed to making a difference in the community. She has served on the boards of several organizations, including Support Training Results in Valuable Employees, a nationally recognized job-readiness and attitudinal training program; Communities in School, which helps at-risk students; and the Eddie and Jo Allison Smith Family Foundation, sharing in the distribution of donations. Jill represents Grady-White at charitable events throughout the year and oversees the company’s contributions. She also supervises the Visions program at Pitt Community College, which offers mentoring, career guidance and scholarships to Pitt County’s public high schools, in addition to visits and presentations at Grady-White.



★ EMERGING LEADER

Rebecca Chmelev

**Senior Engineer, Advanced Technology
Toyota Motor North America**

In the eight years that Rebecca has been a member of the production engineering group at Toyota, her passion and technical curiosity have helped to establish her as a well-respected leader in the organization. Propelled by that curiosity, Rebecca recently took on a new role within Toyota's Manufacturing Project Innovation Center. In this position, she leads a group of cross-functional senior manufacturing professionals in introducing an automated conveyance method that meets all safety regulations across several shops. Rebecca's sustained high performance and devotion to customer delight have made her a tremendous asset to Toyota's advanced technology development team.

Rebecca is a passionate champion of women in engineering. Through speaking engagements like Toyota's Introduce a Girl to Engineering Day, Rebecca has encouraged female high school students to consider a career in engineering. A dedicated mentor, she has participated in numerous programs such as Production Engineering's Women's Connection Network, where she has personally driven diversity and inclusion recognition in the field. Rebecca seeks opportunities to help new engineers thrive and her hands-on, caring approach has been instrumental in ensuring their successful introduction and development—especially during the recent COVID isolation period.

Rebecca's commitment to leadership extends beyond the workplace. An advocate for STEM education in the local Central Kentucky community, Rebecca recently mentored five University of Kentucky engineering students over the course of a year-long capstone project focused on collaborative robots. As part of Toyota's involvement in Project Lead the Way, she has introduced Kentucky middle and high school students to Additive Manufacturing through interactive tours at Toyota's TILT Lab.

In addition, Rebecca enjoys giving back to the local community. She recently served as a production engineering co-champion for United Way of the Bluegrass. In this role, Rebecca helped organize volunteers to rebuild a children's playground and coordinated a holiday donation drive at the Production Engineering and Manufacturing Center to support United Way's Sweet Dreams program for elementary students in need.

“Working in manufacturing provides numerous opportunities to make a difference. Whether it's the challenge of implementing automation or learning about how to bring a new technology to scale, there is always a process that's waiting to be improved. It's this variety that keeps me motivated.”



★ EMERGING LEADER

Rahnuma Chowdhury

**Senior Product Development Engineer, Quality Division
Cleveland-Cliffs Inc.**

“I want to contribute towards achieving our potential in innovation and digitization as heavy manufacturers, in order to solve the challenges facing us today—such as reducing our footprint on the planet and building a more just, equitable and sustainable future for all.”

In just a short time, Rahnuma has proven to be a strong and creative leader at Cleveland-Cliffs’ Cleveland Works. Through her superior product development engineering skills, Rahnuma has been instrumental in helping to develop new advanced high strength steel (AHSS) grades for automotive applications. These AHSS grades are stronger and more formable than traditional coated steels, allowing automakers to manufacture lightweight vehicles for greater fuel efficiency and safety. Rahnuma’s work in developing these vehicles of the future plays a key role in growing Cleveland-Cliffs’ automotive business.

Outside the mill, Rahnuma is equally focused on the future, ensuring that the company is active in the community and that the next generation of women have opportunities in the STEM workforce. Rahnuma has been a proud participant in the company’s “Women of Steel” campaign, which aims to attract women to pursue STEM careers in the steel industry. In 2019, Rahnuma was selected to participate in a prestigious internal professional development program for women. As a dedicated participant in the program, Rahnuma leveraged the opportunity to forge supportive relationships with other women in the company. She also continues to engage with her alma mater, The Ohio State University, where she mentors current female engineering students through Women in Engineering professional mentorship initiatives.

Rahnuma is highly involved in Cleveland-Cliffs’ culture of corporate citizenship, donating her professional talents to support community partners. As a volunteer with the Great Lakes Science Center, she has helped middle and high school students explore the world of STEM. Passionate about helping students solve challenges, she helps them take their first steps toward becoming the leaders and visionaries of tomorrow. Rahnuma is currently pursuing a master’s degree in material science and engineering from Case Western Reserve University, a credential that will serve her well on her continued pathway of leadership at Cleveland-Cliffs.



Trasa Coffil

**Business Process Analyst
STIHL Inc.**

A role model and change agent, Trasa is helping to influence and significantly transform business processes at STIHL Inc. As a business process analyst on the STIHL Business Excellence Team, Trasa's appreciation of new technologies has been instrumental in helping the company to standardize and modernize business processes and systems across the entire organization in an effort to drive continued growth and profitability. Trasa is a critical thinker and has used her experience as a procurement professional to influence the organization's bottom line by working with internal customers to improve processes, increase efficiency and drive down costs.

Trasa is a leader and mentor who takes great pride in engaging the next generation of female talent at work and in her community. She understands the importance of fostering growth in young people and has coached a team of high school students participating in the STIHL Manufacturing Technology Summer Camp. She led students in developing insights into the skills and teamwork necessary to turn raw materials into finished goods in a competitive manufacturing environment. Through her mentoring, team BRIEZE won the 2019 Corporate Image Award.

As a mother of two daughters, she appreciates the importance of supporting other females through mentorship. She encourages females to lean in to opportunities where women are often underrepresented, be flexible and take risks. She knows the value of leading by example and demonstrating to others in the community what success can look like.

Trasa generously gives back to her community and volunteers with several organizations such as Union Mission Ministries, where she provides rehabilitation support for over 400 homeless men, women and children.

"I am passionate about developing initiatives that drive change, increase efficiency and create conditions to succeed in manufacturing. Manufacturing is more than the assembly line and maintaining flexibility in production, and business processes contribute to growth and profitability."



★ EMERGING LEADER

Emilee Cook

Senior Product Manager
Apprentice.io

“Pharma manufacturing saves lives. Working with operators, process owners, software developers and designers collaboratively building solutions that get therapies, like the COVID-19 vaccine, to patients faster is something you can’t help but resonate with! Manufacturing is a full circle of impact.”

Emilee is both a technically minded engineer and creative designer who utilizes intricate problem-solving and design thinking principles to create better solutions for common manufacturing problems. As a product engineer, she worked directly with life sciences manufacturing personnel to resolve more than 360 customer problems on live production systems for Emerson’s manufacturing execution system software, Syncade. Emilee then developed solutions for software errors and configuration, and marshaled these solutions on live pharmaceutical production systems, enabling manufacturers to safely produce and release batches.

Leveraging this experience, Emilee transitioned into product management at Emerson. Now at Apprentice.io, she leads software development teams to build better products and improve experiences for manufacturing personnel by tapping into real user data. Emilee actively works with pharmaceutical manufacturers, designing software to accelerate technology transfer, support modular manufacturing and increase product quality throughout the drug lifecycle. She applies design thinking approaches to collaboratively create solutions with manufacturing personnel through experiences such as founding an annual workshop at Emerson where manufacturing experts come together with developers to identify, ideate and solve problems over three days.

Emilee served in multiple roles in Emerson’s Women in STEM organization and most recently served as a board member and North America World Area Lead. She worked with leaders to start and grow local chapters and organize nationwide events. Emilee stays active with student organizations at the University of South Florida, volunteering annually to speak for the Society of Women Engineers, the American Institute of Chemical Engineers and the graduating chemical engineering class on opportunities in manufacturing and software. Emilee also judges local science and STEM fairs, annually coaching students on applying the scientific method to real life problems.

Emilee is deeply devoted to encouraging and supporting women and youth in STEM roles, both within organizations and the local community. She founded a “Pie a Manager on Pi Day” event annually raising funds for Girls Who Code, hosted an annual “We Love STEM Day” for K-8th graders, and continues to facilitate strategy and problem-solving workshops for women. Emilee also volunteers with local students, participating annually in the Great American Teach-In at local underprivileged elementary schools. She brings her love of STEM to local classrooms by volunteering to lead students through engaging hands-on STEM activities.



★ EMERGING LEADER

Elaine Cope

**Manufacturing Engineer
Northrop Grumman Corporation**

Elaine has emerged as a critical and recognized leader at Northrop Grumman Corporation (NGC), particularly in the Ground Based Strategic Defense Initiative (GBSD) Production Engineering Core Team. GBSD has been described as the most complex weapon system ever devised by humans. Elaine has been an integral part in the project, helping to win the proposal and establishing the GBSD manufacturing group. She is the principal liaison engineer between the production, infrastructure and deployment teams. Elaine has demonstrated skills from proposal writing to execution of production processes on the floor and, in the process, has enabled multiple improvements to the areas where she has been involved. Elaine has rapidly become a highly sought-after leader in production and manufacturing, as evidenced by her increasingly elevated responsibilities and leadership positions within NGC while garnering the respect of our customers and suppliers. She brings maturity, capability and capacity for managing complex production interdependencies within a highly complex product across a geographically distributed supply chain.

Elaine has consistently supported and encouraged women within STEM disciplines. She has been an active participant in the Society of Women Engineers as a member, mentor and officer. She was recognized first in 2017 with the Emerging Leader Award, Collegiate, and then in 2020 with the New Emerging Leader in Technology and Engineering Award.

In addition to Elaine's commitment to excellence in the world of STEM, her community outreach mirrors this same dedication. At Weber State University she was active in the student senate and was the Weber State Engineering Applied Science & Technology convocation speaker in 2019. Elaine has also worked with the Best Buddies program, where she helped create opportunities for one-to-one friendships, integrated employment, leadership development and inclusive living for individuals with intellectual and developmental disabilities.

"I love thinking of a concept and watching it come to life with manufacturing; it's very rewarding!"



Ashley Daughtery

**Chief Scientific Officer
Nephron Pharmaceuticals Corporation**

“Manufacturing is fast-paced and demanding, but I love that and thrive in the kind of environment where I get to multitask. Daily, I am engaged in data analysis, problem-solving and developing manufacturing processes for new drugs in our pipeline.”

As the chief scientific officer for Nephron Pharmaceuticals Corporation in West Columbia, South Carolina, Ashley is fearless in the pursuit of excellence. Nephron produces inhalation medications for those suffering with asthma or chronic obstructive pulmonary disease and compounds injectable solutions to support national drug shortages. Ashley and her team set out to aid area hospitals in producing the products they desperately needed. This branch of the company was a catalyst sparking remarkable growth in staffing and increasing Nephron’s ability to aid hospitals in the shortage of necessary medications. Ashley was instrumental in making this happen.

Ashley is an advocate of Women in Science and Engineering where she regularly attends the local high schools’ conference day. She discusses her path to success and how she started in the exact same place as the students she speaks to. She is also on the board of the Governor’s School for Math and Science.

When the global pandemic began to affect South Carolina, the need for more testing sites greatly increased. Ashley and team facilitated the creation of a new CLIA Certified Clinical Lab with the initial goal of providing COVID-19 testing to all employees to ensure the safest possible work environment. The long-term goal was to make these services publicly available. The project was fully functional within weeks of initiation, and Ashley’s involvement has led to a clinical lab that offers COVID-19 testing with same-day results to all Nephron employees, universities and major businesses across the state. The facility’s manufacturing capabilities have expanded to include vaccine production and Ashley is actively involved in the strategy and development of this project. The production of these vaccines will be distributed publicly to support overall community health.



★ EMERGING LEADER

Jessica Dedeaux

**Project Engineer, Executive Transport Sector
The Boeing Company**

In her short tenure at The Boeing Company, Jessica has already made a significant impact on the organization through her humble approach to excellence, inclusion and transparency. A participant in Boeing's Engineering Career Foundation Program, Jessica has led numerous projects that have kept the well-being of her teammates and safety at the forefront of every challenge she has faced. In addition to leading the development of the Charleston Teardown Lab and implementing photo documentation technology that improved test effectiveness by 20%, Jessica led tooling efforts of the 787 midbody production floorboard 5S optimization. She also systematically designed and oversaw the integration of the first iteration of an inertial measurement unit structure for the technical design review. These accomplishments helped earn her current role of project engineer with the executive transport sector of Boeing.

Both a mentor and mentee, Jessica's commitment to servant leadership is an example recognized across Boeing. Jessica serves as a young alumni mentor to students at Tuskegee University and also mentors students at other universities. In college Jessica was recognized as the 88th Miss Tuskegee University. As Miss Tuskegee, she worked to collaborate with school systems to evolve the STEM education program. She led a student group that would grow to educate the basics of engineering and aerospace to K-12 students.

Jessica facilitates STEM sessions at various elementary schools around her area and at many Boeing-sponsored events. She is also developing a drone and coding workshop and loves to share her efforts with students to open their eyes to a new atmosphere of STEM opportunities. The goal of Jessica's STEM outreach is not to make sure every student pursues a STEM field, but to empower each child with the confidence needed to achieve any and every milestone in their life.

"Manufacturing is the engineering tool that empowers resilient enablers to transform the practical concept to the reality spectrum. Each manufacturing milestone failure or success is an opportunity to improve and produce the next technological innovation and inspire the next generation of thinkers!"



Mellinda Devese

**General Manager, ISC Programs & Strategy
GE Healthcare**

“I love manufacturing because it lifts local and global economies, providing the dignity of employment, putting food on the table for workers. Manufacturing produces tangible things that help people live their lives. This is very satisfying to be involved with—making the world better everyday.”

A strong and effective leader, Mellinda drives transformational results, connects with employees and mentors female and minority manufacturing talent. She has over 10 years of manufacturing leadership and a global background in acquisition integration, risk management, strategy development and execution. Mellinda has recently been named general manager, ISC programs & strategy at GE Healthcare.

Prior to, she served as senior director for Whirlpool Corporation’s Tulsa operations where she focused on managerial effectiveness, accountability and empowering her employees. Mellinda’s ability to get maximum value from existing resources is impressive, especially during the pandemic, when the plant had an 88% decrease in safety incidents, achieved three all-time quality records and improved structural cost takeout by 28%. She provided multiple training sessions that have increased employee engagement and morale.

In less than two years, Mellinda increased female representation on her team in Tulsa from 11% to 33%. She empowers teams to stretch their skill sets, develop strengths and raise the bar on performance. A blog entry she wrote, “How to Successfully Navigate Family and Career as a Female Leader,” was part of the company’s celebration of the 2019 National Manufacturing Day. In it, she advised the next generation of female leaders to volunteer for tougher assignments, take risks and set high expectations. Mellinda served on the steering committee of Whirlpool’s African American employee resource group, and she mentors female participants of the company’s Manufacturing Leadership Development Program. Mellinda’s colleagues have stated her willingness to respectfully challenge the status quo inspires them to do the same.

Because nearly 40% of the Tulsa Operations workforce identify as Zomi (from Myanmar), Mellinda recognized that Zomi employees and community members would benefit from stronger messaging regarding COVID-19, so she worked with the health department and local churches to develop Zomi-translated safety communications. She also partnered with the governor’s task force and health officials to provide employees free, onsite COVID-19 testing and vaccinations. Her proactive thinking has been lauded as making a positive impact on the greater community.



Biljana Dewsbury

OFP Project Manager
John Deere

Since 2018, Biljana has been an enthusiastic contributor at John Deere Commercial Products in Grovetown, Georgia. Through her energetic leadership, the CI 200 process has become an extremely effective operation that engages all levels of the organization in identifying improvement opportunities in the areas of safety, quality, efficiency and cost. Biljana has introduced several initiatives related to CI 200 and 5S that have further strengthened the factory's continuous improvement efforts. Examples of this include rapid continuous improvement events, CI fairs that allow wage and salary employees to share their continuous improvement projects and CI/5S Leadership walks that engage the factory leadership team in these efforts. Because of her continuous improvement mindset and her ability to engage others, the factory has achieved a 44% reduction in the rate of OSHA recordable incidents, doubled the factories first pass yield and improved productivity by 10%.

Biljana recognized the need to foster an environment of growth and support for women at John Deere and used this passion to help launch Augusta's local Women in Operations (WIO) employee resource group. This organization helps recruit and develop women in manufacturing roles and Biljana has played a huge part in the group's success. In addition to her work with WIO, Biljana is also leading a small group of young women who work on John Deere's 5S initiatives. Through her leadership, she is helping to develop and prepare them for exciting new career opportunities with the company.

Leveraging her strong organizational skills, Biljana has also found meaningful ways to give back. She's helped organize food drives for those in need and helped coordinate events with the Ronald McDonald House. Through events like these, Biljana's heart for service has been able to make a significant impact on those around her and the Augusta community as a whole.

"Manufacturing offers a front row seat to see the magic happen, every single day. When you see the finished product in the field, you take pride in knowing you played your part in making sure that machine exceeds our customer's expectations."



Shawn Donaldson

**Manager, Composite Materials
Cooper Tire & Rubber Company**

“I am passionate about manufacturing for several reasons. First is being able to see the immediate impact I can have on the manufacturing process. The second is because our products are items everyone uses, which results in large impacts globally.”

A highly effective problem solver, Shawn is known for being a strong leader who collaborates with others to get things done. She has made numerous contributions to Cooper Tire & Rubber Company, implementing new technology into its passenger and light truck tires, mentoring younger engineers and leading the company’s co-op program. As manager of the composite materials group within Cooper Tire’s global technical organization, Shawn draws upon 20 years of knowledge and leadership experience within the organization, allowing her to tackle challenges and demonstrate her impressive business acumen. She participated as a lead team member during the implementation of new technology that resulted in the first global steel product in Cooper Tires and a \$5 million cost savings. As a manufacturing manager, Shawn helped facilitate the implementation of new processing equipment and product launches, and she formed teams to develop standard processes to track and reduce scrap.

Shawn is an advocate for women in manufacturing, sharing her achievements and challenges, and relating what it takes to be a successful female leader in a male-dominated industry. She is an active member of Bowling Green State University’s Women in Business Leadership and the Cooper Women’s Network, and she participates in Manufacturing Day for Hancock County, a program of The Manufacturing Institute/National Association of Manufacturers. When she served as chief chemist in the Findlay manufacturing plant, Shawn was also as mentor to her employees, setting up individual development plans with each of them to help reach their future career goals.

Over the last 22 years, Shawn has been involved in many community activities, including Relay for Life, Heart Walk and Days of Caring for the United Way. The mother of six boys, she has coached boys’ basketball, volunteered for concession stands, taken tickets at ball games and helped with track meets and other activities. Whenever a helping hand is needed, Shawn is there.



Amanda Durk Frye

**Production Manager, First Stage
Astra**

Exemplifying leadership success, Amanda has demonstrated her technical skills and business acumen across the aerospace industry. Her contributions to manufacturing started with her career at Parker Hannifin and spanned multiple divisions across the aerospace group. One of the most noteworthy was the design and implementation of an enhanced test station that improved the spray-angle measurement accuracy of button water injectors, which are used to cool the air intake of land-based gas turbines. At the time of its implementation, Amanda was under 30 and the only woman on her team. Amanda continued to support the manufacturing industry at Parker Hannifin by ensuring new products and production lots are tested to meet and exceed requirements. As an engineering test laboratory manager, her team qualified wheels, brakes and hydraulic assemblies used on military and commercial aircraft, helicopters and UAVs. Amanda is now the production manager for the first stage of the rocket for Astra Space, Inc. a rapidly growing rocket company in California. Her role as the production leader for the overall assembly of the rocket directly drives the company’s mission of improving life on Earth through quicker access to low Earth orbit.

Amanda is a tireless advocate who fights to reduce gender inequality in manufacturing, having worked several hours each week toward female advancement within Parker Hannifin. She is known as a strong mentor and advocate for women in all stages of their manufacturing careers. In 2020, she led the team that built a mentoring program that directly influences hundreds of women employed in engineering, business and assembly roles at Parker Hannifin. The Mentoring Circles Program has been launched in eight cities, connecting more than 300 participants in over 40 regional and virtual circles. Through partnerships with local high schools, Amanda has mentored many women who were just starting their STEM degrees. She will bring this same energy to her new opportunity in the San Francisco Bay area and expand on her outreach initiatives.

As a leader of Parker’s Women’s Business employee resource group, Amanda identified the need to assist local students in a struggling school system. She developed and helped raise funds for a scholarship program to support women pursuing degrees in business or technology who plan to enter the manufacturing industry. Amanda supports her community through charitable efforts, organizing donation drives to support a women’s domestic violence shelter and fostering dogs rescued from puppy mills until they are ready for adoption.

“Manufacturing enables persons from all skillset to be engaged in cutting-edge technologies. I love working with diverse teams who step up together to solve unique challenges on the production floor and creatively implement continuous improvements that help drive the global economy.



★ EMERGING LEADER

Ann Eddy

Project Engineer
Ingredion Incorporated

“It’s so satisfying to take raw materials and form them into something new. Plus, manufacturing meets physical, tangible needs. When you work in manufacturing, you can walk in the world knowing you helped make it better by making the things in it.”

Ann is a promising young leader who is passionate about making her company, facility and community a better place. She fosters an environment where everyone can learn and grow in a safe atmosphere. Ann supports manufacturing at Ingredion by developing and executing engineering projects that have a direct impact on improvements in quality, safety, production and costs. Among her achievements, Ann partnered with an energy consultant to find ways to reduce energy consumption and expenses at the company’s North Kansas City (NKC) location. Despite many setbacks, Ann worked with multiple levels of the organization to complete the project, which resulted in a one-time refund of \$360,000 and an annual projected savings of \$108,000 awarded to the NKC. She is coordinating the same study with all of Ingredion’s U.S. plants. The projects in the works have a potential combined one-time savings of \$278,000 and a combined annual savings of \$111,000.

Having started her career at Ingredion as a process engineer, Ann loves to help others, especially women, achieve their full potential. In her second year as a process engineer, Ann became the internship program manager and intern supervisor, charged with recruiting interns and setting up orientation programs, managing project assignments, preparing final evaluations and making suggestions for hiring. Since 2016, Ann has mentored 10 interns. With her support, Ingredion’s internship program was listed as one of the Top 100 in the country.

Ann is passionate about her role as a diversity and inclusion facilitator for Ingredion. She has traveled to several North American plants to train employees and promote the importance of diversity and inclusion within the organization. Ann is a member of the Hometown Helpers committee, donating many hours to make her community a better place. She participates in blood drives, fundraising for the Ronald McDonald House, food drives and holiday gift programs for children in need.



Amanda Edwards

**Vice President, Enterprise Excellence
Shaw Industries Group, Inc.**

The first female to hold numerous leadership positions at Shaw Industries, Amanda has forged a path for other women to succeed and helped shape modern company culture. A humble leader who is passionate about helping others achieve success, she promotes females in manufacturing and the importance of achieving work-life balance. Amanda was the first female operations leader of Shaw's quality assurance, technical support, accredited lab and operational excellence teams and the first female plant manager at two Shaw facilities. In her current role, she drives compliance and risk mitigation throughout Shaw's facilities across the globe. Amanda dedicates her time to coaching and developing associates, mentors up-and-coming engineers and serves on Shaw's performance management committee. In 2019, she became the vice chair—and first female voting member—of Carpet and Rug Institute's Strategic Issues Leadership Council.

Motivated by the success of others, Amanda has engaged the next generation of female talent throughout her career at Shaw. She oversees Shaw's Women's Innovation Network, working with internal stakeholders to promote diversity of thought and an inclusive workplace. Amanda has advocated for pairing male mentors with young female leaders at Shaw, insisting that both parties gain valuable insights from the experience. She also mentors high-potential, early-career women through programs like Shaw's True North, a young leaders development program. She mentors dozens of women in manufacturing positions and regularly serves on panels promoting diversity and inclusion, and spearheads programs to acknowledge emerging talent.

Embodying Shaw's mission to create a better future for her community, Amanda volunteers for United Way and the Salvation Army, and coaches upcoming leaders in the quality control program at Dalton State College. She is a featured STEM speaker for career day events at elementary schools, helping teachers find new ways to inspire young female engineers. Through all of her efforts, Amanda uses her business acumen and strategic planning skills to positively impact her community.

"I have always loved knowing how things are made. In manufacturing, you get to work with real people making products that consumers need. As a leader in manufacturing, it is my job to ensure the time our associates spend away from their families making flooring is worth it."



★ EMERGING LEADER

Iraina Edwards

Technology Supervisor
3M

“I am passionate about the world of manufacturing because the opportunities are endless. It’s a job that provides many opportunities for growth. One day the team will be focused on optimizing weblines, and the next we will be in Power BI creating reports that are enabling data driven decisions.”

