



2024

WOMEN MAKE

AWARDS

PROFILE BOOK





Congratulations 2024 Honorees and Emerging Leaders!

The 2024 Women **MAKE** Award Honorees and Emerging Leaders represent the best qualities of manufacturing leadership – diverse, driven, innovative and encouraging.

We celebrate these women, their accomplishments and their contributions to their companies and communities. Each story shared in this digital profile book reflects the hard work and initiative these powerhouse women demonstrate every day. They are truly inspiring!

The Honorees and Emerging Leaders highlighted here understand the importance of changing perceptions about the manufacturing sector, breaking through stereotypes and nurturing the next generation of young women and girls.

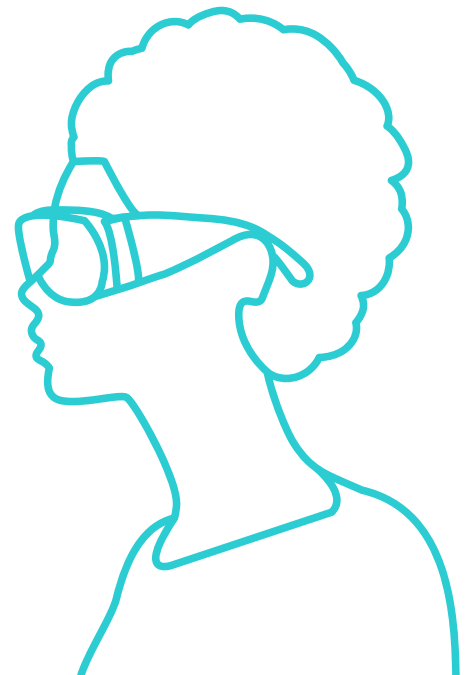
[Research](#) shows that a lack of role models has been one of the main barriers discouraging women from entering or remaining in manufacturing. The Manufacturing Institute is committed to changing that through its Women MAKE America [35x30 campaign](#) and [mentorship program](#). The 130 women profiled here are the finest examples of the mentors our industry needs to help us show young girls and women that they are welcome in modern manufacturing, and that they too can succeed at the highest levels.

There is a role here for us all. Everyone can make a difference, whether that's engaging with K-12 students and organizations supporting young girls in STEM, or creating an inclusive and supportive company culture where women feel seen and safe to express their needs and ideas. Sometimes it's as simple as sharing words of encouragement with a young girl who is wondering about a future in our industry, or even telling your own story.

I encourage you to click through these pages, learn about how our Honorees and Emerging Leaders made a difference and think about what more you can do to build the future of our industry and to uplift women who are making it possible.

Congratulations to this year's winners!

Carolyn Lee
President and Executive Director
The Manufacturing Institute



WOMEN MAKE AWARDS



Honorees and Emerging Leaders

Frankie Adair	Raytheon Technologies	Megan Detwiler ★	Samsung Austin Semiconductor
Susan Aikman ★	General Motors	Kimberly Dezura	Merck
Dr. Mahfuza Ali	3M	Melissa Dietz	Imerys
Elizabeth Anderson	Generac Power Systems	Christine Dye	Kimberly-Clark Corporation
Devendree Ankiah	Rockwell Automation	Katherine Elenberger ★	Cargill
Cassandra Birchbauer	Chroma Color Corporation	Dr. Shirley Finnan	Johnson & Johnson
Christine Biss	Ovintiv Inc. (Canada)	Fleurette Fitch	Shaw Industries Group, Inc.
Melissa Boom	Winnebago Industries, Inc.	Lindsay Flint	3M
Angie Bowling	Vehicle Service Group, a Dover Company	Julie Furber	Sensience
Aaliyah Brown	Rockwell Automation	Janaina Gameiro	Novelis
Dr. Becky Bryant	Trane Technologies	Karmen Gardner	Pella Corporation
Alexandra Bryant-Boose ★	Merck	Ariadna Gerol	The Sherwin-Williams Company
Elizabeth Buchanan	The Procter & Gamble Company	Jessica Gomez	Newport News Shipbuilding, a Division of HII
Mary Buchzeiger	Lucerne International	Sonya Gordon	Spirit AeroSystems
Lauren Burke	Molson Coors Beverage Company	Ronalda Grant	Arconic
Laura Bustamante	Eastman Chemical Company	Kim Grimes	SABIC
Amy Caldwell	LyondellBasell	Nichole Hally	Stanley Black & Decker
Teresa Cassar	Imperial	Jennifer Harrington	DuPont
Alexandra Cattelan	Fermata Energy	Emma Harris ★	L'Oréal
Amanda Chin ★	The Sherwin-Williams Company	Katelyn Harrison ★	GlobalFoundries
Michal Chlebowski	Eaton	Abby Hines ★	The Timken Company
Crystal Cintra	Chevron Phillips Chemical Company	Shaun Hintz	Magna Exteriors
Paula Clark	BASF Corporation	Cathleen Hoel	GE Aerospace
Annette Clayton	Schneider Electric North America	Rebecca Holappa	Quad
Angela Cline	The Boeing Company	Jody Howard	Caterpillar Inc.
Dr. Laura M. Coffey	Celanese	Rachel Hunter ★	Husco
Katherine Cook	BASF Corporation	Kathy Ivie	JELD-WEN, Inc.
Carla Crysell	Arkema	Kat Jaquay	Ecolab
Sherra Culbertson	MasterBrand, Inc.	Saumya Khulbe ★	Lucid Motors
Tina Czerwinski	Caterpillar Inc.	Hana Lane	Owens Corning
Sarah Dale	International Paper	Laura Lim ★	Celanese
Kimberly Daloise	Bayer	Gretchen Lupher	Dow Inc.
Asha D'Cunha	Boston Scientific Corporation	Alexis Major	Honeywell
		Iryna Makeienko	The Procter & Gamble Company
		Utkarsha Malshe ★	Dow Inc.

★ Indicates an Emerging Leader

Elizabeth Manning	Cheniere Energy
Monica Manolas	Ash Grove Cement Company
Dr. Ashleigh McWilliams ★	INEOS Olefins & Polymers USA
Daniela Meli Camberos	IBM
Paula-Marie Mensah ★	BASF Corporation
Ma-Ikay Miatudila	National Gypsum Company
Pamela Miceus ★	Catepillar Inc.
Leslie Milligan	Cargill
Brandy Moorhead	The Goodyear Tire & Rubber Company
Katie Myers ★	Kennametal
Sarah E. Nash	Novagard
Shannon Newkirk	Ecolab
Ann Orth	Albaugh LLC
Sarah Osborne	ABB
Wendy Parliament ★	Eastman Chemical Company
Patricia Pastrana Arroyo ★	Toyota Motor Manufacturing Indiana
Esmeralda Perales	Lancer Worldwide
Margareta Peranginangin	The Goodyear Tire & Rubber Company
Jenna-Lee Perry ★	Siemens Energy
Kristen Pittas	Microwave Products Group, a Dover Company
Sydney Pokorny	Cargill
Susan Popinchalk	Saint-Gobain/CertainTeed
Erin Poremba	Honeywell
Denise Powell	Merck
Patricia Rapps	Fresenius Medical Care
Amanda Raver	Subaru of Indiana Automotive, Inc.
Danielle Jo Revering ★	Protolabs
Loretta Revesz	Siemens
Aurelie Richard	S&C Electric Company
Rachel Riegle	Subaru of Indiana Automotive, Inc.
Jennifer Robbins	GlobalFoundries
Beth Rollins	DENSO
Anne Rushing	GE Appliances, a Haier company

Maggie Rusnock ★	Celanese
Melanie Sabella	Coca-Cola Consolidated, Inc.
Vivian Sanchez ★	Lincoln Premium Poultry
Claudia Sandoval	IBM
Qingzi Sang	Emerson Power & Water Solutions
Kimberly Savageau	AGCO/Appareo
Abbie Shanelec ★	Hallmark Cards, Inc.
Andrea Shen	Brunswick Corporation
Bobi Simonsen Ginestra ★	ExxonMobil
Jessica Snyder	DuPont
Chalothorn Soponvuttikul	Dow Inc.
Rachel Sternberg ★	Mars
Erica Stewart ★	Chevron Phillips Chemical Company
Kristen Tabar	Toyota Motor North America
Saranya Tangvitoontham	Kohler Co
Stephanie Thompson	General Motors
Liliana Valdez Martinez	Siemens Mobility
Amy Van Meter	Amkus Rescue Systems
Julia Verone ★	Arkema
Zhuqing Wang	Kennametal
Hannah Weed ★	nVent
Kailey Wensel ★	McCormick & Company
Melanie White	Hellwig Products
Natalie Wilkinson	Toyota Motor North America
Jazmin Williams ★	Arconic
Joyce Witowski	NXP Semiconductors
Marcia Yurks	AstraZeneca
Susana Zazueta	Whirlpool Corporation
Nicole Zea	Saint-Gobain / CertainTeed





Frankie Adair

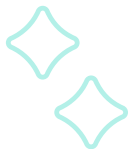
Senior Director of Operations
Raytheon Technologies

“I feel powerful when I conquer challenging projects despite my own self-doubt, which led me to question whether I had what it took to be successful on those projects.”

Thanks to Frankie Adair, both Raytheon Technologies and the community of Forest, Mississippi, are places where people advance and thrive. In a town of just over 5,000 in central Mississippi, career opportunities—particularly those welcoming to women—are hard to come by. Yet with Frankie’s leadership as senior director of operations, Raytheon Technologies is continually expanding its facilities and bringing more and more jobs to the area—most recently a \$50 million expansion to the Consolidated Manufacturing Center expected to create 100 new jobs. Add to this the indirect economic impact that takes place as a result, and these expansions lift up Forest and surrounding communities.

Frankie, a military veteran, is known for promoting a culture of success in the workplace. She is respected as a leader, making the Raytheon Forest facility a desirable and competitive place to work. She believes in empowering women in manufacturing, serving as a role model for women entering the manufacturing industry and those rising through leadership roles. She regularly participates in panels at conferences, sits on boards and attends meetings for organizations where women are not always seen at the conference table. During Women’s History Month 2022, Frankie spoke to more than 150 female STEM students at the Step Forward: Advancing Women in Manufacturing conference at the University of Mississippi, hosted by the Haley Barbour Center for Manufacturing Excellence and The Manufacturing Institute. That Frankie has risen so far in her field and is so widely respected sends a message to young women that there is a space for them in manufacturing, too.

