

2025

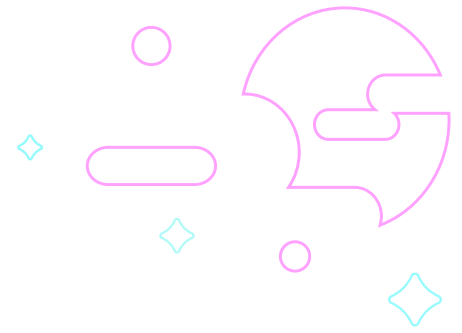
# WOMEN MAKE

AWARDS



PROFILE BOOK





# Congratulations 2025 Honorees and Emerging Leaders!

Manufacturing thrives because of bold, innovative leaders who push boundaries and create opportunities for others. The 2025 Women MAKE Award Honorees and Emerging Leaders exemplify this spirit through their character, exceptional professional achievements, leadership and lasting impact. These women have risen to the top of their field through expertise, innovation and dedication, proving that when women excel, the entire industry reaches new heights.

The 130 women recognized are shaping the future of manufacturing—they are innovating new products and processes and delivering measurable results for their companies and the broader industry. Their stories, highlighted in this book, showcase resilience, ingenuity and leadership in action. Each of these women has made a meaningful impact in their companies as well as their communities. This recognition is an acknowledgement of their contributions and a testament to their excellence in a field that demands skill and perseverance. Their achievements remind us that when women succeed, the entire industry grows stronger, more competitive and more innovative.

Yet, despite the demand for talent and growing opportunities in modern manufacturing, many women and girls still do not envision careers in the field. The data is clear: attracting and retaining women is crucial to the future of manufacturing. That's why the Manufacturing Institute's Women MAKE America initiative is committed to ensuring that women enter the industry and thrive as leaders, mentors and changemakers.

Building a more dynamic and innovative industry is a responsibility we all share. It starts with amplifying these success stories, engaging with students, fostering cultures where all employees feel welcome and offering mentorship to those just beginning their journey. Even the smallest actions—serving as an ambassador, sharing experiences or advocating for change—can have a profound impact.

As you explore the inspiring stories in these pages, I hope you will take a moment to reflect on the difference these women are making and how you, too, can help manufacturing reach even greater heights.

Congratulations to this year's exceptional winners!

**Carolyn Lee**  
President and Executive Director  
The Manufacturing Institute



# WOMEN MAKE AWARDS



## Honorees and Emerging Leaders

Perla Abes	Imerys	Cindy Henderson	Materion Corporation
Karen Adams	Johnson Controls	Stephanie Hendricks	ABB
Anam Ahmed	Kuraray America, Inc.	Tiina Herlevi	AGCO Corporation
JaNette Barnett	Pella Corporation	<b>Lauren Hicks</b> ★	FG—Molecular Products, Inc.
Michele Barney	BASF Corporation	Shannon Huber	Dow
Sally Bastawros	Filtration Group	Ruth Hulme	Ovintiv USA, Inc.
Erica Blizil	Caterpillar Inc.	Kate Humphrey	General Mills
Jean Blunt	GlobalFoundries	Shivani Hundiwala	Dover Food Retail
<b>Cameryn Boucher</b> ★	Cargill	Vanesa Hurtado	Siemens
<b>Marissa Bringman</b> ★	Materion Corporation	Ashley Jackson	Bardstown Bourbon Company
Melanie Bruins	Mercury Marine, a division of Brunswick Corporation	<b>Caroline Kalinsky</b> ★	Fresenius Medical Care
	Honeywell Aerospace	Christine Karlsson	Saint-Gobain
<b>Michelle Campbell</b> ★	Pacific Southwest Container	Josi Kauffman	AstraZeneca
Cortnie Carmack	Tilcon Connecticut, a CRH Company	Brianna Keelan	Stanley Black & Decker
Carolina Cavalcante	Cargill	Amber Kelley	Lucid Motors
	The Goodyear Tire & Rubber Company	Jennifer Kimble	American Woodmark Corporation
Kimberly Crouch	Albaugh, LLC	Marikate Langan	Navico Group, a division of Brunswick Corporation
<b>Taylor Davis</b> ★	CHEP U.S.		Medtronic Inc.
	Nucor Steel Tuscaloosa	<b>Hope Leslie</b> ★	Arconic
Jamie Eagan	PPG	Natalia Leymaster	L'Oréal
Alycen Elliott	Molson Coors Beverage Company	<b>Sofia Lobo</b> ★	Regal Rexnord
<b>Jordan English</b> ★	Toyota Motor North America	Holly Loraw	Kennametal (Xuzhou) Co., Ltd.
Amy Ericson	Boston Scientific	Mandy Lv	Toyota Motor North America
Treanna Evans	Eastman Chemical Company	<b>Carlee Lykins</b> ★	General Motors
Ukari Figgs	Eaton	Melissa Mackey	DuPont
Orla Fitzgerald	Global Metal Finishing Inc.	Ellen Mager	Land O' Lakes, Inc.
Jennifer Flodder	MasterBrand	Denise Manderfeld	Dow
Amy Foley	Smurfit Westrock	<b>Emily Marquess</b> ★	Madsen Steel Wire Products
Tamea Franco	Gloabl Shop Solutions	<b>Rachel Marsh</b> ★	Eli Lilly and Company
Diana Garcia	Howmet Aerospace	Jennifer Massey	Smithfield Foods
A'donna Garrett	Shaw Industries Group, Inc.	Stephanie McPherson	United States Gypsum Company
Joddi Goertzen	LyondellBasell	Sarah Messa	SABIC
Gina Govojdean	Nortek Air Solutions	Elizabeth Miakisz	Philip Morris USA, an Altria Company
Candi Hampton	ORACLE Lighting	Elizabeth Miller	
<b>Amber Hans</b> ★	GE Appliances	<b>Michelle Montgomery</b> ★	Covestro LLC
<b>Alexis Hanson</b> ★	LP Building Solutions	Amber Mulligan	Trane Technologies
Tiffanie Hartenstein	General Mills	Cassondra Nasir	Ecolab
Tami Hatfield		Shabnam Navi Nejand	Evonik Coporation
Wanda Headley		<b>Rachel O'Connor</b> ★	Boston Scientific
<b>Emily Hegarty</b> ★		Marlene Olguin	Nucor Cold Finish

★ Indicates an Emerging Leader

Angelina Ortiz ★  
Karin Overstreet  
Cecilia (Cece) Par  
Suzanne Pardue  
Sol Park  
Alex Parker  
Kimberly Perkins  
Luciana Petitti  
Angela Phillips  
Carrie Phillips

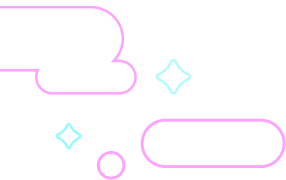
Lisa Pitts ★  
Deanna Pollard  
Elizabeth (Lizz) Poole  
Leah Prine  
Iramis Ralat Rivera  
Ashley Ramsey  
Sarah Rankin  
Carolina Rodriguez  
Marissa Rubino ★  
Samantha Santoro  
Matias  
Karla Sarabia  
Alena Savoie  
Rebecca Schilling  
Lindsay Schroeder  
Helen Scott  
Pauline Sevigny  
Farabi Shireen ★  
Andreina Viera Silva  
Savannah Skram ★  
Magellan (Maggie)  
Southwick ★  
Karen Stephens  
Preethi Sundararajan  
Malinda Tange  
Mckeya Taylor ★  
Amanda Tomascik  
Mingjie Tu ★  
Yisarai Valbuena  
Sanchez ★  
Kali Van Diest ★  
Aubrey Van Horn  
Abigail Vandergriff

Eastman Chemical Company  
Nortek Data Center Cooling  
DENSO  
Cornerstone Building Brands  
Arkema  
Redline Detection  
Amatrol  
Henkel Corporation  
Phillips Tube Group, Inc.  
Chevron Phillips Chemical  
Company  
The Procter & Gamble Company  
Electrolux Group North America  
Celanese  
Hydro Extrusions  
Bristol Myers Squibb  
Dover Corporation  
The Sherwin-Williams Company  
Greene Tweed  
The Timken Company  
Johnson & Johnson  
  
Watlow  
ExxonMobil  
O-I Glass Inc.  
Marvin  
LyondellBasell  
GRACE Aerospace, LLC  
Saint-Gobain / CertainTeed  
Arka HR  
Arkema  
Arconic  
  
Owens Corning  
Merck & Co., Inc.  
INEOS Oligomers  
Biogen  
Procter & Gamble  
General Motors  
Trane Technologies  
  
Albaugh, LLC  
Armstrong World Industries  
Altria

Tricia Wallwork  
Kim Weckert  
Wendy White Eagle  
Anna Wilson ★  
Fran Wisniewski  
Erica Witthaus  
Shannon Wolfe  
Corrine Wolff  
Beth Wozniak  
Jingwei Yu

Catherine Zimmerman  
Jamie Zinser

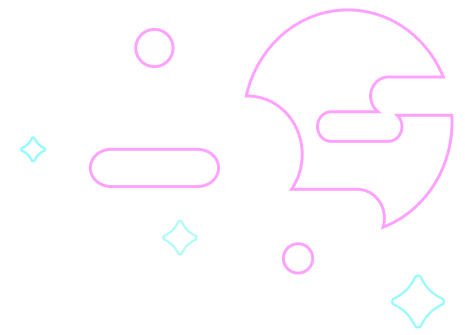
Milo's Tea Company  
Winnebago  
Tek Pak, Inc.  
Constellium  
Koppers Inc.  
The Boeing Company  
Parker Hannifin Corporation  
Rockwell Automation  
nVent Electric  
The Goodyear Tire & Rubber  
Company  
Ingredion Incorporated  
Novelis





## Perla Abes

Finance Director  
**Imerys**



**“I feel powerful when I put my strengths to work in such a way that can shed a light for others to build on or use it as a stepping stone.”**

While centralizing and standardizing accounting processes across more than 20 entities is no small or simple undertaking, it’s Perla Abes’s dedication to mentoring and empowering others—especially women—that truly sets her work apart. Coming from a town of just 600, Perla’s humble beginnings instilled in her a strong work ethic and a heart for service.

In her assignment to streamline accounting processes for Imerys Performance Minerals Americas’ North American sites, Perla was first responsible for recruiting the right people. Her team faced the responsibility of analyzing and documenting processes across multiple streams—such as accounts receivable, accounts payable, general accounting and taxes—which each had their own subprocesses. They were tasked with ensuring alignment and collaboration between all stakeholders, requiring constant communication. By identifying synergies and standardizing processes, Perla’s efforts have not only reduced inefficiencies but also created a more agile and responsive accounting function and better financial outcomes.

Throughout her 20 years of work in shared services across the automotive, energy and mining industries, Perla has mentored many colleagues and partnered with human resources departments to promote gender diversity. Her dedication to mentoring goes beyond professional development, fostering a mindset of continuous improvement and resilience to ensure mentees are prepared for their current roles and equipped to excel in the future. Perla believes women can create a positive impact in manufacturing jobs ranging from engineering to administrative roles, and she is committed to opening doors for other talented women.

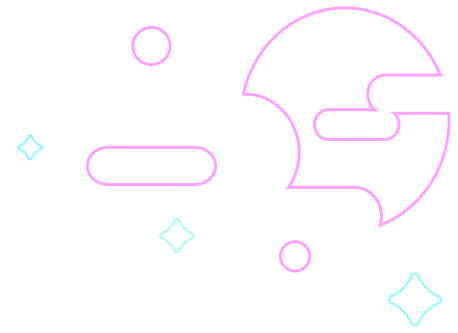
Perla’s passion for personal growth and talent development led her to become a certified Maxwell Leadership trainer, coach and speaker. In Jalisco, Mexico, Perla’s Change Your World program helped more than 100 people last year live with greater purpose and strong values. Internationally, Perla has been a guest coach for the Maxwell Leadership Foundation, training leaders to promote positive, lasting change in their communities.





# Karen Adams

Plant Manager  
**Johnson Controls**



**“I feel powerful when I am the person sought after for solutions, advice and decisions. It fuels my passion to lead, inspire and make an impact. Knowing my expertise is valued gives me purpose and fulfillment, inspiring me to mentor others to their fullest potential.”**

The Johnson Controls custom air-handling manufacturing facility has Plant Manager Karen Adams to thank for its record-breaking productivity (increasing 24% in nine months), reduced lead-time (reductions of 62% in one year) and product-quality improvements (improved all quality metrics year-over-year). Karen delivered the best conversion cost performance for her facility in FY24 in more than 10 years. Using lean manufacturing processes, Karen has boosted operational efficiency while also fostering a dynamic, safety-first workplace culture. Consistently high employee-engagement and customer satisfaction scores across the company are testament to Karen’s commitment to innovation and continuous improvement.

Karen’s influence is seen in the next generation of female talent. She’s successfully mentored four team members participating in the Materials and Supply Chain Employee Development program. In the Plant Manager Development program, Karen has taken the initiative to develop comprehensive educational content that ensures emerging leaders can excel in their roles and make meaningful contributions to the organization. She’s a guest speaker at the Rise Up Women in Leadership event and an advocate for employee health and well-being, actively participating in the JCI Women’s business resource group.

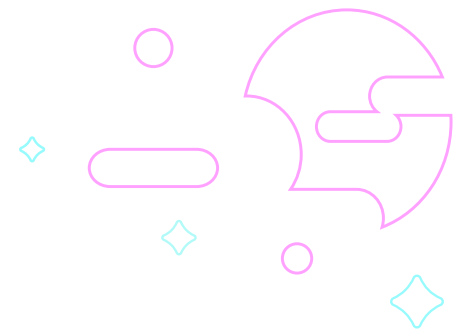
An array of community-empowerment initiatives benefit from Karen’s involvement. At the plant, she organizes food drives and rallies coworkers to contribute. Karen takes a hands-on approach to community engagement with USA Dance, a nonprofit teaching dance and movement to people of all ages and backgrounds. As president for six years, she fosters an environment where creativity and self-expression can thrive, which impacts the lives of participants and strengthens the fabric of her community. Additionally, Karen lends her resources to annual charity walks that support individuals and families from underprivileged backgrounds. This leadership across community efforts illustrates Karen’s position as a catalyst for positive change.





## Anam Ahmed

Production Engineer  
**Kuraray America, Inc.**



**“I am empowered by the experiences that shaped me, the people who push me and knowing that every step forward creates space for others.”**

Anam Ahmed is the youngest site representative on the Kuraray America Incorporated Global Production and Manufacturing Committee, yet she is looked to as an expert—leading discussions when visiting other sites, facilitating global knowledge-sharing meetings, exchanging best practices and reviewing incident investigations. Anam’s current major project is to manage the implementation of operator-training simulators and advanced-operator graphics for the site’s digital transformation. In the broader chemical engineering community, Anam has presented at American Institute of Chemical Engineers conferences, and recently presented at user-case conferences, sharing successful digital projects that she spearheaded.

Having served as both a process engineer and a production engineer at the Bayport facility in Texas, she’s delivered substantial improvements in operational stability and technology use. Because Anam is so focused on refining control philosophies, she frequently takes on team lead roles in root cause investigations. In one notable project, Anam led investigations and improvements to a troubled dust-collection system, through which she significantly reduced environmental deviations and improved the reliability of critical equipment.

Anam’s involvement in intern panels and career-guidance events highlights her commitment to fostering growth and sharing her own experiences. In the past several years, she has served as a mentor to production department interns and helps new engineers transition into their professional roles. Anam also plays a key role in recruiting talent at career fairs and actively encouraging women to consider engineering as a career. She is an advocate for gender diversity, supporting Kuraray America’s initiatives in advancing women within the organization.

Alongside family and professional duties, Anam makes a commitment to community contributions. She volunteers with organizations that include Ronald McDonald House, local healthcare initiatives for people experiencing homelessness, Habitat for Humanity, and food drives.

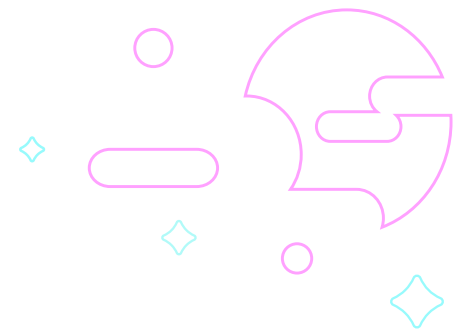
Still early in her career, Anam holds two bachelor of science degrees: one in chemical engineering from the University of Houston, received in 2019, and the other in biochemistry from the University of St. Thomas, received in 2013.





## JaNette Barnett

Vice President, Field Sales  
**Pella Corporation**



**“I feel powerful when I can embody the tenets of servant leadership within a culture that fully supports this leadership philosophy.”**

Her connection with her team members and her ability to grow talent are among the things JaNette Barnett is most proud of in her role as vice president of field sales at Pella Corporation, and it shows. JaNette’s organization has some of the highest team-member engagement scores, and it’s on track to deliver a 30% increase in sales year-over-year, despite soft market conditions.

With nearly 30 years of experience—including senior leadership sales and marketing roles—at leading brands such as Sherwin-Williams, Bunzl Retail Services and Carolina Pad & Paper, JaNette knows how to set clear expectations for her team, be transparent about gaps and build employees’ skills to fill those gaps. She’s been instrumental in executing Pella’s sales transformation work, including modernizing compensation, realigning sales territories, changing the organizational structure and introducing a new sales-support team. As a result, she’s been able to attract best-in-class talent to Pella’s sales organization.

Always looking for ways to uplift others, JaNette is a sought-after mentor. She shares her leadership insights with young professionals in Pella’s Sales Development Experience program, is executive sponsor of Pella’s Pride Business Resource Group and is involved with the company’s Women’s Leadership Connection BRG.

JaNette’s care for people is evident in her community as well. Two deeply personal missions—her church and the Betty Jefferson Memorial Fund—allow her to honor the support she received as a young person growing up in poverty as part of a marginalized community. JaNette created the Betty Jefferson Memorial Fund to continue her grandmother’s legacy of supporting the education of Cleveland’s Black, inner-city youth. Within her church, JaNette leads Sunday school, acts as a youth adviser and serves on the investment committee. JaNette was instrumental in launching a digital campus and has helped the ministry define and educate about ways it is open and affirming. She’s also provided financial support to the church’s food pantry, which provides a week’s worth of groceries to 200 families each month.

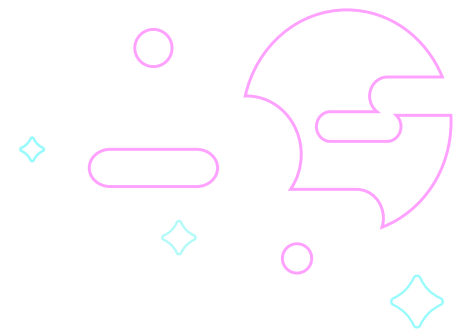






## Michele Barney

Site Director  
**BASF Corporation**



**“I feel powerful when I make a positive impact on team members by helping them to develop, solve problems, overcome challenges and improve work processes. I am energized when I feel like I am making a meaningful difference, fostering a positive team culture and inspiring achievement of the impossible.”**

Michele Barney’s strategic vision and resilience have set her up to leave a legacy at one of BASF’s largest North American manufacturing facilities. Coming to the Elyria, Ohio, site, Michele was faced with the facility’s imminent closure. Between 2017 and 2018, Michele’s strategic initiatives led to a \$1.7 million reduction in expenditures. Her commitment to safety resulted in a significant decrease in both recordable injuries and in process safety incidents. She actively drove an exposure reduction process that achieved a contact rate above 1.0 and eliminated 146 barriers to safety in 2018 alone. Additionally, she significantly improved the union-management relationship.

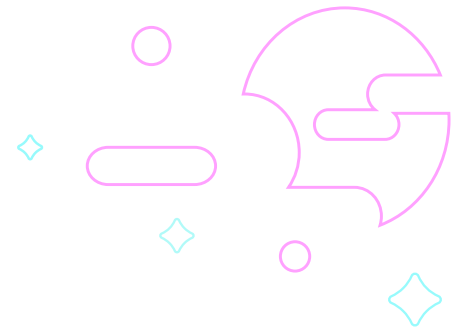
Everyone who interacts with Michelle understands what true professionalism looks like. She influences her community through advocacy for BASF and the chemical industry, and fosters strong ties and loyalty even when navigating challenging topics and contentious situations. She is an advocate for female talent within BASF, having guided dozens of women through BASF’s Female Leaders Advancing Manufacturing Excellence internal development program. Even before her involvement with the FLAME program, Michele was recognized as a go-to mentor, receiving referrals from other leaders within BASF as she cultivates a culture of inclusivity and empowerment within the organization. In addition to her industry advocacy, Michele engages in promoting STEM education in local schools, organizing food and clothing drives with her teams, and actively participates in her church.





# Sally Bastawros

Vice President, Strategy  
**Filtration Group**



**“I am empowered by those who lead with heart and humility—amplifying voices, championing ideas and creating space for growth.”**

Sally Bastawros stands out in manufacturing services marketing for numerous reasons, but her work within Global Filter, part of the \$2 billion Filtration Group Corporation, is marked by a mastery of data assessment and algorithmic market analysis. Reacting swiftly to the challenge of developing a robust prospective customer list in markets, mini-markets, individual accounts and contacts, Sally set to work creating smart lists—produced using vast amounts of data—that identified priority customers potentially aligned with Global Filter’s core business services. Sally then produced a game-changing marketing strategy for the company. This algorithmic marketing skill set has been beneficial beyond her home base of Global Filter, as she has worked with business units across Filtration Group Corporation to help build their individualized data sets.

Sally understands that the manufacturing industry remains a male-dominated field and works diligently to network with women throughout Filtration Group Corporation to encourage and build up coworkers. Not only does she share her exceptional business acumen with others to help female employees develop in their careers, but she also builds genuine mentoring relationships with fellow employees with both humility and mutual respect. Additionally, Sally served as a team leader during a recent management-wide diversity, equity and inclusion learning initiative and has been a member of the Filtration Group Women’s Leadership Network since its inception.

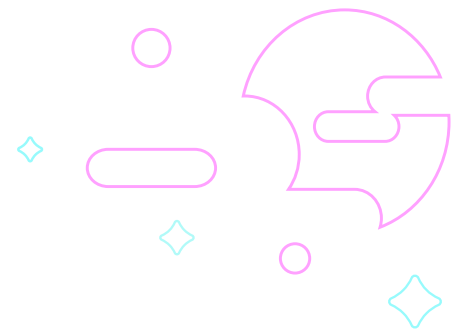
People who know Sally know this drive to succeed is an essential part of her being. A first-generation American born to Egyptian immigrant parents, she’s centered teamwork and community building throughout her life. An alum of both Indiana University and the University of Notre Dame, Sally maintains active membership in the Notre Dame Club of Chicago as well as the IU Alumni Association. She’s a member of the Chicago Young Professionals Network, has been involved in Toastmasters International, volunteers with the Ronald McDonald House, is a self-taught pianist and, notably, speaks conversational Spanish in addition to being fluent in Arabic.





## Erica Blizil

Senior Manager, Manufacturing Operations  
**Caterpillar Inc.**



**“I feel powerful when I watch mentees’ successes as they step into new opportunities that my mentoring played a role in. Creating a people legacy, through coaching, to develop solutions, hone skills or improve confidence energizes me as much as (or more) than achieving production targets.”**

Leading with a people-first philosophy, Erica Blizil is setting new standards in manufacturing excellence at Caterpillar Inc. Erica is the senior manager of manufacturing operations at Caterpillar’s Clayton, North Carolina, facility, where she leads a team of over 325 assembly technicians, warehouse associates and managers to produce and ship small-wheel loaders. Prior to this role, she worked as the Caterpillar Sanford, North Carolina, campus quality manager, leading a team of more than 120 employees and implementing a cross-functional quality culture in pursuit of zero defects. Her collaborative leadership achieved the lowest level of two months in service defects per unit ever at Sanford and warranty savings of more than \$2 million over two-and-a-half years. Since her promotion to senior manager, the Clayton facility launched production of the industry game changing NexGen SWLs. A commitment to professional development at all levels of the organization and continual feedback to pursue meeting customer commitments is transforming the team and facility in Clayton. She is changing the landscape of manufacturing in Caterpillar’s North Carolina facilities.

Erica’s leadership approach and her care for the people on her team creates an inclusive workplace that models teamwork and voice-of-customer input in decision-making. A beneficiary of caring leadership herself, she mentors the next generation of engineers and managers on how to navigate workplace complexities. Furthermore, she seeks to develop the future of STEM talent by exposing young minds to technical and manufacturing career opportunities through active participation in annual Introduce a Girl to Engineering/STEM Days.

Erica contributes to the broader STEM community via industry panels, campus recruiting and interview preparation guidance through organizations like the Society of Women Engineers and departments of materials science and engineering. She has traveled to Washington, D.C., several times to serve as a legislative advocate for support in helping advance women in STEM fields as part of the Society of Women Engineers Capitol Hill Fly-ins.

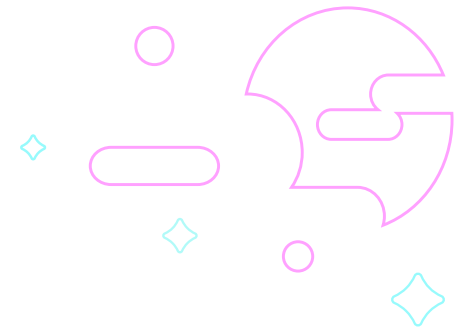
Erica is an ardent supporter of the Susan G. Komen Race for the Cure and co-chaired the Caterpillar Women’s Initiative Network team for two years, successfully raising over \$40,000 for the organization.





## Jean Blunt

Director, Manufacturing Operations  
**GlobalFoundries**



**“I feel powerful when I am successful in helping others to grow in their careers, when I am able to use my passion to help build a positive culture within our business and when making a positive impact within the community.”**

While Jean Blunt has held numerous vital roles over her 35-year career in the semiconductor industry, it’s been her work as director of manufacturing operations over the past five years that has been most critical to the success of GlobalFoundries. The Burlington, Vermont, factory has seen a 40% increase in production as Jean has built a production control team focused on increasing quality output from existing factory equipment. To prepare for this challenge, Jean spent a month learning best practices from GlobalFoundries factories in Singapore. After creating the production control team, Jean took responsibility for managing the 600-employee manufacturing organization with 24/7 factory operations. In introducing the first mobile robot to Fab 9 factory production, Jean and her team have achieved the best operator productivity in the company while also delivering the best manufacturing quality performance for the Fab 9 facility.

Having started as an operator herself, Jean believes the best way to retain employees is to give them opportunities for expanded learning and career growth, and she directs resources to make that happen. Jean coaches and mentors up-and-coming women leaders and partners with the GlobalWomen Employee Resource Group to enable events across all shifts to ensure women have access to career development opportunities. Most recently, she supported a speed-mentoring event, which reached more than 50 operators.

Over the last three years, Jean has been the executive sponsor for the Fab 9 Community Engagement Team, which has increased employee engagement and a sense of belonging through events for employees and their families, growth of ERGs and manager training, resulting in increased employee survey scores. Last year, participation in community engagement events increased, with volunteer hours up 300% and total attendance at events up 60%. One CET sub-team is focused on STEM outreach, and the number of employees volunteering for this team has doubled. Jean is also a strong supporter of GlobalFoundries’ 10 ERGs and is, in particular, a visible ally to the LGBTQ+ group.

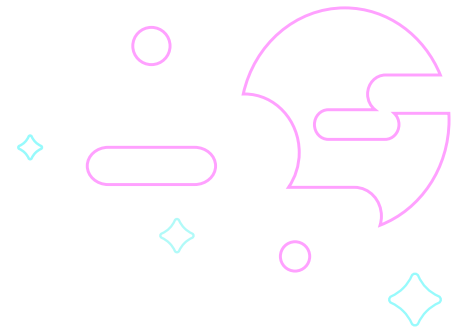




★ EMERGING LEADER

## Cameryn Boucher

Production Supervisor  
**Cargill**



**“I am empowered by the team of mentors and supporters that surround me in my personal and professional life.”**

Cameryn Boucher began her engineering career in 2021 with no small task: commissioning a new warehouse management system to automate the Cargill Edible Oils Fullerton packaging facility’s warehouse with the company’s first use of laser-guided vehicles. Cameryn helped lead project execution and then took ownership of the WMS and LGV system operations, becoming Cargill’s subject-matter expert on the technology. After two years of Cameryn’s leadership, production downtime due to LGVs decreased from 24.9 to 3.6 hours per quarter. Her improvements have helped solidify this Fullerton, California, facility as a leader in Cargill’s global pack operations with business-leading productivity.

Since then, Cameryn has planned and executed two capital projects and scoped a \$450,000 project to commission five new forklifts to meet new Cargill safety requirements, which she then led an associate engineer to successfully execute. Cameryn is now leading the palletizing, stretch wrapping and automated warehouse integration of a new \$26 million bottling line—one of the most complex in the world. She has traveled to Europe to participate in facility acceptance tests and has developed a detailed 120-page functional description for the project’s programming. Cameryn’s leadership resulted in her promotion to production shift supervisor, with 11 hourly employees, a process engineer and a co-op in direct report.

After attending a university whose enrollment is only 23% women, working in a plant with 18% women feels familiar to Cameryn. Here, she has demonstrated her passion for developing the next generation through mentoring and leading five co-ops, two interns and an associate engineer.

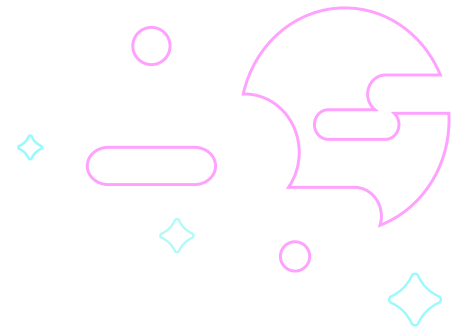




★ EMERGING LEADER

## Marissa Bringman

Operations Manager  
**Materion Corporation**



**“I feel powerful when I am able to make a difference through my work. Whether that is making a positive change in a manufacturing process or helping a local charity reach its goal.”**

As the quality manager at Materion Corporation’s Elmore, Ohio, plant, Marissa Bringman is a leader within the manufacturing organization, among female employees and in the community at large. She has been instrumental in leading company adherence to the AS9100 quality certification for aerospace products. In the production of the plant’s beryllium and non-beryllium high-precision products for nuclear, defense, aerospace, oil and gas, heavy industry and medical markets, Marissa manages internal quality audits across the 650-person plant while also supporting four additional plants. She was instrumental in developing the division operations score card used by seven manufacturing plants to track operational performance to goals and has demonstrated her drive for delivering results through lean six sigma black belt training.

Within the quality department, Marisa has been instrumental in helping to train and mentor women and has contributed to the elevation and promotion of four female section leaders. Leading the career-development committee for ELEVATE, Materion Corporation’s employee resource group for women in manufacturing, Marisa has directed the development of the first mentoring program in the facility focused on career advancement from the factory floor and professional roles. The program has successfully matched more than 17 mentoring pairs. The company’s leadership has received outstanding employee engagement and feedback on the program, with additional requests for mentorship pairings coming in after the program started.

Volunteerism is also part of Marissa’s work ethic. Through ELEVATE, she has volunteered at Ruth Ann’s House, which provides domestic violence support. Marissa has fundraised with Habitat for Humanity, the Ottawa County Humane Society, the Schedel Arboretum and Gardens, United Way Angel Tree and Polly’s Place, a transitional home for women. Marissa has a passion for helping children in the community, in particular, and supports the mission of Operation Christmas Child, which provides toys, and Fill the Bus, which provides school supplies.

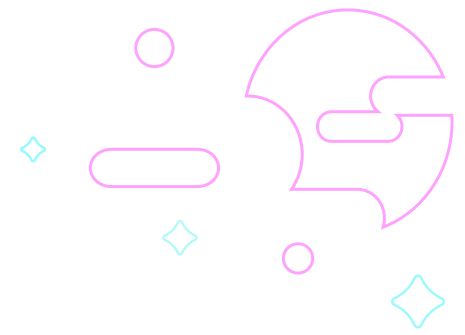




## Melanie Bruins

Director, Human Resources

**Mercury Marine, a division of Brunswick Corporation**



**“I am empowered by partnering with business leaders who are passionate about building a strong workplace culture and continuously improving the way in which we generate value for our extrinsic stakeholders.”**

Melanie Bruins always raises her hand to lead critical projects and initiatives that have lasting impacts for both Mercury Marine, a division of Brunswick Corporation, and for its employees. As director of human resources, Mel has created an environment where employees feel supported, valued and empowered. A stand-out example is her leadership in facilitating an agreement between the worker’s union and Mercury Marine. Her skillful negotiation and open communication created a collaborative atmosphere where both union representatives and company leadership worked together. The resulting agreement strengthened trust across all levels of the company, while maintaining productivity and morale. Mel also provided leadership in the development of a new employee value proposition for the entire Brunswick Corporation enterprise, which has led to increased employee satisfaction and an enhanced company culture of inclusion and opportunity.

Mel is serious about her commitment to the people around her, having also been certified as a Just Culture champion, focusing on workplace societal justice, and a Sherpa executive coach, which reinforces her skills to enable, advise and assist others. As a member of Brunswick Corporation’s Women on Water and Mercury Marine’s WoW steering committee, Mel has facilitated and organized events for the organization’s women around the globe to build confidence, expand their skills and navigate careers in the industry. Her personal commitment to engaging and mentoring women has fostered talent within the company and sets a powerful example of how leadership is about uplifting others.

With further focus on others, Mel has served as a longstanding board member for the workforce development board of South Central Wisconsin and the Wisconsin State Council Society for Human Resource Management, and is a member of the Moraine Park Technical College Foundation board, where she advocates for the support of her Wisconsin community in creating workplaces that put people first and spur economic growth.





★ EMERGING LEADER

## Michelle Campbell

Advanced Manufacturing Engineer I  
**Honeywell Aerospace**

**“I feel empowered when I witness the hard work I put into automating processes becoming a reality, inspiring others to get involved in this field.”**

As the only woman engineer in welding automation at Honeywell, advanced manufacturing engineer Michelle Campbell is a trailblazer and role model. Regardless of the transformative work she’s done for the company, her presence alone has a significant impact on her peers and the community.

From the beginning of her career, Michelle has demonstrated leadership and innovation. She took ownership of the plant’s welding robots with enthusiasm and vision during her time as an intern, and since then, Michelle has been pivotal in transforming the plant’s manual welding processes into fully automated systems. Prior to Michelle’s initiative, the welding process was labor-intensive and prone to human error, but by introducing advanced programming for welding robots, Michelle reduced error rates, improved weld consistency and increased overall productivity. This has allowed the company to meet higher production demands without sacrificing quality. In addition, welding-processes automation resulted in a safer work environment, with robots taking on hazardous tasks that employees were previously responsible for.

A new automation process like this has a learning curve, and Michelle is dedicated to mentoring operators and engineers to help adapt to advanced technologies. By leading training sessions and hands-on demonstrations, Michelle helps operators transition from manual welding methods to operating and programming robotic systems, and her approachable teaching style allows team members to feel confident in asking questions and gaining valuable, practical skills. For new engineers, Michelle acts as a mentor, guiding them through the complexities of welding automation and preparing them for future challenges in the field. This knowledge-sharing initiative has improved the skill set and job security of operators while also creating a culture of continuous learning and development.

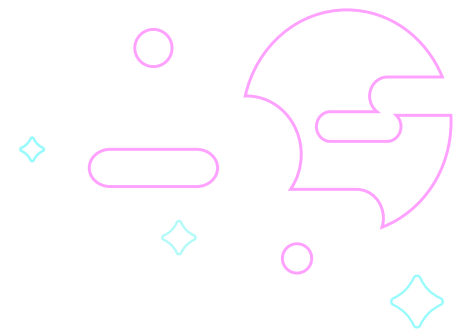
Michelle’s leadership and mentorship extend beyond her job. She is an inspiration to many, proving that women can thrive and lead in automation and engineering.





# Cortnie Carmack

Operations Manager  
**Pacific Southwest Container**



**“I am empowered by seeing my team deliver on something we’ve worked hard to develop or improve. Watching us solve problems, shore up processes and grow from that work deepens my sense of purpose and reinforces how much we can achieve through continuous improvement—as individuals and a team.”**

Service as a U.S. Marine in aviation electronics reflects Cortnie Carmack’s commitment to discipline, precision and leadership. Working as operations manager for Pacific Southwest Container, Cortnie has maintained a drive to learn the packaging business. In Project Offense, one of the largest initiatives in PSC’s 51-year history, Cortnie leads a team with 400 members—the largest within the project—with a focus on efficiency and effectiveness. Project Offense’s six sigma-based Path to Green initiative has challenged Cortnie to complete more than 70 improvement initiatives across two facilities. This has resulted in significant lost-time reductions and a 2.3% increase in overall equipment effectiveness. Additionally, she developed a continually updated tracking document, ensuring progress and accountability across each initiative, regardless of who is at the helm.

Cortnie builds strong relationships with team members by engaging on the manufacturing floor, communicating effectively and championing changes that benefit the entire organization. She facilitates workshops with team leads, facilitators and operators, fostering project collaboration among all. Cortnie encourages team members to be open with their ideas and empowers them to make decisions.

In a field where many try to fit the mold, Cortnie stands out by staying true to herself and leading with authenticity and respect. She played a key role in mentoring a female team member, helping her grow from a temporary role into a full-time role. Recognizing potential in a female operator, Cortnie is a mentor and an advocate for the operator, and the operator is on her way to being promoted to team leader.