Iraina is an essential and trusted leader at 3M. Her focus on the adoption and successful deployment of Industry 4.0 technologies has revolutionized how manufacturing visualizes and analyzes data. She helped build the fundamental program and process that enabled successful company-wide deployment of key advanced analytics. Through her efforts, the installed base of the technology grew by more than 10 times, which resulted in savings of over \$7 million. Iraina’s great work was seen again as the Asia-Pacific Data Automation Lead. Her collaboration with business and APAC regional leaders to create strategic plans for nearly 20 sites was crucial to the success of this project and has led to an overall savings of nearly \$9 million.

Iraina’s focused leadership goes beyond her role at 3M and into the broader community. Iraina has mentored future women leaders within manufacturing, engineering and her local community through programs such as Society of Women’s Engineers, 3M’s Women’s Leadership Forum and the East Side Summer Job Program.

Iraina is an advocate for diversity and inclusion in the workplace and has co-led Empowered and Growing, a diversity and inclusion group at 3M. She’s also an active leader and mentor within the technical community at 3M and was the chair-elect for an organization focusing on manufacturing systems integrations globally.

Beyond her company contributions, Iraina is passionate about giving back to the local community and has found ways to serve in multiple capacities. From becoming a certified respite care provider for foster children, joining the paid on-call staff for the city of Woodbury Firefighter and EMT, adopting families in need at Christmas and even acting as an active foster in animal rescue, Iraina’s servant leadership is creating a significant impact in her community today in hopes of an even brighter tomorrow.



Nichole Elff

**Manager II, Supplier Engineering
Boston Scientific Corporation**

As supplier engineering manager at Boston Scientific Corporation's (BSC) Spencer, Indiana, facility, Nichole has spent the last four years building from scratch a diverse team of 20 engineers who are at the forefront of product development and commercialized product enhancement. She led the team in the development and launch of the EXALT Model D single-use duodenoscope, the world's first single-use duodenoscope on the market, offering the same handling and performance as multi-use alternatives but at a fraction of the cost. The team was exceptionally responsive to setbacks during the product assessment phases of the design process, and their outstanding accomplishment was recognized by BSC and the Society of Women Engineers (SWE) with the Global Team Leadership Award.

Never satisfied with the status quo, Nichole is a passionate advocate for female students, inspiring and encouraging them to explore their talents in the field of STEM. Nichole co-founded and chaired Spencer's Women in Technology event in 2008 and 2009 to bring together female students from four local high schools to learn how to apply STEM skills to impact patient lives. This event laid the foundation for the future "WOW! That's Engineering!" events hosted by her SWE section, impacting 600 students and parents over the past 10 years. In 2015, she established the BSC Co-op Steering Committee to transform the Spencer facility's co-op program into a diverse STEM talent incubator, growing the facility's female engineer population from 2% in 2001 to 48% in 2018.

Nichole's energy and leadership were also pivotal in establishing SWE's Southwest Central Indiana section in 2010. She has served in various roles within the executive committee, including treasurer and president, and currently serves as vice president. The section reached 51 members in 2020 and has provided local SWE scholarships annually since 2017. Nichole furthered her involvement in SWE by co-founding the SWE-BSC organization in 2018 and over the past three years has helped grow the organization to 404 members across nine BSC locations.

Curious, passionate and driven, Nichole will continue to be an advocate for women in manufacturing.

"I love seeing the transformative impact our products have on patient lives and manufacturing is what brings these innovations to life. Keeping our products competitive and sustainable means constantly pursuing continuous improvement. I love the challenge to always improve and the variety of work."



Christine Enge

**Director, Human Resources, Grain and Protein
AGCO Corporation**

"I'm passionate about manufacturing because of the people. Every day our people deliver excellence through craftsmanship and teamwork. Our people take great pride in their work. Our people ensure customers have a quality product for harvest. We're inspired to help AGCO sustainably feed the world."

As Global HR Director for AGCO Grain & Protein (G&P), Christine played an integral role in a transformation program aimed at simplifying the business, implementing a cohesive operating model and promoting a united organizational culture. In less than a year, she performed organizational assessments across six continents to align the organizational structure with the new G&P vision and strategy. She poured great time and energy into restructuring efforts, including defining and staffing new global functions while minimizing disruptions to daily operations and retaining key talent. In addition, she led the implementation of a new all-employee app to increase two-way communication with all employees from the production floor to senior management. Her leadership was particularly valuable in keeping transformation efforts moving forward through the COVID-19 pandemic, ensuring AGCO employees were safe and well-supported.

Christine is a key advocate for AGCO's diversity and inclusion efforts, creating opportunities for female employees within the G&P business. During the transformation program, she ensured critical roles were filled with talented female leaders, including new positions in data analytics and product management, two critical areas for the organization. She has also greatly benefitted AGCO's global operations by helping female employees develop and prepare for senior roles.

Christine's leadership extends beyond the boundaries of her job to efforts within the community. During the pandemic, G&P manufacturing sites organized the collection of personal protective equipment to provide to essential workers at local health departments and hospitals when supplies were scarce. G&P manufacturing sites helped local restaurants survive during the pandemic by routinely purchasing lunches for all essential plant workers in facilities across the United States. Finally, G&P is passionate about helping prepare students for future success. Christine and her team have established a work-experience program at AGCO for high school students to explore career options in manufacturing, as well as internships in engineering and business.



★ EMERGING LEADER

Gabrielle Ferrara

**Chief Operating Officer
Ferrara Manufacturing**

In response to the COVID-19 pandemic, Ferrara Manufacturing, under Gabrielle's leadership, launched Ferrara Supply, a powerful division of the garment manufacturer focused on creating quality personal protective equipment. Leveraging her experience in the technology industry and relationships around the globe, she led the company to produce millions of gowns and masks for hospitals, governments, homeless shelters and for those in need all around the United States. The division has proven to be a strong revenue stream for the business, ultimately saving hundreds of jobs and providing a meaningful new path forward for the company and the future of apparel manufacturing in New York City.

Gabrielle made a strong and conscious decision to begin producing PPE for the city of New York even before they had orders in, and during a very difficult and uncertain time at the onset of the pandemic, brought hope to many in the garment-manufacturing community. Ferrara Manufacturing stopped the company's typical production lines of tailored product and invested in new machinery and materials to support much-needed PPE. She developed and negotiated a proposal with the New York City and state governments to supply gowns and masks, incorporating 16 other factories in the Garment District community. Additionally, Gabrielle has made it a point to support her community through the donation of garments to restaurants, schools and small businesses in need, while taking the time to reimagine the future of the garment manufacturing industry in the U.S.

Gabrielle has shown immense strength in her position and, especially during the PPE crisis, has become a passionate and strong leader for the next generation of female talent in manufacturing. She focuses on building up the careers of women new to the field, training them on relevant skill sets that can be transferred to other roles within the industry. Gabrielle has pushed hard to raise awareness, inspire and guide those around her, and many have reached out to her, seeking guidance and advice on entering the space.

"I love the teamwork and collaboration required to manufacture a physical product. I get inspired by our team working together on constant problem solving, especially when launching new production lines, and the speed at which we need to operate in order to meet deadlines and maximize quality."



★ EMERGING LEADER

Jennifer Fleming

Program Manager
Faurecia Interior Systems

“Manufacturing provides me the opportunity to be in a high-speed environment, while working with cutting-edge technology to discover innovative ways to develop products that improve everyday life.”

Jennifer’s innovative mindset, focus on collaboration and commitment to continuous improvement makes her an asset to the team at Faurecia Interior Systems. In less than two years as program manager, Jennifer played an integral role in the redesign of daily perimeter and chute testing. Her innovative work streamlined feedback results by reducing the number of components tested, ultimately generating a net savings of \$3.3 million and receiving the Faurecia Division Top Improvement Idea Award for impactful improvements across the Faurecia Interiors North America division. Additionally, she managed a joint effort to design an alternative method to rework service components, helping to improve vehicle performance while providing additional cost savings.

As the beneficiary of mentorship during the start of her career, Jennifer makes it a point in her work to raise up the next generation of female talent. As a site champion for the Women@Faurecia network, Jennifer helps empower women and facilitate in their career growth and has contributed to the company’s diversity and inclusion awareness through workshops, trainings, activities and mentorship. She’s sought after for advice by her colleagues and new talent, as she continuously makes herself open for mentorship and coaching.

Jennifer’s willingness to go the extra mile in her work spills over into service for her community. She has participated in a number of service projects through the Faurecia Unites Employees for Local Services program, including gleaning produce and packaging canned goods for the Gleaners Community Food Bank in Detroit, and is an active participant in Life Remodeled, a nonprofit that mobilizes home-improvement and beautification projects to improve Detroit neighborhoods. She’s also an annual supporter of Giving Tree, fostering a family through the holidays. In all that she does, Jennifer possesses the ability to impact change through action and innovation that have benefited the automotive industry, her colleagues and her community in tangible ways.



Melanie Flowers

**Senior Manager, Technical Training
Samsung Austin Semiconductor**

Starting her manufacturing career as a line specialist straight out of high school, Melanie has worked her way up the management chain and now serves as head of technical training at Samsung Austin Semiconductor, proving you can succeed in the male-dominated manufacturing industry—as a woman and without an engineering degree. One of Melanie’s noteworthy achievements is developing and implementing the company’s High School Graduate Intern (HSGI) program, a 10-week paid summer internship program for newly graduated high school students. Students who complete the program can move into the company’s Fab Apprentice program, also developed by Melanie, allowing them to work part time while pursuing an associate’s degree. The HSGI program has helped launch the careers of more than 40 future employees and has been benchmarked by several other manufacturing companies in the region.

Melanie’s work has also impacted the broader community through her development of the Employment Ecosystem. The concept, created in response to a skills gap affecting manufacturing companies in the region, allowed Samsung Austin Semiconductor to partner with local advanced manufacturing companies to implement pre-employment training for future operators and technicians. Melanie helped develop the program’s training curriculum, procure scholarships and grants for participants and coordinate stakeholders in the program. The program has proven to be timely in the wake of the COVID-19 pandemic, helping people jump-start their careers in an essential industry. What’s more, the framework can be used to create and maintain a talent pipeline for any industry.

Throughout her career, Melanie has relentlessly supported female students and women in the manufacturing industry. She has served as an industry expert on the Nepris platform for K–12 classes, led STEM Day activities for local Girl Scouts, led Career Opportunities on Location Week sessions for high schoolers, coached women through the Women in Technology and Samsung affinity group and participated on panels promoting women and manufacturing.

“I love that manufacturing is about producing tangible things. It’s awesome to see the fruits of your labor at the end of the day! Also, the manufacturing industry can provide anyone with a GED to a Ph.D with more than just a job; it can provide anyone a career.”



Sharon Floyd

**Manufacturing Supervisor
Siemens Energy, Inc.**

“The innovation that can be found in the manufacturing industry is limitless. Ninety percent of what people use on a daily basis comes from some manufacturing company. Growth potential is exciting and since manufacturing is so innovative and broad it has a major impact on the growth in any country.”

Sharon possesses both the technical knowledge and leadership prowess essential to managing a diverse group of employees. Despite her many responsibilities as manufacturing supervisor and second shift manufacturing manager at the Siemens Charlotte Energy Hub, she takes it upon herself to ensure a positive working environment for her teams. She has shown particularly strong leadership over the past year, when multiple process issues led to a drop in department morale and increase in negative behavior, and was a major influence to drive constructive conversations and lead the way toward personnel conflict resolutions.

Sharon truly believes in gaining strength in daily challenges and has served as a role model for those she supervises, particularly other women working on the production floor. Described by her coworkers as an encouragement and a light, she has dedicated herself to mentoring female employees, apprentices and interns alike to excel in the predominantly male field of manufacturing. Her encouragement knows no bounds, and she has supported both young female students pursuing engineering degrees and women taking on gender-biased roles like crane operator, welder and machinist.

Sharon is just as passionate about empowering her community as she is on the job. She is the founder, president and CEO of Better Bound Book Store & Youth Development, a nonprofit that empowers at-risk youth (ages 16-21) to take control of their lives by working to make better choices that brings change in the trajectory of their lives. She helps them set career and education goals and encourages young women to embrace non-traditional opportunities. She has also been involved with Optimist International, a nonprofit serving children and their communities, and has twice been awarded Optimist of the Year.

Sharon’s actions show how a strong work ethic, determination, dedication and continued learning can allow someone to have a significant impact on others.



★ EMERGING LEADER

Emily Frantz

**Construction Supervisor
Huntington Ingalls Industries**

Emily began her career at Newport News Shipbuilding as a nuclear engineer, supporting the installation of a first-of-its-kind radiation shielding package, which reduced radiation exposure by a factor of 7.5 and vastly decreasing the risk associated with work in radiation areas. The overwhelming success of this project resulted in a new Navy standard and was recognized by outside regulatory organizations as a significant achievement. Better yet, the team's work was completed three days ahead of schedule and accident-free. Emily and the team were awarded the 2019 Model of Excellence Award for Raising the Bar in Radiation Reduction. Following the project, Emily transitioned to her current role as a leader of a multidisciplinary team, where she has led the effort to adopt automatic welding as another way to reduce radiation exposure and improve schedule.

Emily has been an active leader in the Society of Women Engineers since 2011, both as a collegiate and a professional member in the New York State Capital District. As the section's president, she led the orchestration of 50 events and the distribution of 13 scholarships over two years. Most recently as treasurer, Emily raised over \$25,000 to fund outreach, networking and professional-development events. The section coordinates an annual Merit Award Dinner that recognizes 50 female students from more than 30 local high schools working toward a future career in STEM. Emily played an integral role in helping the 2020 event meet COVID-19 guidelines and worked with event sponsors to reallocate their donations into scholarships, resulting in twice the number of awards from previous years.

Emily is also an ardent supporter of Habitat for Humanity. Since 2017, she has coordinated groups of Newport News employees to volunteer in five construction projects. In 2019, Emily helped to raise funding and organize volunteers for the Blitz Build, a two-day event where volunteers build a 1,400-square-foot home alongside the new homeowners.

“Working in the shipbuilding industry, I enjoy the problem solving of turning pipes and plate into a ship. It is easy to take pride in your work when it supports the U.S. Navy.”



Claudia Fresnillo Martinez

**Facility Manager
Caterpillar Inc.**

“Being a leader in manufacturing is a very dynamic role; you learn every day as many challenges you face brings you a different way to solve them, different people you work with and a very diverse point of view on how to solve them. So the learning opportunity of coaching others is exciting!”

Claudia has a deep understanding of manufacturing, but she also knows how to touch people’s hearts, connect with them and create a winning attitude to achieve true transformation. She has played a pivotal role in improving the culture of Caterpillar’s 2,800-person manufacturing facility in Monterrey, Mexico, by creating and leading the facility’s transformational program. By focusing on cultural change within the facility, attraction and retention of employees, continuous learning and diversity and development, the program has helped convert the facility into a lean and inclusive organization with high-performing teams and an innovative environment. It led to an increase in women employed by the facility, including in a 6% increase in leadership roles and a 4% increase in administrative roles, as well as improvements to the overall employee experience.

A role model for women in manufacturing, Claudia mentors women across Caterpillar, established a mentoring program across all Caterpillar Mexico facilities and reintroduced the Women’s Initiative Network, a Caterpillar employee resource group, to the Monterrey facility. In addition, she coordinated a diversity and inclusion initiative among her work division and seven others across Mexico with the goal of creating an inclusive culture that empowers women and avoids bias through training activities for both women and men. The team connected with the five main universities in the region to implement a women in STEM program, benefitting nearly 5,000 employees and local upcoming talent.

Claudia’s passion for people doesn’t stop there. Along with her Caterpillar colleagues, she helped provide paint materials, lamps and more than 100 robots to local schools in low-income neighborhoods. She also partnered with three local universities to implement a co-op work and development program, connecting students with the facility for hands-on learning, and she has led facility-wide initiatives for employees, including Earth Week activities and an annual race.



Sarah Friedman

**Vice President, Director of Supply Chain
Route-to-Consumer Strategy
Brown-Forman Corporation**

Sarah is responsible for the design of Brown-Forman’s global distribution network and leads supply chain-related activities in support of Brown-Forman’s route-to-consumer initiatives. Leveraging her 18 years with the company, she collaborates across the corporation to evaluate and implement new business models globally. Her leadership has made a significant financial impact for Brown-Forman, including improved incremental profit of more than \$20 million and approximately 10% expanded distribution in the markets she serves. As a member of the company’s global production team, she plays an integral role in developing the organization’s long-term strategy and leading a team of more than 120 employees located across 18 countries.

Sarah has overcome many barriers in a male-dominated environment to thrive as a leader and, as such, is a great champion of inclusion and diversity in the workplace. She has taken part in a number of Brown-Forman employee resource groups to support the growth and development of minority members. Most notably, she has been a key leader of Grow Remarkable and Outstanding Women, supporting the growth and development of young women at Brown-Forman through mentorship. She has also been an active member in PRIDE, which focuses on the growth and development of LGBTQ members, and in Blacks United in Leadership and Development. She serves on the global production leadership team’s Diversity Council, helping shape its diversity and inclusion strategy.

Despite her global role at Brown-Forman, Sarah is a committed member of her local community. She serves on the boards of St. Vincent de Paul Louisville, a nonprofit serving families in crisis, and the Gilda’s Club Kentuckiana, a nonprofit empowering those impacted by cancer. She is also an active member of the parents’ association at her children’s school. Sarah is a genuine leader with an inclusive, effective and humble leadership style and embodies the character of a true champion.

“Manufacturing is about creating tangible goods for others. It is so rewarding to see the finished product in a consumer’s hand, and recognizing the diverse group of people and challenges that brought an idea to life.”



Veronica Gadson

**Associate Director, Innovation Engineering
The Sherwin-Williams Company**

“I’m passionate about manufacturing because it’s the backbone of society and a significant factor in the quality of life of millions of Americans. The industry creates experiences and opportunities important for personal prosperity, professional growth and community responsibility for people from all over.”

Veronica has wielded her leadership and influence to create excitement around innovation at Sherwin-Williams. One of her major accomplishments was the launch of the company’s Innovation in Operations function to scout and pilot next-generation technologies that will make step changes in company operations. She has conducted training and brainstorming sessions as well as led a global, division-wide innovation contest to provide support and encourage all employees to innovate.

Veronica has focused on increasing cross-functional collaboration with teams from R&D, safety, human resources, operations and engineering to put new ideas into motion, giving Sherwin-Williams a competitive advantage and supporting its growth. These activities led to implementing a modern collaboration space called “The Mixing Room” at the company headquarters. In addition, Veronica led the development of the Digital North Star for the company’s global supply chain to accelerate the future of work. Veronica has shown exceptional leadership during the pandemic by onboarding a completely new team that was able to effectively begin new projects and initiatives remotely.

Veronica’s gift for inspiring others in STEM extends into her involvement with young people. For more than 18 years, Veronica has volunteered with US FIRST, a leading nonprofit STEM engagement program for kids worldwide. She has shared her love of science and technology with young women, underrepresented minorities and students in low-resource neighborhoods. She previously served as a board member for the professional chapter of the National Society of Black Engineers in Columbus, Ohio, where she focused on recruiting, coaching and mentoring the next generation of technical professionals to transform the culture of engineering. Veronica is a mentor for eighth graders in the Cleveland Metropolitan School District’s True2U program and supports K-8 students through Junior Achievement of Greater Cleveland. Her reputation led to her being selected as chair of the company’s Global Supply Chain African American Network, an employee resource group with the mission of providing mentorship, support, exposure and development to improve inclusion, diversity and equity of Black and African American employees.

Veronica is a self-motivated individual who sets high, but fair expectations for herself and her team. She is a role model for African Americans and women and exemplifies “above the line” behavior in all her interactions.



Melissa Goodwin

**Vice President Supply Chain—Industrial Planning and Equipment
Ecolab Inc.**

An authentic leader and innovative thinker, Melissa leverages her scientific background to lead Ecolab’s North American logistics while building engaged teams that consistently exceed expectations. When she took responsibility for Ecolab’s E2E bulk supply chain, Melissa dramatically improved Ecolab’s on-time service by attacking the problem tactically and strategically, focusing on incremental progress. She significantly improved relationships with the company’s bulk carrier partners, drove team engagement and focused on career and development planning with her team. Melissa’s function delivered over \$8 million in savings in 2020, which is the best year result ever in that space. She also is aggressively developing industry-leading technology to eliminate the possibility of wrong tank delivery safety incidents and is using predictive analytics to digitize bulk operations, potentially saving over \$12 million annually and enabling frictionless ordering for 70,000 customers.

Ecolab employees want to be on Melissa’s team. She invests in developing each of her direct reports, setting a culture that cascades to the entire organization. As a result, her diverse team is highly engaged and feels valued. Melissa also supports the next generation of talent, coaching and advocating for new team Ecolab members and serves on the executive steering committee for its Leadership Development Program. Her extremely strong brand drives associates from across the company to seek her out as a mentor. Due to her great results and strong transformational and developmental skill sets, Melissa has recently been promoted to vice president supply chain—industrial planning and equipment.

Melissa’s positive impact extends to the community. For 15 years, she served as the fundraising chair board member for Green Hut Charities, which focuses on education and provides hardship grants to the local community. In that role, Melissa helped raise and distribute funds that paid for handicap ramps, housing and travel expenses for lower-income families in need of medical care, after-school programs for at-risk children with disabilities and more. Melissa also served as a Science Olympiad coach for six years, encouraging young women to pursue science careers. Her teams finished in the top three every year. Melissa also is involved in the Notre Dame alumni network serving as class of 2000 alumni president, and she routinely participates in Ecolab-sponsored volunteer opportunities.

“I love the opportunity to creatively solve problems and bring solutions that directly impact the customer. But above all, I love to develop and support our associates to grow the best talent in the organization.”



★ EMERGING LEADER

Margaret Graham

**Material Planning Lead
Whirlpool Corporation**

“Manufacturing is where the hard work of every employee in the company creates concrete value. The shop floor is truly what turns ideas at every level of the organization into a high quality product for our customers. I love being part of the team that makes that magic happen.”

Margaret joined Whirlpool’s Manufacturing Leadership Development Program in 2018 and quickly emerged as a rising star among her peers. She has proven herself to be an enthusiastic leader who is committed to the company and the community. She has made a substantial impact at multiple Whirlpool plants through a variety of roles in just the first three years of her career.

As a process engineer at Amana Operations, Margaret led major process improvements that reduced safety risk and reliance on operator skill to create a quality product. She used advanced problem-solving tools to solve complex failures with testing equipment, driving more than \$1 million in savings. As the facilities manager for the Cleveland, Tennessee, plant, she led the plant’s conversion to emission free hydrogen fuel cell-powered material handling equipment and the installation of a new cooling tower to increase the plant’s cooling capacity by 38%. She was also responsible for the coordination of building maintenance in the 1-million-square-foot manufacturing facility and two warehouses. Margaret is currently making an impact at Whirlpool’s Findlay, Ohio, operations where she is leading process improvements for dishrack welding and forming. Margaret advocates for the expansion of world-class manufacturing in each plant where she works, leading to improvements in productivity, safety and quality.

Recognizing that leadership potential is within everyone, Margaret is committed to the development of all the reports on her team, mentoring both female and male employees. Because building a strong talent pipeline is vital, Margaret has led recruiting efforts for the manufacturing leadership development program at Whirlpool, sharing the opportunities she’s experienced as a young female leader in manufacturing.

Margaret is an advocate of STEM and manufacturing careers for young people in her community. At Amana Operations, she visited local high schools to promote career options available in manufacturing and led plant tours for visiting students and teachers to celebrate manufacturing day in October. She volunteers with FIRST Robotics, most recently as a team mentor, guiding a team of high school students through the design, build, programming and testing of a robot for competitions. She and her team demonstrated the robot at elementary schools, promoting opportunities in FIRST Robotics and STEM education. Margaret has a long history of volunteering for community causes, including United Way.



Jill Greene

**Vice President & General Counsel, Global Legal Regions
Faurecia**

With an innate business sense and a winning combination of assertiveness and compassion, Jill plays a critical role in Faurecia's mergers and acquisitions, partnerships and investments. In this role, she directly contributes to the company's manufacturing footprint, growth and successful innovation ecosystem. Since her appointment in 2016, Jill has positioned Faurecia North America's legal department as the go-to resource for executives and manufacturing divisions across the globe. Her innovative team has delivered \$4 million in savings by reducing the complexity and use of outside counsel spending. Jill approaches each situation with high energy and a commitment to excellence, transparency and integrity, serving as a role model to women and men at Faurecia and in the auto manufacturing industry.