For all of Frankie’s career awards and achievements, the positive impact on her company, employees and community is the greatest testament to her dedication and leadership.





★ EMERGING LEADER

Susan Aikman

Senior Process Engineer
General Motors

“I am empowered by the generations of women and activists who came before me. Programs like this highlight the contributions of women and people not often recognized.”

Awarding a key project launch to an engineer of Susan Aikman’s age is rare in the automotive industry. When General Motors assigned Susan to lead a multifunctional team to develop the process to fabricate and assemble a supplemental fuel system for a new engine, Susan executed the task with great results. Susan’s drive to deliver quality parts on time, overcome challenges, maintain a positive attitude and bring out the best in others was instrumental to the project’s success. Her team’s project achievement was a key enabler for the recent award of much larger opportunities to GM’s Rochester site, and Susan continues to lead major project launches.

Of Susan’s notable contributions throughout her six years with GM, her care for others and contributions to a culture of excellence and diversity are paramount. She continually receives GM recognition submissions from her peers detailing how she has gone out of her way and out of her job assignment to help others with manufacturing issues—getting printers to work, getting machines to run and getting orders placed. She serves on the executive board for the local chapter of the Professional Managers Network, has been active with Habitat for Humanity and tree-planting events and champions community activities on-site. Last year, Susan participated in the Rochester Chamber of Commerce Women Empowering Women Conference and then gathered her—mostly male—work group to share learnings on culture and behavior best practices.

Susan reaches out to each new female hire at the site, has mentored six co-op students and participates in regional recruiting events. She sees her mentees for who they are, and she committed to championing the contributions of one co-op student who changed gender identity during the assignment. Susan honored this student’s name change, and her acceptance compelled the team to follow suit, driving acceptance of diversity forward in a tangible way.





Dr. Mahfuza Ali

Corporate Scientist
3M

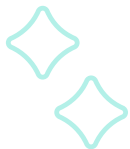
“I feel powerful when overcoming challenges, turning them into opportunities for growth. Achieving goals, learning new skills and receiving positive feedback boost my confidence. Supportive relationships provide strength, and taking control of decisions reinforces my personal power. In these moments, I navigate life with a sense of capability, purpose, and determination.”

Anyone whose life has benefited from a notebook computer, TV, screen-printing film or painter’s masking tape has Dr. Mahfuza Ali’s 30-plus-year career to thank. With more than 60 patents and more than 200 invention submissions, Mahfuza’s technical expertise has led to the development of critical materials exceeding \$5 billion in cumulative sales for 3M. Her innovations have resulted in safe, low-cost, easily manufacturable processes for making millions of pounds of polymers per year using environmentally sound raw materials and processes.

Mahfuza is recognized across the global 3M community as a teacher, coach, advocate, collaborator and motivator. For decades, through the 3M Science Technology Enrichment Program, she’s mentored and hosted high school students as summer researchers in her lab. She also serves on several committees connected with 3M’s enrichment program. For eight years, she’s taught polymer science to high school students, and Mahfuza is known to become further involved with these students’ education, even after graduation. For several years, Mahfuza has been a mentor for the Discovery Education 3M Young Scientist Challenge. Her 2020 mentee was a national winner for identifying a spike protein of the SARS-CoV-2 virus and a potential avenue to a cure.

Mahfuza’s commitment to women spans the globe. For the last eight years, she has organized a concert series raising \$80,000 to build a girls’ school in a remote part of Afghanistan. She has been integral to the Distinguished Young Women of America organization since 2008 and plays a key role in developing 3M’s next generation of female scientists globally by sharing her technologies and experiences and mentoring a group of junior-level scientists.

At 3M, Mahfuza is one of only three female corporate scientists—the highest level any technical employee can reach. In 2020, she was honored with the prestigious 3M Carlton Society Award, known as the “3M Nobel Prize.” She was also recognized as the top industrial chemist in the nation by the American Chemical Society, winning the 2020 Industrial Chemistry Award.





Elizabeth Anderson

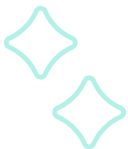
Director of Operations
Generac Power Systems

“I am empowered by being entrusted to make decisions and take action, to feel like I can personally make a difference in my work. Equally as empowering is providing the same opportunity for others to put their personal stamp on their own work. It’s a beautiful ripple effect.”

In five years at Generac Power Systems, Elizabeth Anderson’s leadership has grown from the ground up—from hands-on experience assembling products on the floor to director of operations, managing more than 150 employees. As the operations sponsor for transferring Mean Green battery-powered lawn-mower manufacturing into a new facility, Elizabeth has ensured the integration is seamless. The residential line of mowers has already experienced a 25% increase in productivity, and the same improvement is expected for Mean Green’s commercial line when its operations are fully transferred. In spearheading this project—more than a year in the making—Elizabeth built and maintained positive, lasting team relationships with the understanding that excellent results grow from teams who feel connected, who communicate and who value a collaborative workplace.

As a Hispanic female leader in a field where that demographic is especially uncommon, Elizabeth seeks to confront career obstacles so that female leaders from the next generation have an opportunity to make their mark. Through her involvement in mentorship programs and community organizations, Elizabeth strives to help those inside and outside Generac reach their full level of productivity, both technically and interpersonally. One way in which she accomplishes this task is by participating in multiple mentorship programs at Generac Power Systems.

Elizabeth takes pride in being a member of the Southern Wisconsin Chapter of Women in Manufacturing, and she has been honored with speaking opportunities on multiple panels. More recently, Elizabeth became a member of Hispanic Professionals of Greater Milwaukee, where she also serves as a leading influence for Hispanic individuals of all professional backgrounds and positions.





Devendree Ankiah

Account Manager
Rockwell Automation

“I feel powerful when I am a part of meaningful change. It can be improving the way we work, improving our customers’ business processes or improving access to opportunities in our communities. The easiest way we can achieve this is through education.”

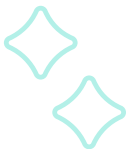
“ Education is the most powerful weapon which you can use to change the world.” This quote by Nelson Mandela describes Devendree Ankiah’s inspirational and fearless leadership at Rockwell Automation, where her factory floor experience combined with her passion for people has led to a 10% to 25% year-on-year growth. An original equipment manufacturer program she leads increased from \$300,000 to \$3.7 million in just two years.

As vice president for corporate social responsibility for the Europe and Middle East region, Devendree organized the third DEI Conference in Paris. Devendree also drives the STEM strategy for the Africa region. A structure she designed to support employees’ career navigation won a company-wide innovation challenge and is expected to save \$4.5 million in its first year, with a 20% increase in retention rate.

Bringing along the next generation, Devendree is a member of the STEMAZING Inspiration Academy, amplifying the voices of women in STEM. Devendree speaks at local schools about STEM opportunities, guides early- and mid-career women professionals and has mentored emerging talent. She received funding from the Rockwell South Africa Broad-Based Black Economic Empowerment initiative to set up a robotics lab at a disadvantaged school, host a weekly robotics club and even send students to the regional, national and international World Robotics Olympiad. Devendree has made presentations to the local education department to help educators understand the impact of and need for a technology-focused education.

Devendree also supports organizations uplifting women in her community, including an orphanage, a baby-care facility and a foundation that provides sanitary-care packs so girls don’t have to miss school. She organized a self-defense workshop for the females at Rockwell South Africa and a parallel sponsorship to host 500 women from at-risk communities.

Devendree’s determination to achieve her degree despite being an orphan, her resilience in facing adversity, her work ethic and her community involvement make her a role model to young people, female engineers and working parents alike.





Cassandra Birchbauer

Chief Human Resources Officer
Chroma Color Corporation

“I am empowered by not accepting the constraints that may seem present in a situation. By challenging the situation with a different mindset, we empower ourselves to do what many think can’t be done. Before any manager can empower us, we must first have a mindset where empowerment will thrive.

Career development, training and personal concerns are all reasons why Chroma Color Corporation employees work with Cassandra Birchbauer. Under her expansive role as chief human resources officer, Cass also has responsibilities related to hiring, benefits and compensation management, employee policies and more. Cass approaches each task with genuine enthusiasm and honesty.

Cass’s business acumen has driven excellence in Chroma Color’s hiring practices, attracting top talent at all levels. Many corporations have scrambled to fill positions since the COVID-19 pandemic began, yet Chroma Color’s roster has expanded, thanks to creative hiring tools and programs, including the best team-member benefits for the lowest cost. Additionally, Cass has integrated the policies and packages of nine separate companies that Chroma Color has acquired in the past four years while maintaining high employee retention.

Working with an idea brought to her by others, Cass developed the Pinnacle Program, recognizing the top 8 to 10 employees each year. She strives for recognition for all team members and regularly nominates and supports women for industry awards. She’s a sought-after mentor for women within Chroma Color Corporation and other companies under its Arsenal Capital Partners portfolio umbrella.

Cass’s belief in charitable causes and her desire to showcase Chroma Color Corporation as a responsible steward of its communities brought her to create philanthropic programs, including a 501(c)(3) employee-donation-matching program and another where the company contributes to specific causes. The human resources team also works with sites to take on their own charitable causes each December.

Outside of work, Cass is involved with For the Love of Christmas, a nonprofit helping families during the holiday season, and she supports her county animal shelter. She is active with her church, including participating in the garden that feeds community members. The impact of Cass’s community commitment spans decades. From 2003 to 2007, she served on the board of directors for the Greater Lorain County United Way, and in 2006, she received the YWCA Cleveland Woman of Excellence Award.





Christine Biss

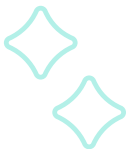
Senior Completions Engineer
Ovintiv Inc. (Canada)

“I feel powerful when I can see the effects and impacts of work I am passionate about doing in my career and community. People have the capability to shape the world and make lasting impacts in their companies, communities and societies, and that is powerful.”