Cortnie’s leadership philosophy extends beyond the workplace as she dedicates her time and resources to her family and community. She actively participates in her children’s sports and extracurricular activities, while also supporting emerging artists through organizations like the Valley Music Institute, Yes Company and various local events. This involvement showcases her well-rounded approach and her commitment to fostering growth—not only professionally, but within her community as well. Additionally, Cortnie contributes to Team PSC’s initiatives, such as Love Modesto, aimed at improving local neighborhoods.

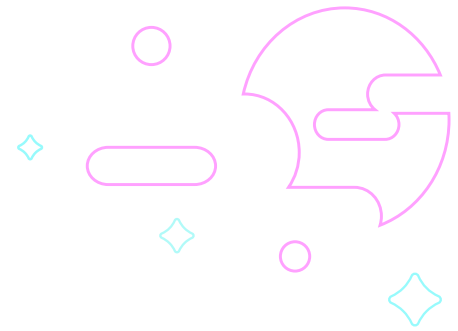




# Carolina Cavalcante

President

**Tilcon Connecticut, a CRH Company**



**“I am empowered by**  
by fostering a collaborative  
and inclusive work  
environment, mentoring  
future leaders and  
promoting diversity.”

Operational excellence is essential to manufacturing success, and at Tilcon Connecticut, a CRH Company, this couldn't have happened without president Carolina Cavalcante's strategic leadership and cross-division collaboration. With over 17 years in the building materials industry, she's increased revenue growth, optimized operational efficiencies and enhanced customer engagement by leveraging her background in industrial engineering and by integrating advanced data analytics and business intelligence tools into everyday processes.

At CRH and within the building materials industry, Carolina is known for her commitment to empowering women and creating a more inclusive work environment. She leads CRH's initiatives related to women in construction, which supports workshops, networking events and mentorship programs. As a top female leader in operations, she is an inspiration to the next generation of female talent. Her dedication to mentoring and engaging future leaders has led to the development of several successful female leaders within the company and has made a lasting impact on the careers of many women in the industry.

Carolina has also focused on ensuring young women pursue STEM careers. While in Texas, she worked with the National Association of Women in Construction to help facilitate and lead a summer camp for middle school girls who got fantastic hands-on experience and exposure to our industry. In Connecticut, she partnered with Central Connecticut State University to establish a scholarship specific to female students pursuing degrees in construction management or engineering.

As an advocate for diversity and inclusion, Carolina has helped ensure underrepresented groups have access to industry opportunities by engaging with key community groups and showing them how they can grow and develop within the industry. She has also led community outreach initiatives about sustainable construction practices and environmental stewardship, raising awareness about this topic and encouraging community members to take proactive steps toward sustainability to make a lasting difference in their communities.

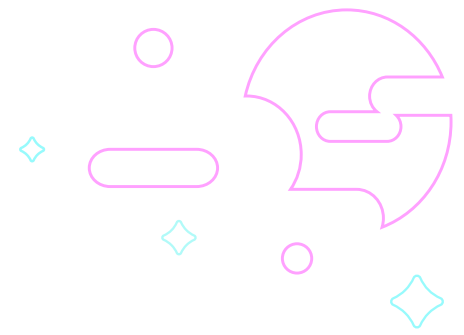
Her leadership and commitment to empowerment, diversity and sustainability continue to drive positive change and help support our purpose of reinventing the way our world is built.





# Kimberly Crouch

Grain Operations Manager  
**Cargill**



**“I am empowered by having the trust of my organization to lead teams while being my authentic self. I set high standards of culture and performance and work to remove barriers for my teams to unlock their highest potential. Hitting our stride as a team is the greatest win.”**

In her nine years with Cargill, Kimberly Crouch has more than proven herself a leader of people and systems. Over the past year alone, Kimberly’s work has delivered more than \$6 million in value across 112 grain plants throughout the US and Canada. After hosting 55 workshops with 157 plant leaders to analyze plant processes, Kimberly built a plan prioritizing more than 1,400 submitted ideas for improvement. The projects collectively reduced the workload on the plant floors by an average of over 40%, reduced the need for seasonal workers and contractor work and shifted tasks to a central administrative team to free up plant leaders’ time. The reduced workload for many employees has improved work-life balance, making jobs more attractive.

During the COVID-19 pandemic, Kimberly’s team’s engagement score was 91%—17% higher than her peers’. In her first year as a facility leader in Topeka, Kansas, she drove an increase in safety incident reporting rate from 9% to over 85%. Because of her passion for safety and her unique ability to motivate and lead, Kimberly is directing a team of 30 in transformational improvements to reduce injury and fatality-potential events.

Chief among Kimberly’s leadership attributes is a willingness to speak up for others. She drove Cargill’s uniform provider, Cintas, to provide female-fitting uniforms. She was a founding member and leader of the first employee resource group for Women in Operations in the newly formed Cargill Ag Supply Chain North America. Upon stepping down from her leadership role, the group asked her to join a leadership panel, which comprised six white women. Kimberly, also a white woman, asked to be replaced by a colleague to diversify the panel so all young women can see someone who looks like them in this place of status. In her time as a facility leader, Kimberly was one of two women, out of over 30 facility leaders at Cargill. She has mentored over 15 women, but she has influenced even more men, actively engaging with her male manager and colleagues regarding the value of women on their teams.



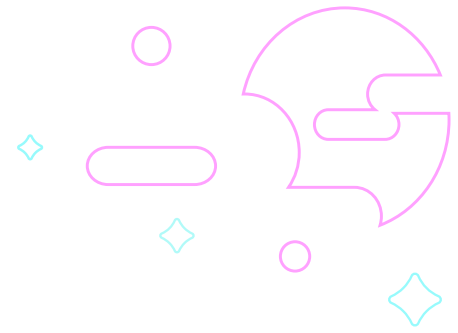


★ EMERGING LEADER

## Taylor Davis

Staff Electrical Engineer

**The Goodyear Tire & Rubber Company**



**“I feel powerful when I see the tangible results of my work: equipment running smoothly, teams collaborating effectively and innovation driving progress. These results remind all engineers of the impact we have—building not only solutions, but confidence in those who will shape the future of STEM.”**

At any of the 40 Goodyear Tire & Rubber Company’s global manufacturing locations, you can find process equipment that staff electrical engineer Taylor Davis has installed and commissioned. Taylor has a strong desire to improve her area of expertise as well as to learn other areas, and recognizes that hands-on learning is the best way to improve. She requests travel to other plants to gain this experience and knowledge.

As a new electrical engineer, Taylor drove a project to improve a zig-zag cutter and ended up creating a clean-sheet design. Her work increased the cutting capacity by 38% and gear pump speeds by 50% and improved consistency variation from 20 mm to less than 5 mm. More recently, Taylor spent months updating the controls system on a complex 1970-vintage process line and was able to bring up the line to the latest safety standards, with demonstrated waste improvements of 2% to 5% and nuisance-trip troubleshooting going from 45 seconds to 10 seconds. In both of these examples, Taylor’s work enabled the plants to produce additional tires.

Taylor both actively meets with technical and business mentors to grow her expertise and provides mentorship to others. Taylor is mentored in Goodyear’s Differentiated Development Journey program, geared toward enabling young talent to maximize their potential. Taylor also mentors co-ops and new associates on the global engineering team and has taken the initiative to start a reverse mentoring program within the global engineering team, as she identified a gap related to hybrid working and career expectations.

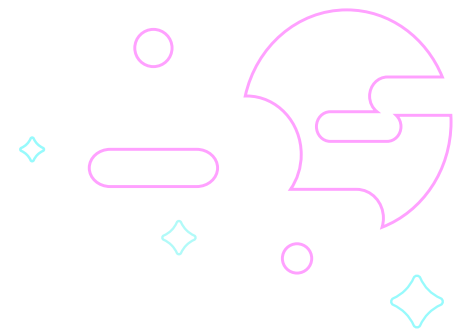
Throughout her college years, Taylor willingly dedicated her spring break time to do service for others across several states. Her activities have included home renovation and construction projects, animal care, shelters for unhoused women and children and Boy Scout and Girl Scout camp maintenance. Since coming to Goodyear, Taylor has participated in various STEM programs, including showing prospective engineers a typical day in the life of an engineer. In her community, Taylor gives back to a local nonprofit, Hope & Healing, a survivor resource center that supports women and children.





## Jamie Eagan

Chief Financial Officer  
**Albaugh, LLC**



**“I am empowered by the amazing people on my team and how we support each other. I feel powerful when I am able to work with my team to overcome challenges and achieve success. This helps me to learn and grow as a leader.”**

In 15 years with Albaugh, LLC, Jamie Eagan has risen from a customer service position to chief financial officer for the North America region—the company’s first female executive. Keeping expenses in line does not always make a policy or procedure popular, but Jamie handles conflict with grace, patience and understanding.

Jamie’s experience in multiple positions has given her a broad yet deep understanding of the business, which proved invaluable in the company’s transition to a new SAP enterprise resource planning system. She has played a pivotal role in implementing the SAP program, lending her skills to adapt processes, set up workflows and coach other employees. Her perseverance and leadership through multiple planning meetings, as well as her attention in ensuring that the needs of customers are met, has set up the company for success in using this complex operating system.

Jamie takes seriously her responsibility as the first female at this level of Albaugh’s leadership team; she mentors other female employees with a mix of professional guidance and caring support. One colleague she advocated for advanced from assistant controller to a member of the global finance team; another moved from receptionist to accounts payable manager. As a supervisor, Jamie compassionately leads others and inspires them to stretch their boundaries.

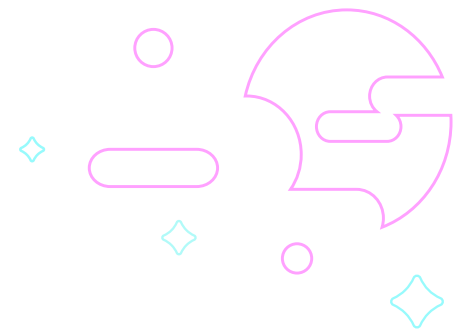
The community also benefits from Jamie’s financial and organizational skills. As CFO, she helps coordinate Albaugh’s philanthropic work with organizations like the Food Bank of Iowa and Des Moines Area Community College. Jamie has always prioritized volunteering at her son’s schools whether in the classroom, as treasurer of the basketball committee or as team parent for the golf team. Most recently, she has lent her considerable skills to a committee that organizes a major school fundraising event. The proceeds benefit the sports program and fine arts experiences. Whether at work or in the community, Jamie builds up others and supports valuable communal efforts.





## Alycen Elliott

Plant Manager  
**CHEP U.S.**



**“I feel empowered when I am well prepared and confident. Honest feedback and recognition boost my motivation. I thrive on supporting others, sharing my learnings and mentoring my team. Ultimately, I feel most empowered when I can be my authentic self and uplift those around me.”**

Alycen Elliott serves as a plant manager for CHEP U.S., where her exceptional leadership and technical skills have consistently set her apart. Previously, she excelled as an assistant plant manager and later as an interim plant manager. Alycen is known for driving productivity improvements and leading her team with a strategic vision for operational excellence. She maintains high standards for herself and her plant, achieving significant gains in efficiency and safety.

Sustainability is a core priority for Alycen. She actively seeks ways to enhance sustainable practices at her plant, stays updated on industry trends and continuously seeks new opportunities to eliminate supply network waste. Alycen partners with local companies to reduce the facility’s environmental footprint, setting a leading example of corporate responsibility.

Leading a team of over 50 employees, Alycen exemplifies servant leadership. She supports her team members in times of need, such as cooking and distributing meals to employees and their families after devastating storms and hurricanes, which are common in the Southeast.

Under Alycen’s leadership, the workplace culture at her plant has improved significantly, resulting in a decrease in average monthly turnover. Her dedication to mentorship and developing future talent has also led to an increase in the number of women employed at her site. Alycen strives to create and maintain an inclusive and motivated environment by developing local programs for her employees and modeling supportive leadership.





★ EMERGING LEADER

## Jordan English

Project Engineer

**Nucor Steel Tuscaloosa**

**“I am empowered by the incredible leaders and teammates who surround me. Their passion and dedication fuel my own commitment to making a difference. I am honored to be part of a team that values innovation, resilience and collective success.”**

Since her time as a University of Alabama co-op team member at Nucor Steel Tuscaloosa, Jordan English has been an inspiration to her peers, mentors and operational associates. Even early on, having had minimal practical engineering experience, Jordan distinguished herself with an enthusiastic immersion in Nucor’s team-based culture and desire to learn about the complex steel industry. Said her Women MAKE Awards nominator, “Even our most experienced and fickle mechanics went out of their way to feed her thirst for knowledge, recognizing her exceptional potential.”

Jordan joined Nucor as a project engineer, and has continued her inspirational charge, leading numerous projects with significant benefit to the team and business. In one noteworthy project, Jordan conceptualized, presented and justified a multi-hundred-million-dollar initiative to ensure Nucor’s steel-making process remains relevant and competitive for the coming decades, transforming the lives of over 400 Nucor Tuscaloosa team members. As a relatively new employee leading this project, Jordan demonstrated her courage, confidence and strategic vision.

Despite having a heavy workload, Jordan’s mentoring efforts have grown alongside her knowledge and experience. She now mentors engineering co-op students at Nucor Steel Tuscaloosa in addition to one or two female college students each year. Jordan volunteers her skills and time to the Nucor Children’s Christmas Party Committee, New Hire Improvement Team, Nucor Family Picnic Committee and the Nucor Heart Walk Fundraising Event.

Jordan’s community also benefits from her work ethic. She participates in Junior Achievement of Alabama and the United Way Day of Service, and she represents Nucor at the West Alabama Chamber of Commerce Worlds of Work events. At her church, she and her husband, Will, co-lead a weekly small group for couples and young professionals. Jordan’s ability to balance a demanding career with extensive volunteer work demonstrates her exceptional time management skills and commitment to making a positive impact.



## Amy Ericson

Senior Vice President, Protective and Marine Coatings  
**PPG**

**“I am empowered by my team. The best teams I’ve worked with are those full of people from around the world—different upbringings, educations, experiences and points of view. Their diverse backgrounds and perspectives inspire me. Together, we break barriers and pave the way for more women in our industry.”**

Amy Ericson is proud of the 37 years she’s led purpose-oriented businesses for global corporations. By advocating for crucial issues at national and international levels, Amy helps influence policies and initiatives that further positive efforts in STEM fields. She has participated in the United Nations Climate Summit, where she educated governments, the public and investors about the readiness and pathways of carbon-capture technology. Amy’s participation in a Senate Steering Committee meeting allowed her to join forces with Delaware Senator Chris Coons and leaders from five other companies to discuss job creation, STEM education and women’s leadership.

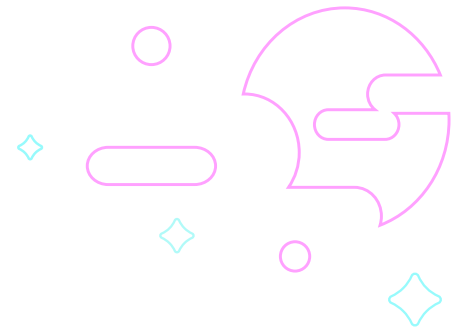
In her role as PPG senior vice president of protective and marine coatings, as well as the governance committee chair, Amy works to position the company as a global leader in sustainable coatings. She acted as the reporting arm for PPG’s first chief sustainability officer, and her ability to communicate complex scientific concepts to diverse audiences has been instrumental in promoting the industry-wide adoption of sustainable practices. With her drive for a larger focus on sustainability across the organization, PPG was the first U.S. coatings company to receive validation from the Science Based Targets Initiative for its greenhouse gas emissions targets, among other achievements.

Before joining PPG, Amy held significant roles at SUEZ Chemical Monitoring and Solutions, General Electric and Alstom S.A. With a 20-year tenure at Alstom S.A., where she held several titles culminating with president and CEO, Alstom US, Amy pioneered the business development of two groundbreaking carbon-capture technologies. These innovative solutions aimed at capturing and sequestering CO2 emissions from fossil fuel power plants resulted in 13 successful demonstrations worldwide.

She is passionate about mentoring and supporting women in STEM education and is an active executive sponsor of PPG’s Women’s Leadership Network employee resource group, which has more than 5,000 members. As the executive sponsor and leader of the steering committee for Inspire Inclusion: Exceptional Women in Chemicals 2024, hosted by PPG, Amy helped bring together over 1,300 virtual attendees and senior female leaders from eight chemical companies.

She holds a Bachelor of Science in chemical engineering from the Pennsylvania State University and an MBA from Harvard Business School. Ericson is also a board member of Asian Paints PPG Pvt. Ltd., The Penn State College of Engineering Industrial and Professional Advisory Council, and the Carnegie Library of Pittsburgh. An avid reader, lifelong swimmer and Pilates enthusiast, Ericson also is the mother of four young women.





## Treanna Evans

Director, Beverage and Supply Chain Partnerships  
**Molson Coors Beverage Company**

**“I am empowered by my resilience and ability to navigate challenges, fueled by the faith and confidence others place in me.”**

Treanna Evans has the responsibility of the strategic management of Molson Coors Beverage Company’s non-alcohol supply chain planning and licensed partnerships, but her greatest passion with the company is her place as a cultural role model. Treanna is a champion of diversity, equity and inclusion at Molson Coors and across Milwaukee. As the communication lead for the Black Employee Voices employee resource group and a member of the Building Relationships & Empowering Women ERG, Treanna exemplifies allyship and collaboration in connecting with others. She participates in the Molson Coors formal mentorship program and has multiple informal mentees. In 2023, Treanna led lunch-and-learn sessions with senior leaders. That same year, Treanna became a mentor for the company’s Analyst Development Program for high-potential analysts rotating through the supply chain. Treanna’s analyst was the first to graduate from the program with a promotion.

Treanna extends her commitment to the Molson Coors culture outside of the company walls. Last year, she represented the company as a coach for the Thurgood Marshall College Fund Milwaukee Innovation Challenge and at the TMCF Leadership Institute, and she serves on the board for Milwaukee Urban League and attended the national conference to learn how Molson Coors can better serve in community outreach. Treanna is also a champion of other teams’ community involvement, where she regularly supports Molson Coors philanthropic activities.

Through her work as director of beverage and supply chain partnerships, Molson Coors has seen better collaboration with partners and improved service metrics each year. In driving the contract manufacturing strategy, Treanna created a digital score card to track and monitor suppliers’ performance and has implemented sales and operations planning processes to mitigate risks and streamline processes. Last year, she took supplier management one step further by working across the supply chain to develop strategic metrics alongside tactical metrics with a clear focus on improving innovation.

Outside work, Treanna takes pride in teaching the dance form stepping to high-profile community leaders for Milwaukee’s Stepping with the Stars, raising funds for programs serving individuals with cancer.

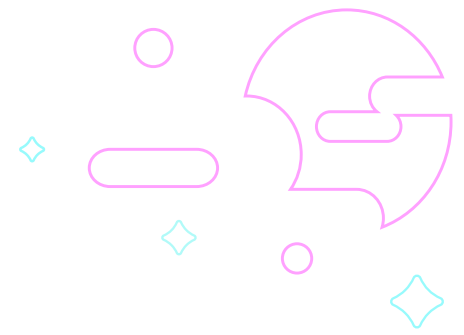




## Ukari Figgs

Group Manager

**Toyota Motor North America**



**“I am empowered by being in environments where everyone’s ideas are valued and having people around me that encourage my growth and development. It is one of the reasons that I love working at Toyota.”**

In her role as group manager powertrain production support at Toyota Motor Manufacturing in Georgetown, Kentucky, Ukari Figgs is an example of strength in leadership as she helps lead a team of more than 1,800 employees. When Ukari and her team were given the critical task of setting up a machining line to support a struggling supplier, and even after receiving equipment incapable of the job, Ukari applied her technical expertise and unwavering dedication to execute a backup plan and keep producing parts, even as affected machines underwent refurbishment. Her leadership prevented 48,000 units of missed sales and saved the company \$38.4 million.

As a successful woman leader in manufacturing, Ukari advocates for other women in the field, actively engaging with and mentoring the next generation. In 2006, she led the first Introduce a Girl to Engineering program at Toyota Kentucky, which provided high school students a glimpse into the life of an engineer. She also mentors women across Toyota North America, fostering a supportive environment for professional women that has led to a significant increase in female engineering representation within her department—from zero to 25%.

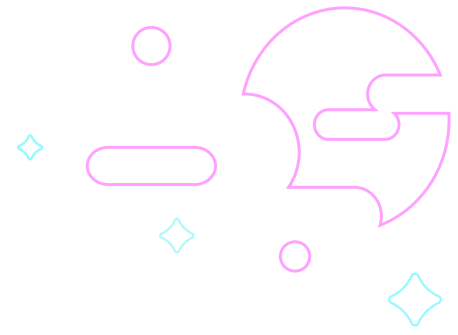
Ukari has a teenage son, whom she considers to be her greatest accomplishment. She strives to be a positive role model for him and well as in the community. For the past seven years, she has coordinated and delivered over 230 food baskets to local families and collaborates with area elementary school family resource coordinators to ensure these efforts reach those who need it most. In 2024, she established The Ukari Figgs Foundation, a nonprofit organization, to expand her charitable work in the community. Ukari regularly speaks at community events celebrating diversity, including as a featured speaker for Black History Month at Georgetown College, and she serves as a parent representative on the site-based council at Royal Spring Middle School in Scott County.





## Orla Fitzgerald

Senior Manager, Project Management  
**Boston Scientific**



**“I am empowered by** having a support network around me which includes family, friends and coworkers. I can bring my best self to work knowing that I have the opportunity to learn and grow, while encouraging others around me to believe that they too can be anything they want to be.”

**A**s a senior manager in project management at Boston Scientific, Orla Fitzgerald is deeply skilled in assessing technical and project complexity and providing tailored support and governance for project and portfolio management at her site. Over more than 20 years with Boston Scientific, Orla has eagerly taken on increasing responsibility in roles in product development, engineering and project management. Under her leadership at the Clonmel, Ireland, site, they employ practices that are considered best-in-class globally and shared widely across the organizational network. As one example of her work, Orla’s team created a portfolio app to visualize all site projects and monitor project status and established a forum to improve communication on project progress. She’s overseeing commercialization of multiple new products and enhancing practices to provide insight for internal stakeholders and external partners.

Working in the medical device manufacturing field, Orla understands that project success depends on the wellness of her team; she recently led the well-being employee resource group to promote employees’ health. As part of this group, Orla engaged more than 1,000 employees in wellness initiatives, including an annual well-being week, involving nonprofits to offer health screenings, nutritionist talks, yoga sessions and displays from local sports and health businesses. There’s also a social aspect to the week with fun competitions that provide employees with a valued opportunity to connect with one another.

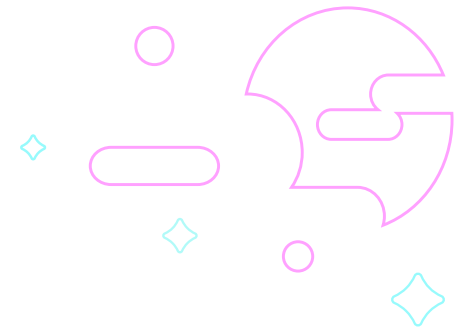
Orla is passionate about encouraging the next generation of industry leaders through community and site engagement activities. A lifelong advocate for STEM careers, she was pivotal in establishing programs to visit regional schools and also to bring cohorts of students on-site for a week at a time. She works with 16-year-old students as they explore various subjects and work environments in Boston Scientific; several graduates hired by Boston Scientific have attributed their career choice to this program. In her daily role, Orla regularly coaches and mentors female employees to create a pipeline of talent and promote female leadership at the Clonmel site.





## Jennifer Flodder

Director, Texas Technology  
**Eastman Chemical Company**



**“I am empowered by the exceptional talent of my colleagues, whose dedication I deeply appreciate. Through our collaborative efforts and meaningful discussions, we continually enhance our company and ourselves, fostering personal growth and professional development. Together, we are creating a positive impact and evolving into the best versions of ourselves.”**

When improvements to workforce development or operations sustainability are needed, Eastman calls on Jennifer Flodder, director of Texas Technology. With more than 20 years in the manufacturing industry, Jennifer has led multiple manufacturing departments and was the first female certified six sigma black belt at the Eastman Texas manufacturing site.

Jennifer was tasked with enhancing operational discipline at Eastman’s Texas facilities. This effort that started locally ended up laying the foundation for the Operational Excellence Handbook, which has transformed Eastman’s operating culture and is now used to improve manufacturing reliability globally. Jennifer co-leads a global energy-efficiency effort across manufacturing areas. These efforts are achieving approximately \$5 million in annual energy-efficiency improvements, plus a reduction of 60,000 kilograms of CO<sub>2</sub>-equivalent greenhouse gas emissions.

Jennifer’s team is also responsible for the chemical-engineer pipeline at the Eastman Texas site, from recruiting to development. Jennifer meets with all new employees to understand and improve gaps in the onboarding processes. Realizing there is more to personnel development than achieving goals, Jennifer ensures employees are equipped to navigate a historically white male-dominated field and to engage in the community. With this effort, females have represented at least 50% of Eastman’s new chemical engineers, several of whom stated that interactions with Jennifer during the interview process influenced their decision to come to Eastman.

With workforce development as a professional passion, Jennifer recently joined the industrial advisory board of the University of Texas at Tyler to help them achieve national accreditation for their chemical engineering program. She is the leadership sponsor of the East Texas chapter of the American Institute of Chemical Engineers, which has broadened their membership to include additional local companies and the local university during her term. Additionally, Jennifer is involved in community STEM outreach in high schools, including as the local high school’s resource for students interested in manufacturing careers.

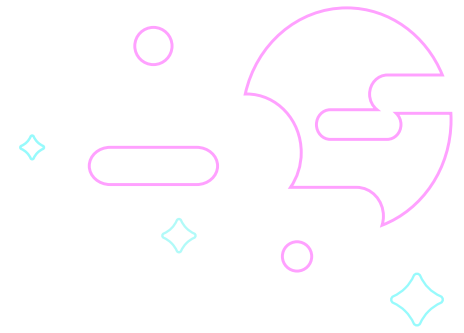
Outside of industry outreach, Jennifer volunteers with local literacy council spelling bees and United Way volunteer opportunities. She has also coached community-based youth soccer and basketball programs for 10 seasons.





## Amy Foley

Commercial Operations Manager  
**Eaton**



**“I feel empowered when my leadership team and loved ones trust me to execute my ideas. This trust allows me to learn from failure and develop from my success, while still feeling encouraged to keep moving forward.”**

Amy Foley’s innovative approach to commercial operations and strategic initiatives has revolutionized Eaton’s business and its community standing. As commercial operations manager, Amy works on strategic initiatives. Through her successful rollout of a comprehensive roadmap to achieve excellence in sales, inventory and operations planning, Eaton Bussmann Series experienced a boost in planning performance with improvements felt in operations across the board. Amy was instrumental in building a new team, leveraging advanced analytics to track and optimize performance, and integrating cutting-edge digital tools to streamline processes and coordinate demand-and-supply planning globally. Her knack for harnessing technology and data-driven insights has elevated the efficiency of the commercial operations team and set a new benchmark for excellence within the organization. Amy’s group has earned recognition from Eaton as one of the top-performing SIOP teams.

Amy leads by example, inspiring new employees to embrace the spirit of volunteering throughout the year. As the founding partner for Eaton’s Bussmann Gives Back initiative, Amy has devoted countless hours to ensuring organizations like Make-A-Wish, Habitat for Humanity, St. Louis Foodbank and Friends of Kids with Cancer receive corporate and team member support.

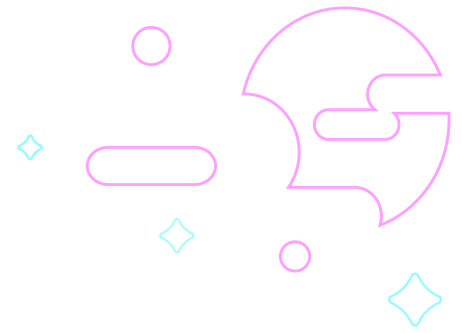
Within the company, Amy has consistently participated in a mentorship program to pair experienced professionals with young women entering the industry. Her dedication to fostering a culture of inclusivity and empowerment has inspired many women to pursue leadership roles and excel in their fields, which has also helped create a more dynamic, diverse and inclusive workplace. By encouraging open communication and continuous learning, Amy has built a supportive environment where employees feel valued and motivated to contribute their best.





# Tamea Franco

Chief Executive Officer  
**Global Metal Finishing, Inc.**



**“I am empowered by fear. When I mastered this emotion and realized I could use it to my advantage, it became a barometer to measure the pressure of what I had to overcome, move out of my way, how high to jump and sometimes go backward to move forward.”**

In 1987, entrepreneur Tamea Franco had a vision: to create a product line of aluminum components tailored for the arts and jewelry communities. She started small, launching East-West DyeCom from her basement as a one-woman operation.

As her technical expertise deepened and her client base expanded, Tamea recognized the need to diversify her anodizing services and product offerings. Her commitment to innovation and manufacturing excellence fueled the company’s evolution, leading to a name that better reflected her growing vision: Global Metal Finishing, Inc.

Global Metal Finishing is a leading provider of anodized aluminum parts, serving industries as diverse as aerospace, military and defense, marine, medical, robotics, packaging, energy, fishing and archery.

Known as “the queen of aluminum” according to Southern Living, under Tamea’s leadership, the company has grown to over 40 employees, with women holding half of the leadership positions. She is passionate about professional development, providing her employees with training in leadership, productivity and lean manufacturing. A dedicated advocate for local businesses and women in manufacturing, she is an active member of the Roanoke Economic Development Authority. Global Metal Finishing is a recognized leader in the aerospace and defense sectors, holding AS9100 certification and NADCAP accreditation.

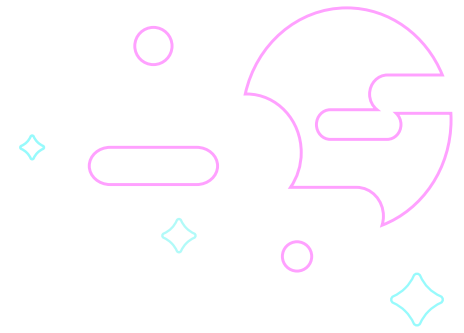
From color anodizing aluminum parts for jewelry artists to producing finishes for mission-critical components for Space X and the DOD, Tamea Franco has transformed her one-woman shop into a 40-person powerhouse in the metal finishing industry.





## Diana Garcia

Human Resources Generalist  
**MasterBrand**



**“I feel powerful when I help others. Growth flourishes when we share knowledge, support one another and embrace our nature as beings of service and community. Together, we create meaningful connections that inspire personal and collective progress.”**

**T** rue growth occurs when knowledge is shared. Diana Garcia injects that motto into every facet of her life. She successfully led MasterBrand’s company-wide transition to a new timekeeping software, traveling to various plants to oversee hardware installation and provide training. She went the extra 1,300 miles, traveling back and forth over a five-month period to provide bilingual (Spanish/English) support to the Ferdinand, Indiana, human resources team during an HR vacancy while simultaneously managing her site in McAllen, Texas. Her work speaks for itself, as the McAllen site boasts one of the best employee satisfaction production scores and has maintained a four-year accident-free record.

Diana’s style of leadership involves demonstrating genuine care, empathy and understanding. Diana is a passionate and dedicated advocate for her colleagues, believing in the power of collaboration and mutual support. As such, she has been a key player in various HR initiatives, including employee engagement programs and leadership development workshops. She mentors and supports others, especially new associates and fellow female professionals, with the goal of creating a supportive and empowering environment where they can thrive. She offers a safe space for women to be seen, heard and appreciated.

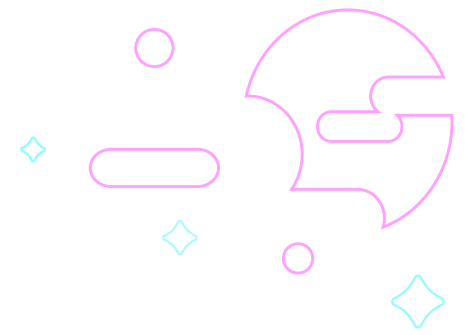
This dedication to helping others grow and flourish expands beyond the MasterBrand’s walls to her community. Diana donated cabinets to the Mujeres Unidas shelter for women and children affected by violence in honor of International Women’s Day. She participated in Read Across America at local schools, providing snacks and reading Dr. Seuss books to students. Diana has volunteered at the MasterBrand booth at the PRIDE Festival in Jasper, Indiana; organized donations of pet food and school supplies; and donated to organizations that help women and girls in Africa access feminine hygiene products. Extending compassion to animal friends, Diana has also fostered and adopted cats and dogs. Diana believes that community extends beyond geographical boundaries, emphasizing the importance of helping everyone, from those without a voice to coworkers and family.





## A'donna Garrett

Director, Consumer IT Digital Product Management  
**Smurfit Westrock**



**“I am empowered by seeing other women thrive in their purpose. Supporting a fellow leader as she builds pathways to opportunity, growth and sisterhood fuels my passion for honoring the legacy of those who came before us so the next generation can carry the torch even higher and brighter.”**

**A**s director of digital product management in Smurfit Westrock’s manufacturing segment, A’donna Garrett is a driver of digital transformation, developing end-to-end digital capabilities that enhance operational efficiency, improve margins and foster product innovation in the manufacturing sector. She has been instrumental in balancing the expectations of senior stakeholders and users alike while advancing the company’s digital experience and integrating product management and portfolio governance across multiple teams. Under her leadership, Smurfit Westrock has achieved growth and a strengthened sustainability as it operates within a competitive industry ecosystem.

A’donna embodies a spirit of innovation, leadership and advocacy, and she understands that leadership positions come with responsibilities to both the organization and her team members. To that end, she created and leads an information technology early careers rotational program, launched in 2022 to expand an existing company career-exploration program to include IT roles. Not only does this program improve Smurfit Westrock’s talent pipeline, but by accessing varied, hands-on experiences across the company’s IT department, recent graduates gain unique career development opportunities. Furthermore, A’donna’s commitment to an inclusive and diverse work environment helps to build a strong community of future IT leaders within the company.

After a positive experience participating in the organization’s Achieve program, A’donna herself became a mentor in the Pathbuilders Percepta. She empowers women with guidance and networking opportunities designed to help them navigate their careers. She delights in the opportunity to share insights as she works to nurture female talent, providing critical advice and encouragement as employees build the skills and confidence they need to advance in their careers. Furthermore, she invests time and talent in making Smurfit Westrock a more inclusive and equitable workplace by co-leading the Women + Allies employee resource group, in which she engages members in professional development, mentoring and sponsorship at all levels of the company.

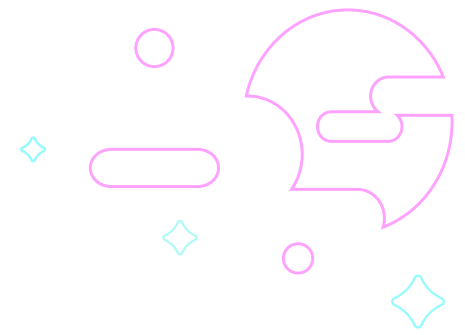






## Joddi Goertzen

Team Leader and Senior Financial Consultant  
**Global Shop Solutions**



**“I feel powerful when I identify opportunities to inspire and support those around me to reach new heights, and when I am entrusted to play a role in their growth and success.”**

Continuous improvement in manufacturing takes many forms, and for Joddi Goertzen, it has been a 20-year journey dedicated to discovering and implementing better ways for manufacturers to enhance their financial processes. Joddi, continuous improvement team leader and senior financial consultant for Global Shop Solutions, stepped up when the COVID-19 pandemic caused a labor shortage among qualified financial professionals. Seeing that manufacturers were struggling to perform accurate and timely financial statements, Joddi created the virtual controller service, connecting manufacturing companies with financial consultants to perform month-end financials until they could find qualified employees. Met with enthusiastic approval from Global Shop Solutions customers, Joddi hired more consultants. She then developed a virtual training program so manufacturing personnel could learn how to produce timely, accurate financial results on their own. Additional training topics were added focusing on the operations side of the business. With Joddi’s virtual controller service and virtual trainings, manufacturers are no longer at the mercy of the finance profession’s labor shortage.

Because Joddi worked with and learned from strong, career-driven women early in her career, she mentors her consulting team and other employees in much the same way, setting an example of a strong, fair and compassionate leader. When a young woman struggles to resolve a problem or issue, the Global Shop Solutions CEO often suggests they meet with Joddi, who encourages the women to lean in, push their comfort zone and dream big—pillars in her own professional success.

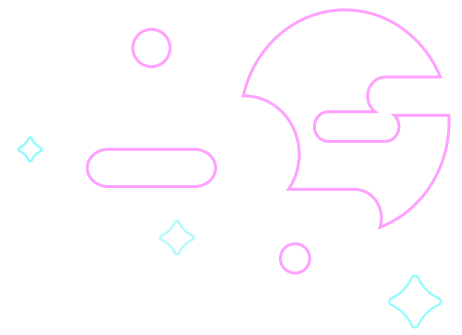
With her characteristic cloudburst of energy, Joddi engages her team to participate in events to help improve the quality of life for people around the world. In 2023, her team packaged food for Meals on Wheels in The Woodlands, Texas. Last year, she led her team in packaging food for Family Legacy, a charitable organization dedicated to serving vulnerable and orphaned children in Zambia. On every parcel of food, they wrote uplifting messages to send joy and let the recipients know they are cared for.