Jill offers individual guidance and mentorship to empower women in the company. She participates in women's networking initiatives, formally mentors both men and women to help guide their careers at Faurecia and was the featured speaker at the launch of the company's female leadership development training program. Jill's enthusiasm to share her experience has created strong engagement with female talent at Faurecia and has helped create additional advocates within the company's top executives. Her commitment to providing top legal counsel and her continuous efforts to increase gender equality and diversity will have a lasting impact on the next generation of female talent.

Jill has taken her expertise beyond her professional career, volunteering since 2013 as guardian ad litem for Child Advocates Inc., which uses court-appointed volunteers to help break the cycle of child abuse. This is just one of many ways she gives back to the community. In 2020, as most organizations waded through the uncharted waters of COVID-19, Jill offered support to Faurecia's community partners, sharing her legal perspective on disaster planning, restrictions, the health and safety of employees, supply chain issues and more.

"Manufacturing drives efficiency, creativity, attention to detail and commitment to safety and quality, and mandates teamwork. Both honorable and necessary, manufacturing is critical in virtually every major development in modern history."



Nadine Gropp

**Vice President, Global Engineering,
Film & Material Science and Manufacturing Technology
3M**

“Manufacturing requires strong collaboration and teamwork, which creates an energizing place to work, where we solve problems every day. In addition to job responsibilities, we have a social responsibility to give back to the communities in which we live; 3M manufacturing enables and actively supports this important effort.”

Nadine oversees the manufacturing of 3M products at more than 30 manufacturing sites in the United States and Canada, which support approximately \$7 billion in sales and employ more than 8,000 people. Nadine has been very successful in her 20-year career at 3M, but she is quick to point out that her accomplishments have been achieved through strong collaboration and teamwork. As manager of 3M’s Aberdeen, South Dakota, plant, Nadine led initiatives to make it more competitive and prepared the plant for pandemic response capability. She conducted benchmarking with regional manufacturing companies that had a history of continuous improvement. Armed with her research, Nadine changed overtime policies to reduce worker fatigue and increase operational agility, restructured job grades and advanced investment in disruptive technologies and automation. These changes resulted in output records and improved safety results, boosting employee morale and engagement.

Nadine is passionate about supporting women in STEM, having spent countless hours tutoring girls in science and math. She has facilitated Schools Engineering Week, led Math Counts competitions and arranged STEM presentations in schools. Nadine launched the first Lean In Circle in Aberdeen, pulling together leaders, individual contributors and students from across the community. Each year, she leads a 3M Lean In circle to coach, develop and advise women across the company. In 2020, Nadine assumed leadership for 3M’s Diversity, Engagement, Inclusion and Social Justice Steering Committee for operations globally.

Nadine has served as a chamber of commerce board member, a member of hospital boards and citizens advisory councils and as a volunteer for United Way and other organizations. An active volunteer in every community she has lived, Nadine exemplifies the characteristics of a true servant leader.



Melissa Hadley

**Manager Business Planning RPS and CM&C
Koppers Inc.**

Melissa's extensive experience in manufacturing combined with her commitment to improvement, communication and teamwork have been a recipe for success at Koppers. Her leadership has led to innovative, cost-saving processes with profitable outcomes. From her initial post as a manager of business planning for the coal tar distillation business unit, her responsibilities expanded in 2019 to include business planning for the railroad tie business unit. Under her direction, the unit has implemented an optimal and highly transparent inventory strategy. Melissa also leads a multibusiness unit network optimization effort projected to generate double-digit earnings improvements for Koppers. The campaign aligns unit leaders and uses cutting-edge supply chain modeling software to develop an optimization model. An outstanding leader, Melissa is passionate about developing the talents and strengths of female employees and the next generation of females in manufacturing.

Throughout her career, Melissa has mentored young women, helping them transition from interns to full-time employees. She has offered shadowing opportunities to college co-op students, immersing them in real-life work settings and has mentored them to bolster both their confidence and academic performance. Melissa works extensively with the next generation of female leaders through the Pittsburgh Fellows Program, which helps students transition from college to professional careers. She also volunteered at the annual Intel Science Fair, the world's largest international pre-college competition.

Melissa often is approached by female coworkers for career advice and is eager to share her experiences and offer support. She is an active member of LINKwomen, an employee resource group that works to strengthen the talents of female Koppers employees. Through LINKwomen, Melissa helps plan and lead volunteer events that benefit community nonprofits, including Dress for Success, the YWCA and Junior Achievement. She also leads a research group to better understand and address the challenges faced by women in manufacturing, which has had a positive impact on the company and the community.

"Manufacturing is the foundation of our world. Watching a product come to life from raw material to finished good is extremely satisfying. The sense of comradery that can be found on the plant floor is unique and the challenges around debottlenecking or making process improvements is exciting."



Liz Haggerty

President
Oldcastle BuildingEnvelope, Inc.

“The most exciting thing about working in manufacturing is that our industry creates tangible products that support human livelihood, impacting how we live, work and play. It has provided a tremendous career where I feel like I have been able to contribute to making the world a better place.”

A metallurgical engineer with extensive experience leading the manufacturing of highly customized and standard building products, Liz is the first female president of the \$1.7 billion Oldcastle BuildingEnvelope (OBE), the leader in architectural glazing systems, architectural glass and glazing hardware. She is a high-impact, results-oriented executive with a track record of building and transforming organizations into high-performing teams. Liz has led OBE through a major reorganization to focus on three distinct business segments, enabling manufacturing standardization and leveraging regional capabilities. The reorganization led to better customer experience, reduced manufacturing costs and improved asset utilization. Her leadership during the pandemic has shown that Liz is poised to drive improvement and deliver results during OBE’s next phase of growth.

Named one of the top women in manufacturing by IndustryWeek, Liz serves as a mentor to women across the globe, spanning multiple disciplines and organizations. As OBE works to improve its number of women in leadership, Liz has focused on identifying key female talent and establishing a formal mentoring and development program. In her prior position at Johnson Controls (JCI), Liz established a corporate sponsorship for the Society of Women Engineers at the University of Oklahoma and led activities that allowed members to learn more about career paths and internship programs at JCI. In 2018, Liz launched the Coolest Women in HVAC summit, where participants learned about the journeys of women leaders in engineering and manufacturing.

Liz has created a legacy of volunteerism in the HVAC industry. In 2014, she initiated a partnership with Habitat for Humanity in which her company donated HVAC equipment for use in Habitat homes and she created build days to allow employees at all levels of the organization to volunteer. Liz is passionate about animal rescue and adoption. Four years ago, she got involved with Mini Mutts Animal Rescue, donating resources and funds to support the organization’s mission to rehabilitate and rehome dogs.



★ EMERGING LEADER

Lauren Hampton

**Operations and Compliance Engineer
BASF Corporation**

Lauren began her career at BASF in 2014 through the company's professional development program and quickly established herself as a leader in the making. Today she is an operations and compliance engineer ensuring safe and sustainable operation of BASF's plant in Pasadena, Texas. In this role, Lauren is given the opportunity daily to demonstrate her value, rapidly developing expertise and ability to tackle challenges with confidence and creativity in the manufacturing environment.

Because of the COVID-19 global pandemic, BASF and the Center for Chemical Process Safety nearly had to cancel their 2020 faculty workshop. The workshop is a week-long event that teaches engineering faculty members at universities across the globe about process safety and its importance in the chemical industry. Realizing the significance of the annual event, Lauren led the effort to reconstruct the workshop using a virtual platform. Fifty professors from 11 different countries learned about process safety during the two-day virtual workshop she designed. During this time, she also helped convert the professional development program's on-site programming to a virtual format and assisted her department in converting employee process safety trainings from in-person to virtual events.

Lauren is well on her way to becoming a significant role model for women in manufacturing. She helped launch the Texas chapter of Women in Manufacturing and serves as its treasurer. She freely lends her time to mentor female BASF professional development program participants and interns. She has also become an active volunteer with GirlStart, an organization that works to increase K-12 girls' interest in STEM. She volunteers as a guest speaker in GirlStart's summer and afterschool programs encouraging young girls to pursue engineering and manufacturing careers. Lauren is also active in the Women in BASF employee resource group, which sponsored GirlStart's "Send Camp to a Girl" program, an effort to continue engaging participants in STEM activities despite the cancellation of in-person activities because of COVID-19.

Lauren helps build interest in STEM and encourages other females to enter the manufacturing field, all while serving as an ambassador for BASF in the community. Whether she is conducting experiments or speaking to classrooms, she brings awareness to the role the company plays in creating the products consumers use every day and promotes BASF's sustainability efforts.

"In manufacturing, every day is a new challenge. I enjoy the teamwork involved in solving the problems and issues with the right experience and expertise. It's a rewarding career where I am constantly learning and developing."



★ EMERGING LEADER

Rachel Harris

Senior Research Chemist
PPG

“When considering my career options, I felt strongly that STEM fields are creative endeavors. As a very practical person, growing up I was drawn to the idea of designing everyday objects to make them both beautiful and functional; this connection to the end product was why I pursued manufacturing.”

Rachel is a respected, top-performing and highly engaged employee whose technical expertise has pioneered visualization technology for PPG across all global markets and led to the development of two new analytical test methods. The visualization technology creates a competitive advantage for PPG from other paint and coatings suppliers in the automotive OEM industry due to its real-life accuracy and digital display of complex colors. The tool easily facilitates digital communication and renderings between PPG and customers, increases productivity and improves processes to exceed customer expectations. Rachel’s impressive career in manufacturing is an extension of her personal interests and passion for creating and developing the next generation of innovators.

Rachel’s commitment to excellence extends to her involvement in the community. She formally and informally mentors other PPG employees, current students and young alumni at her alma mater, the University of Pittsburgh, and others in the STEM community. She serves as the onboarding chair of PPG’s R&D Diversity Committee, for which she developed a new hire onboarding program for all R&D groups that ensures new employees acquire the necessary skills, knowledge and behaviors that lead to success at PPG. She also is a member of the Northwestern University recruiting team to attract new talent to PPG’s science and technology groups and is an active participant in STEM outreach activities through PPG’s Science Education Council. Previously the outreach coordinator for the Greater Pittsburgh Area Women Chemists Committee, Rachel was responsible for programs emphasizing science education for girls and young women. She was also the Pitt chapter co-president of the American Chemical Society, increasing awareness of ongoing research and outreach programs for K-12 students.

In all that she does, Rachel has proven herself to be a natural leader who is helping to shape the next generation of leaders in manufacturing.



★ EMERGING LEADER

Melissa Headland

Production Engineer
The Dow Chemical Company

Though she is early in her career, Melissa has demonstrated significant talent and leadership skills. She is a problem-solver extraordinaire, using all tools at her disposal to get results—from statistical software and the latest technology innovations to developing her own software tools to get the job done. Melissa quickly gains the respect of those with whom she works and is sought out to participate in diverse initiatives, such as facilitating maintenance and engineering leadership meetings, participating on the global employee development team and coordinating assignments with engineering partners. One of Melissa’s most recent noteworthy contributions is her campaign to update the National Board Inspection Code (NBIC), which provides standards for installation, inspection and repair for boilers, pressure vessels and pressure relief valves. She worked with several Dow teams to create the case and draft language for the NBIC, which passed the new language with only minor tweaks. These changes, driven by Melissa, will impact the overall safety of process industries by facilitating quicker and more cost-efficient inspections.

Melissa has served as a coach and as master coach for Dow’s Propel to Excel, a personal and professional development program designed for high-performing employees to more rapidly contribute and deepen their impact. Coaches work with new hires from around the globe to support skills development and facilitate team discussion and personal learning. This year, she became the program’s coach coordinator.

An active volunteer, Melissa serves on the United Way Ambassador Steering Team for Dow in the Great Lakes Bay Region, which has a goal to raise \$1.1 million for community programs. She also serves as an officer on the board of Personal Assistance Options, a nonprofit that supports individuals with disabilities. Rounding out her activities, Melissa volunteers with Midland Curling Club’s Learn to Curl program, which teaches the unique sport of curling in a fun and relaxing environment.

“Working in manufacturing has given me the opportunity to think critically and solve problems every day. It pushes me to constantly learn—whether finding opportunities to improve production or ways to bring out the strengths of a team—there are always new challenges to tackle.”



Kally Hodgson

**Vice President, Global Sourcing
International Paper Co.**

“Within manufacturing, I am passionate about utilizing growing technology to make real everyday products with great people. In the packaging and pulp industry, we produce essential products that improve the lives and communities of those around us.”

Kally began her career at International Paper in 1997 as an engineer in its Natchez, Mississippi, facility and quickly emerged as a top talent with both technical and leadership abilities. She rapidly assumed additional responsibilities and has held multiple leadership roles within the organization for the past 24 years. As vice president of global sourcing, Kally is responsible for more than \$7 billion in purchases around the world and leads the global team responsible for sourcing, procurement and integrated processes and systems that deliver efficiency and enhance business results. She has successfully led several optimization and large capital projects that were critical to meeting the organization’s business goals.

Kally has helped International Paper deliver innovative products and positive business results, but also has placed strong emphasis on investing in its people. She is committed to developing employees and engaging her teams. Kally has helped countless young women and men develop skills and find career opportunities. She serves on the Women in IP Mentoring Board and has assisted other women in the organization on a number of issues, such as balancing family and career. Kally is working toward meeting the company’s diversity goal of having 30% women in the workforce and 30% minority in the U.S. Kally’s passion to increase diversity in all areas has resulted in policy and practice changes that have allowed women to advance in both their personal and professional lives.

An active community volunteer, Kally has worked with organizations that encourage sustainability. She has supported in the paper and packaging industry to Forests Today and Forever, an organization dedicated to supporting active, sustainable management of forests, and to the Wolf River Conservancy, a nonprofit dedicated to the protection and enhancement of the Wolf River and its watershed as a sustainable natural



Carey Holden

**Senior Production Director
The Dow Chemical Company**

Carey is an exemplary leader who flawlessly performs her duties while taking time to help other employees strengthen their own skills. She leads the energy systems department at Dow's Louisiana operations facility. As part of her responsibilities, she is accountable for environment, health and safety and cost and reliability performance of the assets, which provide all power and steam for every other facility on site. Under Carey's leadership, the number of unplanned negative reliability events has decreased by 50% in the last two years, resulting in an increase of 10% reliability, a significant contribution of the site toward corporate financial results. At the same time, Carey led her team through several planned turnarounds that were completed on time and under budget. All of this was achieved with zero injuries.

People development, diversity and inclusion are among Carey's top priorities. She is a member of Society of Women Engineers (SWE) and actively recruits for Dow at SWE conferences. She lends support to her recruits upon their arrival at Dow for however long they need it. Carey also is a member of Dow's Women's Innovation Network, through which she routinely mentors female colleagues. She serves as a master coach in Dow's targeted leadership development program and is a member of several employee resource groups. She is deliberate in reaching out to new production leaders, making sure they know she is an ally who is ready to assist.

Carey brings the same enthusiasm to her community activities. She has led United Way campaigns and explained to employees the impact of their donations on the local community. Her biggest passion, however, is teaching the younger generation about STEM. Carey has helped bring several STEM activities to local schools, giving her all to each student. Carey never turns down the opportunity to be the positive light someone needs in their life

"Manufacturing gives me the opportunity to play to my strengths everyday. It is fast paced and there is never a day without a new operational challenge. I am blessed to lead a highly diverse passionate team and enjoy watching them come up with creative solutions to overcome the latest challenge."



Heather Hollis

**Director of Marketing
Cornerstone Building Brands**

“Manufacturing allows us to create innovations that solve real-life problems, and being a part of that—no matter what the product, or the role you play in making it a reality—is an incredible opportunity.”

Heather is an exceptional leader who is passionate, intelligent, collaborative and inquisitive. As a director of marketing at Cornerstone Building Brands, she consistently demonstrates the company’s core values of safety, integrity, innovation and teamwork, which has made her a highly sought-after participant in special projects and assignments across the company.

Most recently, Heather led projects to strategically reposition a portfolio of brands in the commercial buildings industry representing \$1.5 billion in annual revenue. These efforts were carried out while simultaneously developing and implementing an organizational design for the marketing function to streamline operations and leverage strengths across the business as it pursued the vision of becoming a revenue marketing team. Heather’s deep understanding of Cornerstone’s commercial buildings business, its customer segments and brands has helped the company grow its market share and profitability. Through a virtual environment, she unified a new team and led them resiliently through the COVID-19 crisis as well as several major restructures with a positive attitude that was infectious. Her incredible communication skills allow her to foster a dialog that create a productive outcome.

Dedicated to engaging the next generation of female talent, Heather has done a tremendous job growing and developing other female employees. Many of the women she has mentored have been promoted to higher-level positions and are considered high potential by other company leaders.

Heather has been active in service to her community for many years. She was an advisor to Houston Baptist University’s Alpha Chi Omega chapter and a member of Kiwanis International for nearly 15 years. Through Kiwanis, Heather mentored K-12 students to help them develop leadership skills with a servant-leader mindset. She served as a board member of the Texas-Oklahoma District foundation, chair of the district’s Long-Range Planning Committee and the Houston-area lieutenant governor. For her dedication to mentoring tomorrow’s leaders through community service, Heather has received the Youth Leadership Award and is a Women in Kiwanis honoree.

Heather is married to her high school sweetheart and is the mother of two boys under five. She embraces all her roles—employee, leader, wife and mother—with dedication and passion.



Brandi Hooven

Tax Director
National Gypsum Company

Brandi joined National Gypsum Company in 2019 and immediately began leading organizational and transformational change in the tax department, making tax a bigger factor in the company's decision-making. She found more efficient tax procedures that improved internal processes and created a more streamlined solution for customers. As a result, Brandi's team significantly reduced erroneous tax charges, leading to a better overall customer experience. An outstanding leader, Brandi always reminds her team to challenge the status quo and to spend more time on planning and tax strategies. She has identified cost improvements across the company and encouraged the tax, manufacturing and customer service departments to work together as one team.

Having spent her entire accounting career in manufacturing, Brandi is an excellent role model for women in the industry. She understands the opportunities and challenges, and always looks for ways to remove obstacles to success. Brandi mentors the next generation of female accounting talent through her involvement with the North Carolina Association of CPAs (NCACPA) scholarship program. She helps to break down barriers to advanced education by promoting the scholarship program to eligible women and serves on the team that reviews applications and selects scholarship winners. She also volunteers for NCACPA's diversity and inclusion program and brings back valuable information to the National Gypsum workplace. Brandi mentors women in her department, encouraging them to take advantage of professional development opportunities and helps advocate for their education and advancement.

Brandi is dedicated to giving back to her community. In addition to her work with NCACPA, she is very involved with the PTA at her children's school. She coordinates volunteers for parent/teacher appreciation lunches and other events. Through the Schoolmates program, she advocates for another elementary school that is economically disadvantaged. She is passionate about acknowledging and eliminating the discrepancies in resources for schools in different neighborhoods.

"I am passionate about manufacturing because it enables me to work with diverse, cross-functional teams. In my finance and tax role at National Gypsum, I can be a lifelong learner and create value company-wide by supporting all business functions as well as our customers."



Erica Hoyos

**Vice President, E2E Supply Chain BWI
Johnson & Johnson**

“Manufacturing is the perfect environment where the customer necessities, diverse talent and innovation convey creating a tangible contribution.”

Erica is the end-to-end supply chain vice president for BWI—Johnson & Johnson. Erica oversees +6,500 employees and is responsible for 14 manufacturing sites around the world that supply catheters for diagnostic and therapeutic purposes in addition to plan, life cycle management and new products introduction for the different platforms. During the pandemic, Erica demonstrated her strength as a leader. She ensured that the supply chain and manufacturing functions were able to adapt to ever-changing situations and supported double-digit growth while maintaining very strong customer service levels—all while prioritizing the health and safety of her employees. Early on, Erica and her team accelerated production of PPE for employees, implemented infrastructure changes at the site and launched educational and communication plans that ensured employee protection with no impact to customer service. Erica also found ways to strengthen operations, drive growth and maintain morale.

Personally mentoring members of her team, Erica fast-tracks talent by building leadership skills in her manager population and guides those employees toward future senior manager openings. She builds her talent pipeline by assigning a coach and a mentor to high-potential employees, supporting the coach as they work with the employee on day-to-day task improvement, and assisting the mentor in helping the employee develop other skills needed to continue their career growth.

Erica is a capable but humble leader who demonstrates compassion and commitment in everything she does. During the pandemic, she temporarily excused employees from populations that were particularly vulnerable to COVID-19 to help keep them safe. She and her team mobilized quickly to hire additional staff, implement innovative staffing solutions, support the local economy and keep critical supplies moving. Erica and her team were able to continue to deliver priority products for patients, consumers and customers. To help keep the local community safe, they also distributed face masks and antibacterial gel to site employees and their families.



Tammy Hudson

**Senior Manager, Quality Assurance
Molson Coors Beverage Company**

Tammy brings both personal leadership and technical depth to Molson Coors, where she serves as senior quality manager. She provides leadership across multiple areas, ensuring that all employees are working toward the same mission: delivering uncompromising quality. Tammy recently designed and implemented a quality improvement plan that resulted in higher performance at the company's Shenandoah brewery, elevating it to the best performer in quality across the Molson Coors brewery network. A master brewer and advanced beer taster with several advanced technical degrees, Tammy has held positions of increasing responsibility for the past 15 years. As senior quality manager, she is responsible for creating quality strategies, developing the next generation of leaders and producing the highest quality beers. Thoughtful and always willing to speak up for what is right, Tammy consistently delivers high-quality results.

Tammy is passionate about empowering women in manufacturing. She serves as executive sponsor of Building Relationships Empowering Women at the Shenandoah Brewery, an employee resource group. She was a featured speaker when BREW hosted the Shenandoah Women's Alliance, an organization of the local chamber of commerce, explaining the science behind beer and the role of women in the workforce. She also represented BREW and Molson Coors in a news article about women in beer. Tammy is a hands-on mentor to several women in the brewery, helping them hone their skills and prepare for promotions.

Tammy is an advocate for the environment and led Shenandoah's Fuel, Energy, Water, Emissions Reduction (FEWER) group for several years. FEWER branched out into the community, completing clean water projects that removed trash from rivers and added aeration plant beds to the lake, among other initiatives that support a healthy ecosystem. High-quality water is vital to Molson Coors, and the company is committed to using it wisely and protecting it for future generations. Tammy also has been active in fundraising events for Harrisonburg Education Foundation and for local events that support animal welfare.

"Manufacturing is a great way to impact our customers, our employees, our community and the environment. We are constantly looking for ways to improve and so we have become innovators, and we need to be on the cutting edge of new technologies. There is never a dull moment!"



★ EMERGING LEADER

Katie Iyengar

**Materials Manager
Pratt & Whitney**

“Manufacturing allows a fully cross-functional team to collaborate to deliver a tangible product to our customers. It is incredibly rewarding to see how all the pieces fit together to create a quality final product that helps bring our world closer together.”

Described by her superiors as the ideal new operations leader, Katie is a rising star at Pratt & Whitney. In her most recent role, she was a weekend shift production and cell leader for two out of the five business units, one of which handles the most advanced technology in coatings, heat treat and weldments for jet engine aircraft parts. Katie supervised 51 hourly employees and oversaw a one million-square-foot manufacturing facility just two years after graduating from the United Technologies Operations Leadership Program. She ensured seamless handoffs to and from the weekday teams, ensuring alignment across all areas of the shop throughout the weekend. Katie has established a strong leadership team, earning the respect of her employees. She instills confidence in her team as she helps them develop their skills, encouraging them to step into leadership roles. In her most recent promotion, Katie now manages the material flow through 10 vendors and multiple shared resources in a business unit that produces over 900 jet engine parts per month. She also mentors the production supervisors on how to best manage their value streams and strategic material release plans in order to ensure the business unit’s success.

Though she is a younger leader, Katie immediately took on the role of mentoring, developing and advocating for the next generation of talent. She mentors through the company’s hourly apprenticeship program and its operations leadership program, for which she also assists in talent recruitment. Because of her efforts, the company’s North Berwick, Maine, facility has hired two additional top female talents from the program in the last year. Katie also is active in two employee resource groups at North Berwick, and she has been a member of the Women’s Council there since she arrived in 2018. Katie volunteers for the Pratt & Whitney Emerging Professionals chapter, setting up professional development and networking events.

Katie is active in her local community. She volunteers with the Society for Women Engineers (SWE) and was previously its Girl Scouts outreach co-chair, planning STEM events and campus tours for young girls to promote engineering and science careers. She also recruits women in engineering at SWE’s national conference. Katie also has planned two events that raised more than \$1,500 for the United Way.



