

**10<sup>th</sup>** ANNUAL STEP AHEAD AWARDS

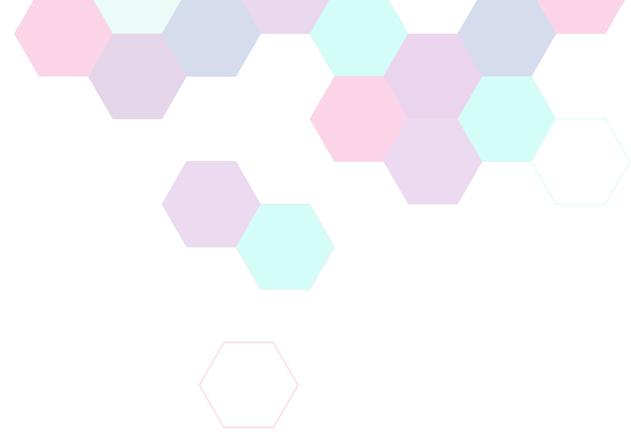
**SHATTERED  
GLASS**

PROFILE BOOK

**WOMEN  
MAKE  
AMERICA**

**Mi** MANUFACTURING  
Institute





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Congratulations to the 2022 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 have shattered glass ceilings and are pulling up the next generation through their leadership, mentorship and personal excellence.

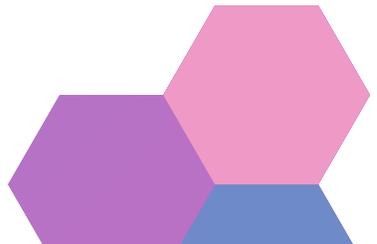
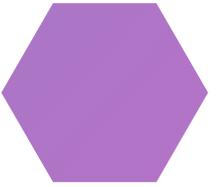
As we celebrate the 10th anniversary of the STEP Ahead Awards, we celebrate an industry that has continually been propelled through innovation, creativity and problem solving—the very attributes we honor for these leaders. It’s heartening to consider how much talent and drive our STEP Ahead Honorees and Emerging Leaders bring to their jobs each and every day. They are advocates 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, these women are true role models for possibility and opportunity.

Our STEP Ahead Honorees and Emerging Leaders, who were nominated and selected by their peers, 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**  
President and Executive Director  
The Manufacturing Institute

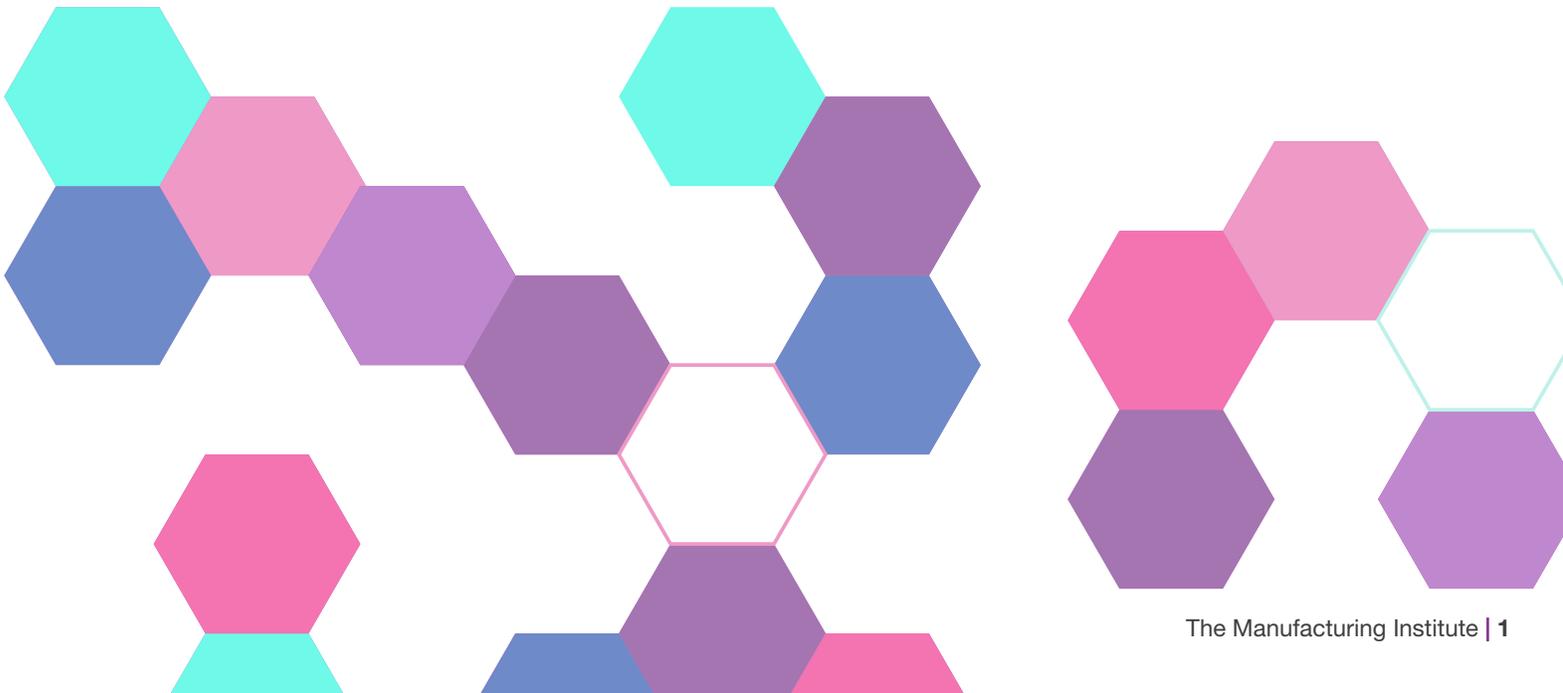






# 2022 STEP Ahead Awards

Honorees and Emerging Leaders



# 2022 STEP Ahead Awards Honorees and Emerging Leaders

Vanessa Adams	Pratt & Whitney	Jana Gessner	PepsiCo Inc.
★ Haley Antoine	Toyota Motor North America	Allison Giddens	Win-Tech, Inc.
★ Mariah Arevalo	Dow Inc.	Earne Gilling	Toyota Motor North America
April Armstrong	Fresenius Medical Care	Connie Good	Ball Corporation
Erin Ashcroft	STIHL, Incorporated	Danielle Graham	Brown-Forman Corporation
Amber Barrett	John Middleton Co., an Altria Company	Angela Greiner	Cooper Standard Automotive
	Marion Manufacturing Company	★ KiAsia Haire	The Sherwin-Williams Company
Katie Barry	Toyota Motor North America	Jessica Hanson	Robert Bosch LLC
Jenny Bartley	Harley-Davidson Motor Company	Kate Heiken	Ovintiv USA Inc.
★ Erin Beaver	The Sherwin-Williams Company	Yarelis Hernandez	LyondellBasell
Alison Bell	Woven Metal Products, Inc.	Eowyn Hewey	Arconic Corporation
Heather Bennett	INEOS Olefins & Polymers USA	Rosita Higgs	McCormick & Company, Inc.
★ Lorraine Black	Medtronic Inc.	★ Amanda Hopkins	Philip Morris USA, an Altria Company
★ Morgan Blanchett	Trane Technologies plc	★ XingGe Hou	Jabil Inc.
Robyn Boling	National Gypsum Company	Melissa Irons	The Goodyear Tire & Rubber Company
Angela Bowen	Molson Coors Beverage Company	Arwen Kathke	The Goodyear Tire & Rubber Company
Gabriela Bozdog	Materion Corporation	SuJung (Crystal) Kim	Johnson & Johnson
	Honeywell Aerospace	Lynne Knittel	Barnes Group, Inc.
Molly Cafoncelli	IBM	Marcie Knox	Sealed Air Corporation
★ Julianne Campbell	Dow Inc.	Sufana Kreber	Tyson Foods, Inc.
★ Andrea Campos	General Motors	Min Kuang	Koppers Inc.
Murphy Carley	GlobalFoundries	Janet Lee	Essity North America, Inc.
Ashley Caswell	Parker Hannifin Corporation	Allison Lemasters	Malibu Boats, LLC
Sylvia Chan	General Motors	Yassaman Liaghati	The Boeing Company
★ Jenny Chung	Spirit AeroSystems	Victoria Linares	Diamond Envelope Corporation
★ Erin Cinadr	Saint-Gobain Corporation	Chunju Liu	AGCO Corporation
Vanessa Combs	Covestro LLC	Elba Lizardi	BASF Corporation
Sharon Connary	Ashley Furniture Industries	Lucia Loza-Galezewski	Rockwell Automation, Inc.
★ Emily Connor	Honeywell	Nicole McDonald	Brunswick Corporation
Kobi Connor	Ingredion Incorporated	Nicole McKinstry	Greenbrier Companies, Inc.
Delia Contreras	Ashley Furniture Industries	Dianne McMaster	Emerson
Cheryl Cozza	JELD-WEN, Inc.	★ Natalie McMillan	Eastman Chemical Company
★ Kenia Cruz	BASF Corporation	★ Alma Rosa Meléndez Martínez	SABIC
Bonnie Davis	GE Appliances, a Haier Company	Madison Miller	Covestro LLC
★ Brittany Davis	General Motors	Suzanne Mitchell	ABB Inc.
Leifje Dighton	Whirlpool Corporation	Sile Morrissey	Oldcastle APG, a CRH Company
Kelly DiPucchio	Cornerstone Building Brands	Pamela Obando	Pfizer Inc.
★ Amy Doroff	BASF Corporation	Valerie Oberson	IBM
Sandy East	3M	Brooke O'Dell	Henkel Corporation
Julie Fay	Welbilt, Inc.		
Tamera Fenske			
Loanne Freedlund			

★ Alicen O'Neill	3M
★ Andrea Orr	Ford Motor Company
Mónica Pacheco	Owens-Illinois, Inc.
★ Shefali Panse	Saint-Gobain Corporation
Tova Parker	ExxonMobil Global Projects Company
★ Elizabeth Peeff	Chevron Phillips Chemical Company
★ Morgan Perras	Trane Technologies plc
Corie Phee	Lockheed Martin Corporation
Angela Praiswater	Celanese Corporation
Brenna Preisser	Brunswick Corporation
Monique Radersma	DENSO, Inc.
Anita Ragan	Hollingsworth & Vose Company
Andrea Rago	Trane Technologies plc
Eileen Rivera	Boston Scientific Corporation
Nneka Robinson	The Procter & Gamble Company
★ Mary Rolph	LLFlex, LLC
★ Carrie Royal	Fiber Industries
Tammy Russ	Smithfield Foods
Sharon Ryan	International Paper
Mahue Sánchez García	SABIC
Cindy Satterness	Stratasys, Inc.
Wendy Scholler	Mercury Marine
Reema Sinha	SABIC
Laura Smith	Shaw Industries Group, Inc.
★ Sarah Spencer	Porex Technologies Corp
Labrini Stathonikou	Leviat, a CRH Company
Giovana Stein	Dow Inc.
★ Amber Stewart	Koppers Inc.
Susan Sumner	The Procter & Gamble Company
Karen Sy-Laughner	Parker Hannifin Corporation
Chrissy Taft	Novelis Inc.
Leann Tatman	American Woodmark Corporation
Pam Taylor	Libbey Inc
Gladys Thomas	Allegion plc
Rebecca Thompson	AAON, Inc.
Adrienne Tipton	Novolex
★ Madeleine Titus	Armstrong Flooring, Inc.
Holly Tran	ALOM Technologies Corporation
★ Nhi Tran	Celanese Corporation
Kristel Van den Steen	Pfizer Inc.

Shannon Walton	WestRock
Patricia Warner	Owens Corning
Rosina Wickart	Johnson & Johnson
Malithi Wickramathilaka	Porex Filtration Group
★ Bria Williams	ABB Inc.
Kim Williams	Kohler Co.
Tania Wingfield	BorgWarner Inc.
Tyra Woodruff	Whirlpool Corporation
Dianmei (Demi) Xu	Kennametal Inc.
JianMei Xue	Jabil Inc.
Rayne Zimmerman	Ketchie, Inc.

★ Indicates an Emerging Leader



# Vanessa Adams

**Senior Manager, Manufacturing, Repair & Overhaul Engineering  
Pratt & Whitney**

“I enjoy seeing a tangible product and processes through the lens of new production, overhaul and repair. I love the energy of an environment that is driven by meeting the customer’s on-time delivery needs.”

From production to sustainment, Vanessa’s entire career has been centered around manufacturing. With experience in industries ranging from food and beverage to aviation, Vanessa has served in various capacities for companies like General Mills, Raytheon and Collins Aerospace.

In her current role as a senior manager of manufacturing, repair and overhaul engineering, Vanessa is responsible for managing, growing and developing a team of engineers who provide technical dispositions for the military programs in a heavy maintenance center depot environment. With safety and on-time delivery at the forefront of their minds, this team understands how critical the mission is to the warfighter and our country.

As a senior logistics engineer in repair development, Vanessa significantly improved the process for the company’s Hold for Future Repair clinic at Tinker Airforce Base by providing distress mode analysis and characterization for unserviceable hardware across F119 and F135 engine programs. In 2018, she facilitated \$32 million in clinic savings against a yearly goal of \$20 million by initiating hardware reviews and providing final disposition for assets to be inducted for repairs.

Vanessa is passionate about developing the next generation of women in her industry. Through her participation in employee resource groups such as the engineering African American advisory council and the Pratt & Whitney women’s council, as well as other coworker networking relationships, Vanessa has coached and advised many mentees at Pratt & Whitney.

Vanessa’s leadership can also be seen in her community where she organized a STEM fair with her local chapter of Jack and Jill America, Inc., and serves as chair of the organization’s STEM committee. Taking place in a traditionally underserved, minority area in Oklahoma City, the event helped inspire, motivate and engage local youth to learn about the endless possibilities available to them in STEM. Through the Delta Sigma Theta GEMS (Growing & Empowering Myself Successfully), a mentor program focused on adolescent high school girls ages 14–18, she presents and encourages youth on career opportunities and paths to achieve them.



★ EMERGING LEADER

## Haley Antoine

**Engineer**  
**Toyota Motor North America**

As an engineer at Toyota, Haley has made significant contributions to the company's efforts focused on pedestrian protection. She led testing for headform and upper leg impact in the new Tundra and Sequoia vehicles in order to meet technical targets, including future new car assessment program ratings. For this undertaking, she quickly learned computer-aided engineering software to make performance predictions and identify potential styling issues before physical evaluation. In the certification phase of vehicle development, she identified root causes of unexpected headform impact test results and successfully implemented countermeasures to achieve the performance target. Today, she continues to lead testing for next-generation Tacoma head impact protection. Her strong technical skills, coupled with clear communication and a propensity for collaboration, have made Haley an asset to her team and a true leader in her field.

Haley continually encourages female students toward careers in STEM and manufacturing through her involvement with Society of Women Engineers, Toyota's business partnering groups and community nonprofits. She has served on SWE Detroit's executive council since 2020 and chairs their high school outreach program. She is also the FY22 SWE society-level outreach committee chair. As research and development leader for Toyota's women influencing and impacting Toyota, she oversees Senpai, a co-op mentoring program, and has mentored five co-op students, helping them adapt to Toyota and improve their engineering and non-technical skills. She also participates in Big Brothers and Big Sisters of America as a Big Sister for a high school student in her community.

Haley's efforts to highlight women's contributions to the male-dominated field of engineering are relentless. In 2021, she spoke at the Our Lady of Peace Women's Symposium about her work in automotive safety and crashworthiness engineering, receiving much interest and feedback from female students. Additionally, she's the Toyota liaison for University of Michigan's Wolverine Pathways, a college readiness program for students in grades 7 to 12, and coordinates panel discussions for Michigan State University's engagement and mentoring program.

"Growing up, I wanted to be an engineer because I wanted to help other people. Developing and manufacturing a product enables us to do just that. Whether we are producing an artificial heart valve, coffee or a vehicle that a family drives, manufacturing betters people's lives every single day."



★ EMERGING LEADER

## Mariah Arevalo

**Hardware Discipline Engineer Manager  
Dow Inc.**

“Manufacturing provides a dynamic environment where technologies, disciplines and backgrounds come together in collaboration. It feeds curiosity and creativity through challenging problems. It’s a space where complacency is naturally rejected and the need to question the status quo is embraced.”

With an educational background in computer science and economics, Mariah was hired as a robotic systems engineer at Dow’s Freeport, Texas, site and was the first team member without chemical industry experience. Embracing the steep learning curve ahead of her, within a year, Mariah rose as a leader in innovation, becoming a key implementation catalyst and impacting workplace safety by eliminating more than 300,000 hours of work in high-risk environments. She has become one of the most experienced engineers in the chemical process industry, exceeding expectations of what the team originally thought they could achieve with robotics. Her influence has spilled beyond her team, as her early efforts to digitize data has become the standard method of data capture across the global organization.

Mariah is building a legacy in the workplace that has generational impact. As the lead for the programs and events pillar for TXO’s Women Inclusion Network, she drives Dow’s efforts for diversity and inclusion and strives to develop women’s careers at all levels. She mentors female co-ops and interns, each of which over the past few years have continued into full-time positions at DOW. Additionally, she shares her knowledge of robotics and drone technology with community youth by volunteering at youth STEM events, providing a way to actively share the pathways into robotics with female students.

Mariah displays a passion for engaging with her community, as well. At UC Davis, she founded CS4K, a student-run organization introducing computer science to local disadvantaged communities in their afterschool programs, local libraries and ESL programs. Today, she mentors at-risk youth through a local elementary school, providing one-on-one support and attention in a limited-resource environment. Additionally, she’s an active volunteer in her local church’s children’s program and youth group and volunteers at the Brazoria County Dream Center, filling backpacks and providing food, hygiene supplies and other needed items to children in struggling communities.



## April Armstrong

**Senior Director, Manufacturing  
Fresenius Medical Care**

**A**s site leader at Fresenius Medical Care’s Knoxville, Tennessee plant, April is one of only two female Fresenius plant leaders in North America. During her time with the company, her plant has more than doubled its workforce and rolled out two new product lines—all while delivering year-over-year productivity improvements of more than 40%. Additionally, when April implemented a Lean culture in 2018, the facility rose to achieve new levels of safety, quality and efficiency. From gemba walks to tier meetings, and root cause analysis activities to OEE definitions, April has enthusiastically promoted and participated in a number of Lean activities to support the site’s total productive management program that launched in 2020. Working with colleagues across the globe, April is a transformative leader whose efforts have resulted in excellent site output and productivity.

April is empowering the next generation of women in manufacturing through her work in area schools, where she mentors college-age women through resume reviews and discussions on career paths, mock interviews and sharing her experiences as a woman in a male-dominated industry. She is also a mentor to others at Fresenius Medical Care, sharing her knowledge with colleagues who work in other areas of the company and is an advocate for diversity and inclusion within the organization.

Passionate about building bridges between Fresenius and the local community, April has partnered with area middle schools to open students’ eyes to the world of opportunities in manufacturing. Working with the University of Tennessee, April has also shared insights on the technical skills manufacturers need and helped influence the development of curriculum for engineering disciplines. Finally, April has served on several university committees to offer input on curriculum development to ensure graduates are equipped with the practical skills they need to meet the needs of the industry.

“My passion for manufacturing has always been derived from the variety of opportunities this field offers. Manufacturing is vast and engaging. I’ve had the amazing opportunity to spend my career focused in medical/pharmaceutical manufacturing knowing I am impacting and improving the lives of people.”



## Erin Ashcroft

**Assistant General Counsel  
STIHL, Incorporated**

“STIHL pride runs deep at STIHL, Incorporated. Our employees are passionate about creating high-quality, state-of-the-art products that people love to use and I’m passionate about being a part of a manufacturing operation that instills pride and ownership in its employees.”

In her position at STIHL, Erin provides essential counsel to ensure the company operates in compliance with local, state and federal laws. From overseeing company contracts with vendors to assisting in contract negotiations and advocating for the company through various government relations initiatives and lobbies, Erin plays a crucial role in keeping the STIHL manufacturing machine moving. As in-house counsel, Erin has led immigration initiatives to help employees take advantage of short- and long-term international assignments. She is also a vital part of STIHL’s COVID-19 support team, ensuring local, state and federal COVID-19 guidelines are implemented and that proper employee safety protocols are implemented.

Erin is committed to helping young women learn about the opportunities available to them in manufacturing and has worked diligently to expand STIHL’s internship program. As a mentor to several STIHL interns, Erin empowers the next generation of women in her industry by guiding them through projects involving everything from cybersecurity to manufacturing-related compliance issues. She has also been deeply involved with a dual enrollment partnership between STIHL and Virginia Beach area high school in a workforce development program that gives high school students opportunities to learn valuable job skills to prepare them for careers in manufacturing. Additionally, when Erin’s military husband was stationed in California, she freely lent her time to mentor a group of her fellow military spouses to offer guidance and support.

Outside of the walls of STIHL, Erin is an active member of the Federal Bar Association, serving as president of the Hampton Roads, Virginia chapter. Under her leadership, the chapter was awarded the Chapter Activity Presidential Citation Award in recognition of its efforts to introduce new lawyers to federal practice and law through its “Introduction to Federal Practice” course. She is also a member of the Hampton Roads Chamber of Commerce, serving on the organization’s division committee, and the vice chair of the legal and regulatory committee for the Outdoor Power Equipment Institute.



## Amber Barrett

**Manager, Product Commercialization  
John Middleton Co., an Altria Company**

While Amber holds the title of manager, product commercialization, one of her most noteworthy accomplishments is her self-initiated role as an inclusion, diversity and equity leader for John Middleton Co., an Altria Company. Also an advocate for Unifi, Altria's Black employee network, Amber has helped her team and the company to be more authentic, to learn about different cultures and to value and respect each other's differences. By encouraging employees to become comfortable with uncomfortable conversations, Amber has opened the door for meaningful discussion and a deeper understanding of diversity. Her compassion, along with the new opportunities she's initiated, has enabled JMC to meet its goals and grow closer as a team.

Amber's encouragement of women in the manufacturing workforce has been instrumental to PM USA's Women in Manufacturing employee resource groups. As a co-lead for PM USA WiM for five years, Amber has planned and executed community service, networking and women's advancement and recruiting activities. Amber also created the meeting structure used today, allowing all WiM ERG members, regardless of the shift they work, to have a voice. Because she is also passionate about giving back to the community, Amber encourages others to get involved in ERGs of interest.

In the seven years that Amber has been with John Middleton, she has encouraged women to enhance their capabilities through formal and informal mentoring. Her efforts have resulted in more employees signing up for manufacturing leadership development system experiences and applying for new positions. Always one to lend her time to support others, Amber even helps them prepare for their interviews. Among her employees, Amber takes the time to meet with individuals, shares her logistics and company knowledge and provides honest feedback—a testament to her investment in their professional development.

Outside of work, Amber is continuing her education by pursuing her master's degree.

“Manufacturing is the glue that holds a company together. I have always been fascinated with how things work. Manufacturing allows me to explore my creative thoughts and build infrastructure to help streamline processes. I have always been an advocate of empowering others to be their best selves by networking and building relationships. I love how manufacturing allows me to bridge gaps and connect the dots between departments to improve communication.”



## Katie Barry

**Quality Manager**  
**Marion Manufacturing Company**

“Manufacturing products that are used in our daily lives continue to amaze me. Manufacturing provides stable jobs while encouraging professional development and educational opportunities. On many levels, it breeds economic sustainability throughout our country which continuously improves through innovation.”

Described by her colleagues as “the heart and soul” of Marion Manufacturing Company, Katie is someone who can conquer any job while using her leadership skills to encourage others. Prior to joining the company as an operator, Katie worked in a pizza shop—making Marion Manufacturing her official entry to the industry. Over the past seven years, Katie has worked her way through several promotions serving in positions ranging from quality inspector to head of the shipping and receiving department to her current role of quality manager. From cleaning windows to dining with customers, no job is too big or too small for Katie. Known among her colleagues as a humble, kind, intelligent and hard-working individual, Katie is always willing to lend a helping hand.

Katie graced the cover of Harford Business Journal’s 2019-2020 annual edition of Cool Stuff Made in Connecticut, where she was honored as a leading woman in manufacturing. Katie’s involvement in industry and community organizations have enabled her to increase her impact on her industry. In addition to serving as a member of and volunteer for the Precision Metalforming Association, a national trade association, Katie belongs to the Smaller Manufacturers Association of Connecticut, a networking and advocacy nonprofit. And as a supporter of the United Way of Greater Waterbury, Katie helped get Marion Manufacturing Company on the list of the top 50 Contributors in 2019. Also, an avid community volunteer, Katie has volunteered at the local Cheshire Fall Festival and other events.

While Katie is dedicated to giving her best to her company, she also recognizes the value of education. To add to her associate’s degree from Naugatuck Valley Community College and her bachelor’s degree from Southern Connecticut State University, Katie is studying at Central Connecticut State University to earn her master’s degree in technical management, with a master’s certificate in supply chain logistics.



# Jenny Bartley

**Group Manager**  
**Toyota Motor North America**

Jenny's ability to adapt quickly to an ever-changing environment and her desire to help others grow through development has established her as a well-respected leader at Toyota and with their partners. Early in her career, Jenny found her passion while working with Toyota's supply chain to increase their capacity and efficiency on production lines. Often the only female in the room, Jenny is committed to expanding the presence of females in all areas of manufacturing.

Jenny is responsible for Toyota Indiana's Highlander assembly line. Her proactive, involved approach resulted in North American plant awards for safety improvements, 2021 best-ever safety and customer vehicle quality results. One of the most significant accomplishments during her tenure was the back-to-back major model change launch of the new 2020 Highlander and 2021 Sienna, representing a \$1.3 billion investment. Her team's efficiency improvements include a complete shop floor redesign and the implementation of autonomous robots. Her next exciting challenge is preparing her team to launch a new Toyota and Lexus SUV to the final assembly shop at Toyota Indiana.

Jenny is a capable and humble leader with compassion and commitment to her team. Jenny recognizes others with hand-written notes to celebrate accomplishments and connects with them to positively address concerns and encourages development and individual ownership. Her "on the shop floor" approach ensures team members feel included and valued. To increase female applicants, Jenny has worked to open role requirements and enhance interpersonal communication while also mentoring women at Toyota Motor Manufacturing Indiana. She participates in the women influencing and impacting Toyota employee resource group and is the executive sponsor of the SPECTRUM group for LGBTQIA+ and allied employees.

In her community, Jenny is a member of the Toyota-Gibson County YMCA board and Deaconess Gibson General Hospital board. Working with the University of Evansville, she was instrumental in establishing the logistics and supply chain management bachelor's degree program, she serves on the UE's Center for Innovation & Change advisory board and as a judge on their annual "The Commitment to Change," a community grant program. Most recently, Jenny participated in creating a mobile learning simulation for STEM education at the university using TMMI vehicles.

"As a life-long learner in manufacturing, Toyota offers me endless opportunities to learn, grow and collaborate with others. My team and I are encouraged to think innovatively. I love seeing them empowered, motivated and ready to drive change."



★ EMERGING LEADER

## Erin Beaver

**Intermediate Engineer Manufacturing  
Harley-Davidson Motor Company**

“I am passionate about manufacturing because it’s always evolving and that, in turn, creates opportunity for personal growth—whether it be through gaining different experiences or learning a new technology. Continuing to grow is important to me and a career in manufacturing supports that.”

It’s been less than three years since Erin graduated college and started working at Harley-Davidson. But in that short time, her drive, dedication, talent and love of welding have positioned her as one of the highest-accredited weld engineers in the company. Within a year she had achieved her CWI certification through the American Welding Society. Now, she oversees an advanced inspection lab at the company—increasing its efficiency, avoiding the need to send welds to an outside inspector and saving the company nearly a quarter million dollars in costs. Erin’s advice and knowledge is highly sought-after by her fellow welders and engineers, as well as by designers and external suppliers. She’s already influencing designs for new products and shaping the future of welding at Harley-Davidson.

Erin is also helping shape the future of female talent at Harley-Davidson and in the wider welding industry. While in school, she had competed in the SkillsUSA Welding Sculpture Competition for three years, earning herself a gold medal each time at states, and a gold, silver and bronze placement at nationals. From this experience, she went on to mentor another female welding sculpture competitor from her former technical institute, who also went on to place second at nationals. She then went on to lead the first all-female team in the SkillsUSA Welding Fabrication Team Competition to earning a gold medal at state and a seventh-place finish at nationals. She also mentored a female welding engineer intern at Harley-Davidson, introducing her to the manufacturing world and Erin’s role at the company, all while demonstrating her signature style of servant leadership.

Erin’s dedication to service extends to her community as well. A passionate horseback rider, she volunteers with the Random Canyon Therapeutic Riding Program, which provides individuals with special needs the opportunity to build confidence and self-esteem through horseback riding. She has been a support services provider for United Cerebral Palsy of Central PA, helping an individual with epilepsy develop independent living and academic skills. Erin has also served as a welding instructor for an adult education program and a summer welding camp, at the same technical institute she attended while in high school, helping to educate the next generation of welders like herself.



## Alison Bell

**Senior Director of R&D  
The Sherwin-Williams Company**

Alison possesses a rare combination of exceptional technical ability, the willingness to build strong and collaborative partnerships and the compassion to develop future leaders. Her 22 years in the coatings industry has resulted in many successful product introductions and process improvements, in addition to a strong core group of leaders across the Sherwin-Williams Company.

Among her notable achievements, Alison led the development team that formulated and tested the Sherwin-Williams duration home paint. This new product line used multiple new raw materials, including an internally developed polymer. Alison's work ensured the new paint line and the new polymer were scaled up and commercialized in parallel, which is known to be twice as difficult as simply developing a new product. Alison collaborated with supply chain, operations and marketing and led the teams to an on-time and successful launch. In 2020, this product line sold more than \$240 million.

As a member of the Sherwin-Williams women's club and the global supply chain women's resource group, Alison is a champion of females in STEM. Through her mentorship, she encourages movement between R&D disciplines so employees can receive a breadth of experiences throughout their careers. Alison drives collaboration and supports her company's inclusion, diversity and equity work through employee engagement. Given her open-door-policy mindset, employees go to Alison for guidance and know they can count on her when they need clarity on a project, process or program.