# Gina Govojdean

Vice President, Procurement  
**Howmet Aerospace**



**“I feel powerful when  
when I can take on a  
leadership role combining  
grit, strength and  
empathy.”**

**G**ina Govojdean is an example of personal and professional excellence. In 2018, she became one of the youngest procurement leaders at Howmet Aerospace, advancing to become the only female plant manager in Howmet Aerospace’s engineered structures business in 2022. She was promoted to a global director-level role in 2023, and later that year became interim Niles operations plant manager, managing a site of 600 employees as the first woman to hold this position. In January 2024, Gina became one of the youngest female executive leaders in taking her role as vice president, procurement, responsible for a spend portfolio supporting a \$900 million revenue business.

Having broken so many industry glass ceilings in her own career, Gina is naturally determined to help young leaders see a path for themselves in manufacturing. To that end, she co-leads the Howmet Inter-Gen Network employee resource group, an affinity group focused on developing future Howmet leaders and connecting multiple generations across the workforce. She is passionate about advocating for women in manufacturing leadership and has shared her own experiences in the manufacturing industry on panel discussions for The Manufacturing Institute, as well as addressed high school girls at Kent State University’s 2022 STEM conference.

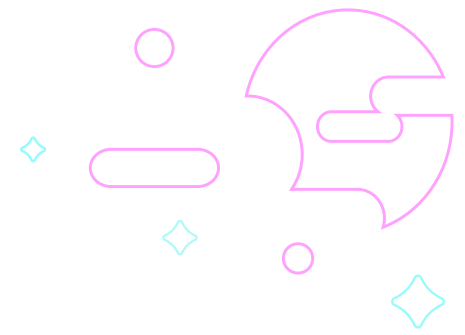
As an alumnus of the Horatio Alger Association scholarship program, which recognizes resilience in overcoming adversity, she proudly serves as a volunteer field director for the Association, promoting the scholarship to low-income college-bound students. She has also worked with YWCA of Greater Pittsburgh team members on a \$75,000 grant application to support the YWCA STEM Impact program. With Gina’s persistent help, the YWCA also received an incremental \$40,000 expansion grant to further build their program and impact more young women and minorities with STEM programming. She sees this work as imperative for challenging the status quo and maintaining the long-term viability of today’s manufacturing industry.





## Candi Hampton

Senior Director of Sustainability  
**Shaw Industries Group, Inc.**



**“I am empowered by seeing the impact of my work in both the products we create and the growth of those I mentor. It’s an honor to pay forward the guidance I’ve received, breaking barriers and sharing knowledge to create lasting change and empower others, especially women in manufacturing.”**

Surfaces beneath our feet carry the weight of the world, so minimizing the ecological footprint and maximizing the sustainability of flooring textiles just makes sense. Dedicated to making this ideal a reality for Shaw Industries Group, Inc., Candi Hampton immersed herself in the new Cradle to Cradle Certified® version 4.0 product standard and collaborated with internal business partners to optimize ingredients, increase recycled content, refine policies and engage with suppliers’ environmental and social impacts. These efforts put Shaw’s EcoWorx® carpet tile products at the forefront of sustainable manufacturing, resulting in being the first in the world to achieve the Cradle to Cradle Certified® v4.0 Silver level certification.

Manufacturing is a passion that Candi seeks to share with future generations. Participating for over a decade in a mentorship program with the Textile Engineering School at Georgia Institute of Technology, Candi used her experience in leadership development, study skills and career readiness to prepare young engineering students for their professional journeys. She fosters a commitment to helping other women within her organization as a leader in the Women’s Innovation Network and through Shaw’s mentoring and True North programs.

Beyond her professional accomplishments, Candi is committed to community development. She initiated a partnership for a public mural that would not only uplift and highlight the spirit of entrepreneurship and diversity within Greater Dalton but also connect Shaw to the community in a positive and indelible manner. At Whitfield County Schools, Candi worked with young girls to build confidence and reading comprehension, which was reflected in their self-esteem and academic growth. She supports needs in her community through her engagement with United Way as a donor, volunteer, advocate, prior member of Young Leaders Society and member of Women’s Leadership Council. Candi empowers individuals, particularly women, to reach their full potential and contribute to a more sustainable and equitable world.

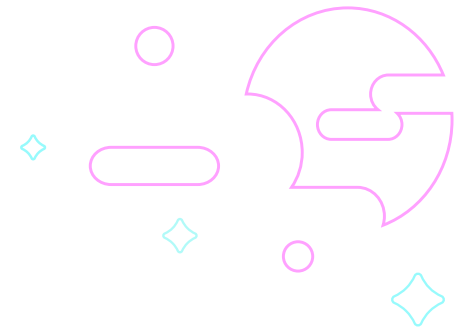




★ EMERGING LEADER

## Amber Hans

Process Engineer  
**LyondellBasell**



**“I am empowered by driving impactful, incremental changes in my industry. It requires us as engineers to be creative, systematic and adaptable to thrive in global markets. Being on the forefront of addressing these challenges through strategic planning and collaboration allows me to drive long-term solutions across my organization.”**

Amber Hans joined LyondellBasell in 2021 and transferred to the Houston refinery in 2023. Despite this short period of employment, she’s the only engineer at the Houston refinery trusted to backfill the operations asset manager role. This facility is preparing to cease operations, and Amber has led technical support for the shutdown, streamlining chemical cleaning and retirement of management of change processes. Amber’s hands-on approach to mentoring engineers and operators has positioned her team for success, and their efforts have saved \$175,000 in contractor fees and over 500 engineering and supervision work hours.

Amber has completed a number of projects supporting LyondellBasell’s greenhouse gas reduction goals. She facilitated the creation of a GHG playbook, identifying GHG meters and supporting data to meet volumetric control requirements. She led the reactor turbine pump electrification project, part of the 2024–2026 long-range plan, contributing to a 42% overall GHG reduction to meet the company’s 2030 goal. When Amber led the value enhancement program launch at the Chocolate Bayou Polymers Plant, results included improved ethylene recovery unit steam time from 83% to 91%, gaining profit and reducing the site’s CO2 factor.

By mentoring engineers and operators, Amber fosters an environment of collaboration and growth, all while preparing for the refinery’s eventual shutdown. She’s trained operations supervisors and unit operators on polymer processes and LyondellBasell technologies to ensure their readiness for transfers to other sites. Amber’s dedication to mentoring and her proactive approach in engaging female talent highlight her commitment to an inclusive and supportive work environment.

Amber’s industry contributions extend beyond her professional role. She is the local co-champion of the Houston Refinery’s Young Professional Employee Network and organizes events to develop future leaders. As a science fair judge at Richey Elementary in Pasadena Independent School District, she supports local STEM initiatives. Her involvement in the Run for Remembrance and the Houston Refinery’s Global Safety Day highlights her dedication to community well-being.





★ EMERGING LEADER

## Alexis Hanson

Buyer

**Nortek Air Solutions**

**“I am empowered by being part of a team that trusts each other and allows me to follow my intuition to achieve both the company’s goals as well as my personal goals.”**

A willingness to question systems and maintain an innovative mindset has set apart Alexis Hanson as a buyer at Nortek Air Solutions. Recognizing inefficiencies in the procurement process, particularly for hard-to-find items with long lead times, Alexis developed a system that allows the production team to stay informed and operate more proactively. She introduced optimized collaboration and tracking systems to give all internal teams access to crucial information like estimated times of arrival and ship dates. This proactive approach has allowed her to build stronger supplier relationships, as well as ensuring the production floor remains informed and suppliers are aware of Nortek’s priorities. Nortek has seen minimized disruptions and reduced delays, even during global supply chain challenges. Alexis has set a new standard within her team for addressing problems before they escalate. This has dramatically improved overall operational success, accelerated growth and doubled profitability.

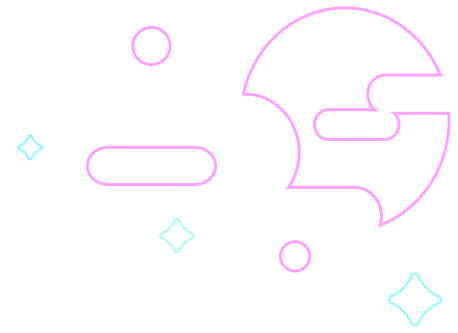
Alexis shares her critical thinking and open communication strategies with mentees and leads with empathy. She frequently advocates for not settling into “we’ve always done it this way” thinking. Alexis’s leadership extends far beyond her immediate role, as she is a strong advocate for female talent in the manufacturing industry.

With her ability to bring people together, Alexis’s volunteer work demonstrates that small but consistent efforts create positive impact. Alexis spends time volunteering within the community at park cleanups, ensuring public spaces remain beautiful, accessible and beneficial to the entire neighborhood. She also has a known love of dogs, especially golden retrievers. By organizing golden retriever meetups, Alexis creates a space for dog lovers from diverse backgrounds to connect and enjoy one another’s company. These gatherings are not just fun but also serve as an informal networking hub, promoting community engagement in a light-hearted, welcoming setting.



# Tiffanie Hartenstein

Chief Executive Officer  
**ORACLE Lighting**



**“I feel powerful when I have the opportunity to mentor others. Sharing my experiences, helping others overcome challenges, and celebrating their successes reminds me of the strength we all have to uplift and inspire each other. It’s when I feel most aligned with my purpose as a leader.”**

Tiffanie Hartenstein is the CEO and co-founder of ORACLE Lighting, a trailblazer in LED lighting technology. ORACLE Lighting’s journey began in 2005, in the wake of Hurricane Katrina, which devastated New Orleans. Out of necessity and driven by entrepreneurial spirit, Tiffanie and her business partner (now husband), Justin, launched the company while barely out of college. What started as a weekend hobby of modifying car accessories quickly grew into a thriving business.

Under Tiffanie’s leadership, ORACLE Lighting has achieved consistent growth in size and revenue, earning a place on the prestigious Inc. 5000 list for ten years. ORACLE Lighting’s leadership has also been recognized through numerous accolades, including the Louisiana Economic Development’s Lantern Award and the SEMA Manufacturer of the Year Award. ORACLE Lighting has been celebrated as the fastest-growing company in metro New Orleans, receiving honors such as Small Business Champion, Exporter of the Year, Small Business of the Year, Millennial Business of the Year and Consumer Products Company of the Year.

Passionate about empowering women in a male-dominated industry, Tiffanie serves as chair-elect for SEMA’s Business Women’s Network, a leading women’s business alliance within the automotive aftermarket industry. She works to elevate women leaders and create educational opportunities for young women entering this sector.

As a leader, Tiffanie prioritizes workforce excellence and employee well-being. ORACLE Lighting fosters a culture of recognition, professional development and open communication. Employees benefit from comprehensive training programs, seminars and peer groups, alongside health insurance, PTO, 401(k) matching and profit-sharing. The company celebrates milestones and achievements with personalized recognition, ensuring every team member feels valued.

The company’s guiding principles, collaboratively developed by the entire staff, are boldly displayed in the foyer, symbolizing the organizational culture and serving as daily inspiration for decision-making and performance. These principles embody the values that drive ORACLE Lighting forward.

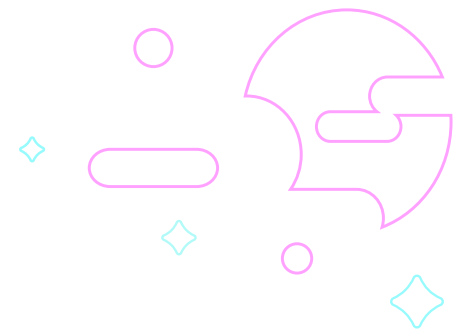
Through her visionary leadership, community involvement, and dedication to empowering others, Tiffanie Hartenstein exemplifies what it means to lead with purpose and impact.





## Tami Hatfield

Executive Director, Human Resources  
**GE Appliances**



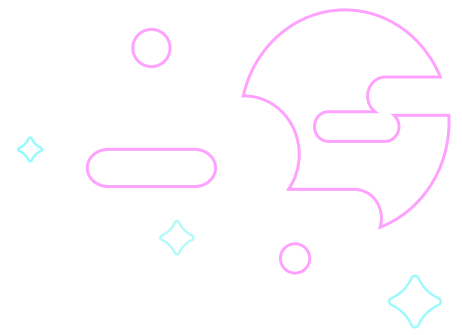
**“I feel empowered by creating opportunities for growth—whether it’s for employees, teams or the organization. Seeing people thrive, fostering collaboration and making decisions that drive meaningful progress inspire me to lead with confidence and purpose. Empowerment comes from knowing my work creates positive change for others.”**

Having begun her manufacturing career as a production floor shop supervisor at Ford Motor Company 30 years ago, Tami Hatfield’s broad-ranging experience has set her up as a relatable and reliable human resources executive. She joined GE Appliances as senior director of human resources for consumer operations in 2020 and was soon given additional responsibilities on the commercial side of the business. In 2022, Tami was promoted to executive director of HR for supply chain, leading a team responsible for more than 10,000 production and 1,000 salaried employees at nine locations.

Tami’s contributions have refined both quantitative success and a qualitative shift toward a more dynamic, engaged and diverse workforce at GE Appliances. She’s credited with successful negotiations, ratification and implementation of a four-year contract with six unions representing 500 service technicians in 2022. She led the implementation of the Every Voice program for non-native English speakers, who make up 10% of GE Appliance’s workforce. She’s helped increase the retention rate by 24% at the Louisville, Kentucky, location—GE Appliances’ largest, with more than 5,000 production employees. Tami also introduced a new hire ambassador program, which has reduced new hire turnover by 16%.

Tami’s leadership cultivates a culture where women are valued and where they can thrive as leaders and innovators. She is involved with the Empowering Women Employee Resource Group and holds an executive leadership position in the Women in Operations group, which supports more than 300 women across all manufacturing sites. On a national level, Tami has been active with the Women in Manufacturing (WiM) association, attending and supporting female employees’ attendance at national and local WiM events as well as national and local Society of Women Engineers events. Tami has supported local WiM chapters in Kentucky, Georgia, Tennessee and Alabama and has supported the selection of GE Appliances employees as WiM board members in the local and national organizations.





# Wanda Headley

Supply Chain Planning and Fulfillment Manager  
**LP Building Solutions**

**“I feel powerful when I use my voice to drive change, mentor the next generation and create opportunities for others. Empowerment comes from knowing my 40 years of leadership have broken barriers in a male-dominated industry and contributed to a more inclusive, innovative future in the manufacturing industry.”**

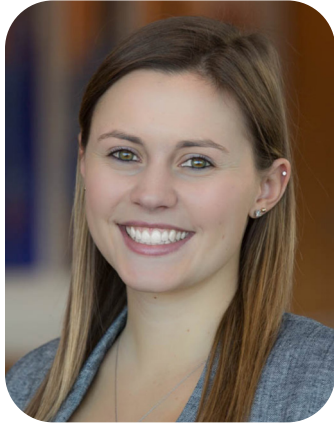
With nearly 40 years of employment within LP Business Solutions, supply chain planning and fulfillment manager Wanda Headley is the embodiment of dedication. As the company’s most tenured female employee, Wanda has made countless contributions to LP over the decades, impacting operations in transformative ways. One of her most critical roles within the organization is as an SAP super user, not only mastering the software and implementing it throughout LP but also training employees at almost every LP mill location across the US and Canada during adoption. She brought a hands-on approach to the project, and the end result was cohesive technical advancement for LP. Additionally, she’s played an integral part in numerous product rollouts over the past four decades.

Wanda’s dedication to LP can be distilled to one word: people. Time and again she’s shown that one of the greatest skills a leader can have is a dedication to people, and her mentorship of countless employees over the years is a legacy of investment in the next generation of manufacturing leaders. Her mentorship is relationship-based and focused on diversity and inclusion, with an active interest in striving to create opportunities for women in the manufacturing field. She provides personalized guidance to instill confidence in her mentees as they grow both professionally and personally.

Her exceptional career achievements, however, can be viewed as an extension of an extraordinary individual working to better communities she cares about, exemplified by her volunteer work as an auxiliary member of the Hayward Fire Department. Beyond supporting emergency responders, she engages with community members on their behalf, advocating for emergency preparedness and proactive safety measures that connect, protect and foster community resilience. Again, this civic role is about people—much like the LP community she’s so dedicated to, the community of Hayward benefits in incalculable ways from Wanda’s passion for inspiring and engaging with people.



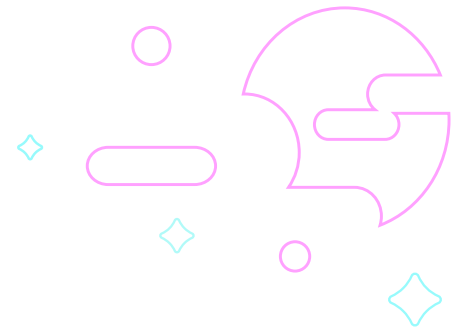




★ EMERGING LEADER

## Emily Hegarty

Assistant Plant Manager  
**General Mills**



**“I am empowered by environments that encourage a growth mindset, where you can fail forward and be supported to take your learnings into what’s next. I’m empowered when the team is inspired to push the limits of what’s possible believing they are stronger and limitless when they work together.”**

Responsible for every facet of manufacturing performance at General Mills’ Joplin pet food facility, assistant plant manager Emily Hegarty embraces the facility’s values of being humble, hungry and smart. In 2023 alone, Emily led the successful launch of 11 new products, navigating a compressed timeline to meet the growing demands of pet parents. She also organized complex repackaging initiatives to dramatically reduce product age risk by ~\$2.5 million. As interim plant manager since July 2024, Emily has tackled critical operational challenges with an agile and results-oriented mindset. She developed a monthly review and scorecard process to track progress against the site master plan, providing valuable insights for strategic decision making. She also conducted an effort to improve communication and collaboration with production teams, fostering a more supportive and efficient work environment.

Emily exemplifies personal growth, having received two graduate degrees in the past few years. Emily is devoted to upskilling the company’s front-line leaders by equipping production team members with the skills to take on expanded responsibilities, and she has been recognized as a key connector and mentor within the supply chain. For the past six years, Emily has consistently contributed to a long-standing mentoring circle, known as a psychologically safe place for women to thrive. Emily is a champion for all women, but she specifically allocates her energy to serve as a leadership team sponsor for the Asian Leadership Network and is an active member of General Mills’ Women in Supply Chain network.

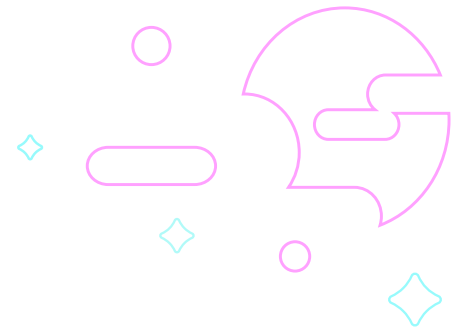
Continuing her dedication to knowledge, Emily enjoys volunteering as an English as a second language teacher for adults, playing a transformative role in empowering individuals to navigate life in an English-speaking environment. Each year, Emily also invests time in students from her alma mater inspiring them to explore careers in manufacturing and supply chain—one of those students now works at General Mills.





## Cindy Henderson

Environmental, Health and Safety Technician - Lead  
**Materion Corporation**



**“I am empowered by the knowledge that I do make a difference in the lives of my fellow coworkers and the community.”**

One of the most important roles at Materion Corporation’s Elmore, Ohio, plant is filled with great care and skill by Cindy Henderson, COSS. A senior environmental, health and safety technician—and at one point the only EHS technician for Materion’s largest manufacturing plant—Cindy is responsible for air sampling for beryllium, which can cause major health issues if not properly maintained. She oversees the audits and safety of over 76 breakrooms for 11 departments and ensures adherence to the beryllium-management plan.

The Elmore plant isn’t near community emergency services, so Materion Corporation’s Emergency Response Team is critical, and Cindy is an essential member. This volunteer emergency services team saves lives when time is of the essence. Even before she was formally a part of this team, Cindy took it upon herself to respond to a call and volunteer to help. Cindy is certified in basic life support (CPR and AEP), HAZMAT certified and enrolled in Emergency Medical Responder courses.

Cindy always looks for new opportunities to help not just at the manufacturing plant, but also in giving back to her community. With ELEVATE, the Materion Corporation’s employee resource group for women, Cindy has volunteered at the Ruth Ann’s House women’s shelter and has donated necessary items to Polly’s Place, a transitional home for women and children.

At her facility, Cindy has created a culture of trust where employees feel comfortable escalating safety issues with her to achieve the best outcome. All new employees go through EHS training with Cindy, who continues to train and help increase knowledge of the plant among coworkers—including those who’ve worked there for over 20 years. As she makes her way to various assignments in the plant, Cindy stops anyone she passes to have a safety conversation with them.

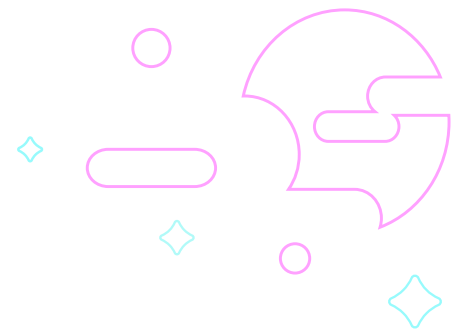
Extending her commitment to health and safety, Cindy has mentored and encouraged a young woman who was interested in growing her career from production to the health and safety department. Cindy not only offers up skills-related knowledge, but also provides advice on being a woman in the manufacturing industry.





# Stephanie Hendricks

Senior Project Engineer  
**ABB**



**“I feel powerful when I am able to overcome challenges to achieve my goals or implement projects successfully.”**

It is clear that Stephanie Hendricks is interested in not only her own personal and professional growth but also that of others around her. In 2019, Stephanie was a founding board member of the Arkansas River Valley Manufacturing Young Professionals, an organization focused on transforming the community with recruitment, retention and engagement of young professionals in the manufacturing sector. Stephanie’s contributions were crucial in laying the foundation for ARVMYP’s objectives, which include creating a platform for recent graduates and emerging professionals to connect for professional development opportunities and to foster a sense of community among them in the region. For the past five years, since the organization’s inception, Stephanie continued her service on the board in a number of roles. Today she continues her involvement in a membership capacity.

While pursuing an MBA to augment her bachelor’s degree in mechanical engineering, Stephanie is also mentoring engineers at various stages of their careers with ABB. She dedicates significant time to coaching individuals, providing them with the tools and insights needed to excel in their roles. Whether helping a new engineer understand the fundamentals of financials or advising a more experienced colleague on complex project management issues, Stephanie’s support is characterized by her proactive engagement with their projects and challenges.

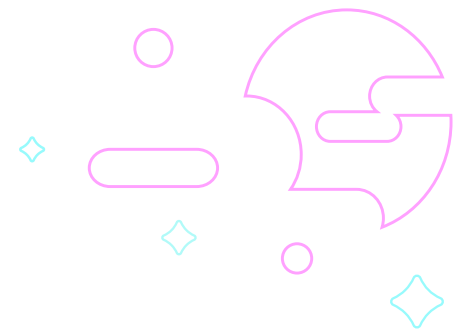
In hands-on manufacturing work, as senior project engineer, Stephanie spearheaded the implementation of a \$1.8 million state-of-the-art coil-winding system, which introduced an additional production line at a sister facility. By reducing cycle times by 54%, the project markedly improved overall efficiency and throughput while also enhancing safety protocols and ergonomics for team members. In this safer and more productive work environment, ABB has also seen improvements in machine utilization, minimized downtime and optimized staff time. Stephanie’s contributions to this substantial project’s successful execution have positioned the facility for future growth and scalability in light of increasing market demands.





## Tiina Herlevi

Director, Manufacturing, Valtra EME  
**AGCO Corporation**



**“I feel powerful when  
when I can help people be  
successful in their work  
and life, thriving as an  
individual and as a valued  
participant contributing to  
the success of the group.”**

**T**iina Herlevi is the first female manufacturing director in the history of the AGCO Corporation. Specifically, in 2021 Tiina was appointed the director of manufacturing for Valtra EME, an agricultural machinery division of AGCO Corporation, based in Suolahti, Finland. Tiina and her team have overseen significant capital investment projects. In 2023, these projects were recognized by the Finnish government with the Internationalization Award of the President of the Republic of Finland in the category of long-term international investor. The start of Tiina’s directorship saw pandemic-related supply chain disruptions, yet Tiina and her team have found innovative ways deliver record years for Valtra while simultaneously leading the biggest factory transformation projects in the history of the facility. Her work is an example of how diversity and gender equality can positively impact company performance and culture.

Tiina’s focus is on leveraging her integrity and influence to partner with employee representatives to develop creative solutions in aligning staffing levels with projected demand. She recently gained their support for a collaborate effort that will save the plant money while minimizing permanent impact on employment.

A positive mindset and dedication to having fun are Tiina’s hallmarks, both at work and in the community. She goes out of her way to create a sense of fun in the workplace and, as the mother of two young children, understands the importance of work-life balance. Outside of work, she hosts a pop-up kiosk for local cross-country skiers, serves as a volunteer speaker at motorsports events—she comes from a long line of tractor-pulling racers—and is a basketball coach. Tiina aspires to serve as an assistant for youth basketball at her local community sports center, as encouraging a healthy and active lifestyle is an important part of her and her family’s legacy.



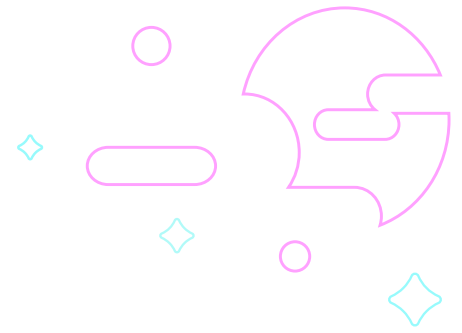


★ EMERGING LEADER

## Lauren Hicks

Senior Engineer

**FG—Molecular Products, Inc.**



**“I feel empowered by my team’s successes. Our achievements reflect the shared commitment and effort toward our goals. The accomplishments are never solely mine; they are the result of collaboration, trust and mutual support. True success is built together, and without my team, these wins wouldn’t be possible.”**

Engineers at FG—Molecular Products, Inc., were flummoxed by a vacuum loading system project for the chemical-mixing process essential to military- and industrial-grade respirator production. Lauren Hicks took on this project when she started her career with the company in 2021 and managed to drive project completion on time and under budget while also reducing scrap and physical demand on the technicians. On top of this success, one of Lauren’s most noteworthy contributions has been her leadership in a \$6 million expansion project as the project manager and lead engineer. She masterfully coordinated more than 15 subcontractors, including electricians and welders, all while ensuring that daily production continued safely and without interruption. Her mitigation of critical path risks and unwavering commitment to maintaining safety standards while completing the project on time and under budget underscores the profound impact of her work.

Lauren’s connection with nature as an avid mountain biker, snowboarder and outdoor enthusiast translates into her passion for contributions in sustainability. As senior engineer, Lauren takes a proactive approach to preventing environmental harm by implementing sustainable but rigorous waste-disposal processes that strictly comply with environmental regulations. This dedication ensures that no corners are cut, establishing a culture of accountability and environmental consciousness among colleagues and the broader community. Lauren’s technical accomplishments for molecular products’ green energy product, the ortho-para conversion catalyst, include assessing and revamping procedures, equipment and tools to lead a transformation process. Lauren drove enhancements throughout the department, playing a pivotal role in making 2023 a record-breaking year for OP Cat. She also drove sustainability improvements for the department by implementing a recovery system to reclaim 75% of the water used in this manufacturing process.

Within the OP Cat department, Lauren has emerged as a guiding force. Her commitment to sharing knowledge and empowering her colleagues has cultivated a thriving environment of growth and collaboration, particularly given her focus on actively encouraging and supporting female team members. Lauren’s approach to leadership exemplifies the qualities of an emerging leader, transcending immediate gains and looking toward sustainable growth, innovation and inclusivity within the industry.





## Shannon Huber

Lead Site Manufacturing Director, Dow Michigan Operations  
**Dow**

**“I feel empowered by a support system of allies who paved the way for me to achieve and effect positive change, and who help me build resilience.”**

In two countries, five states and seven manufacturing sites over the past 20 years, Shannon Huber has a track record for getting results in tough roles. The lead site managing director, Shannon oversees Dow’s largest, most complex silicone production site, managing 30 production units that generate more than 4,000 unique products, supply 23 downstream plants and contribute to 80% of the business’s revenue. Shannon has built a diverse and high-performing team, advancing Michigan operations’ competitiveness, as the site recently achieved its best safety and reliability performance yet. Shannon is also responsible for overseeing Dow’s other northern sites in the US and Canada. In a previous position as site director for West Virginia operations and global environmental, health and safety director for Dow’s industrial solutions business, Shannon spearheaded an improvement program for ethylene oxide, which significantly improved worker health and process and personal safety, as well as EO emissions reduction. She educated employees, industrial partners, West Virginia’s Department of Environmental Protection and the community about these efforts and further built trust by revamping the Community Advisory Panel.

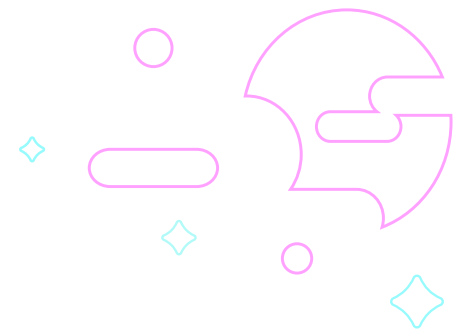
Since the start of her career, Shannon has been a member of the Society of Women Engineers and the company’s Women’s Inclusion Network. Recently, Shannon invited Ernst & Young to co-host a POWER UP empowerment event for more than 100 females and male allies at her site. Having nursed her children while traveling and working in manufacturing locations, Shannon is an advocate for nursing moms so employees don’t have to choose between work and family.

Shannon actively participates in community activities related to her workplace, but her advocacy doesn’t stop at the end of the workday. Shannon serves as the vice president and co-founder of the Michael W. Oglesby Foundation for Pancreatic Cancer Research and Awareness, a commitment that began after her father was diagnosed with pancreatic cancer and passed away two months later at the age of 52. The foundation has raised and contributed over \$80,000 to pancreatic cancer research while also increasing awareness of this disease.



## Ruth Hulme

Advisor, Reservoir Engineering  
**Ovintiv USA, Inc.**



**“I am empowered by the many wonderful people in my life and the opportunities I’ve had to grow as a technical professional and as a person. I believe I can use my talents to be a force for good at work, in my family and in the community.”**

It’s not often that someone is both a detailed subject-matter expert and an excellent technical presenter capable of clearly communicating with any audience, yet that’s who the oil and gas industry has in Ruth Hulme.

Shortly after joining Ovintiv USA, Inc., Ruth co-led efforts to apply rate transient analysis to evaluate well performance, hydraulic fracture conductivity and other reservoir parameters in the Anadarko Basin. After performing the analysis on hundreds of wells, she wove the RTA results into the well-approval process, making it the first time RTA was successfully used to influence well development decisions at Ovintiv. She also applied her data interpretations to identify damaged wells, which expanded Ovintiv’s acid remediation program to over 200 wells per year, adding 3,500 barrels of oil equivalent per day and resulting in \$100 million added value. Ruth shared these and other findings at internal and external conferences. Her work has been recognized by peers and leadership as one of the Anadarko Basin’s biggest achievements of the year.

After struggling to find mentors in her early career, Ruth enthusiastically volunteers to teach both young and seasoned peers with a comprehensive and personal approach. So far, she has mentored four interns and has maintained relationships with all of them as they have grown into competent and successful oil and gas professionals. She is consistently her team’s go-to teacher for newly graduated engineers and has trained dozens of people throughout her career.

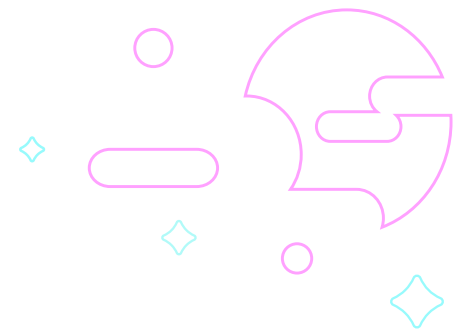
As a mother and active community member, much of Ruth’s time outside of work has been focused on helping to prepare the next generation for success. Because Ruth’s mother and grandmother were both teachers who taught her to read, she understands how early literacy opens educational and life opportunities. To that end, she participated in the BLAST mentoring program where she helped two children improve their literacy skills. Ruth also supported children in her community through the SIRE Therapeutic Horsemanship program and shares her musical and teaching talents with children at her church every week.





## Kate Humphrey

Operations Manager  
**General Mills**



**“I am empowered by** inspiring confidence in others to unleash their strengths and abilities. Seeing a new leader start out nervous and unsure, mentoring and supporting them as they grow into someone who trusts their abilities, leverages their talents and impacts their people—that’s incredibly powerful.”

Any fan of Nature Valley Granola Bars has Kate Humphrey to thank for this snack-food favorite. At General Mills, Kate took on one of the most challenging operational leadership roles in the company at a time of significant performance issues for the snacks platform. Kate recognized the urgency of the situation and mobilized her team to conduct a thorough analysis of operational inefficiencies. With targeted process improvement, re-allocating resources to the most critical areas and managing expectations with stakeholders through clear communication, Kate transformed adversity into an opportunity and positioned the company for growth by improving line utilization and driving business cost savings. Thanks to her work, the Belvidere, Illinois, plant was named Snacks Plant of the Year, with production of more than 3 million Nature Valley Chewy and Crunchy granola bars a day.

Kate offers the manufacturing setting a fresh perspective with her corporate background, which allows her to challenge the status quo and invites creative solutions to work-life balance. She transformed her teams’ dynamics by prioritizing engagement, communication and connectivity, including open feedback channels, increased learning opportunities and more team building. In a short time, Kate reduced the turnover by more than 18% on one platform and by 35% on another. Kate has recognized the difficulty of closing the gap between English- and Spanish-speaking teammates and has worked to accelerate the plant’s path to making hiring, training and operating culture more accessible to a Spanish-speaking labor force.

As a champion for women in the workplace, Kate is the co-leader of the Belvidere Women’s Leadership Network. She mentors early career and early leadership women and led the first Individual Development Plan workshop for more than 70 local women leaders. Kate calls her own plant-leadership experience the “purest form of people leadership” she’s experienced.

Believing that healthy bodies contribute to healthy minds, Kate volunteers as head coach for a middle school cross country girls’ team, shaping not only their athletic ability, but also their personal growth and character development.

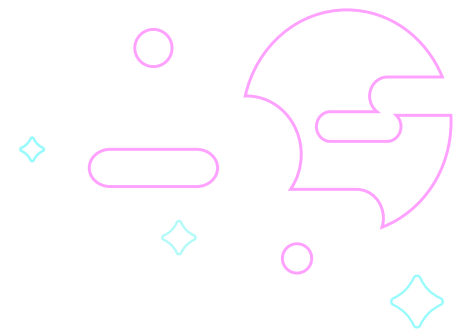






# Shivani Hundiwala

Manufacturing Engineer  
**Dover Food Retail**



**“I feel powerful when I help solve complex challenges in manufacturing. Whether it’s streamlining processes, driving innovation or mentoring others, I find strength in turning ideas into impactful results. Empowering my team and witnessing the positive outcomes of our collaboration inspires me to push boundaries and achieve excellence.”**

Faced with a complex process with a typical timeline of 18 months, most leaders in manufacturing would plan on that period with a bit of leeway to accomplish the project. In Shivani Hundiwala’s case, she managed to complete the project in just 90 days. After about two years with Dover Food Retail, a Dover company, Shivani played a role in transferring core operations from the Sylmar, California, site to the Richmond, Virginia, site. She led the installation of the glass LiSEC system in Richmond on this abbreviated schedule, demonstrating her ability to deliver results under pressure. Just before, she identified inefficiencies within the glass manufacturing process at the Sylmar site and took the initiative to streamline operations by analyzing machine downtimes and production bottlenecks, resulting in substantial labor savings.

Examples of Shivani’s commitment to nurturing the next generation of female talent are many. While completing her master’s degree at University of Houston, Shivani took on a mentoring role with the student affairs committee, supporting female immigrant students who faced communication barriers and cultural-integration challenges. At Dover Food Retail, she’s an active member of the company’s women’s network and collaborates with the human resources team to expand its reach. Within her engineering team, Shivani is a hands-on mentor to junior colleagues. For example, she guided a newer manufacturing engineer through the complexities of the LiSEC installation project by designing a 30-60-90-day plan to ensure the engineer’s success.

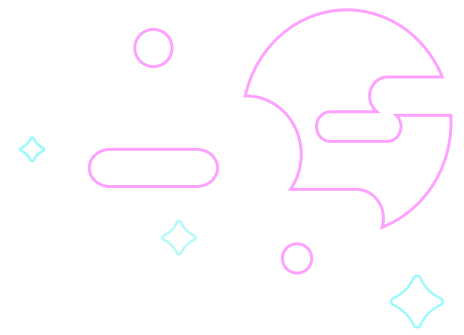
Shivani is equally interested in supporting the culture and visibility of San Francisco’s Indian population. At a senior center, Shivani volunteers to enrich the lives of elderly individuals who often struggle with isolation and cultural disconnection. On the cultural activity team, she creates opportunities for seniors to reconnect with their heritage through traditional celebrations and shared experiences. She also assists seniors with practical needs, such as transportation, shopping and translation. At a Hindu temple in Glendale, Shivani prepares and serves meals twice a week.





## Vanesa Hurtado

Focus Factory Manager  
**Siemens**



**“I am empowered by the ability to make meaningful contributions to my team and organization. Achieving goals, overcoming challenges and navigating complex situations reinforces my sense of purpose and drives me to continue striving for excellence.”**

As the focus factory manager responsible for the low voltage switchgear product at Siemens’ Grand Prairie, Texas, location, Vanesa Hurtado leverages more than 17 years in the manufacturing industry to lead a multi-level organization of close to 250 employees. She excels in contributing to reducing operational disruptions and increasing operational efficiency by employing a data-driven and process-oriented approach, all the while collaborating cross-functionally. Vanesa pursues organizational success with a people-first approach, fostering a culture of continuous improvement through employee empowerment and motivation, all in pursuit of the common goal of an enhanced customer experience. Through her customer-centric focus and commitment to operational excellence, she has reinforced Siemens’ reputation as a leader in the electrical products industry.