Maria Jackson

Plant Manager
Trane Technologies

Under Maria's leadership, Trane's St. Paul, Minnesota, manufacturing facility has seen a 60% quality improvement in its controls products over the past four years. These dramatic improvements were the result of Maria's ongoing efforts to standardize work, analyze and solve critical problems and engage employees from multiple teams to resolve issues. She also led St. Paul to achieve a 98% on-time shipment rate with zero recorded safety incidents. Maria focuses on incremental improvements that add up to big change, and she meets challenges with confidence, humor and a positive outlook. She is a selfless leader who is willing to go the extra mile for others to help ensure the success of her company. She empowers her team members and shows confidence in their abilities, allowing them to develop vital skills and grow into new roles.

Maria mentors young girls and women of varying ages, encouraging them to pursue careers in STEM and manufacturing. Her message is consistent: STEM and manufacturing careers can be rewarding and fruitful. Maria uses her own career journey to inspire up-and-coming women in the organization. She guides new talent and continues to coach employees as they develop their skills. She is dedicated to finding avenues to expand her employees' depth of knowledge and experience, and helping advance their careers. Maria also volunteers on a business unit team dedicated to identifying and developing diverse talent.

Maria believes the best way to plan for the future is to interact with youth of today. She supports outreach activities at Trane, including hosting events for Project Scientist, which exposes young women to STEM careers. She also welcomes visits from winners of the local middle school's Inventors Fair and has built a relationship with the local high school manufacturing class to showcase Trane's manufacturing facilities and possible career paths.

"I enjoy the manufacturing environment as it is a critical step in developing, building and delivering a quality product to satisfy a customer need."



★ EMERGING LEADER

Sophia Jacobs

C3s Olefins Process Engineer
INEOS Olefins & Polymers

“It is compelling to pick up a product that has greatly improved our quality of life and know how it is made: using molecules and unit operations, combined with dedication and team work. I love putting boots to the ground and facilitating the connection between the unit and final product.”

As a process engineer at INEOS Olefins & Polymers USA, a global petrochemicals company, Sophia boldly embraces challenges that would intimidate others. From successfully solving major obstacles for her company to improving complex processes to completing endurance events in the Namibian desert, her impact ripples throughout the company. Among her impressive accomplishments at INEOS, she scoped, designed, commissioned and directed completion of a \$20 million batch mixing asset with zero injuries—while introducing an innovative, inherently safer design to reduce manual operations and exposure to dust hazards—and successfully employed lean manufacturing methods to deliver a 10 million-lb/year production debottleneck.

Mentorship has been a constant theme through Sophia’s career, and she is proudly dedicated to developing the next generation of female STEM talent. As co-director of Project Hope—a community initiative focusing on manufacturing careers—Sophia has met with a group of young female mentees on a bi-weekly basis for the past four years, helping close the gender gap in STEM by coaching them on pre-college preparation, mock interviews, resume workshops and navigating the scholarship process. She also mentors INEOS interns, helping them work toward success both technically and in soft skills, and regularly recruits promising students from her alma mater.

Sophia’s impact is felt beyond her colleagues and mentees, extending far into her community. In addition to being a co-director of Project Hope, Sophia is also the reason it exists: In 2015, she sought funding from site leadership to build the program, which is now in its fifth year and growing annually under her leadership. The program is changing the lives of young people in the community, and has already helped turn around a school that was once at risk of closure or state seizure. From her community to her company, Sophia’s work offers undeniable proof of her commitment to helping those around her grow, improve and succeed.



Manju Jalali

**Vice President and Head of Digital Manufacturing
GLOBALFOUNDRIES**

Manju is vice president and heads digital manufacturing at GLOBALFOUNDRIES, the world's leading specialty semiconductor foundry. Prior to that she was the chief information officer at GLOBALFOUNDRIES. From her position in Singapore, Manju manages a large global team, leading multi-million-dollar, multi-year programs with teams across the globe. Her work has enhanced the experience of GLOBALFOUNDRIES' customers and users and has helped drive the company toward digital transformation, placing it ahead of the curve when it comes to implementing modern technologies like smart factory solutions, advanced analytics, AI/ML, augmented reality and robotic process automation. Manju is seen as a person who can always be trusted to turn things around quickly and see large initiatives to successful completion.

Manju has spent her career helping mentor the industry's next generation of female talent both within and outside of the company. As the executive sponsor for the company's GLOBALWOMEN Singapore chapter, a significant part of her responsibilities involves promoting women in technology and manufacturing and providing equal opportunities for female employees to thrive and pursue their chosen careers. A well-respected leader within her organization, she has been a role model, inspiration and mentor for many female colleagues, fostering a work culture where women are equipped with the tools they need to thrive.

Outside of work, Manju is living proof of her mantra that everyone can make positive changes in their community. She participates in forums, career fairs and local talks to encourage young people to pursue a future in IT. She and her husband have supported underprivileged people living in refugee camps in and around Jammu and Kashmir by providing them with assistance and accessibility to education and medical care. Thanks to the help of Manju and her husband, libraries and computers have been set up in nearby schools to help ensure equal opportunities for children of all socioeconomic levels, giving them opportunities to connect, learn, grow and lead.

“Manufacturing allows me to push the boundaries of what's possible and seeing the tangible results gives me an immense sense of fulfilment. It creates jobs, has a big impact on livelihood, it uplifts society and fuels economies, and I'm privileged to be a part of this gratifying profession.”



Christi Justice

**Manager, Manufacturing Operations
Eli Lilly and Company**

“Manufacturing is the most exciting place to be! It’s where value is generated for the company and it can be a living, breathing animal—even if you’ve run the process for decades you can still get surprised and learn new things.”

As the manager of manufacturing operations for Eli Lilly & Co, Christi leads a team that is responsible for making the active ingredient for human insulin—a critical lifesaving medicine for diabetes patients worldwide. In this vital role, Christi has led her team to overcome significant challenges, identify root causes of problems and prevent future issues, helping maintain a steady supply of insulin for patients across the globe. In everything she does, she shows her deep care for the safety, well-being and development of her staff and technical team, pushing each person to do their best while making sure they feel supported and encouraged in their work.

In 2020, Christi led a hiring campaign to fill key operations roles for the entire bulk human insulin manufacturing area, and intentionally set out to ensure a diverse pool of talent. She attended local job fairs specifically targeted at diverse populations and put applications through a resume-blinding process to remove possible unconscious bias during resume screening. Christi’s efforts paid off, as the percentage of diverse new hires—including women, members of underrepresented groups and veterans—significantly increased over previous hiring efforts, adding new and valued perspectives to the bulk human insulin team. Christi also prioritizes developing and mentoring younger female engineers and scientists on her team, guiding and encouraging them to reach their full potential.

Christi’s impact has also been felt through her work in the annual Lilly United Way fundraising campaign, which benefits charitable organizations within local communities. She has served as the United Way Ambassador Team Lead for Manufacturing & Quality, helping develop campaign strategies and ways to engage employees at all levels of the organization in the effort. She has also shared how United Way agencies have directly helped her own family, inspiring employees across the organization and emphasizing the important work done by the United Way.



★ EMERGING LEADER

Fallon Kappus

Controls Engineer
ITAC

Fallon's passion for excellence has earned her an incredible amount of respect at ITAC. As the only female engineer in the electrical department, Fallon often finds herself in high pressure, time-sensitive situations. She successfully converted five different process lines from a Modicon platform to a Rockwell platform, and with patient direction led a team of five engineers and designers through two critical industrial kiln replacements. On each of these kiln replacements, she and her team expended almost 4,000 person-hours preparing and revising 160 new and 230 existing drawings on-time and on-budget, resulting in high praise from the client.

Fallon has earned additional respect at ITAC by being one of only three women to be a licensed professional engineer. Her drive to succeed and be the best in her field makes her a natural role model. At ITAC, she has been a key mentor for the organization and is helping to recruit the next generation of female leaders by attending college career fairs advocating for women in engineering and manufacturing roles. Fallon has been extremely active at Virginia Commonwealth University (VCU) encouraging young women through her work with Project REACH and the Society of Women Engineers (SWE).

While at VCU, Fallon helped to restart the university's SWE chapter. This dedication led her to be selected as the Academic and Professional Development Chair for the society. She also became a certified peer educator through the National Association of Student Personnel Administrators for Project REACH, which helped educate students on current health topics and resources at VCU. Fallon's community involvement extends beyond VCU to her leadership with the newly formed Women in Manufacturing Virginia chapter. Through her involvement in these organizations, Fallon has provided women with the opportunity to find support and mentorship in male-dominated careers.

"Manufacturing enables me to help my clients take a new idea and make it a reality. I enjoy the challenge in starting with a blank piece of paper and, with my teammates, developing a new process that I can see built to produce products for the everyday."



Miral Khairy

**Corporate Strategy Manager
USG Corporation**

“Manufacturing is a core and critical industry within our economy. Creation, development and growth are driven by diverse individuals with a wealth of knowledge. With endless opportunities and continuous learning, manufacturing provides unique experiences and skillsets to those who embrace it.”

In her 10 years at USG, Miral has proven to be adept at quickly learning new technical processes and production methods to help grow the company. She is corporate strategy manager at USG’s Chicago headquarters, responsible for advising and supporting development, alignment and refinement of the company strategy. For nine years prior, Miral worked in USG’s manufacturing organization, serving most recently as the production manager at USG’s Walworth plant, a producer of construction materials used across the globe. Projects under her leadership have helped make her business segments more cost-competitive, even in the face of declining sales volumes. She led the transition of the Walworth plant from a single product line to four separate production lines for different products, overseeing \$10 million in capital investment funds and ultimately bringing new business and capacity to the plant.

Miral is a strong supporter of and role model for female talent at her plant and across the company. She won an award for her service as co-chair of the training committee for USG’s Women in Manufacturing group, which assists, supports and mentors female employees to help them thrive at the plant. She has mentored multiple female employees, supporting them professionally and personally as they launch their careers. She has also developed a network of mutual support among female professionals at other USG plants.

Throughout her time at USG, both in Canada and the United States, Miral has been committed to giving back to the communities she’s called home. While in Canada, she was awarded USG’s Helping Hands Volunteer Award for her volunteer work at the Children’s Cottage Society, which prevents harm and neglect to children and builds strong families through support services and crisis care. In her current location in Wisconsin, she has been a leader in her plant’s annual food and supply donation drive, encouraging her colleagues to participate, collecting cash donations and going shopping for supplies in her personal time. No matter where she is, Miral is dedicated to making a difference, both in her company and in her community.



Fariyal Khanbabi

CEO
Dialight PLC

Fariyal is the first female CEO of Dialight PLC, an industrial LED lighting company that develops safety solutions for some of the most dangerous industries in the world. She led the company through the most difficult period in its 80+ year history. In the wake of a contract manufacturing relationship gone south, a harassment scandal and four different CEOs in just five years, Fariyal worked quickly to restore stability and rectify poor communication that had left employees frustrated. Her work not only protected the company's supply chain and manufacturing capacity, but also restored Dialight's reputation for product quality and reliability.

Fariyal has spent her career advocating for women in the industry. She regularly meets with young, aspiring women in the company to share advice and insights. She is committed to expanding leadership roles for women within the company, including welcoming a new female chief financial officer to the executive team in Q4 2020. She has also been a vocal advocate for inclusiveness and tolerance at Dialight, instituting a zero-tolerance policy for bullying and harassment, and has made it clear that Dialight is a place for innovation and creativity where all viewpoints are welcome.

Fariyal's commitment to her employees and Dialight's communities has never been more evident than in 2020. In the face of a global pandemic, she launched the Dialight Foundation—a charitable organization that provides direct support for employees as well as service projects in the community. This has been particularly impactful in Mexico, where employees have used Dialight Foundation funds to provide furniture and other supplies to a local orphanage. In her time at the helm, Fariyal has recognized the opportunity for Dialight to support the communities in which it operates and has empowered local employees to do the most good in the places they call home.

"I'm grateful to be able to effect change for women in the manufacturing sector as we solve unique problems from design to logistics. At Dialight, I'm given the opportunity to effect global change at the environmental level as we help customers simultaneously save money and lower carbon footprint."



Kim Kipin-McDonald

**Director, Environmental, Social and Corporate Governance
Arconic Corporation**

“My career is focused on sustainable development in manufacturing. Delivering products that serve vital purposes in the economy, sustainability and manufacturing are constantly evolving to balance resource consumption and human needs. Proud to be part of an industry that's driving global system value.”

Kimberly is the director of environmental, social and corporate governance for Arconic Corporation and is responsible for advancing the company's global efforts to achieve environmental excellence, cultivating a culture that advances social responsibility and operating with industry-leading governance practices. She recently oversaw the development of the company's first materiality assessment and 2030 strategic sustainability roadmap.

Kimberly's passion for the environment is rivaled only by her technical expertise and business acumen—her skillset for leading high-impact sustainability initiatives is not only helping Arconic deliver on its commitment to U.N. Global Compact and Sustainable Development Goals, but is paving the way for business growth opportunities that demonstrate the beneficial properties of infinitely recyclable aluminum.

Kimberly leads the Arconic ESG Committee, which sets objectives that are consistent with company values and connects to an extensive global network of stakeholders for feedback to balance real world opportunities and obligations.

Previously, Kimberly served as head of sustainable development for Covestro, spearheading North American initiatives to improve energy and emissions performance, supply chain sustainability and circular economy efforts. One of her most rewarding efforts was challenging up to 40 summer interns each year to tackle real-world sustainability issues like plastic waste and energy consumption by building a business case with local nonprofit organizations that could be implemented and scaled.

As a biology teacher in her early career, Kimberly's passion for engaging the next generation has always run deep. She continues to participate in programs like Bizwomen Mentoring Mondays and the Society of Women Environmental Professionals, providing one-on-one coaching to young female professionals across Pittsburgh. Kimberly has not only dedicated her own time as a mentor, she's helped to establish a diverse network of mentors to guide and support interns and professionals of all ages who want to be active contributors to ESG initiatives.

As a conservationist and animal advocate, Kimberly generously gives her time and energy to support organizations within her community. She is an active volunteer with Animal Friends Therapist program, where she brings animal companions to hospitals and care facilities to offer residents comfort and support.



Swati Kumari

Factory Manager
Unilever

As factory manager of the Barotiwala HPC Factory, Kumari leads operations in one of Hindustan Unilever Limited's beauty and personal care manufacturing sites. Her leadership in managing one of the company's largest soap factories in India during the COVID crisis has been her most impactful achievement to date—navigating through complex lockdown-imposed challenges, establishing new protocols to set up a safe manufacturing environment for everyone and meeting the company's highest demand ever while operating at 50% staffing. Under her leadership, the factory was able to ramp up production by 40% over pre-COVID levels in just two months, fulfilling all customer orders in a time of unprecedented global need.

Swati is strongly committed to supporting the success of women in manufacturing. She is a core member of the company's diversity hiring team, spending two weeks every year visiting campuses and encouraging young women to pursue careers in the industry. She leads the coaching program for women in their early careers, working on development plans and ensuring they build the right skill sets for success. She is also a mentor for women in management positions, leveraging her leadership position to sponsor the right career moves for them. With over 40% of her core staff being women in a factory role, Swati has led by example, helping create an environment where women can grow and thrive.

Swati has been one of the most active members of Prabhat, the company's community outreach program. Through Prabhat, she has collaborated with local NGOs to offer free skills training to young locals, helping thousands secure new jobs. She has helped run campaigns promoting awareness of cleanliness and sanitation, including distributing free soaps and sanitizers to over 7,200 families during COVID. And she led her factory to become the first one in the country to fully migrate to recyclable plastics wrappers—an environmental milestone that will shape the future of her community for years to come.

“My love for creating and getting excited seeing customers delighted by the things I create is what makes me passionate about manufacturing. It offers a wide array of possibilities and opportunities, both in terms of complexity and innovation, with the sole intent of helping people in their lives.”



Dedra Leal

**Baytown Olefins Plant Shift Superintendent
ExxonMobil**

“Chemical manufacturing is supported by strong teams working through many challenges to make our business and daily operations successful. My passion for manufacturing is fueled when we are in an operational environment, faced with multiple challenges and working with our skilled teams.”

Dedra has led a successful and inspiring 21-year career at ExxonMobil. Entering the industry at age 20 as a process technician for the Baytown Olefins Plant, she has worked her way up the company, holding multiple positions that span the full spectrum of manufacturing leadership: outside field technician, console operator, shift team supervisor, leadership over new hire training, oversight for projects execution and turnaround supervisor. In her latest and most impressive achievement, she is the first female shift superintendent in the 100-year history of ExxonMobil in the Baytown, Texas, area.

As the first woman in her role, she is an encouragement not only to women at ExxonMobil but also to other young women entering a male-dominated industry. She has served as keynote speaker at the Women in Industry Conference and helped to educate and motivate female talent considering careers in the petrochemical industry by hosting the conference’s ExxonMobil booth. She is continuously paving the way forward for women in manufacturing as she fosters an environment at the worksite and beyond that advocates for their inclusion and advancement.

Dedra is an asset to her community both inside and outside the fence line. She joined BOP’s Emergency Services Organization where she was a member of the Fire Team for eight years. Outside of work, she is an award-winning competitive horse barrel racer and shares that passion with children by hosting competitive barrel-racing events and providing training clinics for them to develop their barrel-racing skills.

Dedra is the team go-to person and a role model to everyone she encounters. She is a passionate leader, helping others develop their skills, increase their competence and gain confidence in the manufacturing industry.



Stephanie Locks-Hartle

**Principal Mechanical Systems Engineer
Northrop Grumman Corporation**

Stephanie personifies the best that Northrop Grumman Corporation (NGC) looks for in their leaders with a diverse and impactful career. By analyzing barriers and opportunities in the company's technology development, she brought together geographically divergent technology development initiatives into one cohesive strategy, optimizing resources across the company and moving its manufacturing groups toward industry 4.0. She also worked with NGC enterprise sectors to identify challenges in manufacturing and suggest technological solutions and cross-sector collaboration points, which led to her selection as advanced manufacturing technical development path, subject matter expert. In addition, she's worked on a number of important projects, including new structural requirements to re-purpose the ultimate load test rig for Boeing 787 flight control surface actuators and the lead testing and logistics engineer for the international A350 manufacturing transfer project.

In addition to her work, Stephanie dedicates significant time to building into young people. As a mentor for NGC's Presidential Award-winning High School Involvement Program, she has counseled under-represented and disadvantaged high school students and guided them along their career paths. She is also an Astronaut Scholarship Foundation mentor, sharing career advice and valuable insight into the post-college transition through one-on-one mentoring with astronaut scholars.

Stephanie works tirelessly to make a path for other women in the STEM disciplines. She assembled and spoke on a panel of speakers at Seminole State College about how to be resilient as a minority in your field, and has been a featured speaker, highlighting her experiences in maneuvering obstacles in the male-dominated STEM fields. Her energy and enthusiasm for engineering, science and technology shows how a career in aerospace manufacturing can be impactful and fulfilling to women, and her work will have a lasting impact on the young people she has mentored both in and out of the company.

"There is something universally interesting about manufacturing, though some aspects can intimidate people. I really enjoy working with people to remove the intimidation factors around classical manufacturing, and promote new opportunities with additive manufacturing and the digital transformation."



Tamera Long

**Senior Director, Supply Chain Strategic Sourcing
Oshkosh Corporation**

“For me it’s about building. What a cool line of work where ideas, teamwork and executing the building of useful products for a greater purpose becomes reality.”

With more than 15 years of supply chain experience at Oshkosh Corporation, Tamera provides strategic direction for the company’s global raw materials supply chain and excels at providing cost savings and process efficiencies. At a time when the company’s raw material supply management process was broken, Tamera introduced a refreshed directed buy strategy, which has saved more than \$10 million and led to the transformation of Oshkosh’s entire raw materials program. Additionally, she helped build and launch Oshkosh’s Supplier Network Portal, an IT solution that has simplified internal workflow processes to significantly reduce system waste. Tamera is a champion of her colleagues by creating meaningful work for her team, mentoring and educating all levels throughout the organization and improving supplier relationships that continue to be supported and sustained.

Tamera is also passionate about building up women in the manufacturing industry. She is highly involved in recruiting women to Oshkosh and promoting them into leadership roles. She mentors several emerging women leaders in and outside the Oshkosh organization and is highly involved in their professional growth and development, and she participates in Oshkosh Women’s Network events, designed to help female professionals maximize their full potential through networking and learning professionalism and business acumen. In 2019, Tamera worked with other female leaders in the region to launch the Northern Wisconsin committee of Women in Manufacturing. In less than one year, membership has grown to over 100 women from Oshkosh alone.

Tamera and her family own a mini farm, where they focus on farm to table healthy food choices and sustainability by growing their own food along with minimizing the impact of waste and energy usage. They are supporters of 4H, where they help educate surrounding communities about sustainability, make blankets for local volunteer firehouses to provide to community members impacted by tragedies and emergencies and donate seasonal Easter baskets to the Salvation Army for those in need.



Tracy Long

**Vice President, Communications
ABB Inc.**

With more than 30 years in manufacturing, Tracy is passionate about supporting the industry through marketing and insightful storytelling. In 2018, Tracy and top branding leaders across ABB were challenged with integrating more than 20 acquired businesses, each with extremely strong customer loyalty and brand recognition, into a global ABB master brand. They needed to simultaneously strengthen brand recognition and customer preference while exciting legacy employees. Tracy led the charge, integrating Baldor Electric Company, a \$1.6 billion business with more than 5,000 employees. After six months of planning and engaging more than 10,000 employees and customers, she created and executed a successful pilot model that would guide all of the branding transitions across ABB which followed.

Through her work, Tracy is a champion for women in the industry. In 2019, she participated in a local chamber of commerce panel discussion on women in manufacturing and was also a speaker at the 2020 Empowering Women in Industry Awards gala. In 2020, Tracy co-founded the Encompassing Women—NEMA Motors Chapter, an ABB diversity and inclusion resource group. Tracy has connected the local Girl Scout Council to young ABB women engineers in the chapter, and they have hosted several STEM discussions and activities, including the ABB Virtual Cardboard Boat Regatta. In 2019, she and several others led the charge for ABB to become an official partner of Girl Scouts and introduced an ABB Girl Scout patch that girls may earn through STEM-related activities. Since the program launched, nearly 1,000 Girl Scouts have earned their ABB patch.

Tracy has held several local leadership roles in the United Way, Altrusa International and Fort Smith Public Library Board, and she has served hands-on in many other local nonprofit agencies. One of her favorite and most impactful projects came in 2016 when she founded the Western Arkansas Chapter of Project Linus, a national nonprofit that provides new, handmade blankets to ill or traumatized children.

“Everything around us, whether it’s programmed, worn or sat upon, was made by a manufacturer. Manufacturing, the process of converting raw materials into something else, makes everything around us possible. It is an essential industry and one which has provided me with unimagined job opportunities.”



★ EMERGING LEADER

Marie Lorentz

R&D Engineer
Parker Hannifin Corporation

“I am passionate about taking concepts and ideas and developing them into prototypes and eventually commercialized products that can improve patient outcomes and help to save lives.”

As an R&D engineer and certified project management professional, Marie has been a key resource in the development of new medical devices through Parker Hannifin’s alliance with the Cleveland Clinic. Most notably, in her role with the Parker Water Purification Project, a program to produce sterile water for intravenous fluids, Marie capitalized on her biomedical engineering background to set-up an in-house testing laboratory and later became project manager, relocating the project to a dedicated incubator space. Her continued work to enhance in-house water testing capabilities allowed the team to make quicker iterations and get test results faster. Additionally, she has contributed to the development of a ventricular catheter being used in clinical trials to treat glioblastomas, an aggressive form of brain cancer and developed a patent-pending device to assist in the diagnosis of urinary incontinence. With a potential shortage of ventilators for a local healthcare institution during the COVID-19 pandemic, Marie was part of the team that helped to assemble novel adjustable flow distributors to allow for multiplex ventilation.

Marie has been involved in mentoring and engaging the next generation of female talent since the start of her career, taking an active role in recruiting efforts for the company’s leadership development programs and internship and co-op programs. She is a part of Peer W, focused on the recruitment, development and retention of women at the company, and is a circle manager for the Peer W Mentoring Circle program, where she handles the operations of her circle of eight women and oversees meeting preparation and logistics.

Marie is also a dedicated member in her community. For more than two decades, she has volunteered with Loaves and Fishes, an initiative within Cleveland’s Community Meals Program dedicated to providing nutritious meals to those in need. She also volunteers for Parker Hannifin’s annual Bikes for Kids program, an initiative that in 2019 assembled and donated 1,575 new bikes and helmets for local children.