Because hydraulic fracturing execution rarely occurs exactly as planned, proactive planning and quick decision-making are essential, and that’s exactly what Christine Biss brings to Ovintiv Canada. In the last two to three years, Ovintiv has become a leader in fracking and has realized its largest cost-reduction initiative to date thanks, in part, to Christine’s work optimizing real-time hydraulic fracturing design. As senior completions engineer, she’s helped reduce water use 15% to 20%, drive about \$11 million in cost savings and develop well performance improvements leading to 10% shorter duration. Christine has championed the implementation of these optimizations in Canada and—highly effective in communicating technological advancements and influencing teams—is leading the promotion of this methodology in other areas for Ovintiv.

Since 2016, Christine has been a key member of Ovintiv’s campus recruitment team. She’s involved in outreach opportunities to engage the next generation of talented engineers, has made presentations about energy-sector engineering careers at the University of Calgary—specifically targeting female engineers—participated in Women in Science and Engineering Day events and facilitated a mentorship circle for female employees. Christine has also informally mentored more than 20 students, knowing the value of this support from having been an Ovintiv campus recruit herself. She’s active in Ovintiv’s Leveraging Inclusion, Networking and Knowledge program and is excited about hiring practices and training for recruiters that counteract bias.

Among Calgary’s Ukrainian community, Christine has made significant contributions. She’s in her seventh term on the board of directors for the Tryzub Ukrainian Dance Society, which created a scholarship program so displaced Ukrainians with Canada–Ukraine Authorization for Emergency Travel visas can join at no cost, keeping them connected to their culture. More than 50 dancers are enrolled in this welcoming community. From chairing the society’s largest fundraiser to managing its day-to-day operations, Christine’s efforts have contributed \$50,000 in revenue per year. She’s been preserving and promoting Ukrainian culture as a dance instructor for 16 years and works with CUAET dance students to develop their English-language skills.





Melissa Boom

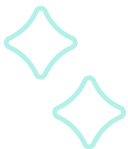
Vice President, Business Excellence
Winnebago Industries Inc.

“I am empowered by knowing I focus on living my life with purpose and hold the ability to positively influence change—both professionally and personally.”

Melissa K. Boom’s work reflects the idea that together we go farther. Melissa is successfully bringing together the brands within Winnebago Industries with two Centers of Excellence. Business Excellence creates the foundation for an inclusive continual-improvement culture with the intention of sustaining and scaling the areas of process, lean and advanced manufacturing technology. The Quality Center of Excellence focuses efforts on building a shared culture of quality, sharing best practices and gaining a strong internal voice for an enterprise quality management systems road map. With Melissa’s Centers of Excellence leadership, Winnebago Industries met annual enterprise operations strategic objectives in a challenging market.

Melissa is known as a role model for female employees at Winnebago Industries. She was a key figure in establishing the Women’s Inclusion Network and continues to be active in it today. Melissa mentors several current and future female leaders in each brand; and has served as a national conference speaker for both SWE & WiM.

Melissa has a strong commitment to the success of young people in the community. At Eden Prairie High School, she’s a familiar volunteer. Melissa is an active member of the Engineering, Technology and Manufacturing Pathway Advisory Board. She also is a Career Round Table leader and a pre-engineering classroom speaker. When there were not enough parent volunteers, Melissa took on track coaching positions in multiple grade levels to serve the students. In her church, Melissa also taught multiple grades of catechism classes for 10 years. Melissa volunteers for the National Charity League West Lakes Chapter, an organization that promotes the empowerment of young women, and she also served as one of the board’s vice presidents. She was a NCL grade-level advisor leader for the class of 2020 and served as a philanthropy liaison leader for various local charity initiatives. She’s also provided one-on-one mentorship to seniors at Cristo Rey Jesuit School.





Angie Bowling

Quality Engineer

Vehicle Service Group, a Dover Company

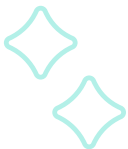
“I am empowered by my identity in Christ Jesus. I used to feel disadvantaged by being a woman in a man’s world. But God created me perfectly, and I can do all things through Christ who gives me the ability, wisdom and courage to accomplish anything I desire to do.

Angie Bowling’s story is emblematic of what it means to rise from the grass roots and push past boundaries to achieve a leadership role. Her journey from a machine operator to quality engineer—a significant role in ensuring Vehicle Service Group, a Dover Company, is in compliance with notable business standards—showcases personal growth and unyielding determination.

Angie has been with Dover for just about two years and has made important improvements to the operations. She took the initiative to lead a gauge-calibration audit to ensure the critical devices used to accurately measure materials were up to industry standards. Doing so ensured VSG was aligned with ISO standards and saved the company an estimated tens of thousands of dollars annually. Angie also overhauled the facility’s document-control system, resulting in a consistent and sustainable coding process for more than 140 critical forms, templates and logs.

Angie’s commitment to mentoring and fostering the next generation of female talent distinguishes her. Her life story serves as a road map for those looking to navigate the complexities of professional evolution, especially when starting without a conventional educational foundation. Angie recently received her bachelor’s degree while working and parenting. In the Women of VSG employee resource group, Angie takes part in the budgeting process, making key projects possible. She continues to use her experiences to create stepping stones for others and offers herself as a guide and a mentor.

Angie looks out for others on the job and in the community. She’s a volunteer teacher for the Financial Peace financial literacy program, empowering others to make choices that lead to sustainable financial health. She’s also involved in vacation bible school and other community activities.





Aaliyah Brown

Quality Engineering Team Lead
Rockwell Automation

“I am empowered by the realization that I am accomplishing everything I set out to do. I’m very thankful for the opportunity to see how many people feel empowered as an outcome of my passion for advancement and equity.”

At Rockwell Automation, Aaliyah Brown is known as a highly driven manufacturing leader as well as an intrapreneur. She successfully led and introduced the first production-exploration program to expose individuals from underrepresented communities to high-demand careers and to establish Rockwell as an employer of choice. With the support of human resources and the general manager of the Twinsburg plant, Aaliyah partnered with a nonprofit to identify the right segment of high school students and adult learners, interviewed and onboarded candidates, paired them with Rockwell Automation’s Black executives and made the idea a reality. The program resulted in full-time job placements with wages above the city’s average, changing the trajectory of families and promoting equitable, sustainable and healthy communities. This has created a pipeline of talent for the company and had a tremendous impact of \$6 million in production over 10 weeks and helped the plant maintain 90% efficiency.

Aaliyah is a role model who has inspired many. She is the founder of Build Sessions CLE, whose mission is to establish a foundation for Cleveland-area students interested in engineering to pursue college degrees. Still in its first years, her organization already worked with the United Black Fund of Greater Cleveland and its collaborative coding program with the Richmond Heights Schools. For this work and more, Aaliyah has been featured in magazine articles, including one in Phenomenal Woman Magazine.

Aaliyah removes barriers as she grows in her career so others can follow and have a better experience. She has led the Manufacturing Day Event in Cleveland for Rockwell Automation for more than three years, impacting more than 1,400 students each year with a focus on female students. She has also led CLE Engineering Week for six years in Rockwell, reaching about 600 students per year. She is a board member for the Max Hayes High School Board—Friends of Max Hayes, leads the Work-Based Learning Committee and serves as technical advisor to the teachers.





Dr. Becky Bryant

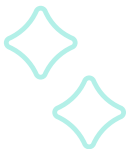
Strategic R&D Leader, Advanced Technologies
Trane Technologies

“I am empowered by the ability to apply optimism, listening and learning to new challenges and growth opportunities.”

Becky Bryant’s relentless pursuit of valuable solutions has led her to establish a strategy, team and structure that has positioned Trane Technologies as a leader in climate-innovation research. Becky and her team have facilitated ongoing research that enables the development of products and services geared toward a more sustainable world. This research is a cornerstone for TT’s 2030 sustainability commitments and advances it toward an ambitious 2050 net-zero carbon target. With a doctorate in aerospace engineering from Pennsylvania State University and master’s degree from the University of Connecticut, Becky joined TT in 2019. Now in the role of strategic research and business development leader, she and her team have already initiated 10 funded research projects with multiyear trajectories, focusing on critical sustainability areas such as decarbonization and intelligent equipment.

Becky treasures the value of aiding others in their journey to success. For more than 10 years through her Rocket Science coaching program, Becky has helped university-level triathletes build new skills, and she has guided them in developing a mindset shift. Achieving certification in neuroscience coaching techniques, Becky has extended her support and guidance to female and underrepresented leaders taking steps to strengthen relationships and dynamics at home.

Within the Trane Technologies’ community, Becky is an active member of TT employee resource groups that support inclusion and belonging and coaches five high-potential women and underrepresented employees. As a mentor and host for female engineering graduates participating in the Advanced Development Program, Becky welcomes, nurtures and guides emerging talent. She plays a pivotal role in the ReLaunch program, which focuses on rehiring and redeveloping skilled female engineering professionals who have taken extended breaks from the workforce. Becky’s active engagement has contributed to TT hiring approximately 25 ReLaunch participants. Becky also takes on decision-making responsibilities in technical internship programs, where she continues to welcome and mentor female engineering talents into the technological sphere.





★ EMERGING LEADER

Alexandra Bryant-Boose

Automation Specialist
Merck

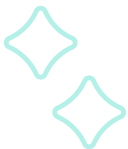
“I feel powerful when my confidence and drive allow me to succeed in an adverse situation.”

No single contribution to the manufacturing industry makes Alexandra Bryant-Boose stand out. Rather, it’s her consistent ability to deliver positive results that makes her work noteworthy. An automation specialist for Merck, Alexandra has already proven herself a versatile and integral member of the manufacturing organization in just over three years. She started employment in the middle of the COVID pandemic by supporting vaccine filling automation and later transferred to the COVID drug substance manufacturing facility at the Merck Durham site. Assigned to improve the account-management process for the automated systems, her contribution obtained a tremendous reduction in processing time from 10 days to 4 days. In 2023, Alexandra joined Project Flash—the expansion of TICE® Bacillus calmette–guérin bladder-cancer-therapy manufacturing—where she’s the subject matter expert for closed restricted-access barriers and all benchtop equipment as well as the owner of automation integrated-performance-improvement change controls.