Vanesa’s professional achievements serve as a powerful example to other women both inside and outside of the company, and she has a clear vision for the future of women in her field. She understands that mentorship is one of the most powerful tools a leader has to develop next-generation female talent, and she works to foster community with female employees, offering strategies and perspectives based on her experiences. Additionally, Vanesa is quick to showcase the achievements of women within the industry and share inspiring success stories of other female professionals.

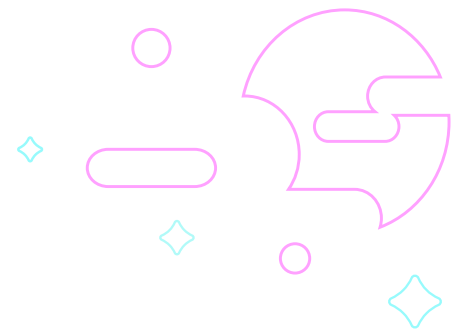
On a personal level, Vanesa has developed a strong commitment to environmental sustainability and actively works to promote cleaner air and reduced carbon emissions. She advocates for electric vehicles as a personal way to combat climate change, lower greenhouse gases, and achieve cleaner air. But her commitment to sustainable practices extends beyond the driver’s seat, and she’s always in search of sustainability measures—even things as simple as reducing waste and recycling paper—that she can implement in her daily life to promote a healthy environment and sustainable future.





## Ashley Jackson

Shipping and Receiving Manager  
**Bardstown Bourbon Company**



**“I am empowered by seeing women in similar industries breaking barriers, achieving success and inspiring change. Their strength, resilience and drive remind me that there are no limits to what we can accomplish. Their journey fuels my ambition, pushing me to grow, connect and create my own path with determination.”**

Ashley Jackson began her manufacturing-industry career in an automotive parts warehouse, but it was an entry-level administrative position at Barton’s 1792 while she was in college that introduced her to the bourbon industry. She was quickly promoted to senior shipping clerk and stayed there for 14 years. Then she joined the Bardstown Bourbon Company, where she is now shipping and receiving manager. Ashley assisted with implementation of a warehouse management system that proved invaluable when Bardstown Bourbon Company then upgraded to a modern enterprise resource planning system. She was instrumental in negotiating a contract with a local warehouse for 80,000 square feet of space less than one mile from the facility. This agreement allowed the purchase of 10 new trailers and the hiring of two CDL-licensed drivers, which reduced overall freight costs. Her work has allowed the company to meet the growing demand for bourbon, as August and September 2024 saw the most finished product ever shipped from her department.

The Bourbon Women Association, of which Ashley is a member, honored her with a scholarship for her essay, “What It Means to Be a Woman in the Bourbon Industry.” Ashley has set a goal to introduce a Women in Operations category within the Bourbon Women Awards to recognize those in operational positions, such as in the warehouse, lab and bottling departments.

Supporting and encouraging others is an important part of Ashley’s life. Ashley’s husband is a military veteran, and Ashley supports the Challenged Athletes Foundation through fundraising and providing work opportunities and exercise programs to people with amputations. As her eight-year-old daughter’s interest in dance and creative expression has blossomed, Ashley has supported her and volunteers to support other young females as well. Regionally, Ashley volunteers for fundraising and awareness events for the LGBTQ community. And for more than 15 years, she’s been a member of the Bardstown Community Theatre, Central Kentucky Community Theatre and the Bourbon City Players, performing on stage and in short independent films.

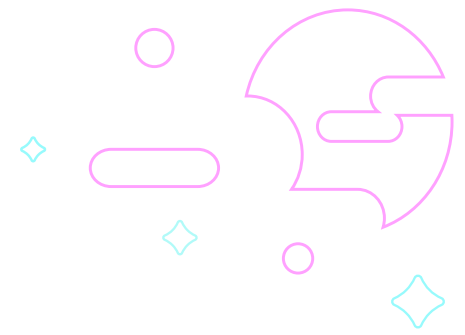




★ EMERGING LEADER

## Caroline Kalinsky

Project Manager  
**Fresenius Medical Care**



**“I am empowered by the opportunity to lead projects and drive meaningful change to streamline Fresenius Medical Care’s ability to deliver life-saving treatments to a critical patient population. Public health has always been an interest of mine and I feel empowered to help those in need within my community.”**

While she didn’t see herself going into manufacturing and supply chain work, an unexpected career change and a recruiter’s observation of her potential landed Caroline Kalinsky in a project manager position with Fresenius Medical Care. It turns out, this industry is a perfect fit for her bachelor’s and master’s degrees in health systems management. Caroline’s first assignment was to transform customer ordering handling within the North American supply chain network, end to end. Completed in only her first year with the company, the results reduced touches for the product and efficiency gains in order picking and shipment, ensuring the on-time delivery of life-saving products to clinics and patients. Caroline’s successful execution of the project resulted in \$1.4 million in annual savings. Despite being newer to the company, Caroline has earned the trust of senior supply chain leadership by offering valuable insights and recommendations on project management systems and tools.

For new hires, Caroline serves as an acclimation coach, helping them integrate into the team and navigate the complexities of the organization. Her ability to mentor, lead and share her knowledge and story has made a significant impact both to NASC and to women embarking on their own career journey. Caroline is no stranger to coaching. With her alma mater, Tulane University, Caroline volunteers in the student outreach program to provide services to newly enrolled college students. She helps the next generation find their way by mentoring current students on career opportunities in public health, sharing how she made the leap into supply chain employment, and providing avenues to engage with the university’s alumni network. She encourages students to explore unexpected career paths so they can pursue meaningful work.

Practicing her belief in public health systems, during the height of the COVID pandemic, Caroline selflessly put herself on the front lines by volunteering at vaccine clinics.





## Christine Karlsson

Vice President, Total Rewards  
**Saint-Gobain**

**“I am empowered by seeking opportunities to gain experience and learning skills that allow me to deliver value to my organization, while having a positive impact on employees’ lives. I am grateful for the trust given to me and for those who have supported me on this journey.”**

Early in her career, Christine Karlsson worked for a strong human resources leader who demonstrated how to balance the needs of employees and the business in an empathetic, caring manner. With 34 years of professional experience—16 of those in manufacturing—Christine is Saint-Gobain’s vice president for total rewards, in charge of team member benefits throughout North America.

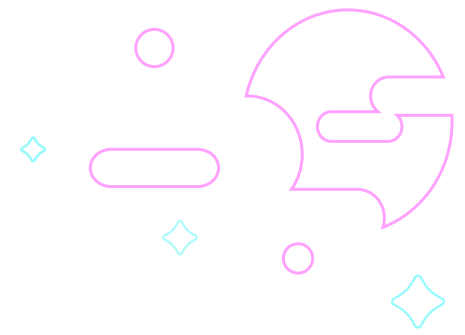
Christine has led her team to innovate valuable programs for Saint-Gobain, including the first total rewards statement for all North America employees. This individualized statement connects employees to their value proposition that focuses on emotional drivers and is set in the context of the organizational higher purpose, Making the World a Better Home. This new portal was well received by employees and gained recognition with an Academy of Interactive and Visual Arts’ Communicator Award. Additionally, Christine was asked to present this human-centric project at the Global Equity Conference and ProShare conferences. Based on employees’ feedback, Christine’s team also expanded benefit coverages and implemented a concierge service to assist in making mental health appointments. They also enriched Saint-Gobain’s matching contribution in the employee stock purchase plan, leading to a participation increase from 8% to nearly 19% in one year.

For the next generation of leaders, Christine shares her experience and this same emphasis on empathy and care. She was a mentor in the first class of Saint-Gobain’s enterprise mentoring program in research and development. Christine was on Camden, New Jersey’s, Leadership, Education and Partnership Academy University School board of directors for four years. A charter school serving over 1,500 African American and Latino students in grades K-12, it boasts a 100% graduation and college placement rate. Here, Christine helped implement a dual high school-college enrollment program, allowing students to earn college credits before graduating from high school. Christine has also volunteered for Dress for Success, promoting women’s economic empowerment by providing professional attire that helps them feel confident in entering the workforce.



## Josi Kauffman

Director of Project and Program Management and Validation  
**AstraZeneca**



**“I am empowered by the ability to inspire and motivate those around me, guiding others to reach their fullest potential. I thrive on turning challenges into opportunities, working collaboratively with my team to overcome obstacles and face whatever life throws our way with resilience and determination.”**

Throughout Josi Kauffman’s 20-year career with AstraZeneca, she has, in one capacity or another, had an influence on most areas of the network, from the people to the processes. Josi has held roles of progressive responsibility, from production team lead through senior project manager up to her role as director of project and program management and validation and a member of the site’s senior leadership team.

At the time that Josi worked as the supply chain planning manager, she spearheaded a major advancement in the company’s planning to achieve operational excellence, the global planning transformation initiative. Josi guided her team through both anticipated and unforeseen challenges, maintained a positive outlook while managing crises upstream and downstream, and embraced ambitious targets. The team’s success culminated in the Mount Vernon, Indiana, manufacturing site leading the AstraZeneca network with a flawless go-live, guaranteeing uninterrupted product supply for patients.

Paying forward the mentorship she received early in her career, Josi engages in mentoring relationships and guiding others with her humble self-assurance and an empathetic and attentive approach. For Josi, mentoring represents a place where trust is nurtured, challenges are overcome and mutual learning takes place. Central to her mentorship endeavors is her commitment to cultivating a pipeline of talented women within the organization, and several of her mentees have attained promotions and seized new developmental opportunities.

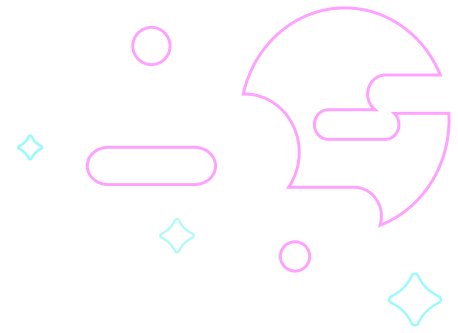
In her Evansville, Indiana, community, Josi emphasizes teamwork, physical activity and the development of meaningful relationships among young people while serving on the board for and coaching youth sports. Josi’s involvement in the AstraZeneca Buddy Program further underscores her commitment to impacting the lives of children in the Posey County School System, allowing her to provide guidance and support for children with certain risk factors.





## Brianna Keelan

Director, Manufacturing Footprint Optimization  
**Stanley Black & Decker**



**“I feel powerful when I can help others be their best selves. Finding solutions to problems and producing products that make someone else’s life easier is the most rewarding aspect of my job.”**

**B**rianna Keelan’s focus is on getting people the right tools for the job. As a community volunteer, Brianna has organized tool donations for local high school STEM and robotic programs, with gifts totaling tens of thousands of dollars. Each year, she participates in Stanley Black & Decker’s annual September 11th Bike Ride with employees, which facilitates tool donations to local fire departments.

Brianna also equips people with what they need on the job. During her 10-year career at Stanley Black & Decker, she has rolled out innovative workforce-readiness tools now adopted across the company, including the use of Deephow, a shop-floor video training software with multilanguage translations. To deliver trainings, Brianna implemented iPad vending for distribution across shifts and departments, ensuring all employees have access to cutting-edge technology and training. She led the deployment of lean standards and trainings to over 30 manufacturing plants globally, embedding a continuous improvement culture in the organization. More recently, Brianna led the operations integration of MTD, an acquired company, onboarding nine factories into Stanley Black & Decker systems and processes while delivering business synergy programs. As the director of manufacturing footprint optimization, she leads transformational supply chain projects focused on improving service, cost and quality for the business and its customers.

Sometimes the necessary tool is personal connection, and Brianna helps there, too. She began her career in Stanley Black & Decker’s leadership program and has advised more than 150 early career Stanley Black & Decker employees, providing one-on-one coaching on their program projects and presentation skills. She has led lean training exercises for more than 300 new employees, sharing her passion for manufacturing and the benefits lean methodologies can provide in business. Brianna ensures that new employees have a friendly face they can go to for anything they need.

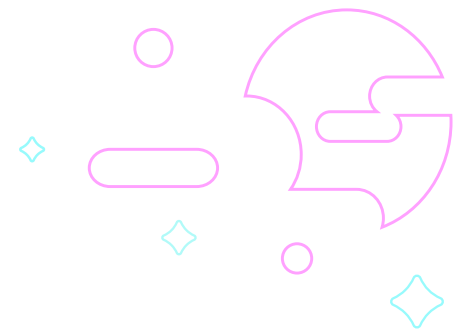
Brianna was diagnosed with acute intermittent porphyria, a rare chronic disease. Wanting to turn her diagnosis into an opportunity for advocacy, she joined the United Porphyria Association, where she participates in monthly mentorship programs to help those newly diagnosed navigate this rare, chronic illness. Whether providing literal tools, knowledge or a personal touch, Brianna is an instrument for compassion at work and in the community.





## Amber Kelley

Senior Manager, Logistics Engineering  
**Lucid Motors**



**“I am empowered by the strength of resilience, a deep sense of purpose and the belief that growth comes through learning and serving others. I embrace challenges as opportunities for growth, staying grounded in humility. Supported by a passionate community, I strive to inspire others and create meaningful change.”**

In Saudi Arabia, Amber Kelley leads all logistics functions for Lucid’s operational deployment. This role challenges Amber to break down traditional prejudices against women in power, and she rises to the challenge, demonstrating that women can conduct business with the same competence as men. While she may face hesitation from some men reluctant to shake her hand, by the end of their conversation, there’s almost always a handshake—a powerful indicator of the respect and rapport Amber is building.

As a seasoned logistics and supply chain management professional with almost 20 years of experience, Amber serves as a senior manager in logistics engineering whose work has secured millions of dollars in cost savings. One key technical achievement was developing a double-deep racking strategy to maximize storage capacity at Lucid’s Advanced Manufacturing Plant – 1, eliminating the need for an off-site warehouse and saving more than \$3 million in transportation costs alone.

Mentorship is one of Amber’s personal passions. Through the Society of Women Engineers, she participates in a formal mentorship program supporting underrepresented women and those returning to the workforce after a career break. Amber serves as an informal mentor to colleagues, mentors summer interns in the manufacturing plant and mentors other female leaders in logistics and manufacturing.

Amber drives initiatives that foster diversity and inclusion across the company, including as president of the Black at Lucid Employee Resource Group and as an active member of the Women at Lucid group. She has brought more women into technical roles, especially in Lucid’s Arizona manufacturing plant, obtaining over 100 candidates through various recruiting events.

Wanting to inspire and support community members, Amber helped Lucid build a relationship with Pinal County, Arizona, where the AMP-1 manufacturing facility is located, to encourage high school students to remain in school. This culminated in Lucid’s STEM Careers Teacher Workshop and an ongoing partnership with the Casa Grande Middle School District to develop a STEM education curriculum. She’s also worked with local women to help them pass their GED exams.

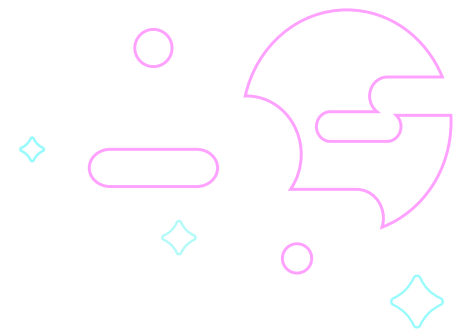






## Jennifer Kimble

Manufacturing Group Controller  
**American Woodmark Corporation**



**“I am empowered by an environment that fosters growth, collaborative teamwork and servant leadership. This motivates me to contribute my best work and help others reach their fullest potential. I am committed to making a positive impact in both the workplace and my community.”**

Thanks to Jennifer Kimble’s leadership and drive for manufacturing excellence, she was rapidly promoted over six years from a manufacturing plant financial analyst to a plant controller and now to the group controller for all made-to-order cabinet operations at American Woodmark. Of Jennifer’s contributions, she has been especially successful at standardizing operations across various cabinet platforms in the company. She’s managed to implement alternate materials and innovative production and painting processes, which have led to optimized performance, reduced scrap and shown cost savings and customer satisfaction improvement. Jennifer expanded operations in the West Virginia plant and deployed the first Cobot, leading to an expansion of robotics company-wide.

While her work has led to significant operational improvement, Jennifer’s greatest achievement is her impact on employees, developing a culture of teamwork. Under her coaching and influence, four of the eight large manufacturing plants she oversees have female controllers at the financial helm. One of her primary proteges was recently promoted to a senior financial analyst position at the corporate office. Jennifer serves as a coach to recent female college graduates joining the company.

Within the community, various leadership roles have allowed Jennifer to mentor and develop several young women, and her philanthropic endeavors highlight a lifetime of service. Jennifer is a board member of the Hardy County Rural Development Authority, where she’s been responsible for several county infrastructure projects and has helped new businesses flourish. She is an assistant district administrator for Little League in West Virginia and a youth leader in her church. She routinely participates in events for breast cancer awareness and to combat domestic violence. In the past, Jennifer was president of the West Virginia University Collegiate 4-H Club, volunteered in schools and was an AWANA teacher. In recognition of her humble community leadership, Jennifer has received the Girl Scout Gold Award and 4-H All-Star award and earned recognition as a West Virginia University Mountain Honorary.





## Marikate Langan

Vice President, Global Service and Business Process Excellence  
**Navico Group, a division of Brunswick Corporation**

**“I am empowered by mentoring and uplifting others, particularly the next generation of professionals. Sharing knowledge, creating opportunities and helping people reach their full potential gives me purpose. When we invest in others’ growth and success, we create a stronger, more collaborative future for everyone.”**

Marikate Langan is an advocate for helping others reach their full potential as well as a strategic and creative business-minded leader. Now vice president of global service and business process excellence, Marikate was instrumental in bringing together Navico Group’s 18 brands—including Brunswick’s acquisition of Navico and RELiON—creating the marine industry’s largest portfolio of bow-to-stern accessories. In her previous role as director of strategy and business development, she led portfolio planning and strategy definition, while also overseeing the project management office and contributing to the enterprise sustainability council and enterprise strategy management office.

Today, Marikate leads global service excellence across Navico Group, driving the service and support strategy and philosophy across the organization and represents Navico Group. She also supports the Brunswick Enterprise to drive business process alignment and evolution across Brunswick’s various divisions and business units. Marikate also designed and piloted an inclusive and equitable talent acquisition model in partnership with Navico Group’s talent acquisition team. Additionally, this year, she partnered with Brunswick’s TIDE initiative to create an employee resource group strategy definition program, coaching ERG leaders and hosting a strategic planning seminar to enhance their impact within Brunswick and in the broader community.

Of Marikate’s accomplishments, her more than 10,000 hours of volunteer service with Navico Group and the wider community are noteworthy. Marikate is cofounder of the Navico Group Dockside Chat program, providing community development and growth opportunities for team members worldwide, and is a volunteer with Brunswick’s All Blue Planet and Juneteenth events. Elsewhere in the community, Marikate is a volunteer gardener at The Ginkgo Organic Gardens, which donates its produce to a Chicago food pantry. She is also committed to conservation and community engagement, regularly supporting the Great Lakes through donations to Chicago’s Shedd Aquarium and participating in Brunswick Sustainability Week beach clean-ups with the Alliance for the Great Lakes. She also represented Brunswick at the Lurie Children’s Corporate Cup, a fundraising event benefiting one of Chicago’s largest pediatric hospitals. Beyond that, Marikate has volunteered in the Chicago suburbs to mentor youth and develop leadership programs focused on community engagement.

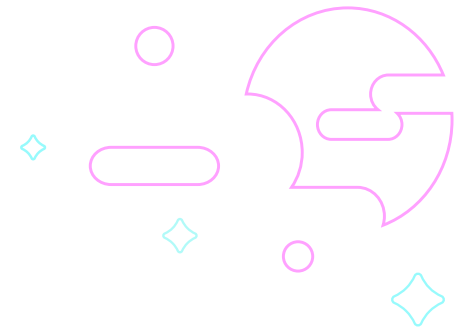
She acts as a formal and informal mentor for emerging leaders across the global organization. Marikate is also an ally member of the Brunswick Black Professionals Network ERG and a member of the Women on Water ERG.



★ EMERGING LEADER

## Hope Leslie

Process Engineer  
**Medtronic Inc.**



**“I am empowered by the collective strength and resilience of women in manufacturing, as we transform innovative ideas into essential, life-saving products. By inspiring the next generation of female engineers, we ensure continuous innovation and keep manufacturing at the forefront of technological advancement.”**

Whether looking at glucose monitoring technology, heart valve replacement innovations or disaster response, Hope Leslie’s ability to seamlessly integrate technical expertise with strategic vision benefits people worldwide. In her recent job transition to Medtronic’s advanced manufacturing team, Hope focuses on developing processes and leading process development initiatives that impact next-generation continuous glucose monitoring systems. Her systems-oriented approach drives innovation and optimizes manufacturing processes while ensuring alignment with patient needs.

Hope’s contributions to the STEM field goes beyond her role as process development and sustaining manufacturing engineer. She shares her technical expertise by mentoring others through Medtronic’s design, reliability and manufacturing in product development, which emphasizes designing specifications within manufacturing capability and robust-to-use conditions across the product life cycle. Hope is a peer mentor for female interns at Medtronic, providing guidance in navigating workplace culture, effective communication and time management, which enhances the interns’ learning experience and professional growth. Hope also provides one-on-one mentoring for female freshman college students in Medtronic’s Women in Science & Engineering partnership with the University of Minnesota—Twin Cities, to retain women in engineering, allow them to understand what engineering careers really look like, and increase awareness of careers at Medtronic.

Through her involvement as vice chair at the Society of Women Engineers Twin Cities chapter at Medtronic, Hope continually encourages females in STEM and manufacturing careers. She oversees the operation and leadership of the SWEnet TC hub—with more than 700 members—and has played a pivotal role in the professional development pillar, leading workshops and seminars focused on networking, mentoring, leadership and learning from senior leaders.

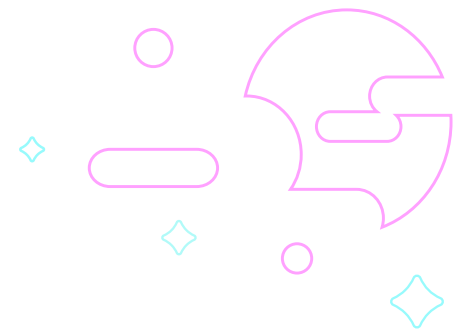
Outside of work, Hope’s community involvement is no less impactful. She is a duty officer, serving a crucial role in ensuring the timely activation and monitoring of local and regional American Red Cross Disaster Action Team responses to support those affected in the Minnesota/Dakotas region.





## Natalia Leymaster

Lead Engineer  
**Arconic**



**“I feel powerful when me and my team overcome complex challenges. One of my passions is to train and develop the new generation of engineers to take on the unique challenges we encounter in aluminum manufacturing. I am successful when my team is successful.”**

An invaluable member of the Arconic Davenport Works Rolling Mill department, lead engineer Natalia Leymaster has led the Bettendorf, Iowa, site through challenges with a deft capacity for leadership and project management. When, after five years of use, the Davenport automotive treatment line began to show signs of breakdown—the acid portion of the line was not holding up—the problem ended up with Natalia, who was able to lead the ATL through an intensive Alloy 20 upgrade. She acted quickly, securing \$850,000 in capital, then organizing and leading the process at a critical time when automotive demand was high. She drove on-site and off-site testing, prioritization and trials and met with tank and pipe vendors to stabilize the chemical portion of the line, all with the awareness of the tight timeline and high visibility of her team’s work. The upgrade was a success, and today the Arconic Davenport Works Rolling Mill environment is much safer for those who work in it.

This is a high-stakes example of Natalia’s leadership skills, but she’s also known for her day-to-day ability to build teams that are ready and able to execute. Drawing on previous experience in the sheet finishing department, Natalia has spent the past few years developing new engineers at Davenport Works’ rolling mill department. Natalia can recognize what support her team needs, providing invaluable mentorship to mechanical and electrical new hires.

Natalia is an active volunteer in the Arconic Hispanic Network, supporting the employee resource group through efforts like float-building for the Day of the Dead parade and coordinating 5K races to support an anti-bullying campaign. Her other volunteering activities include Junior Achievement and Read With Me programs with local schools. She has provided her services at a community food pantry and supported various school-based fundraisers and campaigns, such as providing Easter baskets to elementary school-age children.

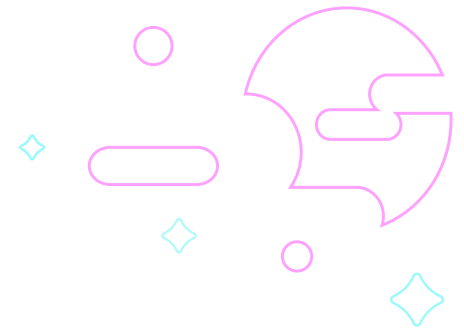




★ EMERGING LEADER

## Sofia Lobo

Senior Manager, Production  
L'Oréal



**“I am empowered by thoughtful and supportive leaders, who inspire their teams to break barriers, grow together and achieve success through collaboration and innovation. I am empowered by opportunities to learn and evolve in an industry that provides dynamic and exciting challenges.”**

As a senior production manager for L'Oréal, Sofia Lobo readily embraces opportunities for improvement and doesn't back away from challenges. She confronts complex technical challenges with a blend of analytical prowess and creative problem-solving, consistently delivering impactful solutions across diverse operational settings. Recognizing the limitations and high costs associated with a third-party system for critical reporting and operational functions, Sofia spearheaded the development of the SharePortal platform, built entirely with internal resources and resulting in cost savings of \$100,000 per year. Later, during an international assignment at the L'Oréal São Paulo plant in Brazil, Sofia was tasked with a comprehensive restructuring initiative. She conducted lean training for multiple teams, orchestrated a value stream mapping event to identify and eliminate bottlenecks, and implemented a kanban system for enhanced production planning and sequencing. Sofia's work resulted in communication improvements, increased efficiency and greater autonomy for her colleagues. She also led the transition of a manual reception process to an automated system that yielded a 76% reduction in processing time—from 500 hours to just 120 hours per month—significantly optimizing stock-management efficiency.

Sofia's passion for STEM began during her materials science engineering studies at MIT, and she has since sought opportunities to guide and empower the next generation of female talent. This started with her involvement in the MIT Global Teaching Lab, traveling to Barcelona and Rome to teach STEM to high school students. Now, as a L'Oréal talent acquisition ambassador, she attends college career fairs where she shares her journey in manufacturing, highlighting the diverse roles within the field and emphasizing the rewarding nature of creating tangible products. Sofia has also been a site lead for the L'Oréal Women in Leadership Operations group, where she initiated a monthly lunch series to help strengthen the network of women in the workplace.

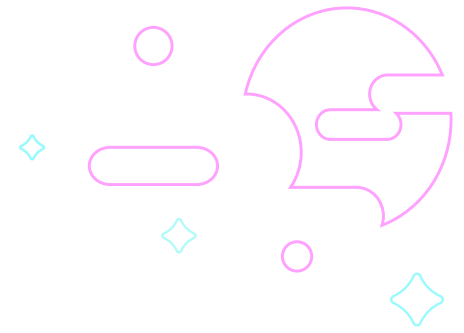
Sofia's commitment to community service is part of her identity. In the years before joining L'Oréal, she volunteered at hospitals, organized blood drives and was president of her school's local Habitat for Humanity chapter. In Brazil, she was drawn to teach English in the Formare program, which provides training and development opportunities to financially disadvantaged youth, empowering them to create brighter futures.





## Holly Loraw

Senior Plant Manager  
**Regal Rexnord**



**“I am empowered by the resilience, strength and support of other women. As a female, I embrace my unique perspective and lean on it to inspire, lead and create positive change in my workplace and the world. Together, we can achieve anything!”**

Foundries present exponential safety risks and hazards, and Holly Loraw has made it her mission as senior plant manager at Regal Rexnord’s TB Woods to minimize those threats. In her first year, Holly lowered the total recordable incident rate from 3.7 to 0.98. She attributes this massive achievement to a change in plant culture, where she personally leads safety talks. She has also improved plant profitability from 7.1% to 20.2% and reduced overdue orders from \$2 million to less than \$100,000 in less than two years.

Inspired by her own mentor early in her career, Holly has guided several female professionals in manufacturing. She takes her leadership role seriously and seeks to help others rise within the company. She mentors several females in manufacturing and has helped an employee who transferred from Mexico to traverse the difficulties of relocation and cultural differences, improve communication skills and build confidence. She also provides advice to her controller and human resources leaders who want to grow their careers.

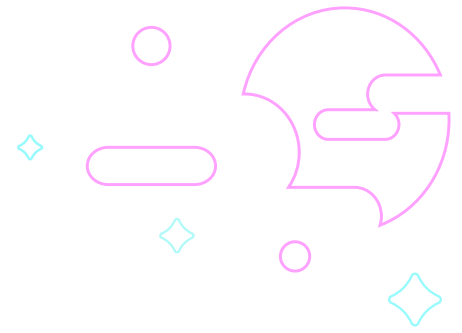
When Regal Rexnord acquired Altra Industrial Motion and rebranded the facility as TB Woods, Holly spotted an opportunity to show that TB Woods would not only remain a business staple of the Chambersburg, Pennsylvania, community but also have a positive presence in it. She created and headed up a team for the local Race Against Poverty event. She also led a team, with a record number of 40 plant participants, in the Cumberland Valley Breast Cancer Alliance 5K. Holly organized a community yard sale at the plant, donations to first responders and a trunk or treat event. Apart from TB Woods’ outreach, Holly dedicates her own time to the local high school band, track and field and cross country teams, as well as joining in the Serve Now program at her church.





## Mandy Lv

Senior Analyst, Logistics  
**Kennametal (Xuzhou) Co., Ltd.**



**“I feel powerful when I face every challenge in my work. I am unafraid of difficulties and move forward bravely. Working with the associates and pursuing excellence together makes me feel the power of the team and unlimited possibilities.”**

Going above and beyond the call of duty is at the core of Mandy Lv’s accomplishments. Her outstanding performance as an expert in customs compliance and international logistics, and her leadership in lean manufacturing initiatives has led to significant productivity savings for the company and even earned her an internal recognition award for her business segment and region.

Mandy’s leadership in lean includes leading the Xuzhou, China, team in achieving the global Kennametal Production System Bronze Certification. Mandy also initiated the Xuzhou plant’s green belt program, which has led to three employees being certified for value stream mapping, setup reduction and total productive maintenance.

Mandy consistently shows compassion and empathy at work and in her community. She uses her China Certificate of Psychological Consultant education to raise mental health awareness and provide psychological support to employees and coworkers. During the COVID-19 pandemic, she volunteered at the Gulou Community in Xuzhou City, providing psychological counseling to residents experiencing distress and anxiety, earning recognition as an outstanding volunteer. Recognizing the emotional toll of such events, Mandy also participated in volunteer efforts during the 2022 Henan flood disaster. In November 2022, Mandy took a group of Xuzhou plant employees to visit impoverished students at Tongshan Maocun Experimental Primary School. They contributed essential supplies, and Mandy offered psychological support, encouraging the students to stay positive and focus on their studies.

Also at her site, Mandy leads the employee club, motivating a team of 14 to organize events that improve employee engagement. For International Women’s Day, Mandy organized events to help female employees discover their potential, build self-confidence and better dedicate themselves to their work.





★ EMERGING LEADER

## Carlee Lykins

Senior Engineer, Packaging Design  
**Toyota Motor North America**



**“I feel powerful when I can provide a different perspective to support better innovations, which is the core of the engineering way of life and mindset. I am never intimidated by the lack of women in the room; in fact, that makes me feel more empowered.”**

Carlee Lykins’s meticulous attention to detail is evident in her work with Toyota Motor Manufacturing Kentucky and in her community service. Carlee, recently promoted to senior engineer of packaging, plays a critical role in leading packaging development across her team, which includes several analysts and over 350 suppliers. She coordinates these efforts across numerous functional areas at Toyota and contributes her expertise to the 10 other facilities in Toyota’s North American network.

In the ninth generation Camry major model launch, a cornerstone project for the plant, Carlee led the coordination of 843 new parts from 167 suppliers, created and managed the project schedule and developed a stretch budget of \$55 million. Her leadership ensured the launch occurred across two lines without a single issue related to the new suppliers. Carlee also served as the ISO 9001 certification lead for the packaging group.

Carlee’s passion for engaging with students has been recognized within TMMK. She is a dedicated leader in TMMK’s Girls of Engineering program, through which 50 to 100 female high school students visit TMMK to meet with professionals from various fields. She also supports an initiative for eight or nine high school interns who work at TMMK for nine weeks, which is key to the students’ career decision-making.

Carlee balances her personal and professional responsibilities with grace. On the board of the Cystic Fibrosis Foundation, she dedicates time and energy to raising awareness and funds to combat this life-threatening disease. She also participates annually in the American Heart Association 5K. In TMMK’s Engineering Moving Forward initiative, Carlee played a key role in the Lift Them Up project, collaborating with the University of Kentucky College of Engineering and UK Hospital to develop a mobility solution to help parents safely transport medically fragile newborns from the NICU to their vehicles. Carlee’s impact also reaches her alma mater, the University of Louisville, where, as a former cheerleader herself, she mentors young cheerleaders through cheer camps. And, most important, Carlee is a mom to two young boys, Ryder and Riggs.

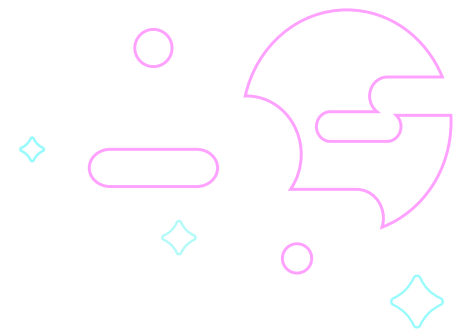






## Melissa Mackey

Vehicle Electrical Systems Manager  
**General Motors**



**“I am empowered by seeing the impact of my work, fostering creative solutions to solve difficult problems, driving results and supporting team development.”**

Managing the electrical architectural integration and manufacturing process for General Motors’ Oshawa, Ontario, assembly, Melissa Mackey has driven the plant to be a corporate leader in electrical first-time quality and in manufacturing controllable warranty claims. This has saved in repair costs and ensured customer satisfaction for the Silverado trucks built in Oshawa. In less than three years since the plant reopened with a new workforce, it earned General Motors’ Built In Quality IV certification, largely thanks to Melissa’s problem-solving approach. She has helped the team to flourish during start up, despite different electrical architectures in different truck models, and actively collaborates with and supports other facilities with her manufacturing-industry knowledge.

As the Oshawa operation runs 24 hours a day, Melissa is responsive, organized and aligned with the dynamic manufacturing process and her peers. She makes herself available to answer questions, problem solve on the fly and provide data analysis to support the team.

Additional to her job as vehicle electrical systems manager, Melissa co-leads the plant’s sub-human resources management, working with her peer group in decision-making. She ensures the plant and the department review hiring decisions and succession planning from all angles, often challenging the status quo in a respectful and thought-provoking way. An advocate for her team members, Melissa creates training for the new hourly workforce and drives cross-functional resolutions to ensure the team has the tools needed to succeed. She’s helped grow her team members to be leaders among their peers.

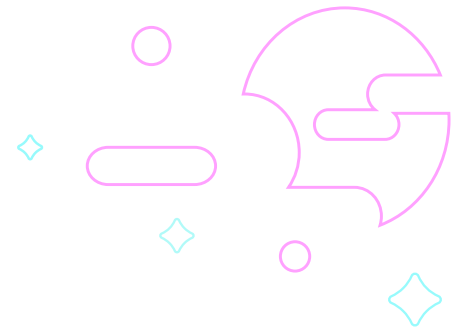
Melissa is also known for balancing the needs of her career with those of her life outside of work. She is the mother of two active daughters involved in multiple extracurricular activities, from softball to skiing, and Melissa herself is an avid skier.





## Ellen Mager

Plant Leader  
**DuPont**



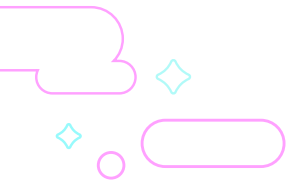
**“I feel powerful when I am able to be a part of a team that achieves challenging goals by uncovering and leveraging the diversity of talent within a team and watching that team overcome obstacles.”**

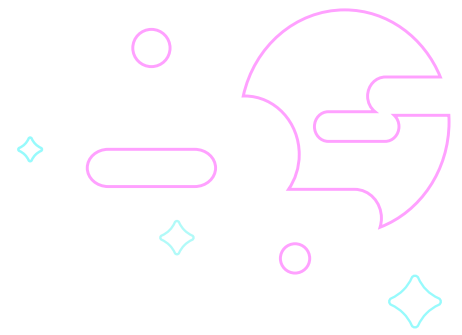
**A**t the DuPont New England Manufacturing & Technology Center—one of DuPont’s largest and most complex electronics facilities—new benchmarks for productivity, safety and sustainability have been set, thanks to plant leader Ellen Mager’s leadership and innovation. By empowering employees to take ownership of their work and contribute to improvement ideas, Ellen has put into practice hundreds of suggestions. Among her team’s accomplishments in sustainability is a process that repurposes solvents used in production, leading to the recovery of over 65,000 pounds of solvent materials in 2023 alone. Furthering NEMTC as a model for sustainable manufacturing is Ellen’s technological improvements in wet scrubbers, an air-pollution control device, to conserve water use. On the safety front, Ellen’s dedication was instrumental in the factory’s highly prestigious American Chemistry Council Facility Safety Award, received for multiple consecutive years.