Deepa Malhotra

**Director, Commercial Integration
Emerson**

Deepa has made a lasting impression throughout her time at Emerson. As an unstoppable force behind Emerson’s “perfect execution” strategy, Deepa has helped the company become more agile and nimble with customers, partners and suppliers. Her approach to implementing the perfect execution strategy led to a cultural shift that has enabled the organization to think and act differently, reduce complexity, break down information silos and drive efficiency in the customer delivery cycle. Deepa’s leadership and improvements to operational processes have been vital to the initiative, which resulted in a significant improvement in operating profit.

Deepa understands that women and diversity are critical for an organization to succeed. She has mentored men and women throughout her career, including team members in her own department and others at Emerson. She serves as a role model to those who are looking to make a name in manufacturing, helping others discover their talents and realize their true potential. Always one to lead by example, Deepa is known to challenge and support coworkers to take risks and be successful. She also volunteers with the STEM team at Emerson, whose mission is to empower women to achieve their full career potential. Deepa was recently chosen to chair the local chapter for Asia Pacific Islander Alliance at Emerson. Through these networks, Deepa shares ideas, fosters mentoring relationships and engages in social and learning opportunities with others.

Deepa’s passion extends far beyond Emerson and into her community. Whether she is helping in her home state of Pennsylvania or is halfway around the world in her hometown in India, Deepa is committed to making a difference in the lives of women and children globally. Deepa has served on the board of several nonprofit organizations including Wesley Family Services, the advocacy sub-committee and the Indian Cultural Association of Pittsburgh, all to help members of her beloved communities. Deepa is also a co-founder of an organization called JHULA, which is dedicated to helping underprivileged women and children in India.

“What excites me most is transforming ideas into reality. I enjoy working with cross-functional teams to improve our organizational effectiveness and efficiency, to create and deliver products and solutions that reduce complexity and improve the lives of our employees, customers and beyond.”



Julie Martin

**Vice President
89 North**

“Manufacturing is the pinnacle of product realization; it enables ideas and innovation to have an impact on the world, and contributing to that is a highly fulfilling endeavor. Manufacturing also offers the continual challenge of continuous improvement, providing endless opportunity and growth.”

Julie has been a shining star at 89 North, recognized for her strong leadership skills, organization and intelligence. She has led the way on an important series of new laser lighting products that provide technology access to individual scientists, all with the aim of advancing research of disease progression, diagnosis, prevention and treatment. In this work, Julie was responsible for the development of the production line including the process flow, component supplier identification and qualification, staff training and quality requirements. Her leadership has proven invaluable to the production of this high-tech light source and continues to be crucial to the company.

Julie’s leadership skills can be seen through her mentoring of many other women in the field of manufacturing. As part of the Women’s Leadership Team, Julie works alongside other female leaders to develop strategies and learning opportunities for manufacturing women in all positions to improve their skills and advance their careers. Julie also mentors women outside the company by participating in the Vermont Women in Science, Technology and Business group, which provides a network of support and mentorship for women in Vermont’s technology sector.

Not only do Julie’s exemplary attributes shine within 89 North, they are evident in her community. She is a member of the Manufacturing Leadership Group of the Lake Champlain Chamber of Commerce, a group that examines upcoming legislation that impacts the manufacturing community. Julie leads a team from 89 North in many philanthropic ventures, including raising awareness for homeless youth by camping out and fundraising for the cause. She also led the same team in the support of higher education, in partnership with the University of Vermont’s Senior Experience in Engineering Design program. In this program, the team provides real-world experience to students.



Jennifer McIntosh

**Enterprise Resource Planning Manager
Lear Corporation**

Jennifer's ambition for manufacturing has been vital to her career growth. Starting on the shop floor just out of high school, Jennifer gained experience and quickly proved herself to be a leader within the industry. For example, Jennifer and her team spearheaded a standardization initiative to streamline their company's use of its enterprise resource planning system and maximize efficiency. This meant ensuring that hundreds of settings were configured to match, menu structures were the same and screens were identical. Jennifer led and empowered the group to take on this significant undertaking through the lens of its holistic impact on other departments and the company at large.

Jennifer has been involved with FIRST Robotics since 2010 where she judges an annual competition, conducts one-on-one interviews with young participants and inspires those looking to enter the manufacturing field. Jennifer is also an active participant in supporting other women in the industry. In 2019, she was a featured panelist during the Women Leaders in Manufacturing and Technology luncheon. Additionally, Jennifer frequently demonstrates her leadership by speaking at industry events.

Not only does Jennifer play an important role at her company, she is a role model in her community. Through her hobby of participating in a women's roller derby league, Jennifer was introduced to Be A Rose, a nonprofit organization dedicated to empowering women through health and wellness education and support. Through this organization, she donates to and distributes feminine hygiene products to underserved women and girls in need. Jennifer's passion for supporting her local community also extends to the manufacturing community. She is a leader in the Michigan Plex User Group, a self-run community of technology leaders at manufacturing organizations running on Plex. Jennifer's goal is to foster an environment to share knowledge and best practices that will make the broader manufacturing community even stronger.

"Every day in manufacturing involves problem solving and collaboration. Teaming up with many different functional areas to determine root causes and optimizing processes is challenging. The feeling of accomplishment is exciting, and the challenges are always changing. Manufacturing is the future!"



★ EMERGING LEADER

Megan Molling

**Manager, Global Supply
Ashley Furniture Industries, Inc.**

“As manufacturers, we make product; but fostering growth in people is what truly drives my passion for manufacturing. We cultivate resilient leaders, innovators and problem solvers who develop the skills and expertise today that enrich the lives of consumers tomorrow.”

In her four short years with Ashley Furniture Industries, Inc., Megan has developed a deep understanding of the intricate systems and processes that enable the company to operate 25 million square feet of manufacturing facilities worldwide. As an invaluable member of the Ashley Furniture team, Megan has reduced inefficiencies in on-demand manufacturing requirements, creating over \$20,000 per year in savings that will be appreciated each year in the future. Additionally, her team revamped reporting processes to save more than \$10,500 annually, and helped develop and implement a company-wide standardization of corporate purchasing and logistics that saved over \$12 million in 2018.

A fervent leader, Megan has mentored many young women at Ashley who strive to succeed in manufacturing. She facilitates supply chain analyst training, where she focuses on personal and professional growth versus a fixed-mindset mentality, and helps women grow into leadership roles. Megan has also facilitated the cross-training of one of her team members into component processing positions, where she excelled in revamping systems and processes that have saved Ashley time and money. In addition, Megan has mentored many other women throughout Ashley, helping them rise into leadership roles.

Megan’s influence not only shines within the walls of Ashley Furniture, it is evident in her community. She is an active contributor in the International Business Association where she often shares what it is like to work in manufacturing and discusses roles, growth and tips for success. In 2019, she represented Ashley at a University of Wisconsin, Lacrosse Roundtable with the dean of business and international business director, where she explained in detail her role and the world of opportunities available in manufacturing. Megan is also an avid runner and volunteers at events that showcase local causes and raise awareness for diseases such as lupus.



Elizabeth Monroe

**Site Director, Beaumont, TX
BASF Corporation**

Elizabeth has created a lasting impact throughout her 14 years at BASF. In 2019, she joined BASF's facility in Beaumont, Texas, as an operations manager and immediately made an impression with her positive outlook and experience from other BASF facilities in the United States and Germany. While serving as operations manager, Elizabeth offered employees the support they needed during uncertain times to successfully navigate challenges within the company. Having proven herself to be a seasoned, well-respected leader, Elizabeth was recently promoted to site director of BASF's Beaumont facility.

Elizabeth's strong leadership has also benefited young women who aspire to become leaders in manufacturing. She is a sponsor for Female Leaders Advancing Manufacturing Excellence, a program run by BASF to develop women early in their manufacturing careers. As a sponsor, Elizabeth guides and mentors these women to help them achieve their full potential. She is also a member of BASF's Women in Manufacturing Steering Team, which focuses on the attraction, selection, development, inclusion and retention of women in manufacturing. Additionally, Elizabeth has served as a mentor to summer interns and participants in BASF's Professional Development Program since 2012. Her participation in these various mentorship programs has helped countless women grow professionally.

Elizabeth's passion for careers in STEM cascades throughout her community. For more than 10 years, Elizabeth conceptualized and led an engineering competition for over 600 middle schoolers. She also helped reintroduce BASF Kids' Day, where children of employees are able to engage in fun STEM activities while visiting their parents' workplace. Further, Elizabeth has previously served on the board of the Texas Gulf Coast Section of the American Institute of Chemical Engineers and has been a member of Women in Manufacturing for several years, where she actively helps move the manufacturing industry forward.

"Manufacturing is a dynamic and exciting environment—every day I have the opportunity to work with a diverse group of people and solve the world's most pressing challenges through chemistry."



Sylvia Moore

**Director of Technical Development
Shintech, Inc.**

“Manufacturing is the engine that drives the economy. It provides good paying jobs and benefits for people—some who would not otherwise be employed. Manufacturing provides products that makes lives better and safer.”

A member of the PVC industry for more than 40 years, Sylvia has helped launch and grow businesses, managed production and quality control, directed sales and marketing and led product development. One of her most notable accomplishments was her instrumental collaboration in developing extrusion tools and processes that are now commonplace but were undiscovered technologies in the 1970s. For more than a decade, Sylvia has served as a member and rotating chair of the Vinyl Institute’s Operating Committee and helped birth VI’s Eco-Standards Council, which regularly hosts conference calls with representatives from all vinyl building products sectors and beyond. She is a recipient of the VI’s Lifetime Achievement Award, recognizing the outstanding service to the vinyl industry over a person’s career.

In 1976, Sylvia was the first technical woman to enter the PVC industry and has consistently sought out and encouraged female talent ever since. Early in her career, she helped build up Wolverine Technologies, a small vinyl-siding company, from five employees to more than 600, while insisting the hiring and professional development of women and encouraging plant women to seek out new and higher positions. At Shintech, she has been particularly focused on young entrants in the industry, always willing to train and educate these new employees so that they develop skillsets quickly and best understand the processing needs of their company.

Sylvia has taken her industry skills outside the workplace to benefit the community at large. Through her involvement with the PVC Pipe Association and the Plastic Pipe & Fittings Association, she has worked with Engineers Without Borders to install water infrastructure in developing countries to provide them access to clean drinking water. Currently, she is focusing her efforts to ensure better clean-water access to our country’s tribal nations. In addition, she serves with several nonprofits locally, including Women in Touch with Akron’s Needs and Order of the Eastern Star.



Teresa Mullen

**Manager, Material Planning Control 2, 053
Huntington Ingalls Industries**

As a construction supervisor 2 with Huntington Ingalls Industries, Teresa coordinates and supervises construction processes for U.S. Navy aircraft carrier tanks, shielding and third decks. Her leadership and lean customer-centric approach is invaluable to Newport News Shipbuilding and the U.S. Navy. In her role in piloting the Pick-to-Kit program, Teresa worked closely with IT to store, batch, sequence and supply materials in predetermined quantities for optimal production. She also developed training guides and led sessions for employee development for areas across the Shipyard adopting P2K, and is playing an integral role in implementing the program as part of her current division's Lean Transformation initiative.

Teresa is an excellent role model in the workplace, particularly for women of all ages and careers in the manufacturing industry. In her previous role as general foreman, she mentored seven front-line supervisors through the Foreman Qualification Standards Program, a developmental stepping-stone for shipbuilders who have been promoted to Foreman. She has also mentored five associates through the Future Leader Experience Program, a similar multi-tiered commitment approach series for preparing shipbuilders for leadership positions.

Teresa passionately lives a life of contribution, which can be felt in the workplace as well as throughout the community. She is actively engaged in and supports multiple organizations, including the American Heart Association's Heart Walk and fundraising events, American Red Cross blood drives, Earth Day environmental clean-up initiatives and the United Way. She led a fundraiser for the Children's Miracle Network, reaching \$10,000 in donations and exceeding the team's initial goal of \$8,000 by 25%. These funds benefit children's hospitals, medical research and community awareness of children's health issues. As someone who consistently lives out the values of her company and community, Teresa's genuine leadership has had an impact on many.

"I love to see things come together and in manufacturing you see the product from start to finish. The engagement that it takes to complete a project is rewarding. There is always something new to learn within manufacturing and sharing my knowledge and helping others grow is my passion."



Summer Multer

Plant Manager II
Ecolab Inc.

“Manufacturing is the perfect blend of people and technology. It’s complex, fast paced and highly rewarding. The best part for me is realizing positive culture change or helping someone reach their potential. And there’s always something magical about celebrating a hard fought win with the team!”

Summer is a brave and bold leader driving long-term cultural change focused on safety, employee accountability, engagement and continuous improvement at Ecolab’s Garland facility. Since taking over as plant manager II in June 2019, she has cut recordable injuries by more than 60%, increased bulk capacity by 33%, improved mixing productivity by 10% and reduced indirect staffing, thereby saving more than \$633,000 in PLOH year after year. She also successfully led Garland to become the first Safe Quality Food-certified facility in Ecolab North America and has launched a demurrage reduction project, saving \$300,000 to date.

As Garland’s first female plant manager, she is a role model for women at her site and works to improve the plant’s diversity and inclusion. She has increased the number of women on her direct team to 33% and the extended leadership team to 44%. She mentors professionals across the country, helping them navigate their careers and grow as leaders. Outside of the workplace, she served as a panelist at the Southeastern Women in Automotive Manufacturing Leadership Conference, where she spoke on engagement, leadership and breaking through the perceived glass ceiling.

Summer’s passion for excellence knows no bounds, as evidenced by her commitment to service and community. As a volunteer at local elementary and high schools, she trains student leaders on leadership, coaching, inclusion and the power of vision, and tutors first graders in math and reading. She also helps improve the facilities at under-served elementary schools through painting, table refurbishment and playground renovation. In addition to her support of education, Summer volunteers at Habitat for Humanity, the Cub Scouts and dog rescue programs, and is a financial supporter of March of Dimes, Ronald McDonald House and the American Heart Association.



Michelle Murphy

**Chief Diversity Officer and Vice President,
Talent Management
Trane Technologies**

At Trane Technologies, Michelle leads the diversity and inclusion (D&I) practice as part of an overarching culture strategy. Michelle works to foster an environment where people feel safe, seen, and successful. Recently, she led the design of the D&I strategy as well as the talent philosophy and behavior-based leadership principles. All projects part of the culture transformation she led for Trane Technologies as it became a stand-alone company in 2020. Additionally, Michelle oversees talent management for the enterprise, ensuring a consistent employee experience and equitable opportunity for all.

As the D&I executive, Michelle works closely with business leaders as well as a dynamic network of inclusion champions, councils, and employee resource groups. They co-create implementation methods to ensure D&I is embedded in the fabric of the business. She created Bridging Connections, safe conversations where employees explore complex and sensitive topics. She saw that Trane Technologies joined OneTen, to ensure that one million Black individuals in America will have family-sustaining jobs within the next ten years. She also launched the Black Leader Forum to advance Black leaders within the company. In addition, Michelle made diverse representation goals part of the company's financial incentive plan.

Michelle has been instrumental in engaging the next generation of talented women. She brought Trane Technologies women's leadership development programs to life. Michelle was also a founding member of the Women's Employee Network. With her leadership, Trane Technologies became the first industrial company to join Paradigm for Parity, a coalition of business leaders addressing America's gender gap, and implemented company action plans to ensure half of the company's leaders are women by 2030.

She also expanded partnerships with the Society of Women Engineers, National Society of Black Engineers, Women in Manufacturing, and Women in HVAC, creating opportunities for the company to engage in broad STEM capability building.

In addition to her current role, Michelle has demonstrated expertise in HR strategy and business partnership, talent management, organizational development and learning. Most recently, Michelle was vice president of human resources for the HVAC parts and supply solutions business, where she created diversity, inclusion, and people development. In addition, Michelle brings experience from various business and HR roles including sales and marketing operations, strategic sourcing, and change management while at Hewlett-Packard, Dell, Kohler Company, and John Deere.

"The possibilities are endless! Manufacturing spans so many industries, offers tangible products that improve lives, creates innovation that moves our economy forward and offers opportunities for skill building and fulfilling, life-long careers."



Kelly Myer

Director, Converting and Packing Engineering Technologies
The Procter & Gamble Company

“Manufacturing is ever-changing with new technologies and complex challenges to solve.”

As a leader in Procter & Gamble’s family care business unit, Kelly is responsible for some of the most complex multi-million dollar engineering programs, creating elegant low-cost touchless digital and manufacturing automation solutions for one of the company’s largest businesses. Her technical mastery and out-of-the-box thinking helps accelerate net outside sales and growth margin improvements. She has introduced lean innovation and lean integrated project delivery methodologies that have been rolled out across the P&G Corporation, turning ideas into practical applications that deliver real business results and enhance manufacturing productivity.

Kelly is a true advocate of equality and inclusion in the workplace. Early in her career, she co-led the women’s network at P&G’s Mehoopany, Pennsylvania, plant that included more than 400 female technicians and managers, and now in her role in Cincinnati, Ohio she is focused on building the P&G Women’s Engineering Network by improving key systems for women’s recruiting, talent retention and assignment planning. She also partners with her male engineering colleagues, co-leading the Men Advocating Real Change program as a woman ally, to create a more gender-inclusive engineering organization. Kelly mentors many 0- to 10-year managers in the company and is a passionate leader of local STEM events, sharing her love for science, engineering and manufacturing to help increase the number of women studying and working in technical career paths.

In her community, Kelly partners with a local adoption agency to create training sessions for couples and individuals interested in or waiting for an infant adoption placement and facilitates group discussions to better prepare and support them through their journey of expanding their families. In addition, Kelly leads the P&G Engineering Running Team at the Cincinnati Queen Bee Half marathon, raising awareness and support for local charities that focus on women.



★ EMERGING LEADER

Ann Myers

Materials Engineer
The Goodyear Tire & Rubber Company

Ann is a technically skilled and highly motivated member of Goodyear's engineering team. While her work centers on the technical approval of steel reinforcement materials integral to the construction of Goodyear tires, she stepped outside of her expertise to make significant contributions to Goodyear's advanced innovation non-pneumatic tire project. For this project, she developed two new methods to enable a faster development cycle—an analytical tool to predict shear-band composite stiffnesses based on individual component properties and a tire test with an X-ray method to test for durability of reinforcements in the shearband—helping the company compete in a rapidly evolving industry. In addition, during the unprecedented plant shutdowns of the COVID-19 pandemic, she challenged the traditional way of doing things to create a quicker, leaner material-use authorization process without compromising on risk mitigation.

Ann believes in the importance of promoting STEM careers among young people and showing students what it is like to be an engineer because that is something she did not understand until studying it in college. Since 2017, she has served as a volunteer with STEM Career Day, Goodyear's outreach event to high school and middle school students and has served as a chair on the event's planning committee since 2018. She is an adviser in Goodyear's Engineering Explorers program, a career exploration and development program for youth, and has volunteered in planning Goodyear's 8th Grade Experience for the LeBron James Family Foundation, giving students in the foundation's I PROMISE Network a behind-the-scenes look at different Goodyear careers. Additionally, she serves in the Cornell Alumni Admissions Ambassador Network, where she meets with Ohio-based students applying to STEM fields at Cornell University, providing a personal view of the Cornell experience and advice about their prospective freshman year.

In all that she does, Ann maintains a positive spirit and a can-do attitude. She is an asset to her community, and with her technical contributions, she is emerging as a technical leader in her field.

“Manufacturing is a great way to build a meaningful career. I enjoy working closely with products that can influence people's lives, and I think that anyone in manufacturing gets to express their creativity in an unconventional way, whether it's optimizing a process or designing an innovative product.”



Kristen Nelson

Plant Manager
Novelis Inc.

“Through manufacturing, I have had the benefit of learning different aspects of business, which reach far beyond traditional education. Its fast pace leads to no two days feeling the same and highlights the truest sense of teamwork, where people come together to make what seems impossible a reality.”

Kristen challenges the manufacturing industry to work toward more efficient, sustainable and cost-effective production. She began her Novelis career at the Oswego, New York, plant, playing a pivotal role in the shift to automotive-aluminum production to satisfy increasing demand for the road’s most popular vehicle, the Ford F-150. Her root cause analysis process reduced unplanned equipment downtime by 80 hours annually, and she led projects that created an estimated \$1.5 million in revenue. She was recognized with a Novelis Customer Focus award for implementing automotive finishing line improvements that increased the production and utilization of sellable material by an average of 13%. As plant manager of the Warren, Ohio, facility, she led a 75-person team serving the beverage can market to meet its unprecedented scrap-recovery goal of 97.4%, which eventually led to an estimated \$250,000 bottom-line savings. She also led the startup of the first BPANI line in North America to use RODIP coating manufacturing for BPA-free beverage can coatings.

Kristen is a champion for manufacturing careers and uses her experience to break down the barriers for women and young people to enter the industry. She mentors students at the high school and college levels, giving them an inside look at Novelis and what a career in the industry can look like. She also challenges women around her to push beyond their comfort zones and pursue leadership roles at Novelis and beyond. Furthermore, as one of the founding members of Novelis’ female-focused business resource group, Kristen worked to identify ways to best empower and advance Novelis women.

Kristen also plays an active role in Novelis’ social responsibility program to support the local community. In partnership with the Society of Women Engineers, the group sponsors three scholarships for Youngstown State students and hosts an annual Novelis Night to discuss the female experience in the aluminum industry, where she candidly speaks about her career.



Sandy Nott

**Vice President Administration
Toyota Motor North America**

A 30-year Toyota veteran and current administration vice president of the company's manufacturing plant in San Antonio, Texas, Sandy oversees 7,200 employees and Toyota's largest on-site supplier network. Her leadership has helped the plant achieve the highest capacity volume in its history and has been especially crucial in maintaining production standards during the COVID-19 pandemic. To keep morale high during COVID shutdowns, she established communication channels through the company's phone app and supervisor touch points to keep production team managers informed and ensure them of employment stability. After the shutdown period ended, she created emergency hiring plans to offset COVID-related attendance gaps while establishing a new hiring plan. Additionally, she introduced entry procedures and "Safe at Work" protocols rolled out to Toyota's 13 manufacturing plants.

Sandy is a champion for diversity and inclusion and has effectively leveraged her relationships and resources to enhance the visibility of women and minorities at Toyota. She piloted a manager-to-senior manager program to help high-potential managers—half of whom are women—gain visibility and assessment through one-on-one mentorship. Part of this program includes public speaking training, business acumen and interpersonal skill development for women to accelerate their growth within the company. In addition, Sandy is the diversity champion for the San Antonio plant and executive advisor for Spectrum, Toyota's LGBTQ+ affinity group.

Sandy's work also extends to the community at large. She has served four years as an active board member for the Texas Diversity Council, partnered with local high schools for STEM workforce development and been a speaker for San Antonio's Women in Leadership and Young Women in Leadership Conferences. She was awarded the LGBT-Allies Summit Leadership Award from the National Diversity Council for her LGBTQ+ advocacy efforts, and has served as Toyota's direct tie to many community programs, including the Alexander Briseño Leadership Development Program sponsored by the San Antonio Hispanic Chamber, the San Antonio Latina Leadership Program and Core4Stem Latina Day.

"Manufacturing has allowed me to experience the interesting and exciting world of automotive. I've had an amazing career and opportunities to work with some really great people with diverse backgrounds, who strive every day to ensure Toyota is the number one automotive company in the world."



Kristin Nuzzio

Group Leader
PPG

“Manufacturing utilizes your problem-solving and strategic thinking skills in a dynamic environment. It also offers diverse, cross-functional opportunities, from science and engineering to safety and quality. It’s exciting to work on a team to develop innovative technologies with real-world impact.”

After earning her doctorate in physical chemistry in 2015, Kristin wasted no time putting her talents to use in the manufacturing industry. As a group leader in R&D at PPG, she’s responsible for leading a team to formulate decorative coatings and understand fundamentals of curing chemistries across PPG’s businesses. In 2018, she worked with a broad, cross-functional team to characterize RW-3392, a product used to bond together jet engine fan blades for an aerospace customer’s fuel-efficient jet engines. Thanks to Kristin’s effective and efficient leadership, the analytical team pulled together technical and timing needs necessary to approve this critical raw material. In her role, Kristin also provided global support for raw material characterization projects, working closely with procurement to analyze and adapt raw material needs for PPG’s product portfolio. Additionally, she has served on the environmental health and safety leadership team at PPG’s Global Coatings Innovation Center, where she plans safety education days, provides regulatory updates to PPG’s eight business units and presents PPG processes to ASTM International.