Alison's passion for achieving results and leading others extends beyond the workforce. She is active with the Polymer Science Student Organization and the American Chemical Society. Her mentorship and tutoring for students in mathematics and chemistry exposes young people to the STEM field early in their studies. Alison also supports her community by coaching basketball teams, and she unwinds with basketball, running, volleyball and golf—all the while being sure others are having fun alongside her.

“It is extremely challenging, yet exciting, seeing the design of a product be made successfully and later sold to a customer. It is so neat to be able to say, ‘My team had a role in making that happen.’ Finally, being able to provide solutions for our customers is fun.”



## Heather Bennett

**Vice President, Strategy & Marketing**  
**Woven Metal Products, Inc.**

“Manufacturing has been a crucial part of our country for centuries. In my case, the manufacturing and fabrication of essential components for the energy industry allows our world to operate, move, collaborate and grow. Without it, we would be without critical components that impact everything.”

Since joining Woven Metal Products (WMP) more than 10 years ago, Heather has proven to be an invaluable member of the team. She is responsible for leading strategy and marketing for WMP, a premier fabrication facility for the refining, petrochemical, chemical and energy sectors. Not only has she focused on business development, she has helped create and restructure divisions and develop a growth strategy and vision for the company’s future. With a keen sense of what WMP clients need, Heather has led a number of transformative initiatives for the company. For example, she co-invented a patented part for radial-flow reactors, modernized WMP’s marketing and sales, launched the company’s first-ever online presence and print advertising and drove a company overhaul and development of a career progression plan, including job description development and an advancement program. By developing a vision and objectives for the company, she helped turn a family-owned specialty parts fabricator into a true solutions provider for its clients.

Working in a traditionally male-dominated industry, Heather strongly supports women not only in the industry as a whole, but also those looking to grow their marketing and communications expertise for manufacturing-focused companies. Heather has recruited women business partners to join her efforts in marketing and communications for WMP, introducing a new generation of female professionals to her industry.

A longtime champion for her community, Heather sits on the boards of multiple nonprofits that help those in need. As part of the Junior League of Dallas, she served as a court appointed special advocate for seven years. She has also served as the strategy VP for the Junior League of Dallas, and in 2020 she developed the League’s latest diversity action plan, creating additional materials related to racial equity, LGBTQIA+, senior issues, accessibility issues and more. She served as a board member of Our Friends Place for six years, as well as board president, where she currently sits as an advisory member. And for WMP, Heather spearheads an annual charity event that supports local causes close to the company’s heart, along with outreach programs to multiple trades schools and universities, as well as a scholarship program for future welders.



★ EMERGING LEADER

## Lorraine Black

**Senior Olefins Maintenance Engineer  
INEOS Olefins & Polymers USA**

In her role as a mechanical reliability engineer at INEOS Olefins & Polymers USA, she's become known for her ability to find strong, creative solutions in the face of issues large and small—from plant outages to the aftermath of a crippling winter storm. Her work has helped the plant recover quickly from problems, stay on schedule and continue producing products for customers while avoiding delays. Having earned the reputation of being a true problem solver, Lorraine welcomes the opportunity to tackle new tasks. In all that she does, Lorraine displays a drive to increase manufacturing reliability with novel improvements to inspection and maintenance strategies.

Lorraine has felt strongly about bringing female talent into the industry from her first day on the job. Outside of INEOS, she has mentored several young women from their high school science classes through to finding their careers in STEM. Since completing her own internship with INEOS, she has been a core member of the recruiting team and has been eagerly involved in the projects and goals of current interns. Through her outreach and speaking engagements at local schools, Lorraine has served as a female role model and valuable resource for the next generation of female talent in manufacturing and engineering.

Lorraine has a deep connection to her community and returned to her hometown of Houston after four years at Texas A&M. She's tirelessly volunteered at various pet rescues, spending time fostering puppies, transporting dogs and donating to cover medical expenses for homeless pets. After Hurricane Harvey hit the city in 2017, Lorraine mobilized her network, connecting people to the places where manpower was needed most. Since then, she's collaborated with friends to send supplies and resources up and down the Gulf Coast to areas affected by tropical storms and hurricanes, helping other communities recover and thrive in the same way she's helped Houston.

“Working in manufacturing, I get to leave the desk and get hands-on with equipment out in the plant. Not only do I enjoy this physical proximity to my work but I get to liaise and support the entire team that it takes to create our products safely and efficiently.”



★ EMERGING LEADER

## Morgan Blanchett

**Senior Project Engineer  
Medtronic Inc.**

“Manufacturing is the root of any company. It is where products that improve and save lives are quite literally created. It provides the opportunity to work in teams to take on challenges and improve the process for the people on the floor, the business and in the end the patient.”

As a process development and manufacturing engineer for Medtronic, Morgan’s penchant for building genuine relationships is at the heart of her accomplishments. Working directly with Medtronic’s TYRX absorbable antibacterial envelope manufacturing lines, she was tasked with improving the operation process for a newly acquired product line. The product had a one-month shelf life, meaning she had to troubleshoot equipment intricacies quickly. She collaborated with team members to improve their communication and worked extra hours to ensure they produced a quality product on time. Due to her efforts, she was appointed a process subject-matter expert, helping to lead full process remediation work to successfully lift an FDA warning letter. Overall, Morgan’s attention to detail, team-focused project management mindset, concise technical writing skills and effective time management directly contribute to her team’s ability to complete projects ahead of schedule.

While consistently supporting her own team, Morgan is eager to encourage the next generation of women in manufacturing and does so through multiple mentorship relationships. She has mentored summer interns, providing insight into Medtronic’s engineering departments and the medical device industry as a whole, and keeps in touch with them as they continue on in their careers. Additionally, she meets with interns from other facilities to help them expand their professional networks, share her career experiences and teach about different facets of Medtronic.

Outside of the workplace, Morgan leads a weekly discipleship group through her church, a leadership position that allows her to pour into the lives of others. She leads volunteer activities with her group, such as making meals for the homeless and packaging backpacks full of supplies for those in need, hosts weekly dinners for the group and schedules time to meet with the members one-on-one. In addition to the discipleship group, she volunteers with the Sunday children’s ministry and has mentored college women on their faith and career journeys.



## Robyn Boling

**Ductless Technical Specialist  
Trane Technologies plc**

Robyn's technical prowess and commitment to excellence has culminated in her achieving the role of ductless technical specialist at Trane Technologies. As the first woman to achieve this high-level responsibility at Trane Technologies, she is pioneering progress and exposing a side of the industry to women that has been historically male dominated. Her dynamic approach to service and support has resulted in more efficient and comprehensive processes leading to a better customer experience. Robyn is highly knowledgeable and is committed to providing outstanding support to client's projects from conceptualization to completion.

As a member of several professional HVAC organizations, Robyn is passionate about increasing female representation and diversity within her industry. In direct support of the paradigm for parity movement that Trane Technologies champions, she is committed to cultivating interest and exposure to STEP careers in events such as "Design Your World" workshop. Additionally, she has facilitated book clubs for young female interns searching for STEP careers that best fit them. While in the women's business council, she organized networking events to help women make direct connections with professionals already working in the field. Robyn also recognizes that a multitude of obstacles can prevent access and exposure to career development, which motivated her to organize events that directly assist low-income women in obtaining business-friendly clothing to wear to job interviews.

Her passion to serve others continues to have a lasting impact on the lives of both children and adults who she has the privilege to help. She is a court appointed special advocated volunteer in Bexar County, Texas, serving as a legal advocate for children in foster care to help them find the educational resources and emotional support they need as they navigate the foster care system. She has volunteered her time and support to various women's shelters, animal shelters and food banks, always aiming to better the community around her.

Robyn proudly embodies the values that she wants to see in the world and of those that Trane Technologies endeavors to accomplish. Every day, she strives to build up those around her and embolden young women to continue shattering the glass.

"Being a part of a team that finds solutions to the world's problems is fulfilling and with manufactured items all around us, it is incredibly relevant. Plus, it's easy to be passionate when you are always uplifted by the strong women and encouraging allies within the manufacturing industry."



## Angela Bowen

**Logistics and TM Execution Lead  
National Gypsum Company**

“I am passionate about manufacturing because it means serving as a trusted partner to our customers. Manufacturing also enables all of us from our plant teammates to our carrier partners to come together as a team to innovate for the future.”

Angie has been leading transformative change at the National Gypsum Company and its family of affiliates since 2005. Today, she serves as the transportation management and execution lead, managing a team that assists internal customers in work processes related to logistics and supplier interaction. Angie was a pivotal member of a team that helped launch a transportation visibility tracking system that allowed the team to deliver on its on-time/in-full benchmarks. Through Angie’s leadership, her team onboarded dozens of carriers to the tracking system. Her team was also instrumental in cross-training users and creating system analytic dashboards. Today, the tracking system allows the logistics and customer-service teams at National Gypsum to locate every customer’s truck and provide them with real-time delivery data.

As a highly respected leader among her peers, Angie embodies the image of a strong female role model in manufacturing. She has mentored many associates across the company in a variety of disciplines and consistently provides support, encouragement and guidance to women in all stages of their careers. Her background in customer service has made her a strong leader to whom many gravitate to for advice. During the COVID-19 pandemic, Angie took the initiative to keep everyone connected while working remotely through technology, encouragement and a positive attitude.

Angie is always looking for ways to make her workplace a part of the community and actively participates in the company’s United Way campaign every year. Because most of the company’s staff were working remotely during the pandemic, the National Gypsum team last year launched their campaign with an interactive virtual meeting that included personal stories on why associates donate their time and money, along with interesting facts about the United Way. Through Angie’s efforts, National Gypsum Company won the Spirit of North Carolina Award for “Creative Kickoff/Volunteer Event.”



## Gabriela Bozdog

**VP and Plant Manager  
Molson Coors Beverage Company**

Since beginning her career in the brewing industry over 29 years ago in Romania, Gabi has brought a wealth of experience and knowledge to all of her work. For example, as the director of technical services at the MillerCoors supply chain headquarters for U.S. operations, Gabi drove capital investments and led the company's world-class supply chain transformation initiative. In her position of vice president and plant manager of the Trenton, Ohio, brewery, Gabi oversees the second largest and the most efficient brewery in the Molson Coors global network. At this highly automated complex facility, which produces more than 120 million cases of beer annually, Gabi is known for engaging its dynamic workforce with energy and positivity.

As an executive sponsor of Molson Coors' Potential, Agility, Capability and Effectiveness leadership and development program, Gabi has helped many women develop their own skills and garner the confidence to pursue leadership positions within the organization. This has made her a sought-after mentor to interns and high potential future leaders throughout Molson Coors. Beyond her reputation as a trusted mentor, Gabi is known as a true developer of people whose contributions to the company's technician training and development program have proven to be invaluable.

Gabi is also invested in her community, hosting events at the plant to foster relationships with three area chambers of commerce to promote economic development. Each year, Gabi participates in a steak-fry to help raise funds for the chambers. In addition, Gabi coordinates Molson Coors employees to participate in an annual clean-up project on the nearby Miami River, has led events to benefit the non-profit Fitton Center for Creative Arts and is a supporter of Big Brothers Big Sisters and Juliette's Hope, a non-profit organization that benefits young women over the age of 18 in need of support.

"In manufacturing, I'm blessed to work with passionate, engaged and hardworking people who are making a difference every single day."



# Molly Cafoncelli

**Quality Manager**  
**Materion Corporation**

“The first and foremost reason that I am passionate about manufacturing is that no two days are the same. We face new challenges daily and are often working on new innovations. I find this field of work to be what I thrive the most in.”

In her role as quality manager for both of Materion’s plant sites in Reading, Pennsylvania, Molly supports production, leads quality improvement efforts and manages plant certifications. Serving as a liaison between the company and its customers, she works tirelessly to ensure that quality is upheld and continually strives to improve her skills. Molly joined the Reading team early in the COVID-19 pandemic and quickly became one of its top technical experts. Her responsibilities include coordinating corrective actions and resolutions to customers’ concerns, which often entail customer presentations, coordinating lab sample testing and performing root cause analyses. She was also a corporate ETQ ambassador during the implementation of the plant’s new quality management system and has taken the lead in the continuous improvement program for the Shoemakersville plant, identifying and completing \$750,000 in cost savings for 2021.

Molly is committed to opening doors for more women to explore careers in manufacturing. Since joining Materion, she has added two new female hires to her quality team, and dedicates time and effort to mentor them. Not only does Molly encourage those on her team, she also works to share her knowledge across all functions in the plant from offering one-on-one ETQ training for production operators as well as audit preparation, process change, root cause and corrective action training to the technical staff.

Beyond the walls of Materion, Molly is actively involved in her community. In addition to becoming a foster parent to a young boy in 2020, Molly consistently makes time to volunteer with numerous local organizations. Whether she’s giving blood, putting together food boxes for needy families through the United Way or donating to the local food bank through the Opportunity House, Molly is always looking for ways to make a difference in the lives of others.



★ EMERGING LEADER

## Julianne Campbell

**Senior Strategic Sourcing Specialist  
Honeywell Aerospace**

During her three years at Honeywell, Julianne has been a catalyst for improvement. While working on the Honeywell Aerospace health, safety, environment and facilities team, Julianne deployed creative cross-site quarterly challenges that generated significant savings in repair and maintenance amid the COVID-19 pandemic. Within six months of being promoted to her role as senior strategic sourcing specialist, Julianne implemented automation dashboard tools that allow for real-time information that illustrates performance and allows the leadership team to focus on actions needed to drive recovery. Her can-do attitude and commitment to improving make her a true agent of change.

Being an innovator gives Julianne the opportunity to empower the next generation of female manufacturing professionals. Through Honeywell Aerospace's University Rotational Development Program, she helps recruit and develop a continuous pipeline of talent by mentoring several of the URDP up-and-coming females. She also works side-by-side with the newest hires on the team, ensuring they have the skills and tools for success. Julianne has also differentiated herself as the natural leader with her female peers on the team, keeping them focused on simplifying processes and driving improvement.

Just like Julianne is passionate about her work at Honeywell, she cares deeply about sustainability, the environment and improving her local community. In addition to frequently participating in clean-up projects in the city of Tempe, Arizona, she regularly volunteers at the St. Mary's Food Bank. She has also worked on a project to remodel homes used as temporary housing for homeless women, where she also provided them with basic necessities and helped them find job opportunities. While earning her undergraduate degree at Kent State, Julianne volunteered for a non-profit organization that remodeled an elementary school in downtown Cleveland, Ohio.

"I really enjoy the fast-paced and impactful work that I've had the opportunity to be involved with in the manufacturing industry. Manufacturing opens many avenues to learn different skills I'm interested in such as sustainability, Lean Six Sigma, incident/accident investigation and much more!"



★ EMERGING LEADER

# Andrea Campos

**People Development Manager  
IBM**

“I love that manufacturing allows us to discover new ways of working and thinking whenever facing a new challenge. During the pandemic, being in manufacturing gave me the opportunity to challenge myself and my team to improve our processes and to become better professionals.”

Andrea’s leadership in IBM’s power systems manufacturing operations inspires others to push boundaries, try new ideas and strive for innovative solutions. Among her key accomplishments, she re-engineered a complex backend process to improve the company’s production cycle times and quality metrics. This project included automating the inspection process through the installation of intelligent manufacturing cells with automatic cameras to track customer shipments, saving time, space and annual operator costs. Under Andrea’s leadership, defect reductions and fallout reductions have seen year-to-year improvements and manufacturing scrap continues on a downward year-to-year trend.

In 2020, Andrea assumed a leadership role with IBM’s business resource group WOMEX and has been an important driver of female talent, focusing on leadership, skill attainment, reskilling, upskilling and career development. She leads health-related activities and webinars through the Women’s Wellness program, and has established mentoring programs and led skill development events through the Women in Tech program, collaborating with leaders in Mexico and London. It’s Andrea’s passion to coach young female professionals in the information and communications technology and science fields and has made herself available as a mentor through IBM’s Your Guides at IBM program.

Furthermore, Andrea has served through a number of other business resource groups, advocating for diversity and inclusion and participating at community events. She has volunteered at the Help Box Challenge, raised funds for organizations supporting cancer patients, and was the project manager for the IBM female high-tech team participating in 48in48, a 48-hour challenge to build free websites for nonprofits.

Andrea embodies a growth mindset, continuously pushing the envelope and inspiring others to grow. In all of her endeavors, she has proven to be a true role model to her coworkers, management, new talent and the community at large.



# Murphy Carley

**Improvement Director  
Dow Inc.**

Collaboration with people across the broad spectrum of Dow’s expertise has been key to Murphy’s success in helping the company develop world-leading levels of manufacturing effectiveness. As the global improvement leader for maintenance in Dow’s Maintenance Technology Center, Murphy works with engineers, data scientists, maintenance professionals and others to improve maintenance efficiency.

Since joining Dow as a lead process engineer, Murphy has served in a number of increasingly impactful roles, each one demonstrating her passion for excellence, uncompromising standards and an ability to drive improvements and efficiencies. As global improvement leader for process engineering, Murphy oversaw the strategic development of the process engineering function. In her role as site technical expertise and support leader, she was accountable for all of engineering and maintenance at Dow’s Seadrift operations site. In her current position, Murphy is working to improve the overarching efficacy of maintenance execution for the company.

Murphy has turned her drive and expertise into opportunities to empower the next generation of women in her industry by serving as a trusted mentor and coach to her colleagues. She recently joined the Louisiana chapter of Million Women Mentors, which aims to encourage girls and women to “pursue, persist and thrive” in STEM careers. In addition, she has served as an intern and coach for Dow’s Emerging Leaders Mentorship program and for the Women’s Inclusion Network, a Dow employee resource group that for more than 30 years has provided a framework for Dow women around the globe to share experiences, find mentors, seek professional development and gain access to senior leadership. Murphy is also a six-time coach of Dow’s Lead to Exceed program, which helps individuals develop team leadership skills, inspiring them to motivate teams to drive performance. Always willing to lend an ear, Murphy freely lends her support and time to help others.

Murphy’s passion extends to her commitment to improve her community. She was an active member of the school board of the Our Lady of Mercy Catholic School in Baton Rouge, Louisiana. She also regularly participates in Dow-sponsored community events to encourage high school students to pursue careers in engineering and manufacturing.

“We must not forget that collaboration, innovation and discovery don’t stop once a product is developed. Great organizations must commit to continuous improvement in the manufacturing process as a way to enhance safety, quality, cost effectiveness and sustainability.”



# Ashley Caswell

**Quality Analyst  
General Motors**

“I am passionate about manufacturing because it is a fast-paced environment that enables me to utilize critical thinking skills. It is invigorating to solve problems and witness the positive impact experienced in both employee morale and cost savings. These contributions are the ultimate motivator!”

As a quality analyst at Saginaw Metal Casting Operations, Ashley develops and executes the containment process and is dedicated to driving to the root cause during the problem-solving process. Since joining GM, she has achieved Red X Journeyman status by leading projects that have realized an annual savings of over \$1.1 million. She has been key to the achievement of a 5.3% to 2.6% IPPM (internal) scrap reduction and 1.1% to 0.80% PPM (scrap at customer) reduction. And as the local subject-matter expert, she also has helped other casting facilities resolve their scrap defects. Ashley is a highly valued team member at SMCO who always puts the customer at the center of everything she does.

Throughout the years, Ashley has had a unique opportunity to provide mentorship to many young women. She is a federally certified Instrumentation Journeyman by trade, and as such is often asked to speak to rising female talent about their future in STEM career fields. She is passionate about coaching them on resume building and empowers them to believe that “sky’s the limit” for women in her industry. Also actively involved in the Women’s Network ERGs within GM, Ashley was part of an all-women crew who built a house through Habitat for Humanity.

Ashley has always been dedicated to giving back to the community and has led various outreach activities since the start of her career. Shortly after starting at GM, she volunteered to become their professional manager’s network chair and has successfully organized events for local charities that have raised more than \$12,000. While working at Hemlock Semiconductor, she took the initiative to become the community outreach liaison for the maintenance organization, developing a high school mentorship program and participating in various STEM and other school initiatives, including reading to classes at the local elementary school.



## Sylvia Chan

**Deputy Director, Operations Training and Development  
GlobalFoundries**

As the head of operations training and development at GlobalFoundries Singapore, Sylvia has used the Lean Six Sigma methodology to add significant value to the technology and semiconductor industries by creatively optimizing cost, quality and speed. A certified LSS Master Black Belt with 25 years of experience in manufacturing, Sylvia has built LSS teams and cultures across multiple enterprises, delivering more than \$1 billion in savings to those companies. At GlobalFoundries Singapore, she single-handedly implemented LSS in a workforce of approximately 5,000 employees. Over the past six years, she has trained close to 2,000 employees, including the management team—all while saving the company \$40 million.

Throughout her tenure with GlobalFoundries, Sylvia has maintained several formal and informal mentoring relationships, building into the next generation of female leaders. As the lead of the company's GlobalWomen Singapore chapter, she creates inclusive environments that support and encourage women to advance their skills and leadership potential through connection, mentorship and development programs. She has hosted a series of high-engagement continuous learning events, including a Lunch & Learn series, Mentoring & Coaching series, In Conversation with Leaders series, book club, Lean-In workshop on negotiation strategies and career hacks panel discussions. In 2020, she received the CEO Award for her outstanding leadership with GlobalWomen, where she has helped women shape their careers.

Sylvia's dedication to helping others extends to her community, where she is committed to making a difference. In addition to promoting internal and external campaigns to celebrate International Women's Day, Sylvia has participated in speaking engagements such as SEMICON Southeast Asia 2020, where she shared her experiences as a woman in engineering with university students. Outside of work, Sylvia freely volunteers her time with various local organizations, particularly those focused on supporting children who have been neglected or abused. As an animal lover, she also financially supports Society for the Prevention of Cruelty to Animals and volunteers with Animal Concerns Research & Education Society's Wildlife Rescue Center.

“What is more rewarding and satisfying is knowing what we produce enables and enhances the lives of many. It is exciting that manufacturing continues to evolve, adapt and drive innovation. This is made possible with STEM and I am proud to be a part of it.”



★ EMERGING LEADER

## Jenny Chung

**Reliability Engineer Lead  
Parker Hannifin Corporation**

“Manufacturing is where the magic happens! It is incredibly rewarding being part of a process where cross-functional teams come together to deliver cutting-edge products. I am proud to be part of an organization that sees concepts materialize into products used to advance both civilian and military aviation industries.”

In her role as reliability engineer lead within Parker Hannifin’s aerospace group, Jenny is constantly looking for new ways to enhance the reliability of Parker products on both commercial and military aircraft. This vision has led her to champion automated reliability reports and help develop a dashboard to proactively identify and investigate potential issues that could ground an aircraft. Between creating automated dashboards and writing Excel macros for manual tasks, Jenny has saved hundreds of work hours for the team annually, helping them focus their efforts where it’s needed most.

Jenny is inspiring and encouraging the next generations of female engineers, from elementary school students to early-career professionals. She’s mentored numerous female interns and professionals during her seven years at Parker, and currently leads the Orange County chapter of Peer W, a group that supports the recruitment, development and retention of women at Parker. In alignment with Peer W’s mission to connect with the local community, Jenny has organized and participated in various “Women in STEM” panels in the Orange County region. During the height of the COVID-19 pandemic, Jenny partnered with the Orange County Robotics Alliance to host virtual events to inspire girls to pursue a career in STEM.

As early as high school, Jenny recognized the importance of female role models in STEM. She was impacted by those role models as a student and has paid it forward ever since. Over the past 15 years, she’s volunteered at more than 30 FIRST Robotics events across the country. She helped create a partnership between Parker Hannifin’s Aerospace Group and FIRST Orange County, organizing colleagues to volunteer at the regional competition. Her efforts toward the FIRST Robotics community were recognized in 2019, when she was named Volunteer of the Year—a well-earned honor befitting her many years of service and ongoing dedication to the cause.



★ EMERGING LEADER

Erin Cinadr

**Mechanical Engineer**  
**General Motors**

As a mechanical engineer at General Motors' Parma Metal Center, Erin approaches her work with flexibility and confidence. In her role supporting future launch programs, Erin took on a project to review two weld cells designed to adjust weekly production time from six days to five days and reduce the required number of operators to run the cells. Erin worked collaboratively with the ergonomics team and engineering, production and materials departments to evaluate all risks associated with the change. The project resulted in reduced operator cycle time, created buffer stations to reduce unload time and allowed the operators to load multiple parts in the geotool, ultimately reducing walking time for the operator. In addition, Erin worked with her controls engineering colleagues to reprogram the robots to support ergonomic limits for the operator. Her work, once successfully implemented, enabled the company to save \$300,000 in annual overtime expenses.

Inspired at a young age to pursue a STEM career, Erin believes in the importance of introducing young girls to the field as well. As chairperson for GM's annual Get Women in Science and Engineering event at Parma Metal Center, Erin partnered with Parma middle schools and 35 diverse female engineers to organize a day of activities for more than 100 female students. In GetWiSE, students have the opportunity to learn the mechanics of a press system, build their own stamped hoods, learn about robot programming and participate in discussions with female engineers while their interest in STEM careers is energized and encouraged.

Additionally, Erin is deeply invested in her church community at Saint Ambrose Parish in Brunswick, Ohio. She has helped to re-energize Saint Ambrose's Young Adult Ministry serving 21 to 35 year olds and leads them in monthly events and community service projects in order to continuously strengthen and uplift them. Supporting Saint Ambrose School's STEAM program, she mentors seventh and eighth grade students attending NASA Glenn Research Center's Young Astronaut Day, a day of technical challenges that test their engineering and problem-solving skills. In addition, she has mentored the elementary school's Future City team, a state of Ohio project-based competition where students use engineering and multiple skills to build cities of the future.

"Manufacturing is a people-driven business, which in turn drives my passion. I am empowered to be bold and constantly innovate with my team at General Motors to win with integrity. Together we can positively impact the culture and future for the next generation of STEM leaders."



# Vanessa Combs

**Director of Operations**  
**Spirit AeroSystems**

“Manufacturing is the relationship of equipment, people and processes working together in harmony. A team that operates with a common purpose and a shared mindset is unstoppable. Leading a team of that caliber ignites my passion.”

With experience in assembly, metal fabrication and processing, business management, supply chain, logistics, and facilities management, Vanessa’s diverse background in manufacturing is impressive to say the least. In her role as operations director, Vanessa leads Spirit AeroSystems’ propulsion business segment in Wichita, Kansas. Setting the strategic vision for her team, she oversees cross-functional teams as well as the execution of aircraft deliveries. Vanessa has also supported Spirit’s growth strategy through expansion and collaboration with innovative companies such as Virgin Hyperloop.

Vanessa attributes her success to the strong mentors she’s had in the past and pays it forward by being a trusted, reliable mentor to other rising females. Vanessa is proud of the accomplishments of her protégés, including previous STEP Ahead Award Honoree Dawn Stock. As an executive champion on Spirit’s diversity, equity and inclusion council, Vanessa not only supports the company’s commitment to building a more inclusive culture—she’s working to embed inclusion in Spirit’s business strategy. By leading action plans to strengthen women and minority representation in leadership roles, developing the talent pipeline and nurturing females and minorities in current leadership positions, Vanessa is making active strides to build a more diverse, equitable and inclusive future.

Vanessa is passionate about civic engagement and is active in the community through her involvement in a number of organizations and community advancement projects. She is a member of the Wichita-Sedgwick County Salvation Army’s board of directors, as well as the board of directors for the Wichita Ronald McDonald House Charities. She is the executive sponsor of a partnership between Spirit and the Salvation Army for annual school supply drives and Christmas assistance programs, and has helped collect tens of thousands of dollars in cash and donated items to help needy families in the Wichita area.



## Sharon Connary

**Human Resources Business Partner  
Saint-Gobain Corporation**

Since joining Saint-Gobain in 2017 as the human resources manager, Sharon has been a key contributor to the success of the multinational materials manufacturer. Her prior experience as a plant manager coupled with her human resources expertise and training in manufacturing excellence give her the distinct ability to be equal parts business and HR advisor. She was recently promoted to the human resources business partner for the Composite Systems group.

On the business side, she has identified opportunities to improve operational efficiencies, by closing competency gaps as well as improving workforce flexibility and demand/staffing analysis. She has led and/or contributed to projects that have resulted in savings of over \$500k for the site and a 30% increase in production output in one department. She has worked with the operations team to develop a strong team culture through restructuring efforts in alignment with the vision and strategy of the organization, organizational/market assessments, open communications and celebrating successes. These efforts have led to a 10-point improvement in the employee NPS.

Sharon's operations management experience and ability to grasp technical processes allows her to mentor others. She has formed formal and non-formal mentoring programs to develop employees at all levels of the organization and built strong succession plans for the site. She has also led efforts to boost gender diversity within the site, resulting in a 6% increase in 2020.

Sharon has made significant contributions to the Merrimack community. In an effort to increase interest in engineering and manufacturing among young people, she has been actively involved with the local high school robotics team. The HR team has coordinated participation in nonprofit walks, blood drives, organized donations for needy families and support for veterans groups.

During the COVID-19 pandemic, the Merrimack site organized the collection of personal protective equipment to provide to essential workers at local health care facilities and hospitals. Sharon established relationships with the United Way and other local nonprofit organizations that needed assistance and secured funds for donation so they could continue their important work in the community.

“Manufacturing creates opportunities for all people to bring out the best in themselves and each other. With so many different areas to invent yourself, you can create the career you want if you are willing to do the work. It is like a having a blank canvas ready to paint!”



★ EMERGING LEADER

## Emily Connor

**Digital Engineer**  
**Covestro LLC**

“I am passionate about manufacturing because it is such a broad field that reaches into so many parts of our everyday lives. It is really exciting to be able to make an impact in a field that has so many visible impactful applications.”

As a digital engineer with Covestro’s group innovation department, Emily develops global digital solutions in both R&D and manufacturing. Her strong technical skills and creative approach to problem-solving earned her a coveted spot on a team pioneering solutions to embed digitalization across the global business. Shortly after joining the team, several of her colleagues supporting the i4ptO platform, which plays a key role in the team’s product offerings, left on short notice; Emily was quick to step in and fill the void. While familiarizing herself with the system, she mentored and trained three new hires, and accomplished it all with equal parts good humor and focused technical energy. Additionally, when a major customer experienced issues with the i4ptO system, she organized a technical plan to debug the problem and coordinated with a range of internal and external experts to ensure it wouldn’t happen again.