As a passionate advocate for women’s advancement in the workplace, Ellen has sponsored and is a mentor in the DuPont Women’s Network Employee Resource Group and the Site Connect-Appreciate-Respect-Empower culture team. She frequently participates in women in engineering panels and additional opportunities to encourage young women to explore STEM careers, such as Worcester Polytechnic Institute’s Geek is Glam career event. In bringing along the next wave of manufacturing professionals, Ellen has also judged science fairs, supported project work during MIT’s i2 STEM Week immersion and lent her expertise to FIRST Robotics Team events.

Ellen’s commitment to sustainable American semiconductor manufacturing and equitable economic development is evident in her legislative efforts, particularly around the CHIPS and Science Act in Massachusetts. As a mother, her practical advice on topics from problem solving and building trust to conflict resolution and establishing credibility has helped her daughter and her daughter’s friends in establishing their early engineering careers.

Outside of STEM commitments, Ellen continues to show up for her community through Marlborough Community Cupboard’s Feed-a-Family and Tools for Schools Hope for the Holidays initiatives. She’s also a member of the board of directors for Junior Achievement of Greater Boston, whose programs reached 8,716 students in the 2023–2024 academic year.





## Denise Manderfeld

Senior Environment, Health and Safety Manager  
**Land O'Lakes, Inc.**

**“I am empowered by when I have a sense of ownership and control over my work and taking charge of health choices, advocating for myself in a situation or actively pursuing personal and business goals with confidence.”**

**D**enise Manderfeld honed her coordination skills over 20 years of distinguished Army service as a supply and transport specialist. During a deployment in the Persian Gulf War, she received and delivered essential supplies to soldiers on the front lines. While accomplishing her primary mission, she also served as a master fitness trainer, responsible for the physical fitness of her unit, and the HAZMAT non-commissioned officer overseeing the handling of hazardous materials.

In her work with Land O'Lakes, Inc., Denise uses these skills in developing key environmental, health and safety initiatives. At the Dairy Foods plant, she created a new real-time EHS dashboard that interfaces with the data management system. Incorporating the risk reduction action plan status, employee input and information from third-party audits, the technology enables management to make decisions based on up-to-the-minute data. Additionally, she played a crucial role in developing and gaining buy-in for a reliable third-party audit system, which analyzes risks and facilitates actionable plans tracked via the site dashboard. Her commitment to safety extends beyond work; as a member of the Brown County Emergency Preparedness Team, she coordinated this Minnesota community's first-ever disaster drill, which has become an ongoing event.

During her military service and today, Denise supported and empowered other women. At monthly Army women gatherings, she provided a safe space for sharing, offered encouragement and cultivated supportive relationships that gave participants confidence and camaraderie while serving in a predominantly male environment. She continues that work now as an active member of the Land O'Lakes vet employee resource group. While mentoring new female lead personnel, Denise encourages them to seek growth opportunities and shares company resources that support women in the workplace. In the community, she served on the board for the local nonprofit Parent and Partnership. There, she assisted in raising funds to open a Kids X-cel Center daycare with longer hours to accommodate working parents.





★ EMERGING LEADER

## Emily Marquess

Commercialization Engineer  
Dow

**“I am empowered by reflecting on my network of individuals who have developed me in my professional journey. My parents, family, teachers, coaches and leaders have all played a pivotal role in my success, and I am honored to pay it forward for others to reach new potential.”**

In her five years at the Elizabethtown, Kentucky, plant, Emily Marquess has distinguished herself as a leader boasting sound technical knowledge, championing continuous improvement and inspiring growth through innovation. More than that, Emily has built positive relationships with people at all levels and functions of the workforce, ranging from plant operators, operations day staff, R&D, business leadership and more.

Starting as a production engineer with Dow, Emily quickly cultivated her professional brand through implementing a large quality improvement affecting one of the top customers in consumer solutions. Since then, and now as the site’s commercialization engineer, Emily has led several efforts to scale up new products and navigated multiple raw material supply qualifications through and after the pandemic, having a direct impact on silicone production in the advanced construction market and automotive and electronics sectors.

Among her many talents, it is Emily’s unique ability to collaborate with professionals from diverse backgrounds that truly distinguishes her. A recent significant contribution to the company was the creation of a new site strategy, a project that required her to step beyond her career and educational experience. Partnering with the new site leader, Emily championed this initiative, creating an entire brand identity for the site. Complete with a new site graphic, “Small Site, Big Results” motto and “Silicone Swagger” tagline, the branding fortified the site’s rich legacy while making way for a new, positive outlook.

Emily’s impact and mentorship to other young women has been the most rewarding part of her career with Dow. Emily is a strong advocate for STEM education and has volunteered and spoken at numerous events, such as Bring Your Child to Work Day, Girls Inc. and several local schools. Two young women, inspired by Emily’s talks at their school, interviewed for high school co-op positions at Dow and specifically cited her influence. Emily has hosted and mentored several other young women coming from Dow’s national student program, new college graduates and even women in other functions interested in manufacturing. In every role she undertakes, Emily exemplifies professionalism, mentorship, and a commitment to empowering others, making her an invaluable asset to her team and to Dow.



★ EMERGING LEADER

## Rachel Marsh

Solutions Engineer and Assistant General Manager  
**Madsen Steel Wire Products**

**“I am empowered by facing challenges head-on, finding solutions, leading others and standing up for my beliefs. It’s also about having a solid support system—friends, family or teammates—who cheer me on and help me stay strong. Knowing I can make a difference motivates me to keep pushing forward.”**

From her beginnings as a welder on the factory floor to her role as solutions engineer and assistant general manager, Rachel Marsh has been elemental to the success of Madsen Steel Wire Products. Her work touches all parts of the company, from design to sales and safety to recruitment.

Wire-based supermarket displays, industrial wire components and security partitions and guards for automotive and delivery van fleets are among the products Rachel has made it her business to learn. Her sales efforts have been so successful that Madsen Steel Wire Products expanded its workforce and invested in automation pieces to keep up with orders and reorders, creating valuable jobs for people in the company’s Indiana and Michigan communities. The secret to her client-relationship success is her ability to listen to and understand clients’ needs, then collaborate on product design and engineering to create attractive and functional solutions.

Rachel’s relationship-building capacity extends to recruiting, hiring, screening and orientation for new talent. She’s promoted manufacturing careers to the local community at high school events and job fairs and has hosted students and teachers on factory tours. Rachel helped lead a job fair at the Bronson, Michigan, plant with more than 300 attendees, which resulted in the hiring of 20 new team members.

In looking out for others, Rachel is a leader on the safety team that has resulted in more than 2,000 days with no safety incidents, thanks to careful attention to procedures and equipment, as well as a new drug-screening policy. She mentors a core group of young talented leaders, having worked her way through the levels of the company herself. Rachel’s care for community extends to her leadership of Madsen Steel Wire Products’ local Thanksgiving drive, delivering homemade pies from employees to the Orland, Indiana, Community Volunteer Fire Department.



## Jennifer Massey

Associate Vice President, Site Head Lebanon API Manufacturing  
**Eli Lilly and Company**

**“I feel powerful when I am driving better outcomes, fostering healthy collaboration and nurturing the growth of those around me.”**

When Eli Lilly’s \$9 billion active pharmaceutical ingredients facility in Lebanon, Indiana, opens in 2026, Jennifer Massey will be remembered as instrumental in defining the project scope and building a team of approximately 900 associates for the facility. She moved into the role of associate vice president, site head, for the company’s largest-ever capital investment for manufacturing infrastructure after supporting manufacturing operations for a state-of-the-art facility expansion in Kinsale, Ireland. Last year, that project was recognized with the International Society of Pharmaceutical Engineers’ Facility of the Year Award and was the innovation category award winner.

Jennifer began her 20-year career with Eli Lilly as a process engineer and has played roles in business operations, operational excellence, sales, manufacturing operations and engineering, exhibiting strong leadership as she continuously expanded her responsibilities. Jennifer was one of the founding members of the Women’s Journey in Manufacturing & Quality at Eli Lilly, and launched a reverse-mentoring program focused on highlighting the unique experiences of women in the company’s manufacturing roles. She has mentored and coached operational staff, early career high-potential engineers and several members of the future-leadership talent pool. Jennifer has also sponsored female future leaders in the U.S. and Ireland for both domestic and international assignments. Jennifer’s mentees are among the strongest next-generation talent in Eli Lilly’s manufacturing organization.

Actively involved in her community, Jennifer is equally as passionate about engaging others to serve alongside her, regularly enlisting the support of her friends, neighbors and colleagues. She is a board member for the Boone County, Indiana, Chamber of Commerce and regularly participates in events throughout her community. She always encourages her organization to give back and participate in important community organizations including Sylvia’s Place, Witham Health Foundation, Independent Living for Adults with Developmental/Intellectual Disabilities, The Cabin, the YMCA and The Boone County Cancer Society.



# Stephanie McPherson

Plant Engineer  
**Smithfield Foods**

**“I feel empowered by the level of accountability I hold myself to and the end results of challenges and goals in both my career and my personal life. I feel empowered by saying, “Thank you for your efforts today” to my individual team members because together we succeed.”**

In Smithfield Foods’ nearly 90-year history, the company never had a female plant manager for maintenance and engineering before Stephanie McPherson. Stephanie oversees the development and implementation of all maintenance systems—first at the Grayson, Kentucky, plant, and now at the Cumming, Georgia, facility—and ensures work is scheduled efficiently to maximize productivity. Starting with Smithfield Foods in 2014 as a corporate industrial engineering manager, Stephanie transitioned to the role of maintenance and reliability manager by 2019, where she successfully implemented Smithfield’s standard reliability process in Grayson. This work improved manufacturing processes and equipment reliability by 5%, generating a return on investment of \$175,000 from a total cost savings of \$178,000.

Stephanie’s expertise in electrical systems, reliability and continuous improvement are making it possible to break down barriers for women in STEM. She engages with local students, sparking STEM-related conversations and highlighting career opportunities in manufacturing and technology. Stephanie has mentored numerous interns and career foundation program participants at Smithfield, including several who have gone on to successful careers in manufacturing. She is also a certified maintenance and reliability practitioner and a member of several professional organizations, including the Society for Maintenance and Reliability Practitioners, Smithfield’s Women’s Connect employee business resource group and Women in Manufacturing.

Just four months into her role as plant engineer, Stephanie faced a personal tragedy with the unexpected death of a family member, leading her to become the guardian of her two-year-old great-nephew. Balancing her demanding career and new responsibilities as a single mom, Stephanie quickly turned her focus to finding harmony between her professional and personal life while continuing to make a positive impact on those around her.

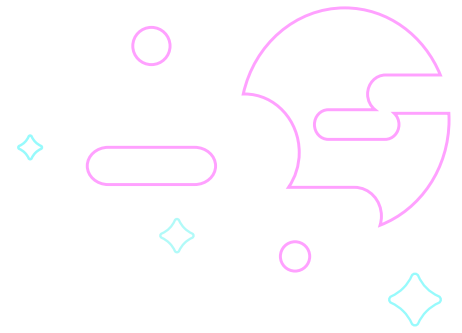
While living in Ohio, she was deeply involved with her Order of the Eastern Star chapter, where she served as a founding member and past secretary. Her contributions included organizing resume writing and interview workshops for women, as well as leading blanket, clothing and toiletry drives for local women’s shelters.



## Sarah Messa

Plant Manager

**United States Gypsum Company**



**“I feel powerful when obstacles are set along my journey, and I rise to the challenge head on and transform the hurdles into opportunities for personal growth and evolution.”**

Sarah Messa assumed the role of plant manager at the United States Gypsum Detroit Plant in 2022, at a time that the facility needed an overhaul on several levels. Sarah revamped the entire safety program and last year the plant had no recordable injuries—down from seven recordable injuries, one restricted-duty injury and two lost-time injuries in 2022. She is a resource for other plant managers looking for advice on improving their safety records. Last year, Sarah’s facility saw its highest-production year ever, with an 11% increase in Durock® cement board production while quality has remained outstanding.

At the Detroit factory, there are only 11 women out of 100 total employees. Since starting out as an entry-level electrician, Sarah has always had a vested interest in mentoring and developing female co-ops, project engineers and other emerging talent. As the plant manager, this role is invaluable for demonstrating the possibilities for women in manufacturing. Sarah’s passion for continuously improving her plant and her teams was recently featured in a Chicago Tribune article for her dedication to manufacturing and mentorship. Sarah also is a longtime member of the Women in Manufacturing employee group, and she served on the corporate Diversity and Inclusion Council from 2015 to 2017.

A commitment to the community around the factory is also a cornerstone of Sarah’s leadership. River Rouge, Michigan, is an inner-ring suburb of Detroit where nearly a quarter of the population lives below the poverty line and the median annual income for women is less than \$25,000. Sarah ensures United States Gypsum has a community presence and is involved in outreach, participating in local events and festivals. Sarah has organized and manned booths at several events and volunteered at the local food bank, and she is a dedicated facilitator of the plant’s annual food drive.

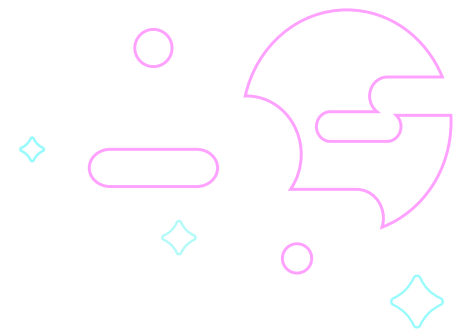






## Elizabeth Miakisz

Senior Manager, Selkirk Manufacturing  
**SABIC**



**“I feel powerful when I’m able to inspire others to reach their full potential. It’s rewarding to empower women to rise above their perceived limitations and thrive in the manufacturing environment. With their continued success, women as leaders in manufacturing will evolve as a norm, rather than the exception.”**

For 12 years, Elizabeth Miakisz has held multiple leadership roles at SABIC’s Selkirk, New York, plant, supervising 300 employees. She has prioritized safety and significantly improved environmental, health, safety and security performance at the plant overall. Among her efforts have been terminating a long-term contract due to ongoing safety concerns, reestablishing expectations with site leadership to prioritize EHSS performance over other metrics and empowering all employees and contractors to stop work to ensure safety. Other of Liz’s initiatives have focused on training. A behavior-based safety program teaches employees and contractors to recognize potential hazards and enable good-faith safety conversations. A grassroots hands-on training lab enables employees to learn normally hazardous manufacturing tasks in a controlled environment. These improvements have been recognized by regional leadership and recommended for other company locations.

Liz is intentional about advocating for women in the workplace. Her direct staff is 38% female and the most diverse manufacturing leadership staff in SABIC regionally and globally. As a senior leader for the last eight years, Liz has promoted three female employees to manager or senior manager manufacturing roles. Additionally, she has been officially mentoring a female manager at another manufacturing location to prepare her for a future site manager role.

A former college softball player herself, Liz nurtures young girls as a softball coach. For the past two seasons, Liz has taught five- and six-year-old girls how to properly throw a softball while also providing a safe, structured space for the girls to develop emotionally and socially. Additionally, Liz was co-treasurer of the Round Lake Malta Youth Baseball League board, where she managed the annual budget, paid vendors and oversaw the concession stand. For her second year as board member, her child had stopped playing in the league, yet Liz remained committed to her volunteer work. While her two-year term has ended, Liz still maintains support for the league today while they look to transition her role to a new board member.

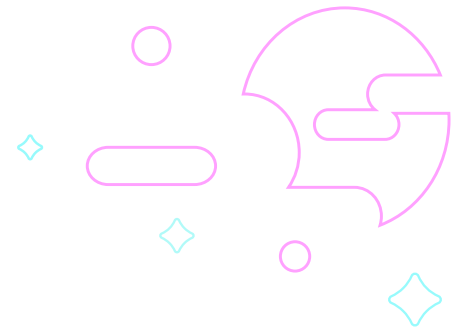




## Elizabeth Miller

Director, Park 500

**Philip Morris USA, an Altria Company**



**“I feel empowered by making a difference. Empowerment extends beyond personal growth—using your skills, knowledge and resources to make a positive impact. Satisfaction is when I see others realize their full potential. My passion is mentoring others ensuring they are prepared for success, promoting women’s equality and inclusion.”**

Elizabeth Miller is a proactive thinker, challenging the status quo by creating educational opportunities to lift those already at Philip Morris USA’s Park 500 to greater heights. She sees the possibility of sculpting a successful company by empowering those within it to grow and adapt to changing and challenging business circumstances. Seeking to empower her employees to succeed in a climate of declining production, Elizabeth launched a strategic learning initiative, granting hourly employees access to Microsoft Office tools training and an in-depth understanding of the company’s manufacturing business. This initiative successfully made the Park 500 team adaptable in their work environments as well as at other Philip Morris USA facilities.

Thanks to Elizabeth’s work, the Women in Manufacturing, Virginia, chapter now has a mentoring pillar. Over the past two years, this program has guided four cohorts and 62 mentors and mentees from manufacturing facilities throughout Virginia. Since establishing the program, Elizabeth has continued to co-lead the mentoring pillar and, under her leadership, 97% of mentees found the experience valuable and 87% of participants felt empowered by their mentoring relationship. Through her own participation in the program, Elizabeth mentored three women across Virginia—two of whom received promotions and attribute their success in large part to her guidance. Over her 36-year career, Elizabeth has fostered connections and provided leadership development for women and men within the Altria Family of Companies.

She has championed leadership development opportunities for women in manufacturing by organizing fundraisers for the Virginia Industry Foundation to cover attendance at the national Women in Manufacturing SUMMIT. Elizabeth also planned the first official WiM-VA facility tour of Philip Morris USA’s Manufacturing Center, complete with team-building and networking activities. Furthering her commitment to gender equality, Elizabeth facilitated Advocacy For Her by two of the Altria Family of Company’s male advocacy leads during a WiM-VA statewide conference.

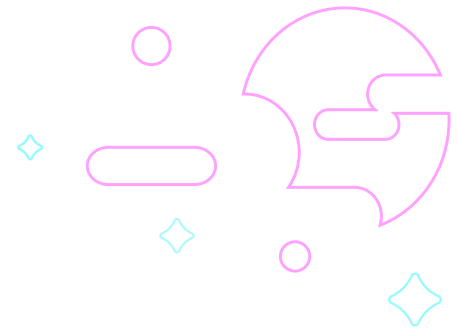




★ EMERGING LEADER

## Michelle Montgomery

Senior R&D Scientist  
**Covestro LLC**



**“I feel powerful when I see my ideas and actions results in real, impactful change.”**

It was Michelle Montgomery’s chemistry teacher who encouraged her creativity and answered her, “Why?” questions with, “Let’s find out!” After that formative experience, it should be no surprise that Michelle is a senior research and development scientist with Covestro LLC. As Covestro’s North America lead for global instrument panel developments, she collaborates with automotive manufacturers to integrate sustainability into dashboards through low-VOC and bio-based materials, lightweight design and waste reduction. Here, Michelle co-developed the Altair Enlighten award-winning lightweight polyurethane foam with automotive supplier Marelli that significantly increased sales globally. To reduce reliance on third-party testing vendors and meet the testing requirements of a major U.S. auto manufacturer, Michelle expanded Covestro’s in-house testing certification, resulting in \$60,000 in savings per system qualification, which is a 57% reduction versus third-party costs. These accomplishments don’t touch all that she’s done to improve product shelf life, reduce errors and waste and increase customer satisfaction in the North American filters market and the tailored urethanes group.

Michelle’s experience with strong mentors and helpers through her life inspired her own volunteerism, which averages five to eight hours per week in the spring and fall. She’s been a core Covestro team member with the United Way of Southwestern Pennsylvania for seven years, and for the past three years, Michelle has led the Covestro Games to increase participation in the company’s on-site United Way events. In 2023, the Pittsburgh team raised over \$400,000.

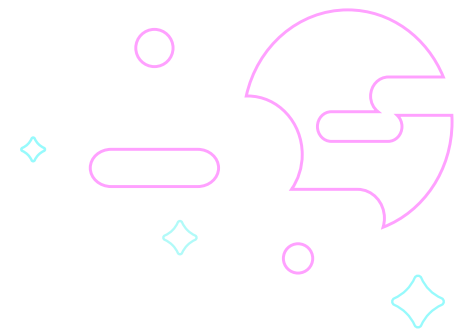
For the past six years, Michelle has volunteered with Strong Women Strong Girls, a multi-generational mentoring program, which recently merged into Girls Inc. Through their elementary school Role Models in Residence program, Michelle has interacted with 150-plus girls. She’s also a one-on-one mentor for college-aged women with SWSG, a mentor with the Future of STEM Scholars Initiative for students in Historically Black Colleges and Universities, and a volunteer with the Pittsburgh Technology Council’s Latitude Launch program.





## Amber Mulligan

Vice President, Sales and Service  
**Trane Technologies**



**“I feel powerful when  
when I inspire the people  
and teams I lead to  
achieve something that  
they did not know was  
possible.”**

**A**mber Mulligan’s commitment to engaging the next generation of female manufacturing talent is deeply personal. Over the past 20 years, she has mentored more than 100 women. Until recently, when the interest in mentorship became too great, she maintained a policy to offer mentoring to every woman interested in Trane Commercial HVAC business sales. She provides one-to-one mentoring approximately 10 hours a month and helped form a group within Trane Technologies women’s employee network, which is already 200+ strong, just a few years in.

Last year, Amber joined the board of directors for Charlotte Family Housing, a Charlotte, North Carolina, shelter-to-housing program for working families. Ninety-five percent of the organization’s clients are women. Amber believes strongly in its mission because she and her husband have supported a family member through similar challenges. Amber is developing a pilot program for workforce stability, which she hopes will lead to a more formal collaboration with Trane Technologies to provide jobs for people in the program.

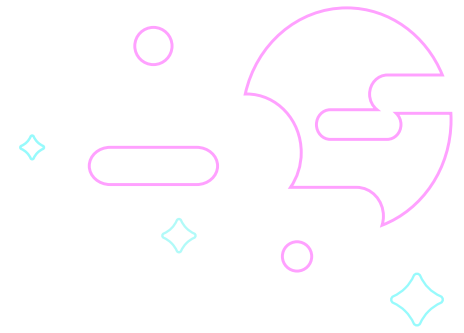
Amber brought her track record of manufacturing accomplishments to Trane Technologies as vice president, North Americas commercial leader four years ago, focusing on a strategy transformation for commercial HVAC sales and marketing teams. While most of Trane Technologies’ leadership positions are filled internally, Amber is the unexpected outside hire, and she knew she had to earn trust through rock-solid strategic input and strong data. She has helped drive a significant organizational shift to focus on data center and high-tech vertical markets, which has led to increasing plant capacity at multiple facilities and the addition of hundreds of manufacturing and service technician jobs. Additionally, commercial HVAC bookings are up more than 20% as of Q2 2024, compared to Q2 2023. New manufacturing facilities and lines have been opened, with investments in increased capacity continuing.





# Cassandra Nasir

Senior Manager, Supply Planning  
**Ecolab**



**“I’m empowered by my faith, which inspires me to be kind, supportive and a positive influence in the world. The encouragement from inspiring women in my life motivates me to serve as a role model for future generations, helping them pursue their dreams and realize their potential.”**

Cassandra Nasir’s extensive career in logistics, planning and materials management has spanned roles in the U.S. and Dubai, and she currently leads a production planning team of 19 associates at Ecolab’s strategic U.S. manufacturing plants. Using team coaching and development, she has driven a 31% increase in supplied in full on time service performance, reduced shipment backlogs by 45% and lowered inventory by \$8 million. In her previous role with the warehouse planning and contract manufacturing planning teams, Cassandra delivered projects that resulted in over \$1 million in cost reductions. She has, time and again, exhibited a selfless support for her work, including having relocated her family for two months to provide hands-on support during a leadership gap at another facility.

With a record of driving results and a methodical and structured approach to solve challenges, Cassandra naturally influences those around her. Within her first year as a leader, Ecolab’s employee engagement survey improved by 15%, and her retention scores increased by 13%. Cassandra has built her team’s excellence, resulting in several individuals being promoted to new positions. She participated in Ecolab’s E3 Employee Resource Group for women’s Naperville Chapter Mentoring Circles, and throughout the year-long program, she helped ensure her circle completed their pre-work and facilitated meaningful conversations among the group. Cassandra is also active with EcoMondo ERG, positively impacting individuals across nations and creating a sense of community among employees to celebrate diversity. She demonstrates her commitment to diversity and inclusion when hiring, always ensuring Ecolab has a diverse candidate slate of top talent.

Cassandra’s exceptional leadership and business capabilities show everyone in her community what women can achieve. For the Islamic Foundation School’s Family Alliance Program, she organizes programs for kids and families. She also volunteers at the local mosque, DarusSalam, where she leads community events supporting childcare needs during the Ramadan season.





## Shabnam Navi Nejand

Global Head of Supply Chain for Digitalization and Capabilities  
**Evonik Corporation**

**“I feel powerful when I inspire and uplift others, especially young women in manufacturing. Witnessing their growth and passion fuels my drive. Knowing that my efforts contribute to closing the gender gap and fostering inclusivity reinforces my belief in the transformative power of leadership and collaboration.”**

Shabnam Nejand brings a lot of heart into the technical world of manufacturing. “This is one of her greatest strengths,” says Thomas Schamberg, Evonik’s head of supply chain excellence. “She inspires those around her to do their best, uplifting the entire supply chain team.”

In the development and execution of Evonik’s regional product group strategies for the special oxides product line in North America, Shabnam collaborated with commercial management, technical service, and research and development teams; managed real-time sales activities across product lines; and used her strategic insights for market segmentation and pricing analysis. The initiative was a cornerstone of the company’s growth strategy, resulting in a substantial revenue increase. Her work on critical key performance indicator reporting had a direct impact on the financial results and strategic direction of the business, supporting the forecasting and budgeting process for the whole region. In her role as head of supply chain excellence digitalization and capabilities—global, she leads supply chain optimization projects and programs in cooperation with suppliers, external consultants and all internal stakeholders—significantly improving costs and service levels.

Shabnam is also a co-founder and leader of groW Americas, Evonik’s employee resource group for women. Recognizing the need for accessible leadership development for women, Shabnam introduced an innovative workshop from Germany to the Americas. The workshop employs practical coaching techniques to enhance the skills of participants across all company levels. By establishing local program ambassadors at Evonik sites, Shabnam democratized the learning process, allowing a diverse group of women to benefit from the workshops. Her commitment to creating pathways for women’s career advancement has had a significant impact at Evonik.

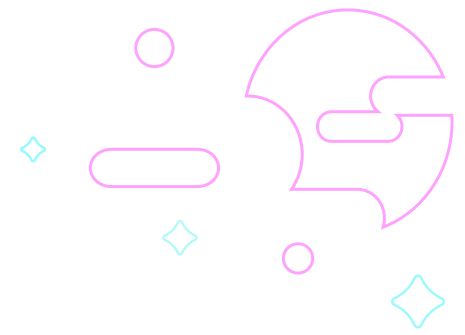
Shabnam’s focus on developing manufacturing leaders is evident in her community engagement as well. She’s a sought-after public speaker, giving presentations that highlight her personal industry experience and the importance of inclusivity in manufacturing and supply chain roles. She mentors young women through her local high school’s robotics program, fostering their passion for innovation and technology—which is essential in the evolving landscape of manufacturing.



★ EMERGING LEADER

## Rachel O'Connor

Manufacturing Engineer II  
**Boston Scientific**



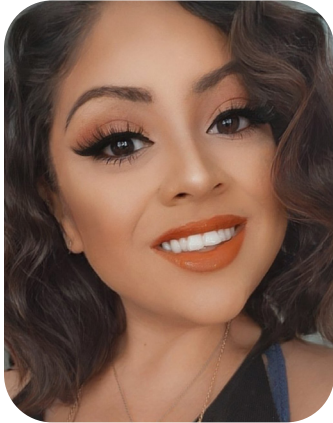
**“I feel powerful when I’m actively solving problems, sharing my knowledge to inspire others and overcoming challenges with confidence. I take pride in empowering women in manufacturing by helping them navigate challenges and believe in their own capabilities, encouraging them to make their mark in the industry.”**

Rachel O'Connor’s ability to think outside the box and implement novel solutions has had a lasting impact on Boston Scientific’s manufacturing process and the availability of life-saving technology for patients. Rachel, a manufacturing engineer II, introduced a novel hermetic seal weld improvement on the S-ICD defibrillator, remedying a long-standing manufacturing issue. The welding process has been a major constraint in the manufacturing line, and Rachel’s innovation reduced cycle time by over 60 seconds, boosting the unit-per-hour rate by 78% and dramatically increasing production capacity. This improvement also controls heat buildup around the device, solving the issue without compromising device safety or quality.

At the Clonmel, Tipperary, Ireland, plant, Rachel has demonstrated exceptional leadership and mentorship through her involvement with her chapter of the Society of Women Engineers. Since the chapter’s launch in 2023, she has played a leading role in organizing events that inspire and engage female engineers. Notably, she orchestrated a successful speed networking event, where hand-picked professionals at Boston Scientific had the opportunity to engage in quick, meaningful conversations about their careers, motivating many attendees to pursue career advancements and tackle challenging career decisions. Rachel has been instrumental in arranging guest speakers from both within and outside the company. Her efforts have created a vibrant community that supports and uplifts women in engineering, encouraging them to achieve their full potential.

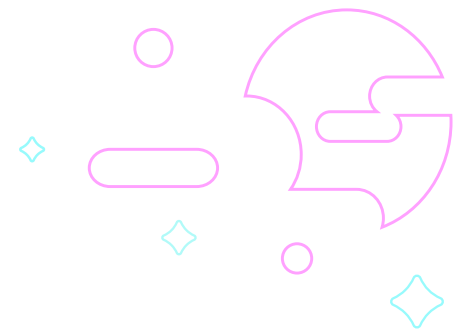
Rachel actively contributes to her community through the Boston Scientific STEM Group, where she supports STEM education among primary- and secondary-school students. As a volunteer with Junior Achievement’s JA Inspires program, she visits schools to share her career journey, speak about her role as a manufacturing engineer and offer advice to students interested in STEM careers. One of Rachel’s most rewarding experiences has been presenting scholarships sponsored by Boston Scientific to students in Clonmel. In addition to her work in schools, Rachel has led site tours and interactive presentations for students. Her efforts have a lasting impact on both the students and the local community, as she helps foster excitement and opportunity in the world of STEM.





# Marlene Olguin

Human Resource Generalist  
**Nucor Cold Finish**



**“I feel empowered by knowing that I make a meaningful difference in the lives of others, as I work to help them overcome challenges and live their best life.”**

With a title like HR generalist, you would expect Marlene Olguin to care about people, but Marlene is an expert people person. As a bilingual speaker, Marlene uses her Spanish and English to take a proactive approach in assisting Nucor Cold Finish Nebraska teammates with their work and life needs. Marlene is also well-versed in immigration and visa processes and employs this knowledge for her team members. In a recent example of Marlene’s commitment to helping others feel welcome, she went out of her way to help Nucor’s new controller and his family transition from Mexico to Nebraska, even taking the family on tours of the schools and assisting with enrolling the children.

During her first year with Nucor, Marlene became a mental health first aid trainer, empowering others with crucial skills to support mental well-being in the workplace. She is active on the Health & Wellness Committee, Parade Committee, Mental Health First Aide Committee, Golf Committee, Social Media Team and Holiday Celebration Committee.

Marlene demonstrates her care for others in her own massage therapy business as well. As a certified manual lymphatic drainage therapist, she works with cancer patients after they complete chemotherapy and specializes in rehabilitation care for her patients.

Outside of her work commitments, Marlene is a mother and wife, and she actively volunteers her time as the financial administrator for the American Massage Therapy Association for the Nebraska Chapter, a member of the Norfolk Area Human Resources Association, a member of the Hispanic Business Council and a member of the Nebraska Organizing Project.

While Marlene has a list of ways she’s influenced others, one of her most influential affects is her bubbly, can-do attitude and perseverance to overcome challenges and grow as a person and in her career. Marlene strives to foster a supportive environment across her professional and community activities, setting a powerful example for future generations.







★ EMERGING LEADER

## Angelina Ortiz

Group Leader, Intermediates Process Development  
**Eastman Chemical Company**

**“I feel empowered when I witness the positive impact of my influence on those around me, particularly when my ideas and efforts lead to success for my team and the larger community. I gain strength from trusting my intuition and relying on my convictions to guide me toward achieving goals.”**

Through her diverse experiences, Angelina Ortiz has consistently demonstrated her potential as a compassionate leader and dynamic engineer, from participating in competitions and tackling home repairs to designing and racing CO2 dragsters. In Eastman’s Specialty Plastics Division, she played a pivotal role in the first successful run of an innovative catalyst and manufacturing configuration. She also spearheaded commercial qualification trials that mitigated key quality risks in production lines, contributing nearly \$2 million in earnings and led capital projects totaling over \$10 million. Her expertise in project execution, particularly in front-end monomer production, distinguished her among her peers.

As the group leader of intermediates process development, Angelina leads a team of chemical engineers supporting the operation of ten asset lines across six chemistries in plastics manufacturing. Simultaneously, she heads a campus recruiting team, reflecting her commitment to fostering new talent.

Angelina’s passion for mentorship has inspired her to guide numerous interns and both new and experienced employees, resulting in several interns receiving offers for full-time positions. In response to gaps in technical skills caused by attrition, she initiated a departmental program promoting best practices and knowledge sharing, which has sparked similar initiatives in other areas. At her alma mater, the College of Engineering at Tennessee Technological University, she mentors capstone and design teams and has established an annual professional development series on campus.

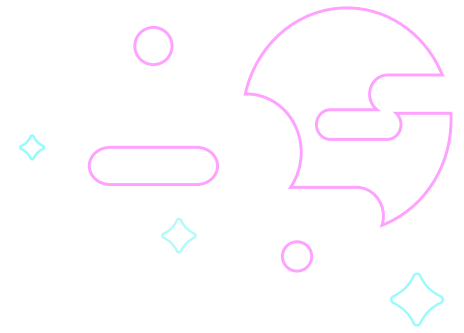
When Angelina’s family moved from Colorado to Tennessee, her family faced significant challenges, including health hazards in their home that led to temporary displacement. When a church family offered them shelter, she learned the profound impact of selflessness, a lesson she carries into her community service. In college, she served as the director of service for Rotaract, a collegiate Rotary Club, served as a campus ministry leader, and was a member of Omicron Delta Kappa, the National Leadership Honor Society. Her commitment continues as she serves as a technical judge for the Streamworks robotic competition, engages in outreach through the American Institute of Chemical Engineers and contributes to the TTU chemical engineering board of advisors. Recently, she has focused her efforts on supporting the needs of Appalachia following Hurricane Helene.



# Karin Overstreet

President

**Nortek Data Center Cooling**



**“I’m empowered by my team—incredibly passionate, talented and committed people who are as inspired as I am by what we do, motivated to build products and business and driven to accomplish amazing things that have never been done and that nobody thinks are possible.”**

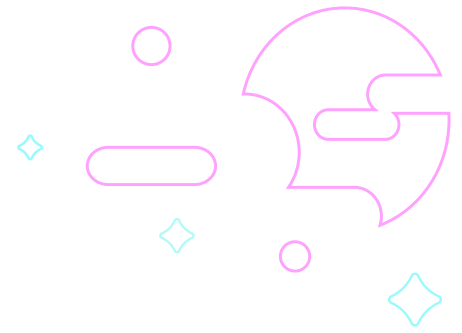
In the high-speed tech industry, it is imperative to keep your cool, and Nortek Data Center Cooling’s president Karin Overstreet does that on many levels. The artificial intelligence race has created a surge in demand for data centers that shows no signs of slowing down, and Karin is leading the highest-growth businesses within Nortek’s parent company, Madison Air. She recently led innovation in liquid cooling for a client whose next-gen data centers required new and scaled solutions. Her cross-functional team crafted a new industry standard and secured a multi-year contract with a leading hyperscaler cloud-services provider.

Karin has a passion for mentoring women and has made it her practice to focus on developing future leaders with the capacity and drive to run a business. Under her leadership, 15% of Nortek Data Center Cooling’s leaders are women, and that number is trending upward.

Before joining Nortek Data Center Cooling, Karin was leading product innovations at IDEX Corporation. There, she created an apprentice program to insource some of the necessary parts, resulting in higher-paying jobs and additional skillsets. Of the eight people who participated, half were women.

As the only woman mentor in the Beck Venture’s Center Founder’s Forum, Karin provides guidance on business model development of early-stage companies. In the Mile High United Way, she was one of the highest-performing members of the Tocqueville Society, which recognizes dedicated philanthropists and volunteers. She has been involved in associated volunteer programs, including a local group that pairs mentors with children struggling to learn to read. Her daughter’s dyslexia diagnosis inspired Karin to connect with the International Dyslexia Association, where she was soon asked to join the board in Minnesota. When work moved her family to Connecticut, the IDA asked her to partner with a local teacher and start a chapter there. She led the nominating committee and filled the board, which continues to thrive.