Kristin’s passion for increasing interest and inspiration in STEM fields is truly contagious. She chairs the American Chemical Society’s (ACS) National Younger Chemists Committee, where she advocates for younger chemists’ needs, concerns and contributions, provides tools to prepare younger chemists for diverse career opportunities and development and fosters connections of younger chemists around the world. She currently serves as an ACS career consultant to help students develop their interviewing and networking skills and explore career options in STEM.

She also has coordinated teacher externship programs as the former co-chair of PPG’s Science Education Council, and is involved in several other programs to encourage passion for STEM among young people, including science fair judging, mentoring and laboratory tours of PPG facilities. Recently, Kristin co-organized and led a virtual half-day symposium during the 24th Annual Green Chemistry and Engineering Conference, hosted by the ACS’s Green Chemistry Institute, which drew nearly 5,000 attendees from 99 countries. Through her volunteerism, Kristin hopes to inspire and encourage upcoming leaders and highlight the many opportunities available through STEM.



★ EMERGING LEADER

Jordan Oligmueller

**Manufacturing Leader
Advansix Inc.**

Jordan is a former process engineer and now serves as a manufacturing leader at AdvanSix's caprolactam plant in Hopewell, Virginia, where she leads a team of engineers, manufacturing specialists and operators. She and her team are responsible for the plant's safety, environmental stewardship, quality, maintenance and cost-effectiveness, while ensuring high levels of customer satisfaction. Her ability to connect quickly and communicate effectively across age, gender and educational differences gives her a unique skillset that empowers her effectiveness with many and varied groups. In her role, she quickly identified a need to standardize and expand the new-hire engineer on-boarding curriculum to best leverage their talents and expose them to the vast institutional knowledge and engineering acumen of the various technical experts across the company. The trainings, which take place over the course of two weeks each year, provide tremendous learning activities and allow new hires and internal engineers to establish relationships across sites and disciplines.

Jordan's willingness to give her time and talents to reach the next generation of female engineers and leaders sets her apart from many who excel in a technical profession. She worked with local leaders to launch the Virginia Chapter of Women in Manufacturing, where she serves as chapter chair. At AdvanSix, she co-founded the Supporting Women in Manufacturing employee resource group, serving on the steering team and encouraging conversation around inclusion and diversity in the workplace. Additionally, she has served as panelist, moderator and speaker for numerous professional organizations all with a focus on educating, engaging and empowering others about her role as a chemical engineer in a manufacturing industry.

Jordan is a pillar in her community. She serves on the board of directors for the Hopewell-Prince George Chamber of Commerce, volunteers in the local schools and colleges and participates several times a year with the nonprofit Rebuilding Together, doing much-needed home repairs for deserving community members.

“Manufacturing is an industry that is a true hidden gem. Behind the plant gates lies an operation where individuals from totally different backgrounds come together for a common goal. It is a hands-on process that allows for endless opportunities for those that wish to better themselves.”



Lori Pfahler

**Executive Director
Merck & Co., Inc.**

“In manufacturing, there are always interesting issues to resolve in very short timeframes. This requires you to start from first principles and to work innovatively to resolve the situation. Manufacturing offers the opportunity to see that your work has immediate impact.”

Lori has made significant contributions to the pharmaceutical industry through her statistical and data analytics expertise. In one of her top achievements, she introduced a statistical approach to the design and analysis of the performance qualification studies required before a pharmaceutical product is introduced to market. This groundbreaking work was critical in fully implementing the FDA's process validation guidance at Merck, and raised her up as a thought leader in this area. She presented her approach to the FDA and industry professionals at the International Society for Pharmaceutical Engineering's 2015 Process Validation Statistics Conference. Additionally, she co-chaired the 2017 ISPE Conference in Bethesda, Maryland, and was a key contributor to the ISPE Good Practice Guide, “Practical Implementations of the Lifecycle Approach to Process Validation,” published in 2019.

In addition, Lori is a key leader in data science at Merck. She launched a data science team in her division that has delivered several applications to support the needs of key products and new manufacturing facilities, including a batch release collaboration tool and a visual inspection defect dashboard. The team is a founding member of an internal data science knowledge network that, under Lori's leadership, hosts Hack-a-Thons that have improved production processes and developed new applications to create business value across Merck's manufacturing division. Lori has been invited to speak about her leadership experiences in data science at the International Consortium for Innovation and Quality's Statistics Leadership Group and the International Alliance for Biological Standardization conference.

Lori's passion for her work extends well into her community. She developed a course called “Designing Better Data Presentations” attended by Merck colleagues globally, and adapted the training for science teachers and students at the Delaware Valley Science Fair. Additionally, she's co-founder of Merck's chapter of Women in Science in Engineering, and serves as a mentor to women both formally and informally across the company.



Neha Phadke

**Senior Chemist, Coatings and Adhesives
Covestro LLC**

Neha has accomplished much in her five years, and her dedication has placed her as one of the most highly respected chemists at Covestro, whose technical knowledge and intrepid approach to problem-solving earned her a spot on numerous high-profile projects globally.

She has played a leading role in scaling up production of a new 3D printing product for Covestro's global coatings group. Working with new types of chemistry at the plant, she developed an extremely efficient system to facilitate production of 20-plus batches that satisfied the customer's expectations and timeline as well as addressed any quality issues. This achievement not only paved the way for new business in a high-growth market, but it ultimately established Covestro as a thought leader in additive manufacturing. Neha has worked globally in project roles awarded to the company's top innovators, including the development of a proprietary process to remove impurities from base isocyanates, a key raw material for coatings and adhesives.

As a young girl growing up in India, Neha had to contend with cultural norms and expectations that did not support women pursuing higher education. Today, she shares her story as a message of hope and inspiration to young girls of all cultures, encouraging them to dream big and keep pushing toward their goals. This is one of many ways she gives back and shares her passion for STEM. Through her involvement in a week-long STEM education event hosted by Covestro in collaboration with the nonprofit Greenlight for Girls, Neha impacted more than 3,000 girls from 42 schools across India. She also conducts science and math classes for the children of underprivileged farmers, drawing from her own experience as a certified organic farmer. Neha is currently setting up an NGO to support farmers in India through education and job creation.

Neha is making a difference in her local Texas community as well. She serves on the leadership team for Covestro Baytown's Diversity & Inclusion Council, sharing her own experiences to create greater awareness around the U.S. immigration process and offering herself as a resource for questions and support. Neha is advancing diversity across the company, community and industry, and she is a source of inspiration for women in manufacturing today—and the fearless innovators of tomorrow.

“Manufacturing creates possibilities to transform customer needs into reality. I enjoy working with global teams to develop innovative and sustainable solutions. It is rewarding to see your lab chemistry coming to life, which gives me hope for making the world a brighter place!”



Kristie Pickering

**Utilities and Infrastructure Director
BASF Corporation**

“Manufacturing challenges us to think creatively, continually innovate and collaborate with diverse teams. Overcoming these challenges is rewarding on many levels. I’m always amazed at what problems can be solved by manufacturing and energized when working with a team to achieve a rewarding goal.”

With more than two decades of manufacturing experience, Kristie supports the industry through her leadership at BASF’s largest North America manufacturing site in Geismar, Louisiana. She has made diverse contributions ranging from the successful startup of a new manufacturing plant to the development of an asset management team that improved site reliability by 35%. Recently, she led an effort to align maintenance targets across her site’s asset management, maintenance and production teams, providing \$1 million in year-over-year improvements. Additionally, she took a proactive role to address a gap in maintenance and contractor management, leading a multi-organizational effort to create new processes for competitive sourcing, approval thresholds and invoice management, which ultimately led to savings ranging \$3 million to \$5 million and drove employee ownership and accountability.

Having experience being the only woman in the room, Kristie is committed to providing a support network to women in manufacturing. She serves as a mentor through BASF’s Female Leaders Advancing Manufacturing Excellence, and was a member and co-chair of the Engineering and Construction Contractors’ Future Leader Program, a three-year program promoting emerging industry leaders. Plus, as inclusion champion for BASF’s Geismar site, she created awareness and education on the importance of diversity, equity and inclusion in the workplace. Her efforts have resulted in the creation of two on-site mother’s rooms, a quiet room, the establishment of an ALLChemie chapter, BASF’s LGBTQ+ resource group and trainings on unconscious bias and inclusion.

Kristie’s desire to advocate for positive change spills over from the workplace into her community. For the past five years, she’s led an effort to install a traffic light at a dangerous intersection in her town by developing a social media campaign, organizing community meetings and meeting with Louisiana’s secretary of transportation and development.



Lee Polance

**Vice President, Global Technology Engineering Adhesives
H.B. Fuller**

Lee has had a successful career as a lab chemist at H.B. Fuller, helping develop many adhesive formulas, including contact adhesives, membrane press adhesives and emulsion polymer isocyanate (EPI) adhesives. Among her accomplishments, she led a global project to transfer waterborne technology for the woodworking market in China in 2001, generating \$10 million in new product sales of wood adhesives. She then went on to design a technical center with product development and application capabilities in Shanghai in 2009, and took on a two-year expat assignment in China, where she led the effort to bring reactive hot melt technology to Asia to replace solvent-based and water-based adhesives, reducing VOC and solvent risk and improving manufacturing process efficiency. She won the Essence Award, H.B. Fuller's highest company award, for her leadership in product innovation, and leads a global team of more than 350 R&D professionals from company headquarters in St. Paul, Minnesota.

Lee has been a role model for women and minorities in the manufacturing industry. In addition to hiring and developing female talent, she launched a global mentoring program that pairs U.S. scientists with others around the globe to create networks of women to support each other with their experiences. Through this program, women have developed confidence in their knowledge, capabilities, cultural awareness and language skills. She has also been a presenter at a Women in Manufacturing roundtable where she shared about her experiences in the adhesive industry and leading a global team, and hosts laboratory tours and participates in career days at local high schools and universities to spark the interest of girls and minorities in science fields. Currently she is serving as a leadership advisor on Women @ Fuller Networking group. The purpose of the group is to empower women within H.B. Fuller North America to build community, to promote career and professional development and retention, and to work collaboratively to create a diverse, equitable and inclusive workplace.

Lee is also a dedicated member of her community. She volunteers as a contribution grant committee member for St. Paul's Community Foundation and as a leader in H.B. Fuller's annual Make a Difference Day campaign to provide a day of volunteer services in the local community.

"I am in product development. Efficient, high quality manufacturing is essential to delivering products and innovation that delights our customers."



★ EMERGING LEADER

Vienna Polanco

I/O Card Program Manager
IBM

“Manufacturing is a playground for innovation. It requires us to continuously be pushing the boundaries of not only technology, but how we work together. I am passionate about manufacturing because my nature is curious, collaborative and forward-looking.”

Vienna has made groundbreaking technical contributions to IBM, skills that are accentuated by her instinct for creativity and innovation. One of her most successful achievements was the design of the supply assurance capability in IBM’s Supply Chain Advisor platform. The intricate design allows production parts supply to be linked with demand against customer orders, with engineering bills of materials and with supply-chain data from multiple sources across all brands, democratizing the data and providing insights in seconds. A key element of the platform is the first-of-its-kind supply disruptions advisor, which further pushes the platform into AI with detailed action plans and recommendations to resolve supply disruptions. The project was recognized as Best Innovation Success in the book “Innovation Project Management” by Harold Kerzner and spurred IBM to win the 2019 Manufacturing Leadership Award in Artificial Intelligence and Analytics Leadership. Vienna has a patent pending for her design.

Beyond her work in AI, Vienna’s work extends to other advanced technologies. She contributed to IoT technology by solidifying the IBM sensor platform that monitors the health of customer shipments, and has tackled data science projects like the prediction of demand impacts on expedited orders.

Vienna values the encouragement and mentoring she received in STEM as she sought guidance from minority engineering groups throughout her education, and makes it a priority to give back to young people in the field through mentoring. She mentors female students enrolled in a local high school’s STEM career-readiness program, and has led and participated in several Engineering Week events to lead K-12 students in STEM activities. She regularly volunteers with the Global Women in IBM group and has made herself available as a coach and mentor in IBM’s internal CoachMe application. Additionally, she focuses on finding diverse and female talent through her recruiting practices, and has mentored three individuals she assisted in hiring.



Brandy Anne Powell

**Vice President and General Manager,
Residential Air Conditioning
Emerson**

As leader of Emerson's \$1 billion residential air conditioning business, Brandy has contributed to the launch of several high-volume products and solidified the company's position in the global air conditioning market. Most notably, she played an instrumental role in launching one of the largest engineering programs for Emerson's climate business. Through this program, she helped educate the industry on upcoming regulation changes that require the shift to more environmentally friendly refrigeration fluids with lower global warming potential, and encouraged innovation among her teams to advance energy efficiency and environmental conservation. She and her team received the Innovation Product of the Year from the Society of Heating, Refrigerating and Air-Conditioning Engineers for its Copeland variable speed scroll compressor and inverter drive. Additionally, she was honored with Emerson's "Consider it Solved" award, for her technical expertise to solve complicated customer problems and Novello Award for Leadership, for her years of service and mentoring.

Brandy serves as a role model to women in the workplace. Through mentorship and a networking group of women professionals that she helped organize, she provides support to women in the company, female engineering students and women in technical positions across a number of industries. She serves on the advisory board for Emerson's Women in STEM to attract, develop and retain female talent, and often calls upon her experiences as a former captain in the U.S. Air Force to encourage young women of their technical abilities.

In addition, Brandy is an active member of her community, particularly passionate about serving students and veterans. She serves as a judge in a shark tank program through The Ohio Academy of Science and Believe in Ohio, showcasing high school students' STEM business plans, and through her involvement in Emerson's veterans' employee resource group, she does outreach to the local veteran community, counseling on the transition from military to civilian service and organizing food drives.

"As a young girl, I worked with my dad, a bridge engineer, rebuilding cars in our garage. I fell in love with solving how things worked, building and testing concepts and ideas, and amazingly cool technology. I grew up, still passionate, and now enjoy those things EVERY day with like-minded people!"



Sylvia Propps

**Vice President, Enterprise Operations
Manufacturing & Supply Chain
3M**

“I am passionate about the opportunity manufacturing provides to create products that enhance the lives of people worldwide. I enjoy the opportunity to work on teams with innovative people, solving complex scientific and business problems.”

Sylvia has held many positions of increasing scope and complexity in her 36-year career at 3M, including site director for 3M’s largest North America manufacturing plant and her current role as vice president, enterprise operations manufacturing and supply chain for the Greater China area. Through these roles, she has integrated sizable acquisitions into the company, notably an acquisition that integrated approximately \$100 million sales value and delivered millions of dollars in savings while improving customer service by 8%. She has also led significant site consolidation projects, including a project that reduced outsourced spending by \$10 million while reducing lead time by 50%. Sylvia is constantly working to drive improvements by challenging leadership to focus on leading indicators, root cause analysis and employee engagement.

As a woman who understands the demands of leadership progression in manufacturing, Sylvia is a highly sought-after mentor. She has mentored more than 30 people over her career, including multiple women pursuing manufacturing leadership, providing advice and ensuring the entire family is supported if relocation is required. She has supported the corporate Women’s Leadership Forum in both China and the U.S., provided career advice and support to employees as a member of the African American Network and encouraged new employees at the Hutchinson, Minnesota, site to start a chapter of the corporate New Employee Orientation Network to get mentorship from high-level leaders.

Sylvia has also impacted a remarkable number of organizations in the communities where she’s lived. She has served on the boards of directors for Stone Soup, an organization supporting disadvantaged people in the Twin Cities, United Way of the Ozarks, the Chamber of Commerce in Hutchinson, Minnesota, Chamber of Commerce, Springfield, Missouri, Girl Scouts River Valleys and Novation Credit Union. She has tutored low-income children in the St. Paul, Minnesota, area, and currently sponsors a student at a low income, ethnically diverse school in Minneapolis, Minnesota.



Liza Resley

**Lead Radio Frequency Engineer
Lockheed Martin Corporation**

Liza leads the radio frequency (RF) engineer team for Lockheed Martin's Payload Launch Site Support Services, helping to build long-term, sustainable radio frequency capabilities for the classified spacecraft programs at the National Reconnaissance Office's Office of Space Launch. She is responsible for RF detection and collection capability, which identifies RF threats to spacecraft during transport, launch base processing and launch. Her assessment allows RF risks to be identified before catastrophic loss, and aids future spacecraft designs to be more risk tolerant. In one of her top achievements, Liza has teamed up with an industry partner to develop and produce a cutting edge, one-of-a-kind RF detection and collection system to provide RF-monitoring capability for her customer. This new system architecture is becoming a commercial-off-the-shelf item, and will be a new industry benchmark for RF signal collection systems across the market. Liza is a standout in this competitive field and has been recognized for her work as a 2019 Lockheed Martin Space Awards Night honoree for Technical Excellence and a 2018 Women of Color STEM Award winner for Outstanding Technical Contribution.

Liza is an influential leader and effective role model, openly sharing her experiences and her excitement for her work and setting an example for those around her. As a fellow in the Lockheed Martin Rising Technical Talent program, she serves as a mentor for entry-level engineers in her field, helping them to find and follow their passions. She's also an active member and dedicated board member for the Society of Women Engineers, working to ensure the sustainability and growth of women in her historically male-concentrated industry.

Liza has a strong yearning for technical excellence as demonstrated by her relentless pursuit of system perfection, as well as her continued doctorate research in electromagnetics, RF and microwave engineering. Her outstanding achievements would be an accomplishment for a whole career, and yet she has decades left to go.

"I am passionate about manufacturing because it's the final phase of a development cycle when after all the hard work and countless hours of designing and testing are created into a tangible product which go into improving our lives."



Jillian Ryan

**Engineering Manager
Henkel Corporation**

“I enjoy solving complex problems to create a tangible benefit. Manufacturing is the perfect environment to do so. Every day I can see how my efforts make a positive impact such as improving our product, gaining efficiencies in our process and making our operators’ experiences at work better.”

Jill is a dedicated leader with a unique outlook that allows her to provide innovative and creative solutions to a multitude of challenges. She joined Henkel in 2015, and as engineering manager, she has been instrumental in Henkel’s Aerospace Transformation project with her continuous improvement mindset focused on safety, quality and service. She led a multidisciplinary team to create detailed work instructions for business processes, including detailed risk assessments, customer impact review requirements and management of change. By identifying high-impact risks and executing changes to floor interaction and standard work, the site saw enhancements in safety-related capital expenditure and leading safety indicators. The plant’s product output also grew by more than 20% year-over-year.

Jill’s diverse manufacturing experience allows her to impact women in all facets of industry and background. She serves as a contributor and mentor to the Aerospace Cultural Alliance, an employee resource group promoting career growth and opportunities for women and minorities. As part of the group, she hosted a “walk-about” event, where she facilitated an engineering-site tour and led a question-and-answer session for employees about the engineering team and job functions. Jill is also a central leader in recruiting female engineering talent by traveling to local college career fairs.

Additionally, Jill is a noteworthy leader in the community. She serves on the local Community Advisory Panel, a community-led government program aimed at aligning the local community with businesses in the area to drive community events and open communication. Each year, she facilitates a team of engineers to donate to a local bike drive and to “adopt” a family in need during the holidays. She also participates as a judge and mentor to the local science fair. Having a young family of her own, Jill continues with her passion for STEM outreach, specifically at events for children in the community where she can share her educational and career paths and discuss opportunities to advance their studies and interests.

Jill is a talented and devoted leader who cares deeply about solving problems methodically, ethically and sustainably, while sharing her knowledge for the benefit of others. She has the unique ability to find common goals among all stakeholders, providing immediate value and direct and lasting impact.



Rochelle Samuel

**Regional Environmental Engineering Specialist
Saint-Gobain/CertainTeed**

Rochelle's contributions and leadership at Saint-Gobain have had a profound impact on meeting the company's sustainability goals. In 2018, she deployed an innovative internal compressed air initiative, engaging 22 teams across 19 North America sites to identify and fix compressed air leaks as well as enable a sustainable compressed air operating and management system. Rochelle delivered training on compressed air basics, established a standard calculation methodology, and coordinated free diagnostic equipment to support implementation, allowing participating sites to fix nearly half of 837 identified leaks and leading to a potential \$2.5 million in annual savings. During this time, she also championed the company's 270-plus-member Sustainability Network, where she coordinated communications, best practice sharing, vendor relationships and employee recognition to improve energy, water and waste management. In her current role, she manages environmental programs and activities for two California facilities, and provides business-specific best practices and hands-on applications for 17 manufacturing plants in the roofing group as part of the sustainability team.

As a Black female engineer, Rochelle works diligently to remove barriers and grow diversity in STEM fields. She has served as communications chair for the Philadelphia, Pennsylvania, professionals' chapter of the National Society of Black Engineers, and takes any opportunity to participate in speaking engagements at local high schools and universities on STEM careers. After moving to Los Angeles, California, from Philadelphia in 2019, she joined the area's Society of Women Engineers (SWE) chapter, and became a mentor through the SWE's mentoring program for female engineering students. She is also an active member in the Saint-Gobain Women's Network, and is serving a nationally elected four-year term on the organization's North America Steering Committee.

Additionally, Rochelle co-founded Leading Efforts for Ancestral Diversity, Saint-Gobain's first multicultural employee resource group, which aims to recognize different cultures, spread cultural awareness and connect diversity and inclusion to the company's business objectives. The group also contributes materials to conferences and job fairs, and represents Saint-Gobain in industry-wide diversity and inclusion events, helping attract ethnically diverse talent and providing a safe, inclusive environment for employees at all levels.

"Manufacturers are the creators of 'things.' In future years society will advance, technology will transform, but we will always need 'things.' Manufacturing will adapt to be able to produce things better, smarter and more sustainably—and I get to have a part in that."



Sherri Schad

**Manufacturing Engineer II
Welbilt, Inc.**

“Personal and professional growth opportunities are always available in manufacturing. Providing my skills on both a local level, and as a worldwide company venue, has been rewarding and adds value to my professional career, which in turn carries over to my personal life.”

Sherri has a natural ability to jump in and lead wherever needed. She has provided critical technical expertise to Welbilt and made innovative contributions to the company’s industry-leading new product introduction project teams. Of note, she helped propel the manufacturing of a critical design component for a new commercial ice machine, reduced project investment and improved the timeline of this vital path activity by six weeks. As such, Welbilt introduced the product to the market sooner than planned for a competitive advantage. Additionally, Sherri’s background and certification in industrial engineering labor standards, and the application to Welbilt’s operations, laid the foundation for the company and its labor union to establish a new pay-for-performance operational structure. This effort has substantially benefited the company from both a performance metric and a monetary standpoint, while providing fair and achievable goals for production staff.

Sherri makes it a point to lead by example and works with design engineers from several teams mentoring through action and direction. She is consistently mindful of learning and development opportunities for others and is especially focused on building up people new to the company. She provides guidance and support to colleagues on NPI, new component design developments and the optimum manufacturing solutions.

On top of that, Sherri invests in younger generations within her community by combining it with her passions for the outdoors and animals. An avid horse rider, she shares her passion of horses with the community providing riding lessons and show advice to 4H members in her locale. As equine activities are proven to improve self-esteem, self-efficacy and self-confidence in children, Sherri proudly supports the development of these healthy building blocks by volunteering with an area horse ranch providing underprivileged and foster kids support and guidance to help them build skills and confidence to contribute positively to their communities and connect them with their environments.



Lori Schaefer-Weaton

President
Agri-Industrial Plastics Co.

As president of one of the top employers in Fairfield, Iowa, Lori has demonstrated the tenacity, heart and brains required to be an effective leader. She recognizes the value of her employees, aiming to recruit locally and place them in areas where they can grow both professionally and personally. In one of her top business accomplishments, she led the installation of the largest rooftop solar array in the state: a 517-kw array that operates 27 production lines, 24 hours per day, saving the company more than \$42,000 per year and reducing the company's peak load by 6%. She received the Iowa Environmental Council's 2019 Business Innovation Award for her efforts and has shared best practices across the state.

Lori is constantly using her platform to uplift women in manufacturing and eliminate stereotypes. Being a female CEO of a manufacturing company is not common, but Lori believes it should be. She serves as a mentor to women in the Manufacturing Institute's "Dream It. Do It." program, and has used her time as chair of the Iowa Association of Business and Industry to help other women in business and manufacturing reach their potential.