Alexandra is a bridge between Merck and her community, focused on early talent and developing future leaders. She is the early talent intervention lead for K–12 students who may not get to learn about STEM, supported a STEM summer camp for more than 90 kids with 30 Merck volunteers, established a partnership with the City of Medicine Academy and is the lead of the Global Career Pillar – Talent Acquisition Workstream, with a focus on K-12 for Merck’s League of Employees of African Descent. Alexandra also participates in recruiting opportunities throughout the community.

As a mentor and role model, Alexandra’s resumé only begins to touch upon her accomplishments, from supporting her peers to actively molding the younger generation. In the Technical Mentoring program at Durham, the IMP Mentor Program, the Boys & Girls Club and the Ronald McDonald House, she carries forth her work ethic in her involvement with others. She has also taken on the role of managing a summer intern at Merck for the last two years.

Alexandra continues to advance in her career, and she is currently enrolled in an engineering management program at Johns Hopkins University.





Elizabeth Buchanan

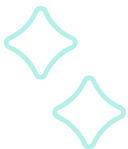
Plant Engineering Director
The Procter & Gamble Company

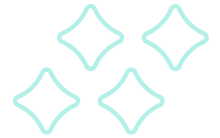
“I am empowered by developing master plans and growing organizations to deliver outstanding results and by working at an organization that allows me to be myself at work!”

While Elizabeth Buchanan is the site engineering director for the largest Procter and Gamble manufacturing plant, her work impacts the entire North American Procter and Gamble Paper Products Company—and in turn, the availability of paper towels, napkins, toilet paper and diapers for consumers. Elizabeth has been instrumental in two efforts to improve the tissue/towel supply chain specifically. In one, Elizabeth partnered with cross-functional resources to develop a long-term technology master plan, looking to undo a number of investments that inadvertently created long-term product/package-design challenges. This master plan has been instrumental in increasing equipment and production-line capacity, expanding product configuration and eliminating obsolete controls systems, drives and packing equipment. In another initiative, Elizabeth funded a material-shipment project across three North American manufacturing plants—currently in execution—to provide increased manufacturing agility and flexibility.

Elizabeth’s passion to help other leaders is evident. She sponsors the Young Professional Group at the Mehoopany, Pennsylvania, plant and the New To P&G group at the Green Bay, Wisconsin, plant. Elizabeth supports the Young Professional Group with coaching and panels to increase new employees’ skill base. Even during the COVID pandemic, the N2PG group found ways to give back to the community, and Elizabeth attended all community-service events, including cleanup work at the African American Resource Center of Green Bay and the Women’s Crisis Center of Green Bay.

Personally committed to increasing women’s representation in manufacturing, Elizabeth doesn’t allow her physical location to define the boundaries of her impact. She’s active in the Society of Women Engineers and has recruited a number of women candidates. Elizabeth’s diligence has resulted in women’s representation in the Green Bay engineering organization nearly doubling—growing 17% to 33%. She is a highly sought out mentor with three “official” mentees and several unofficial ones. Elizabeth also sponsors Green Bay’s STARS, whose mission is to increase women-employee retention by creating a culture that supports their growth and development.





Mary Buchzeiger

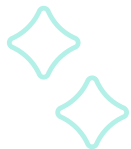
Chief Executive Officer
Lucerne International

“I feel powerful when I reflect on my life’s journey. Contemplating the adversity and challenges I’ve overcome reminds me it’s about the journey, not just the destination. Each obstacle faced and conquered has shaped me into the leader I am today, instilling a resilience that fuels my passion for driving change and empowering others.”

Mary Buchzeiger’s pioneering efforts in embracing Industry 4.0 technologies have transformed Lucerne International into a model of modern manufacturing. Under her guidance, Lucerne has successfully implemented smart manufacturing solutions—such as sensors and other connected devices—across the manufacturing floor, enabling real-time monitoring of equipment performance, production rates and quality control. This data-driven approach allows for predictive maintenance—reducing downtime and minimizing production disruptions—and the data collected enhances demand forecasting for more accurate production planning and reduced inventory costs. The introduction of collaborative robots alongside human operators automated repetitive tasks and enhanced worker safety, improving productivity by allowing the workforce to focus on more the complex and creative aspects of manufacturing. Mary also adopted eco-friendly manufacturing practices, including waste reduction, energy-efficiency improvements and sustainable sourcing of materials. Her focus on embracing cutting-edge technologies and sustainable practices has not only bolstered the company’s competitiveness but also set an industry benchmark for responsible and efficient manufacturing.

Through her leadership and philanthropy, Mary has created a legacy of giving back and fostering a stronger, more vibrant community. By establishing the Lucerne Cares program, which focuses on community outreach activities and educational initiatives, she has sponsored scholarships and partnered with local schools to create mentorship programs, internships and job-training opportunities. Mary has also supported community organizations that provide essential services to those in need and has initiated environmental conservation projects.

Mary has been a trailblazer in empowering the next generation of female talent. Mary has spoken at industry events and educational institutions and has been involved in mentorship programs and organizations. At Lucerne, she has implemented policies and initiatives that foster a supportive and inclusive workplace culture, ensuring equal opportunities for all employees. This commitment to diversity and inclusion has not only benefited women, it has also contributed to a more innovative and dynamic workforce.





Lauren Burke

Senior Sustainability Engineer
Molson Coors Beverage Company

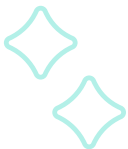
“I feel powerful when I translate my technical skills and knowledge into developing and mentoring those around me to create a more inclusive and higher performing team that drives results.”

Lauren Burke has been requested as project manager on multiple efforts at Molson Coors Beverage Company because of her reputation for having sound technical expertise and the ability to get work done. In 2020, Lauren was nominated for and completed the Potential, Agility, Capability, Effectiveness program. She takes her own personal development seriously, further evidenced by her drive to become a diploma-level brewer, which few in the organization have achieved.

Lauren has executed many capital projects start to finish, with one of the most impactful being her work spearheading the Golden 150 years state-of-the-art facility technical requirements. Lauren collected specifications from groups across the organization to create the extensive request for proposal that was used to bid G150, and this remains the foundation of the scope that will be delivered by the more than \$500 million project. Lauren’s work on this project will allow Golden to brew for another 150 years into the future.

Lauren’s strong interpersonal skills have made it possible for her to build bridges across the corporate group and with plant operations teams. She volunteers to mentor technical-services interns and is the first to offer to onboard new employees. She has even held Project Management 101 training sessions each year since hiring on, even though she is often the youngest in the group. Lauren has a knack for making the complex simple and relaying that to new employees to give them the best chance to succeed right away at MCBC.

Lauren acts as a brand ambassador and an example of MCBC’s culture in her community. She has been involved in all of the community outreach programs the company offers in the Milwaukee area, including the River Cleanup project and the Crew Drive, as well as aiding the Milwaukee Brewery in the Alliance for Water Stewardship Certification program. In a local knitting and fiber arts club, Lauren is an example for the group members and their children as to the possibilities for women in STEM.





Laura Bustamante

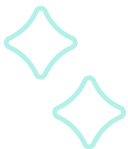
Director, Specialty Plastics Operations
Eastman Chemical Company

“I feel powerful when I am successful in bringing people together in an inclusive environment where relationships are fostered and each person becomes more alive and engaged, thriving as an individual and as a valued participant contributing to the success of the group.”

As director of specialty plastics operations at Eastman, Laura Bustamante encourages those on her team to believe that anything is possible. With more than 20 years’ experience at Eastman, Laura brings a broad base of exposure in diverse roles. An example of her innovative leadership includes co-patenting a new reactor technology that contributed to a 30% capacity increase. Laura also led the chemical pilot plant operations, spearheading a merger of two pilot plant areas that improved the efficiency needed to meet increasing growth demands. In Middleburg, the Netherlands, she led a SWAT team of six engineers in delivering a 6% overall plant capacity increase in six months with minimal capital. In each role, Laura has championed safety improvements and engaged personnel in safety discussions, leading to improved hazard recognition and barrier removal.

Laura actively mentors women ranging from new employees to early career leaders and is often sought out as a sounding board or thought partner. Her ability to ask challenging questions leads to deeper thought and different lenses through which to see the world. She enjoys helping people discover their strengths and navigate career paths, guided by the belief that the company benefits as each person finds roles that highlight their unique abilities. From her time in the Netherlands to speaking Spanish at home, she delights in the richness that culture, language and diversity of thought bring to life.

Laura is active in her church, teaches in the children’s ministry and is compassionate about building a community that invests in children and families. She has also served on the advisory board for Hope House, a local agency that supports single mothers. Another passion is visiting local schools to teach children about careers in science and technology.





Amy Caldwell

Site Manager, Bayport
LyondellBasell

“I am empowered by my confidence and drive to bring about positive change and by having the courage to empower others.”

With more than 20 years at LyondellBasell, Amy Caldwell is responsible for leading the world’s largest propylene oxide and tertiary butyl alcohol unit as the Bayport, Texas, site manager. Before this step in her career, as process safety manager for the Americas, Amy championed numerous safety initiatives, including the roll out of an energy isolation valve standard, with energy isolation valves being critical to backing up primary containment of a fluid or gas. She is leading the GoalZERO culture of achieving zero incidents and zero injuries.

As a caring leader and diversity and inclusion advocate, Amy establishes relationships, empowers employees in their critical decision-making, listens to operators’ concerns and encourages her team members to succeed in work and life. She believes in investing in others.

Amy is a believer in lifelong learning and development, paying forward the mentorship she received throughout her career to junior-level engineers, and particularly women. She’s active in the LYB women’s employee network as a part of mentoring panels, discussing issues like success in the manufacturing industry, career paths and work–life balance. Her mentees have gone on to earn promotions into supervisory roles, develop technical skills as entryways into new jobs, and build confidence and overcome self-doubt. Amy is a role model for women in the manufacturing industry.