## Cecilia (Cece) Par

Operations Manager, DENSO Manufacturing Michigan  
**DENSO**

**“I am empowered by my team’s hard work and determination. Their effort motivates me to be a better leader. When we trust and communicate openly, I feel inspired to support them, making sure everyone has the chance to do well and shine.”**

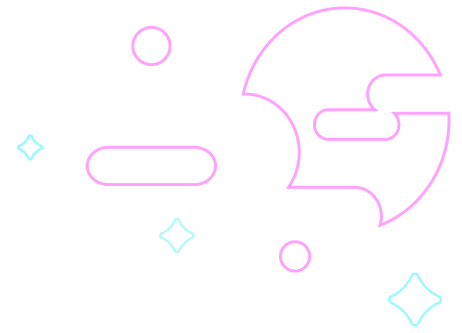
Cece Par’s story is unique: As a refugee from Burma, Cece joined DENSO Manufacturing Michigan Inc., located in Battle Creek, in 2012 as a temporary associate. She spoke little English and was the only woman on her team. Fast forward to her role as operations manager, and it’s easy to see Cece has achieved distinguished presence and leadership on the production floor, as well as respect and admiration from her team members.

Throughout her years at the company, one of Cece’s most notable roles in the DENSO community was serving as one of two team leaders of a first-of-its-kind, non-English-speaking production line for Burmese team members. Over time, she also built her proficiency in self-taught English, helping her become DENSO’s first female Burmese team leader in 2021 and now DENSO’s first Burmese manager. More recently, among her technological accomplishments, Cece led a practical problem-solving team to reduce wastewater. By reusing and recycling water through an on-site water-treatment facility, the PPS solution showed a cost savings of about \$150,000 by mid-2024 and improved DENSO’s ecological footprint.

When Cece’s team members say she “makes us shine,” they’re referring to the way she prioritizes their engagement and acts as a cultural change agent in developing others. Cece’s approach to mentorship and development has resulted in incredible attraction and retention. Her area is considered “the area” on second shift—the one that associates continually bid on when a new position is posted. In both stamping and evaporator, her areas saw 0% turnover. Cece is often sought out by management to serve as a mentor based on her record of success.

With a genuine passion for giving back to others, Cece is also an active member of her church’s youth and children’s ministry. Moreover, partnering with The Burma Center, she dedicates time and financial support to educating and resettling refugees in the Battle Creek, Michigan, area.





## Suzanne Pardue

Vice President, Strategic Sourcing  
**Cornerstone Building Brands**

**“I am empowered by other business leaders who challenge the status quo and innovate with purpose. Seeing the success of others has inspired me to believe in my own potential, take risks and lead with empathy and integrity. I value being able to pay it forward to other leaders.”**

Suzanne Pardue is a relatively new addition to Cornerstone Building Brands, having accepted the vice president of strategic sourcing role just two years ago, but she brings years of manufacturing supply chain experience to the company. Suzanne began her career as a certified public accountant working with nonprofit and government clients but quickly transitioned to the manufacturing space with a deep curiosity in how things are made. She has since spent most of her career building finance and supply chain capabilities in the building products industry, with a passion for sourcing and procurement transformation. At Cornerstone Building Brands, she leads a strategic sourcing center of excellence focused on establishing best-in-class sourcing practices, category management and supplier performance management, applying her experience in finance and supply chain to enable the success of Cornerstone Building Brands’ operations.

Suzanne understands that cross-functional collaboration is key to business success. At Cornerstone Building Brands, she has overseen significant organizational and process changes that are designed to position sourcing as a strategic business partner in driving operational excellence and reducing costs. Suzanne is focused on creating sustainable, collaborative solutions and provides coaching on sourcing practice and essential business skills to create and maintain team effectiveness.

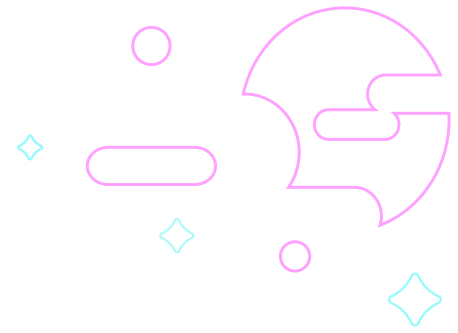
Family is central to Suzanne’s value system, and she has spent much of her time outside of the office engaged in her sons’ academic and extracurricular activities in Winchester, Virginia. She has volunteered with parent-teacher and local youth sports organizations, collaborating with other parents, coaches and educators to enhance school and team initiatives. These roles allowed her to set an example of service for her family. Suzanne also enjoys mentoring a network of female finance and procurement professionals to support their leadership development. She is a member of the Institute of Supply Management.





## Sol Park

Pilot Plant Manager  
**Arkema**



**“I feel powerful when I can influence the various people in the organization to shape the culture.”**

An inquisitive nature and an understanding of the chemistry and performance requirements for products used in commercial reactors have set up Sol Park for success. Since 2020, as the West Chester, Pennsylvania, pilot plant manager, Sol has successfully transitioned multiple complex technologies from research and development to pilot stages and, ultimately, into commercial reactors for Arkema. These technologies have a success rate of over 85% in meeting specification and processing acceptance. Sol also developed a technical safety checklist for epoxy urethane acrylates, addressing key safety considerations at the early stages of product development. Now used globally, the checklist provides documented guidance to mitigate risks. By correlating critical process parameters with the impact of manufacturing equipment, she has been instrumental in advancing process development for the coating additives business unit and its manufacturing sites.

In mentoring, Sol routinely mentors early-career engineers and recently connected with one engineer facing a complex technical issue at a different manufacturing location. Sol’s coaching helped this woman connect with the right people and resources to manage quality issues and achieve a successful product outcome. When she recognized a resource gap for technical support, she identified a past mentee whose strengths were not widely known and advocated for his involvement in a critical technology segment to fill the resource gap.

Sol uses her platform at the facility to advocate for diversity and inclusion and was selected to serve on Arkema’s Women in Manufacturing steering team as well as to speak on a career panel for the Women at Arkema employee resource group.

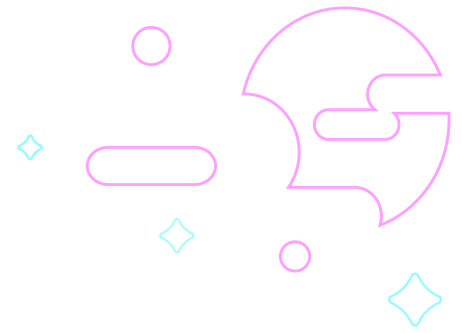
Sol’s multifaceted community engagement reflects her commitment to positive change. You can find Sol on local college campuses, at online networking events and at community career fairs, introducing students to career paths in chemical engineering. In engaging with elementary and high school students, she prepares fun and simple STEM experiments, like the pH and color change experiment. As an animal lover, Sol also reserves some of her downtime for volunteering at a local animal shelter.





## Alex Parker

President  
**Redline Detection**



**“I am empowered when I see leaders like Mary Barra forging progress with such determination, innovation and vision. I aspire to lead with that kind of vision, fueled by both deep technical knowledge and heart!”**

Alex is president of Redline Detection and Business Journal Innovator of the Year. Her company, Redline Detection, is the SEMA 2020 Manufacturer of the Year. A frequent presenter, Alex speaks from experience having built a business from analog tool manufacturer to global industry leader in software-based electronic vehicle diagnostic technology partnering with major automakers in 160 countries. From automotive aftermarket to global original equipment manufacturers, from internal combustion engines to EVs, Alex has innovated product development and manufacturing to the benefit of her company, her team members and her customers.

Alex has been a judge on SEMA Launch Pad on The History Channel and part of the Petersen Automotive Museum’s business incubator, sponsored by Rolex and Porsche, advocating for independent businesses, hands-on internship and STEM education in the automotive industry.

Alex sits on the board of a major university and the dean’s council for engineering at University of California, Irvine; she is an active supporter at Second Harvest Food Bank and Goodwill. Redline Detection established an annual scholarship and grants tool and equipment donations to support small businesses in need after natural disasters. She has developed innovative internship programs and advocated for development of internship and mentorship programs that help onramp the best and brightest into manufacturing. Alex has personally had 115 interns and mentees.





## Kimberly Perkins

Vice President of Manufacturing and Market Development  
**Amatrol, Inc.**

**“I feel powerful when an employee achieves something beyond what they thought possible. Gives me a real zing!”**

Kimberly Perkins took over Amatrol, Inc.’s, manufacturing operations in 2021, when the business was in a challenging spot—COVID fears were high. The company saw a 75% order increase with a broken supply chain and high employee turnover. Kimberly took swift action to scale operations by redesigning production through smaller batches and streamlined plant layout and creating a new metric dashboard for better insights about bottlenecks and how to resolve them. Most importantly, she created a whole new employee-organization structure, ramped up staff and unlocked their potential by creating a culture based on positivity, trust, skill and transparency. This effort reduced turnover, increased employee referrals, boosted productivity and provided clear career pathways for Amatrol’s highly skilled workforce. In the end, the company was able to avoid order cancellations, maintain highest quality with ISO approved three-year certification and sustain its growth.

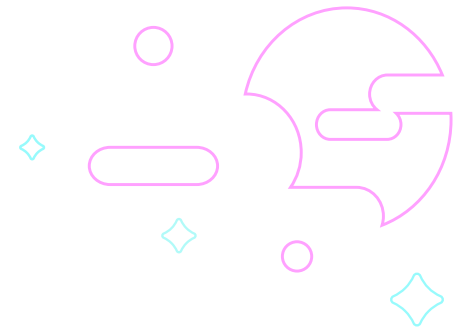
As part of the restructure, Kimberly established a mentor program by creating expert positions in addition to team leads. As a first-generation college graduate who paid for her degree while working full-time, she has a passion for helping others succeed under difficult life circumstances. She has mentored women, people from minority and immigrant populations, and many people without college degrees on their way to finding a path to success. Kimberly has been responsive with changing work policies to make the environment more accommodating to all, especially women. The number of women in supervisory positions has increased significantly and the number of women in production overall has also increased.

While Kimberly has helped expand youth tennis in the community and promoted United Way and YMCA programs, a particularly noteworthy community contribution has been establishing a two-week robotics engineering summer camp at Amatrol for rising ninth and 10th graders. Many of the camp’s participants are girls who are inspired by seeing the many women in company leadership positions.



## Luciana Petitti

Supply Planning Performance Manager  
**Henkel Corporation**



**“I am empowered by a strong desire to lead by example, tackle tough challenges and make a positive impact in people’s lives. I am truly honored to work with an amazing group of people from whom I learn every day and who are truly an inspiration to me.”**

At Henkel Corporation, Luciana Petitti leverages her lean six sigma green belt training, project management and process engineering expertise and years of manufacturing process improvement to standardize work practices and implement functional processes and tools that enable continuous improvement and enhance collaboration in supply chain and manufacturing. She’s moving Henkel Corporation’s strategic vision from theory to practice, in part using value stream mapping exercises to connect cross-functional teams which, in turn, create better visibility and transparency in Henkel Corporation’s new product introduction process as well as streamlined working procedures that reduce backlog. Flexing her communications know-how, Luciana initiated sales and operations execution meetings, enabling open dialogue, timely decision-making and cross-functional alignment. Her work resulted in critical business issues being addressed more immediately and accurately, and many manufacturing sites are now in better alignment with the business’s goals.

Luciana’s efforts impact those around her in positive ways, especially as it relates to mentorship. Through her 13 years at Henkel Corporation, she mentored female engineers, scientists, interns and co-op students, focusing on developing their technical expertise and leadership qualities. Her mentorship didn’t stop there, as she reached other parts of the business by championing and garnering support for programming and manufacturing improvements on behalf of senior staff.

Originally from Brazil, Luciana has a passion for helping others, particularly those in impoverished areas. She volunteered with Compassion International to fight childhood poverty around the globe. She sponsored several children, visited a Compassion Center in Brazil, supported organization-sponsored events and obtained a grant from Henkel Corporation’s Make an Impact on Tomorrow program to support one of Compassion’s orphanages in Haiti. Locally, she volunteers with churches and supports food banks and shelters.

Today, Luciana lives in Phoenix, Arizona with her family. She is a visionary for the future of manufacturing and the world at large, seeking to leave a lasting, positive imprint on everything and everyone her life touches.







## Angela Phillips

Chief Executive Officer  
**Phillips Tube Group, Inc.**

**“I am empowered by the women leaders who are cutting new paths in industries like my own that remain male-dominated. I am also empowered by those women who have taken bold moves in advocating for and advancing other women within their organizations.”**

Angela Phillips grew up, literally, in her family’s business, in what is now known as Phillips Tube Group, Inc. She joined the organization in 1994 after completing her undergraduate degree. Working alongside her dad, she gained the knowledge needed to drive the business in new and exciting directions. Fifteen years later, she was unexpectedly catapulted to take his place as CEO when he passed away due to a motorcycle accident in 2009. Angela and the team went to great lengths to revitalize the business coming out of the Great Recession. By the following year, they reversed a more than 40% loss into a record year.

To foster more rapid growth, Angela led the organization through two acquisitions, in 2016 and 2017. Then, in 2020, as the COVID-19 pandemic upended business and manufacturing, Angela and her team not only kept customers in products when other manufacturers couldn’t, they also launched a new technology center in Indiana.

Angela’s leadership has drawn more women into Phillips Tube Group companies’ management ranks. While she has prioritized the recruitment and placement of women in executive management positions for more than a decade, two-thirds of recent management hires have been females. Angela offers women’s development seminars for her team, and she is sought after to speak about her story at other organizations and businesses. Last year, Angela was a keynote speaker for the Women of FABTECH Breakfast and a panelist at the FABTECH conference as well as the keynote speaker for the Cincinnati/Northern Kentucky Chapter of the Association of Women in the Metals Industry’s annual dinner.

Respected across the manufacturing industry, Angela is often asked to bring her perspective to elected officials, the media and high-profile cases. She has addressed the bicameral, bipartisan Business First Caucus at the Ohio Statehouse; pressed legislators on the importance of manufacturing jobs and highlighted opportunities to improve Ohio’s business climate; and hosted roundtable discussions and plant tours with Vice President J.D. Vance, Ohio’s First Lady Fran DeWine, U.S. Congressmen Jim Jordan and Warren Davidson, Ohio Lieutenant Governor Jon Husted and others.

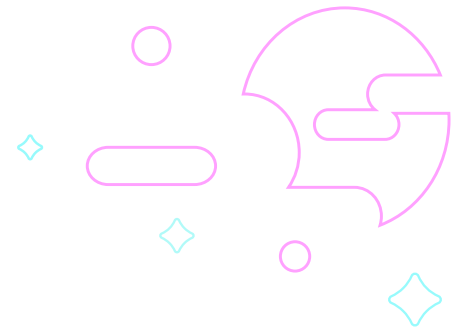
Angela is a humble yet impactful leader whose leadership and inspiration are affecting thousands of Ohioans.



# Carrie Phillips

Plant Manager

**Chevron Phillips Chemical Company**



**“I am empowered when I live and work within my values. I am also empowered when I get to help the next generation of women (and men) recognize and refine their talents and take on new opportunities for growth and development.”**

At the Orange, Texas, Chevron Phillips Chemical plant, plant manager Carrie Phillips takes seriously the well-being of both employees and contractors, fostering a culture of safety and continuous improvement. Since joining Chevron Phillips Chemical in 2011, Carrie has held several pivotal roles—most in environment, health and safety.

Carrie is a graduate of the Texas Women’s Foundation’s Women’s Leadership Institute. As one of few female plant managers, she sets a powerful example and uses her position to uplift and mentor women in their careers and the community. Under Carrie’s mentorship, the Orange facility leadership team is now 80% women. Carrie is a small-group sponsor for a company women’s development program for up-and-coming female leaders. She is active in STRIVE, the employee resource group for women, and has been a speaker and mentor for Women in Industry. Carrie recently developed and led a women’s leadership panel, which was broadcast company-wide. Also notable is her leadership during the Southeast Texas Women in Industry Week, where she was a speaker and participated in events promoting women in STEM and industry, including outreach to high school and college students. She even helped establish a new work/study partnership for students pursuing a maintenance associate’s degree.

Carrie’s leadership in demonstrating Chevron Phillips Chemical’s commitment to being a Neighbor of Choice in the community is also inspiring. Her single-handed renewal of the chemical row industrial group organization for industrial sites in Orange’s chemical row area allows these sites to share ideas and concerns and to have regular communication with the community through its Near Neighbor Community Advisory Group. Carrie is a board member of the Greater Orange Area Chamber of Commerce; Salvation Army of Orange, Texas; Three Rivers Council—Boy Scouts/Scouting America; and Orange Rotary Club. Additionally, she is adamant about employees taking part in volunteer efforts, and in 2023, Carrie’s facility was the top donor in the United Way campaign.

Phillips has a bachelor’s and master’s degree in environmental engineering from Texas A&M University. She and her husband Brad, her son Eli and her daughter Lucie enjoy traveling, skiing, hiking and spending time with family and friends.

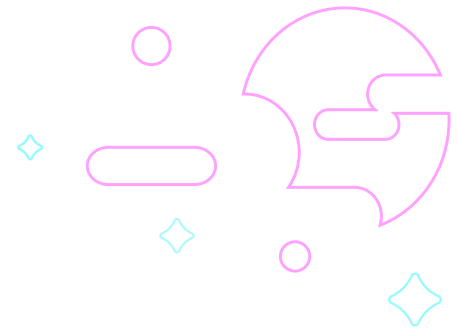




★ EMERGING LEADER

## Lisa Pitts

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



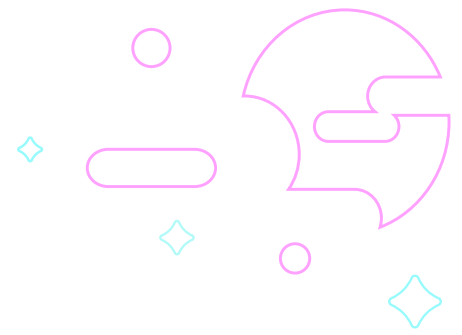
**“I feel powerful when I achieve goals that I have set for myself, regardless of the magnitude. I feel powerful when I enable others to set and achieve impactful goals!”**

Upon joining The Procter & Gamble Company’s Phoenix Plant in 2022, Lisa Pitts has been laser-focused on the site’s culture and technical performance in the packaging department. By partnering with human resources, Lisa has revamped the technician new hire onboarding program and provided additional progression opportunities by leveraging the pay and progression system, leading to a 10% improvement in favorability scores in the corporate cultural survey. Her recognition program incentivized the adoption of the site’s continuous improvement program and integrated work systems. She also created the perfect shift program, defect finding and fixing competitions, and equipment owner of the month award. Lisa has made it a point to drive diversity in her operations, with 36% of her team leader positions filled by women, and to provide coaching to female line leaders. Lisa is also a founding member of the Phoenix Sites Women Inclusion Network. In recognition that the site has yet to achieve 50% women in the operation, Lisa has plans to collaborate with other companies on women’s growth and retention in manufacturing.

For all she’s done for employees, Lisa’s most significant contribution to the company has been the establishment of a loss elimination-focused mentality, which saw a 77% reduction in unplanned stops and a 20% throughput increase in the line that produces more than 80% of the site’s volume. Lisa drove capability and technical mastery of the core teams to enable systemic standards improvement across all areas of the line, including a 50% reduction in quality system failures. Since her early promotion to operating department manager last year, Lisa has applied similar methods in the growing capsule-making operation, which has resulted in a 27% throughput increase.

Lisa’s interest in breaking barriers is also evident in her community work, including partnering with her church to give holiday gifts to children in her hometown, advocating for women’s and LGBTQ+ rights, mentoring and tutoring college students, and planning to partner with an organization that provides mentorship and coaching to teenagers from underprivileged backgrounds.





## Deanna Pollard

Product Safety Manager, Chemicals and Compliance  
**Electrolux Group North America**

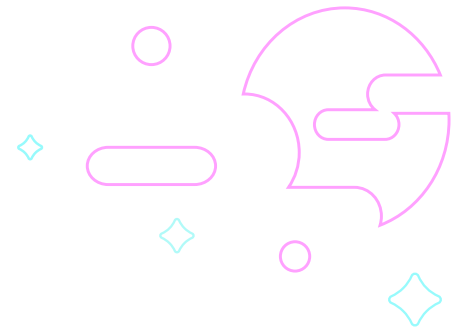
**“I am empowered by colleagues and mentees being comfortable approaching me for assistance or advice, whether professional or personal in nature. Ensuring others have a place they are comfortable speaking is a goal I constantly strive for.”**

From community service to lending a caring ear to finding ways to ensure chemical responsibility, Deanna Pollard is a strong voice for what’s right in this world. At Electrolux Group North America, Deanna brings disciplined management to chemical compliance while implementing processes that improve adherence to both legislative and internal requirements. As recent environmental regulation around chemicals, such as lead and PFAS, has grown exponentially, Deanna’s knowledge of requirements has proven critical in communicating with leadership, proposing solutions and running projects to ensure Electrolux effectively balances compliance with customer needs. Deanna has increased Electrolux’s voice on issues regarding chemicals at the Association of Home Appliance Manufacturers and has become a key member of the AHAM Steering Committee, Global Chemical Team, and Regulatory and Compliance team at Electrolux.

Deanna leads with compassion and understanding, and she makes time to mentor younger employees at the company. She seeks to be a role model for fellow women employees and aims to one day mentor with Electrolux’s STEM:FEM program, which helps female students nearing graduation from STEM programs prepare to enter the workforce. She’s also an advocate for mental health and willingly counsels colleagues during challenging times, providing a caring ear and support. Deanna has increased engagement in the Employee Voice Survey and sought out ways to improve post-survey discussions for the betterment of her entire team.

Her desire to improve conditions is evident throughout her life, as in her work to establish and maintain the Adopt-A-Spot clean-up program on a stretch of roadside near the Anderson, South Carolina, Electrolux site. Deanna is also an eager participant in the annual Electrolux Cares Week, supporting groups like Second Harvest Foodbank, Meals on Wheels, AIM Food Pantry, United Way and more. And she actively serves during a local food bank’s monthly First Friday Food Handout, a program that feeds more than 300 families each month.





## Elizabeth (Lizz) Poole

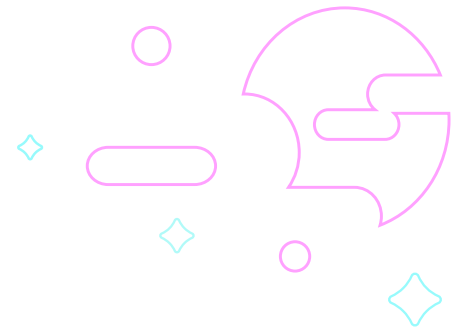
Senior Principle Engineer  
**Celanese**

**“I feel powerful when I embrace what makes me unique—my nerdy, goofy self. When I leverage my perspective with a small team solving problems, I feel my power grow. I wish I had learned to openly be myself at an earlier age.”**

Lizz Poole is a singularly experienced leader at Celanese, bringing more than 38 years in development and operations to her role in managing project risk reduction and incident investigations as a senior principal engineer of process technology. Lizz’s seasoned problem-solving skills bring clarity and focus to the task of mitigating risk, creating a risk-reduction program for major capital projects that relies on recognizing what questions need to be asked and answered. She’s a master of failure mode and effect analysis and is responsible for an estimated \$10 million in risk-reduction results within Celanese. Her ability to uncover unidentified risks has resulted in increased collaboration between project teams, operations, and process engineers. She’s as comfortable applying the FMEA structure to large capital projects as she is providing support for small projects, non-standard start-ups and special projects—all vital to the company’s work.

At the heart of Lizz’s career is a dedication to mentorship. Just as she understands that proper training on equipment can lead to record-breaking uptime, Lizz knows the impact that experienced mentorship can have on the next generation of leaders. Her involvement with the site’s mentorship program allows her to help women succeed in the industry. This passion for mentorship is evident outside of work, too. Lizz served as a Girl Scout leader for over 20 years, and she continues to mentor leaders in this program. She volunteers with the Communities in Schools GROW mentor program, meeting with middle school girls over lunch once a week for judgment-free conversation, and she actively recruits and advocates for the program. Lizz also serves as a governing committee member for the Clear Lake Women’s Impact Network employee resource group and is a past participant in Celanese’s International Impact Program.





## Leah Prine

Customer Service and Production Planning Manager  
**Hydro Extrusions**

**“I am empowered by seeing people go out of their way to make a difference in someone’s life who otherwise would not have received something or been given an opportunity. Hope in itself is empowering—inspiring each of us to embrace change and make a difference as only we can.”**

With more than 13 years of experience in the aluminum industry—working for Hydro Delhi, Louisiana—Leah Prine understands the aluminum-extrusion process better than most. This makes her an ideal customer service and planning manager for Hydro Extrusion USA, LLC, and her work in building trust with customers on new business opportunities benefits greatly from her technical and collaboration skills. When one of Leah’s customers had a critically timed project that was not proving to be manufacturable, Leah provided the guidance between the plant and customer design team to swiftly redesign the extrusion die to execute the project on time. This resulted in Leah’s plant securing the highly profitable order and the customer becoming one of the plant’s most valuable accounts.

Leah is quick to point out the invaluable role that mentorship from veterans in the aluminum-extrusion industry played in the early development of her skills and knowledge, and she’s committed to paying this investment forward through mentorship of the future workforce. She works with employees in several departments, including a woman working in a non-traditional role within the site’s quality control department. Recognizing in this employee a propensity for roles with greater responsibility, Leah offered guidance and support that has helped develop her into an effective quality technician III—lead. Leah is further fostering front-end customer-facing skills in her mentee via a new business launch.

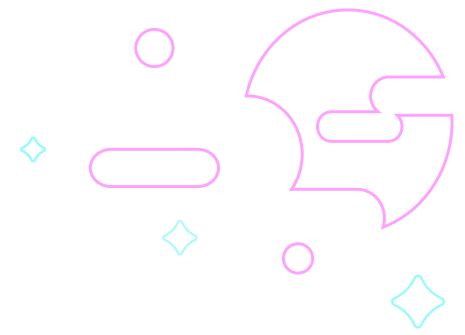
The servant leadership Leah displays is in large part attributable to her active involvement with Providence Church, located in rural Lake Providence, Louisiana. She is a Sunday school teacher and a sponsor of the annual Delta Wellness Mission, which provides needed food and personal hygiene items locally. Leah also helps raise funds for a life-changing project in Africa to drill five wells to provide clean drinking water, and she helped raise necessary funds to build an educational center for an after-school tutoring program in Nicaragua, where she also sponsors a child. Back in her own community, Leah volunteers as a Little League girls’ softball coach alongside her sister and has spent many weekends assisting couples as a wedding planner.





# Iramis Ralat Rivera

General Manager  
**Bristol Myers Squibb**



**“I am empowered by the values, trust and support of my colleagues and my organization. It fuels my drive to continue pushing boundaries and breaking barriers. The collective strength, knowledge and passion of the people I work with inspire me to be the best version of myself—and best leader for them.”**

Iramis Ralat’s role in the pharmaceutical-manufacturing sector is driven by a marked commitment to patients and the delivery of life-saving and life-extending therapies. Her 29-year career has demonstrated exceptional leadership, strategic vision and a dedication to excellence. As general manager of the Manati, Puerto Rico, operations at Bristol Myers Squibb, Iramis has not only improved operations within the organization but has also made a significant impact on the healthcare industry at large. She has helped teams enhance their production efficiencies for critical products, achieve successful product launches and maintain robust compliance that exceeds regulatory standards—all while improving costs.

Iramis has tackled challenges and seized opportunities by believing in the people she works alongside. She maintains a collaborative and inclusive workplace, successfully improving employee satisfaction and retention rates for her team. She has achieved this through recognition and development opportunities, encouraging employees to showcase their notable achievements. Iramis highly values mentorship opportunities and has helped numerous women advance in the workforce. Through these relationships, she has played a significant role in increasing the percentage of female leaders in pharmaceutical manufacturing.

With a true heart for her people, Iramis’s dedication to medicine manufacturing is both serious and personal. She hosts various events to share patient stories with employees, helping her team stay mindful of the importance of their work. Moreover, she is always willing to share her own family experiences to help others navigate challenges.

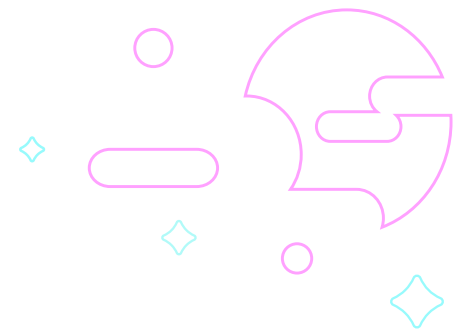
Iramis contributes her insights to shape the future of pharmaceutical manufacturing in Puerto Rico in several industry associations; she is frequently invited to speak at conferences and events. For the Puerto Rico Pharmaceutical Industry Association, she is a board member and leader of the global competitiveness strategic pillar. In recognition of her contributions, Iramis was recognized as a rising Star by the Healthcare Businesswomen Association and as the 2021 Industrial Woman of the Year for the PR manufacturing sector of the Puerto Rico Manufacturing Association.





## Ashley Ramsey

Senior Manager, EHS and Sustainability  
**Dover Corporation**



**“I am empowered by witnessing women uplift one another and collaborate to achieve remarkable feats. Their ability to overcome barriers and secure places in spaces where they were once unwelcome motivates me. The leadership of women across industries shows that capability and vision define leadership, not gender.”**

Ashley Ramsey’s exemplary leadership and unwavering commitment to excellence have earned her recognition as one of Lynchburg Business magazine’s Top 20 Under 40 Professionals. Embracing a servant leadership approach, Ashley worked closely with her colleagues to help cultivate a successful safety culture during her time as Belvac’s global environmental, health and safety manager. Under Ashley’s leadership, Belvac’s Lynchburg facility was honored with the Dover EHS Excellence Award for Best EHS Program among large sites, a testament to her groundbreaking work in embedding EHS principles throughout all company operations. Some significant initiatives led by Ashley were the implementation of Belvac’s first shoe reimbursement policy and personal protective equipment vending systems, both notably improved employee health and safety by ensuring access to appropriate protective gear. Ashley also successfully implemented a Find it Fix it program alongside a job safety analysis kaizen program to help identify and eliminate workplace risks. Her efforts have culminated in Belvac achieving its lowest total recordable incident rate, with a remarkable milestone of 935,000 hours without a recordable or lost-time incident.

Ashley’s leadership extends beyond the United States, having successfully implemented EHS policies and procedures at newly acquired Belvac sites in China and Thailand. This accomplishment required her to navigate and overcome cultural differences alongside typical operational challenges, showcasing her adaptability and global perspective.

As a global EHS leader, Ashley is dedicated to empowering and supporting women within the manufacturing sector. By fostering a supportive network, Ashley actively involves women in various site activities, such as program development, event planning, safety committee meetings and kaizen events, promoting an inclusive and participatory work environment. Ashley prides herself on her unwavering support of female colleagues, empowering them to find their voice and advocate for themselves in a field that is traditionally dominated by men.

Beyond her work at Belvac, Ashley’s dedication to empowering women extends into the community. Her involvement with local organizations and initiatives demonstrates a commitment to creating opportunities for women and girls to thrive in STEM and manufacturing fields. She actively participates in the Astronaut Leland Melvin STEM Center, speaking at award ceremonies and inspiring young women to pursue careers in STEM and manufacturing. Her presence at local job fairs further encourages young women to explore these industries. Additionally, Ashley dedicates her time and resources to Miller Home for Girls, a local nonprofit aiming to support young, displaced women in the Lynchburg and surrounding communities.



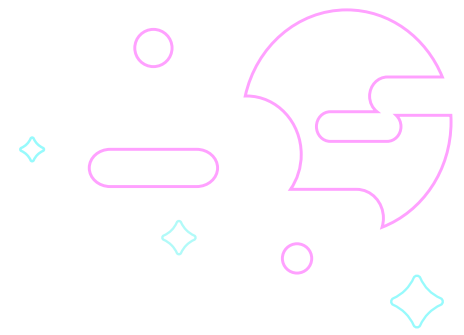




## Sarah Rankin

Director of Quality

**The Sherwin-Williams Company**



**“I am empowered by the unwavering support of my family, friends and colleagues. Their belief in me fuels my motivation to bring my best every day. I also draw strength from being able to return that support and contribute to their success.”**

A model leader blends technical acumen, accountability and empathy, and Sarah Rankin possesses these characteristics and more. Now director of quality, Sarah has been in various roles—beginning with operations trainee—with The Sherwin-Williams Company for more than 20 years. Sarah has led novel automation development to error-proof manufacturing processes, resolved and improved microbiology controls in the manufacturing process, and deployed kaizen and failure mode and effects analysis to improve her projects. In a testament to her belief in the importance of developing skills and business acumen, she’s a certified lean six sigma black belt and is also certified in Kepner-Tregoe.

Sarah is directly responsible for 36 team members in the quality department and consistently advocates for others by supporting their development and ensuring positive exposure with hiring managers. She’s responsible for having developed Sherwin-Williams’s Manufacturing Quality Employee Engagement program, which focuses on driving behaviors that lead to quality products. Her department consistently achieves an employee engagement score greater than 85%, which is considered best-in-class. With communication meetings, collaborative decision-making, Team Member of the Month recognition and community service events, Sarah is always finding ways to engage her employees. She is also successful in developing the next generation of leaders at Sherwin-Williams, as she recently helped two team members earn promotions to management roles.

Sarah’s interest in helping others reach their potential extends to children’s sports. She is the director for the Bainbridge Invitational Event, a swimming competition that includes multiple neighborhoods throughout the Cleveland, Ohio, area. She ensures a fun and well-organized event for the teams and families. Sarah is also a local soccer team manager, where she supports her own children and other families to have a safe and fun season. On weekends, she’s often traveling to tournaments or organizing team community service events.





## Carolina Rodriguez

Enterprise Value Stream Manager, Chemraz  
**Greene Tweed**

**“I feel powerful when my vision and ideas go from concept to realization. Creating something that never existed or introducing a new way of thinking often draws naysayers. Persevering through self-doubt and challenges, while bringing others along on the journey, gets me to the finish line.”**

At Greene Tweed, Carolina Rodriguez plays a pivotal role in supporting the business’s operational profitability, establishing and executing the manufacturing strategy for the flagship product line, Chemraz. As enterprise value stream manager, she has developed and launched more than 10 new products supporting aerospace, semiconductor and energy industries; has led multiple site expansions; and has introduced the product line into the Korea, Taiwan and Selma, Texas, production sites. Looking at profitability, in 2023, Carolina set a \$1.8 million cost-savings target for her team. Engaging her direct line of management, her collaborative leadership led to \$2.1 million in savings and, last year, expected savings were on track to exceed \$3 million. Production on the Chemraz line has been particularly unstable since 2021 due to global socioeconomic factors, yet Carolina and her team have seen an increase in revenue per applied hour from \$514 to \$568.

Carolina is a successful mentor because she understands where the individual is in their professional and personal life and guides the creation of an aspiration roadmap for her mentees. Carolina also serves in the leadership group for the EmpowHer Women’s resource group, through which she’s served as a panelist and coach.

Young people have found their place in manufacturing as a result of Carolina’s visionary leadership. Carolina worked with Greene Tweed’s human resources to create a capstone project for students at a local school, Germantown Academy. And believing equity is important in an increasingly technologically dependent world, Carolina financially backed a project to provide laptops to students in low-income households.

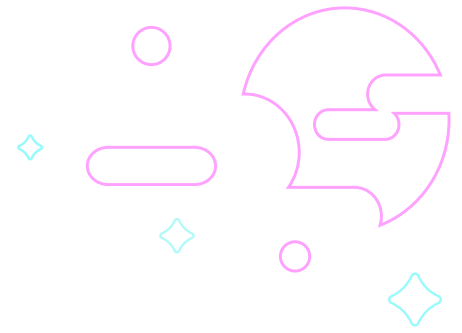
Outside of STEM outreach, Carolina enjoys supporting community causes in charity runs. She’s participated in the Phillies Charities, Inc., Phillies 5K and the Home at Last Dog Rescue 5K, as well as longer runs, including the Philly Half Marathon, raising funds for St. Jude’s Hospital, and the Broad Street Run, in support of a range of local causes.



★ EMERGING LEADER

## Marissa Rubino

Manufacturing Area Manager  
**The Timken Company**



**“I am empowered by seeing the success and growth of my team, my peers and other emerging leaders in this industry. I am empowered by the support of others and the opportunity to grow as a young leader.”**

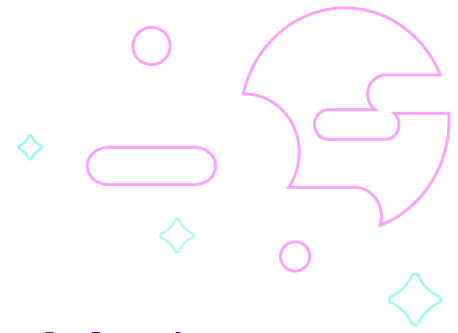
**C**ontinuous improvement in output and productivity has been the hallmark of Marissa Rubino’s four positions in four locations in four years with The Timken Company.

After graduating from Georgia Institute of Technology’s mechanical engineering program, Marissa began her career as an operations development program associate and today is area manager of the manufacturing floor, leading a team of four supervisors and 86 employees across three shifts. In a previous role, Marissa made changes in employee training and scheduling that resulted in a 20% increase in output in one of the most critical areas of ball-bearing production for aerospace, government and medical applications. Now with responsibility to all manufacturing departments, Marissa’s work led to a more than 50% increase in the same department. She continues to develop her team’s talents while also developing her own leadership skills, most recently with management leadership courses through Harvard Business School and internal training programs.

Marissa’s talent for STEM leadership was obvious even before she became a manufacturing professional. She is an alumna of the Alpha Omega Epsilon sorority for women in STEM and continues to be involved through professional development events and mentorship programs. At the Timken Company’s Keene, New Hampshire, plant, Marissa mentors a female co-op student and is a natural mentor to her team leads and supervisors. Marissa’s involvement in Timken’s recruiting efforts at college campuses and career fairs includes interviewing and screening new operations development program candidates, shaping the future of the company.

