

Sample Essays—Honoree Candidate

Note: Individual and company names have been changed or anonymized.

Describe a significant accomplishment or contribution the nominee has made within their organization.

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 site leader, JULIA has built a diverse and high-performing team, advancing STATE operations' competitiveness by challenging existing practices, enhancing industrial park efficiency and leveraging internal expertise. The site has recently achieved its best safety and reliability performance, fostering downstream growth and ensuring a consistent supply to customers. Additionally, JULIA oversees COMPANY's other northern sites in the U.S. and Canada, providing continuous support in crisis management and resources. Previously, as site director and global EHS director, she spearheaded an improvement program for ethylene oxide that significantly improved worker health, process safety and emissions reduction—while also revamping the Community Advisory Panel to build trust and find wins for both the company and the community.

How has the nominee demonstrated leadership by shaping a strong workplace culture and supporting the growth of others?

Since beginning her career as an engineer in 2004, JULIA has been an active member of professional networks focused on recruiting and retaining diverse talent. As her career progressed, she has pulled other leaders up behind her and diversified her own leadership team, recognizing the business value of varied perspectives. She has participated in corporate programs promoting diverse talent and has helped retain several leaders by developing flexible solutions for challenging personal situations. Recently, JULIA invited Ernst & Young to co-host a session for over 100 leaders and allies at her site—an event that inspired many participants to return to their roles determined to make a difference.

JULIA is also a visible advocate for working parents. She has shared her own experience navigating parenting while working in manufacturing and traveling for work, and actively ensures her teams are aware of company resources available to them. Her candor and leadership style drive the culture change needed to advance the value of inclusion and belonging.

How does your nominee engage with the broader community?

Outside of work, JULIA serves as the vice president and co-founder of NONPROFIT, an organization dedicated to educating the community about pancreatic cancer, supporting those affected and improving survival rates. This cause became personal after her father was diagnosed and passed away at 52. Over eight years, NONPROFIT has raised more than \$80,000 for research and awareness. JULIA currently serves on the executive steering team of NONPROFIT, with a goal of \$1.25 million this year, and has hosted fundraisers to support the local campaign. She also participates in annual volunteer events, including environmental cleanup initiatives, has partnered with the local minor league baseball team on emergency preparedness and exemplifies her company's commitment to community engagement.

Why should this individual be selected as an Honoree?

JULIA should be recognized as an Honoree for her remarkable career at COMPANY, her commitment to developing others and her record of leading through complexity while building high-performing teams. She has held manufacturing roles at seven sites, in five states and two countries—consistently sought out for the most challenging assignments. JULIA lives the company's values and brings out the best in those around her.

At the same time, JULIA is a beacon of personal achievement—demonstrating that leadership excellence and a full life outside of work are not in conflict. Her ability to thrive in both is a testament to her resilience and determination. Honoring JULIA recognizes her significant contributions and inspires the next generation to envision what leadership in manufacturing can look like.