With a great understanding of the value of a trade career, Lori has been an advocate for the manufacturing industry in her community, particularly among the younger generation. She spearheaded the Elevate Advanced Manufacturing initiative, distributing manufacturing-positive curriculum to more than half of Iowa's counties and increasing the projected growth of five manufacturing-related careers by more than 10% each. Elevate awarded 15 separate scholarships to manufacturing-focused students in 2018, coordinates local Manufacturing Day events and has hosted 15 statewide conferences and summits. Additionally, Lori sits on the Iowa Innovation Council, where she consistently pushes to increase Iowa's manufacturing GDP as a whole and helps bring opportunities to emerging manufacturing technology.

"My passion started in 1978 when my dad put me on the first assembly line at Agri-Industrial Plastics. Today my passion for manufacturing is about the people and the collaboration and diverse skill sets it takes to successfully produce parts that meet our customers' specifications and expectations."



Kelly Schroedl

**Regional Manufacturing Excellence Manager
Nestlé Purina PetCare Company**

“I get to work with the people and take on the challenge to find ways to make our product more efficiently. I engage with the team from a management level by creating a vision and strategy and then develop and empower the operators and mechanics on the shop floor to own their equipment and routines.”

Over the past eight years, Kelly has led Purina’s Jefferson, Wisconsin, facility in becoming the most advanced TPM factory in the company. She has designed and implemented routines and processes while building team competence, which has driven factory results. Throughput has increased by 11% since 2016, quality incident rates have fallen to world-class levels (less than one complaint per 2 million cans) and safety incidents have continued to fall well below the industry standard—all while costs have reduced 30% relative to comparable factories. She also supports other sites in developing the next wave of manufacturing excellence leaders and helps them replicate Jefferson’s success through workshops, learning visits, trainings and coaching.

Kelly has mentored several female leaders at Purina who have taken on roles in manufacturing excellence, production or engineering. She has a talent for balancing theoretical knowledge of the manufacturing excellence subject matter with a high standard of applied practice, and sets a positive example for her mentees through her organization, clear communication, integrity and cooperation. Additionally, she serves as an informal mentor within the company’s manufacturing excellence community, working closely with women in similar positions at sister factories to troubleshoot job challenges.

While Kelly is much valued in her role at Purina, her top priorities lie in her family and community. She, her husband and their two daughters are actively involved in community sports. She served as a coach for her daughter’s competitive volleyball team, which segued into a role as coach for other teams in the organization. While she strives to make these girls better volleyball players, her primary objective is to make them better leaders and individuals by serving as a mentor at a time in their lives when she can make the most impact.



Julia Semenchenko

**Senior Director, Plant Manager
The Procter & Gamble Company**

During her tenure as senior director of Procter & Gamble's Targowek, Poland, plant, one of the company's largest baby care manufacturing sites, Julia has maintained a strong connection to those she leads, seeking to simplify the life of the operator and drive diversity, and always tackles challenges head-on. During the COVID-19 crisis, she improved operations while adjusting safety standards to ensure all 1,200 employees and contractors stayed safe. New procedures she implemented included organizing COVID care packages for employees and families, quickly implementing zoning to ensure employee spacing, organizing sanitizer supply and adapting cleaning standards and providing ongoing training and communication. Additionally, she led the start-up of a mask converter in eight weeks' time, allowing the plant to supply masks to employees and the community. As a result of her efforts, the plant remained running during a surge in demand in March 2020, employee survey results improved and very few COVID illnesses were reported at the plant.

In her previous role as site leader of the Boryspil, Ukraine, plant, Julia was the first female plant manager in the country. She has supported female talent development as a mentor to several emerging female leaders, leading to the highest gender diversity results in Europe. Perhaps one of her most noted achievements at the plant, she established a culture team, focused on women's networking, charity, volunteering and engagement, which was replicated in other company facilities.

Julia's example of strong community engagement helped engrain it into the local site culture and organization. In the Ukraine, Julia established and conducted quarterly visits to the local orphanage, delivering presents to children, sponsoring joint events, participating in holiday festivities and helping improve the facilities. She also volunteered on an annual basis for the city's Earth Day city clean up, driving employee engagement beyond the plant walls.

"In today's world each of us has multiple roles and jobs to be done. With the product I produce the "jobs to be done" are becoming flawless. Every day we impact millions of parents' and babies' lives."



Lakshmi Shanmugam

**Senior Automation Engineer
Fresenius Medical Care**

“Manufacturing is the place you’re often working on real, tangible products. It is a great satisfaction to sign your name on the first product you’ve helped engineer. Manufacturing is quick to adapt new technology. Sign me up where there is innovation.”

Kicking off her career as a software engineer, Lakshmi has worked her way up to senior automation engineer at Fresenius Medical Care’s Ogden, Utah, manufacturing plant. To date, her greatest contribution has been aiding the startup of a \$20 million polymer production facility. A critical part of the engineering team, she led efforts to create and integrate controls systems that operated the plant, developing innovative and reusable control system templates for one of the most robust systems in the facility. She worked with various vendors to help optimize the polymerization process and equipment. One significant result of this work was the realization that the reactor capacity could be doubled without doubling downstream processes such as filtration, allowing for increased capacity while keeping costs down.

Often being the only woman in the room, Lakshmi knows the importance of engaging the next generation of women in STEM. Lakshmi provides job-shadowing opportunities to girls at local high schools, introducing them to her work in engineering project management and other manufacturing facets, and maintains those relationships as the girls pursue college. She also served as mentoring chair for the corporate women’s employee resource group the first year it was established at her facility. She often uses her interaction with manufacturing operators, to share her career experiences and encourage them in pursuing college through the company’s tuition reimbursement program.

Lakshmi’s influence of women in STEM doesn’t stop at company walls. For three years, she has co-hosted a coding session as part of the Northern Utah Expanding Your Horizons conference, a nationwide organization allowing junior high and high school aged girls to explore STEM through workshops with STEM professionals. Lakshmi and her co-host use programs like Scratch and CodeCombat to teach coding logic in an interactive curriculum they developed themselves. Each year, they host multiple one-hour sessions of approximately 30 attendees each, introducing hundreds of girls to computer science, coding and engineering.



Oryna Shevchenko

**Senior Manufacturing Engineer
Fresenius Medical Care**

Oryna is a senior manufacturing engineer at Fresenius Medical Care's Concord, California, plant. She was assigned to new product introduction team to assist in executing the first truly global hardware design transfer project. She was responsible for managing the bill of materials transfer and associated parts, working with her German counterparts. With this being the first global design transfer, she was faced with a mountain of system alignment issues between the German manufacturing site and the U.S. manufacturing site. Oryna immediately took the lead, proposing system fix after system fix to the leadership to set the baseline for all future hardware design transfers for the company.

She also took the lead when the program experienced part approval/inspection issues. She led the global cross-functional team, collating all information, identifying method issues versus true issues, streamlining the data for senior management review and driving the team toward issue resolution. Ultimately, her efforts led to the first machine build in the U.S. occurring on time and getting the program schedule back on track.

Originally from Ukraine, Oryna moved to the United States as an adult—a process that came with its own unique set of challenges, including language barriers and cultural differences. With that in mind, Oryna has become an integral part of the community of more than 10,000 Ukrainian- and Russian-speaking women in the Bay Area and across California. She mentors female immigrants, encouraging them to continue with their careers and not to give up on all the opportunities made possible by their education and background. She guides women on how to search for their first jobs in the U.S., assists with resume development, does interview preparation, shares resources and helps find job fairs for them to attend. She also shares her story of starting and continuing a career after immigration, supporting and inspiring her fellow female immigrants through her own experience.

“Manufacturing for me is the way of giving a life to a new product and design. It is the way to make our life easier and better by manufacturing quality product and delivering it to people.”



Lisa Skidmore

**Senior Director, Advanced Quality Engineering
GE Appliances, a Haier Company**

“Manufacturing has been my passion since I started as an intern 35 years ago. I love the fast-paced decision making and the problem solving opportunities that are there each day. It is constantly evolving and allows me the opportunity to work with many great people, making great products.”

Throughout Lisa’s 29-year distinguished career in manufacturing, she’s held a variety of roles in engineering, operations and quality management. Early in her career with GE Appliances, Lisa was instrumental in setting the long-term vision for quality products, which translated to millions of dollars in annual savings. By developing a holistic business wide approach for quality through the company’s quality management system, Lisa built a strong foundation for GE Appliances to achieve business-wide ISO 9001 certification for the first time. Over the last five years, her contributions have led to a 33% reduction in warranty issues for customers and a 42% reduction in costs for GE Appliances to resolve quality concerns.

Lisa is a strong role model for the next generation of females in manufacturing, serving as a mentor to several women in operations and helping them grow to their highest potential. As a champion for GE Appliances’ Women’s Network Operations group, Lisa leads a group that connects female leaders in the organization to early- and mid-career women to provide guidance, development and support. Also active in Women in Manufacturing, Lisa supports the recruitment and advancement of women in the industry. Her tireless commitment to strengthening diversity is also evident through the makeup of her team, which has the highest level of diversity within the quality organization.

A passionate supporter of her community, Lisa lends her time to several worthwhile causes in her hometown of Louisville, Kentucky. From participating in the Career Day Mentoring Program at Louisville’s Sacred Heart Academy to serving as team leader for GE Appliances’ Volunteer’s Organization, she’s committed to making a difference and supporting local nonprofits that are close to her heart. Also a founding member of Impact 100, Lisa works alongside women who are dedicated to making their community a better place by providing grants that support the work of local nonprofits.



Galen Smith

**IBM Supply Chain Transformation Leader,
Blockchain, AI, IoT
IBM**

As the chief product owner of supply chain blockchain and IoT for IBM, Galen has helped extend the reach of data and build trust across IBM's extended network, strengthening IBM's agility and resilience across the digital supply chain. Galen has been a leader in the digital transformation of IBM's supply chain from its beginning, aligning business needs with emerging technologies. She deployed the first blockchain in supply chain, resulting in a 65% reduction in cycle time and close to zero compliance defects—setting the stage for global expansion, and winning the 2020 DEVIES Best Innovation Blockchain Award.

During her time at IBM, Galen has mentored or coached 13 next-generation women, supporting them in everything from answering project questions to helping with career development and their individual interests. Two of her mentees have won external recognition—as one of Singapore's "100 Women in Tech" and the ML Award for Next Generation Leader. Galen has mentored more than 35 others at IBM individually, and has mentored or coached more than 45 teams in agile, design thinking and project management. Her continued support and development of the next generation of leaders is just one more way Galen has impacted the transformation of the manufacturing industry throughout her career.

Galen is dedicated to facilitating creativity and innovation and helping teams dream big to find the best ideas to achieve their goals—both in her career and in her community. She has worked with local universities on these techniques, preparing students for the business world by running workshops with University of North Carolina and Duke University and supporting design sessions at North Carolina State University. She also regularly mentors college students, and has worked with local teachers to help create safe, welcoming and creative environments for ideation and innovation with their students.

"Our pandemic experience has shown the world how vital supply chains and manufacturing are to every aspect of our lives. Keeping these supply chains agile, resilient and sustainable drives my daily focus to help my company and others on a path of growth and excellence for many generations."



Jona Smith

**Vice President, IT Applications Services
Smithfield Foods, Inc.**

“There isn’t another industry with the opportunity that manufacturing has. People can pick any area, any product; they can specialize or be a generalist. They can love continuous improvement, finance, building things or enjoy tech. The possibilities are limitless—there’s a place for everybody.”

Jona’s leadership, integrity and ability to execute in an ever-changing world has been evident throughout her 22-year career. Based at the global food company’s headquarters in Smithfield, Virginia, Jona oversees Smithfield Foods’ centralized IT application landscape and service programs. Her work includes streamlining technical processes, automating the company’s global business and balancing practicality with innovation to meet evolving business needs.

In addition to building a diverse technology team, she has served as the primary technical lead on several company acquisitions and created a repeatable process that quickly assimilates new entries into Smithfield’s enterprise resource management platforms and specialty applications. Jona also transitioned Smithfield’s Romanian hog production segment to the company’s domestic suite of applications and created a global solution that brought automation to the business in Europe. This was a complex undertaking requiring many resources, but under Jona’s leadership, the return on investment was met.

Jona is committed to shining a light on opportunities for women in technology to succeed in agricultural and manufacturing industries. As a mentor in local groups and schools, she encourages women to reach their greatest potential. At Smithfield, Jona built a large, diverse technology organization in the company’s hog production business which includes farms, feed mills and support operations. In doing so, she has successfully recruited and retained women at all levels throughout her career. Today, women make up close to 50% of her team—a testament to Jona’s dedication to increasing opportunity and diversity at Smithfield.

Jona’s leadership extends to the community where she proudly supports Shriners Hospitals for Children and is actively involved in Shriners’ women’s group, the Shrinettes. Jona has held board positions in the local chapter for several years, serving as chair and supporting various fundraising efforts for the organization. Describing her involvement with the Shriners as “a way to share her blessings,” Jona also volunteers at the regional level, attends quarterly meetings and works in conjunction with other Shrinettes and Shriners teams to support all aspects of the hospitals.



Bryn Snow

**Director, Applications Technology for the Non-Ferrous Metals and Glass Industries
HarbisonWalker International, Inc.**

Bryn is the director of glass application technology for HarbisonWalker International (HWI), the largest supplier of refractory products in the United States. Refractories play a critical role in the daily operations of almost every sector of manufacturing, and Bryn's work has played a vital role in helping develop those products. After starting her career in glass marketing, Bryn progressed to become HWI's first female application technology director, overseeing the glass and non-ferrous metals market segments. She and her team continually develop new refractories solutions for HarbisonWalker International's glass and nonferrous metal manufacturing customers, leading to industry breakthroughs and moving the field forward.

Bryn embodies what female leaders can accomplish in manufacturing. She leads by example and actively engages with young professionals new to the company, including participants in HWI's Focused Intense Rotational Education (FIRE) program. Through FIRE, Bryn helps provide new hires with a critical overview of business functions and operations at HWI, in addition to personalized onboarding, training and development opportunities to accelerate their leadership, business and financial skills. The program also creates valuable connections with accomplished mentors like Bryn, giving new hires, including female hires, a strong role model as they launch their careers.

Despite the demands of her job, Bryn always takes time to give back to her community. She volunteers through HWI, staying involved in virtually all aspects of the company's community-building activities, from Toys for Tots to the annual Bowl-a-Thon benefiting Junior Achievement of Southwestern Pennsylvania. She serves on the board of trustees of the Ceramic and Glass Industry Foundation and is very actively involved with the Slovenska Narodna Podporna Jednota (SNPJ), which translates to Slovene National Benefit Society, a national fraternal organization. As an SNPJ member, Bryn organizes and participates in numerous fundraisers and activities to benefit children in her community, helping build a brighter future for all.

"Manufacturing isn't just about making things; it's about making everything work. We're the gears in the economy and the innovators who improve the world around us. I'm proud and excited to be a part of the manufacturing industry. Every day, we are making life better and building the future!"



Nandini Srinivasan

**Vice President, Quality Assurance
Plex Systems, Inc.**

“I am excited to be a part of a solution that delivers the first smart manufacturing platform that empowers other key innovators and businesses to develop products that pave the path for tomorrow.”

As the vice president of quality assurance at Plex Systems, Nandini helps manufacturers realize the benefits of Industry 4.0 and smart manufacturing technology. Plex Systems runs more than 1,000 manufacturing plants in 29 countries around the world, and Nandini’s leadership has proven critical to the success of the company’s ongoing operations. By applying best practices from other industries to the smart technologies that manufacturers rely on, Nandini has played a key role in securing Plex Systems’ exceptional track record of 99.99% uptime. From establishing internal quality standards to directing centralized end-to-end regression and end-user testing, Nandini’s technical expertise has been crucial in helping manufacturers keep their operations running day in and day out.

An advocate for women in technology and a hands-on educator of the next generation, Nandini is a prime example of what it means to be a successful STEP leader. She is an outspoken champion for women in the workplace who boldly confronts misconceptions about what roles females can serve in technology. Her support of women in technology is making a difference at Plex Systems and beyond. By starting her own FIRST LEGO League with the intent of being inclusive to girls, Nandini encourages young women to build on their interests in STEM.

Through her volunteer work with Ramblewood Elementary, an underserved school in the Bay Area, Nandini helps expose students to STEM and the world of opportunities that awaits. More specifically, she works closely with the school’s Mindbuilders’ team to equip students with the skills they need to apply their robotics knowledge to address challenges in the local community. As a result, the San Jose area is set to install two roads that test the group’s innovation, utilizing household recyclable plastics to make them. Whether she’s leading a donut drive or helping fundraise for the school, Nandini has fostered a sense of community and support that’s made a lasting impact.



★ EMERGING LEADER

Shannon Steiniger

Automation Engineer
Greene Tweed

Shannon is an automation engineer whose positivity, strong work ethic and technical acumen have proven invaluable at Greene, Tweed & Co. She has been critical to automating the manually tedious 200% visual inspection required by the aerospace and semiconductor industries. Beyond reducing safety risks associated with repetitive eye strain, Shannon's automated visual inspection programs will create the foundation for bringing in an additional 30,000 hours of capacity to the organization. While driving the optimization of the vision system hardware and programs, Shannon convinced the vendor to implement a new software inspection methodology that will allow better defect detection across multiple light setpoints without adding cycle time or additional hardware.

Shannon has been helping to grow the next generation of female talent since college, where she was active in the Chartering Horizons and Opportunities in Careers in Engineering and Science program sponsored by the Society of Women Engineers. Through her involvement, she engaged with hundreds of middle school-aged female students and introduced them to principles of science and engineering. Since then, she has continued to support future leaders in her industry by participating in STEAM days at a local middle school. Shannon is also known as a strong engineering lead among her peers at Greene, Tweed & Co who continuously engages with and supports new female engineers at work.

Within her community, Shannon is actively involved with a volunteer- and foster-based organization called Mostly Muttz, which helps place many older dogs, dogs with special medical needs and other "less adoptable" dogs into permanent homes. In addition to having adopted her own dog through Mostly Muttz, Shannon lends her time to walk and care for dogs that haven't found their foster families and are living in kennels, finding a great deal of satisfaction in improving their quality of life. Shannon has also been a leader within the Kappa Kappa Psi music service fraternity and the Girl Scouts.

"I am passionate about manufacturing because I get to work with so many enthusiastic and experienced people to brainstorm and implement creative solutions to problems. Every day is different, which keeps my job exciting."



Dawn Stock

**Machine Fabrication Leader
Spirit AeroSystems**

“The manufacturing industry is so diverse and reaches across multiple platforms. It has changed over the years; the influence of technology keeps the industry propelling into the future. Manufacturing also provides career progression paths at all levels of work performance.”

Dawn joined Spirit AeroSystems in 2012, the leading global aero-structures tier 1 supplier to Boeing and Airbus, with 14 years of industry experience in machining, sheet metal fabrication, assembly and manufacturing engineering. She began her journey with Spirit as one of six female machinists, and has since held multiple leadership roles in the fabrication manufacturing organization. Currently serving as the machine fabrication leader at the manufacturing factory and global headquarters in Wichita, Kansas, Dawn is focused on the manufacturing of new machine products and overcoming machining challenges to produce quality parts for new customers.

As a recipient of Spirit’s CEO Performance Excellence Award, Dawn’s contributions and commitment to recruiting new talent have not gone unnoticed. She is an advocate of mentoring whose past mentor relationships have inspired her to do the same. In 2020, Dawn mentored at a Wichita, women-owned and operated business where she started her career. There, she worked with leaders of the organization to advance the company’s manufacturing processes and help the management team establish daily routines, work accountability measures and overall improvements on the manufacturing build processes. In addition, Dawn proudly supports SkillsUSA by educating and mentoring youth on manufacturing career pathways, attitude, growth and further opportunities.

Dawn makes a difference in her community by regularly visiting local high schools, universities and colleges to actively promote manufacturing as a career path for students. In 2020, she volunteered at the “Dream It. Do It.” Aviation Day, guiding middle school students through the design and manufacturing stages of building an airplane. Dawn also works with local school facilitators to improve curriculum to better target the skills needed in the manufacturing and aerospace industry. Passionate about youth engagement and education of manufacturing careers for the future generations, Dawn has also been the key host for student tours of Spirit’s Wichita factory.



Donna Tallent

**Vice President, Manufacturing
Malibu Boats**

Since joining Malibu Boats in 2010 as an environment, health and safety manager, Donna has been a driving force in improving both the company and its employees within. She now serves as vice president of manufacturing and has led all of Malibu's vertical integration projects from concept to full production.

In addition to increasing quality standards, these initiatives have afforded Malibu more control in product development and greater production efficiencies. Donna utilizes her diverse skills in process engineering, manufacturing and safety for the betterment of Malibu and her colleagues, building a strong foundation for future success. Her leadership can also be seen in Malibu's safety culture, where Donna has been instrumental in enabling the company to reach the outstanding safety milestone of 5-million-person hours without a lost time incident. Donna's dedication to developing others is evident through her team, which has transformed the organization from a safety perspective.

By truly embracing the Malibu mantra of "Life without Limits," Donna empowers other employees to envision their own path to leadership and personal growth. With an unrelenting pride in Malibu and her fellow coworkers, she has paved the way for several women in the boating industry to be successful. Always one to take others under her wing, Donna has guided many to realize their potential and become leaders, supervisors, managers and engineers. Her mentorship has made her a highly respected leader at Malibu and in her community.

Donna's passion for helping others is especially evident through her work with youth. As a youth softball coach, she serves as a role model, mentor and fan who continues to cheer for her team long after a season is over. She is also active in fundraising for and supporting the Tellico Village Kiwanis Group, which is dedicated to improving the lives of children in the community.

"Manufacturing is vital to the U.S. economy as it generates more economic activity than other business sectors. Manufacturing provides high wages, benefits and opportunities to anyone that is willing to learn and work hard. Building a product from start to finish is a rewarding career."



★ EMERGING LEADER

Victoria Tester

**Manager, Procurement and Logistics
ABB Inc.**

“I am passionate about manufacturing because it provides a challenging, fast-paced and ever-changing environment in which I am a part of creating tangible products that inherently save lives.”

Believed to be the youngest female ever to serve as supply chain manager in the ABB NEMA business, Victoria is a manufacturing professional who continues to develop her skills, inspires others and gives back to her community. Victoria’s potential was evident very early in her career at ABB. As a college student, she began an internship at the Fort Smith, Arkansas, plant, and later became a supply chain specialist there, managing thousands of products. Victoria was promoted to supply chain manager at ABB Ozark, where she and her team reduced raw material inventory by over \$1 million without affecting productivity or customer needs while helping to maintain over 99% confirmed on-time delivery. She works every day to improve the supply chain process, coaching her team and working with material planners to review their products and make suggestions that allow them to grow in their roles.

Victoria has made a lasting difference in the lives of future female manufacturing leaders. Throughout her career, she has mentored, developed and engaged with the next generation of talent, through ABB’s global apprenticeship program and the local high school youth apprentice program. Victoria has been a valuable resource to her community, teaching Girl Scouts troops about manufacturing and STEM, and exposing them to career opportunities in those fields. She spent many hours planning events and giving student tours of the Fort Smith plant during National Manufacturing Week.

Passionate about serving the community, Victoria is constantly looking for ways to give back. She serves meals at the Salvation Army, supplies holiday gifts for children who are less fortunate and even donates her hair for Wigs for Kids, a non-profit that provides handmade hair pieces to children experiencing hair loss. Victoria is a valued employee who has not only promoted and represented manufacturing, but also leadership and compassion.



Nyssa Thongthai

**R&D Scientist
WestRock**

Nyssa is an R&D scientist at WestRock, a global consumer and corrugated packaging company focused on customers, innovation and operational excellence. In this role, Nyssa works diligently to bring innovative product solutions to customers, while being deeply involved in the company's sustainability efforts. Most recently, she contributed strongly to the development of WestRock's Creasable Coating product while also leading the development of fit-for-use protocols for all barrier coatings. In addition to developing new test protocols, testing performance and reporting for these efforts, Nyssa is highly regarded for her leadership in WestRock's sustainability initiatives. For example, she is currently responsible for sustainability reporting for the packaging innovation team.

Her commitment to strengthening environmental responsibility at WestRock can also be seen through her involvement in the WestRock employee resource groups, Creating Leaders & Impacting Change and Women of Science and Engineering, where Nyssa has educated colleagues on the importance of protecting the environment and helped to bring the company's commitment to sustainability into vibrant focus. Through her membership, Nyssa helped organize and participated in Earth Day activities and events in Richmond, Virginia.