At each of the four Timken facilities where Marissa has worked, she has supported the annual United Way Campaign to raise money for local organizations, both making contributions herself and volunteering to support fundraising so the plant meets its donation goal. In the community, Marissa has volunteered with Keene’s Community Kitchen to serve hot meals, and she also has organized her team and other members of the Timken plant to volunteer.





# Samantha Santoro Matias

Senior Director, Oncology and Early Development Clinical Risk Management, R&D Quality

**Johnson & Johnson**

**“I feel powerful when I empower others to find their voices and pursue their passions. Every time I witness someone grow, overcome obstacles or achieve their goals, I am reminded that true leadership is about lifting others. Together, we can create positive change and inspire future generations to dream big.”**

As the COVID-19 pandemic disrupted all aspects of life, the medical community felt the impact acutely, affecting not only frontline workers but also researchers engaged in critical clinical trials. At Johnson & Johnson, Samantha Santoro Matias was appointed to lead a team of experts and evaluate the risks posed by the pandemic and its restrictions to research and development operations. She assessed the potential for trial pauses to ensure that decisions were data-driven, prioritizing participant safety and maintaining data integrity. Concurrently, she led a data insights team to consolidate quality and safety data from various clinical systems into a unified platform, providing a comprehensive overview of the pandemic’s global impact and enabling detailed analysis of individual trials, sites and patients. This information was shared with R&D leadership, facilitating adjustments to trial protocols and logistics to minimize disruptions. As a result, less than 2% of trials were paused, allowing life-saving research to continue.

Samantha’s commitment to operational resilience and flexibility was pivotal in navigating the complexities of the Clinical Development COVID Relaunch Program, laying a solid foundation for future business continuity management plans amid geopolitical challenges. She believes that meaningful change should be accompanied by joy and laughter, and she emphasizes the importance of communicating her “why” to inspire others to discover their own motivations and purpose.

For the past two years, Samantha has served as the global strategy and operations lead for Johnson & Johnson’s Women’s Leadership and Inclusion employee resource group. Her transparent communication style has been crucial in building trust and fostering open dialogue among peers and mentees. Through one-on-one mentorship, she supports emerging talent while focusing on the holistic development of the individual.

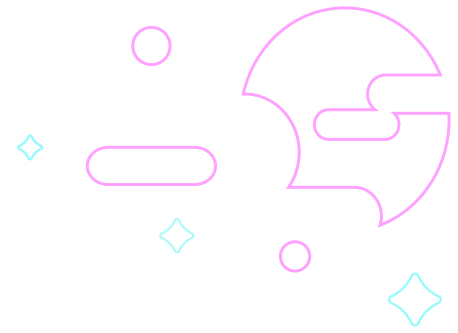
Additionally, Samantha’s compassionate approach is evident in her volunteer work at a shelter for women and children, where she assists residents in navigating the challenging path to independence through workplace re-entry. She has developed a simple yet comprehensive program that includes resume writing workshops, guest speakers and mentorship connections. Her efforts not only transform lives but also strengthen the fabric of her community.





## Karla Sarabia

Manufacturing Manager  
**Watlow**



**“I feel powerful when I help others develop, believe in themselves and discover their talents.”**

From the time Karla Sarabia started as an intern at Watlow Electric Manufacturing Company, her generous attitude and creative problem-solving approach have helped shape the company culture. As she worked her way up through engineering and project management, and now into her position as manufacturing manager, Karla has been a role model in safety, personnel and technical concerns.

Early evidence of Karla’s technical and relationship-building skills came during a global footprint project, where she led a cross-functional team to transfer manufacturing process to the Queretaro, Mexico, facility. More recently, in the company’s wire and cable value stream, her commitment to employee safety led to a 50% reduction in workplace accidents. She’s also reduced past-due wire and cable claims from \$280,000 to \$19,000 and decreased monthly scrap costs from \$22,000 to \$6,000.

At last year’s International Women’s Day, Karla was recognized as one of the top female leaders at Watlow Queretaro. It’s known among Watlow employees that Karla is someone they can go to for support in personal and professional matters. Her emphasis on personal and professional growth is evident in her own work as well as in her management style. Each of her operations direct reports now have a talent-development plan, which has strengthened internal leadership and improved team cohesion. She has guided female employees as they ready themselves for leadership roles. As one of two manufacturing leaders at the Queretaro plant, she’s creating a path for female employees to follow.

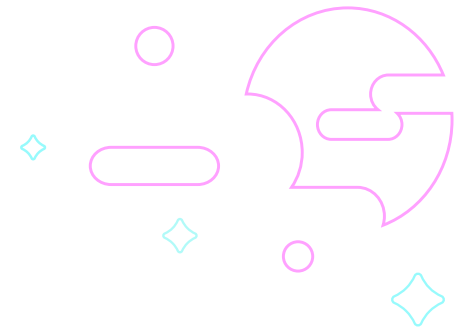
As an active member of the Women of Watlow team, which fosters gender equality across the company, Karla supports programs that include self-defense training and a vision board activity, where members take time at the beginning of the year to define their goals. Through the Watlow Cinema activity, Karla encourages her team to follow in her support of Casa Maria Goretti IAP, a disability services and support organization in their community.





## Alena Savoie

Personnel Safety Team Group Lead  
**ExxonMobil**



**“I am empowered by Nelson Mandela’s mantra, “It always seems impossible until it’s done.” When setting out to do what has not been done before, these words ignite courage and perseverance as I venture into the uncharted and unknown.”**

**A**lena Savoie has earned a reputation for excellence in the Southeast Texas region beyond her work with ExxonMobil. As an industry professional and leader, she serves on the Golden Triangle Business Roundtable executive board as the safety chair, where she takes on the charge for connecting industrial safety professionals from the petrochemical, refining, energy and construction sectors throughout the local region.

As a trailblazer in her community, she has been recognized as a Young Leader to Watch by the 100+ Black Women Coalition, a Southeast Texas Young Professional’s 40 Under 40 honoree, and named an American Fuel and Petrochemical Manufacturers Emerging Leader.

Through her work as a personnel safety team group lead and by fostering a positive work culture, Alena has made ExxonMobil a better company. Alena undertook extensive research, including meeting with employees in the field, taking noise measurements and understanding unit boundaries, to overhaul the base personal protective equipment requirements at the Beaumont Complex, her worksite. Once she developed a plan, Alena secured endorsements from senior operations staff by meeting individually with shift superintendents and discussing their concerns, leading to a successful and lasting new protocol.

In her role as a company culture champion, Alena facilitated a large-scale culture workshop that focused on practical applications. The event built a sense of community among all staff and empowered employees to understand how they can lead change. As the vice president of the Black Employee Success Team, she manages 10 steering committee chairs and uses her platform to mentor, engage with and serve as a role model for incoming female and Black employees. Interns also benefit from her generosity, as she takes them under her wing, offering reassurance and wisdom.

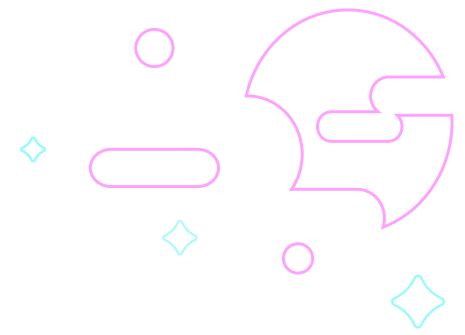
As a parent of three young children, Alena is powering a different kind of culture shift. Her commitment to both career development and flexible scheduling has made positive ripples throughout her division and ensured that every employee feels valued and motivated. She also extends benefits to youth in her community, providing STEM learning experiences for educators and providing enrichment opportunities for students in underprivileged communities.





## Rebecca Schilling

Global Director, Environmental Affairs  
**O-I Glass, Inc.**



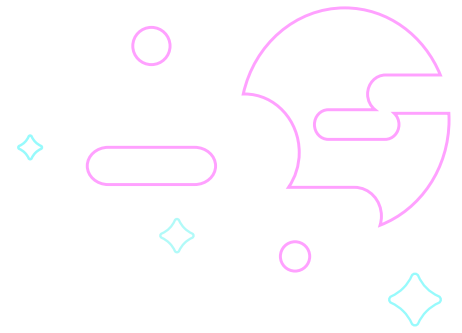
**“I feel powerful when I show up as my authentic self, championing advancement and equity for the women in our factories and offices worldwide. In these moments, I am inspired by the progress made by my mother, and the trailblazing women who came before us, paving the way for progress and possibility.”**

Rebecca Schilling is the global director of environmental affairs at O-I Glass, Inc., where she leads the development of strategic and technical environmental roadmaps to establish best practices for reducing the company’s glass-bottle manufacturing footprint. More than just a regulatory role, Rebecca’s position sets industry benchmarks for environmental responsibility. Her work has made significant strides in mitigating the impacts of the company’s operations on air, waste and water, ensuring that sustainability remains a core pillar of operations. She fosters a culture of environmental stewardship grounded in collaboration, with a meticulous focus on monitoring and supporting with best practices to align operations with the company’s ambitious sustainability goals.

Beyond her professional impact, Rebecca is a passionate advocate for women’s empowerment—both within the workplace and in communities worldwide. She founded and co-leads O-I Glass’s Global Women’s Engagement Network, a program dedicated to mentoring and uplifting the next generation of female talent. Through this initiative, she has organized workshops, global events and speaker series featuring women from diverse industries and backgrounds. She also speaks on panels for young women at local universities to facilitate internships, mentorships and job-shadowing opportunities, paving the way for more women to thrive in the glass-manufacturing industry.

Rebecca’s commitment to supporting women extends far beyond the corporate world. Her work has played a pivotal role in helping women in India gain access to clean drinking water, ensuring a fundamental resource for healthier lives and stronger communities. She has also worked directly with victims of domestic violence, helping them navigate critical legal support and access essential resources for safety and stability. In factories around the world, Rebecca works to empower and educate female employees. Rebecca continues to witness the incredible power of women across the globe, which has deepened her commitment to raising awareness and driving change—whether in workplaces or communities, she is making an impact.





## Lindsay Schroeder

Senior Director, Transformation Management Office + Marvin  
Connected Home

**Marvin**

**“I feel powerful when I tackle challenging problems with innovative solutions that advance our enterprise strategy, while empowering my team to achieve their best and find joy in their accomplishments. Seeing the positive impact of our collective efforts in advancing challenging and complex strategic initiatives inspires me every day.”**

Lindsay Schroeder’s wide skill set has allowed her to excel in leadership at Marvin for 18 years. After serving as director of engineering, she became the company’s first female plant manager in over 100 years of operation, overseeing manufacturing at one of its largest facilities. And when Marvin created the transformation management office, senior leadership recognized Lindsay’s skills in engineering, operations, technology and management and tapped her for this big-picture, visionary role. Last year, under her leadership, the team launched the most innovative product line in more than a decade. Marvin Connected Home is the first integrated automated window and door system in the United States. It received a Fast Company Innovation by Design Award and is expected to exceed annual sales goals.

Lindsay is an electrical engineer by training, but early in her career, a leader saw her potential and invited her into project management. In turn, she has lifted the potential of other women in the company, mentoring the female plant managers who followed her and working closely with female team members across disciplines. Through the company internship program, she provides students with hands-on experience in manufacturing and exposes them to the diversity of careers in the field.

Lindsay’s positive influence on other women extends beyond the company. As one of the largest employers in Cass County, North Dakota, Marvin has had a long partnership with North Dakota State University in Fargo. An alum of the school, Lindsay partnered with NDSU’s Society of Women Engineers on a career program for fifth-grade girls while working as plant manager. What began as a simple tour soon grew to more than 30 girls spending two-hour sessions with female engineers throughout the facility. In her senior role at the company and as the mother of four girls, Lindsay is a role model for young women as a manufacturing professional and STEM career woman.

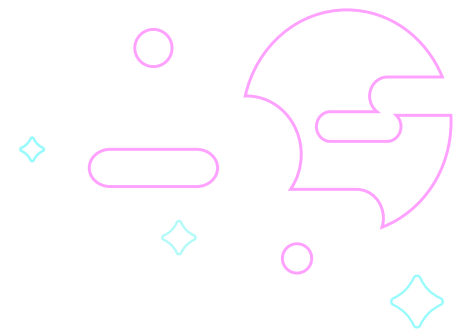






## Helen Scott

Site Operations Manager  
**LyondellBasell**



**“I am empowered by great people from my past teams when they call to ask me for career or development advice. This gives enormous satisfaction that I am doing the right thing and motivates me to continue coaching and striving to lead the way.”**

Throughout her career with LyondellBasell, Helen Scott has harnessed technology in a range of roles to optimize operations and increase safety, earning three operational excellence awards along the way. Throughout Helen’s career at LyondellBasell, she has combined technology and a keen eye for improvement to demonstrate a clear commitment to continuous improvement.

Helen spent a decade honing her skills in procurement and information technology. Working as associate director of business planning within the newly formed Global Business Solutions organization, Helen pioneered the advancing 90 agile project methodology, a first for LyondellBasell. Helen focused her leadership and problem-solving skills while leading an agile team to develop an innovative digital tool to optimize maintenance processes. The mobile application enabled improved workflows and communication between the maintenance and production teams. She also spearheaded a strategic analysis of the global talent footprint for IT and procurement.

She later transferred to management in the Berre Polymers units, in Berre l’Étang, France, where she led a multidisciplinary team of 110 people in a highly technical manufacturing environment. She quickly mastered polypropylene processing and the complexities of the polyethylene production unit, leading her team to a site production record in her first year and completing a successful turnaround in just 18 months.

Helen also guides other female employees. As a supervisor, she provided young women with opportunities to take on new roles within her team. To formalize this type of mentorship, she recently established a network of women in engineering and manufacturing at the Fos, France, site.

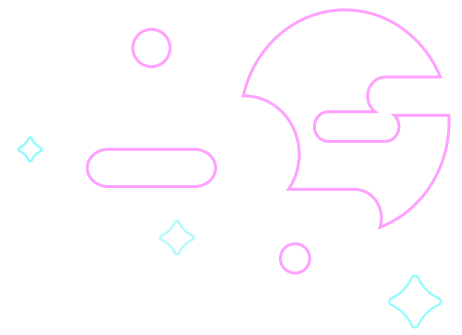
In her time with LyondellBasell, Helen has lived in multiple countries with her family and consistently given back to the communities she becomes part of. In 2019, she coordinated the company sponsorship of the Houston, Texas, March of Dimes March for Babies event, which raises funds for mothers and babies affected by health equity gaps to create better health outcomes. When the event moved virtual during the COVID-19 pandemic, Helen led the effort using this new digital format.





# Pauline Sevigny

President  
**GRACE Aerospace, LLC**



**“I am empowered by everyone with a positive attitude! Mentors, other successful business owners, colleagues and friends lending constructive guidance all promote empowerment.”**

As the president and owner of GRACE Aerospace, LLC, Pauline Sevigny proudly carries on her father’s legacy of manufacturing electrical and structural components. Over the past 20 years of strong performance in manufacturing, GRACE Aerospace has mainly supplied goods and services to the U.S. military, and Pauline is honored to lead her family’s company in work that supports her country through manufacturing efforts. Today, GRACE Aerospace has achieved woman-owned small business status, certified by the Small Business Administration, with Pauline unequivocally demonstrating the differences female leaders in manufacturing can make.

Pauline believes ethics and social responsibility are key factors for both personal and professional success, and she shares her unique career experience to help guide future generations of industry leaders. Locally, she provides her time and knowledge to at-risk youth ages 16–23 through the Jacksonville Opportunity Project/Kids Hope Alliance, a partnership that allows her to describe career opportunities, conduct classroom visits and answer questions students may have about qualities employers seek in new hires. She also enjoys participating in The Kids Hope Alliance podcast, an outlet through which she’s able to provide on-demand insights to students. She further works to promote technology education and career awareness in support of manufacturing through efforts on the First Coast Manufacturers Association Workforce Development Committee and work with the Apprenticeship Accelerator program. In working with the FCMA and other local partners, Pauline has secured grants for a customized training program, giving her employees to access to new manufacturing environments—specifically NASA. This work was highlighted in a presentation to Congress.

Pauline is a champion of women within her business community, providing support to the Jacksonville Chamber of Commerce and Jacksonville Women’s Business Center through activities such as participation in a Women’s History Month panel. A graduate of the ATHENA Powerlink program, which provides mentorship to increase the growth and profitability of women-owned businesses, Pauline serves as a mentor in the program herself, as well as serving as a judge for the HyperConnected Mentoring program, helping female participants gain entry to the ATHENA PowerLink program.



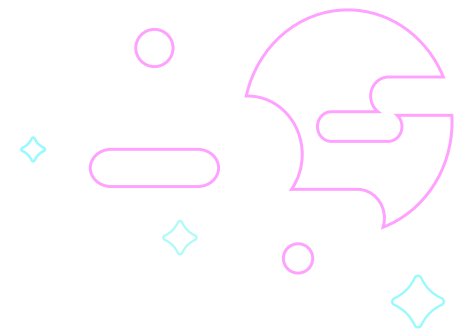


★ EMERGING LEADER

## Farabi Shireen

Process Engineer

**Saint-Gobain / CertainTeed**



**“I feel powerful when I see the impact of my actions, whether it’s in solving a challenging problem at work that benefits my team or community, mentoring someone and witnessing their growth, or simply knowing that I’ve made a positive difference in someone’s day.”**

Starting a new job, in a new community, in a new country, Farabi Shireen has made incredible professional and personal strides in less than three years. As process engineer at Saint-Gobain, Farabi provides process and data support to the production team, helping to minimize extended downtime and enhance operational efficiency. Farabi has set the benchmark for her position at the Jonesburg, Missouri, facility, having led several high-impact initiatives. These include driving a three-pound filled coating reduction, yielding \$1.9 million in savings; trialing and implementing the Sand Zone project, resulting in \$1.8 million in savings; and installing 3D laser profilers at the laminator to detect and correct improper shingle fabrication in-house, which has shown \$200,000 in savings.

Farabi relocated to Saint Louis, Missouri, from Toronto, Canada, in 2022, and maintains community connections in both places. She continues to support Kids Help Phone, a Canadian youth mental health service, by volunteering at fundraisers and galas, as well as by visiting local schools to raise awareness about the organization’s resources and encourage student involvement. She has tutored female middle school students and served as a camp counselor for the Da Vinci Engineering Enrichment Program in Toronto. In Saint Louis, Farabi helped build and plant flower beds at the Turning Point Women’s Shelter. At a local veterans’ center, she provided support by guiding veterans through walks, music hours and mealtimes, offering companionship and care to residents.

At the Saint-Gobain facility, Farabi fosters a positive and inclusive atmosphere by organizing educational outings for the engineering team, sharing her baking endeavors with her colleagues, and decorating the plant for the holidays. To promote continuous development across teams, she led the effort to acquire a training laptop for hourly employees to access essential software, such as AutoCAD and Minitab. Farabi leads the bi-monthly process engineer round table, which has enhanced collaboration, problem solving and professional connections across the roofing division. She participates in MentorcliQ, a company-wide formal mentorship program, as both a mentor and a mentee, and seeks out new women engineers to build a supportive network around informal mentorship, guidance and friendship.





# Andreina Viera Silva

President  
**Arka HR**

**“I feel powerful when I share my personal journey with an audience. Public speaking allows me to connect deeply with others, using my stories of resilience to inspire and motivate. When I see the impact my words have on others, I truly feel my strength and purpose.”**

Andreina Viera Silva is the president of Arka HR, bridging manufacturing-industry advancement with social empowerment. Through innovative initiatives, she fosters economic independence, workforce development and leadership opportunities for women.

As the founder of BossLady, a nonprofit committed to breaking cycles of abuse through economic empowerment, Andreina provides women with critical resources such as relocation support, job training, resume building, financial literacy, mentorship and career placement—particularly in manufacturing roles. BossLady also raises awareness about domestic violence and the role financial independence plays in a survivor’s journey.

A transformative leader, Andreina mentors women transitioning into professional careers, conducts leadership workshops for those navigating male-dominated industries and cultivates a network of female professionals. She has forged strategic alliances with local manufacturers, creating internship programs exclusively for women and regularly speaks at high schools and colleges to inspire young women to consider careers in manufacturing.

At Arka HR, Andreina leads sustainability- and technology-driven programs, equipping manufacturing workers with skills in advanced machinery operation, data analysis and digital literacy. She guides companies in modernizing through artificial intelligence-driven quality control, internet of things production monitoring and automation strategies, ensuring a future-ready workforce.

Expanding beyond manufacturing, Andreina also developed the FoodService Leadership Advancement Program, a professional-development initiative for food retail and service managers. By integrating manufacturing principles, participating businesses have seen 30% improvement in operational efficiency, 40% higher manager retention and a 25% boost in customer satisfaction.

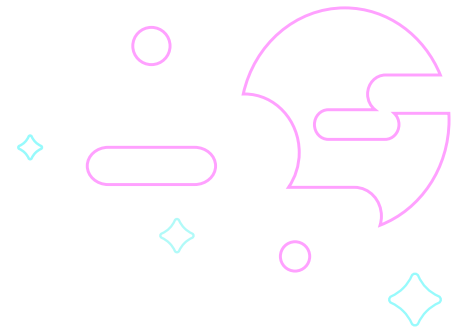
Through her leadership in Arka HR and BossLady, Andreina is driving innovation, empowerment and transformation in industries that shape both economic and social landscapes.



★ EMERGING LEADER

## Savannah Skram

Industrialization Engineer  
**Arkema**



**“I am empowered by my female colleagues, mentors and role models who are trailblazers in the manufacturing industry. Their efforts inspire me to raise my voice and motivate me to encourage others to do the same.”**

Arkema’s Axis, Alabama, manufacturing plant had a product in development for 10 years, continually needing support from research and development, industrialization and production teams. As project manager, industrialization engineer Savannah Skram was able to use her six sigma green belt certification skills to lead a diverse, multifunctional team to achieve major improvement from only 60% usable product to 100% prime material. She also led the implementation of a new product in the coating resins business within a three-month timeframe across three different locations with no issues in the manufacturing process. This product is now being produced at nine million pounds per year. In just five years with Arkema, Savannah has several success stories like this to her credit.

Savannah takes pride in identifying, mentoring and growing the next generation of female talent. Having participated in Arkema’s entry level engineering program, Developing Engineers, she repays her experience as mentor for four engineers today. Savannah also engages with her alma mater, Georgia Tech, and acts as co-lead recruiter there for Arkema. Through her leadership, Arkema is now connected to the university’s Women in Engineering group and supports its annual scholarship program.

Savannah has always been serious about engaging with her local community, and this has continued since she relocated to work at Arkema’s Cary, North Carolina, facility. Savannah leads the local chapter of the Women@Arkema employee resource group, which provides engagement and growth initiatives for female employees, including career panel discussions and in initiatives like collecting supplies for a local women’s shelter. She’s been supporting Habitat for Humanity Durham’s annual Women’s Build, participating in building affordable housing units. At A Place at the Table, Savannah volunteers to provide community and good food for all, regardless of means. Previously, at Arkema’s Axis site, she was on the service committee and volunteered with the Arkema Science Teacher program, providing resources, science curriculum and ongoing mentorship to local elementary school teachers.





★ EMERGING LEADER

## Magellan (Maggie) Southwick

Senior Process Improvement Engineer  
**Arconic**

**“I feel powerful when my skills, knowledge and dependability contribute to the success of those around me, helping them overcome challenges and achieve their goals.”**

From the shop-floor team members to the vice presidents of Arconic, Maggie Southwick is seen as a go-to in the cast house as she continues to prove her business acumen and ability to create data-based forward-facing strategies. Maggie has served as the facilitator for the surge process improvement efforts in the Davenport ingot department, a task force built to tear down and rebuild processes to the highest standards and improve output. She was a leader in the dross press process across multiple shifts, which required working with multiple stakeholders across functions and departments. She launched a project that involved the manufacturing technology and engineering group to understand and define the process, Davenport local engineering to integrate the process into existing systems, production crews to drive execution and adoption, and accounting to monitor the financial impact. Maggie applied her knowledge from previous projects and used her network as challenges arose. Today, the project brings a \$1 million value to the business each year.

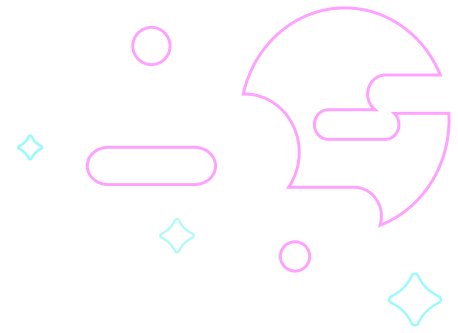
Maggie has developed relationships to foster a culture that she enjoys working in. She has consistently been a champion of new hires at Arconic, welcoming both interns and permanent employees into the ingot department. As a rising female leader, Maggie is a mentor to both female and male counterparts, modeling the ability to influence and drive the organization through actions and behaviors rather than positional authority. She is willing to take on new challenges and keeps her cool when emergent issues arise, which can happen frequently in a molten-metal cast house.

Maggie enjoys volunteering for events through Arconic’s employee resource group, Next Generation Network. These events include the Big Brothers Big Sisters of America in the Quad Cities Putt Around fundraiser, Quad City Bald Eagle Days family event and Boo at the Zoo, a family-friendly Halloween event.



# Karen Stephens

Plant Leader  
**Owens Corning**



**“I feel powerful when I help others and challenge social norms limiting potential. As a compassionate leader, I believe in servant leadership, fostering meaningful work, respect and authenticity. Empowerment comes from recognizing others’ contributions and achievements. Women leaders should be lauded for leading with care and understanding.”**

**K**aren Stephens, a plant leader for Owens Corning, is a formidable leader both within and beyond the company. She has led the company’s strategic insulation plant in Mount Vernon, Ohio, since 2021, which has transformed both operationally and culturally under her supervision. In under three years, the facility increased quality satisfaction, exceeded cost targets and delivered record volume. She spearheaded a safety campaign to reduce workplace injuries, and the plant recorded zero injuries in the last 12 months. Additionally, Karen has fostered an environment where team members from underrepresented populations are heard and feel seen and where unconscious bias is addressed.

Before Karen was tapped to lead in Mount Vernon, she was the total productive maintenance leader for the Fairburn, Georgia, plant. While there, she developed overall equipment effectiveness measures and implemented a digital downtime data-collection system. She is a sought-after subject matter expert in TPM and continuous improvement, and has shared her insights with colleagues across the company.

Karen’s commitment to inclusion has nurtured the next generation of manufacturing professionals. She leads the Owens Corning Women in Manufacturing Professional Development program, designed to support rising female staff in collaboration and advancement. Believing in the importance of the perspective and example of female mentors, she volunteers with Jill of All Trades, which addresses future needs in the skilled workforce by introducing young women to trades and apprenticeships.

When Karen joined the Mount Vernon plant team, she was determined to get the plant more involved in the community. She made new connections to organize a food drive for the United Way and a surplus supply donation to the local Goodwill. She also encourages students to consider manufacturing careers through a program introducing continuous improvement practices to high schoolers. Thanks to her organizing skills, a significant donation from the Owens Corning Foundation underpinned a community-partnership facility focused on local labor opportunities. Her outreach has revitalized the Mount Vernon plant’s presence, fostered Owens Corning pride and established pivotal community partnerships.





## Preethi Sundararajan

Associate Director, Supplier Development and Performance Management  
**Merck & Co., Inc.**

**“I feel powerful when I solve complex challenges through critical thinking, collaboration and leadership. Whether guiding a team through ambiguity, mentoring others to reach their full potential or driving impactful solutions, I thrive in moments where I can elevate both myself and those around me to new levels of success.”**

Preethi Sundararajan is a highly sought-after leader known for her exceptional critical thinking, problem-solving and collaboration skills. When faced with complex challenges, senior management has consistently turned to her for solutions. When a manufacturing site issue threatened to render \$6.5 million worth of product potentially unusable, Preethi’s technical expertise and leadership ensured the best possible outcome. In another instance, when multiple manufacturing sites encountered a significant issue with potential impact to millions of doses of multiple products, Preethi was entrusted to lead a cross-functional team of 45 members and embodied a win-as-one-team mindset to navigate the team to an optimal solution that secured supply continuity. Her ability to lead through ambiguity and drive impactful solutions has earned her multiple company awards.

With a relentless growth mindset, Preethi continuously invests in her leadership development, actively participating in programs designed to refine her skills and elevate her impact. She is committed to being the best leader she can be, not just for herself but for those she mentors. This dedication to self-improvement is reflected in her career trajectory, having earned four promotions in just eight years at Merck and receiving the company’s top performance rating for the past four consecutive years. As the performance management category lead for the non-sterile primary packaging category, she sits on the organization’s leadership team, where she helped develop a five-year organizational strategy and leads responses to employee engagement surveys. Preethi is deeply passionate about mentorship and talent development, leading a team of five supplier quality engineers. Preethi facilitates career path discussions regularly for her team members, and guides them in their professional growth. She dedicates time to coaching, one-on-one mentoring and development planning, ensuring her team thrives. Her involvement in Merck’s mentoring programs—including the Next Generation Network Intern program, the Reverse Mentorship program and the Merck Asia Pacific Association Mentorship program—reflects her dedication to helping others become the best versions of themselves.

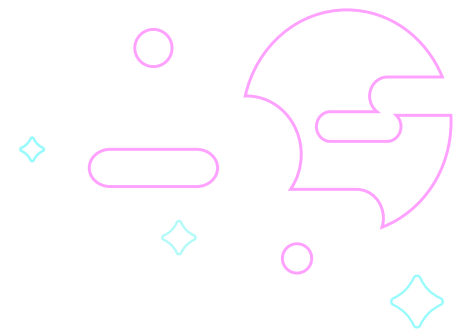
She also believes in leading a well-rounded life, advocating for work-life balance and setting an example for others. Beyond her professional commitments, she has devoted time to volunteering in nursing homes and hospices, where she founded the Robin Hood Charity Band to bring joy to residents. She has also contributed to after-school programs for elementary school children and supported the Ivy Hill Therapeutic Equestrian Center. Through every facet of her life, Preethi is dedicated to making a meaningful impact.





## Malinda Tange

Health, Safety and Engineering Manager  
**INEOS Oligomers**



**“I feel powerful when I help young girls realize the limitless potential of their future. It brings me joy to show them that STEM education can help give them the power to forge their paths and achieve greatness on their terms.”**

Malinda Tange advocates for a range of healthy practices: safety in the workplace, support for women in the chemical manufacturing field and future possibilities for youth. Malinda was named the prestigious state Chemistry Council’s Safety Professional of the Year in recognition of her impact in advancing health and safety standards in the industry, selected from the organization’s 65 member companies. Since joining INEOS in 2005, accomplishments like this have made her widely respected across its nine manufacturing sites.

As the health, safety, and environmental regulatory compliance manager of INEOS Oligomers, Malinda was selected by the business leadership team to oversee the environmental permitting, construction and operation of a new manufacturing facility. Due in part to her foundational leadership and subject-matter expertise, the \$1 billion project was constructed and successfully started up with zero process safety incidents. This facility is now a vital component of the business’s overall profitability.

Part of Malinda’s fortitude was forged in her college years. Despite the challenges of completing coursework and raising a child as a single mother, she earned a bachelor of science in safety engineering from Montana Technological University. While there, she was an active leader in the Society of Women Engineers Montana Tech Chapter. Malinda continues to support women in STEM on INEOS’s Women’s Network Leadership Team, and she speaks regularly to community groups about the importance of STEM education and developing essential career skills.

In 2022, Malinda joined the Brazoria County chapter of the Boys & Girls Club of America. Now the board chair, she champions their involvement in the national Future-Ready Initiative, which ensures participants are prepared to fulfill their leadership, academic and career dreams. The local board is also making strides to improve services for youth in the rural areas of the county. At work, Malinda leads her worksite’s community-giving group and is a trusted representative to the Community Advisory Panel, the connection point between the chemical industry and local business and governmental leaders.

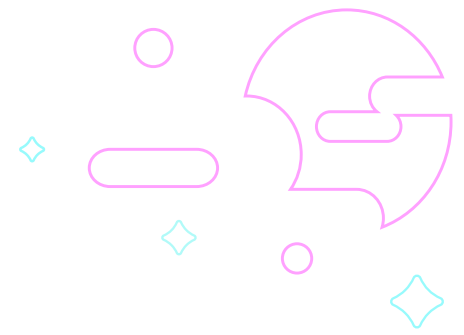




★ EMERGING LEADER

## Mckeya Taylor

Senior Supervisor, Manufacturing  
**Biogen**



**“I am empowered by resiliency and the determination to make each day better than the last, through instilled family values and support of peers and mentors. I confidently pursue personal goals while uplifting those around me.”**

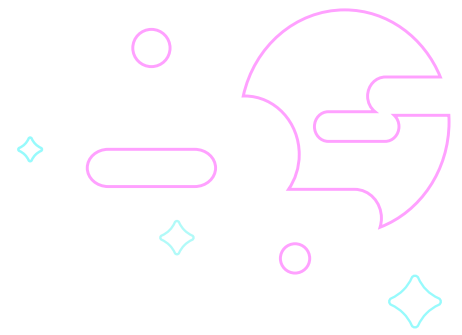
Mckeya Taylor’s love for the sciences was seeded growing up on her family’s farm, and this has led her to a career in biotechnology as well as continued involvement in growing food. Starting with Biogen as a manufacturing associate II, and now as senior supervisor in manufacturing, Mckeya’s passion for continuous improvement and interest in team leadership are evident, allowing her to excel in this multi-product manufacturing environment. Her work has been an efficiency booster: she collaborated with process maintenance and leadership to develop visual indicators that streamlined bioreactor start-up processes, ultimately reducing the time needed to identify valves, and implemented process improvements that allow for concurrent activities, significantly decreasing downtime for filtration transfer systems. She now leads upstream manufacturing processes and final fill-finish operations in biologics manufacturing.

Mckeya’s commitment to mentoring and developing talent within her team prepares her direct reports for future success. Her participation with the multicultural MOSAIC employee resource group and collaboration with the diversity, equity and inclusion and human resources team has allowed her to support the Shaw University College Networking Session and provide mentorship to interns from Shaw University. She recently participated in the International Society for Pharmaceutical Engineering Emerging Leaders Panel, where she shared insights on career development, discussing how leaders carve their paths, upskill and advance in the pharmaceutical industry.

In her community-centric efforts, Mckeya is involved with Biogen’s Care Deeply volunteer initiative, and she packs lunches and supports initiatives to reduce food insecurity with the Food Bank of Central and Eastern North Carolina. Mckeya’s volunteer work at the Urban Community AgriNomics farm reconnects her to her upbringing and helps provide access to fresh produce for community members.

In her pursuit of an MBA, Mckeya is driven to blend her real-world experiences with academic insights. Mckeya’s aspirations to reach executive leadership lead her to meaningful business decisions that ultimately enhance patient care.





# Amanda Tomascik

Logistics Operations and Supply Network Director  
**Procter & Gamble**

**“I am empowered by** by the trust that my organization, both leaders and employees, have placed in me to do what's right and best for our company, our people and our brands.”

**A**t Procter & Gamble's largest manufacturing site, Amanda Tomascik has been a role model for women in manufacturing for 26 years. As the logistics operations director, Amanda manages all inbound raw materials and outbound loads to and from the on-site distribution center as well as within the plant, and she's done so with a zero safety-incident rate.

As the plant's customer service was struggling post-COVID-19, Amanda led her team to bring the customer fulfillment rate to benchmark in the company. Her disciplined, systemic approach to solving technical issues has delivered a 25% improvement in downtime. Thanks to her leadership, the logistics team was recognized with the company's Best Service Award.

From the time she was a new hire, Amanda has been an advocate for women in the organization. She often represents women to the site leadership team, providing context and ensuring equity in staffing and performance discussions, and helped support one of the first female technician-to-manager promotions at the site. She's an active member of the site's women's network and has sponsored the site's young professionals network, most notably kicking off a program for new engineers to pair with members of the site leadership team for early coaching. Amanda is the sponsor for the African American Leadership Network Champion team and mentors many of the young women on the team.

Amanda's dedication to building positive environments for women extends to her community. She's coached many girls' teams over the last decade, focusing on developing soccer skills, plus confidence and determination. As the president of the Dallas Girls' Soccer Booster Club, she leads the team in developing a budget and planning fundraising, with \$14,000 collected for collegiate training, tournaments, warm-up and alternate uniforms, team-bonding events, team dinners, Breast Cancer Awareness Month, senior night and player recognitions.

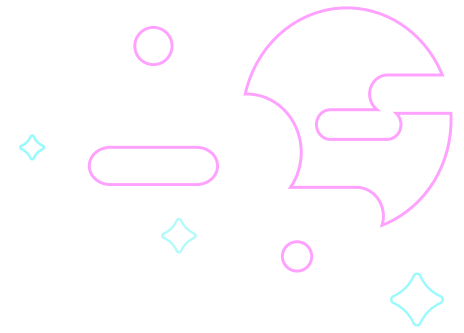




★ EMERGING LEADER

## Mingjie Tu

Senior Researcher  
**General Motors**



**“I am inspired by the courage, confidence and impactful contributions of the female leaders at General Motors and the respect shown by my manager, director and VP. Their trust fuels my potential, empowering me to embrace responsibilities, face challenges and strive to become the role model I aspire to be.”**

Living her values, Mingjie Tu’s concern for anthropogenic climate change has inspired her career in reducing and ultimately eliminating harmful gas emissions from automotive exhaust systems in internal combustion engine vehicles. At General Motors, Mingjie invented an advanced aftertreatment and control system for ICE vehicles with zero-emission-vehicle-equivalent impact on urban air quality. The system involves integrations to a vehicle’s catalytic converter, including a 20% reduction in the use of platinum-group metals—which are both scarce and expensive—without compromising emission control. Mingjie holds a U.S. patent for a fully digital twin strategy to minimize the energy requirements of the electric heater in this system by 60%, and it has been integrated into a broader engineering standard. Even better, Mingjie’s aftertreatment and control system invention is planned for implementation in future vehicle manufacturing.