Emily’s self-assurance shines through as she builds into the next generation of female talent. Through her work with the nonprofit Strong Women, Strong Girls Pittsburgh, she helped create the Role Model in Residence program, connecting young girls with female college mentors who are, in turn, connected with professional women mentors, and organized a Covestro lab tour for the group. Additionally, through Covestro’s STEM outreach program, she has shared her knowledge with students in high school, middle school and afterschool programs. In addition, she was selected as a mentor for a program in partnership between Covestro and Greenlight for Girls, an organization promoting girls in STEM.

In her relentless spirit to pay it forward, Emily finds time to build into her community both inside and outside of the workplace. She eagerly takes the initiative to lead and train new employees who join her team, helping them develop technical skills required for the job and hone other critical skills. She also participates in Covestro’s United Way Campaign event planning committee and helps lead various volunteerism events.



## Kobi Connor

**Operations Manager  
Ashley Furniture Industries**

Beginning her career with Ashley at the age of 23 as a newly single mother working an entry-level job on the dresser assembly line, Kobi is living proof of the American dream. She fell in love with manufacturing and made it her goal to learn every position on the line. Since then, she's achieved that goal and more, working her way up to her current role as fabrications operations manager, overseeing six departments. She and her team have helped improve operations throughout the company, including helping design, plan and implement a fully automated packing line that increased production by more than 30% and saved more than \$100,000 annually.

Women from throughout the company seek out Kobi for mentoring and advice on how to advance their careers within Ashley. It's a role Kobi fills cheerfully, with an open-door mentoring policy that's welcoming to all. In the male-dominated world of manufacturing, Kobi's efforts have made a measurable difference, doubling the female employee count in her current position. More than one-third of her current reports are women.

Kobi continues to use her position to give back to her community, from helping with fundraisers for women's shelters to serving community dinners. She regularly participates in local career fairs, speaking with students about the career opportunities in manufacturing and sharing her own story. While attending school through Ashley's tuition reimbursement program, she joined the Western Women's Initiative Network and the Multicultural Club to mentor women in technically oriented careers. She continues to promote the tuition reimbursement program at events like new employee orientations and during her travels to other Ashley facilities to mentor, train and share her experiences with new and upcoming leaders within the manufacturing community.

"There is always growth and improvement. The process of innovation and implementation creates opportunities to build relationships and work with amazing teams to solve problems. It's rewarding to be part of projects from start to finish that will better lives and provide value in so many ways."



# Delia Contreras

**VP Engineering and Functional Excellence  
Honeywell**

“My passion for manufacturing started after my first job as a production engineer in an oil refinery. I realized the manufacturing world was full of opportunities to learn different technologies, to drive continuous improvement of processes and also to develop people. It was instant love.”

As vice president of engineering, Delia plays a vital role in ensuring smooth operations throughout Honeywell Performance Materials and Technologies’ (PMT) facilities. When Honeywell was challenged to think differently about resources, people and processes in 2020, Delia improved the structure and efficiency of her team globally, while embodying the thoughtful leadership for which she’s known. Paying close attention to the investments her capital engineering groups manage across Honeywell’s integrated supply chain facilities, Delia’s team improved project execution and capital authorization processes for continuous, batch and discrete manufacturing plants globally, improving forecast accuracy to greater than 95% (industry’s top quartile). In addition, Delia led and completed a significant reorganization of the engineering function and led the corresponding cultural changes to maximize the value of Honeywell and third-party resources for project execution, improving efficiency by 30% while also complying with aggressive cost reduction targets.

Delia’s leadership goes beyond metrics and performance though; she is recognized as a demanding but caring leader. Her desire to empower others has made her a friend and trusted mentor to many; her passion to improve the organization and deliver great results is contagious. By building meaningful relationships with up-and-coming talent through mentorship programs at Honeywell and beyond, Delia continually invests in the next generation of manufacturing talent. Delia also champions diversity, equity and inclusion as one of the executive sponsors of Honeywell’s Diversity Career Advancement Program and the ISC representative to the Inclusion & Diversity Council of her PMT division. This is in addition to serving as co-chair of the Honeywell Hispanic Employee Network and active participation in Honeywell Women’s Interest Network.

Outside of Honeywell, Delia is committed to making a difference. Whether it’s as a member of the Engineering Construction & Contractors association board, a nonprofit focused on improving the standards of engineering and construction in North America, through her work with the executive council of the American Institute of Chemical Engineers, or by coauthoring papers and presenting in industry forums, Delia’s impact ripples throughout the industry.



## Cheryl Cozza

**Continuous Improvement Manager  
Ingredion Incorporated**

In leading implementation of the Ingredion Performance System for Lean manufacturing over the past three years, Cheryl has more than demonstrated her steady leadership. Through cadenced progress reviews and team activities, she addressed business opportunities valued at over \$2 million per year in incremental operating income. Through her work in implementing IPS, Cheryl has expertly facilitated and matured site-wide strategic and business continuity planning. More importantly, Cheryl's work has served as the first steps in a cultural journey for Ingredion's Argo site.

Additionally, as a Six Sigma Black Belt, Cheryl has led several successful Lean Six Sigma projects, including when she and her project team dramatically reduced the micro-contamination failure rate of food-grade starches. The resulting cost savings was approximately \$200,000 per year due to reduced product downgrades.

A strong advocate for the growth and advancement of women, Cheryl has been involved in the Women in Ingredion business resource group since its inception and founded Ingredion's Argo WIN chapter, serving as its president since 2016. In this role, Cheryl has coordinated networking events for women at the site, provided education and outreach in support of Women's History Month each year, and led impactful lunch-and-learn and workshop events. Cheryl's involvement with her strong network of female professionals spans acting as an informal mentor to direct career mentorship and connecting others with professional contacts. Cheryl has become a tireless and trusted guide for so many of Ingredion's talented female employees.

Cheryl has combined her passion for STEM—particularly in encouraging women's and girl's participation in the field—with her skills as a presenter and facilitator in volunteering and acting as project manager with Girls 4 Science, an organization providing Chicago-area girls, ages 10 to 18, with meaningful STEM exposure. The young women in this program benefited from Cheryl's experience in their lecture sessions, lab exercises and field trips. Cheryl even designed six-week educational programs for students focused on process engineering.

“Careers in manufacturing allow for you to meet challenges every day and lead diverse, driven teams, all while positively and tangibly impacting your community. It is easy to feel pride as you take part in the collaboration and creative thinking required to transform a product into its final state.”



★ EMERGING LEADER

## Kenia Cruz

**Operations Manager  
Ashley Furniture Industries**

“Manufacturing provides the opportunity to educate others and help not only my peers but customers as well. My role as an educator in manufacturing has helped me pass on the skills necessary to meet and provide customer demands. Manufacturing has also helped me develop as a person.”

Kenia began her career at Ashley as a machine operator when she was just 18 years old. In the seven years since, she’s grown that job into a career as an operations manager, overseeing 14 assembly lines and 150 associates. Having worked in multiple departments, she understands the ins and outs of the company’s operations, and has found ways to save time and labor by making significant process improvements. She never hesitates to stay late, come in early or run orders herself to get the job done.

As the first woman in her family to graduate from high school, Kenia is passionate about helping other women grow and succeed. She spent months working with four women within her department, preparing them with the knowledge and skills they would need to become leaders. When they were ready, she promoted all four to be supervisors of their own assembly lines, allowing them to pass those skills along to others. Kenia also mentors a middle school robotics team, promoting the importance of technical skills to the next generation of female talent.

Kenia goes above and beyond in her community. She coaches and mentors the youth girls’ soccer program, using the sport to build skills like teamwork and tenacity. She also volunteers selling and serving concessions, assisting in activities at a local nursing home and cleaning up the roadside. During pandemic lockdowns, she helped local businesses and restaurants provide food for the community. She spends a significant amount of time volunteering at the local food pantry—when she was young, her family didn’t have food on the table for Christmas, and she wants to make sure families in her community don’t have to go through the same thing. In every role, she brings her kind nature and her heart for service, giving back to others within her community the way she’s given back within Ashley.



## Bonnie Davis

**Vice President, Global JELD-WEN Excellence Model (JEM) Transformation  
JELD-WEN, Inc.**

**B**onnie joined JELD-WEN in 2016 as JEM Director for the North America Door Business, moved to the Global Team in 2017, and was recently promoted to her current position as VP Global JEM Transformation in Dec. 2021.

In 2019, when Bonnie was awarded JELD-WEN's global President's Award for Leadership, her coworkers were thrilled and not at all surprised. As a trusted advisor to many, a role model to young women and a change agent building a culture of inclusivity, Bonnie's impact at JELD-WEN has rippled throughout the entire organization.

As the primary coach working with leadership teams for the development and implementation of lean strategies, Bonnie deployed A3 problem solving to a global audience of 22,000 employees and built the framework of JELD-WEN's new transformation model, including the V3 (Value, Value Stream, Velocity) mantra now used across the enterprise. This culture of problem solving, efficiency and safety is evident in workflow and output enhancement. Through her ability to identify talent and lead through others, her influence has built a sustainable model for continual improvement.

Because she's demonstrated her ability to mentor others, Bonnie was chosen to participate in JELD-WEN's year-long ASPIRE leadership program. Through the JELD-WEN Women's Network, Bonnie mentors a female employee each year, and provides additional mentorship through A3 facilitation sessions and the company's Early Career Rotational program. In addition, when female employees look to Bonnie for coaching and guidance, she graciously offers encouragement and tips on how they can improve each day, exemplifying one of JELD-WEN's core values.

During the 2021 Roof Above drive to support housing-transition efforts in Charlotte, Bonnie was the global JEM team lead and set a goal to put together two welcome kits for community members moving from homelessness into housing. The team doubled their goal, providing home goods, bedding, towels, alarm clocks, laundry products and more for four area families. Bonnie also provides support for the Charlotte Make a Wish foundation and represents JELD-WEN at sponsored fundraising events.

“Manufacturing creates all the things that make our world function, but my favorite part of manufacturing is the people that create the products, design the processes and use their creativity and wisdom to make those processes and products better. Manufacturing creates value and makes an impact!”



★ EMERGING LEADER

## Brittany Davis

**Operations Manager**  
**BASF Corporation**

“I am passionate about manufacturing because I love working in a highly collaborative environment with colleagues of diverse backgrounds to solve problems and create value for our customers.”

As operations manager at BASF Corporation’s Chattanooga, Tennessee, facility, Brittany is known as an innovator who finds creative solutions to complex challenges. In one of her many achievements, she led a \$6 million project to replace outdated technology with new, more efficient technology to better meet BASF’s human-machine interface standards. She was actively engaged in all aspects of the plan, collaborating directly with operators to gather key input on improvements, streamlining procedures and testing the system’s efficiency. Under her guidance, the new system greatly enhanced system operations, considerably improved process monitoring capabilities and enriched alarm management. Furthermore, she managed multiple operational excellence projects, resulting in \$750,000 savings in raw material reduction and \$250,000 annual savings in alternative storage options for a BASF product.

Beyond her role in operations, Brittany has shown a deep commitment to coaching and mentoring the next generation of female talent. Her leadership and devotion to manufacturing led the dean of the College of Engineering at Chattanooga State Community College to invite her to direct their Girls STEM Day, introducing more than 500 female students in grades 7 to 12 to STEM career options. She also brought BASF’s TECH Academy, a week-long program introducing students to technical and craft careers, to Tennessee, organizing an agenda to include science experiments, demonstrations, field trips and small-group discussions with industry professionals. Throughout the week, Brittany mentored female students, sharing valuable insights from her own career.

Brittany has a special passion for exploring STEM with students and is a frequent volunteer for community-based projects. Through her involvement with Kids’ Lab, which offers students interactive chemistry activities, she engages with students about opportunities in manufacturing careers while making the discussion fun with projects such as creating slime. She also brought Chemistry Day to a local school, leading STEM events that teach students about chemistry and STEM careers.



## Leifje Dighton

**Senior Director of EHS, Sustainability and Advanced Industrial Engineering  
GE Appliances, a Haier Company**

Leifje has provided 23 years of exceptional leadership at GE Appliances. In her role as senior director of environmental, health and safety, sustainability and advanced industrial engineering, she's completed several projects to enhance safety at GEA. For example, she launched the ergonomics management software Ergoweb Enterprise, and standardized metrics reporting across sites and new product introductions. Leifje also led advancements in 3D scanning and virtual manufacturing twins, which allow engineers to design products that can be optimized for a number of variables, ultimately strengthening GEA's position as a leader in appliance manufacturing. Additionally, she collaborated cross-functionally to revolutionize GEA's NPI process, a program that will improve material efficiency by reducing component parts and interfaces by 30%.

Among her colleagues, Leifje is known as one of the most influential leaders in the recruitment, development and promotion of women in manufacturing at GEA. As a MyConnections Champion, Supply Chain and Diversity Lead, Women in Manufacturing Kentucky Chapter board member and Women in Operations planning committee member, Leifje is paving the way for other women in manufacturing to succeed. As part of her work, she operationalized a system to pair mentors and mentees, with a focus on diverse and high-potential talent, and has achieved significant results in the recruitment and development of women at GEA. As a result, the number of women in entry-level manufacturing roles at the company increased by more than 50% in 2020.

Additionally, Leifje's passion for giving back to her community is illuminated by her support of numerous nonprofit organizations. She is widely acknowledged for her leadership in GEA's annual fall volunteer event, which unites hundreds of GEA volunteers with local stakeholders to rebuild underserved and underrepresented communities. As part of last-year's event, she chaired a sub-team of 100 employees to redesign a Louisville high school's band room, softball fields and gyms.

"I have always loved manufacturing and its employees. I am especially passionate around launching new products and processes; there is something intoxicating about it. I have so much passion and energy around taking calculated risks for innovation and how we improve life for our customers and employees."



## Kelly DiPucchio

**Executive Director, Manufacturing Engineering  
– Global Program Management  
General Motors**

“Manufacturing is filled with opportunities to solve problems, continuously improve and drive for results. It provides a strong foundation for innovation as well as growth of technical skills and leadership. My days are fast paced, challenging and culminate in the pride of saying ‘we made that.’”

Kelly is one of the top 300 leaders in General Motors and one of five senior female leaders in its manufacturing division. In recent years, her focus has been on guiding the company’s transition from internal combustion engine programs to battery electric programs. As the voice of manufacturing engineering in GM’s Global Product Launch Excellence forum, Kelly represented the manufacturing division in an executive task force established to shorten the vehicle development process to bring electric vehicles to the market faster. With her team overseeing \$3–\$4 billion in annual investment to prepare GM plants for new program launches, Kelly plays a vital role in the future of the organization. In January 2022 Kelly was appointed to manufacturing executive director, transmissions and castings. In this role she is responsible for nine propulsion and foundry sites in North America.

As a member of two leadership advisory boards, GM Women and European Connections, Kelly is committed to shaping rising talent in her company. Always one to share her passion for personal and professional growth, it’s no surprise that Kelly’s talk at the manufacturing supergroup on building confidence is the most requested presentation recording in the history of GM Women. Kelly also advised a top 30 automotive supplier on ways to expand their women’s resource group to include manufacturing. And when Kelly travels to plants across the globe, she goes out of her way to meet with women to answer questions and offer advice—something that is particularly meaningful in countries without any female senior executives.

With a strong commitment to STEM education in her community, Kelly has coached Science Olympiad teams from elementary to high school, including the anatomy and physiology event for nine years. She leverages her technical background to consider the human body as a machine, and her teams have placed in the top three in regional competitions.

In March 2020, Kelly leveraged her skills in a different way when she quickly assembled teams to make masks and other medical PPE. She also volunteered her time to make masks at GM’s mask operation in Warren and deliver masks to local hospitals.



★ EMERGING LEADER

## Amy Doroff

**Material Operations Manager  
Whirlpool Corporation**

While Amy has extensive experience leading high-performing teams at Whirlpool Corporation, there has been no better display of her tenacity and accomplishments than the leadership she's shown throughout the pandemic. Amy's flexibility and resourcefulness were repeatedly tested as global supply chains weakened and she was tasked with leading her planning team through daily part optimization and scheduling strategies to ensure parts were available for critical production. With daily risk of production shortages, she made it her personal mission to sustain job continuity for the more than 2,300 employees at the Findlay, Ohio, plant. Her team successfully secured necessary parts, making 70,000 dishwashers available to consumers during a critical time.

Recognizing the impact her mentors made during her career, Amy makes it a priority to develop others. Whether mentoring college students or those within the company, her focus is always on connecting on a transparent level, never missing an opportunity to share difficult moments she's overcome personally and professionally. Her recognition as a "Relentless Innovator" in the 2018 book "Women and Ideas in Engineering: 12 Stories from Illinois" also opened the door for her to deliver multiple keynote addresses and guest lectures to more than 900 women in engineering. Additionally, she spoke at the Women in Engineering orientation at her alma mater, the University of Illinois, lecturing on several topics including preparing female students for success and career options in manufacturing. She serves as co-lead for the Whirlpool Women's Network, working to empower women at all levels of the corporation and ensuring their voices are heard.

Amy's commitment to success extends to the communities she's lived in. She has volunteered with the Susan G. Komen Walk for a Cure, Salvation Army and United Way. Last year, through a giving platform, she began contributing personal funds to support 0%-interest microloans for women-owned businesses in rural areas worldwide and is in the 90th percentile for giving.

"I am passionate about manufacturing because I love being able to see the value created every day in front of me on the assembly lines."



## Sandy East

**Vice President – Customer Service  
Cornerstone Building Brands**

“Manufacturing presents challenges every day. I enjoy working with cross-functional teams to solve problems, improve processes and increase customer satisfaction. This enables us to produce and distribute high-quality products that make a difference in the lives of others in our communities.”

In her three decades at Cornerstone, Sandy has gone from customer service representative to vice president; she is now the public face of the company. Her leadership skills were never more tested—and proven—than when dealing with the challenging marketplace conditions that arose with COVID-19. From the onset of the pandemic, when she needed to transition her team of 16 customer service representatives to remote work, Sandy did so without a glitch by embodying the company’s core values of safety, innovation, integrity and teamwork.

Today, she continues to communicate customers’ needs and requests to Cornerstone’s manufacturing facilities, allowing the company to make decisions that benefit both its business and its customers.

As a humble leader committed to recognizing others’ accomplishments, Sandy is as much of an advocate for her team members as she is for Cornerstone’s customers. Sandy’s desire to lift up other women as she climbed the corporate ladder has not only been a key to her success, it has made her a confidante, advisor and mentor to her colleagues. Known for her trustworthiness and willingness to help, Sandy has mentored women at all levels. With seven of her nine direct reports being female, Sandy is a respected leader who is dedicated to supporting and developing the talent on her team. At a time when securing talented employees can be a challenge, Sandy is seen by many as the company’s secret weapon: an outstanding example of, and advocate for, the world of opportunities that careers in manufacturing bring.

Sandy has impacted the lives of those in her community of Kearney, Missouri, through her involvement with children and their families at her church. For many years, she planned and led Sunday school classes and volunteered her time in the infant and toddler nursery program. In addition, Sandy serves as an informal recruiter for Ply Gem Residential Solutions, a division of Cornerstone Building Brands.



## Julie Fay

**Operations Director, Polyurethane Systems  
BASF Corporation**

In her 29-year career, Julie has designed, developed, implemented, expanded and led in all aspects of manufacturing. Her October 2021 move to operations director for BASF's Polyurethane Systems puts a focus on continuous innovations across all nine polyurethane systems sites in North America, a testament to her leadership achievements.

While serving as production director of the specialty amines unit at Geismar, Louisiana—BASF's largest site in North America—Julie transformed the unit through a growth-for-profit mindset and behaviors, resulting in millions of dollars in cost savings, expansions and record production. In her prior role as site manager, she developed her team's Lean Six Sigma culture, resulting in more than \$1 million in bottom-line savings.

Nearly 20 years ago, Julie co-founded the Women in BASF employee resource group at the Geismar site. She serves as a mentor for several female employees at the site as well as through BASF's Females Leadership Advancing Manufacturing Excellence program, which cultivates emerging female talent. Recognizing the importance of creating a positive internship experience for new talent, Julie serves on the steering committee for the Technical Professional Development Program at the Geismar site. Neither has Julie forgotten the importance of developing mid-career talent, primarily female and minority talent, as she works toward formalizing training and development curriculum to ensure a more successful path.

Julie's leadership and collaboration shows in her efforts within the community as well. Julie's favorite community contribution combines her two passions—running and women empowerment—spending several years as a volunteer coach for Girls on the Run. During her time serving on the board of directors of the American Red Cross, she has assisted during times of disasters and led the fundraising committee for the Power of the Purse, which focused on assistance programs benefitting women and children. She also helped create a neighbor-to-neighbor initiative for BASF employees and American Red Cross volunteers to walk house-to-house to distribute safety information to Geismar and North Geismar facility neighbors.

“In my 30 years with BASF, I've developed a passion for manufacturing for the many opportunities it has afforded me. Manufacturing has provided me with a diversity of development opportunities and a dynamic environment to deliver innovative-tangible contributions to benefit BASF and our communities.”



## Tamera Fenske

**Senior Vice President, Manufacturing and Supply Chain, United States and Canada**  
**3M**

“Since I was a young girl, I have always been amazed and intrigued by how things are made. Having the opportunity to work alongside the wonderful and talented individuals in manufacturing that bring science and products to life is both energizing and rewarding.”

Tamera’s commitment to both service and manufacturing excellence has been obvious throughout her career at 3M, where she has proven herself in a variety of roles, including supply chain, quality control and customer operations. During her tenure as director of the facility in Valley, Nebraska, it was recognized as the top-ranked 3M plant of the year. One of her most significant contributions came in 2018, when her leadership helped China have the respirators it needed to address its air pollution problems. This work later proved critical in ramping up production of the N95 respirators that were so essential in fighting the COVID-19 pandemic. In her current role, she oversees global operations across six divisions, including 95 plants.

Tamera is passionate about supporting women in STEM. For eight years, she served on the Michigan Tech civil and environmental engineering advisory committee, and she is executive sponsor for the 3M/Michigan Tech partnership. In addition to being an active mentor and advocate for the next generation of female leaders, Tamera is also a sponsor of the McKinsey Black Executive program, which develops broader awareness about creating an open and inclusive culture.

Tamera has made community service a top priority everywhere she has lived. She is an active board member for the St. Paul YMCA. Previously, while on the YMCA Twin Rivers Board in Valley, Nebraska, she led the fundraising campaign that achieved the highest annual total contributions in its history. And while managing the 3M plant in Detroit, she worked to beautify the community and provide safe parks and greenspaces for residents. Tamera is always active in the local schools, where she leads engineering programs and shares her experiences in engineering with students in all grades.



## Loanne Freedlund

**Senior Director Finance Transformation  
Welbilt, Inc.**

Loanne is a versatile leader with a proven track record of success. She recently became involved in implementing an enterprise resource planning system, providing crucial guidance and leadership to business units as well as the information technology team throughout the implementation process. Her leadership throughout the process has had a lasting impact on the organization, now serving as a model for managing similar projects in the future. Loanne's deep expertise and knowledge of complex business processes have made her an invaluable asset to the Welbilt team.

Loanne's commitment to uplifting her female colleagues benefits not only the company as a whole, but also the individual women she has offered her mentorship and guidance, many of whom have gone on to advance their careers after working with her. She is coaching female colleagues who have been promoted to supervisory roles, helping them learn about the financial responsibilities involved in their new roles. Her strong project management skills, a financial background and plenty of experience in a manufacturing business makes Loanne a go-to resource for her colleagues. Loanne is someone that others seek out for advice and details in order to make informed decisions and is a positive role model for other women in the company who are interested in leadership positions.

In her community, Loanne has a heart for promoting the arts for children. She has organized numerous fundraisers to purchase instruments, sheet music and to cover other costs that allow low-income students to participate in school orchestras and bands. In addition, she participates in career week programs at area schools, to share her passion for accounting and finance with students and help them learn about career opportunities in manufacturing. Loanne offers mentorship on choosing a career, job skills, presentation skills and more during the four-week program.

“Efficient and profitable production requires the dynamic collaboration of individuals across many different disciplines. The ever-changing environment in manufacturing requires constant innovation in technology which is pivotal for our economy.”



## Jana Gessner

**Global Vice President – Environmental, Health and Safety  
PepsiCo Inc.**

“Manufacturing’s complexity challenges me daily and affords me the opportunity to contribute to multiple supply chain functions working together creating products that benefit others, which is incredible! I’m thoroughly inspired by the engagement of all layers of the organization.”

Jana has spent her manufacturing career making complex, working environments safer for the employees who work in them every day. She was one of the key leaders who orchestrated PepsiCo’s safe and timely response to the COVID-19 pandemic, ensuring that PepsiCo developed sound protocols, processes and risk controls to protect employees throughout the organization. While no one had ever experienced operating conditions like those faced during the pandemic, Jana led PepsiCo’s response with resilience, energy and care for all employees.

Jana serves as a role model and consistent leader for women within PepsiCo. She helps plan, design and lead PepsiCo’s Women in Operations, a group connecting female supply chain colleagues through a newsletter, facilitated talks with regional leaders to discuss career planning and formal meetings covering issues faced by women in operations. She’s paved the way for future female leaders, spending time helping female EHS professionals navigate the waters of a career in manufacturing, from honing presentation and communications skills to building confidence in their own ideas and how to effectively articulate them.

From PepsiCo facilities to the wider community, Jana serves as a strong leader and force for good. She serves on the advisory board of the EHS programs at the University of Findlay, helping guide university leaders on the future of the EHS programming to what will make their graduates successful in their careers. She also recruits students from Findlay for internships at PepsiCo, mentoring them personally and building a pool of new talent for future roles. Jana is also active on the University of Toledo board of directors, serves as a STEM mentor in local public schools, is on the advisory board of Women in Manufacturing and enjoys singing in a praise band. In every role, she brings her signature humility, passion and excitement to the table, helping make her community and industry better, fairer and more prepared to take on future challenges.



## Allison Giddens

**President, Operations  
Win-Tech, Inc.**

There's no greater champion for local manufacturing than Allison. When she was first hired by Win-Tech—a small aerospace machine shop—she learned everything she could in the front office, from reading blueprints to managing customer contracts. Over time, she moved into handling special projects on the floor, later becoming director of operations. Today, 15 years after she first joined the company, she's a co-owner of Win-Tech and represents one of the few small businesses on the Cybersecurity Maturity Model Certification Accreditation Body Industry Advisory Group, representing a voice of the small business manufacturer.

Allison deeply believes that “you can't be what you can't see,” and has served as a visible role model for women in the field. She actively works with local school systems to bring manufacturing into the classroom, including connecting women in the industry with speaker-needs in schools. She mentors young women inside and outside of the industry and is always happy to sit down and talk about career paths that align with their personal interests. She's helped mentees find their dream jobs and pursue their passions, both inside and outside of manufacturing.

Allison's commitment to leadership extends from the shop floor out into the community and wider industry. She's one of the founders of the state's Women in Manufacturing chapter, serves on the Chattahoochee Technical College board of trustees, and is actively engaged in local Chamber of Commerce initiatives. When COVID-19 derailed plans for an in-person internship in 2020, Allison evolved the internship into a virtual one, expanding the program from two students to 10 and bringing in additional subject-matter experts to speak about their careers and fields. The program, now known as the Advanced Manufacturing Virtual Internship was a hit, and Allison created an open-source version of the curriculum for use in other companies. It has since been picked up in organizations as far away as the United Kingdom and continues to grow.

“There are so many disciplines that overlap into traditional industry. I love being able to see something tangible come out of ideas and hard work, all from different types of talents and skills bringing manufacturing to what is today and what it can be tomorrow.”



## Earnee Gilling

**Group Manager**  
**Toyota Motor North America**

“I love the development and manufacturing process! There’s nothing like watching ideas come to life and understanding the story behind successful products. It’s been an absolute privilege to work with such talented people at a company whose core principle has always been ‘respect for people.’”

Earnee’s career with Toyota has been distinguished by foresight, creativity and collaboration. Trained as an electrical engineer, she wrote the standard specifications for Toyota’s combination meter display screens that are used in both Toyota and Lexus products. She has seven Toyota patents, and is helping lead Toyota North America’s engineering and manufacturing to a digitalized future. Toward this goal, she established a data analytics team within her department to enhance R&D engineers’ part quality and to also understand customer preference. Her team just released its first model mapping extreme-use cases, thereby enabling a variety of applications that are estimated to save over \$15 million.

Passionate about bringing out the best in people, Earnee is an avid supporter of Women Influencing and Impacting at Toyota. One program she organized with WIIT, Simplify Your Life with Apps, won Program of the Year. She is also a Toyota North American Women’s Conference speaker on topics such as career development and training, and is the executive sponsor for the African American Collaborative @ R&D, a Toyota Business Partnering Group that provides a forum for the recruitment, development and retention of African American Toyota members.

Earnee is a member of the Society of Women Engineers Girls Engineering Exploration as a mentor and past co-chair. The SWE GEE event introduces fourth and fifth grade girls to the world of engineering and pairs them with female engineers in the Detroit area. Earnee has been key to Toyota R&D, partnering with SWE to sponsor this event for over 10 years. Earnee is also an active member of the community service sorority, Delta Sigma Theta, and was a 10-year committee member of Delta Girls Empowering Myself for Success, where she led conversations on decision-making, value setting, interview skills and college preparation.



## Connie Good

**Director of Plant Operations  
Ball Corporation**

As plant manager of Ball Corporation's Whitby, Ontario, Canada, site, Connie has helped the company achieve continued success and growth while tackling the challenges of operating during the COVID-19 pandemic. As a relatively new employee, Connie's leadership and dedication led to a 6% increase in product throughout 2021 and a 0.5% improvement in production spoilage versus the target plan, among many other achievements. She also led her team to break several records including most product produced in a year in 2021. By consistently demonstrating Ball's inspire-connect-achieve leadership framework at the highest level, Connie goes above and beyond to create an inclusive and engaged working environment.

Connie supports and inspires other women in the industry to pursue leadership roles through her work as a trusted mentor to her team members and new employees at the plant. She has supported colleagues in employing Lean Six Sigma tools to help improve process control, daily safety checklists and improve root cause/corrective action effectiveness on the shop floor. In addition, Connie collaborates with the human resources department and the plant's union to develop more leadership roles for women, and aids in efforts to recruit and retain additional female talent. As the leader of Ball's only Canadian beverage packaging plant, Connie works with her team to identify potential new female leaders in an industry that remains dominated by male workers, and then helps mentor those employees to better understand how to support and retain them as part of the team.