In the community, Amy embodies LyondellBasell’s global corporate citizenship key focus area of advancing our planet. Amy supports the 2,500-acre nonprofit Armand Bayou Nature Center in Pasadena, Texas, in a variety of ways, from regular visits with family and colleagues to participating in Global Care Day projects there. She also led an initiative to secure a LyondellBasell Advancing Good grant to restore and modernize the center’s auditorium ahead of its 50th anniversary.





Teresa Cassar

Operations Manager
Imperial

“I am empowered by leading by example for the younger leaders in our organization, most specifically the future women leaders, and also for my daughter and son.”

In more than 20 years with Imperial, Teresa Cassar has coached all levels of the organization—operators through senior leaders—to achieve more than they thought possible in safety, reliability and competitiveness. As Sarnia Integrated Complex process operations manager, Teresa has led a team of 285 through a major organizational change, out of the pandemic and into an energy transition.

Teresa is a leader with high performance standards and empathy for employees. She has positively influenced the organization to embrace a consistent safety and development culture, both at work and in the community. With record safety performances and support for the Nobody Gets Hurt objective, Teresa’s site celebrated more than a decade of no lost-time injuries. Teresa’s work embodies the manufacturing culture of the future.

With a demanding career and a young family, Teresa still maintains a schedule that allows her to represent Imperial in the community and to support other women in the field. She’s helped prepare holiday meals for clients at the Inn of the Good Shepherd food bank, participated as a celebrity pottery maker in a homeless-shelter fundraiser, cleaned up litter through Imperial’s Adopt-A-Park partnership, cooked breakfast for hundreds of students at Imperial’s partner elementary school and more.

Teresa selflessly uplifts women at every turn. She’s a compassionate and fair leader in shaping the culture to be more beneficial for all employees, and she’s a mentor for women in both technical and interpersonal matters. Last year, Teresa was asked to be a keynote speaker at the Sarnia Community Foundation Women of Excellence Awards. Instead of focusing her speech on herself and her many accomplishments, she chose to use that platform to honor her female colleagues at Imperial and community partner organizations.





Alexandra Cattelan

Chief Operating Officer
Fermata Energy*

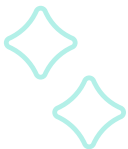
“I am empowered by people who recognize and support my passion, drive and talent without needing to mold me into something I am not.”

Although Alex Cattelan has worked with the Brunswick Corporation only since March 2022, she has already transformed the recreational marine industry with the introduction of the Avator electric motor and evolution of autonomous boating. While she’s new to the Brunswick team, Alex has more than three decades of experience leading electric-propulsion and advanced-mobility programs and organizations. In her role as chief technology officer, Alex has made strides in advancing Brunswick’s ACES strategy—autonomy/assistance, connectivity, electrification and shared access—developing autonomy technology to enable boaters of all experience levels feel more confident in the safety and operation of their vessels. This work has brought more consumers into boating, evidenced by Brunswick’s presence at the 2023 Consumer Electronics Show. During the event, Brunswick launched the Avator and the Veer V13, as well as highlighted the company’s autonomous capabilities. This exposed new audiences to the marine industry via nearly 2,000 stories in mainstream and industry media with a focus on how technology is enhancing the recreational-boating industry.

Alex believes in bringing your whole self to work and leading by example. Alex is proud of the example the company has set, with almost half of the C-suite and board positions filled by women, which also attracted her to the CTO role. She’s served in employee resource groups for women in STEM and leads the Brunswick committee partnering with the Society of Women Engineers. She leads Brunswick’s partnership with the University of Illinois and its program to engage the next generation in the STEM field. For more than 20 years, Alex served on the board and on committees for First Robotics, a youth-based nonprofit advancing STEM education.

Continuing her commitment to the greater good, Alex serves on the board and leads both the technology and sustainability committees for BraunAbility, an organization that converts vehicles for individuals with challenged mobility. Reflecting her passion for animals, Alex has spent the last decade on the board of Friends for Animals of Metro Detroit and has five cats and one dog of her own—the majority being shelter graduates.

**This profile was created based off of the nomination submitted by her previous employer, Brunswick Corporation.*





★ EMERGING LEADER

Amanda Chin

Continuous Improvement Manager
The Sherwin-Williams Company

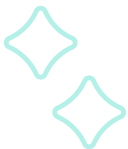
“I am empowered by constantly learning, developing and gaining new experiences. This helps broaden my tool belt to adapt to different scenarios and projects.”

During her two years at the Richmond, Kentucky, Sherwin-Williams Company plant, Amanda Chin has become a respected leader for continuous Improvement. In her first year, she trained more than 150 employees in the continuous improvement program, led more than 30 kaizen events and exceeded financial goals. More than that, Amanda has built relationships with people at all levels of the workforce and is well-liked and respected by the hourly production team.

Amanda has made a lasting impact on the safety culture at her facility. Slips, trips and falls were the leading causes of injury at the plant. After Amanda led a kaizen project comprising engineering, management and production teams working on various cleanup and critical-thinking initiatives, the plant recorded zero slips, trips or fall injuries for a full year. Amanda completes several kaizen events per year, which requires gaining employee buy-in, rejecting the status quo and sustaining the changes.

Through involvement with the Employee Engagement Team, Amanda has played key roles in supporting charities, including organizing food drives and participating in activities to support cancer research and support groups and women’s shelters. In the most visible community activity, Amanda has organized shifts to pick up trash along the road leading to the industrial area. Called the Boggs Lane Clean Up, it’s contributed to a more inviting appearance for the city and the Sherwin-Williams facility. Amanda rewarded the team by giving small house plants as a gift to symbolize sustainability.

Engaging and networking with peers in the Women in Engineering and Continuous Improvement groups at Sherwin-Williams, Amanda exchanges ideas with teams from other plants to determine best practices for the sites to implement together, including mentoring on software and project-management tools. As part of the next generation herself, Amanda works with the team on the floor to develop future problem-solvers, setting plans and methods for improvement.





Michal Chlebowski

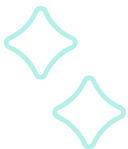
Industrialization Engineering Manager
Eaton

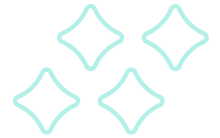
“I am empowered by learning about the journeys and achievements of other women leaders. Seeing women like me (especially working moms) make significant impacts in their work and communities, managing both family priorities and careers, builds confidence that I can excel in my own journey and help others along the way.”

With more than 20 years as a continuous-improvement leader in manufacturing, Michal A. Chlebowski has spent most of her career on the shop floor, excelling in roles spanning lean manufacturing initiatives, quality, manufacturing engineering and product development. Today, she leverages that experience in research and development as division industrialization manager, leading a team of engineers that establishes processes for new products and improvement for existing products. Michal has led the industrialization of multiple multimillion-dollar product-development projects, including capital management for hundreds of new tools and test equipment. She developed and deployed a new production release process to drive the integrity and timeliness of product launches and tapped into her team’s talent to digitalize the process that automates the production-approval cycle.

Michal is constantly looking for ways to engage with future female engineering talent, including testing STEM projects with her two daughters and their friends. She leads hands-on engineering activities at the local science center and coordinates the volunteers needed for events, with an average of more than 120 students at each. She also integrates STEM/STEAM activities into her bible lessons during Sunday school and vacation bible school.

Since 2019, Michal has been a member of the Society of Women Engineers, and she was elected secretary in 2022 while also serving on the STEM Outreach Committee. Michal’s passion for uplifting and empowering women resulted in her election as the current president of the SWE Pittsburgh Professional Section, and she led last year’s annual SWE Pittsburgh Leadership Summit. When Michal saw the engineering team she leads in the Dominican Republic didn’t have a local SWE section, she and another female engineering leader on the team collaborated with company leaders to initiate a SWE Global Affiliate. She has spoken at multiple events as an advocate for females in STEM, sharing experiences and advice.





Crystal Cintra

Procurement Manager
Chevron Phillips Chemical Company

“I am empowered by organizational and managerial trust, respect, support and transparency, as well as personal knowledge, drive, consistency and accountability.”

A supply chain star with more than 15 years in contract negotiations, capital projects and relationship management, Crystal Cintra is currently the procurement lead for an \$8 billion Chevron Phillips Chemical complex mega project in Qatar. Managing procurement from inception to closeout, she ensures efficient logistics and fosters multidisciplinary collaboration with internal and external stakeholders, creating an environment of trust and teamwork. Crystal proactively addresses problems, never shying away no matter how complicated, and presents effective plans with bold, transformative ideas. Her recent contributions include creating and implementing best practices, and leading a contracting process optimization project. Crystal also played a crucial role in developing a contractor and supplier performance assessment process.

Efficient, collaborative and inspiring, Crystal is dedicated to making everyone feel valued by fostering a culture of learning and growth. She has repeatedly engaged and inspired the next generation, and she coaches her team with respect, encouraging open communication and leading by example. Crystal was chosen to mentor and guide global procurement and project trainees and interns, and she trains team members on how to lead workshops. She believes in developing effective, cohesive and motivated teams and wants every member to achieve their professional and career goals.

Crystal demonstrates effective leadership in all facets of her life. Beyond her professional achievements, Crystal served as a Child Advocate volunteer, working with case workers, lawyers and judges to champion the rights of children in foster care. In one example, she closely followed a 3-year-old girl’s yearlong journey through foster care, providing constant support as she moved through foster homes until adoption.

Crystal’s leadership qualities make her an impactful figure at Chevron Phillips Chemical Company, deserving of recognition for her significant contributions spanning both professional and community endeavors.





Paula Clark

Manager, Services & Strategy
BASF Corporation

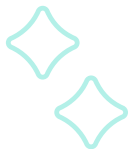
“I feel powerful when empowering others becomes a reality and I witness growth. Seeing each team member evolve, overcome challenges and realize their potential brings an immense sense of fulfillment. True empowerment is achieved when those around me feel valued, heard and inspired to reach new heights.”

