



Sample Essays—Honoree Candidate

Note: Individual and company names have been removed.

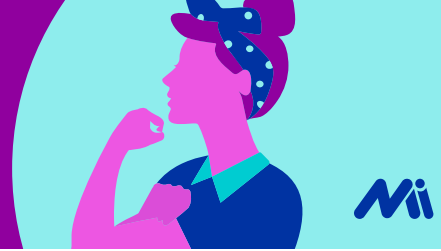
Describe a significant accomplishment or contribution the nominee has made within their organization. What did they do, how did they do it and why was it impactful? This can include technical achievements, business results, innovation or operational excellence.

JULIA oversees COMPANY's largest, most complex and highly integrated production site, managing 30 production units that generate over 4,000 unique products. These materials supply 23 downstream plants globally and contribute to 80% of the business's revenue. In her role as the site leader, JULIA has built a diverse and high-performing team, advancing STATE operations' competitiveness by challenging existing practices, enhancing the efficiency of the industrial park and leveraging internal company expertise. The site has recently achieved its best safety and reliability performance, fostering downstream growth and ensuring a consistent supply to customers. Additionally, JULIA is responsible for overseeing COMPANY's other northern sites in the US and Canada, offering continuous support in crisis management and resources. Previously as site director for STATE operations and global environmental, health and safety director for COMPANY's industrial solutions business, JULIA spearheaded an improvement program for ethylene oxide. This initiative significantly improved worker health, process and personal safety and emissions reduction. She also played a key role in educating employees, industrial partners, STATE's department of environmental protection and the community about the company's efforts to maintain best-in-class operations for EO. JULIA revamped the Community Advisory Panel to further build that trust/partnership and to find wins for the company and the community.

How has the nominee demonstrated leadership by shaping a strong workplace culture and supporting the growth of others? Please share a specific example of how they have built supportive teams, fostered collaboration or created an environment where others feel valued and supported. Highlight any efforts to mentor, coach or advocate for colleagues or emerging talent.

Since beginning her career as an engineer in 2004, JULIA has been a member of the Society of Women Engineers and the company's women's employee resource group, working to recruit and retain female talent. As JULIA's career progressed, she has pulled up other female leaders behind her and has diversified her own leadership team due to the value she sees in it. She has participated in corporate programs focused on promoting female and minority talent within COMPANY as well as through her own extensive network. She has helped retain several female leaders by finding flexible solutions for them. Recently JULIA invited Ernst & Young to co-host a session for over 100 females and male allies at her site. Many enlightened and inspired participants returned to their core roles determined to make a difference.

Beyond mentoring, JULIA is an advocate for nursing moms. She has shared her own experience nursing while traveling for work and while working in manufacturing locations with the manufacturing leadership team. JULIA continues to share COMPANY's resources for nursing mothers with her teams so that leaders can help employees take advantage of the company's benefits for nursing moms. By doing this, JULIA has increased awareness of the accommodations that can help mothers continue to nurse their babies after returning to work. She enables them to not have to choose between work and family. Her candor and leadership style drives the culture change needed to advance the value of diversity.



How does your nominee engage with the broader community? This may include volunteering, civic engagement or youth outreach.

Outside of work, JULIA serves as the vice president and co-founder of NONPROFIT. The nonprofit's goals are to educate the community about pancreatic cancer, provide support for those affected and improve survival rates. JULIA's dedication to this cause began after her father was diagnosed with pancreatic cancer and passed away two months later at the age of 52. Over the past eight years, NONPROFIT has raised and contributed over \$80,000 to pancreatic cancer research while also increasing awareness of this deadly disease, which often lacks early detection methods. In addition to her work with the nonprofit, JULIA actively participates in community activities related to her workplace. She currently serves on the executive steering team for NONPROFIT, aiming for a goal of \$1.25 million this year. In STATE, she hosted fundraisers at her home to support the local campaign. JULIA also takes part in annual volunteer events such as the EVENT, focusing on environmental cleanup. JULIA has partnered with the minor league baseball team in CITY on immediate response to ensure people in the stadium would be protected from any emergency. Through these efforts, JULIA exemplifies her company's commitment to community involvement for employees at her sites.

Why should this individual be selected as an Honoree? Reflect on their overall impact—inside and outside of the organization—and how they embody the values of leadership, mentorship and manufacturing excellence.

JULIA should be selected as an Honoree in recognition of her remarkable career as a leader within COMPANY, her service mindset toward paying it forward to other women, her being a role model for young leaders and her outstanding commitment to getting the best team on the field. JULIA recognizes the importance of retaining top female talent and will work toward creative solutions to alleviate challenging personal situations. She has held manufacturing roles at seven sites, in five states and two countries. JULIA has built a consistent track record for getting results and is regularly sought after for the tough roles. She lives the company's values and works to bring out the best in her people and those with whom she collaborates.

At the same time JULIA is a beacon of personal development and achievement despite the demands of a young family outside of work. She effortlessly balances her professional excellence with her responsibilities as a parent, setting an extraordinary example for others in similar situations. Her ability to thrive in both areas of her life is a testament to her resilience and determination.

In summary, JULIA embodies true leadership and advocacy for women in engineering. Her initiatives, mentorship and sponsorship have advanced many careers and contributed to a more supportive workplace. Honoring her with this award will recognize her significant contributions and inspire others, furthering diversity and inclusion in the industry.