Community is close to Connie's heart. While COVID restrictions have greatly reduced activity in her area, Connie and her team distributed \$60,000 in COVID-19 relief funds through a variety of local assistance organizations. These included the Whitby chapter of the Canadian Red Cross, the Durham Children's Aid Foundation and Feed the Need in Durham, a local food bank that distributes 1.44 million pounds of food each year, which is equivalent to 1.2 million meals. These donations were all part of Ball's \$5 million donation to COVID-related causes during the pandemic.

"Manufacturing allows us to bring a competitive drive to our being. It challenges us to solve tough problems, implement change and meet customer demand. What enables this is working with teams who want to be the best they can; who want to grow, contribute and better themselves. That's my fuel."



## Danielle Graham

**Director of TPM, Plant Engineering and Maintenance  
Brown-Forman Corporation**

“I am inspired by improving system performance and collaborating with a team to transform a concept into a finished product. It makes me proud to see what I helped create on store shelves and shared with my family friends and other consumers around the world to enjoy.”

With dedication and strong attention to detail, Danielle has had a significant impact on operations at Brown-Forman’s 25 facilities across the globe. Her innovative work in loss analysis has saved Brown-Forman millions of dollars, resulting in a savings of approximately 30% over traditional productivity efforts. She has become an expert on loss analysis and offers training, leadership and mentoring to employees throughout the company. Danielle’s leadership in centralizing total productive manufacturing has driven significant change and direct improvements across the company.

Danielle’s influential leadership goes beyond TPM though. As the co-lead for BUILD, Brown-Forman’s employee resource group that partners with internal and external groups to identify exceptional Black talent, Danielle consistently encourages other Black employees and allies to engage in volunteer efforts and lead by example. Whether she’s serving as a panelist speaker for advancing diversity and inclusion efforts at local schools or participating in the showcase of historically Black colleges and university career fairs, Danielle is helping to catalyze meaningful change in the greater Louisville community.

Also a respected coach and mentor across the organization, Danielle connects with people at all levels of global production to provide sound career and performance advice and support. She can often be found on the shop floor, coaching and connecting with manufacturing technicians, while also training and deploying new TPM standards at the executive level. Having inspired many other female manufacturing leaders to rise into roles of expanded influence, Danielle is playing a big part in helping Brown-Forman reach its goal of exceeding 40% female representation across global senior leadership. Danielle’s unique blend of technical depth, leadership in continuous improvement and the natural ability to mentor others have made Danielle an invaluable asset to her company and her community.



## Angela Greiner

**Senior Program Engineering Manager North America FTS  
Cooper Standard Automotive**

As a driven, accomplished engineer and team leader, Angela is known for bringing innovative technologies to the production floor. As manager of Cooper Standard's General Motors and Asia Pacific customer accounts, she has successfully built strong customer relationships that have garnered technical approval and contracts for several Cooper Standard products. She continually enables her team to grow its technical capabilities, which continuously pays off by helping to create future opportunities for the company. Perhaps most noteworthy, Angela led a technical team to win the first Cooper Standard all-plastic-coolant line program, an exciting application of the company's next-generation technologies that ultimately led to new business contracts.

Angela is passionate about coaching women and empowers them to not hide their roles as partners, daughters, mothers and friends—but to illuminate the skills they cultivate in those roles that can help them to excel in their careers. Beyond her day-to-day mentoring and leadership, Angela served as a tour leader when a group of young women from Vista Maria, a nonprofit working to provide support for vulnerable children and families, visited Cooper Standard's Livonia facility. She is also a mentor to many young, exceptional female engineers both inside and outside of her department. With 40% of her team being female, Angela has played a key role in fostering and supporting the next generation of female engineers at Cooper Standard.

An avid supporter of her community, Angela is committed to providing youth with the opportunities and encouragement they need to thrive. For more than a decade, Angela has worked with the Kids Coalition Against Hunger, a nonprofit organization which feeds children and adults in the Detroit area and overseas. She also partners with her church to provide back-to-school supplies for families in need, and through the Operation Good Cheer program, she helps bring holiday joy to the lives of kids whose families are struggling to provide the basic necessities.

"I delight in learning from and contributing to the diversity the manufacturing sector embodies. Whether diversity in people, product, process or function, these symbiotic relationships create an empowering atmosphere that delivers significant benefits in human innovation, professional fulfillment, economic growth and manufacturing evolution."



★ EMERGING LEADER

## KiAsia Haire

**Process Engineer III**  
**The Sherwin-Williams Company**

“I am passionate about manufacturing because there are always so many opportunities to improve. I look forward to helping the team discover and implements ways to make high-quality products at lower cost.”

Since joining Sherwin-Williams in 2020, KiAsia has proven herself as an invaluable member of the engineering team, quickly learning processes and building meaningful relationships. Her attention to detail, her leadership skills and her ability to establish trust at every level of the organization have propelled her to accelerated promotion, illuminating a clear path to her ongoing success.

In 2021, KiAsia led a project that identified the source of lost opportunities on the biggest production line in one of Sherwin-Williams’ facilities. Because she became familiar with the operators’ daily process and was able to determine where time was being lost, the site was able to transform a line that was underproducing by 10,000 gallons and improve production by 20%—all while realizing a \$90,000 cost savings.

KiAsia understands the crucial role that mentorship plays in shaping future leaders. Her involvement in the National Society of Black Engineers, along with her work at the University of Akron have allowed her to actively engage with students who are pursuing careers in engineering. As a mentor in the University’s bridge program, she has helped students develop the skills needed for engineering school. Her mentees have gone on to work in the aviation and appliance manufacturing industries.

KiAsia has consistently demonstrated her leadership outside of work, where she has volunteered with the Urban League on community revitalization and served in a professional-development program for children in urban school districts. Coming from a community where engineers of color are rarely seen, she knew she could help children learn the options they have when pursuing a career. KiAsia’s passion has taught children that there are many career paths open to them in life, including that of engineer. In other words, if they can see it, they can be it.



## Jessica Hanson

**Vice President, Logistics North America  
Robert Bosch LLC**

Jessica is a transformative leader who knows how to turn vision into action. She recently led a team of associates in optimizing the material planning and warehousing processes related to automotive components manufactured overseas and sold to North American customers. This optimization streamlined processes and resulted in consistent timely availability of product despite parts shortages. Through her leadership, Jessica's team transformed a failing operation into Bosch's service provider of choice in warehousing and planning. In addition, she has formed partnerships with companies to digitize and automate warehousing and demand planning processes. These actions have resulted in 60% reduction in premium freight and obsolescence along with inventory carrying cost reductions of \$55 million since 2018.

Leading by example is how Jessica is shaping the next generation of women in manufacturing. In addition to being a recipient of the 2017 Annual Women's History Leadership in Action Award, Career Mastered: Women's Leadership in Action, she has served as an executive committee member of AutomotiveNEXT, an Inforum industry group. Through this group, she is involved in a wide variety of activities to break down barriers for women in the automotive industry and increase opportunities for advancement within their organizations and industry. In addition, Jessica participates in speed coaching and mentoring for girls, career development for rising women and networking and intern events. In her board role, she works to organize industry events to support current and future women leaders at all levels.

Through civic engagement, Jessica is dedicated to positively impacting her community. She has served as a board member on Michigan State University's Supply Chain Management Council since April 2019, where she supports MSU's Broad College of Business with input on academic programs, curriculum and research projects. She also regularly works with faculty and doctoral students to ensure relevance of current projects and provides input on data to support studies. Additionally, Jessica participates in student case competitions, capstones projects and other classroom opportunities, including guest lecturing, facilitating practice interviews and networking events.

"Manufacturing is challenging and rewarding. You can create products that will deliver value to the world and improve our quality of life. It's a bottomless playground of opportunities to innovate where technological advances, digital tools, automation, IoT and AI are at our fingertips."



## Kate Heiken

**Drilling Manager  
Ovintiv USA Inc.**

“Manufacturing is the foundation to the success of our projects and sets the tone for the entire operation. There is a thrill in solving the unforeseen challenges that come with the territory. The ultimate goal: Identify, innovate, adapt, execute and safely drive performance.”

Known for her ability to lead within multiple disciplines, Kate continually delivers top-tier results. Kate has been with the company for over 13 years and is Ovintiv’s first female drilling manager in Oklahoma, North Dakota and Utah. Her unwillingness to accept the status quo drives her and her team to try new technologies, processes and dynamics, to continuously improve both safety and performance. Among her career achievements, Kate’s team holds the record for 17 of the 20 fastest wells drilled in Oklahoma, and has achieved tens of millions in cumulative capital cost savings over her career. During the pandemic, Kate’s leadership shined as her team efficiently worked from home, safely navigating health protocols and a highly volatile situation.

Kate’s ability to lead has earned her the distinction of being one of Ovintiv’s most dedicated mentors. She supports recruiting efforts to obtain diverse, talented interns and entry-level engineers for the company. Not only does Kate mentor young professionals, but she is also instrumental in helping her experienced colleagues develop in their roles and achieve their career objectives. Kate is seen as a career counselor by young professionals, keeping her schedule open to work with them and practicing her “success is succession” leadership philosophy. She has been a critical member of multiple company initiatives including Ovintiv’s diversity and inclusion working group, foundational leadership and other talent development discussions. She finds great joy in seeing others be successful and achieving greatness within their own careers.

In addition to her career with Ovintiv, Kate is also a mother of two daughters and an active member in her community. She serves on the American Association of Drilling Engineers casino night committee, which raises money for scholarships. Additionally, Kate serves on Montana Tech’s industry advisory board and has volunteered for five years on the Big Brothers Big Sisters Swing for Kids’ Sake charity golf tournament committee.



## Yarelis (Yari) Hernandez

**Site Manager, Clinton Complex  
LyondellBasell**

**A**s the LyondellBasell Clinton Complex Site Manager, Yari leads one of the largest chemical plants in Iowa, and she does so by example. Throughout her 25 years with LyondellBasell, Yari has been an inspiration to many young professionals, helping women at all levels of the organization—from engineering co-op students to first-time managers—develop skills. With her participation in the Women’s Employee Network, she networks, shares ideas and fosters professional and personal growth among colleagues.

A leading member of LyondellBasell’s diversity, equity and inclusion council, Yari was instrumental in developing DEI training to increase awareness, bring forth a culture of belonging and enable constructive conversations. In 2018, as regional director for health, safety and environmental in North America, Yari led and implemented an initiative to empower first-line supervisors to improve safety. In eight months, she coordinated trainings and met with more than 1,300 first-line supervisors through call-to-action discussions with senior leadership, resulting in the lowest TRIR in company history that year.

Working with the Clinton Regional Development Corporation and Eastern Iowa Community College, Yari has proposed a process technician certificate program. Still in conceptual stages, this program will build a qualified talent pipeline, improve workforce development and provide area high school graduates with opportunities for good-paying, skilled manufacturing careers. Yari has engaged collective expertise and tools from the manufacturing industry, community partners, neighboring plant managers and the community college, as well as leveraging the experience of established P-Tech programs, to put together a robust and well-rounded program.

Yari’s mentorship and her desire to support and engage with the next generation extends into her volunteer service with the Boy Scouts of America, where she and her husband, Chris, have helped shape future leaders for the past 14 years.

“Manufacturing enables people with diverse backgrounds and skillsets to achieve their full potential, turn their passion into action and transform problems into innovation.”



## Eowyn Hewey

**Plant Manager**  
**Arconic Corporation**

“I find manufacturing absolutely fascinating. Everything throughout the internal and external supply chain depends on clear communication, understanding of risk and levers to mitigate that risk people values and hearing the voice of the customer.”

Eowyn has more than 25 years of experience in manufacturing management and human resources. Her ability to tackle each new challenge with ease has led to her current role of plant manager at Arconic’s Massena, New York, facility. One of her many notable accomplishments was becoming a DDI-certified master trainer. Since earning this certification, she’s trained several classes of new leaders in the plant’s Supervisory Excellence program. She also led the reliability excellence initiative in the Massena Smelter, driving teams to develop best practices in predictive and preventive maintenance and production processes. In addition, Eowyn played a major role in writing proposals that were adopted during the collective bargaining process into one of the plant’s key contracts with the United Steelworkers.

Dedicated to advancing opportunities for other women at Arconic, Eowyn was a mentor to the first female supervisor at the Mt. Holly Smelter. This mentorship led to Eowyn being invited to speak at a kick-off event for their women’s employee resource group. She also serves on the board of North Country Women’s Leadership Initiative, which started as a way to provide leadership workshops and networking opportunities for the women enrolled at four nearby colleges.

Eowyn’s leadership can also be seen in her community where she’s served on the board of directors of the Greater Massena Chamber of Commerce since 2015, and was elected president at a time when COVID-19 had forced them to close and lay off staff. By conducting online meetings monthly, she was able to reinvigorate the board. Eowyn has also played a large part in ensuring that Arconic supports local communities through Arconics Coming Together in Our Neighborhood (ACTION) grant events. As HR manager and now plant manager, she has helped coordinate 12 events a year that include volunteer opportunities and grants to nonprofits that greatly need the support.



## Rosita Higgs

**Operations Team Manager  
McCormick & Company, Inc.**

Open, honest and straightforward, Rosita supports the McCormick and Company manufacturing facility while considering all points of view, from employees to management to company goals. She holds herself and her teams to the highest of standards, and Rosita's management style is a tribute to her ability to demonstrate trust, maintain transparency in her communications and be authentic in her interactions.

When McCormick and Company's material processing division was restructured, Rosita showed the courage and energy to promote change, rather than to rely on the status quo. The training documents she created standardized operations and established a robust training system for new hires and rotational technicians. Rosita believes in cross-training for an agile workforce, where people can take advantage of growth and development in creative new ways. She utilizes her teams' leaders and trainers to fill gaps and support different production lines, leading to increased success in production reliability glidepath goals. Rosita has enlisted her crew leaders for involvement in safety, quality, PIT trainers, training and development and high-performance organization pillars, reducing production reliability impacts. As co-lead for the training and development pillar, Rosita actively leads competency gap reductions and theory of operations training and certifications across the site.

McCormick's purpose-led performance program is based on taking care of the places their employees work, live and do business, and Rosita exemplifies this initiative. She is a long-standing member of her church's music and arts ministry and outreach. She makes quarterly visits to senior communities to minister through song, stimulating conversation and playing games. She was previously a youth and young-adult ministry advisor and a summer camp youth program advisor. Rosita's neighborhood benefits from her beautification efforts, as she removes trash, plants trees and paints. Rosita also hosts food, clothing and personal care drives for several local women's shelters.

"I am passionate about manufacturing because it allows me to grow my skills and the people that work around me. Manufacturing is a technical hands-on environment that requires a diverse group of employees to be able to provide internal and external customer service. I love customer service."



★ EMERGING LEADER

## Amanda Hopkins

**Senior Manager, Product Commercialization  
Philip Morris USA, an Altria Company**

“Since my first role in manufacturing, I knew it was my ideal path forward. I find passion in the building processes, troubleshooting and team collaboration. Manufacturing is the ultimate combination of all three.”

As senior manager of product commercialization at Philip Morris USA, Amanda consistently performs at the highest level, delivering significant value to the business while building organizational capability and an inclusive community and network. Responsible for coordinating all manufacturing trials and commercializing products to run, Amanda collaborates with functions across the company to develop short-, mid- and long-term strategies, driving efficiency in the manufacturing process for all direct materials used in company products.

Her work over the past two years has led to increased productivity, simplification and synergies throughout the entire supply chain. In a recent project that significantly benefited the company, she collaborated cross-functionally to convert a material used in the production of all PM USA products. She oversaw all parts of the process, from developing the strategy and identifying testing requirements to managing the production schedule and timeline, improving factory efficiency while avoiding significant material obsolescence costs. She went above and beyond to be onsite for all material testing and identified and communicated material issues to the supplier to resolve issues without impacting the production process.

Amanda’s well-rounded professional experience in manufacturing, brands and marketing allows her to provide valuable insights to her mentees and peers, as well. She collaborates on everything she does and takes an active lead in educating those she works with and building organizational capabilities. As the subject-matter expert on factory operations, she leads the onboarding process for the commercialization department and runs an operations 101 class for employees.

Additionally, Amanda is actively involved in many of Altria’s employee resource groups, including Spring (the young professionals network) and the Women’s Network. She has also served as manufacturing chair for Sí, the ERG that builds into Altria’s Hispanic workforce, championing inclusion, diversity and equality; in that role, she helped organize events surrounding Hispanic Heritage Month.



★ EMERGING LEADER

XingGe Hou

Business Unit Manager  
Jabil Inc.

XingGe has proven to be an effective leader with a drive for successful results and innovation along the way. This is evident in one of her major accomplishments with a new Jabil customer. She used her ingenuity and expertise to win a significant strategic customer, proactively relocating to the factory and leading the team on prototyping, giving decisive direction on production environment switch. This quick-thinking improved production yield by 50% during the Design Validation and Test (DVT) phase and up to 95% first pass yield during the mass production stage, cut the New Product Introduction time in half.

Simultaneously, she worked on the financial side of the project to reduce costs and provide a more competitive price for Jabil, consulting with Jabil teams to adopt semi-automated processes and allowing for customized innovative solutions. Thanks to her keen eye for innovation along with her strong business knowledge, led to the customer tripling its order with double the profit margins.

Beyond her professional accomplishments, XingGe exemplifies the qualities of a servant leader, supporting and advocating the success of others. She works with direct reports to build comprehensive development plans, organizing networking opportunities, training suggestions and cross-collaboration with various production line teams. She coaches her mentees to grow in their expertise and knowledge by including them in meetings with leaders. The results of her efforts are recognized by managers companywide who have noticed collective growth and increased partnership among teams.

Additionally, XingGe empowers her teams to help the underrepresented in their community by setting an example herself. She consistently participates in Jabil community events, including fundraisers for various charities, working with animal rescue organizations, and volunteering with the Singapore-based Movement for the Intellectually Disabled, a welfare organization providing care for people with neurodiversities. She also works with a local charity to support tuition of orphaned children.

“Manufacturing covers a wide array of industries and has always driven innovation. There’s infinite opportunity to develop skill and new technology knowledge.”



## Melissa (Missy) Irons

**Procurement Manager**  
**The Goodyear Tire & Rubber Company**

“Manufacturing is a neat industry because you can see the results of your inputs come alive as a tangible output. There are new hurdles that arise daily that teams must identify and troubleshoot in order to maintain production. Albeit most are challenging opportunities, it surely keeps things exciting!”

In her role as procurement manager at Cooper Tire, a Goodyear Company, Missy oversees all raw material planning and supply chain functions, making sure materials make it to manufacturing sites to support production. Last year brought unprecedented material shortages, logistical delays and supply chain challenges, but Missy met them head-on, solving problems to reduce risk and avoid disruptions in production. This resulted in no production being lost due to lack of material—a testament to the dedication and commitment of Missy and her team.

Missy is active in building up female talent at Cooper Tire, both through her role as a manager and as a member of the Cooper Women’s Network, which helps connect, empower and educate women at Cooper. As one of four key planning committee leads, Missy helps generate ideas and events to engage their 200+ members and support these initiatives, connecting women across the globe on both professional and personal levels. Missy and the CWN team are working to level the playing field for women in the typically male-dominated manufacturing world and set the next generation of female talent up for success.

As the philanthropy and social lead for CWN, Missy is always looking for ways to help CWN members give back to the community. She has routinely participated in Habitat for Humanity builds and Days of Caring with the United Way, and organized the Tread Wisely booth at a Susan G. Komen race, providing tire test lessons and resources to help educate the community on tire safety. When COVID-19 shut down large gatherings and many in-person volunteer opportunities, Missy found another way for her members to give back, helping assemble and deliver 130 Easter baskets for senior residents in local nursing homes—building community and spreading joy, even in the face of challenges.



## Arwen Kathke

**Senior Engineer**  
**The Goodyear Tire & Rubber Company**

As a senior engineer for the Goodyear Tire & Rubber Company, Arwen plays a crucial role in the development of next-generation extrusion prediction software. Because of her deep expertise in extrusion hardware design, Arwen was recently named the chairwoman of the Extrusion Process Council, a cross-functional team of the most experienced technical leaders for extrusion in Goodyear. She also played an important role in improving Goodyear's maturity to industrialize complex tread, allowing tire designs that significantly reduce rolling resistance and vehicle fuel consumption. Arwen explored advanced concepts in extrusion such as control and mitigation of extrudate curling, 3D printed extrusion hardware, enhanced extruder control strategy and more.

Arwen is committed to empowering other women to pursue manufacturing careers. As part of the Goodyear Pride network outreach efforts, she has showcased Goodyear as a positive workplace for the LGBTQ+ community. She has also been a trusted mentor and role model to several interns and co-op students and aided with the retention of quality employees through her leadership and dedication to helping her colleagues be successful. She is instrumental in training and mentoring staff in Goodyear on extruder unit operations courses on a one-on-one basis. Her energy and enthusiasm encourage those she mentors to pursue careers not just at Goodyear, but in many other sectors of manufacturing.

Arwen is always looking for ways to share her knowledge and skills in engineering to educate the community. For example, she was a mentor and coach for a National Inventors Hall of Fame STEM high school robotics team that went from not qualifying for state competitions to qualifying for the world finals. She has also served as a judge for the Akron, Ohio, high school science fair and as an advisor for the Goodyear Engineering Explorers Post program for high school.

“Manufacturing is the lifeblood of any society and has provided for my family for generations. It provides food on tables, homes for families and vehicles for travel. Keeping manufacturing innovation going will provide for other families to grow and thrive.”



## SuJung (Crystal) Kim

**Operations Director  
Johnson & Johnson**

“Manufacturing is the place the products are born which make people’s lives better every day. Manufacturing is the place where we work hard to make good quality products affordable and reachable to more people. Manufacturing is the place I learned and grew up.”

Under Crystal’s leadership, Johnson & Johnson’s consumer health plant in Korea has set new company records for maximum capacity, line efficiency, productivity, energy efficiency, machine downtime and reliability. Further, in 2020 the Korea plant received Johnson & Johnson’s Consumer Health Best Plant Award—a result of Crystal’s vision to evolve the Korea plant into a more agile and dynamic site.

Crystal is passionate about breaking traditional perceptions around gender and age in the workplace. As a young female plant manager and a working mother, she leads by example while developing young talents. Her calendar is filled with one-on-one meetings and mentoring sessions with young professionals across the region—one of her mentees, a female employee located in China, has been recognized as a Johnson & Johnson Top Talent. Through the company’s Women in Science, Technology, Engineering, Math, Manufacturing and Design program, Crystal has engaged external young female talent to help them consider a career in STEM. Crystal has also visited several other Johnson & Johnson Korea manufacturing facilities to engage female employees across the country.

Crystal highly prioritizes environmental sustainability as a way of caring for the wider community. As a result, her team has reduced the Korea plant’s carbon footprint per product volume by 52% in 2021 versus 2016, and reduced water consumption by 50% versus 2019, all over a time when the Korea plant has been increasing its production volume. Crystal is also a sponsor of a One Voice Team at Johnson & Johnson—a group of next-generation leaders undertaking community-building events like fundraising for donations to a childcare center, cleaning streets and planting trees for Earth Day. Crystal strongly believes that “small actions can make big changes,” and her efforts to support the environment and community are proof of the impact these actions can make.



## Lynne Knittel

**Director, Global Benefits and HR Digital Solutions  
Barnes Group, Inc.**

Optimizing systems, organizing community projects and bringing out the best in others are all in a day's work for Lynne. Since joining Barnes in 2004, she has received multiple promotions and shown herself to be a dedicated leader—coaching, motivating and supporting her predominantly female team in their efforts, progress and successes, as well as mentoring new talent through the company's internship programs. Lynne's focus on the whole person, including their personal and professional skills, empowers her employees' success both within and outside the organization.

In 2018, Lynne was instrumental in developing a three-year roadmap to accelerate HR's digital transformation by redesigning its HR processes with people-centric, integrated technology solutions and scalable architecture to support the company's global workforce. Lynne's digital strategy has allowed Barnes to view talent management holistically, enabling better visibility across the organization, effective collaboration across teams and the enterprise, robust human capital analytics and the elimination of manual HR tasks and repetitive processes. The result has been a digitally enabled talent management system that positions the company for agile HR delivery and long-term scalability by integrating culture, engagement and technology to transform the employee experience and drive improved productivity and performance outcomes for the business.

Aside from supporting her company's digital transformation, Lynne continuously strives to improve the HR function by mentoring, motivating and teaching others to do and be their best, resulting in an engaged and energized workforce and a collaborative team environment. She provides opportunities for her employees to present and demonstrate HR system enhancements to the leadership team, ensuring they are acknowledged and recognized for their contributions and efforts.

For the last ten years, Lynne has led the Total Rewards team in organizing an annual food drive to benefit a local food shelter and fight food insecurity. She manages the collection of donated critical staples for those in need to restock their pantry shelves for the upcoming winter. Outside of Barnes, Lynne, her husband and daughter are committed to supporting several nonprofit agencies focused on raising awareness and impacting homelessness within their local community.

“Manufacturing provides the opportunity to drive change and make an impact, every day. It allows us to be on the cutting edge of innovative new processes and technologies, to collaborate with others and leverage our creativity to bring concepts to life, while tackling the world's greatest challenges.”



## Marcie Knox

**Bags Extrusion Process Engineer**  
**Sealed Air Corporation**

“I enjoy the ownership of a process and the impact I have on its performance. I also take pride in how the products we make have a positive impact on food availability.”

Marcie is an outstanding engineer who is committed to problem-solving. By automating certain tasks at Sealed Air, she has made operators’ jobs safer while improving quality and significantly increasing production output. One task required an operator to work on fast-moving products while using a cutting device, a high-frequency task that was one of the most hazardous. As manager of a multidisciplinary team, Marcie ensured the solution was scalable and reduced the total task time from over 4 minutes down to 2.5 seconds. Because the operator no longer touches the moving product or uses any cutting tools, the task is now one of the safest, too. Using knowledge gained from that process, Marcie has since developed the next-generation design for fully touchless automation that will cut costs by over 55%.

Marcie willingly lends her time to mentor new engineers in the company, with an emphasis on designing projects that female co-ops can own and complete within their three-month timeframe. Her mentorship empowers them to approach the project as they see fit, giving them the guidance they need to succeed. By asking open-ended questions when a problem arises, Marcie helps her mentees see things from different angles. She also strongly encourages them to network within the company, acting as a liaison for additional project work.

Within her community, Marcie volunteered as a reading tutor for second- and third-grade students at a local elementary school. To ensure their success, Marcie met with the child’s teachers for guidance on where focused help is needed and then comes up with a plan to help the student reach their goals. Once a week, she provided encouragement, created a non-judgmental space to practice and helped the students discover books they enjoy reading. By the end of the year, with Marcie’s help, students typically transitioned from picture books to chapter books.



## Sufana Kreber

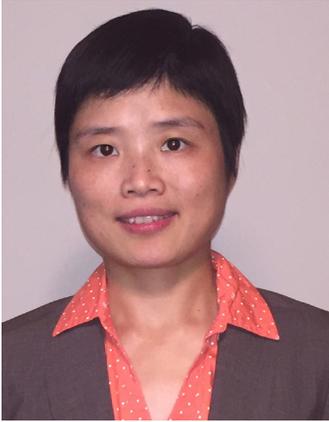
**Engineering Project Manager  
Tyson Foods, Inc.**

While Sufana's tenure with Tyson Foods began just over three years ago, she has played a vital role in several engineering projects that have improved the quality of products produced by the company, while improving processes and procedures as a whole. With a strong eye for business improvement, Sufana continually strives to create a more efficient workplace and advance the company. She was responsible for planning a webinar to educate Tyson employees in other divisions about the company's pork and beef operations, facilitating a question-and-answer panel with more than 500 participants. The webinars were instrumental in advancing the company's business impact goals. Sufana's leadership is also evident through her team member engagement, leadership development and community outreach.

Dedicated to encouraging more women to pursue STEM careers, Sufana serves as a leader for the business impact pillar of the Tyson women's business resource group. This group seeks partnership initiatives that result in new products, product innovation, technical advances, increased customer satisfaction, team member recruitment and market expansion. And as a Fresh Meats lead, Sufana acts as an advocate within the company and community, promoting and empowering female leaders at Tyson and beyond. In addition, Sufana goes above and beyond to support Tyson's team member engagement, leadership development and community outreach pillars. Whether she's facilitating learning sessions to engage employees at all levels of the organization or leading complex engineering projects in Tyson processing plants, Sufana is always looking for ways to make a difference through her work.

Sufana's desire to empower future women leaders is blended with her commitment to serve the community in which she lives. She is a leader of the Junior League of Sioux City, Iowa. The organization reaches out to women of all races, religions and national origins who demonstrate an interest in, and commitment to, volunteerism, developing their potential and improving the community through effective action and leadership of trained volunteers.

"Manufacturing to me is about bringing new innovation and ideas to the world. It fosters creativeness problem-solving and collaborative efforts regardless of background or viewpoint. It is turning ideas into reality."



## Min Kuang

**Senior Research Scientist  
Koppers Inc.**

“It gives me a great deal of pride each time I see my neighbors’ fences, backyard decks knowing that I am part of the team who make these great products everybody loves. I feel the responsibility working in manufacturing to reduce the carbon footprint and make our world a better place to live.”

Min is an experienced scientist who excels at everything she undertakes. During the last five years at Koppers Performance Chemicals, she has played the leading role in developing several key products for protecting wood against biological, UV sunlight and fire hazards. Her varied and far-reaching contributions to the company include the development of: a water repellent product for pressure treating wood, which generates an annual revenue of over \$10 million for the U.S. market alone; a UV-durable, water leach resistant exterior fire-retardant product for protecting exterior wooden structure such as utility poles, railroad wooden bridges, ties, cladding, siding and decking construction from wildfires; and an oil-borne preservative system for pressure treatment used in heavy-duty industrial applications. She has also led the company’s efforts in developing future preservative formulations for pressure- and non-pressure-treated wood.

With confidence and an unmatched work ethic, Min is an outstanding example for the next generation of women in her industry. A champion for diversity and inclusion, Min inspires others by sharing her values and views on the importance of recognizing the contributions of Asian Americans. Spending much of her time mentoring others, Min aims to help new employees transition into the organization by participating in Koppers New Hire Mentoring Program, as well as the Koppers Inclusion and Diversity Committee. Min also works to ensure that her entire staff has the opportunity to participate in career advancement programs. She helps her members grow and goals. One of her mentees was promoted twice, from lab tech to lab chemist to pilot plant coordinator—a testament to her positive influence.