As a member of the BASF McIntosh, Alabama, site’s leadership team for a decade—and over a career with BASF for more than two decades—Paula Clark’s contributions have been critical to the site’s success and too numerous to cover. Her leadership skills are evident in her management of multimillion-dollar third-party contracts for multiple customers. One of Paula’s notable achievements was her work in the Pilot Plant, where she helped secure business by producing enough new additive product while a full-scale unit was being built. In 2020, she successfully renegotiated contracts, resulting in substantial increases in revenue. Additionally, Paula introduced wireless tablets to the site, making it one of the first in North America to integrate this technology. In another project, Paula was instrumental in implementing a floating solar apparatus at the McIntosh site, which won a regional sustainability award.

At BASF, Paula has taken on additional mentoring and leadership roles. She has been a mentor in BASF’s Female Leaders Advancing Manufacturing Excellence program, providing guidance and support to female engineers, as well as a site mentor, working closely with technical personnel to further their development. Paula has made significant contributions as a sponsor and mentor for her site’s co-op program and has led initiatives to improve female changeroom accommodations through the Getting the Basics Right program.

Despite her demanding professional life, Paula makes time to assist others at work and in the community. She is as a board member and youth ministry leader at her church, volunteers at a local food bank and offers companionship and support to nursing home residents. Her dedication to education is evident in her math and science tutoring and her role as a board advisor for the USA Engineering School. Paula is also a mentor in the Distinguished Young Women of Choctaw County organization.

Paula’s achievements were recognized by AL.com in an article highlighting successful female engineers and leaders in Alabama. Her ability to balance her personal responsibilities has earned her the high regard of many. She and her husband both worked at the site while raising two children, and they now care for a parent with Alzheimer’s.





Annette Clayton

Chairwoman and former CEO and President
Schneider Electric North America

“I feel powerful when I have developed a high-performing team with top talent, collective accountability, high levels of trust, a common mission and the psychological safety to openly discuss when course corrections are needed.”

In 2016, the Awesome Leaders organization awarded Annette Clayton the Awesome Legendary Leadership Award for women in senior supply-chain and manufacturing roles who have achieved extraordinary professional success. In her 40-plus years in manufacturing, Annette has challenged gender stereotypes and biases at three major manufacturing companies. Under her leadership, Schneider Electric North America has prioritized efforts to increase the number of female hires 5.5% year over year. They’ve also adopted a global pay equity framework to identify and address gender pay gaps. The company has committed to reaching a less-than-1% pay gap by 2025; at the end of 2022, the pay gap was 1.64%.

Prior to Annette’s role as CEO for Schneider Electric North America, she served as the company’s chief supply chain officer, transforming the company’s global supply chain organization comprising 254 manufacturing factories, 117 distribution centers and 70,000 employees. Today, the company’s supply chain is ranked No. 1 in Gartner Inc.’s Global Supply Chain Top 25 list. Annette has overseen \$300 million in investments in factory equipment and upgrades as well as the construction of a new factory. Additionally, Schneider Electric’s Lexington, Kentucky, plant is designated as a Lighthouse Factory by the World Economic Forum for its use of Fourth Industrial Revolution technologies, and the company is recognized as one of 2023’s Best Workplaces in Manufacturing & Production by the Great Place to Work organization and Fortune magazine. Annette additionally supports manufacturing’s role in business through various board and leadership appointments.

In times of crisis, Annette doesn’t hesitate to act with humility and compassion. During the COVID pandemic, Schneider Electric’s manufacturing workforce was essential, yet they were faced with a mask shortage. Annette purchased several face-mask-making machines and gave masks to employees, their families and residents of the communities where Schneider Electric operates. In preparation for hurricanes, Annette and her leadership team donate the company’s solar lanterns to rescue organizations along the Gulf Coast. Additionally, both Annette and Schneider Electric regularly support Habitat for Humanity.

In 2023, Annette received the *Time Climate 100 Award* where she was named one of the Top 100 influential leaders driving business to real climate change. Annette said “This was a very important award. It was a really great honor to be alongside Bill Gates, John Kerry and many others.”





Angela Cline

Senior Manager
The Boeing Company

“I feel empowered when I can use and share knowledge with others to make their work environment more successful and enjoyable.”

When a train derailment and bridge collapse in Montana put a literal break in The Boeing Company’s fuselage supply chain, Angela M. Cline’s quick thinking and innovative solutions got the company’s production back on track. Angela’s knowledge of heavy equipment allowed her to review lift plans and give final approval to use large mobile cranes to lift the fuselages and rail cars onto a truck, move them 6 miles down the freeway and crane them back onto the rail tracks on the other side of the collapse. This project continued for weeks while the collapse was repaired, and Boeing’s production wasn’t disrupted.

Angela is aware of how her actions in the present shape the future. While working as a senior manufacturing/production leader at the 787 North Charleston, South Carolina, plant, she was heavily involved with developing and implementing a training course for airframe and power plant mechanics to improve their skills in composite aircraft manufacturing and construction. This program tested their ability to follow directions and work on composite stacks efficiently without causing damage to the delicate material. The program was such a success that it was later implemented at the Trident Technical College to train newly graduated employees in composite manufacturing.

Angela believes in the value of education, having earned her bachelor’s degree in management and her master’s degree in business administration while working in manufacturing. She believes it is equally important to balance time with the younger generation and allow them to see a strong and successful female leader reading, coloring or just spending time with them, as she does as a classroom volunteer at Salem Woods Elementary School in Monroe, Washington, assisting the teaching staff.

Angela’s involvement in various organizations at Boeing shows her passion for developing the next generation of women leaders. She’s a member of Women in Manufacturing; Boeing’s global equity, diversity and inclusion organization; and Boeing Women in Leadership. She is also a founding member of the North Charleston chapter of Women in Aviation International.





Dr. Laura Coffey

Production Manager
Celanese

“I am empowered by solving a challenging technical problem.”

Laura M. Coffey brings a passion for manufacturing to work with her each day at Celanese. Pair this with her excitement about elevating women in the workplace and in the community, and you have an influential leader. While Laura was the operations leader in the cellulose acetate unit from 2013 to 2017, the team of 35-plus maintained a record of greater than 900 days without a safety or environmental event. During her tenure as process manager in the Narrows, Virginia, cellulose acetate tow production unit, she led a multiyear process-control hardware and software reliability upgrade for three PLC systems with more than 9,000 input/output points. The discounted cash flow for one of the PLC system replacement projects was \$12 million.

Laura has been a critical resource in recruiting, mentoring and uplifting Narrows-based female engineers. In fact, Celanese currently has four female engineers directly resulting from her engagement in the hiring and intern process. Laura serves as the university liaison with Virginia Tech and has been the coordinator for the annual chemical-engineering sophomore seminar and American Institute of Chemical Engineers tour for many years. She has been a panelist and speaker for numerous events sponsored by universities. Laura recently encouraged several female employees to join her at a Virginia Manufacturing Association Women in Manufacturing group meeting and a Women in Welding focus group meeting, offering valuable networking opportunities.

Laura’s dedication to the community was recognized in 2020 with a CD Celebrate Award for her leadership in support of Celanese’s Global Impact Month. She has been the lead of the Narrows Women’s Impact Network employee resource group since its inception in 2017. The group has supported nine local organizations, including the Pregnancy Resource Center, for which Laura has coordinated diaper drives and provided hands-on support for their facility’s refurbishment. Laura also sponsors five children with WorldVision, an organization she’s been involved with since 1998.





Katherine Cook

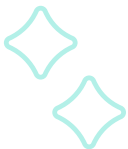
TPU Plant Manager
BASF Corporation

“I am empowered by my family, friends and colleagues to create something better.”

The list of Katie Cook’s accomplishments in the manufacturing industry is long. But what is important to her is that she’s a strong role model for her two daughters, wanting them to see that women can thrive in manufacturing and, really, in any field they want. Now thermoplastic polyurethanes plant manager at BASF’s Wyandotte, Michigan, facility, Katie began her career in BASF’s rotational Professional Development Program. Today, she’s changing the culture by leading with her strengths—safety, building better teams, fostering talents, promoting and developing her reports and collaborating with cross-functional teams—as she deep-dives into improving operational processes. Some of Katie’s successes include leading the relocation and consolidation of three labs from three states into a new location and orchestrating the effort to implement a new technology into the North American region. She also acted as the operational lead during the successful implementation of a digitization that will potentially lead to more than 1.5 million pounds of additional capacity.

Katie sets an example for women in her community, partly through her continuing work with the engineering sorority Phi Sigma Rho. She’s been a mentor as well as a member of their National Council and even inspired a sorority member to apply to BASF. (She’s now an engineer on Katie’s team.) Katie also embraces opportunities with the Women in BASF (WIB) group, giving of her time with the virtual job-shadowing program and BASF’s Female Leaders Advancing Manufacturing Excellence (FLAME) program, where she mentors newer hires and participates in career panels. Her leadership and career progression set a notable example for the next generation of female talent by exemplifying development possibilities in the manufacturing space.

Katie is known for encouraging her team to participate in community events as well. In the Life Remodeled event, people come together to support a neighborhood in the city, for example, by providing mowing and trimming services. Katie pulled together a team from her plant and even drove everyone to the event.





Carla Crysell

Operations Manager
Arkema

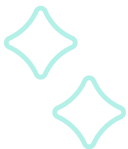
“I feel powerful when I make a positive, noticeable contribution to my company. It can be a simple, but impactful contribution like determining the cause behind why a material is out of specification or being able to “fix” a batch in progress so that it comes back in specification.”

With more than 19 years at Arkema, Carla Crysell is a link in her family’s history in manufacturing. Both her father and grandfather worked and retired from paper manufacturing, and both of her children are chemical operators. Carla pursued her degree in chemical engineering at the University of South Alabama when few women were doing so, and since 2004 she has continually progressed in her career.

Carla has been essential in scaling up commercial production at Arkema’s Axis, Alabama, plant, contributing to nearly 30 new products. She led two capital-improvement projects that have enabled the Axis site to increase production capability more than 50%. This transformation took the facility from being in the lowest quartile in business performance among Arkema’s Coating Solutions sites in the Americas to operating in the highest quartile. From a community perspective, this transformation helps to ensure ongoing high-quality manufacturing jobs. Carla has also been integral in maintaining the site’s OSHA Voluntary Protection Program Star recognition, which is given to less than 0.02% of sites under OSHA’s jurisdiction.