Beyond ICE vehicles, Mingjie has significantly contributed to clean energy initiatives within the automotive sector. She developed battery cell models and optimized battery pack designs with variable cooling strategies, demonstrating her broad expertise. Her impact includes over 18 inventions, five granted patents and several high-impact publications. She leads an R&D project to optimize battery cathode material designs for next-generation applications, showcasing her leadership in both aftertreatment systems and battery technologies. In January 2024, Mingjie was promoted to senior researcher at General Motors, specializing in battery materials and system design.

Mingjie has dedicated a portion of her career to future generations of female talent. With the GM Women+ Employee Resource Group, she organizes and participates in networking events. By facilitating workshops and discussion panels, Mingjie reaches out to new women engineers within General Motors to provide an overview of the company, explain what it’s like to work in a manufacturing-related research and development role and share her experience as a scientist and engineer. Mingjie has organized and directed General Motors research and development’s two largest internal technical events, connecting R&D personnel with engineering teams across the company.

Mingjie’s strong values system is also felt in her community work. She’s a judge for the elementary, middle and high school Science and Engineering Fair of Detroit. Here, she interacts with nearly 100 students per event, leading with questions such as, “What sparked your interest in this science project?” Mingjie also uses this opportunity to tell her story and emphasize the importance of a strong STEM background for an engineering career.





★ EMERGING LEADER

## Yisarai Valbuena Sanchez

Outdoor Systems Refrigeration Engineer  
**Trane Technologies**

**“I am empowered by the success of each woman who I have had the honor of mentoring. Each of their achievements feels like a win, not only for them, but for the collective community of women breaking barriers in manufacturing. I am honored to be in their corner.”**

Yisarai Valbuena Sanchez is garnering attention for the innovations in sustainable heating systems that her work is making possible. After she played a role in designing four complex, variable speed, efficient systems—one being the highest-efficiency residential model ever launched by Trane Technologies—the Society of Hispanic Professional Engineers recognized Yisarai with its 2024 Climate Sustainability Award. As outdoor systems refrigeration engineer at Trane Technologies, Yisarai is lead engineer on a revolutionary heat pump that efficiently performs in cold climates. An innovative control method that supports this technology, developed by Yisarai and others, is under review by the U.S. Patent Office. Yisarai is also pursuing her master of science in mechanical engineering at Purdue University with a research thesis on optimization of a vapor injection system, which this heat pump uses, and she recently presented and published her work at the International Refrigeration and Air Conditioning Conference. Yisarai has accomplished all this and more since joining Trane Technologies as a product engineering intern in May 2018.

As a first-generation immigrant and college graduate from Bogota, Colombia, Yisarai’s personal mission is to make women—especially women of color—feel seen in the manufacturing industry. She’s mentored eight young women at Trane Technologies, including one who obtained a spot in the Trane Technologies Accelerated Development program. As professional development co-lead for Trane Technologies’ Latinx employee resource group, Yisarai launched an enterprise-wide mentorship program to connect early-talent Latinx employees and allies with senior leaders, with 75% of the benefiting mentees being women. Yisarai is also a part of the national Society of Women Engineers Latinos Affinity Group, where she coordinates professional development sessions.

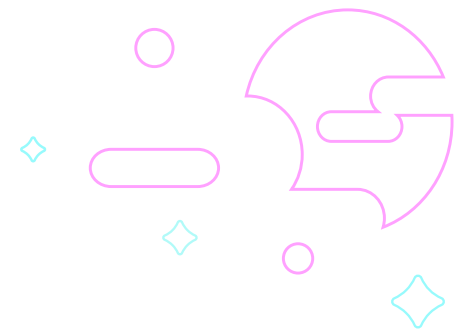
Yisarai is known for delivering powerful, well-attended presentations. At last year’s Society of Hispanic Professional Engineers National Convention, she presented “Career Growth & Navigation: Salary Negotiations, Promotions and Employer Changes.” She was selected to present at the competitive Women Engineers’ 2022 conference, where she presented two sessions to more than 300 attendees.



★ EMERGING LEADER

## Kali Van Diest

Group Sales and Operations Planning Manager  
**Albaugh, LLC**



**“I feel empowered by taking on a new challenge in life. My career has allowed me to find my passion of helping others, and to make their lives easier by simplifying operations. Maximizing efficiencies allows more time for the finer things in life.”**

While Kali Van Diest was an intern with Albaugh, LLC, her supervisors were impressed with the advanced skills and self-discipline that she possessed, beyond what is typical at that stage of a young person’s life. After two years with Albaugh, Kali was promoted through several positions to her role as group sales and operations planning manager, where she gathers demand and supply for this global company with six regions across 80 countries and about 2,600 employees. Kali’s six sigma training project evaluated Albaugh’s samples-shipment process. Investing hundreds of hours to understand, scope and implement the project, Kali evaluated lead times, tracking, traceability, cost and approvals to automate this process. The resulting process has substantially improved efficiency and risk reduction and is now utilized by the entire company.

Albaugh has completed several global acquisitions over the past three years, and with every acquisition comes new team members, often from other nationalities and backgrounds, who are accustomed to different company cultures. Kali’s abilities to lead by example and explain concepts with patience and understanding make her a natural mentor for new team members, who often look to her for guidance.

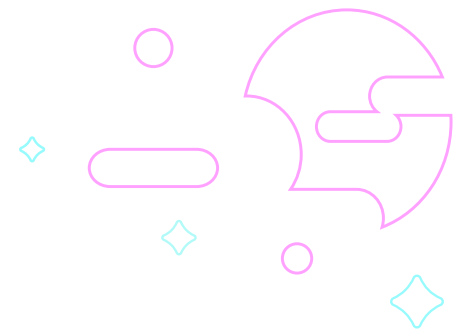
Having grown up in a small town in Iowa, the importance of community involvement was instilled in Kali early on. As a working parent of two children, she’s active in the community as a vacation bible school leader and food-drive participant, and one of her favorite projects is adopting families in her area for the holidays. While attending Iowa State University, Kali volunteered on a panel for women in supply chain, which inspired her to pursue her passion for manufacturing. She also had a volunteer internship with Informed Choices Clinic, and she found it gratifying to offer emotional support during a pivotal time in these women’s lives.





## Aubrey Van Horn

Assistant Plant Manager  
**Armstrong World Industries**



**“I am empowered by a strong team that I have been fortunate to lead, continual growth and development opportunities, and experiencing record results whether that has been through an individual contributor role or as a leader of the Armstrong Macon Facility.”**

Even before Aubrey Van Horn became the first woman to hold the assistant plant manager position at Armstrong World Industries’ Macon, Georgia, facility, she was striving for a secure and productive workplace for her teammates. While she started as a process engineer on the manufacturing line, Aubrey quickly moved into a value stream specialist role, coordinating production and maintenance to improve the reliability of the #3BM and BM mixing operations. After several years, Aubrey moved into a value stream improvement champion role in fabrication and was able to grow her leadership skills by being a relief value stream manager and the interim quality manager. Aubrey was then promoted to the BM value stream manager role and during her tenure as the BM VSM, she led her team to adopt an innovative paper supply from a local tissue mill, which has saved the company more than \$2 million and diverted approximately 3,500 tons of landfill waste each year. Having moved through a progression of positions to arrive at this point in her career, Aubrey is recognized as a driving force in Armstrong’s efforts to make their plants a world-class lean manufacturing environment with a commitment to increasing sustainability.

By showing up and being a leader at work each day, Aubrey doubles as a role model for other women in the plant and in the manufacturing industry at large. Overseeing approximately 350 employees, Aubrey develops and coaches her plant’s operations leaders. She is mentoring several female employees, which is important as Armstrong works to increase the presence of female stakeholders and leaders across business functions.

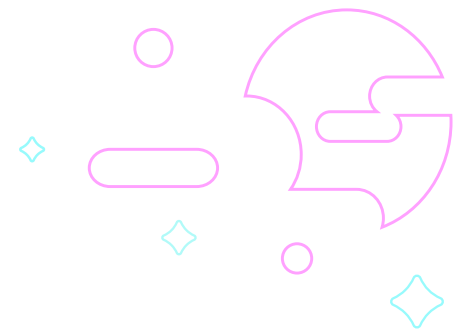
With an increasingly busy schedule, Aubrey prioritizes causes that are important to her. Aubrey’s two children, four and six years old, are active in Little League baseball, and Aubrey fills in during practices, while her husband is the assistant coach. She recognizes the significance of teamwork and instills this into younger generations. Among the efforts that she supports with financial and in-kind donations are the local animal shelters and Feed the City, which distributes meals, including more than 110,000 meals during Thanksgiving alone.





## Abigail Vandergriff

Manufacturing Manager  
**Altria**



**“I feel powerful when I am able to deliver results through building relationships with people, developing their capabilities and encouraging their growth. There is great power in what people are able to accomplish when they are pushed to achieve their potential by someone who knows and cares for them.”**

**A**s a manufacturing manager, Abby Vandergriff is a key leader in the deployment of Integrated Work Systems, a manufacturing-excellence system developed by Procter & Gamble in Altria—U.S. Smokeless Tobacco Company’s Richmond, Virginia, facility. Since IWS was implemented at her site, Abby led a phase 0 assessment that allowed the site to progress into phase 1. Additionally, she’s led loss elimination work that has been a key contributor in achieving notable compelling business need metrics. Abby has extended her leadership beyond her facility, too, helping teams at other sites learn and grow within the IWS system. She is a master of applying best practices and key learnings to transition employees to new, more effective ways of working.

Development and empowerment are key to Abby’s leadership, and she goes above and beyond to nurture the professional growth of colleagues. She diligently applies this passion for professional development to mentorship opportunities, engaging with rising female talent to share networking best practices and invaluable career advice. Abby also creates platforms for talented individuals to gain visibility and exposure as they share their accomplishments, and she notably seeks to mentor coworkers with a desire to transition from hourly to salaried positions.

Just as she embodies dedication in the workplace, Abby’s involvement in the Young Life ministry at Deep Run High School is a testament to her interest in supporting the next generation. As a Young Life leader, she works to build personal relationships with adolescents, providing them with fun and adventurous experiences to help them grow in their personal belief system. She’s also been a dedicated mentor to two Godwin High School girls and has been known to spend entire weekends leading girls engaging in service projects and deepening their faith.

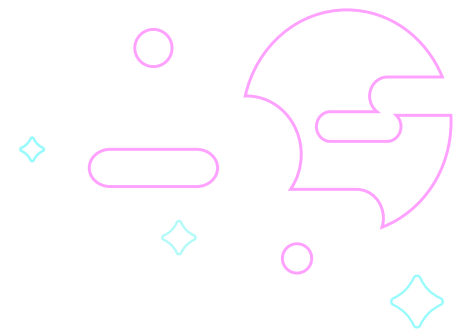






## Tricia Wallwork

Chair and Chief Executive Officer  
**Milo's Tea Company**



**“I am empowered by my core purpose of building institutions and people that make a positive impact. It is an honor to lead Milo’s, where we create billions of Milo’s Moments each year—a quiet moment of joy with our drinks, a milestone for an associate, a candid conversation with retail partners, or connections with our community. These moments make me a proud CEO.”**

Tricia Wallwork leads Milo’s Tea Company with the philosophy of purposeful profits that ensure prosperity for people and protection for our planet. She became the Chair and third-generation CEO of this Certified Women-Owned business in 2012 and has since transformed it from a regional brand to a leading national beverage company. Now the No. 1 refrigerated tea and one of the fastest-growing lemonades in America, Milo’s is sold in more than 55,000 retail locations across 50 states, exceeding \$650 million in retail sales last year. Tricia has overseen the opening of three state-of-the-art manufacturing and distribution facilities since 2020.

When Tricia became CEO, she drafted the company’s vision, mission, and values with a people first approach. She has since grown the workforce from 50 to 800 associates and climbing, while preserving that people first culture, and Milo’s was recently named the third Most Loved Workplace in America by Newsweek. Tricia champions female representation in the company, with half of the executive team members being women. A third-party pay equity audit showed that Milo’s achieves gender pay equity and that 100% of roles are fairly paid.

Milo’s has prioritized remarkable environmental stewardship under Tricia’s management. The company was the second company in Alabama and the first in Oklahoma to achieve TRUE Platinum Zero Waste certification by recycling and diverting 97% of manufacturing waste—that’s almost 150,000 tons of waste, or the weight of 145,000 cars, since 2019. During the same time, Milo’s has conserved nearly 37 million gallons of water, or a 10-acre lake. Additional sustainable-manufacturing hallmarks include solar energy installations and a 1% profit pledge supporting local communities.

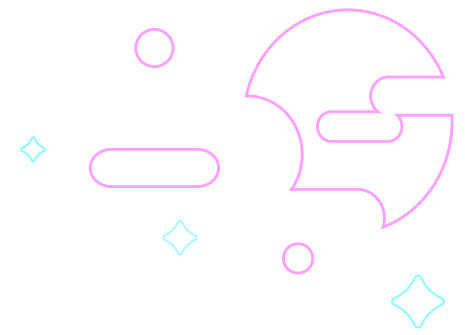
Tricia’s place as a thought leader in manufacturing has made her a sought-after speaker, and she was recently invited to be a keynote speaker at the International Society of Beverage Technologists annual conference, Progressive Grocer Top Women in Grocery Gala, Dollar General’s Supplier Diversity Summit, and more. Her leadership has earned a number of accolades, such as Ernst & Young’s 2019 Entrepreneur of the Year in the Southeast Family Business Category, *Progressive Grocer’s* Top Women in Grocery (three times) and the *Birmingham Business Journal’s* CEO Awards.





## Kim Weckert

Vice President, Digital Transformation and Marketing  
**Winnebago**



**“I feel powerful when igniting transformation that creates lasting impact. With vision, courage and intention, providing leadership that drives change—empowering individuals, strengthening communities, inspiring movements and redefining what’s possible.”**

Focusing on technology and business, Kim Weckert has led a digital transformation that’s revolutionized the Winnebago customer experience. She played a strategic role in developing Winnebago Connect smart-RV technology, which allows users to remotely monitor and control key functions in their RV, such as battery levels, water tanks and climate settings. This has set a new industry standard and aligned Winnebago’s strategic goals with modern user expectations. Kim’s current project is a full digital transformation of the company’s manufacturing system. When complete, Kim’s work will create a digital thread that follows a customer and their product throughout the entire consumer experience.

Recently, Kim was highlighted across Winnebago Industries media in “Women of Winnebago: Behind the scenes insights and inspirations.” In male-dominated industries like powersports, technology and manufacturing, Kim is a role model and a one-on-one mentor who guides women through career challenges and opportunities. She’s a sought-after speaker at universities and industry seminars, where she shares her experiences in pioneering innovations.

Kim’s dedication to both global and local causes demonstrates a commitment to making a lasting impact in the lives of others. She has sponsored children and provided support to communities in need, partnering with organizations like Prepare the Way Ministry and World Vision. She traveled to Uganda, where she contributed to building community facilities, ministered to remote villages and helped develop programs for orphans.

As a leader in Minnesota’s off-road community, Kim dedicated her time and expertise to ensuring the future of safe and sustainable riding spaces. One of her most noteworthy achievements was her role in establishing Minnesota’s first off-highway vehicle park, where enthusiasts can enjoy their sport while preserving natural resources. She worked alongside other passionate enthusiasts and the Department of Natural Resources, spending hours at the capitol to advocate for and implement legislation that supported the off-road community. Kim’s efforts extended to developing and nurturing clubs and chapters focused on building and maintaining off-highway trails, and she was instrumental in bringing together thought leaders to create low-impact, environmentally friendly trails that balanced recreation with sustainability to ensure access for future generations.





# Wendy White Eagle

President  
**Tek Pak, Inc.**



**“I am empowered by creating opportunities for women and underrepresented communities to thrive in an industry that hasn’t always made space for them. Seeing our employees grow reminds me that true power comes from lifting up others.”**

Wendy White Eagle’s commitment to diversity, equity, inclusion and accessibility has been transformative not just in her own career growth and exploration, but for the Tek Pak, Inc., business and Illinois’s Fox Valley region as well. Wendy has been named to Crain’s Chicago Business’ 2023 list of Notable Leaders in DEI, earned Tek Pak recognition as an honoree of The Daily Herald Suburban Business’ 2023 Diversity in Business Awards and 2024 Influential Women in Business, and was recognized with a Women of Power Award from the Quad County Urban League. Under her leadership, the company has built a robust, diversified workforce with over 50% of its employees representing diverse backgrounds. Wendy has actively cultivated a work environment where women are encouraged to excel, from line workers to engineers and corporate leaders; women comprise roughly 37% of Tek Pak’s employees. Vendor diversity has also improved, with a goal of reaching 35% DEI-compliant vendors this year.

As president of Tek Pak, Wendy transformed the company in 2022 when she spearheaded a \$3.5 million reinvestment project that increased production capacity by 40%, expanded the workforce by 10% and led to the acquisition of a 23,658-square-foot facility for workforce training and inventory. This project enabled the launch of Tek Pak’s internal apprenticeship program, improving the company’s ability to attract and train local talent, including women.

Wendy supports her local community in various leadership roles. She is managing general partner of Inspire Nous, a firm that helps minority businesses achieve financial success, and is founder, president and board chair of Native Capital Investment. Additionally, Wendy has held roles in many organizations, including as executive director of business for the Ho-Chunk Nation and board chair of the Chicago Foundation for Women, as a member of the Community Foundation of the Fox River Valley Board and the First Nations Community Financial Board, and as the first Native American Trustee of the Village of Campton Hills.

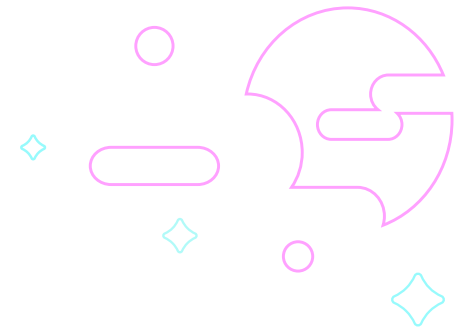




★ EMERGING LEADER

## Anna Wilson

Cost Analyst  
**Constellium**



**“I feel powerful when I share written stories that inspire and educate. My mission is to use the platform to give a voice to women and call attention to the importance of protecting our planet through recycling. It’s empowering to know my words are provoking thoughts and potentially shaping minds.”**

At Constellium’s Muscle Shoals, Alabama, location—and throughout the company globally—female employees have an advocate in Anna Wilson. In her work as cost analyst, Anna examines and manages the company’s expenses to reduce inefficiencies and lower manufacturing costs. Consistently exceeding expectations, Anna also strengthens the corporate communications team by creating engaging articles for the site’s internal communications platform, generating colleagues’ interest in company events, community service and charitable initiatives.

The larger challenge that Anna has taken on relates to being an outspoken supporter of gender equality and safety for women in the manufacturing industry. Women make up less than 18% of the workforce at the Muscle Shoals plant, and from her first day in 2022, Anna has been deeply committed to ensuring women’s voices are valued and respected. She is site ambassador for Women Inspiring Networking and Success Affinity Network group, and even before the establishment of the company’s global network, Anna took the initiative to create a women’s group to address the specific needs of female employees. Her efforts include ensuring the availability of restrooms near to the shop floor, providing well-fitted uniforms, and stocking bathrooms and locker rooms with feminine essentials.

Constellium’s company culture prioritizes mentorship, with the global mentorship program available to all employees. Anna’s mentorship of new employees has been essential to shaping their skills, ensuring successful integration into the company and fostering a positive work environment.

In the community, Anna has bolstered awareness about Constellium’s recycling endeavors in collaboration with the WC Handy Music Festival, overseeing the distribution of recycling containers. Last year, Anna collaborated with Shoals United Stars, a local sports league for children with special needs, to supply canned water for their end-of-season banquet. Additionally, Anna participates in community clean-up activities. Leading by example, she’s taken on a new challenge in learning French to facilitate better communication with colleagues around the world.

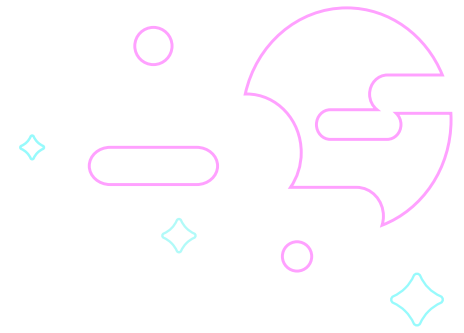
Anna continues to demonstrate exceptional dedication to her place in the manufacturing industry and beyond.





## Fran Wisniewski

Vice President, Long Range Planning  
**Koppers Inc.**



**“I feel powerful when I influence positive change in behavior through mentoring young, professional women, when I lead efforts that create long-term value for an organization and when I advise colleagues, leveraging my breadth of experience, on critical strategic initiatives.”**

Over her 45-year career with Koppers Inc., Fran Wisniewski positioned the company for long-term success on a number of fronts. Under her leadership as the vice president of long range planning, the company has had 20% bottom-line growth over three years. She held critical roles on the teams that successfully purchased and integrated two large strategic acquisitions: 1) Osmose, which provided the foundation for a strong and profitable business unit and 2) Cox Industries, which elevated and deepened Koppers’s position as a global leader in wood preservation. In her time as the lead for the company’s utility products arm, Fran not only increased profitability of that business but she positioned it as a key element for future growth.

You’ll find Fran offering her time and effort to many forward-thinking company initiatives. She is a founding member and chair of the LINKwomen Employee Resource Group. Mentorship is important to her, and Fran is involved both informally and through a structured program for young female colleagues. Recognizing that the future of the company is diverse, she helped form Koppers’s inaugural Inclusion and Diversity Committee to attract potential staff from all demographics. She also recognizes the importance of environmental responsibility and serves as a member of the Sustainability Steering Committee.

When Koppers’s treasurer—the company’s first female officer—passed away in 2018, Fran developed a scholarship program for young women in her honor. The effort involved acquiring the proper legal status, hosting fundraising events and developing the selection process. Thanks to her efforts, seven young women connected to the company have received assistance in paying for their education. She also volunteers with company charity efforts, including Light the Night, in support of the Leukemia & Lymphoma Society; Race for the Cure, in support of breast cancer research and treatment; and the American Heart Walk, in support of heart disease research.

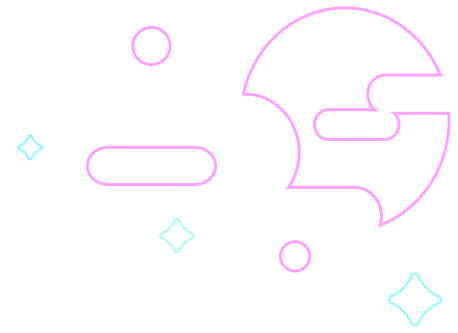
Because of Fran’s hard work and dedication, Koppers is moving into the future with a stronger financial base, a stronger workforce and a stronger link to the community.





## Erica Witthaus

Senior Manager, Compliance and Processes  
**The Boeing Company**



**“I feel powerful when I have the opportunity to contribute to impactful change that benefits our teammates and customers. I’m still in awe of our amazing products!”**

Erica Witthaus’s 25-year career at The Boeing Company has led her through various company sectors, all while playing an instrumental role in advancing women. In her role as senior manager of compliance and processes, Erica leads manufacturing policies and procedures, represents manufacturing in corporate development and works with leadership to develop the 42,000-plus manufacturing team members.

Erica consistently demonstrates leadership driving positive change in complex manufacturing environments while fostering leadership development and ensuring regulatory compliance. As one example from a previous role in Boeing Core Quality, Erica led her team to develop the first training standard and community of practice for the newly deployed Boeing problem-solving model—a standard that has since become integral to Boeing’s continuous improvement efforts.

Erica’s focus on nurturing the next generation involves planning and participating in recruiting events, meeting one-on-one with mentees, supporting organizations and peers and collaborating with direct reports. She matches mentees with appropriate mentors and then provides guidance on how to maximize these connections. Recognizing the ever-growing need for mentorship in manufacturing with an increasingly diverse workforce, Erica is partnering with the Everett Women in Manufacturing Team to develop a mentoring pilot for women, launching this year.

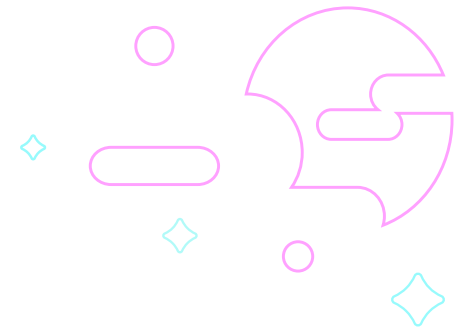




# Shannon Wolfe

Program Manager

**Parker Hannifin Corporation**



**“I feel powerful when I inspire others and contribute to positive change in my workplace and community. I enjoy fostering connections, celebrating successes and collaborating with teams to tackle challenges. My empathy helps me understand different perspectives, creating an environment where everyone feels valued and motivated to make an impact.”**

High-stakes situations are not uncommon in manufacturing settings, and at Parker Hannifin, program manager Shannon Wolfe is often called upon to dissect them. In her leadership of the universal test rotating stand project, she guided a cross-functional team to integrate five advanced test stands as part of a multi-million-dollar initiative that enhanced testing for 27 products. They implemented a robotic arm for critical adjustments, which boosted safety by removing the need for manual interventions under high pressure. Shannon’s work resulted in a significant reduction in test time per unit, increased testing capacity and eliminated serious operator-safety hazards. Previously, as a fielded systems engineer for seven years, Shannon acted as a bridge between customers and suppliers, resolving problems airlines encountered in real-world product use.

Shannon’s passion for uplifting others is a defining aspect of her character. One of her most cherished means of community involvement is the Society of Women Engineers Corporate Engineering Challenge, where she co-leads a team of nine- to 12-year-old girls through an engineering competition. Shannon frequently visits classrooms and speaks to middle-school students about her work, and the gratitude expressed by these students in their heartfelt handwritten notes serves as a constant reminder of Shannon’s positive impact. Shannon also volunteers in educational activities about the science of flight at the Kalamazoo Air Zoo aircraft museum.

Last winter, Shannon became aware of a local need to refurbish bicycles for unhoused individuals and refugee children, so she mobilized her network of engineers for a hands-on bicycle-repair event. The initiative was so successful that Shannon plans to make it an annual team building and service event. Shannon is also an advocate for individuals transitioning from incarceration to the workforce and organized a collection among her friends, family and neighbors to donate professional attire to support Kalamazoo Defenders. Shannon’s service extends to her daughter’s Scouting America troop, where she assists in organizing activities and supporting the Den Leader and Cub Master.

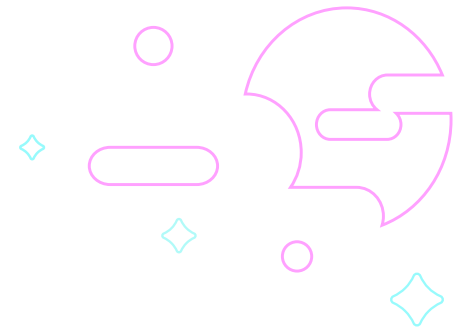
Shannon recently received the Western Michigan University College of Engineering and Applied Sciences Emerging Alumni Award, recognizing her integrity and professional growth.





## Corrine Wolff

Integration Manager  
**Rockwell Automation**



**“I feel powerful when I can make a difference in the lives of the next generation of STEM professionals, whether through mentoring, networking or providing hands-on experiences. Seeing the passion of students and mentees as they overcome challenges and achieve new heights truly drives me every day.”**

Corrine Wolff is a dynamic leader at Rockwell Automation, known for her adaptability and ability to manage complexity in resolving manufacturing and quality challenges. With over 15 years in manufacturing, she has developed her technical and leadership skills, serving as an engineer, leader, mentor, volunteer and developer of STEM talent.

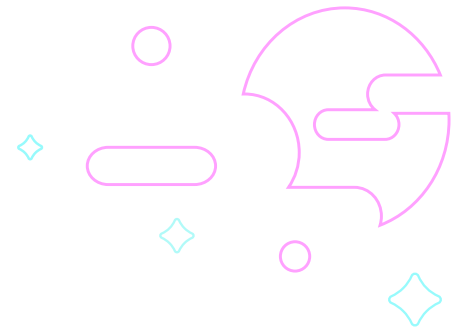
At Rockwell Automation, Corrine supports new product introductions, leveraging her end-to-end supply chain knowledge to establish design requirements, implement new manufacturing lines and launch products into production, all while focusing on key performance indicators and customer quality. Corrine’s contributions to the Rockwell Automation Society of Women Engineers and other DEI organizations highlight her commitment to women’s professional development. She also completed Rockwell Automation’s Aurora Accelerate Leadership Program, underscoring her dedication to fostering diversity within the management pipeline. Testimonials from her mentees describe her as a role model who inspires and empowers others with her blend of teamwork, creativity and mentorship.

Outside of Rockwell, Corrine has dedicated significant time to her community and the growth of the next generation of STEM. She volunteers at an annual Leukemia & Lymphoma cycling event and supports Girls in STEM events locally. Her efforts with the United Way Rockwell Automation team earned the Girl Scouts Community Award for improvements the team has made at Camp Silver Brook over the past 10 years.

Most notably, her exceptional role modeling extends to her involvement with the BUILD Moto program, a nonprofit organization that teaches trade and life skills to over 50 high school students annually through hands-on motorcycle fabrication. Her interest started when the Iron Angels team was created, an all-girls team from the students to the mentors, which resonated deeply with Corrine and her passion to empower women interested in STEM. Throughout five years of mentorship with the Iron Angels, she, along with other inspiring women guided over 30 female students in technical skills, problem-solving techniques and business acumen. Her mentorship has boosted these students’ confidence and networking skills, with many pursuing further education in STEM. Ready to take her involvement to the next level, Corrine joined the board of directors, was nominated as vice president, and now serves as the first female president of the BUILD Moto program. Her efforts have not only enhanced the program’s visibility but also strengthened its community partnerships, making a lasting difference in the lives of many young aspiring engineers.







## Beth Wozniak

Chair and Chief Executive Officer  
**nVent Electric**

**“I am empowered by leading the strategy and successfully executing on it to drive growth and performance for nVent. To see our success over the last six years has been rewarding and exhilarating. I am most proud of our people and our culture. Our future is bright.”**

**B**eth Wozniak is the chair and chief executive officer of nVent, a \$3 billion leading global provider of electrical connection and protection solutions. With more than 10,000 employees worldwide, nVent is focused on building a more sustainable and electrified world. nVent is a certified Great Place to Work™ and named to Fortune’s Best Workplaces in Manufacturing & Production List. In 2023, Beth was honored as the Twin Cities Person of the Year, and in 2024, Beth was named a national finalist for the E&Y Heartland Entrepreneur of the Year.

Prior to leading the spin of nVent from Pentair plc in 2018, Wozniak was the president of Pentair’s electrical business unit and before that she served as president of Pentair’s flow and filtration solutions business unit. Prior to joining Pentair in 2015, Beth had a 25-year career at Honeywell, holding several executive leadership positions including president of the environmental and combustion controls business and president of the sensing and control business. Throughout her career at Honeywell she held various executive positions in both the automation and control, and aerospace business units.

Beth is the chair of the board of governors of the National Electrical Manufacturers Association. She holds a bachelor’s of engineering degree from McMaster University in Hamilton, Ontario, Canada, and an MBA from York University in Toronto.





## Jingwei Yu

Finance Director, Asia Pacific Operations  
**The Goodyear Tire & Rubber Company**

**“I feel powerful when I find a path with the team to achieve our common vision.”**

The Goodyear Tire & Rubber Company has in Jingwei Yu both a key decision maker who drives expansion and a thought leader who drives sustainability. Jingwei, the finance director for Asia Pacific operations, is one of only three Goodyear Manufacturing Leaders across the AP region.

Her entrepreneurial mindset suggests, “Forget about where you are, rather, focus on vision and find a path.” Jingwei is at the forefront of implementing Industry 4.0 Automation and Digitalization capabilities in factories by challenging leaders to research new technology. In plant optimization, she leads the zero loss pillar, identifying opportunities to improve efficiencies and optimize spending, which has driven 20% reduction in expenditures. In optimizing footprint transformation and expansion, one of Jingwei’s leadership initiatives involves creating the largest on-site solar plant at the Pulandian, China, factory.

Coming together to think more holistically is an area in which Jingwei coaches teams, and she helps manufacturing facilities master complexity with cross-functional alignment. During a recent manufacturing bootcamp, Jingwei mentored and coached 15 next-generation manufacturing leaders and was instrumental in creating a business acumen simulation to upskill participants. She then mentored the leaders to offer the simulation at other facilities. Last year alone, Jingwei was a mentor for eight female Manufacturing Finance Business Partners and coach for two high-potential female talents, plus she sponsored a formal mentor program for 16 next-generation leaders and the Best Practice Replication project in AP manufacturing.

Recognizing the need to build a STEM talent pipeline, Jingwei has been instrumental in forming partnerships with academic institutes, including the Dalian Vocation Institute, in Dalian, China. The partnership has been so impactful that Goodyear is replicating it across AP communities. In an annual visit from Laowo Hope School students ages 10 to 14, Jingwei talks with the students and gives them a tour. She’s also been involved in fundraisers for Hope Schools, which are established in under-resourced rural China communities.



## Catherine Zimmerman

Vice President, Global EHS and Sustainability  
**Ingredion Incorporated**

**“I am empowered by my passion for continuous learning, achieving ambitious goals and building meaningful connections. I strive to impact others’ lives positively, drive improvement and foster a sustainable future for our planet.”**

Catherine Zimmerman directly leads a global team of subject-matter experts and as vice president of global environment, health, safety and sustainability, she steers Ingredion’s entire company of 12,000 employees at 47 manufacturing sites to uphold safety standards and achieve environmental goals. In 2022, Catherine launched Ingredion’s first global business continuity program to address the company’s highest operational risks, and they have since eliminated the top seven. Last year, Ingredion was a finalist in the National Safety Council Green Cross Award as one of three top companies in the US for safety excellence. Collaborating with plants and engineering teams, Catherine developed and continues to refine the company’s roadmap to a 2030 greenhouse gas reduction target of 28% from 2019 baseline. In 2023, Ingredion achieved a 22% reduction versus 2019.

As a member of the Ingredion global operations leadership team, Catherine is regularly invited to participate in leadership panels and townhall sessions. When Catherine visits plants, she routinely meets with the local Women of Ingredion Network business resource group. She participates in the BRG mentoring program and has also shared her time with EHS and sustainability interns and engineers in Ingredion’s three-year rotational program. Since 2021, Catherine has collaborated on projects with students and advisers in the Rutgers University master of business and science externship exchange project, which connects industry professionals and college students to solve real-world challenges.

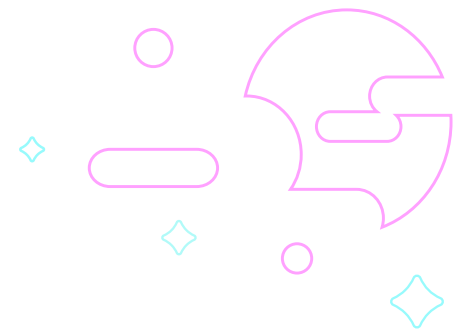
Extending her influence and leadership into the community, Catherine serves as an advisory board member of the Chicago chapter of Blessings in a Backpack, a nonprofit organization providing weekend meals for 6,000 school-aged children. Catherine advocated for Ingredion financial support to adopt an elementary school near the company’s largest manufacturing plant, in Bedford Park, Illinois, for this school year. She also serves as a trustee and ministry leadership team member at Wellspring United Methodist Church in Oswego, Illinois.

Catherine’s contributions have been celebrated both within and outside of Ingredion. Last year, she was named a Crain’s Chicago Business Notable Leader in Sustainability.



## Jamie Zinser

Vice President of Automotive  
**Novelis**



**“I feel powerful when I can make a real impact. Having the freedom to solve problems and contribute to a successful outcome gives me a sense of confidence and purpose.”**

As automotive manufacturing trailblazes electric vehicles, Jamie Zinser’s endeavors with Novelis have moved the sustainability needle forward with several innovative recycling and manufacturing processes. Her team partnered with industrial scrap metal recycler Sortera to increase the amount of recycled content in their automotive alloys. Jamie opened Novelis’s automotive customer solution center in Novi, Michigan, where her team recently developed custom alloys for our original equipment manufacturer partners. She also brought the first state-of-the-art roll-forming development line to the Novi CSC, which provides Novelis the unique advantage of conducting full-scope, year-round research and development on roll forming in-house.

As the executive sponsor of Novelis’ Green Team, an employee resource group promoting sustainability, her teams have advised both the State Farm Arena and Mercedes-Benz Stadium sustainability teams on creating programs that encourage fans to recycle. Jamie also served as vice president of Alumobility and as a member of its board of directors, lending her expertise to the organization’s mission of driving a more sustainable mobility future.

A highly sought-after speaker on sustainability in the automotive industry, Jamie spoke at the 2023 International Automotive Body Congress, the 2022 Women Automotive Summit and, more recently, at Automotive News Congress, Automotive Circle Sustainability in Automotive Production, Circularity 22, and an Amazon Fireside Chat.

Empowering other women, particularly the next generation, motivated Jamie to become involved in the Women of Tomorrow Mentor and Scholarship Program, where she helped young women in the community achieve their full potential, and for Women in Novelis, a group of women and allies committed to gender equality within Novelis. She was named to the Automotive News Leading Women list in 2015 and 2020.





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