Min is a dedicated community servant who has been an active volunteer and board member of the local elementary school PTO since 2016. She also offers tutoring in STEM subjects for students in the after-school program and coordinates with teachers to organize STEM Day events for students in kindergarten through grade five as well as middle school. Additionally, she teaches both English and Chinese to members of the local Chinese community, ensuring that children from various of background will be more likely to succeed in the years to come.



## Janet Lee

**Electrical Engineer  
Essity North America, Inc.**

**A**s an electrical engineer at Essity’s Harrodsburg, Kentucky, plant, Janet ensures the paper mill is a safe and productive working environment. Her leadership in eliminating chronic electrical reliability losses, training and mentoring of her team, and her execution of capital projects have resulted in a savings of approximately \$600,000 a year for the facility. The influence Janet has on safety and reliability extends beyond her home plant. In 2021, she was assigned to lead a multi-site technical team to establish proper preventive maintenance practices and standards on high-voltage equipment. Janet has also innovated improvements in electrical drive life and reduced breakdowns through creative solutions in electrical room cooling, venting and cleaning. Furthermore, she developed a low-cost system redesign to address chronic network losses, resulting in network simplification and improved reliability.

Working in a male-dominated industry, Janet is focused on encouraging more women in STEM and leadership positions through her work as a mentor and training leader. Janet’s team of electrical technicians are all men, but several of them have daughters, and Janet has mentored those who have an interest in manufacturing and engineering through a job shadow program, meeting with them to discuss opportunities for women in the field. By traveling to other Essity plants to implement training and safety programs, Janet has shared her vast knowledge and skills with colleagues throughout the company.

Janet is an active member of her community where she participates in numerous volunteer efforts. She has been a Girl Scout troop leader for 13 years and incorporates STEM into troop activities. She has also volunteered as an after-school mentor at her church for the past 14 years, serving as a positive role model for local children. In addition, she is a volunteer member of the production crew for the “Woodsongs Old Time Radio Hour,” a weekly music radio show produced at Lexington, Kentucky’s, Lyric Theater and Cultural Arts Center.

“Being an engineer in manufacturing is a great way to utilize my love for fixing things. I enjoy the thrill of a quick fix to get back into production but relish in digging into root cause for a permanent fix. Manufacturing is a great environment for expressing my love for continuous improvement”



## Allison Lemasters

**Director of Continuous Improvement  
Malibu Boats, LLC**

“I have always been fascinated with the processes of building things. My education is industrial engineering so the process—and the tangibility of manufacturing fascinates me. I also have significant training in Lean/Six Sigma and application of this training means executing continuous improvement to improve the work life of our people.”

Allison has dedicated her career to making manufacturing more efficient, accurate and safe. Over the years, she has been a process engineer, a quality control manager and a vice president of operations. One of her recent accomplishments was serving as enterprise resource planning project manager across the entire Malibu Boats company. Because of her extensive experience and leadership ability, she was chosen to spearhead the multi-company, multi-year effort through the selection process, design and implementation. She established the project charter with the executive team and led her team to a solution that will enable Malibu Boats to continue to grow as a world-class organization.

Allison has accomplished many things in her career, but always finds time to mentor the female talent around her. Having served in a variety of positions, Allison is a relatable leader who builds relationships with and elevates women across the organization. She has worked with many of the supervisors at Malibu and taken them under her wing to give them the direction and skills they need to achieve their own ambitious goals. By investing time and effort into learning who they are and what they are passionate about, she has proven to be an invaluable source of support to women throughout the company.

Not only has Allison made a tremendous impact at Malibu, her influence and dedication to helping others has touched her community as well. For example, in honor of her late brother, her niece and family created an organization called Alan Taylor’s Shoes for Souls, which provides shoes, backpacks and other school supplies for the local community, helping to ensure that children in rural communities of East Tennessee get off on the right foot at the start of the school year. Allison also takes part in other charitable events each year and is always quick to volunteer and help Malibu with its community outreach initiatives.



# Yassaman Liaghati

**Senior Project Manager  
The Boeing Company**

“Responsible for sending the first female to the moon” is an unparalleled accomplishment and soon Yassaman will have helped achieve it. She’s dedicated the past nine years of her career to building the space launch system. The most powerful rocket in the world, the SLS will send the first female and first person of color to the moon for NASA’s Artemis program. It is the only vehicle built to launch astronauts, the Orion capsule and large payloads to the moon on a single mission ahead of exploring future destinations farther into the solar system.

Yassaman is sought after for her exceptional problem-solving skills and is often called upon to create solutions to challenging critical path activities. From January through April 2021, Yassaman was responsible for the integration and overall volume performance of the SLS engine section build. Facing significant delays to the baseline plan from late parts and non-conformances, she established a cross-functional team to develop a new baseline plan for the build sequence. In less than one month, a new plan was presented, where she refocused the team on eliminating constraints. Yassaman even identified an opportunity for a two-month schedule improvement, successfully mitigating supplier impacts and allowing for increased parallel work.

Yassaman has proven herself a leader and mentor for the next generation. She finds the unique, specific talents of each employee and helps them grow into well-developed, talented team members. Yassaman has mentored engineers from various disciplines—encouraging their curiosity about engineering, building leadership skills and providing hands-on experience—garnering recognition for her mentees from senior leadership.

Based on her love of working with her hands and improving the lives of others, Yassaman has worked with Habitat for Humanity on multiple home projects over the years. She volunteers at schools to improve educational opportunities in her community and supports arts, orchestra and theater groups to increase the availability of fine-arts programs.

“As engineers, we have the freedom, and possibly the responsibility, to challenge expectations and create something fundamentally unique. Manufacturing transforms our dreams into reality—opening doors to new opportunities and expanding the limits of what is possible.”



## Victoria Linares

**Machine Adjuster**  
**Diamond Envelope Corporation**

“I love working with my hands each day taking raw materials and turning them into envelopes! It's rewarding to see how much I manufactured at the end of the shift, even more so when I open my mailbox and find an envelope I made. There is nothing else like it.”

As the first woman to hold the position of machine adjuster at the Diamond Envelope Corporation, Victoria has blazed trails for other women in her industry to not only succeed—but to carve out their own pathways to success. She has proven herself to be a true leader in the male-dominated field where she has worked for nearly 20 years.

Her success as a folding machine adjuster has encouraged other women to pursue careers in the position, creating a more inclusive and equitable work environment at Diamond Envelope. As one of Diamond Envelope's top performers, Victoria is known for her ability to execute the most difficult jobs the company runs and does so with ease. Victoria has blown past any expectations that have been set for her and exemplifies the high potential for women in her industry to build highly rewarding careers.

Victoria is playing an active role in developing the next generation of women in her industry by breaking down barriers and creating opportunities for her colleagues. She has been an example to two women who were interested in becoming machine adjusters, engaging them in a four- to five-year apprenticeship to train in the intricacies of operating, maintaining and repairing equipment. With a can-do attitude and incomparable work ethic, Victoria has inspired other women at Diamond Envelope to take steps toward advancing within the company.

In addition, Victoria is active with the company in the community participating in outreach efforts with local schools. She leads students from area schools on plant tours where they learn about the production of envelopes and the manufacturing process in general. She talks to students about careers in manufacturing and opportunities for women in the field. She serves as an example for the students she interacts with, proving that the manufacturing industry opens doors for growth, career advancement and the enhancement of in-demand job skills.



## Chunju Liu

**Planning Manager, China  
AGCO Corporation**

Having served on AGCO’s supply chain team for more than seven years, Chunju’s outstanding performance and potential have propelled her to her current role as planning manager for two AGCO plants in China. At these facilities, she is known for delivering exceptional results, especially in the areas of inventory control and on-time delivery. One recent example is her contributions to materials management during the COVID-19 pandemic. The pandemic led to shutdowns for many suppliers, which created enormous challenges for production. Meanwhile, AGCO plants were receiving double the number of orders they had forecasted. Under Chunju’s leadership, the planning team produced insightful risk analyses and developed creative solutions, ensuring suppliers achieved an on-time delivery rate of 92.4% and helping AGCO meet its commitments to farmers.

As a leader, Chunju takes a holistic view of her team’s talents and efforts, sharing and celebrating their accomplishments. She prioritizes a diverse, inclusive culture and continuously supports her team members in developing their own careers. Chunju not only serves as a positive role model to all of the female employees in the organization, she always encourages her female colleagues to step forward, present their ideas and to shine in the workplace.

Because Chunju lives in the Chinese countryside with her extended family—while many people in her village that are her age have moved to cities—she has close ties to her older neighbors who carry on the traditions of tending to their gardens and crops. With care, Chunju helps them plant vegetables, feed their animals and talks with them about what they need. And in the bitter cold winter of 2020, she brought warm tea and fruit to the community. Her support has touched many, including her daughter, who has followed her lead to also serve the vulnerable and underprivileged in her community.

“I work in a great team as a family. We work together to get the customer satisfied and that makes me successful. We take all raw materials with different routing to build a tractor. I am honored to participate in this amazing process. Our product can feed people all over the world.”



## Elba Lizardi

**Site Director, Seneca  
BASF Corporation**

“The beauty of manufacturing is that every day can be completely different from the previous one. This allows for constant challenge which I thrive on. Occasionally, I still find myself in situations that I have never experienced before, and I enjoy finding the best solution for the organization.”

With more than 25 years of industry experience, Elba uses her knowledge and expertise to help grow her team and create opportunities for other women in manufacturing to succeed. A graduate of the Massachusetts Institute of Technology, Elba has an extensive knowledge of precious metal technologies including refining, chemical product manufacturing, new product introduction, catalytic converter manufacturing, precious metal analytics and metal control security. During her time at the BASF site in Seneca, South Carolina, Elba has responsibility for a massive site expansion currently underway, including the addition of dozens of new employees, resulting in a significant increase in manufacturing capacity.

Paving the way for other women in manufacturing to rise is one of Elba’s top priorities. This was especially clear when Elba advocated for the launch of BASF’s North American Apprenticeship Development Program at the site in Seneca. Aimed at increasing diversity at the site, the program has a special focus on recruiting women to pursue careers in manufacturing and is integral to BASF’s goal of increasing its number of women in leadership roles. To ensure a successful launch, Elba dove into the initiative full force and while other sites may recruit one cohort per year, Elba expanded the program to two cohorts within its first year.

Just as Elba brings passion to her work, she enthusiastically supports her community, where she works to create partnerships with charities and nonprofit organizations. She has personally led growth and engagement in employee resource groups, including one group that recently made repairs on the homes of local veterans. Elba also works to raise awareness of the importance of inclusion in the workplace through her work with ALLchemie, BASF’s LGBTQ+ group. In addition, she was instrumental in the remodeling of the Mother’s Room at the Seneca site, allowing for increased privacy and functionality, in addition to the creation of a Quiet Room, to fulfill employees’ physical, spiritual and religious needs.



## Lucia Loza-Galezewski

**Finance Manager, Lifecycle Services  
Rockwell Automation, Inc.**

Lucia is an innovative and trusted business leader at Rockwell Automation, where she drives operations, sets goals and executes complex strategies. She played a crucial role in the financial alignment to the Low Voltage Motor Center strategy, helping put in place models that essentially tripled the business over a five-year planning period. And during the pandemic, Lucia developed forecasting tools that helped Rockwell stay agile amid changing economic conditions. Lucia acted as a change champion in creating and implementing a global finance central operations team in two locations, eliminating the use of multiple reporting and finance activities in 14 manufacturing plants and standardizing the reporting and finance operations on one team.

Within Rockwell, Lucia is more than a role model for other Latinas. She is a friend, manager, confidante and career advisor. Lucia is the president of the Latinx Professional Network. Under her presidency, Lucia spearheaded the creation of a number of initiatives aimed at flipping the script on the perception of Latinx professionals as a future leaders of the organization. She also provided leadership, guidance and support in the creation a special committee called Latinas en Acción, which creates a safe space for Latinas to discuss their unique challenges, ensuring that the next generation has a community that supports and empowers them. Lucia is known for pushing Latinas out of their comfort zone so that they can grow in their career.

Lucia brought together different non-profit organizations for Latinx around Milwaukee to ensure support of the Latinx community and Latinx talent in Rockwell. Because of her dedication, she was awarded the Hispanic Association Corporate Responsibility Young Hispanic Corporate Achiever Award in 2018. And before she was elected president of the Latinx Professional Network, Lucia was VP of outreach. She developed culturally based strategies with the United Community Center to kick off a program in which a group of 15–20 young STEM Hispanic students receive coaching from Latinx professionals at Rockwell. Lucia has also been a speaker and panelist for Hispanic Professionals of Greater Milwaukee.

“It is no secret that in the manufacturing field, there are a few of us. In this industry, we manufacture the path for future innovators, creators and problem solvers; a path for the little girls who with a jefa attitude and Black girl magic will transform this world. On it!”



## Nicole McDonald

**Senior Director of Operations  
Brunswick Corporation**

“Manufacturing has been a staple in my household from the time that I was just a young girl. My grandparents, parents and siblings all have been with various industries making our love of manufacturing a family affair. I am fortunate to have had many mentors to grow my career in the business.”

With more than 30 years of experience in manufacturing, Nicole is proof that hard work and perseverance pay off. Earning her degree while working full time, Nicole worked her way from the assembly line to leadership positions. In the few years she’s been at Brunswick, she has worked with engineers to create a new product development process to streamline the process of moving new products from design to manufacturing. She has also driven use of the Lean methodology using automation, systems integration, 6S, standard work and Lean Six Sigma to drive safety, quality, delivery and productivity that have resulted in year-over-year competitive percentage gains. And when the COVID-19 pandemic hit, she assisted in leading the implementation of core processes that have kept the production team working and meeting production goals.

Nicole is shaping the future of women in manufacturing by being a trusted mentor to emerging female talents. She serves as a mentor to new hires and strives to ensure that her company supports a culture of diversity and inclusion by actively developing female talent and assisting with the development of internal leadership training. She’s also active in the local chapter of Women in Manufacturing and most recently joined Brunswick’s Women on Water employee resource group.

Nicole uses her knowledge and skills to serve her community through her involvement in the advisory counsel for the Perham High School, Jackets in Manufacturing, which encourages high school students to pursue careers in welding, fabrication and business. She is also a sponsor and resource for the Perham High School robotics team and a member of the Perham Cross-Country Booster Club. Additionally, Nicole is an active member of the Tri-State Manufacturing Association board of directors, educating both government and educational officials on the needs of manufacturing organizations. All the while, Nicole still finds time to volunteer with her local church where she supports youth programs through teaching, mentoring and supporting fundraising and donation activities.



## Nicole McKinstry

**AVP, Sales Operations  
Greenbrier Companies, Inc.**

Nicole has worked her way from entry-level employee to assistant vice president in her 12 years at Greenbrier, a leading manufacturer of marine and rail equipment. She has been integral to a number of transformative initiatives at Greenbrier, including the development of the company's award-winning Virtual Sample Railcar program, which allows customers to inspect railcars remotely. In addition to its beneficial time, cost and environmental impacts, the VRS program improves safety by keeping distractions away from the production floor and offering customers sufficient time to address safety concerns. Nicole has also streamlined the way Greenbrier manages bids and proposals as the company grows. To do so, she developed two umbrellas—pre-and post-signed contracts—and subsequently designated teams to work specifically on each end of new railcar deals. This resulted in a more cohesive process that eliminated opportunities for mistakes.

As one of the most senior females at Greenbrier outside of the C-suite, Nicole takes her leadership position seriously. She freely lends her time and expertise to mentor females entering the rail industry, creating a welcoming space for them to grow their professional careers. And after Nicole joined the commercial department, the unit saw the number of women in leadership positions grow to approximately 30% by FY20. Additionally, Nicole has been an active League of Railway Women member for many years and encourages all women at Greenbrier to get involved.

Nicole is the first to raise her hand for Greenbrier's volunteer initiatives and works diligently at events. In addition to volunteering at food and clothing banks and cleaning up parks, she actively encourages her reports to participate in company-sponsored volunteer events. On her own time, Nicole coordinates company teams for runs and other events that benefit health-related nonprofits. These team-building exercises encourage employees to work well together, both inside and outside the office while supporting worthy causes.

“The manufacturing industry has continued to evolve over the last several hundred years, creating opportunities for many. Without manufacturing we would not be where we are today with respect to workforce diversity, community development and industrial and technological advances.”



## Dianne McMaster

**Manager, Water Automation Solutions Business  
Development  
Emerson**

“In supporting our customers working in critical infrastructure areas of water, wastewater and power, manufacturing plays a critical role as we design, develop and deliver solutions to keep these plants running. Manufacturing helps us to effectively address the many challenges of these industries”

Dianne has spent her career setting new standards. Currently the manager of water automation solutions business development at Emerson, she’s helped the company grow its footprint within the industry. She was selected to lead one of Emerson’s first standards teams, developing a set of standards that provided consistency, efficiency, and cost savings that are still in use 24 years later. As Dianne’s career progressed, she was responsible for leading the global subject-matter expert program—a vital initiative focused on collaboration, knowledge-sharing, process improvements, cost savings and growth.

That leadership has also been evident in Dianne’s work to help foster female talent. She’s the chapter lead at her local Emerson Women’s Impact Network group, as well as a regional Women’s Impact Network leader, supporting six local chapters throughout the northeast. She’s a member of the Society of Women Engineers, participating in networking events, serving as a panelist and speaker at conferences and working as the SWE counselor for Duquesne University. Dianne also volunteers with the Penn State New Kensington Courses On Math, Engineering, Technology, and Science program, which supports and guides middle school girls as they develop their abilities in science, engineering, math and technology—helping lay the foundation for them to become leaders in the field like Dianne.

Growing up, Dianne’s family was committed to giving back to the community, and Dianne has made it a goal to follow this example. After falling in love with the American Lung Association’s annual Fight for Air Climb, she joined the planning committee and now co-leads the Emerson team, which she grew from 10 members to 34. She’s also a core volunteer for the P3R Pittsburgh Marathon, serving in that role since 2015. From coordinating with local safety and event staff to helping 20,000 participants start the race safely and efficiently, Dianne is a key part of making the race a successful event each year.



★ EMERGING LEADER

## Natalie McMillan

**Butvar Area Manager  
Eastman Chemical Company**

**A**s area manager at Eastman's Indian Orchard, Massachusetts, facility, Natalie leads a technical and operations staff of more than 50 people working in interlayers resin production. With her background as a process improvement engineer, she spearheaded the implementation of sustainable systems that improved the safety, planning, execution and cost effectiveness of her department's maintenance turnaround performance. When she stepped into a production manager role in February 2020, she was tasked with creating alignment and resource flexibility between two resin operations. The circumstances of the pandemic, coupled with unforeseen business conditions, required Natalie to rapidly adapt and take on an unexpected 12-month, multimillion-dollar capital project of transitioning specialty products to her operations. Through it all, she role-modeled optimism and perseverance while successfully leading her team to meet the challenge.

The many influential women who have invested in Natalie over the course of her career have inspired her to lift up the next generation of female talent as well. She has mentored several Eastman interns, coached new leaders on her own team and helped found her worksite's professional development club for new employees. Additionally, she helps attract new talent to the company by participating in recruiting programs and Society of Women Engineer events. Through SWE, she shared her experience as a woman in manufacturing as an alumni panelist for a Women in Engineering event and has mentored several emerging female leaders.

Additionally, community involvement is one of Natalie's top priorities. As an active member of her worksite's Community Advisory Panel, she has volunteered at the Indian Orchard Community Survival Center, a local food bank and community clean-up days. She has also coordinated engineering visits to local schools, where she's spoken about engineering and STEM careers and led experiments in alignment with student curriculum.

"Manufacturing is exciting, complex and requires quick thinking and a lot of adaptability. I am passionate about manufacturing because on a daily basis, I have the privilege of leading a diverse group of team members to solve multifaceted problems and continuously improve our processes and products."



★ EMERGING LEADER

## Alma Rosa Meléndez Martínez

**Process Engineer**  
**SABIC**

“I love that I can see clearly how my work matters. Manufacturing makes a significant contribution to the society; helps raise the standard of living, adding to the quality of life for millions of people. It is easy to see the results of all the hard work done in manufacturing!”

Alma combines her keen technical competence with business value chain literacy to support the compounding grades portfolio at the SABIC Tampico site. In a recent project highlighting her leadership capacity, she led a project to successfully translate nine grades to the site in a year and a half—a remarkable feat considering past challenges—which expanded the company’s portfolio through effective collaboration among technology teams and business leaders. The pace and quality of the translation enabled SABIC to meet anticipated high-volume demand while positively impacting the worksite through the addition of new jobs. Additionally, she led a raw material supplier qualification effort, realizing a \$400 million improvement on variable costs, and a resin rework project, bringing in \$331,500 in earnings.

Alma has been a powerful support for co-ops, interns and students in manufacturing and engineering throughout her time at SABIC. She quickly builds trust as an informal mentor for young talent and provides encouragement and support during their educational and early-career journeys. Recently, Alma volunteered for and was featured in a regional learning and development webinar about diversity in the workplace, helping to illustrate the challenges facing underrepresented groups. She’s always willing to support her peers, share best practices and help build confidence in their abilities.

In addition to being technically deep, highly emotionally intelligent and plugged into the company’s business needs, Alma makes time to contribute to communities outside of the workplace. She serves as part of the leadership team at a local church that implemented a program designed to support the entire wellbeing of children and families in marginalized areas. The program includes teaching, providing meals and preparing activities for holiday celebrations for about 150 people. She’s also a member of the Tampico Corporate Social Responsibility committee, further demonstrating her desire to impact society.



## Madison Miller

**Improve Plant Manager  
Covestro LLC**

**M**adison is always looking to revamp, define and implement new and innovative processes. In her role as improve plant manager, she manages a team of engineers who contribute to continual improvement of the daily operations at Covestro’s newly acquired Coating Resins Inc. manufacturing site in Augusta, Georgia. When Madison started, an unbudgeted hazardous waste stream was incurring significant annual disposal costs. Madison managed the project at site to address this issue, reducing the amount of hazardous waste requiring disposal by 50% and saving the company \$2 million in the process.

When she first started, Madison was the only female engineer in her group. When she had the opportunity to hire a female engineer, Madison ultimately became a mentor for her, teaching her to value the unique perspective that comes from being a woman in manufacturing. At the heart of Madison’s mentorship and leadership style is a passion for strengthening inclusion, which she assisted with during the acquisition of the Augusta plant. She was also asked to be part of a team piloting the rollout of a new culture initiative at Covestro, developing leadership workshops focused on embedding new cultural behaviors—a testament to her passion for people and purpose.

Madison was active in One Young World, a global community of emerging leaders who gather annually to amplify their impact against global issues like climate change and social equity. She was selected to attend the 2018 OYW Summit, where she and her team developed a project focused on strengthening the hiring and retention of individuals with disabilities. The project was so successful, it was incorporated into a global DEI strategy for DSM and rolled out into a corporate plan. Following her passion for racial justice, Madison also helped spearhead the development of a new employee resource group at DSM called BLEND—Black Employee Network within DSM—which has grown from 16 members to over 150 in just one year.

“Anything that has ever existed for the mass population was derived from manufacturing. It is a mechanism to drive societal evolution to become better versions of ourselves. We carry the responsibility today to work toward solutions for the future.”



## Suzanne Mitchell

**Manufacturing Unit Manager**  
**ABB Inc.**

“Manufacturing has provided me more opportunities than I could have dreamed. My passion for manufacturing has changed over the years from starting out eager to learn and understand how things are made to working with people and watching people grow/learn within the company.”

As the plant manager of a team of more than 300 in Columbus, Mississippi, Suzanne’s leadership, collaboration and care for her team have made a measurable impact on the business’s performance and employees’ engagement. When she joined the motor business more than two years ago, she brought her extensive experience in manufacturing and Lean Six Sigma. Since then, she identified key areas of improvement in the plant and improved efficiency by 15%. She has also established short-term performance targets for the entire team as well as a three-year strategy for her plant to achieve its vision as a smart, connected factory.

Suzann has developed relationships with many local agencies in Columbus to offer her personal assistance where it benefits the greater good, including establishing COVID temperature screening operations, leading her team to adopt local families facing extreme hardships and outreach to nursing homes, and teaching a statistics course through a remote university to help adults returning to school.

Suzanne also holds an active seat on the advisory board for the East Mississippi Community College with a focus on workforce development and technical/trade programs. The focus of the program is to provide the local workforce with technical skills as needed by local businesses. She has worked with EMCC to create an internship program under which she has offered developmental roles to students in the program and has offered employment to a few after successful completion of their technical program. The internship program, finishing its second year, continues to benefit many students, families and businesses in the Columbus community. Suzanne and her team are also supporting the FlexFactor program in junior and high schools to help with exposing students to all types of jobs in manufacturing.

Suzanne is a living example of the benefits of women in manufacturing; she actively mentors others in her plant and her community. Being recognized by her peers, Suzanne was recently nominated to lead the southeast virtual chapter of our national employee resource group for women.



## Sile Morrissey

**Chief Financial Officer  
Oldcastle APG, a CRH Company**

In her 15 years with CRH, Sile has proven her effectiveness as a leader in multiple roles in the organization. With her promotion to CFO of Oldcastle APG, Sile and her family relocated from Ireland to the US, and in just over a year, Sile implemented a reorganization of the global finance and accounting group, positioning the team to best serve the business and to grow with increased demand.

Sile was instrumental in forming Oldcastle APG's Inclusion & Diversity Council and serves as chair. Through the council, Sile meets regularly with a team of eight members to work on issues related to inclusion and diversity, including the advancement of female talent within the business. She is directly impacting the next generation of female leaders by holding open the door for those who come after her. Sile leads by example and encourages other females to enter and grow within this historically male-dominated manufacturing sector.

Among coworkers, Sile is a mentor for several young finance professionals. She draws upon her own journey to help them navigate through career progression and work/life balance, in particular. One young mentee remarked that seeing Sile in the roles of CFO and chair of the Inclusion & Diversity Council reminded her that she, too, can perform at a high level.

Sile is passionate about young women's involvement in team sports and keeping them in sports throughout their teenage years. While living in Ireland, she coached basketball and soccer for girls and has continued her coaching and leadership of female youth sports since moving to the US. In addition, she offers career guidance talks to high school students, focusing on choosing college degrees, encouraging participation in finance and in the manufacturing industry, and promoting these careers specifically to young women.

“Working in manufacturing allows you to see a physical output from your efforts every day, which is very rewarding. I feel great pride in seeing our fantastic products incorporated into the built environment around us.”



## Pamela Obando

**Principal Production Automation Engineer II  
Pfizer Inc.**

“I have been very fortunate to be part of the pharmaceutical industry, which has provided amazing opportunities to have an impact on patients’ lives. It has been incredibly rewarding to support manufacturing sites that are producing life-saving products for both commercial use and clinical trials.”

Pam’s work has been instrumental in bringing Pfizer’s life-saving biopharmaceutical breakthroughs from concept to society. As the automation lead for a new manufacturing facility to support Pfizer’s gene therapy program, Pam worked with 10 automation engineers to develop the control system foundation and the automation code from scratch. Using her 20 years of experience, she provided a clean automation system that was able to be commissioned, qualified and released for GMP use with few deviations and little rework, allowing the facility to begin manufacturing materials for Pfizer’s COVID-19 vaccine sooner than planned.

As a senior staff member at Pfizer, Pam supports the growth and development of new engineers in the production automation group. In fact, Pam understood that the lead engineer role for the new Pfizer facility would also require her to support the development of new engineers, and she did not shy away from the task.

She continues to work with her alma mater, Worcester Polytechnic Institute, by collaborating on opportunities to provide automation training to students and serving on a discussion panel at WPI’s biotech conference. Pam supports local Society of Women Engineers initiatives and has been a speaker at Tufts University SWE discussion panels.

Pam enjoys teaching others and sharing her craft through local schools and STEM programs. In one of the programs, Bacteria Around You, Pam has helped local fifth graders learn about bacteria and hygiene. She also been a mentor and site program coordinator for eighth graders in the Family Services of Merrimack Valley’s Stand and Deliver program. Pam has hosted students one afternoon each week, eight months a year (apart from pandemic restrictions), to focus on schoolwork or life in general. She organized a STEM Week video conference with the local high schools through the Mass Hire Metro North Career Center and MassBioEd Foundation program. Pam is also a career ambassador for MassBioEd Foundation, educating students about the opportunities with biopharmaceutical companies like Pfizer.



## Valerie Oberson

**Senior Technical Professional,  
Bromont Packaging Assembly  
IBM**

**A**s senior technical professional at IBM's Bromont packaging assembly plant, Valerie is the first woman to hold that title at the Bromont site. Holding 16 patents and serving as a key technical leader in semiconductor assembly development for IBM, Valerie has a deep understanding of the complexities and challenges of her industry. Her expertise has made a positive impression, both inside IBM and with her clients, and she often coordinates and presents on her initiatives at external speaking engagements.

Valerie is passionate about mentorship and growing the next generation of industrial talent—especially female talent. She's spent the past three years mentoring more than a dozen students through the Academos Cybermentor program, and also supports young women who are interested in a technical career. She mentors a number of colleagues, acting as a “godmother” to new technical professionals who are being onboarded to new operations or products. No matter who she's working with, or the role she's in, her colleagues always have extremely positive feedback about her strong technical expertise and fantastic personality.

Valerie's work extends beyond IBM into the wider professional community. She serves as the IBM technical lead of the NSERC/IBM Canada Industrial Research Chair in high-performance heterogeneous integration, and has been an essential leader in the innovative collaborative research and development project. She is recognized as an industry thought leader, speaking at a variety of conferences and serving as an ECTC Session co-chair and member of the Assembly & Manufacturing Technology Committee for the past eight years. Beyond the professional community, she has regularly reached out, met and mentored local high school students, helping influence their academic choices and inspire them to follow in her impressive footsteps.

“Manufacturing is about being able to innovate, develop new technologies. It is also about teamwork, managing large-scale projects and mentoring new hires. And, most importantly, working in a manufacturing environment allowed me to discover my talents as a communicator and natural leader!”



## Brooke O'Dell

**Materials Manager  
Henkel Corporation**

“In manufacturing, I am passionate about the opportunities we have to develop a work environment our employees can enjoy coming to each day, feeling supported, safe, appreciated and proud. In a collaborative environment, our skills continue to grow, and our teams consistently contribute to so many aspects of our operations.”