On the shop floor and beyond, Carla encourages others in their development. She has both mentored and supervised numerous developing engineers, with many of them going on to become leaders at Arkema sites. She’s also helped with work assignments for the summer engineering interns from Alabama Southern, ensuring they saw a diverse spectrum of assignments during their six weeks at the plant.

Serving for four years on the site’s partners-in-education team, Carla spent time reading to elementary school students, participating in quarterly awards days, participating in teacher appreciation days and more. In a partnership with the Junior League, Carla participated in a high school career day. She has also served as a mentor in the Arkema Science Teacher Program, which brings Arkema scientists and local teachers together to spark an interest in science among elementary school students.





Sherra Culbertson

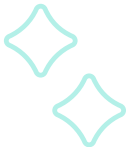
General Manager
MasterBrand, Inc.

“I am empowered by the beliefs in my own potential and knowledge that I can create positive change. I am empowered by the support and encouragement of those around me and by the experiences that have shaped me into the person I am today.”

At MasterBrand Cabinets, Sherra Culbertson is a pioneer in automation safety. Because of Sherra’s influence, the Huntingburg, Indiana, plant is 90% automated. At the 1,700-employee Ferdinand, Indiana, plant, where Sherra is now the general manager, fewer than 1% of cabinets are returned for defects—and the facility produces more than 11,000 cabinets per day. All three of the plants where Sherra has worked have been lauded nationally for safety efforts and recently received the Indiana Governor’s Award for Safety. In fact, while the national average rate for recordable injuries is at 3%, the Ferdinand plant’s is just 0.68%. Sherra’s accomplishments continue from here, having saved the company millions of dollars by working with a supplier to create UV-tinted finish for cabinet frames. She saved hundreds of thousands of dollars by introducing an automated spraying stain finish process, which alleviates repetitive-motion injuries and eliminates messy sprays that get into the air and onto associates’ clothes. Sherra was also part of the “truck at a time” concept, where all cabinet components are gathered, run through the finishing process, assembled and shipped at the same time, kicking off MasterBrand Cabinets’ journey into lean manufacturing.

Education is vital to Sherra, as the only person in three generations of her family to have gone to college, which she did through MasterBrand. She has been involved with Teacher Appreciation Week, where select teachers in the counties surrounding the plant are awarded \$500 for school supplies for their classroom. Additionally, high school teachers are invited to boot camp to spend several days learning the manufacturing process from start to finish.

Hundreds of women have worked directly for Sherra at the supervisor or superintendent level, and Sherra mentors them along the way. Sherra supports the next generation of female talent by inspiring young girls through coaching girls’ sports teams. For her 9-year-old daughter’s softball and basketball teams, Sherra is not only their coach, but also the first to volunteer to help the girls on her daughter’s team succeed and grow, both on the field and off.





Tina Czerwinski

Director, Manufacturing Operations
Caterpillar Inc.

“I am empowered by the next generation of women in manufacturing. I am given the honor and privilege to mentor and coach women in manufacturing. It gives me a great sense of pride to see these present and future leaders grow, develop and fulfill their career aspirations. The future of manufacturing is in great hands.”

Tina Czerwinski demonstrates what “grace under pressure” truly looks like. She built her career around blazing a trail for women in manufacturing, and her reputation rides on her commitment to improve culture and build high-performance teams at Caterpillar.

With more than 29 years of manufacturing leadership experience, Tina’s resume includes a long list of technical accomplishments. Most notably, she led Caterpillar’s largest North American manufacturing facility in Decatur, Illinois, during the pandemic. Shortly afterward, she successfully navigated labor contract negotiations, which included training 2,600 non-production employees for contingency roles to minimize impact to production. Tina and the Decatur team continued to meet production demand against challenging build schedules while creating an atmosphere of collaboration, learning and trust.

Building a positive, diverse culture without sacrificing performance during critical moments is the type of leadership Caterpillar has come to expect from Tina. It’s notable that Tina, facility manager for Resource Industries Operations & Products, was the first female facility manager at Caterpillar Decatur. In this visible role, Tina continuously inspires her colleagues, and many women in the division look up to her as a role model. Tina was instrumental in getting Stephanie Hoffman, master welder and star of the popular Netflix series “Metal Shop Masters,” to visit Decatur for National Welding Month. In a packed auditorium, Tina facilitated a discussion with Hoffman focused on women in welding and the importance of women in STEM careers.

Tina has long championed that volunteering and community giving are important aspects of the Caterpillar experience. In 2021, she restarted an employee volunteer program, which was an immediate success. It has allowed Caterpillar Decatur to build stronger relationships with local service organizations through community cleanups, service at local food banks, blood drives and more. Tina also helped refresh the community outreach for recruiting new talent and expanded outreach to rural areas.





Asha D'Cunha

Senior Process Development Engineering Manager
Boston Scientific Corporation

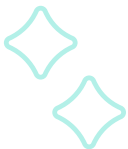
“I am empowered by supportive actions and opportunities to help others be successful. I find a lot of joy and fulfillment in unlocking hidden potential in leaders around me.”

Asha D'Cunha is at the forefront of leadership, innovation, representation and relationship-building within Boston Scientific Corporation and her community. In founding the Society of Women Engineers–Boston Scientific Corporation—and as the global co-lead from 2019 to 2022—Asha has made this support organization affiliate available to eight manufacturing sites and more than 950 members.

As senior process engineer manager, Asha leads a technology group that supports eight divisions in establishing manufacturing processes. Prior to becoming a manager, as one of her major technical accomplishments, Asha was the technical leader for developing and testing high-frequency transducer used in 3D intravascular ultrasound catheters. This work led to a Recognize Development Excellence Award by Boston Scientific. Another major technical project for Asha's team involved data collection and problem-solving to reduce scrap reduction for Operations, resulting in 30% yield improvement and \$2.3 million in savings.

Asha is a natural leader across the manufacturing community, as well, having been involved with the Society of Women Engineers and other mentorship activities since college. From 2016 to 2020, Asha was the scholarship co-chair of the Society of Women Engineers–Minnesota professional section and solicited \$85,000 in corporate scholarships through the Corporate Partner Scholarship Program. Also with the Society of Women Engineers–Minnesota section, Asha has volunteered at outreach events for elementary and middle school girls. She's also a member of the Technical Advocacy Council, encouraging employees to consider technical careers in the community. As a new mother, Asha is inspired more than ever to share her knowledge and build a mentorship culture, recognizing that her experiences and insights have the power to inspire and empower those following in her path.

Among the recognition she's received for her innovation and leadership are the Society of Women Engineers' Global Leadership Award and the Society of Women Engineers–Boston Scientific Corporation Distinguished Leadership and Achievement Award for her dedication to the advancement of women in STEM.





Sarah Dale

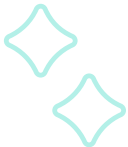
Plant General Manager
International Paper

“I am empowered by the realization of the significant impact a leader can have on a team to solve challenging problems and achieve the unthinkable.”

In a career that’s spanned five states and diverse roles with increasing responsibility, Sarah Dale has positively impacted many at International Paper. Just one year into her employment, Sarah was tasked with coordinating the maintenance and operations organization through a 40-day annual outage, leading to a safe and timely restart. A few years later, she was assigned to be the global manufacturing systems coordinator, a role in which she collaborated with the information technology team to develop an application resulting in significant cost savings. When she was named the manufacturing manager of the Auburn, Maine, packaging facility, the plant accomplished a productivity record. Now in her current role as general manager of the Milltown, New Jersey, corrugated packaging plant, she manages the safety, operational and commercial aspects of the business.

In the Technical Association of the Pulp and Paper Industry, Sarah is a mentor and serves as the executive director of learning and professional development for the Young Professionals Division. Many within International Paper and the industry as a whole view Sarah as a role model. She was recently featured on the “Conquering Chaos: A Show for Manufacturing Leaders” podcast. In the company, she mentors several early-career women with engineering backgrounds. She’s known for helping others to navigate the organization, building their confidence and advocating for their development. Sarah values the mentor–mentee relationship and accepts both roles well, continually investing in her own career development.

Sarah’s strong values system inspires her to make a difference in her community and to encourage others to do the same. She’s led efforts to provide International Paper Foundation grants to charities around Milltown and organized movements to support local children during the holidays. As a result, in 2022, the Milltown facility was recognized as Business of the Year by the Emmanuel Cancer Foundation. Sarah has also volunteered for Habitat for Humanity and local theater activities.





Kimberly Daloise

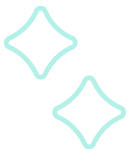
Project Quality Assurance Engineer
Bayer

“I am empowered by growth. New and challenging opportunities help me feel that others, especially those in leadership, consider me well fit for a role. Learning new skills and widening my knowledge across different functional areas assure me that I am a vital asset to my workplace and make me determined to do well.”

Through Kimberly P. Daloise’s leadership and dedication, she has driven the Pittsburgh, Pennsylvania, Bayer Electromechanical Product Supply manufacturing plant’s training compliance to its highest level yet. As the only training manager at her plant, Kim ensures all employees have the correct training prior to performing job duties. She consolidated training and deactivated more than 400 redundant and unnecessary curricula, plus streamlined numerous other processes, including a redesign of the manufacturing-line clearance process that reduced the nonconformance rate 60%. Kim improved the on-the-job training process and digitized the process to reduce paper waste. Her quality insight into new product lines and processes put her on the team expanding assembly, testing and packaging processes to a plant in China.

Kim is always looking for ways to be a role model in manufacturing. She’s the Pennsylvania co-lead of Bayer’s Growing Resources and Opportunities for Women employee resource group, has provided middle-school tours of the manufacturing floor and ran STEM activities at Bring Your Child to Work days. Kim’s ongoing investment in the Society of Women Engineers–Pittsburgh section has brought both her and the chapter recognition. She’s in her ninth year as an officer. During her time as president, Kim rallied the Executive Council to expand their programming and apply for the SWE Mission Award for the first time. They won a Gold Mission Award, and for her efforts, Kim won the SWE Distinguished New Engineer Award in 2022.