Mentoring the next generation of females in STEM and manufacturing is important to Nyssa. As part of the "Pathways to Science" program, she spoke to high school students about polymer and coating science, and the application of STEM principles used in the paper industry. Dedicated to engaging with and guiding others, she also helped expose future female leaders to science and mathematics at the annual event "Up & Atom," presented by the Science Museum of Virginia.

Whether she is maximizing sustainability efforts at WestRock or serving as a mentor to her colleagues, Nyssa is a positive role model at work and in her community.

"Manufacturing is the backbone of society and technological advancement. Working in manufacturing increases my awareness of the impact that humans have on the environment and the importance of conserving resources. It makes me value the things we use and consume every day."



★ EMERGING LEADER

Rayssa Ticom Cavalcante

**Hair Care Operations Department Manager
The Procter & Gamble Company**

“I’m passionate about manufacturing because it is exciting, dynamic and every day is a new challenge to overcome and an opportunity to learn. I also love to work in teams with great people producing tangible products that improve people’s lives.”

Beginning her career with Procter & Gamble (P&G) in 2014 as an intern, Rayssa currently serves as a startup leader who is overseeing the transition of the company’s hair care manufacturing operations to a brand-new site. This is the most complex supply chain project in Latin America and a major profitability building block within the business. Despite COVID-19 hitting Brazil at the same time that the new operations started, Rayssa was able to successfully implement protocols, plan carefully and balance risks accordingly. Ultimately, her efforts enabled operations to begin at a rate of 70% faster than the company had planned and without the support of external resources. Demonstrating strong leadership and mastery amid uncertain times, Rayssa has since been recognized by P&G teams worldwide for her startup results. Beyond her technical acumen, she is also respected among her peers as one of the first female progressive maintenance leader in Brazil, and one of few globally.

Rayssa is a tremendous leader who continually lends her support at P&G and beyond. As a qualified mindfulness coach, Rayssa is committed to helping others improve their work-life balance. In addition to leading guided meditation sessions at work, she’s inspired her team to practice mindfulness at home. Regarded as a passionate and empathetic leader, Rayssa’s leadership has also touched her mentees, 50% of whom are female. Rayssa is ardent about increasing female representation at P&G. In addition to having participated in recruiting campaigns in support of women, Rayssa has the highest female technician rate among departments and aims to build a pipeline of future female talent through internships.

Through the company’s “buddy” program, Rayssa has supported young female managers who relocated from Rio de Janeiro to the rural city of Seropédica, helping them acclimate to a new location. Also serving as a city guide in Seropédica, Rayssa freely shares her time to help others adapt and thrive within the area.



Susanne Troutt

**Films Director, Operations Planning
Sealed Air Corporation**

As the North American films planning director for Sealed Air, Susanne has had a significant impact on financial and operational results for the organization. Her focus on driving down inventory levels across the company's North American network through best practice sharing has yielded powerful returns. In raw materials alone, she was able to lead an effort to eliminate \$1 million of resin inventory at the Simpsonville manufacturing site. Susanne is a valued member of Sealed Air's supply chain network and serves as a role model who embodies the company's culture and is unrelenting in the pursuit of customer satisfaction. Continually demonstrating the leadership attributes that stand at the heart of Sealed Air, Susanne is deeply committed to the success of her company and even more so the success of its customers. Showing strong leadership and an unparalleled work ethic, she challenges her team to offer unprecedented service levels in all that they do.

Susanne's passion for mentorship has helped many women across multiple business functions within Sealed Air find the right opportunities for relationship building and growth. Her product application expertise has proven invaluable in the organization, as Susanne actively works to share best practices with her peers and helps to foster knowledge sharing and learning.

Sealed Air is in business to protect, to solve critical packing challenges and to leave the world better than they found it. Susanne is a shining example of these values both at work and in the community. She has been dedicated to service through her church, and has been involved in outreach efforts to developing countries such as Haiti and Colombia. She is also an active supporter of the United Way.

"I am passionate about making the highest quality product available for our internal and external customers around the world. I am also passionate about working with others to strive to this goal and make our workplace a safe and sustainable environment."



Kemberly Umaña Calvo

**Manufacturing Manager Colombia
Cargill**

“Manufacturing is an art of transformation. It is an incredible feeling to integrate, with creativity and innovation, people, processes and the environment to generate something that satisfies a need.”

Wendy has been a significant contributor to Flint Hills Resources for over 25 years. As an expert in the field of hydroprocessing technology, she has led or contributed to successful optimization activities and large capital investment projects at multiple facilities across the country. Wendy was integral to the development of an innovative technology to produce renewable biodiesel product. Discovering critical relationships between operating variables and stream components led to significant improvement in yields and increased capacity. Wendy combines her practical experience, technical knowledge and strong relationships with industry peers to document and implement best practices that have contributed to a strong process safety performance at FHR.

Wendy has an outstanding reputation within the petrochemical processing industry and has successfully developed an effective approach that she shares through direct mentorship of young engineers. She has a special gift of using stories and familiar analogies to create visual effects with her audience that lead to more intuitive and retained understanding of complex or technical concepts. Her best practices, rules of thumb, and applicable learnings have been shared with hundreds of engineers, operators and maintenance leads over many years.

With her husband, Wendy established and leads a church where she provides continuous support to its members locally and extends her outreach to impoverished communities. Wendy provides emotional and practical support to young mothers in difficult situations, focusing on personal development, crucial life skills and parenting abilities aiming to achieve the goals and confidence necessary for them to lead independent and fulfilling lives. With the help of her family and congregation she has also created a family-friendly program to encourage awareness of practical science in daily life. Through her “Moments in Science” series she is encouraging children and their parents to see life through a scientific lens and promoting future STEM-oriented talent to tackle challenging opportunities.



Sara Venkatachalam

**Senior Manager, Solutions Engineering
Dover Fueling Solutions**

Driven, tenacious and curious are all words that have been used to describe Sara in her more than 10 years at Dover Fueling Solutions (DFS). She leads a team that is revolutionizing the way manufacturing is thought about and is driving DFS's competitive edge in the marketplace. Known as the cloud-to-edge team, her group has developed the ability to extend cloud computing to the edge, allowing fueling devices and equipment at a site to interact seamlessly with cloud solutions. Through her leadership, the organization has secured and deployed equipment by implementing next-generation digital technologies such as the Internet of Things, software-defined hardware, containerized applications and intelligent provisioning. These capabilities, coupled with the platforms they run on, not only allow the company to build more advanced products but they deploy more complex solutions in a simpler way at scale. Furthermore, they enable DFS's customers to leverage agile, best-of-breed technology and equipment that allows them to respond better to their market.

A talented advocate for next generation digital technologies, Sara is recognized as an inspiring mentor and supporter of female talent and diversity at DFS. She has mentored several women, creating personalized development plans and sharing best practices. In addition, she is an active participant in DFS NA Women's Network where she has the ability to learn from those more senior than her, and mentor those who are earlier in their careers.

Sara participates in several Austin community organizations that help to provide things such as food, clothing and school supplies for those in need. As a kidney transplant survivor, Sara understands the importance of community support and strives to give back when possible. Through her commitment to service, Sara has proven to be a role model through her work and her dedication to the community.

“Manufacturing is all about producing tangible things which brings value to the community. It gives immense pleasure and inner happiness to see the products that we built in stores. Innovative products are built by incorporating cutting-edge technologies that enhances consumer experience.”



Alexis Wang

**Senior Engineering Manager,
Operational Engineering and Planning
Ball Aerospace**

“I love manufacturing because...

- Our work changes the world by advancing science or protecting our nation.

- Our work is tangible! How cool is it to create part of an F-35 jet or the Hubble Space Telescope?

- Manufacturing teams are the hardest working, most organized and most creative teams ever.”

For more than 24 years, Lexie has made critical contributions to some of Ball Aerospace’s largest manufacturing and engineering programs. A senior engineering manager within Ball’s manufacturing and test operations organization, Lexie leads the 200-person operational manufacturing engineering and planning department, which delivers a range of aerospace products from world-class spacecrafts and instruments to game-changing tactical military systems. As the program manager for the F-35 fighter jet antenna suite, Lexie successfully moved the program from low- to full-rate production, nearly quadrupling annual volumes from 365 antennas to 1,300, achieving 100% on-time delivery and 100% quality. She exceeded the financial goals for the program and her team was recognized with several Lockheed Martin Top Supplier Awards.

Lexie is a leader whose influence has especially impacted the women of Ball. She demonstrates a tireless commitment as a role model, mentor and community leader. After years in various technical roles, Lexie found a passion for developing the next generation of employees. Her focus on diversity in hiring increased the total percentage of women in the department from 10% to 40%. She also created an informal women’s brown bag lunch series that led to the establishment of Ball’s Women’s Employee Resource Group, which has grown beyond aerospace to support women at Ball across the globe.

With a strong focus on STEM outreach and education, Lexie is committed to giving back to her community. Through her involvement with the Colorado Mathematics, Engineering, Science and Achievement organization, she established a scholarship program in her late father’s name that provides financial assistance to women and minority students pursuing degrees in engineering or science. A total of 30 students have won approximately \$50,000 in education funding from the Charlie Farel Memorial Scholarship over the past 10 years.



Hui-Ping Wang

**Technical Fellow
General Motors**

Hui-Ping has proven to be an enthusiastic and talented leader at General Motors (GM), creating novel solutions in manufacturing. Her passion for technology and innovation is evident through the 98 peer-reviewed publications she has authored, 42 records of inventions (17 of which are in production), and three GM Boss Kettering Awards. She is an active leader in the manufacturing research community serving as an associate editor for the highly regarded Journal of Materials Processing Technology. As a well-recognized expert in the modeling of fundamental physics in joining and welding, Hui-Ping has made significant contributions to the applications of laser welding technologies in GM's vehicle manufacturing.

Dedicated to enabling opportunities for women to succeed in STEM, Hui-Ping is an active member of the GM Women's Council. She served as one of six panelists in the GM Women's Technical Leadership Round Table, "Leading in a Technical Environment," and was the guest speaker for group's Lean-In Circle event. She frequently serves at GM mentoring events and is an active mentor to two GM young female researchers and university students in collaboration with GM internships.

When hospitals were running short of ventilators amid the COVID-19 pandemic, Hui-Ping volunteered her time to help address manufacturing issues in Ventec ventilator push rod assembly to help reduce scrap rates. She worked with site engineers to examine the current assembly process, tooling design and back components, as well as to conduct lab tests and develop advanced joining technology for push rod assembly. Her suggestions were well received at Ventec and the process was then improved. In addition, Hui-Ping launched a face mask fundraising and donation event with her son's school to support local hospitals. With the help of school parents, they acquired 6,000 N95 masks and Hui-Ping personally delivered them to local hospitals.

"As a researcher, I am devoted to discovering and developing new scientific innovations in the ever-evolving field of manufacturing, which delivers great products that improve our society. It gives me great pride to see vehicles on the road today with the novel technologies I've contributed to."



Diana Wegner

**Staff Researcher
General Motors**

“I’m interested in solving the complex problems associated with manufacturing high volume and high quality products at low cost. My work focuses on using artificial intelligence, virtual manufacturing and data analytics to learn through digital manufacturing, minimizing the cost of hardware builds.”

An outstanding role model for young women in manufacturing, Diana is a highly regarded digital human modeling ergonomics expert who has implemented significant advanced manufacturing technologies at General Motors (GM) and created innovative solutions in ergonomics, robotics, factory simulations and machine vision. Most notably, she was responsible for development of the GM manufacturing digital human modeling toolkit, which includes realistic human motion, posture prediction algorithms and ergonomic standard algorithms. The toolkit enables virtual ergonomic simulations and has greatly reduced costly vehicle program changes while avoiding ergonomic issues. Diana is a creative problem solver who has achieved many technical successes in manufacturing research over the course of her 35-year career. Many of her projects led to cost-saving technologies that are still in use today in GM’s plants.

A passionate leader and strong advocate for women in manufacturing, Diana goes out of her way to establish vitally important connections to help women succeed in science and engineering. She was responsible for the development and coordination of the first-ever GM manufacturing women in technology panel discussion, which highlighted technology career paths and women’s achievements. She has provided encouragement and support to many international student interns, and cultivated and fostered in students a keen interest in digital human modeling and flexible parts simulation. Diana also has been a passionate mentor in the GM powertrain manufacturing engineering organization and has coached new female GM researchers, instilling in them an interest in applying advanced analytics and simulations.

Diana is active with many community organizations. She coordinates collections for Lighthouse of Oakland County, volunteers in MathCOUNTS competitions, organized the donation of a multimillion-dollar machining station to Focus Hope and volunteers on the GM Detroit Cody Rouge community improvement projects. She is a founding member of the International Society for Human Simulation and has chaired the GM Research VAX User’s Group.



Ronda R. Williams

**Regional Quality Manager
The Goodyear Tire & Rubber Company**

A trailblazer for women in manufacturing, Ronda has made many important contributions to Goodyear and to the industry. She is an outstanding leader who delivers results through collaboration across organizational boundaries. Ronda has been a key driver for several noteworthy initiatives that are delivering value for the company. She has expanded her scope of influence and led important cross-functional initiatives that have been recognized and adopted by manufacturing globally. Besides having delivered compliance improvements for key cap compounds in the Americas plants to the highest levels ever, Ronda worked cross-functionally to develop a gated process for supplier qualification management. Ronda also has taken a leadership role in coordinating regional and plant responses for the business continuity team, which handled 107 different incidents in the Americas in 2018 alone.

Ronda is passionate about engaging with and supporting the next generation of female talent. She serves as chairperson of Goodyear's STEM Corporate Council, for which she has been successful in obtaining support at all levels of the company and delivering life-changing results for students. Ronda serves as a role model and advocate, recruiting a diverse group of associates to serve and engage the next generation of leaders within local school systems. She also created the mathematics-themed escape rooms for the National Inventors Hall of Fame STEM High School. Because Ronda passionately recruits diverse university students to the Goodyear co-op program, more than 40% of its participants are female.

Teaching others and developing talent comes naturally to Ronda. She has invested countless hours in the Engineering Explorer Post program, which offers high school students the opportunity to experience engineering through hands-on activities. She enthusiastically creates fun, experiential learning projects, and she has helped grow the program's number of volunteers and mentors. Ronda's enthusiasm and passion for helping others has made a difference in the lives of many.

“Manufacturing provides a tangible way for me to help others through individual and team development, to enhance the value of my company's products through process improvement, to serve our loyal consumers, to improve my country's economic security and to give back to our communities.”



Rhonda Willigan

**Business Development Manager, Technology, Pratt & Whitney Materials and Processing Engineering
Pratt & Whitney**

“I am passionate about manufacturing because it touches so many aspects of our lives. I love working to help shape engineering ideas around manufacturing that will have long-term impact, improve how we live and efficiently produce products while also being courteous to our planet.”

Rhonda is an excellent leader who has successfully expanded the customer base within her materials and processes engineering organization at Pratt and Whitney. Her ability to forge relationships and internalize customer requirements has led to an expanded government contract technology portfolio. Rhonda’s focused training and her technical expertise—demonstrated through 18 patents and 18 peer-reviewed publications—are constantly leveraged to connect commercial and military engine technologies with the appropriate government customers to enable a win-win proposition. Through her leadership and project management mentoring, technological advances in new materials, inspection processes and manufacturing techniques have been proposed and implemented. She carries her passion for building win-win proposal strategies into her numerous mentoring relationships and into her community through STEM involvement.

Within the materials and processes engineering organization, Rhonda works to expand the proficiency of others in road-mapping technologies, identifying business cases for high impact and preparing winning proposals for technology contracts. Rhonda was recognized with a MPE Most Dependable Player Award for her mentorship efforts. She actively mentors young female employees in business development and also coaches female engineers in project management. She has guided three women in their efforts to obtain seed money for small-scoped innovative projects. Rhonda has provided coaching to a government consortium team, and she participates in various employee resource groups, including the Women’s Council.

Rhonda shares her love of STEM with the local community. She has actively engaged with her son’s Cub Scouts pack for five years, volunteering her time and leading the pack dens to earn science and engineering pins. Through the years, Rhonda has contributed to her community through various STEM activities, including working with elementary school students and volunteering as an Invention Convention judge. As a graduate student, she participated in the American Chemical Society, was a member of the Younger Chemists Committee and served as a liaison to the Women’s Chemist Committee.



Mei Cheng Wong

**Engineering Manager
Intel Corporation**

Mei Cheng is well respected for her leadership, coaching and negotiation skills. She successfully drives cost savings and avoidance for Intel, increasing her team's value every year. A strong role model, she has inspired many female engineers to continue their pursuit of upward movement in their career paths.

In her career path, Mei Cheng consolidated R&D operation activities at two outsource facilities, saving Intel \$6 million. She also drove \$320,000 in logistics freight avoidance through hub and truck consolidation within outsource factories and Intel. Her team also managed to avoid 25% inventory carrying cost imposed on materials excesses through existing inventory prepayment without additional funding from Intel—a \$750,000 annual cost avoidance for Intel. Throughout her career, Mei Cheng established and pushed through an end-to-end services model to all Intel business partners, which saved \$10 million in four years.

As a senior leader with 25-years' work experience at Intel, Mei Cheng is an inspiration to new and junior level female employees, both within her organization and in parallel organizations. She is known as the go-to person for coaching and mentoring. Through the Technical Female Initiative in Malaysia, Mei Cheng arranged technical career talks and face-to-face discussions with a vice president, exposing female engineers to potential future opportunities and helping them grow their networks. Well-connected and intelligent, she is admired for her strong personality and standing up for what she believes in.

Mei Cheng leads workplace activities, including marathon sponsorships for engineers, an annual dinner and new year and quarterly festival events. She leads a "teacher of the day" event at a local primary school, where engineers conduct science and math classes and, along with a local government agency and volunteer engineers, she co-organized a secondary school mini science fair that focused on building and coding drones. These events provide the community strong role models in manufacturing and technology-related industries.

"Manufacturing is about teamwork, connecting talents, sharing knowledge, working hand in hand and building the future together."



Connie Worbington

**Regional Manufacturing Projects Manager
Mars, Inc.**

“Opportunity is infinite. I started my career from the manufacturing floor. Supported by exceptional leaders and coaches, I progressively advanced by applying skills I learned on the job. Manufacturing is exciting and transformational where anything is possible, and people make the difference!”

Connie is an inspiration to everyone she meets. At age 15, she was homeless and had to quit school. She spent years working minimum wage jobs but was determined to make a better life for herself by earning her GED. She began her manufacturing career at Mars, Inc. in 1999 as an entry-level forklift operator. A dedicated worker, Connie was quickly promoted, taking on various roles within the company to gain experience. She now serves as regional manufacturing project manager, supporting 63 sites in the Americas. In May 2020, Connie earned an associate’s degree in applied science while working full-time, earning a 3.8 GPA, and is now pursuing a bachelor’s degree.

Connie has the unique ability to identify talent that others cannot see. Because of where she came from, she takes extra time to listen and help others reach their potential. For example, when Connie saw potential in a woman who worked for a building contractor, she hired her—despite the fact that she did not have a degree or any manufacturing experience. Today, that woman works in a supervisory role, managing the activities of approximately 30 other team members. Connie partnered with the dean of engineering at a nearby college and has found jobs at Mars for two graduating, female chemical engineers. She also serves as their mentor.

Being involved in the community is important to Connie. She has spent many hours volunteering with her team. She is most proud of a partnership with local K-9 police officers to build a replica agility course on-site at the Mars Petcare location so the officers could bring their dogs for training. She and her team worked to get donated resources to set up a full-scale training yard, which was made available to the local authorities at all times, allowing them to enhance their skills and keep drugs out of the community.



Nina Yang

**Environmental, Health and Safety Manager II
Jabil, Inc.**

Nina is an innovative and hard-working leader who is responsible for the well-being of 12,000 employees. As leader of environment, health and safety (EHS) at Jabil's Huangpu, China, site, she implemented a standardized EHS strategy across an entire site, highlighting the importance of a safe work environment. Nina's safety playbook created clear communications for sites around the regional to follow the same protocols. One of Nina's top achievements as EHS manager is the reduction and prevention of injuries at this mega-site. Under her leadership, the total recordable injury rate dropped below 0.01, with a single injury reported in the entire last fiscal year. This rate was reduced by 80%, compared to the prior fiscal year. Her leadership was also evident during the COVID-19 pandemic when Nina worked with management teams to keep employees safe and was an early adopter of top safety practices.

Identifying, training and developing talent is one of Nina's priorities. She cares about her team's professional and personal needs and works to be a good role model, especially to women, who make up half of her team. Strongly supporting a culture of learning, Nina created and implemented an EHS coaching program and a production EHS team qualification program. Because of the training opportunities she makes available to her staff, Nina has three employees who are certified subject matter experts and four who are nationally registered safety engineers.

Nina is a core member of the District Safety Association where she shares best practices with other companies and community organizations to help build a culture of safety throughout the district. She uses her position in the community to elevate safety conversations and ensure that citizens have proper working conditions. Nina also has led her team's participation in the National Safety Improvement Competition. Under Nina's leadership, the Huangpu site is seen as a role model in the community for making the well-being of others their top priority.

"It's amazing to see products being made in the factory; it's full of innovation, excellence and changes. My job is to drive a safe and healthy working environment to protect all people and reduce the impact on the environment; I try my best to make things happen step by step and I'm very proud of it."



★ EMERGING LEADER

Yan Zhou

**Manager, Production Planning
Fresenius Medical Care**

“I’m passionate about manufacturing because it has allowed me to work with people from various backgrounds, from operations to engineering and finance, and has given me the ability to make something tangible from an idea, all the way through development stage to a final product.”

An exceptional leader who has been promoted twice since joining the company in 2017, Yan plays a key role in the optimization of plant processes to support the production of medical devices. Her analytical capabilities and collaborative approach to problem solving have made her a tremendous addition to Fresenius. Tasked with finding the root cause of a significant increase in production line downtime, Yan and her colleagues discovered that material shortages were problematic and redesigned processes to enable more accurate inventory. The new process simplified transactions and ensured that only needed materials were transferred. Besides designing and piloting this strategy, Yan was a key contributor in its implementation. This strategy reduced line downtime by 75% in 2018 and 72% in 2019, achieving annual savings of \$2.3 million.

Yan mentors her female colleagues and works to make sure their voices are heard. She teaches coworkers how to be better project managers, better advocates for their customers and better coworkers. At an alumni event, Yan gave a speech to young female students about her experience in Europe and the United States, detailing how she grew from a girl studying Germanic linguistics in Berlin with a strong interest in data analysis to a young female manager in a manufacturing facility. Yan later registered for the university’s mentorship program and has continued to share her experiences.

Yan’s desire to help others extends to her community. She was a lead volunteer at the 2010 Shanghai World Expo. She served as a language translator, organized a volunteer team and recruited and trained new volunteers. She also led a team that arranged traffic and guided visitors. She also has helped nonprofits learn how to better manage its donations. In all her endeavors, Yan is a strong role model for the medical device manufacturing industry, female leaders and to the patients Fresenius serves.



Jennifer Zuniga

**HDPE Product Manager
INEOS Olefins & Polymers**

Jennifer's blend of chemical engineering expertise, extensive manufacturing experience and ability to influence business outcomes positions her as one of the most influential female leaders in the company and the broader polymers industry. Her ability to react to challenges with positivity enables her team to tackle problems with confidence. Jennifer's knowledge of manufacturing and keen analytical skills has optimized dynamic business activity. She has revamped the multi-disciplinary process by developing tools to capture key data to plan and forecast the required production. The forecast is utilized to align resources to support the plan, resulting in improved profitability and reduced inefficiencies. Her re-engineering of the core planning process has provided significant financial uplift, streamlined products, identified and filled product line gaps, enhanced safety performance and created a work environment where team members feel empowered.

Jennifer leads a team of 20 professionals while mentoring and training participants on the myriad of complexities of managing three different production technologies, three different sites and two joint venture partners in a very competitive business environment. She uses her position to influence and teach those around her and help them continue their own professional development. Jennifer has personally taken on the development of her female team members in analytical, planning, financial and customer service roles by being accessible and generous with her time and knowledge. She well prepares mentees for future roles in the organization.

While leading the company's Community Activities Team, Jennifer helped build and maintain relationships between the company and the community. In recent years, the team has had tremendous participation, volunteering for events like Relay for Life, sponsoring families in need during the holidays, supporting career and science events at local school and participating in coastal environmental cleanup efforts. Outside INEOS, Jennifer's community engagement is equally impressive as she lends time to youth programs through sports and church activities.

"Manufacturing is a fun and fast-paced environment where we continuously find new and innovative ways to overcome challenges. It is incredibly rewarding as every employee is directly involved in the development and production of the products that we use on a daily basis."



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