As materials manager at the Henkel Corporation site in Richmond, Missouri, Brooke oversees a team of 60 employees in the shipping, receiving and material distribution departments handling over one million parts per day. With exceptional leadership, she has developed new workflows and visual management processes for the entire shipping warehouse contributing to the insourcing of all customer shipping requirements from the Richmond facility versus from an external location. This involved integrating new employees into the team, transitioning customers to the new process and location, and implementing new rack spaces to accommodate a growing customer base. Brooke’s efforts have lowered costs, streamlined the shipping process and created new job opportunities within the company. Brooke’s constant drive to improve, paired with her ability to break down complex problems and implement solutions that provide long-term benefits for the team make her a valuable member of the Henkel site leadership team.

Brooke is empowering women in manufacturing through her dedication to helping others improve. She consistently seeks out opportunities to offer mentorship to help her colleagues overcome challenges and meet their needs. In addition, she has mentored the plant’s logistic coordinator team, which expanded to operating during all three shifts this past year. Because of Brooke’s efforts, members of the team have developed the skills they need to manage product deliveries. Brooke’s ability to foster meaningful relationships and solve challenging problems has enabled her to build a strong foundation for her team.

Brooke is an enthusiastically active community member, participating in several charity and non-profit initiatives. She is a passionate supporter of the Richmond Relay for Life team, recently leading a campaign to auction extra plastic totes discontinued for use at the facility and donating the proceeds to the American Cancer Society. In addition, Brooke is partnering with a local nonprofit group to provide job opportunities to adults with disabilities. When she is not at the plant or volunteering in the community, Brooke enjoys spending time with family and traveling.



★ EMERGING LEADER

## Alicen O'Neill

Senior Safety Engineer  
3M

As an environmental, health and safety engineer for 3M global research and development, Alicen has successfully managed more than \$3 million in capital projects. Among her accomplishments, she led two projects in the face of a plant closure. In the first, she streamlined changeover and preventive maintenance schedules, reducing overall hours the production line was down, which led to \$1.4 million in additional sales. The second decreased machine run time by 20% and reduced labor by 20%, resulting in savings of \$220,000. Additionally, in the face of the pandemic, she was part of the deployment team instrumental in getting workers quickly and safely back into the facilities to continue manufacturing of 3M's N-95 masks.

Alicen seeks out opportunities to engage the next generation of female leaders, always opening the door for mentoring opportunities. In the workplace, she makes herself available to new hires, helping them learn business processes and project management skills and introducing them to her network. As a certified Green Belt in Lean Six Sigma, she has helped 10 and counting Green Belt candidates with their projects. Also through various volunteer organizations, she mentors women, helping them develop leadership skills, improve their resumes and enhance their communication skills.

At each of the four 3M sites where Alicen has worked, she has found a way to use her skillset to support her local community. She has volunteered as a science fair judge, mentored high schoolers and aided in police dog training. She partnered with the Minnesota-based nonprofit Dakota Woodlands, which helps homeless women and families find sustainable and independent housing, to lead a Lean Six Sigma Green Belt project to streamline their process of managing inventory onsite. She also served as the chair of the 3M Gives Community Giving Campaign, where she managed volunteer efforts at the 3M Columbia site.

"I am passionate about manufacturing because of the opportunities offered within the industry. Manufacturing allows for personal and career growth, the ability to work with cutting-edge technology and allows the opportunity to work with a variety of people."



★ EMERGING LEADER

## Andrea Orr

**Research Engineer  
Ford Motor Company**

“Manufacturing presents so many opportunities for growth! I love that there will always be new challenges that require critical thinking and problem-solving to overcome. Each day I am able to learn something new to help improve how we make vehicles effectively and efficiently.”

In her four years at Ford Motor Company, Andrea has proven herself to be a leader in the welding industry. Leveraging her expertise in resistance spot welding and characterization methods, she developed protocols to rank liquid metal embrittlement susceptibility during welding of next-generation advanced high-strength steel alloys from various global suppliers. This allowed Ford to qualify next-generation high-strength steel for global use in new vehicle production. Andrea’s reputation for data-driven decision-making backed by technically sound experimental procedures and results ensure her work can be relied on for company decision-making.

Andrea’s work with the American Welding Society has helped move the industry forward in critical areas as well. As a member of the AWS Detroit Section Executive Committee, she plans section events to fundraise for 47 students in the welding field. On the national level, she serves as vice chairperson for the AWS D8 Committee, overseeing more than five subcommittees to developing specifications and procedures for automotive welding. Additionally, she’s the assistant chairperson for the National Sheet Metal Welding Conference, a multiday technical forum bringing together over 100 experts industry-wide. In 2021, she was named an AWS Future Leader and was featured in the March 2021 AWS Welding Journal.

Andrea connects exceptionally well with women in the welding industry, bringing together different generations to share common interests and passions. She serves as an early career mentor for Ford’s summer engineering interns, and in August 2021, she served as a panelist at the American Welding Society’s Women in Welding virtual conference, sharing her career journey with more than 65 young women. Andrea is an exceptional role model in the welding industry and is committed to ensuring the future of the industry remains bright.



## Mónica Pacheco

**Engineer 1, Research and Development  
Owens-Illinois, Inc.**

Mónica has distinguished herself from her first day on the job at Owens-Illinois, the leading producer of glass bottles and jars worldwide. Her career with the company began in Soacha, Colombia, when the plant there was set to undergo a major transition from producing high volumes of beer bottles to fewer, extra-flint glass bottles for high-end liquors and perfumes. This transformation called for significant changes to the production process. As a new hire in a male-dominated industry, Mónica was able to catalyze a major shift in the way the existing staff had operated for decades. Her ability to train a team that was resistant to change on new, higher-level glass production practices resulted in her advancing into a supervisory role. Thanks to Mónica's efforts, the Soacha plant is now the benchmark for high-end quality glass at Owens-Illinois. Today, Mónica is responsible for establishing best practices globally from her office in Ohio.

Mónica is proof that with respect for people, a passion for process and high-quality work, the sky is truly the limit for women in her industry. While providing support to Owens-Illinois Latin American plants, Mónica was instrumental in helping several young women discover their full potential. By sharing her own experiences and lending her support, Mónica encouraged these women to rise in their careers and seek higher positions that have traditionally been assigned to men in the organization. In doing so, she has endorsed, trained and helped young girls in Bolivia, Argentina, Peru and her native country of Colombia successfully apply for management positions.

Because Mónica values the importance of education, she is committed to increasing equity and resources in countries like Colombia, where job opportunities are difficult to find. In addition to having tutored students, Mónica also helped finance tuition for a female student pursuing a career in chemical engineering.

“Transforming raw materials to produce new things fascinates me. And that’s what manufacturing is all about, a magical world where different areas of science and engineering are applied to produce the most basics necessities to the most complex systems or technologies by and for the human.”



★ EMERGING LEADER

## Shefali Panse

**R&D Project Leader  
Saint-Gobain Corporation**

“Manufacturing the right products AND manufacturing the products right are powerful ways to create a positive impact on the environment and society. In a world where some of the smartest minds are working on ways to make consumers click more ads, I want to be an engineer who makes the ‘mundane’ and ‘invisible’ extraordinary!”

As an R&D Project Leader at Saint-Gobain’s SageGlass company, Shefali brings an infectious energy to the workplace and has become known for her agility and fearlessness. Within her first six months on the job, she led the work-package to set up an early defect detection tool in SageGlass’ manufacturing facility. Her creativity with this project and others led to a 30% increase in plant yield, helped break the company’s pattern of sole-source dependency, and has helped differentiate SageGlass from its competitors. Recognized companywide for her leadership, SageGlass’ CEO nominated her to take part in the global group to draft Saint-Gobain’s “new age” mission statement. Despite being one of the youngest managers at the company, Shefali motivates everyone from technicians to the department VP, and continually thinks and acts beyond the scope of her work.

Shefali understands the importance of investing in the next generation of women engineers and continually impacts them through her involvement with the Society of Women Engineers (SWE). As the SWE company liaison, Shefali organizes a group of women engineers from SageGlass to attend the SWE national conference, she coaches college graduates as part of the SWE mentoring program, and she judges SWE-sponsored scholarship applications for female students. In addition, she has volunteered at other SWE activities such as the 2020 “Spark, Slime, Speed” event, helping students explore chemistry and process scale-up. Furthermore, Shefali has served as a mentor in Berkeley CA’s ‘Community Resources for Science’ program. In all these activities, Shefali strongly advocates for and supports women in STEM.

Beyond the walls of Saint-Gobain, Shefali is active in her community. While pursuing her Master’s degree, she co-founded a cultural organization called Indian Graduate Students of Berkeley. In her home country of India, she also volunteered at a local orphanage to teach young children about science and math and continues to financially support education nonprofits in India today.



## Tova Parker

**Cost and Schedule Engineering Discipline Manager  
ExxonMobil**

Tova began her career with ExxonMobil as a cost engineer 20 years ago. Today she is responsible for the job health and development of the entire cost and schedule discipline throughout global projects. Leveraging her own technical and project experience, Tova quickly recognized the need for her team to continue to improve their ability to influence investment decisions through critical cost, schedule and competitive analysis while adapting and flexing to reflect a recently completed company strategy. To do this, Tova challenged her team by bringing in contrarian points of view and encouraging thoughtful debate. She effectively managed the difficult balance between ensuring all voices were heard and included in the discussion while keeping the team moving forward. The result was a vision and strategy that provides clear direction for the department and the people in her team.

Tova's leadership in a previous role as the community relations lead for a \$2G project in Baytown, Texas, was instrumental in developing and implementing a public affairs plan. This plan focused on keeping members of the public, industrial neighbors and government entities informed of the project's benefits to the community.

In an effort to raise awareness of the need for all to take action in support of inclusion and diversity, Tova spoke at EMTalks in 2017. Her talk was titled "I spy with my ExxonMobil eye . . . a pink elephant" and encouraged all to wake up, wise up and step up and take ownership of their role in the company's culture while being true to themselves.

Known widely as a strong leader with a clear sense of self and purpose, Tova has mentored many women at ExxonMobil, formally and informally. She is a positive role model who challenges her mentees to influence leadership when opportunities arise and actively seeks opportunities for them to gain visibility with the senior leadership team. Tova also mentors and encourages minority girls to pursue STEM careers, through a partnership with a local high school.

During a recent cancer diagnosis, Tova shared her journey from treatment to recovery on a blog that inspired countless others with her example of strength and resiliency. Today she uses her authentic leadership style to champion patient rights and representation for women of color by serving as a patient advocate on various medical advisory boards.

"I love to bring out the best in people! Manufacturing demands you bring your full self to address various challenges like solving complex issues while meeting customers' needs. It creates collaborative environments to learn, grow and evolve individually and as a team to meet these challenges."



★ EMERGING LEADER

## Elizabeth Peeff

**Operations Engineer**  
**Chevron Phillips Chemical Company**

“Manufacturing is—at its root—about people. As a manufacturing engineer, I make the jobs of plant workers safer and simpler. I get to work with driven, talented people of all backgrounds to solve new problems every day and see the end product of chemicals we make used worldwide.”

As an operations engineer at Chevron Phillips’ Borger, Texas, petrochemical manufacturing site, Elizabeth sets an example for her colleagues through her leadership and commitment to empowering women in STEM. She is responsible for overseeing the production, planning, budget administration and quality concerns of chemical compounds produced at the site. In her previous role with the company, she helped design products that improved safety at the facility, and led a cross-functional team to drive significant changes in operating conditions and processing sequences.

Elizabeth is active in encouraging young girls to pursue careers in STEM and supports her female colleagues in advancing their own careers. She launched one of the first local employee resource groups geared toward the networking and career development for females within the company. Elizabeth is instrumental in mentoring new hires at the facility and has facilitated the development of a formal training program for intern and new-hire engineers. She is also active in the local public schools: tutoring students in math and science and driving company participation in—and support of—an annual conference for 300+ middle-school girls interested in STEM fields.

Within her community, Elizabeth supports several nonprofit organizations. She has managed the United Way Workplace Campaign at her facility, which encourages employees to give and coordinating donations for an online auction. As part of this effort, she raised \$50,000 in donations and worked to secure a company match of the funds raised, contributing \$100,000 to fund local charities in Hutchinson County. She has also supported a local fishing tournament to get children involved with fishing, nature and water safety. During the holiday season, Elizabeth orchestrated a project with the new hire network to help Frank Phillips College’s Arts and Community Theatre by building and painting props for two community plays. In addition, she facilitated the New Hire Network involvement with the community-wide Texas Trash Bash Day to help clean up trash in the Borger community.



★ EMERGING LEADER

## Morgan Perras

**Comprehensive Solutions Account Executive  
Trane Technologies plc**

You'd never know that Morgan has only been working in sales since 2018. Her intellect, demeanor and accomplishments belie her years, and her role—comprehensive solutions account executive at Trane—is one that typically takes sales associates many years to grow into. Only three years after graduating and starting at Trane, she closed her first large, complex sale—a multimillion-dollar dealan extraordinary accomplishment in terms of both her tenure and the unprecedented circumstances brought on by the COVID-19 pandemic.

Morgan has been instrumental in Trane's efforts to attract and retain more female talent. She has dedicated herself to a number of activities designed to attract female and diverse talent to Trane, including serving as a presenter in local school STEM and STEAM events and participating in on-campus college recruiting events. As new talent enters the commercial sales office, Morgan is a key part of the process, participating in interviews, debriefs and mentorship of new hires. She also participates in groups like the Women's Employee Network and trainings like Women on the Rise, understanding that her success in these endeavors is helping pave the way for more women in the business.

Community involvement is central to Morgan's identity, both personally and professionally. During her time at Clemson, she served as an engineering tutor for the RiSE Living and Learning Community and participated in numerous engagement opportunities, including Habitat for Humanity builds and STEM events. Upon joining Trane, she and a colleague co-founded the New England Inclusion Network (New England United), a group dedicated to celebrating cross-cultural heritages and uplifting minority, veteran and female professionals through a variety of outreach programs. Morgan is co-developing a women's employee network to further advance progress toward Trane's enterprise-wide 2030 Paradigm for Parity Goals. All this is in addition to her participation in community-building activities from Habitat for Humanity builds to food and clothing drives, further emphasizing her spirit for service and passion for giving back wherever she can.

“The contributions of our manufacturing teams and talented design engineers are crucial to achieve Trane's goals of creating safe, comfortable and efficient environments. Our ability to provide cutting-edge, sustainable solutions that turn buildings into assets starts on the manufacturing floor.”



## Corie Phee

**Systems Integration/Test Engineer Senior  
Lockheed Martin Corporation**

“I’ve had the opportunity to contribute to a variety of manufacturing fields over my career including aerospace, military contracts and pharmaceutical engineering. The aspect I enjoy the most is the fast-paced, technology-driven and dynamic environment as it helps me to stay engaged and challenged.”

Corie is known at Lockheed Martin for her positive attitude and ability to take charge in challenging situations. As a certified test conductor, Corie is responsible for testing components and systems throughout the manufacturing process. Her leadership is vital to ensuring that products are ready for delivery and will accomplish their difficult missions in deep space.

Because of her appetite to learn new things, Corie was named lead test conductor for experiments to determine how certain propulsion components reacted with one another. Knowing the highly technical nature of this process, Corie requested to take a course on Fourier transform infrared spectroscopy methods to gain a deeper understanding of how the concentration of oxidizer in a mixture can be optimally measured and observed. After completing the course, she oversaw all testing for the experiments and ultimately reduced the time it took to make observations and increased the number of observations possible. Her analysis contributed significantly to a final report documenting the interaction of these components and ultimately improved the information available to engineering teams at Lockheed Martin.

Corie is committed to helping others, especially women, excel in their careers. With positivity and enthusiasm toward engineering, she inspires her colleagues to always perform their best. She plays a major role in helping a team of engineers find greater satisfaction in their careers. Over time, this team has grown from one woman to approximately 40% female—a testament to Corie’s dedication to increasing female representation at Lockheed Martin. Corie also takes initiative to ensure interns have a meaningful experience, identifying challenging tasks that can be accomplished during their time with her team.

Whether she’s leading a test team through a complex, hazardous, spacecraft propulsion test or making time to help other engineers improve the quality of their work, Corie’s leadership has made a lasting impact at Lockheed Martin and beyond.



## Angela Praiswater

**Principal Engineer, Daily Execution Leader  
Celanese Corporation**

Angie is a proven leader who is known for bringing out the best in others. As a principal engineer and operations leader, she has successfully implemented a wide variety of improvements. She has contributed to a Lean culture, curriculum development for global 5S Lean implementation, changeover improvement and global visual management with KPI dashboard development. Angie's facilitation of Celanese's Americas Regional Strategy added millions in cumulative value for the business. Her contagious energy, strategic thinking and willingness to challenge the status quo when necessary has added value to the company that can't be measured.

As a dedicated mentor to young female leaders and engineers, Angie is passionate about shaping the next generation of talent. She serves on college advisory councils for manufacturing and supply chain programs. Additionally, she has piloted industry pipeline programs, youth camps for manufacturing awareness, developed training and career pathways for women in manufacturing as well as programs partnering with recovery centers for those with addiction, reentry from incarceration and victims of abuse. Furthermore, by developing an externship program delivered across Kentucky, Angie helped give local grade school counselors a hands-on experience at what it's like to work in manufacturing and what manufacturing provides as a career.

Working with the U.S. Chamber of Commerce, Angie helped develop the first industry-led, competency-based program in Kentucky. The Enhanced Operator Program was designed with the collaboration of more than 20 employers within the community earning an innovation award from the state's community and technical college system. She served as an educational consultant to develop the Talent Pipeline Management Academy program curriculum, which provides training to business, workforce and economic development leaders.

"Manufacturing amazes me with its infinite array of intricate systems, innovative processes that continues to change as we identify new technologies and ways of working. A vast spectrum of talent is required to be successful and in return manufacturing provides a limitless growth of opportunity."



## Brenna Preisser

**Executive Vice President and President,  
Business Acceleration  
Brunswick Corporation**

“Manufacturing is woven into the fabric of the American dream – from establishing healthy communities and sustainable income to providing opportunities for a new generation which has been my story. I am passionate about manufacturing because I have seen its power to lift individuals and strengthen society.”

During her nearly two decades with Brunswick, Brenna has been a transformative leader and consistently demonstrated three values: a passion for Brunswick’s customers and employees, especially those team members on the shop floor, the courage to “do the right thing,” fostering innovation and inclusiveness and accountability for results. Brenna’s efforts to spark cultural change within the recreational marine industry have led to Forbes naming Brunswick a best employer for diversity, veterans, women and American manufacturing.

Transitioning in her career from functional leadership roles to executive leadership and general management has given Brenna the scope and platform to accelerate progress for women in leadership and build business models enabling more women to take the helm in boating.

Nearly half of the production assembly employees in Mercury Marine are women and women are thriving in the executive ranks at Brunswick. Brenna has operated as a mentor and led strategies to ensure the climate and talent plans would advance diversity improvement efforts.

She has also encouraged a diverse pipeline of future talent to support the company’s innovative and creative culture by funding multiple scholarships to support Black college students with the executive leadership council. For the 2021–2022 academic year, Brunswick’s ELC support included mentoring two female university students to go on to a Brunswick-funded internship program at the company’s iJET innovation lab at the University of Illinois.

Brenna has also served on the board of directors of the Zacharias Sexual Abuse Center in Lake County, Illinois, focusing her efforts on raising the center’s profile in the community. As a board member, she contributed directly to making healing possible for survivors of sexual assault in the Lake County community. She was also on the board for the Council for Adult Education and Learning, a nonprofit organization aimed at helping working adults complete their college degree or advanced training. This was a personal passion for Brenna, being the first person in her family to complete a college education; she has since gone on to complete her master’s degree in business.



## Monique Radersma

**Engineering Director (retired)  
DENSO Inc.**

Monique began her career at DENSO in 2005 as a manager of quality engineering. Her natural leadership abilities were quickly recognized, and she was promoted to director of engineering in 2008. From there, Monique developed and implemented a quality management system to secure new business with Ford Motor Company, propelling DENSO's sales to more than \$150 million. She has also led diversity and inclusion initiatives within the company. Her work to promote DENSO as a community partner has led to the company winning several awards, including the University of Guelph Award of Excellence, the Guelph Chamber of Commerce Business Excellence Award in 2008 and 2019 and a designation from McMaster University.

Monique is a force for promoting women in STEM. In 2018, she was the inaugural speaker for the Guelph Chamber of Commerce Women in STEM Conference showcasing inspiring local leaders. Monique mentors up-and-coming female leaders at DENSO, pioneering the Women in Engineering unofficial business resource group. This has resulted in greater recognition of female leadership within the company. She was also the company's representative on the North American Diversity and Inclusion Council and implemented many unique initiatives within DENSO, further encouraging female leaders to develop and grow within the automotive industry.

Outside of her role at DENSO, Monique's passion for raising awareness of and interest in STEM careers flows into her community service efforts. She is actively involved in the Build a Dream and Jill of All Trades initiatives, designed to encourage elementary and secondary school girls to pursue their interests in STEM. She also led the DENSO team in Day with a Difference, which promotes increased education in STEM. She serves as a mentor and guest speaker within the community, tirelessly promoting the value of STEM education and STEM careers.

“Manufacturing is like a theatrical production. Scripts and choreography are done by product and process engineers. Rehearsals are called production trials. Plant leaders conduct and manage the stage. Materials are procured and deadlines managed. When we get it right, it feels like a Broadway production.”



## Anita Ragan

**Environmental, Health and Safety Manager  
Hollingsworth & Vose Company**

“I am passionate about manufacturing and the work we do at H&V as we produce tangible products from raw materials that are used globally to make a cleaner world. I am privileged to work with a diverse and talented group who are receptive to new ideas and are innovative in developing new and better products.”

Anita has worked more than 20 years in the field of environmental, health and safety in industrial manufacturing. In her 10 years at H&V, she has brought the company more than \$2 million in incentives offered by the Energy Trust of Oregon, a nonprofit that helps utility customers benefit from efficient energy improvements. Her first step, years ago, was convincing a resistant electricians group to start changing out light fixtures. She never backed down, and the incentive checks poured in. Next, she talked to the mechanical engineers and then to the process engineers, organizing monthly meetings to help overcome skepticism. Anita continues to reach out to anyone who can assist her in reducing energy consumption and pursuing sustainability while creating more savings for the H&V Corvallis site.

Dedicated to developing talent within the organization, Anita drives the hiring of female interns at her facility. Not only does she mentor them—she welcomes them into her space, requiring them to lead the green team and participate in leading rolls on various teams including the safety Committee, energy team, lockout/tagout team and Wellness team. By prioritizing responsibility over task work, Anita sees their personal growth in return. When H&V started their diversity, equity and inclusion team, Anita contacted the HR corporate group and requested to be on the team. A champion for inclusion, Anita not only raised her hand, she then turned to her former intern and invited her to go along on the journey. She believes that learning through experience is critical to the success of women in industry.

Within her community, Anita has connected the H&V facility with the Marys River Watershed Council, which works to inspire and support the voluntary stewardship of the watershed. Each year she connects a Watershed Council activity to the H&V facility, such as river cleanup and habitat development. She is also the driving force behind the facility’s annual United Way campaign. During her tenure, the facility has had consistent engagement with donations and involvement with an organization whose mission is to provide health, education and financial stability within the community. Anita’s dedication to this organization has earned H&V the recognition of the most giving company from the local United Way chapter.



## Andrea Rago

**Industrial Refrigeration Business Leader  
Trane Technologies plc**

With more than 20 years at Trane, Andrea has a proven track record of working to improve opportunities for women in STEM. She has been awarded two Trane CHVAC President's Awards for her work both inside and outside the company as a STEM advocate. Starting as a sales engineer at the company, Andrea has positioned herself for success, and currently leads a team responsible for Trane's Service Product Management for the North American Commercial HVAC Buildings Services business. She was also recently selected by the president of Trane to lead a team to help develop the business unit's long-term strategies. Andrea previously served on teams that were recognized for excellence, earning them the Trane CHVAC President's Award as well as the Enterprise Chairman's Award.

Andrea is a trusted and sought-after mentor for other women working in STEM at Trane, serving as a development coach for emerging female leaders. She also has been providing training to the cohorts of new female Trane sales engineers who attend Trane's Graduate Training Program each year. Devoted to helping others advance in their own careers, Andrea takes the time to meet one-on-one with women in the company for personal coaching sessions to help them achieve their goals.

Within her community, Andrea is passionate about raising awareness of opportunities in STEM. She participates in numerous events to engage elementary school children in STEM, including an event where students made ice cream with dry ice, connecting the children to STEM concepts through fun and engaging activities. During the height of the COVID-19 pandemic when many in-person events had to be canceled, Andrea helped facilitate Project Scientist, a virtual STEM event for elementary-aged girls. Her commitment and work ethic make her a role model for all women with an interest in STEM.

“Our industry has the potential to drastically impact our people and our environment. Specifically in the HVAC space, the innovative products and services that are developed can have a lasting effect on the comfort, safety, reliability, efficiency and carbon footprint of buildings worldwide.”



## Eileen Rivera

**Principle Chemist**  
**Boston Scientific Corporation**

“The best satisfaction is having access to improve the health care of our patients and bring them the opportunity of having a better life quality. This is my passion.”

In her 14 years at Boston Scientific, Eileen Rivera has proven her worth countless times. As a principle chemist, she has demonstrated an unyielding drive for results, sets high standards, pursues aggressive goals—and achieves them. Her work has helped the lab achieve and sustain superior performance, year after year. Her leadership in a variety of value improvement projects have amounted to more than \$200,000 in savings for Boston Scientific. Her contributions are notable not only for the results obtained, but for her focus on achieving those results through teamwork, influencing everyone around her to do their very best.

Part of Eileen’s influence includes her work to foster female talent at Boston Scientific and within the industry. She is an active member of Boston Scientific’s Women’s Network Employee Resource Group and is an annual participant in the Women Who Lead Summit and Women Certified surveys. In addition to leading and growing her own team, Eileen is closely mentoring a female lab technician to help advance her career at Boston Scientific. Eileen’s continual support, feedback and identification of strengths and opportunities help everyone in her circle grow, and make her a valuable role model for women at Boston Scientific.

Eileen is also motivating the next generation of young people to pursue STEM education and careers. In that pursuit, she has organized Big Brother/Big Sister programs, STEM camp for employees’ children and has made alliances with groups like PRIOIR, Ciencia PR and Latinas in STEAM (science, technology, engineering, arts and mathematics). She leads Boston Scientific’s site STEM program, re-organizing the program to go virtual in the face of the COVID-19 pandemic to allow the group to continue to influence young people interested in STEM careers. In recognition of her ongoing work, Eileen was nominated for the 2021 Global Volunteer Recognition Award, given to employees who go above and beyond to advance possibilities in their communities.



## Nneka Robinson

**Director, Family Care Engineering  
The Procter & Gamble Company**

Nneka is a transformational force at Procter & Gamble. Known for her technical mastery and her servant leadership, she's created elegant manufacturing solutions that drive innovation, increase margins and deliver results. She currently serves as director of the Family Care Engineering Converting, Packing, Finished Product Handling Technology Organization — one of the largest roles within Family Care Engineering. Nneka brings ingenuity and out-of-the-box thinking to everything she does, turning conceptual ideas into practical executions and solving real business problems along the way.

Nneka is passionate about supporting women in the industry. A sponsor of the North America Procter & Gamble Product Supply Women's Network, she helps develop policies and action plans to address women's concerns. She is also actively involved in strengthening the P&G Engineering Women's Network by improving how the company recruits, retains and assigns female employees. In 2021, Nneka led the Procter & Gamble North America Gender Equality Event, which focused on how to normalize equality for women. Her intersectional perspective as a woman of African ancestry in an organization led by white men offered valuable insights to the event's more than 250 attendees.

Nneka's commitment to service extends beyond the company. She leads local STEM events, sharing her love of science, engineering and manufacturing and spreading awareness of technical and manufacturing careers. While working at Procter & Gamble's Baby Care plant in Missouri, Nneka led the Mission Possible Team, securing funding and preparing monthly STEM activities for local middle school students. She's also led grant writing sessions for the Southern University, Engineering Summer Institute, which exposes underrepresented high school students to STEM. An active member Alpha Kappa Alpha Sorority Inc., Nneka has also participated in and led many community service activities, living out her dedication to minority groups in both word and action.

"I am passionate about manufacturing because of the people. While we produce and deliver products that improve the daily lives of consumers; the people become family. Inspiring them to achieve goals once thought unimaginable, by together developing a vision and plan to achieve it, inspires me."



★ EMERGING LEADER

## Mary Rolph

**Process Engineer**  
**LLFlex, LLC**

“As an engineer involved in all areas of the product development lifecycle, my day-to-day role presents many challenges and opportunities. Working alongside some of the world’s leading manufacturers has further evolved my passion and commitment in all aspects of the product development process.”

As a process engineer at LLFlex, Mary uses creative problem-solving to address production issues. Her role includes technical support, new product development and ensuring specification standards are met for both new and existing products. When Mary recognized a need for greater sustainability, she launched an initiative to repurpose unused scrap materials. She researched potential uses for the material and ultimately brokered a contract to sell the scrap to a tile manufacturer. This project was outside of her normal workload, and it resulted in a \$2 million savings for the company. Additionally, Mary has had her work published in *Wire & Cable Technology* and continues to develop a new film that allows cable to twist much more before rupture. And she has demonstrated that she is willing to step out of her engineering comfort zone by managing the company’s foreign trade zone responsibilities, a multi-million dollar program.

Passionate about working with the next generation of female talent, Mary participated in the STEM Challenge for Girls presented by the Kentucky Commission on Women. The program introduces middle school girls to STEM careers and includes STEM professionals sharing their experiences in bi-weekly after-school sessions and project-based activities. This opportunity allowed her to share her love of chemistry and math in a way that was engaging and relatable.

Within her community, Mary also manages the co-op partnership between LLFlex and the University of Louisville. She selected students, defined work projects, mentored, coached and developed college students for their chosen professions. One recent co-op student she mentored, who is now working full-time at LLFlex, was winner of Co-op of the Year at U of L’s Speed School of Engineering. In all of her endeavors, Mary aims to shine a light on the endless possibilities in STEM-related fields by sharing her guidance, knowledge and expertise with others.



★ EMERGING LEADER

## Carrie Royal

**Chemical Process Area Leader  
Fiber Industries**

When faced with the opportunity to become a third-generation employee at another company, Carrie decided to blaze her own trail by joining the team at Fiber Industries. Carrie could have chosen an easier path, but she was undoubtedly up for the challenge ahead. The role was no easy feat: She was brought on as part of a team to rebuild a manufacturing facility that had been completely shut down for a decade. She quickly established herself as a valuable member of the team, helping establish new procedures and bringing back assets that had been abandoned for years. Today, she serves as the area leader for polymer and fiber formation, living up to her early potential and proving herself to be an exceptional leader, employee and teammate.

Carrie represents Fiber Industries on the South Carolina Manufacturing Alliance plant leadership board. As part of that board, she is an advocate for women in engineering and she is also able to demonstrate her abilities, experience and leadership. Carrie is also an advocate for women's networking within the company, mentoring other women within the team and championing training opportunities and developing career paths for other female leaders.

Carrie has been involved with community service since she was young. She spent her high school years serving as a math tutor and volunteering in an animal shelter, in spite of her allergies. In college, she continued tutoring and found a passion for working with the Special Olympics. She worked with special needs children during the week, while carrying a full course load. Today, she continues to work with special needs children and adults through programs like the Tim Tebow Night to Shine Ministry. Carrie is the epitome of hard work and dedication to the community, putting others before herself and making her world a better place.

"I am passionate about manufacturing because it provides an opportunity for a diverse group of people from various backgrounds to utilize their individual talents and skills to collaborate as a team in a fast-paced dynamic environment to create a product to compete in a defined market."



## Tammy Russ

**Senior Operations Manager  
Smithfield Foods**

“There are so very many opportunities for growth. I started with zero experience in this field. Seeing people and processes work together to make something everyone needs — food is very rewarding to me and the results of hard work are seen in real time every day.”

Tammy’s career with Smithfield began more than two decades ago as a packing and cut floor employee at the company’s Tar Heel, North Carolina, facility—the largest pork processing plant in the world. With no prior industry experience, Tammy quickly climbed the ranks at Smithfield, where she now serves as senior operations manager of the case ready, marination and blending departments—two of the company’s highest-margin fresh meat categories.

Despite the massive size of the facility, which employs over 4,800 team members, Tammy has built a community in which she freely offers encouragement and advice to those who surround her. By motivating people on a personal level, Tammy has the unique ability to shift mindsets and push the limits of what her team believes is possible. In an industry where operational problems arise on a daily basis and must be reacted to in real time, Tammy recognizes when her team members are feeling stressed or overwhelmed and lends her time and support to help them to reset.

It’s Tammy’s goal for other women in manufacturing to see the same levels of success that she has. Knowing the importance of mental and emotional health, Tammy goes out of her way to build others up and provide them with support, positive feedback, encouragement and motivation. In managing various departments at her facility, Tammy has helped inspire and advance dozens, if not hundreds of women, to realize their own potential in the industry.

Through humble, compassionate leadership, Tammy has built and led arguably one of the most successful teams in the largest pork processing plant in the world. During a time of nationwide manufacturing labor shortages, Tammy has been invaluable in increasing employee retention at Smithfield, where she is respected as one of the most knowledgeable and experienced operations personnel in her department.



## Sharon Ryan

**Senior Vice President, General Counsel  
International Paper**

For more than 30 years, Sharon has supported efforts to uplift women in her company and her community through her work at International Paper. Beginning her career in 1988 as an attorney in the land and timber/forest products division of the company, Sharon advanced to leadership roles and was promoted to her current position as senior vice president, general counsel and corporate secretary in 2011. Through her work, she leads a global team of lawyers, paralegals, legal assistants, customs and trade compliance professionals and other legal support staff who ensure the company works safely, ethically and in compliance with the law.

Knowing the value of diversity in leadership, Sharon participates in numerous efforts to increase inclusion and representation at International Paper. For example, she worked with CEO Mark Sutton to diversify the company's board of directors to increase minority and female representation. She is a sponsor of Women in IP, one of the company's four employee networking circles that enable the sharing of backgrounds and experiences to create a more inclusive workplace. In addition, Sharon has served on the board of directors for the Women's Foundation for a Greater Memphis, an organization of women helping women break the cycle of poverty through philanthropy, leadership and collaboration.

Sharon is also active in the community, serving on the board of directors for Equal Justice Works, and the executive committee of the Association of General Counsel. She is a member of the Memphis Bar Association, Tennessee Bar Association, Association of Corporate Counsel and National Association State Courts. The Tennessee Supreme Court appointed her to the Tennessee Access to Justice Commission from 2011 to 2020. Sharon was also instrumental in launching the International Paper Pro Bono Committee, aiding those in underserved communities with expungement of criminal records, voter rights restoration and driver's license reinstatement.

"Manufacturing is critical to the mission of International Paper to improve people's lives, the planet and our company's performance by transforming renewable resources into products people depend on every day. I am proud of International Paper's manufacturing employees helping communities to be a great place to make an impact."



## Mahue Sánchez García

**Senior Manager, Operations & Logistics, Cartagena Site  
SABIC**

“I am passionate about working in a changing and dynamic environment that provides plenty of challenges for continuous learning and development, about delivering results, making tangible products to improve quality of lives, and building a sustainable future by optimizing processes and introducing new techs.”

Mahue is a proven leader with extensive experience in the chemicals industry. Beginning her career at SABIC more than 25 years ago, Mahue is responsible for one of the world’s largest polycarbonate production facilities. Throughout her career, Mahue has had a significant impact at SABIC’s sites, in Spain where she has introduced groundbreaking technologies, resolved challenges and start-up operations, at European-level evaluated strategic assets, and interfaced with the company’s Saudi HQ and operations in China. As compounding plant manager, she introduced a behavior-based EHSS program that laid the foundations for the European program rollout. In her role as Ultem plant manager, she fixed long-standing quality and reliability issues and improved cross-functional team effectiveness.

Mahue is part of a mentoring network that coaches women at the beginning of their SABIC careers. She also mentors engineering students at the Polytechnic University of Cartagena, and is an active supporter of the TALENTO STEM group in her community, which helps groups of schoolgirls carry out their technical assignments. In 2021, she became a certified judge for the Technovation global community. Moreover, for five of her years at SABIC, Mahue led the Spanish hub for the company’s Women’s Network initiative, a global network that provides opportunities and facilitates access to role models with the goal of helping SABIC women advance in their careers.

Mahue is also integral to the team that negotiates the collective labor agreement for more than 700 SABIC employees in Spain, and she serves on the external relations committee that is responsible for SABIC’s long-term relationship with the local community. Mahue regularly takes part in Junior Achievement programs in local schools and environmental preservation efforts. In addition, while completing a six-month assignment in the BPA plant in Mount Vernon, Indiana, Mahue joined in the local community activities there, such as Relay for Life, a cancer fundraiser.



## Cindy Satterness

**Director, R&D Test Engineering  
Stratasy, Inc.**

Cindy leads the software and mechanical testing engineering team in research and development at Stratasy, conducting reliability testing of new and existing products. Her leadership has been vital in helping the company navigate the challenges brought forth by the COVID-19 pandemic. When her team was tasked with testing two major new products on an accelerated timeline—while coping with a reduction in staff—Cindy and her team set up test plans and resource planning to ensure products were delivered on time. Her ability to distribute resources to needed areas and rely on cross-training have proved to be crucial during increasingly uncertain times.

Having established herself as a proven leader in a male-dominated industry, Cindy is committed to empowering the next generation of women in manufacturing. With the unique ability to combine traditional and contemporary philosophies, Cindy is known as a trusted leader who welcomes the input, knowledge and ideas of everyone on her team. Always one to encourage others to develop and grow, Cindy exemplifies the importance of adaptability, growth and dedication. She also believes in setting a positive example of accountability, while being empathetic to the individual needs of her team members.

Perhaps most notably, Cindy's efforts to help prevent the spread of COVID-19 have allowed Stratasy employees to continue showing up to work each day feeling safe and valued. As an expert on COVID-19 protocol and processes, Cindy not only volunteered for the company's COVID response team and served as a building captain, she helped create and launch the policies and procedures used companywide. Thanks to her efforts, Stratasy saw no community spread and her building remained COVID-free throughout the height of the pandemic.

“In test engineering, our team helps to develop new products used in manufacturing. My role allows me to lead and develop people and apply my technical skills to resolve issues. And who wouldn't love to work in a lab full of 3D printers!”



# Wendy Scholler

**Ergonomics Specialist**  
**Mercury Marine**

“Manufacturing environments are dynamic environments with new technologies always evolving. That dynamic nature is what makes working in manufacturing so interesting and exciting. It is more than just producing a product. Manufacturing requires a true team effort to make things run efficiently.”

Wendy has been a driving force in helping Mercury manufacturing and distribution operations establish a culture of safety through applied ergonomics. Her introduction of a start-of-shift stretching program helped promote a safe and healthy mindset. Simultaneously, she introduced new training methods that engaged both engineers and operators across multiple plants and established where the highest physical demands were present, leading to significant improvements. By focusing on proper hand tool use, body mechanics and maintenance, she has helped reduce cumulative trauma upper-extremity injuries by nearly 90%. And she implemented a post-offer, pre-employment dynamic testing process to help ensure successful onboarding for new hires while enabling productivity gains during a period of unprecedented product demand. Thanks to her efforts, her facility has seen significant safety improvement over the past five years along with enhanced quality and productivity.

At Mercury, Wendy mentors interns and routinely engages with women on the production floor to help them develop skills that allow them to safely perform their tasks. Job assessments allow her to understand challenges women may face in the workplace and identify physical work barriers that might limit their options in manufacturing. By addressing these barriers, Wendy has helped create an environment where women can be equally engaged as men. Wendy also is committed to lifelong learning. She has certifications in strength and conditioning and triathlon coaching. She also recently completed coursework toward her graduate degree in human factors and engineering, setting a great example for women at mid-career level.

Wendy’s primary focus away from work has been as a volunteer track-and-field coach for a local high school. She spent 12 years as a head cross country and track-and-field coach and now works with field specialties. Students who work with Wendy learn skills to help them succeed both on and off the track, such as creating a vision for success, setting personal goals to achieve the vision, persevering to see them through and accepting instruction in order to be the best they can be.



## Reema Sinha

**Staff Scientist**  
**SABIC**

Since joining SABIC in 2003, Reema has become a true leader whose skill and expertise have made her a role model for up-and-coming female scientists. In her role as staff scientist, Reema has developed solutions resulting in cost savings, business growth and increased customer loyalty. Her ideas have involved the prevention of scrap loss, resolving carbon fiber quality issues and ensuring continuous supply to key customers. As a project leader, Reema enhanced manufacturing capability at Nansha, China, by developing novel processing capabilities. In addition, working with the EHSS team, Reema formulated monitoring programs for air and odor compounds that are utilized across all APAC manufacturing sites, which resulted in a safer work environment.

Reema's commitment to empowering the next generation of female scientists can be seen through her mentorships with women within her company and her community. To help women advance in their careers, she mentors employees across the Asia Pacific region, as well as female scientists not affiliated with SABIC. As SABIC Women's network leader, Reema created several networking avenues to support development of women and to connect women locally and globally. One of the new initiatives was launching a webinar series for SABIC Women's network team that led to enhanced global interaction and engagement with senior women scientists and leaders across SABIC.

Reema is an engaged, active member of her community, working to form partnerships with several service organizations. Reema was actively involved in Corporate Social Responsibility initiatives, including interactive sessions with underprivileged women in metro cities on personal hygiene, childbirth and women's health. She has also helped with the distribution of hygiene kits, working with social welfare groups to donate items to underprivileged women, special needs women and their children. Reema has delivered guest lectures to college to encourage them to enter STEM fields. In addition, Reema helps with donation drives and financially supports higher education for girls from low-income families.

“Manufacturing enables me to work with a talented cross-functional global team. There is a collaborative environment where unique challenges are solved in a short time period, continuous improvements are implemented and innovative technologies are developed to create value for our business and customers.”





## Laura Smith

**Director of Sales Inventory and Operations Planning  
Shaw Industries Group, Inc.**

“Manufacturing feels like home! Manufacturing is where I started my career at Shaw. I learned about teamwork with some of the most passionate associates. I learned to be curious and tap into some of the most knowledgeable associates and where I made lifelong friends!”

Laura has dedicated her career to learning every aspect of Shaw Industries and the flooring industry as a whole, while empowering her peers to do the same. As director of hard surface inventory and production planning, she has worked diligently to re-skill the workforce to ensure the best possible results. To do so, Laura challenged her team to learn about every segment of the business and then use that knowledge to become truly customer-centric. A lifelong learner, Laura earned her MBA and is working on a second master’s degree, in supply chain management. With her extensive knowledge, she has been a driving force for innovation. For example, she led a supply chain re-engineering project called Core 2to4, connecting and improving the outsourced supply chain for the hard surfaces business. In addition, she successfully coordinated over 10 different workstreams in this drive, and through her leadership ensured solid service and added back significant savings to Shaw’s bottom line.

Laura is a firm believer in sharing her skills. As a mentor through Shaw’s True North book study program, she connects with women early in their careers and offers advice. Several of the women she’s mentored have gone on to leadership positions at Shaw. She is also active in the Women’s Innovation Network, Shaw’s resource group dedicated to supporting the development of female leaders. Laura leads the community subcommittee, which allows her to work with area organizations and schools to share WiN’s mission.

Passionate about creating a better future for her community, Laura has served on several committees for United Way of Northwest Georgia, where she uses her accounting and finance knowledge to help the organization distribute funds to their agency partners. She is also a board member for City of Refuge, an agency that provides basic needs, meals, after school care, apartments and more for people and families in need.



★ EMERGING LEADER

## Sarah Spencer

**Senior Manager, Financial Operations  
Porex Technologies Corp**

With a bias for action, entrepreneurial mindset and clear, meaningful leadership, Sarah is a key part of the Porex management team. As senior manager, financial operations, Sarah is directly involved in capital deployment for Porex manufacturing facilities, driving productivity and cost control. In leading global controllership for the Porex business unit, Sarah has learned and adapted quickly to a rapidly expanding business. She supports eight manufacturing locations, including the evaluation and deployment of approximately \$9 million of capital for two facilities in North America that were critical to the response against COVID-19. Sarah also supported the execution and control of costs for these two projects over the last 18 months, coming in on budget and on time.

In leading the implementation of new tools, Sarah gathered significant buy-in from experienced controllership teams. The company now has a globally harmonized ledger, offering the visibility of expense data and AR collections across all manufacturing locations with the ability to act on the data. In addition, Sarah led the onboarding of two finance managers who are successful in their roles thanks to her leadership.

Sarah's contributions at work extend into building positive relationships among teams across the globe. She reaches out to new team members and brings them up to speed and ensures no one is excluded from meetings or lacks appropriate support. In the local office, she is the first person to invite a new employee to dinner during their first week of work or to challenge them to a game of foosball in the office. Sarah has specifically engaged with the other female talent in the company to support one another in significant ways. With her efforts, the team has come together as a community. Outside of work, Sarah attends 5k races for charities and enjoys being part of her local community.

"I love being a part of an industry that constantly challenges the status quo through innovation of products that make the world safer, healthier and more productive."



## Labrini Stathonikou

**Chief Information Officer  
Leviat, a CRH Company**

“Manufacturing is about making a product or an idea come to life. It gives us the opportunity to make the world a better place by infusing new technologies, concepts and skills into a process that in the past was perhaps more traditional and tedious.”

Labrini is a leader who thrives on both ends of strategy execution and performance management. As chief information officer at Leviat, Labrini has been instrumental in leading a broad range of initiatives, from basic improvements in information technology to strategic initiatives for the company as a whole. Her extensive experience within the manufacturing industry and her ability to communicate a clear vision to her multicultural team have resulted in significant achievements, including a vital enterprise resource planning program that positioned the business to leverage the capabilities from within to better service customers’ needs. Labrini’s inclusive leadership style engages the diversity of her organization, while her resilience keeps everyone on track and performing.

Since 2010, Labrini has played an active role in both internal and external company mentoring programs. At Leviat, she was selected to participate in the 30% Club/Moving Ahead international cross-company and cross-industry mentoring program, which focuses on building gender balance and bringing more women into leadership positions. Labrini also sets examples for her peers by informally mentoring other female colleagues from various parts of the business and actively promoting this as part of the talent and performance management agenda. Her leadership and focus in this area is key while the organization works to improve the number of women represented among its leadership ranks.

As a volunteer in her community, Labrini is dedicated to supporting children’s development, both mental and physical. She has been actively involved in such programs as Special Olympics and Young Athletes, which provide opportunities for children to develop physical fitness skills and share in the joy of sport. Labrini also mentors teens to set career goals and pursue opportunities within the technology sector through a local high school program in the Netherlands, and she regularly participates in events promoting women in technology within her community.



## Giovana Stein

**Site Integration Leader  
Dow Inc.**

In Giovana's position as site operations leader at Dow's Campinas, Brazil, facility, she oversees the company's only silicone finishing plant in Latin America. There, she built a 10-year strategic plan for the facility, considering input from the engineers, machine operators and maintenance personnel on her operational team, the facility's research and development and marketing and sales teams. Her leadership has resulted in growth in Dow's sales volume in Latin America and long-term plans for site expansion, increasing opportunities for other scientists in the region. Known for creating a collaborative and empowering atmosphere with her team, Giovana approaches challenges with humility and expertise.

Giovana has been vital to Dow's efforts to recruit more female employees. For example, she has increased female representation in the engineering population, as well as the laboratory and field operations area. Beyond creating an active chapter of Dow's Women's Innovation Network at her site, Giovanna is a key contributor to the Brazil-wide WIN network. In addition, she has made a concerted effort to hire more female shift operating technicians, actively seeking women to fill the positions through external hiring processes. She also serves as a mentor to talented female employees, empowering them with the confidence and skills to pursue leadership roles.

On top of her day-to-day responsibilities, Giovana is dedicated to making a difference in her community. She established a relationship between Dow and Casa de Apoio ao Deficiente Físico, which assists people with physical disabilities. She is also active in the Pulling our Weight and SolidariDow initiatives. With the POW campaign, Giovana mobilized site team members to do public area clean-up. Through SolidariDow, Giovana partnered with the charity Lona das Artes to help underprivileged children and young adults with improved education access.

"My passion for manufacturing comes from loving being around people. Doing a plant round and talking with people are where I refill my energies and get ready for whatever comes!"



★ EMERGING LEADER

## Amber Stewart

**Customer Support Specialist  
Koppers Inc.**

“Each day is different and I get to work on projects that improve the lives of others. I love the career path options and opportunities that working in manufacturing has brought me. I love the diversity, collaboration and skills that I have experienced thus far. I am excited to see what’s next!”

While Amber only joined Koppers a few years ago, she has already made significant and positive contributions to the organization’s goals for strong environmental and sustainability performance. Since her promotion to customer support specialist in 2021, Amber has served on multiple research and development teams creating solutions for the sustainable recovery of used railroad ties, while ensuring that Koppers processes adhere to the chemical industry’s responsible care guidelines. She’s also played a key role in sourcing a chemical product for the company’s wood-treating facilities, which has the potential to cut the amount of accumulated hazardous waste in half—a massive potential impact for the company and the environment.

In her role as co-chair of the membership committee of LINKwomen—a resource group dedicated to the empowerment and professional development of female employees at Koppers—Amber has worked tirelessly to promote and attract new members and helped lead a LINKwomen research project to better understand and address the challenges faced by women in manufacturing. As secretary of the Koppers inclusion and diversity committee, Amber has made significant contributions to the group’s talent and outreach efforts, advancing the Koppers story among potential recruits and helping college interns feel welcome and comfortable during their initial training period.

Amber thrives doing community work. She is a longtime board member of Club Hope, a group that helps cancer patients and their families. She is passionate about working with students, from mentoring female high school seniors as a ministry leader within her church to speaking with local elementary school classes about STEM. Within Koppers’ quality education and lifelong learning sustainability committee, Amber initiated a company-wide book drive for 2021 World Literacy Day and led a drive to collect Barbie dolls for disadvantaged children celebrating their birthdays. In all she does, her energy, care and passion come through clearly, inspiring action among those around her.



## Susan Sumner

**Global Manufacturing Director  
The Procter & Gamble Company**

In the course of her 17 years working at P&G production plants in the United Kingdom, Sue has achieved a technical and organizational mastery of the business and held a wide range of operational roles. She led the Manchester plant organization throughout a complete technology transformation and significant capital investment, with the installation of new diapers product technology and significant capital investments. The Manchester plant is a key sourcing site for the business in the UK and Western Europe, and Sue ensured that the transition went smoothly. She also led the design, pilot and implementation of the new Baby Care ideal organization design for production line staffing to ensure that the Manchester plant remains competitive.

Sue has been integral in shaping the next generation of female talent at P&G, where she launched the Women's Network within the Manchester plant, creating and leading the inaugural Women's Network Webcast to reach all female employees in the UK and Northern Ireland. Since then, the plant has gone from 20% to 50% female leaders. Sue is a member of the Women's Engineering Society and was the keynote speaker at a conference for female diversity and inclusion experiences. She organized and led the event hosting more than 250 people from all UK&I plants to coach and train a three-day workshop of diversity and inclusion, bringing in several senior vice presidents and promoting the event for senior male managers to build their inclusion skills.

Working with young people to develop their skills in STEM areas is a particular passion of Sue's, as a mum herself from before she when to university, which led to her coaching at local schools and universities. She led the University of Manchester sponsorship program on behalf of P&G Manchester for six years, and as a member of the LGBT community, Sue is passionate about supporting the local community and has represented P&G in the annual PRIDE celebrations in Manchester and London.

“Manufacturing gives me the opportunity to work in an environment where we touch and improve the lives of our consumers and work with immensely talented and diverse individuals”



## Karen Sy-Laughner

**Division Lead, Global Sales and Marketing Manager  
Parker Hannifin Corporation**

“Manufacturing creates opportunities for women to strengthen their critical thinking, problem solving skills and leadership skills during ever-changing situations. Most important, it builds confidence in women as they learn to navigate through a complex and diverse environment.”

Karen is not only a significant asset to her company—she is a true model of servant leadership. By combining a strong strategic vision with an eye for new business opportunities, and the ability to execute seamlessly, Karen has been integral to shaping the ongoing success of Parker. After beginning her career with the company as a leader of a single market segment in the United States, Karen went on to oversee an assignment in China, where she built talent and strengthened processes while navigating three-fold market growth. Today, Karen is responsible for global business unit sales. One of her many achievements in her current role is leading a new product commercialization that benefits customers by enabling their innovations, bringing them process savings and helping them achieve sustainability objectives.

Encouraging women to achieve success has been a lifelong commitment for Karen. While in college, she helped young women transition from living in another country to the United States, empowering them to be successful—both academically and personally. Having mentored many throughout her career, Karen has helped more than 150 young women in the past few years alone overcome significant challenges to attend college. Karen is also active in the How Women Lead organization and within the company, where she encourages women to enter traditionally male-dominated career paths. Today, Parker’s U.S. sales team is 50% women—a huge shift from a few years ago when the team was 100% men.

Karen is committed to increasing both literacy and STEM interest among young people in her community. She tutors students in language arts and reading comprehension, viewing literacy as a necessary foundation to tolerant, inclusive and diversified communities. The first generation of students she helped have now entered college, many of whom have gone on to become tutors themselves. By inspiring them to pay their love of education forward, Karen has created a multiplier effect of future education advocates who share her passion for STEM.



## Chrissy Taft

**EHS Director North America  
Novelis Inc.**

**A**s director of environment, health and safety for 17 North American manufacturing facilities, Chrissy's leadership is crucial to the management of Novelis' EHS policies, compliance and operations. From the challenges brought forth by the pandemic to the acquisition of another aluminum manufacturing company, which doubled the number of manufacturing sites in Novelis North America, Chrissy has been met with a number of challenges in recent years. Yet during a time when EHS risks, policies and guidance changed on a day-to-day basis, her direction enabled Novelis sites to safely manage through COVID-19 cases while remaining operational. Chrissy's work has resulted in a strong EHS network across plant leadership teams, minimal operational downtime and a regional safety performance improvement of 20% over the last year.

Chrissy is enthusiastic about helping women both inside and outside the company to reach their full potential. As a mentor to many, she is often sought out by plant managers to work with female colleagues, traveling to different sites to offer them one-on-one guidance. Chrissy has also actively been involved in the Novelis' female-focused employee resources group Women in Novelis. Through those efforts, Chrissy has helped with the engagement, retention and development of her female colleagues.

In the community, Chrissy is an advocate for the special education department at her local school district. She works with special education teachers to provide school supplies and recognition gifts for student achievement and to ensure students receive appropriate support and services. Additionally, she is active with her sons in the Cub Scouts and volunteers to lead den meetings and other activities. She has also supported initiatives including outdoor beautification projects at underserved schools, STEM education activities for Girl and Boy Scouts and Career Day events at local schools to promote EHS and Women in STEM roles.

“Manufacturing makes the world run. From transportation to food and beverage, manufacturing is needed in all aspects of life. There's something amazing on witnessing raw materials being melted, shaped or assembled together into a final product.”





## Leann Tatman

**Materials Manager**  
**American Woodmark Corporation**

“Manufacturing jobs offer many avenues for growth and development. These opportunities not only allow personal growth but allow us to work alongside others, helping them find their strengths and passions.”

Leann began her career with American Woodmark as an hourly team member. Twenty years and numerous promotions later, she is materials manager for one of the company’s largest manufacturing plants. Before she took this position, the plant struggled with inventory accuracy, internal material flow issues, late and defective material from suppliers, past due material to client plants and back-ordered products to customers. Leann has significantly improved each of these areas by upholding high standards while building a strong level of camaraderie. Thanks to her leadership, the finishing plant’s efficiency improved by 90% and the assembly plant’s efficiency increased by 55% overall. This has not only resulted in better profitability for the company, but has allowed the plant to compensate hourly employees at a much higher rate.

Leann’s mentorship of both women and men has resulted in a solid team and has earned her the respect of her peers at every level. For many years, Leann served as the Right Environment Council leader, with the goal of improving company culture. In this role, she significantly reduced attrition and improved camaraderie throughout the plant. Leann has mentored numerous females in the company, five of whom have been promoted from hourly to salary positions in the past three years alone—a testament to her dedication to advancing opportunities for women in her industry.

Outside of her work, Leann is deeply involved in her community. She is a frequent volunteer at Habitat for Humanity and Cancer Services, and she has organized fundraisers for the Salvation Army. She is also active in her church, and she routinely organizes coat and school-supply drives for children in need. Whether Leann is working, at home with her family or serving in the community, she is a servant leader passionate about taking care of others and developing leaders.



## Pam Taylor

**Warehouse Distribution Supervisor  
Libbey Inc**

For more than 35 years, Pam has contributed immeasurably to manufacturing, supply chain and quality control at Libbey Glass, where she currently supervises at the Shreveport, Louisiana, distribution center. During her tenure, Pam has also been a key contributor to Libbey's new product development, process and design engineering, as well as to operations, ensuring that quality products are produced efficiently and to the highest standards. To ensure customer satisfaction, Pam has routinely engaged with Libbey sales associates throughout the United States and abroad, collecting feedback and insight on quality metrics and process controls. In addition to creating, updating and maintaining the Shreveport quality assurance standard operating procedures, Pam also single-handedly coordinated and facilitated all third-party quality audits, analyzed all customer complaints, evaluated root causes, implemented fixes and provided customers with timely resolutions.

Known for building a healthy culture of cooperation, Pam learned early in her career the importance of mentoring and developing co-workers—especially women—both professionally and personally. To build a platform for growth and development, Pam makes a point of ensuring that junior-level contributors work side-by-side with first-line supervisors and managers. Also, a firm believer in giving credit where credit is due, Pam recognizes that people are driven by more than monetary rewards. Thanks to her passion and drive, which are as strong as her business skills, she has had a huge impact over the past 35 years as an advocate for all those working at Libbey.

Pam is actively involved in her community, routinely providing donations to the Providence House of Shreveport, where and assists in the donation center. Pam's contributions helped Providence House provide food and security in 2020 for the 28% of all households in the state that experienced food insecurity. Her contributions also enabled the nonprofit to help 27 families find housing and receive the necessary support to become self-sufficient. Pam has been an avid supporter of the United Way of Northwest Louisiana as a campaign contributor for many years, and Pam also had the opportunity to participate in their annual fundraising drives through the Loaned Executive Program.

"It is rewarding to see our glass tabletop products sold in various markets—foodservice, retail and business to business. I take pride knowing I had the opportunity to participate in manufacturing processes from concept design to finished goods for the beautiful glassware we manufacture."



## Gladys Thomas

**Vice President, EHS, Remediation,  
Real Estate and Risk Management  
Allegion plc**

“Manufacturing requires the development and use of SO many skillsets. On any given day, you can be on the manufacturing floor solving problems working directly with operators, communicating to line leaders or communicating to executives. There is nothing more challenging or rewarding!”

Gladys is an environmental, health and safety all-star, owning the risk-management strategies that protect Allegion’s manufacturing workforce, facilities and resources. Last October, under Gladys’ leadership, Allegion received the National Safety Council’s 2021 Robert W. Campbell Award, a prestigious recognition of their world-class performance in EHS excellence. Many of her accomplishments have contributed to this honor. These included safety initiatives that led to a 66% reduction in workplace injuries since 2013, the implementation of safety protocols that allowed the company to work safely through the COVID-19 pandemic and year-over-year improvements in total recordable incident rate and lost time injury rate in 2020. Her track record also includes reducing company risks by identifying potential security threats and prevention measures, increasing training on topics like hazardous substances and creating a standard of work for remediation efforts. Thanks to her efforts, Allegion hasn’t received an environmental violation since 2014.

In addition to making great strides in her own career, Gladys has a gift for recognizing others’ strengths and encouraging them in their passions. Beyond her coaching and mentorship, Gladys is committed to encouraging her direct reports to further their education, personally spending time helping them complete applications and secure scholarships. She’s equally active with interns and co-op students, continuing to mentor them into their early careers.

Her dedication continues into her community work. As a supporter of military veterans, she organizes a luncheon every Veteran’s Day for veterans at Allegion and throughout the community to honor their work and sacrifice. She’s also served her community the past 20 years by leading a children’s choir, combining her love of music and passion for education. As a Sunday school teacher, she works with children in first through sixth grades, and is recognized by her out-of-the-box approaches, including bringing microscopes and other technology into the classroom.



# Rebecca Thompson

**CFO and Treasurer  
AAON, Inc.**

When Rebecca joined AAON in 2012 as chief accounting officer, her first undertaking was to improve internal controls. Her next challenge was to shift from paper records to digital, as the company had been using paper records since its founding in 1998. Rebecca overhauled many aspects of workflow and systems to identify errors, improve communication and ensure clean audits, and her ability to break down barriers and silos, find solutions and provide leadership has only become more evident from there.

Now chief financial officer, Rebecca encourages dialogue and curiosity, is willing to ask questions and have tough conversations and is a champion for women within the company. She has set a work-life balance precedent and maintains the idea that there can be flexibility in the manufacturing world through allowing remote work, taking time off, not taking your computer home and bringing pets or family members to work. She is a role model and mentor, having helped to launch the AAON women's employee resource group and serving as executive champion, as well as participating in the recently launched AAON Mentorship Program.

Rebecca's desire to make an impact can also be seen in her community, where she is especially involved in the Child Abuse Network. Within the organization, she has served on the board, provided matching funds for their capital campaign and arranged the donation of AAON equipment for one of their projects. In addition, she connected AAON with other area nonprofits and supports AAON's United Way initiatives, Camp Fire of Green Country, Junior Achievement of Oklahoma and other organizations. Rebecca also serves on the Girl Scouts of Eastern Oklahoma board and the University of Tulsa College of Business advisory board. Furthermore, Rebecca participates as a panelist and speaker in STEM-related events to inspire women to pursue STEM careers, was recognized as a 2020 Women in STEM honoree, and recently graduated from Leadership Tulsa.

"I am passionate about manufacturing because it is an industry that supports the backbone of our economy. It provides opportunities for individuals at all levels whether you have a college degree or excel at a trade and work with your hands."



# Adrienne Tipton

**Chief Technology Officer  
Novolex**

“Every day, I have the opportunity to innovate products and technologies that directly impact people’s lives. From grocery stores and offices to hospitals and production lines, manufacturing encourages us to push the boundaries—making products better for customers, communities and the environment.”

Adrienne’s entire career has been driven by her focus on manufacturing’s impact on people. She has held leadership roles in various industries, overseeing R&D and creating new products. At Novolex, a developer and manufacturer of foodservice and other packaging products, she currently leads the company’s innovation teams and, with a staff of more than 100, the company’s quality, EHS and marketing groups. Because Adrienne is determined to reduce packaging’s environmental footprint, she recently led the development and launch of a new line of products made from polylactic acid—a 100% compostable, plant-based plastic.

Adrienne is a strong advocate for female talent. She is a member of several mentoring programs, including the emerging leadership council, as part of her work with the Flexible Packaging Association. Her involvement has ranged from educating girls in local schools on how to get involved in recycling to developing industry-wide marketing campaigns to attract diverse female talent. Adrienne was also on the steering committee for the company’s first International Women’s Day Conference series, where she and more than 80 others focused on how to support women in their personal and professional lives.

When the COVID-19 pandemic hit, Adrienne led the company’s pivot from manufacturing packaging products to manufacturing PPE for frontline workers. From training innovation and engineering teams to determining how to transition production lines, Adrienne’s contributions allowed Novolex to produce isolation gowns and face shields within weeks—a process that usually takes over eight months. Since then, Novolex has shipped 15 million isolation gowns and 5 million face shields across North America and intends to keep producing the equipment as long as it’s needed. The success of the company’s PPE production, which at its peak engaged nine manufacturing sites in the US and Canada, has fostered immense pride across the company’s entire workforce.



★ EMERGING LEADER

## Madeleine Titus

**Lean Engineer**  
**Armstrong Flooring, Inc.**

**B**alancing a deep technical knowledge with an engaging leadership style, Maddie has quickly made an impact at Armstrong Flooring, where her steady approach has achieved impressive results. She recently executed a Six Sigma Black Belt project on a coating operation within the luxury vinyl tile line, applying both statistical analysis and common-sense troubleshooting to make improvements to the coating changeovers. Her work decreased changeover time by 85% and significantly improved the variation of the output metric through extensive experimentation and rethinking engineering and maintenance processes. Her work positioned her as the subject-matter expert within the plant, and she has since supported other projects in the coating area.

Maddie's mentorship was invaluable to a design team of three female engineering seniors from Lafayette College in Easton, Pennsylvania, where she guided them through a project in which they optimized a raw material mixing process at the AFI Lancaster plant. She worked closely with the professors to lead class sessions and coached the team several days a week throughout the semester. Her engagement, leadership and support left a lasting impression on the team members. Maddie also helped integrate Minitab's Engage software into Armstrong's engineering operations, and in August 2021, she helped lead an online webinar through Minitab for potential Engage software users across the world.

An advocate for equity and inclusion, Maddie was also an early member of Armstrong's diversity team. This involvement led her to work with multiple organizations in her community, including the Milagro House, which provides housing and support for women and their children who would otherwise be homeless, and Blessings of Hope, a local nonprofit food bank. In addition, Maddie coaches a national-level club volleyball team of eighth grade girls, where she uses her volleyball background, along with her engineering and manufacturing experience, to help girls develop their volleyball skills and learn important life lessons. She feels that these lessons, such as respect, confidence, accountability, the importance of academics and a strong work ethic in the classroom and on the court, strongly influenced her development as an engineer, and she wants to impart those lessons to the next generation of young women.

"Manufacturing allows me to work with people from diverse backgrounds and use a team-based, structured approach to problem-solving. I enjoy pairing emotional intelligence with technical skills to resolve issues at the plant level, and I love seeing the team's excitement when we achieve our goal!"



## Holly Tran

**Director, Account Management**  
**ALOM Technologies Corporation**

“I love the excitement, speed and scale! I am an in-the-trenches, get-it-done kind of person. It is a thrill to work with passionate and talented professionals committed to finding solutions to complex challenges. I can’t imagine doing anything else.”

As a supply chain management professional with 25 years of experience, Holly is the director of account management at ALOM. She, along with the global team she leads, plan and orchestrate complex production and fulfillment programs across the globe and are directly accountable to client stakeholders for on-time performance and overall quality of every supply chain program. During a global pandemic that’s disrupted supply chains worldwide, ALOM has been able to navigate the challenges thanks in part to a real-time business intelligence visibility system Holly helped develop. That system has allowed ALOM to rapidly onboard COVID-19 test kit production programs and triple production capacity.

Holly is a consistent advocate for women in the workplace and is dedicated to mentoring and empowering department staff, four out of five of whom are women. She implemented a peer-to-peer mentoring program that has helped reduce turnover by nearly 40%—and increased department staff promotions by 52%. She regularly participates in industry workplace diversity forums, representing ALOM’s best practices in front of leading industry brands. To Holly, the most important key to workplace advancement for employees of all genders is having the opportunity to contribute, and she’s always finding new ways to prepare her team to step up when those opportunities arise.

While Holly’s job keeps her busy, she finds time to support community organizations that are close to her heart. Committed to ending hunger and homelessness, she finds ways to give back, year after year. She leads her department in collecting and delivering food and toy donations during ALOM’s annual drives, including dressing up in an elf costume to promote staff participation. A passionate advocate for environmental protection, she insists that every ALOM fulfillment program undergoes a sustainability audit to reduce environmental impacts. Her career is proof of the wide impact that one dedicated person can have.



★ EMERGING LEADER

## Nhi Tran

**Electrical Maintenance Engineer  
Celanese Corporation**

As a key member on the Celanese Clear Lake plant reliability and electrical infrastructure team, Nhi has helped the site increase reliability performance from 65% to 100% within the last three years. Nhi pairs her electrical engineer background with innovative solutions to complex issues to help integrate sustainable technologies into the plant's operating model. She has developed maintenance programs to improve the plant's electrical reliability and has been instrumental in improving utilization of the plant's on-stream reliability metric. The OSR metric helps evaluate controllable losses, such as production downtime, equipment failures and raw material issues that negatively impact reliability. Nhi created a maintenance and reliability dashboard to help translate OSR data into business insights so executive leaders can assess plant performance against business goals. Respected for her knowledge and technical competences, Nhi is currently an ambassador for a strategic project to drive asset management and work processes that has a \$63.6 million production opportunity.

Nhi serves as chair for the CLK plant young professional resource group, which provides opportunities for entry-level and new-hire professionals to understand the business, interact with business leaders and develop a rewarding career. Nhi's leadership with YP has encouraged cultural shifts designed to attract diverse candidates and retain high-performing emerging leaders. Nhi also serves as a peer mentor and helps with onboarding for other early Celanese professionals pursuing careers in manufacturing. Nhi also provides advice on essay writing and revisions for college-bound students' essay submissions.

While completing her electrical engineering degree at Texas A&M University, Nhi combined her passion for STEM, travel and improving the environment to complete a capstone project with the Green Team, which equips students to be catalysts of change. In Guanacaste, Costa Rica, she participated in sustainable site visits to commercial energy facilities and worked on a multidisciplinary project to propose a solution to global energy conservation.

“Manufacturing is a ubiquitous art that celebrates human history. When we collectively experiment, innovate, build and deliver, we not only manufacture a usable product or idea, but we also achieve a community that provides sustained value for generations to come.”



## Kristel Van den Steen

**Global Quality System & Operations Support Lead  
Pfizer Inc.**

“I am passionate about manufacturing because the products we make and supply changes patients’ lives!”

In Pfizer’s quest for growth, excellence and serving the unmet needs of patients, few have had as profound of an impact as Kristel. With high energy and a drive to succeed, Kristel oversees a team that provides key quality oversight and support for all of Pfizer’s contract manufacturers. She has been instrumental in enabling automation for quality metrics, simplifying digital systems and eliminating duplicated manual labor. She has tirelessly challenged and queried, lobbying for various improvements to be made that benefit the entire company. Solutions implemented by Kristel have resulted in cross-functional partners having timely access to the key performance data they need to make holistic, informed decisions relating to supply chain and contract manufacturing partners. With a clear vision of how to simplify and eliminate non-value adding tasks, Kristel empowers her team to focus on work that has the power to positively impact patients.

Kristel is passionate about helping women, serving as a mentor to female colleagues in 75 countries across the globe. She actively coaches her team members to help them advance their careers, getting to know her colleagues and their unique needs and adapting her style and approach to meet those needs. Within her team, she continually works to provide opportunities for growth and advancement to her female colleagues, empowering them to take on more challenging tasks to enhance their job skills and performance.

Kristel is involved in community initiatives inside and outside the company that promote diversity and inclusion and fight discrimination. She is an active sponsor of Youth for Change & Action (YOUCA), a nonprofit organization in Belgium that strives for justice, nondiscrimination and gender equity. She also was instrumental in organizing a community service trip by five young ambassadors to New Guinea to support local anti-discrimination initiatives. Kristel has also been involved in getting broad scope projects organized in Philippines and Brazil to create awareness of discriminating behavior. In addition, Kristel is influential with the aim of achieve behavioral change to fight climate change. Big and small impact can make a difference. Creating awareness is key for reducing our collective impact.



## Shannon Walton

**Director, Operational Excellence: Home, Health & Beauty  
WestRock**

Shannon is passionate about developing people and considers her greatest accomplishment at WestRock to be the growth and development of her team. She started in the merchandising displays division as a Master Black Belt overseeing 14 manufacturing sites, and then transitioned to the home beauty and health division as global director of continuous improvement, where she oversees 61 sites. There, her team of practitioners and Black Belts worked to develop cultural change materials and engage more production-level employees in team leadership positions. Her team built cascading performance metrics focusing on cultural change, productivity and continuous improvement, deploying a model that engages all employees to solve problems at the source. The results were staggering growth in productivity for the division, from \$5.1 million in 2019 to \$21.6 million in 2021.

Taking her role as a female leader seriously, Shannon believes her legacy lies in the development of her successors. She has mentored several women in leadership and for seven years served as a recruiter for engineers at Purdue University, providing support and guidance to more than 20 new hires. With a strong commitment to shaping the next generation of women in her industry, Shannon considers it an honor to be able to pass on her experiences to other women inside and outside of WestRock.

Shannon's influence also ripples throughout her community, where she is passionate about caring for others. When COVID-19 arrived, she immediately put her problem-solving abilities into action, researching the most effective masks, testing materials to help provide the highest filtration efficiency and making more than 3,600 three-layered masks to disperse to WestRock. She helped local nursing homes that were short on PPE, sourced clear masks for people who need to read lips to communicate and she stepped in at the last minute to personally provide children's masks for a young foster family trying to adopt because their children needed masks to attend court.

"I love manufacturing because it offers an opportunity to see a product go from creative concept to tangible item. There is no greater reward than being able to say 'We made that.' Meeting the needs of consumers with aesthetically pleasing and functional products is itself a great reward."



# Patricia Warner

**Human Resources Director  
Owens Corning**

“Manufacturing is the intersection between diverse, talented people and innovative, dynamic processes coming together to create products essential to everyday life. I am passionate about ensuring a safe, creative, solutions-focused environment where employees grow and are valued and successful.”

When Patty joined Owens Corning more than 20 years ago, women working in operations were considered somewhat of an anomaly. Since then, she has been an invaluable leader, demonstrating skill and tenacity. Working with the vice president of global operations, Patty developed a multi-year strategic plan, setting in place a vision for the future of work in Owens Corning’s operations. Working with multiple teams around the world, Patty has spearheaded initiatives to reduce labor costs, reallocate resources and upskill existing employees. Her work has helped the company secure nearly \$180 million in productivity savings since 2019 and has highlighted the importance of the operations agenda to the overall success of the composites division at Owens Corning. Her work has also seen the company recognize the need for highly collaborative teams where openness and forward thinking are put above hierarchy and ego.

Patty also places value on “paying it forward.” To upskill other women and advance their careers at Owens Corning, Patty plays an active role in Owens Corning’s mentorship program. She mentors regional human resources operations teams across the world and works with team members to align global priorities and objectives. Patty also led the development of Owens Corning’s women in operations initiative, where she worked alongside company leaders to develop curriculum, build a steering team and create a forum where women working in operations can voice their concerns—all while gaining leadership experience through active participation. Because of its success, the program was recognized during Owens Corning’s annual talent review process and is being replicated in other divisions within the company.

Patty’s unique ability to adapt to situations has made her an asset to her community. During the COVID-19 pandemic, Patty stepped in to help local teams during a work stoppage, acting as a line operator when the company was unable to reallocate workers across international borders. She also filled in as a plant-level HR leader at three different locations as they were in the process of hiring employees to fill necessary positions.

As well as hard work, Patty values working smart. She foresees problems before they arise and suggests solutions from outside the box. Her equal level of comfort in the C-suite and on the shop floor, reflects her understanding of what makes a strong team and how to leverage every aspect of operations for success.



## Rosina Wickart

**Vice President Procurement  
Johnson & Johnson**

Rosina has spent more than two decades at Johnson & Johnson bringing essential products to market and having a positive impact on global health. For example, while working on an accelerated timeline, she led the procurement team supporting the company's Janssen COVID-19 vaccine. To enable vaccine supply, Rosina and her team sourced and contracted multiple external manufacturers. As a key player in the launch, she identified and qualified two diverse suppliers and led the sourcing for consumables, which are the materials used to manufacture the vaccine. In addition, Rosina piloted an innovative solution to share supplies of key materials among peer companies to ensure that we continued to support the patients for our life-saving medicines during the pandemic.

In all that she does, Rosina demonstrates the keen business acumen, strong focus on execution, strategic thinking skills and empathetic leadership needed to bring highly complex, critical products like the vaccine to market.

Rosina has dedicated her career to sponsoring and advancing women leaders. Because she has personally overcome many barriers herself, Rosina speaks from experience when advising other women. Working proactively to ensure female talent is fully valued in the organization, Rosina has played a strong leadership role as an executive sponsor of the procurement women's leadership and inclusion employee resource group. In this role, she sponsored many global programs that were targeted at fostering women leaders in procurement by providing them with needed skills such as interviewing, mentoring, career planning and creating a brand. In recognition of her contributions, Rosina was appointed co-lead of the Johnson & Johnson North America women's leadership and inclusion employee resource group, where she is having an even broader impact advocating for women across the enterprise.

Rosina's impact can be seen throughout her community, where she has worked with organizations like Junior Achievement to advance the careers of women. She has also led many community Procurement Cares projects that provide both funding and volunteer hours to local nonprofits and educational institutions.

"I'm passionate about making a difference and at Johnson and Johnson; we make medicines that saves life and provide hope. My role is to ensure that the manufacturing sites have all the materials to produce the life critical medicines that humanity needs."





# Malithi (Mali) Wickramathilaka

**Product Development Team Lead**  
**Porex Filtration Group**

“I have a proclivity toward innovation and finding solutions to complex problems. Being in manufacturing enables me to take innovative ideas to the lives of millions of people in the form of quality assured products.”

As an R&D engineer, Mali approaches every day with a mission to make the world safer, healthier and more productive. She has led the development of more than 80 diagnostic device projects, 25 of which have moved to manufacturing scale in the last three years. These projects have included devices to detect ketones in exhaled breath, fertility hormones in saliva, drugs of abuse in saliva, pregnancy hormones in urine and the presence of influenza and COVID-19 viruses. In addition to developing technologies to make the functional components of diagnostic tests, Mali leads the manufacturing ramp up to deliver these parts at high throughput.

Mali strives to create more opportunities for young talent in STEM, leading a professional development co-op program to help students acquire vital job skills. She helps students learn the nuances of professional communication and presentation skills, as well as the fine technical details of custom product development. She shares her professional experiences with students involved in the program and provides examples of the type of work and efforts necessary to be successful as a research and development engineer in a highly technical manufacturing environment. Additionally, Mali coordinates the student recruitment initiative for her company, and participates in career fairs to help engage the community and find talented individuals to join her team.

Beyond the walls of Porex, Mali is an active member of her community. In the past, in addition to volunteering at Special Olympics events, she has been involved in the Introduce a Girl to Engineering program, which is designed to spark interest in STEM in young girls. Whether Mali is serving as a STEM Fair judge in Richmond, Virginia, area schools, or mentoring young students through the Sustainable Education Foundation in Sri Lanka, she willingly lends her time and talents to open doors for others.



★ EMERGING LEADER

## Bria Williams

**HR Business Partner  
ABB Inc.**

Bria is a changemaker who strategically advances ABB's global mission, while simultaneously boosting the confidence and success of her colleagues. As project manager at ABB's Mebane, North Carolina, factory, she implemented the factory of the future initiative, which set out to combine two work cultures while increasing the factory's product lines and business volumes. Her responsibilities included establishing a well-informed and collaborative approach to the company changes; redefining roles and responsibilities for supervisors and team leads; and creating an ISO-compliant training and development program for operations. Bria's commitment to communication, effective engagement and visual presentations made the initiative successful despite severe limitations during the COVID-19 pandemic.

As president of the local chapter of Encompass Black Professionals, an ABB resource group, and a member of the Encompass Women and Young Professionals Group, Bria consistently prioritizes the mentorship and retention of new talent. She makes it a point to welcome new female and young professionals to ABB, meeting with them regularly to offer guidance on career development and company culture, and has orchestrated Mebane's National Intern Day activities.

Bria's participation in important events relating to social justice, diversity and inclusion have made a lasting impression in her community, where she's committed to making a difference. In 2020, Bria gave a heartfelt speech to an audience of more than 200 participants on the impact George Floyd's death had on her, her family and Black America, using that experience as a springboard to inspire open dialogue and community connection at ABB. As a founding member of the Mebane ABB Voices Committee, she's been instrumental in creating diversity and community events, such as the first ABB Juneteenth celebration, the ABB Pride Ice Cream Social and a Thanksgiving dinner for the area's underserved. Bria is selfless in her dedication to her work and community, and continually rises to meet any challenge set before her.

"I am passionate about manufacturing because it allows me to mix my passions for helping people, bettering processes and building relationships. There is so much to learn and do in the world of manufacturing, while also knowing what I do every day at ABB helps promote a sustainable future."





## Kim Williams

**Director of Operations**  
**– Kitchen and Bath Plastics, North America**  
**Kohler Co.**

“I enjoy the manufacturing concepts of transitioning raw materials into finished products, using human and equipment capital to improve processes day over day. I am passionate about developing all people to reach their full potential and achieve their career goals at all levels of the organization!”

Kim brings an incredible wealth of knowledge to Kohler operations with 27 years of manufacturing experience. In addition to being the first female plant manager and vice president of manufacturing at previous companies where she’s worked, Kimberly has also been named one of the leading 100 women in the automotive industry by Automotive News. Having recently helped a complex plant improve operating efficiency by 22% in a short time frame, Kim understands the level of collaboration required to achieve uncommon, challenging goals and works cross-functionally to increase operational efficiency at Kohler. The ability to adapt her coaching and leadership style based on who she’s working with, Kim exemplifies the values of teamwork, respect for others, ownership and accountability.

A strong advocate of mentorship opportunities and programs, Kim typically works with three to four mentees at a time on areas such as confidence, career planning and development opportunities. She’s been invited to speak at several automotive conferences where she discussed the importance of not only being a mentor but having a mentor. She believes this applies to all levels of the professional landscape—no matter the position held or the level within a company. Kim is also engaged with her alma mater, Tennessee Technological University, to encourage the next generation of manufacturing talent. A firm believer that encouragement prompts success, Kim makes sure to let other women know how important they are to the future of manufacturing.

Kim serves on the manufacturing engineering advisory board at Tennessee Tech and has also served as board president, providing guidance on curriculum, instructor development and student senior project reviews. In addition, while responsible for multisite manufacturing operations in her career, she also taught night classes at TTU on Lean manufacturing and statistical process control, working closely with her students to encourage them to pursue manufacturing careers. Kim is also a member, and past president, of the Southern Automotive Women’s Forum, a group formed to encourage young women to enter technical or automotive careers.



## Tania Wingfield

**Vice President and General Manager,  
North American Aftermarket  
BorgWarner Inc.**

With more than 25 years of experience in automotive manufacturing, Tania is a thoughtful leader whose elevated approach to leading and solving business problems has been integral to the success of BorgWarner. In 2020, Tania led BorgWarner's acquisition of Delphi Technologies—the largest and most complex acquisition in company history. She virtually led 13 workstreams of 300+ internal and external team members, comprising more than 3,000 pre- and post-close activities, which culminated in a final transactional close in early October 2020. The acquisition was a key milestone in the company's transition to electrification, bringing the talent and power electronics capabilities BorgWarner needed to succeed to life—and Tania was instrumental in the entire process.

Tania has a passion for raising awareness and increasing opportunities for women in manufacturing. She participates in forums designed to support women in manufacturing, including the Women Driving Forward Event and the Michigan Minority Procurement Conference Plug and Play Detroit Panel. Internally, Tania serves as executive sponsor and participates in the Women in Leadership Program, which focuses on supporting women to build and develop their BorgWarner careers, and as a mentor in the Women Rising program, which is geared toward women in the early topmiddle point of their careers. Tania is also an active member of the Society of Women Engineers, the world's largest advocate and catalyst for change for women in engineering and technology.

As a member of the community, Tania serves on the Indianapolis Vineyard Church board, where she has been a member for 15 years and an elder for four. She also has served on GymLove board of directors. GymLove is an organization that provides integrated gymnastics programs for athletes with special needs. Tania has also been involved in women's ministries at her church and has participated as a volunteer at its community food pantry.

"I love manufacturing because you deal with all aspects of supply chain from working with suppliers, managing material in to the plant, turning that material into your value added product and satisfying a customer's needs. At the end of every day, you have tangible evidence of what you achieved."



## Tyra Woodruff

**Engineering Manager**  
**Whirlpool Corporation**

“I love walking into work feeling the pride and legacy of our products. Seeing our product in a family’s home and knowing we made a positive impact on their everyday life. Seeing teams come together to problem-solve and take raw material and turn it into a product that is improving life at home.”

Tyra is known for setting ambitious goals—and achieving them. As the engineering manager and workplace organization pillar lead at Whirlpool Corporation’s Findlay operations, she’s led massive projects that have shaped processes across the continent. She led the inauguration of the company’s new workplace integration process, delivering unprecedented results and becoming the standard for all future project launches globally. The launch that kicked off the process was recognized as one of the most successful in the company’s 110-year history, with awards from the company’s quality organization. Under Tyra’s leadership, her team currently leads the operations plant savings, with a total savings of nearly \$11 million.

Tyra believes wholeheartedly in the power of investing in others. Through mentorship and support, she’s created a culture of growth, trust and caring, working with female and male employees at various levels throughout Whirlpool Corporation. She’s mentored two employees through Whirlpool’s rotational leadership development program, designed to accelerate leadership experience for top talent. Her mentees have progressed within their careers, and many have begun to mentor other colleagues, extending Tyra’s legacy of leadership. Tyra also actively engages the next generation of talent, including engaging students during COVID-19 by creating STEM-related activity kits for employees to share with their children and grandchildren.

Tyra is active within her community on multiple fronts, but the Hope House Shelter in Findlay is closest to her heart. She organizes regular donation drives to meet the needs of Hope House, from everyday supplies to larger donations like a dishwasher, range, washer and dryer. She also supports an annual United Way pledge drive campaign within the plant. And in keeping with her ability to create ripples of impact, she also leads lunch-and-learn sessions where plant employees can learn about new volunteer opportunities, connecting them with new organizations where their skills can be put to good use for the community.



## Dianmei (Demi) Xu

**Senior Engineer  
Kennametal Inc.**

Raised in an Inner Mongolia mountain village in Northern China, Demi was the first in her community to attend college, and she later obtained her MBA. Her manufacturing career began as a shop floor technician. She joined Kennametal in 2014 as a production engineer and led Tianjin carbide tip manufacturing operations from scratch through full capacity production of 40 tons of tips per month. This project not only achieved \$2.6 million in sustainable savings annually, but it has received zero customer complaints and zero customer rejects/returns since production began in 2015.

When Demi was promoted to senior engineer of advanced manufacturing engineering in 2019, she led the Tianjin Insert Localization Project—a complex global project involving 1,000+ SKUs and hundreds of new grades of products with inputs from China, the US and Germany. In fiscal year 2021, this project achieved \$1 million-plus cost savings for the company.

With her deep knowledge of powder metallurgy, Demi shares her experience with new technicians and engineers to help them quickly learn and grow in their jobs. She has a reputation for having an open door and is committed to the people she works with, leads and mentors. In addition, Demi has helped develop numerous females who aspire to be engineering and factory leaders.

In the community, Demi has been a dedicated volunteer. Demi developed and organized a Do IT Yourself shop to raise money for individuals with leukemia who need funds to support their treatment. Instilling in the next generation a spirit of generosity, she and her young daughter participate in the Tianjin Volunteer Tree Planting initiative. Demi has also contributed to colleagues who've suffered economic difficulties and health issues, to her hometown's Farmer's Recreation Project and to fundraising for a community center.

“I like working with a team to fix issues which I found during manufacturing. It is very exciting when I transfer my experience to my partners. The products we produce are like my own opus, which give me a sense of accomplishment. Seems as if I complete some goals one piece by one piece.”





## JianMei Xue

**Senior Quality Director  
Jabil Inc.**

“Manufacturing is the basic carrier of science and technology and the main stage for realizing scientific and technological innovation, the area I am passionate with and can continuously contribute to people’s life and to the world. Made Possible Made Better—Jabil’s Motto.”

JianMei is redefining the role of quality in the future of manufacturing. Now the senior quality director at Jabil, her work has established a critical foundation for the long-term sustainability of the company. Projects under her leadership have led to quicker, more precise results and continuous improvement capabilities, better serving Jabil’s customers and allowing employees to be more efficient. JianMei’s work is directly impacting Jabil’s vision to be the most technologically advanced and trusted provider of manufacturing solutions.

JianMei is known throughout the organization for her selfless attitude and commitment to developing others. She’s always willing to assist and mentor anyone in the company, offering the depth of her knowledge and experiences to help grow the next generation of talent. JianMei has supported her team’s participation in the American Society for Quality’s World Conference on Quality & Improvement, where they were awarded international team excellence, bronze winner and best quality culture. She is proud of the recognition her team received, especially the young female talent. JianMei knows empowerment is invaluable, which is why she is such a fierce advocate for the success of others.

Jabil fosters a culture of giving back, and JianMei is proud to be an active part of that. She organized the Environmental Charity Walk to raise awareness for environmental protection and well-being, and is a member of Jabil Wuxi’s community outreach program. This program, the Dandelion Project, organizes local volunteer activities, from visiting local elderly homes to supporting child welfare programs. JianMei presented the Dandelion Project to Jabil leaders in an effort to expand the idea at sites across Asia and across the globe—because, as she says, “The ability to help others should be like dandelion seeds and have a boundless reach.”



## Rayne Zimmerman

**Production Scheduler  
Ketchie, Inc.**

A natural craftsperson, Rayne has spent most of her career as a CNC machinist and has often been one of the only women on the shop floor. In 2020, she stepped into Ketchie's newly created role of production scheduler, a position that came with minimal training and faced changes in responsibilities and priorities for many months. Despite the challenges, she implemented changes that improved safety, efficiency and productivity in the workplace. Among her top projects, she led the charge in organizing Ketchie's raw material area, which involved counting steel and analyzing a new storage solution. Thanks to her dedication in all she does, Ketchie can deliver competitively priced, high-quality machine parts to its customers in a timely manner. With compassion and optimism, Rayne has met every obstacle she's encountered in her career, making way for others to do the same.

Knowing the deep value of relationships, Rayne has mentored many Ketchie employees and student interns, and has a knack for nurturing and instilling confidence in her team. From the day a team member steps onto the floor, Rayne ensures they feel welcome by listening to them and offering encouragement. In addition to consistently lending her technical support to others, Rayne goes a step further to show her team members that she cares about them and their families as well. With grit, agility and the willingness to learn, Rayne has become known as a respected leader who drives positive change at Ketchie and beyond.

Outside of Ketchie, Rayne owns her own successful ceramics business and enjoys creating opportunities to network with and support the ceramics community. She has helped emerging artists start their own ceramics businesses and is gratified by watching other entrepreneurs grow and thrive. She has also donated ceramics supplies to her local high school's art department, giving rise to a new generation of ceramics artists.

"My goal is to be a role model for women in a male dominated industry and thrive. I enjoy making and creating products for the manufacturing industry."



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