Kim has consistently given back to the community in leadership and volunteer roles. For seven years, Kim has volunteered with the Best of the Batch Foundation’s Batch of Toys holiday program. She’s done everything from organizing toy drives at work to wrapping toys and household items for the families. In 2021 and 2022, she helped recruit more than 20 volunteers from Bayer. Kim has volunteered for three years with Habitat for Humanity as well as in making outdoor improvements at the Boy Scouts of America’s Camp Guyasuta.





★ EMERGING LEADER

Megan Detwiler

Manufacturing Quality Operations Engineer
Samsung Austin Semiconductor

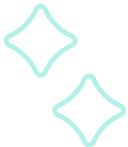
“I feel powerful when my impact in the manufacturing industry goes beyond product quality. I advocate for equality and accessibility, shaping a community where innovation and inclusion can thrive. My power is in forging a path where everyone’s potential is unlocked, transcending traditional boundaries.”

From the beginning of her time at Samsung, Megan Detwiler’s natural ability as a leader was apparent. She’s earned the Samsung President’s Award for her supply-chain work, made strides toward accessibility and inclusion in the workplace and encouraged many young females to explore STEM options, all while facing the challenges of living with dysautonomia.

As head of the Women in Technology Professional Development Committee, Megan developed relationships with the recruiting team to help foster the next generation of female engineers at Samsung, increasing female representation at university career fairs and driving Samsung to have a larger presence at the Society of Women Engineers conference. In 2023, she became the WITS chair, and membership in WITS has grown 45%, participation in the mentoring program has nearly doubled and WITS has been able to offer more than 2,300 person-hours of DEI learning to its members. WITS now serves as the gold standard for employee resource groups at Samsung.

Megan’s collaboration skills come into play as a quality and reliability engineer at Samsung Austin Semiconductor. She drives root-cause investigations, implements corrective and preventative actions and ensures containment of impacted material. In a previous role in the material technology department, Megan was responsible for several raw chemicals used in the manufacturing process. With the global supply-chain crisis at its peak, she undertook a thorough emergency evaluation of new sources, from examining suppliers’ manufacturing processes to performing on-site lab analyses. In seeking new sources that meet Samsung’s quality standards, Megan’s work under pressure ensured the lab was adequately supplied with needed materials.

Megan’s passion for building up the next generation of women in the semiconductor industry is vast. From leading interactive activities for girls in fourth to eighth grade at the GirlStart Girls in STEM Conference to bringing members of Girl Scouts of Central Texas to the facility for tours to speaking at the Samsung STEM Challenge, Megan is showing girls they have a place here.





Kimberly Dezura

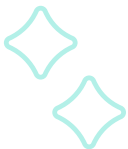
Vice President, West Point Operations
Merck

“I feel powerful when I see people around me engaged and successful. As a leader, it gives me positive energy to create an inclusive, engaging and challenging environment for our team members to grow, contribute and develop into future leaders for our industry.”

For 27 years, Kimberly Dezura has dedicated her career to improving the health and wellness of people and animals through Merck’s, vaccine and biological manufacturing. After serving in site and global leadership roles at seven facilities in North America and Europe, Kim returned to the U.S. in 2021. Now, as vice president of West Point (Pennsylvania) operations, she collaborates with two peers to jointly lead all aspects of Merck’s largest manufacturing site. In just two years, Kim co-led the start-up of four new-vaccine facilities at the site.

With about 2,000 team members in her direct-reporting structure, Kim is a champion for fostering diversity of teams and an inclusive work environment. Since her return to West Point, a new Diversity, Equity and Inclusion Council has been established. As part of sponsoring the Women’s Network Employee Business Resource Group at the facility, Kim has funded leaders’ participation in the annual Pennsylvania Conference for Women and sponsored the Women’s Allyship Program, building support from male leaders for female talent. She also puts time and energy into the development of female leadership in operations, having promoted three females into senior operations leadership roles.

Locally and across the Merck network, Kim has supported career advancement. She’s a sponsor for the Skills First @ Merck initiative, which is part of a paradigm shift to emphasize skills, rather than a four-year degree or credentials. Her leadership team is establishing an apprentice program for the maintenance trades and has partnered with academic institutions to provide STEM education and skill development for mid-career candidates. Kim also participates in community events to provide coaching and to promote manufacturing careers to women and has supported outreach through Merck’s partnership with OneTen, an organization geared toward providing employment opportunities for one million Black Americans with family-sustaining wages across the next 10 years.





Melissa Dietz

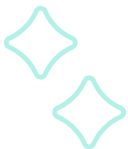
Vice President, Business Planning and Supply Chain
Imerys

“I feel powerful when I know I am supported, have good knowledge on a subject and am wearing a rocking pair of shoes.”

Melissa Dietz showcases that a technical degree can unlock doors to a multitude of successful and divergent career paths. As the vice president of business planning and supply chain at Imerys Performance Minerals Americas, Melissa ensures that products are delivered to customers promptly, at the correct price and with a seamless customer experience. At Imerys, Melissa has been sponsoring a cash optimization project that is projected to save more than \$20 million and will deliver robust inventory and accounts-receivable management capabilities. Melissa has collaborated with her team to standardize and streamline internal processes, resulting in a 10% reduction in time to quote and a 50% decrease in administrative errors compared to the previous year. Prior to joining Imerys, Melissa worked with a start-up to grow a division from zero sales to constituting one-third of the company’s revenue, developed a mobile application that became a recycling industry standard and created a process to accelerate sales.

Melissa’s passion to support others in their careers is infectious. During her tenure in the recycling industry, she noticed that her company lacked women within its ranks, prompting her to develop a college recruiting program. Within one year, Melissa’s team increased the percentage of women in leadership roles from 0% to 30%. Similarly, while at a tech start-up, Melissa founded a women’s resource group, aiding women in supporting each other and finding allies. Consequently, the company experienced improved retention of women.

Her altruistic nature extends beyond professional circles, reaching into the broader community. Melissa serves as board president for Mental Health America of Georgia. One of her proudest moments was working to get the Mental Health Parity Act passed in the state. In Atlanta, she mentored students in math and reading and raised funds to support arts programs. In addition, as a certified martial arts instructor, Melissa teaches free self-defense classes to women so that they can feel safer and more confident.





Christine Dye

Head of Enterprise Value Stream
Kimberly-Clark Corporation

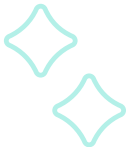
“I feel powerful when I help others fulfill their potential, achieve their goals and have success personally and professionally.”

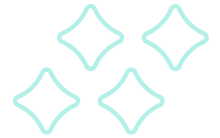
An exemplary 30-plus-year career chronicles Christine Dye’s impactful legacy. She has led global manufacturing with multisite responsibility, from the shop floor front lines as a process engineer, to heading up six plants as the vice president of operations, to now serving as the head of global manufacturing’s enterprise value stream at Kimberly-Clark.

By strengthening commercial partnerships and managing agile, low-cost supply chains, Christine is instrumental in developing new technologies. She’s had the unique experience of leading a green field facility from concept validation to production in nine months—within budget and without any accidents or safety incidents. Even more impressive, within seven months of start-up, the plant achieved global benchmarks for key operational indices in areas of quality, customer service, capability and yield.

The career standard Christine has created is best described as performance equals care and care equals performance. She is a role model who leads with integrity, modeling the leadership behaviors essential to building a more inclusive, equitable and diverse workforce. Christine mentors the next generation of female talent with a combination of experience, empathy and commitment. By sharing her knowledge, skills and networks, Christine has helped to empower and inspire young women to achieve their full potential.

Collaboration, teamwork and building strong communities are extremely important to Christine, and this extends beyond professional circles. In her local community, Christine has served as the board director for The Mabel Tainter Center for the Arts and for her Methodist church, providing leadership oversight and operations acumen to the administration of both organizations. Christine has organized Earth Day cleanup events and volunteered for Feed My Starving Children. She also teaches the sport of curling and has coached youth soccer and the Science Olympiad. Teaching the principles of teamwork, fair play, integrity, honor and accountability to youth comes naturally to Christine.





★ EMERGING LEADER

Katherine Elenberger

Value Engineer
Cargill

“I am empowered by the ability to make decisions about my own career path. There are a lot of opportunities within manufacturing, and when I am given the freedom to explore different avenues to find my passion and pursue my ambitions, I feel empowered.”

In just a few years, Kat Elenberger rose through the ranks at two Cargill locations, and her commitment to and strategic thinking in plant safety and environmental, health and safety standards have made a difference company-wide. Using a digital tracking system that Kat developed for environmental-safety permits and compliance, Cargill saved \$25,000 per day over a six-month period, and this system is now in use at other facilities. With an eye on incorporating safety principles into routine procedure, Kat led machine-guarding initiatives that reduced the potential for serious injuries at the Gainesville, Georgia, and Charlotte, North Carolina, facilities. In Gainesville, she ran the refinery safety committee and sought perspectives of hourly employees, eventually creating a facility-wide safety committee with principles that other safety committees have adopted. Coming into an EHS leadership role during the COVID-19 pandemic, Kat worked through precautions to ensure the facility could remain operational and saw a 60% increase in safety participation.

Kat is building a network of women and allies for inclusion within Cargill manufacturing. She organized the International Women’s Day event at the Gainesville facility and created a plantwide forum to discuss inclusion and diversity, which resulted in an initiative to provide women’s work uniform options at Cargill. Additionally, Kat has mentored and managed co-op students, new engineers and high school women interested in STEM.

Kat’s enthusiasm for community work is obvious. While at the Gainesville plant, she was involved with the Humane Society of Northeast Georgia. Kat also recruited other operations employees to join the Cargill Cares committee, supporting organizations making a difference in food security, the environment and the community. Now in Charlotte, Kat is active in the annual Giving Campaign fundraisers for the Cargill Cares committee and supports Carolina Farm Trust. She’s also been involved in Operation Smile since her time as a student at the University of Florida, where she was club treasurer.

Kat continues to push herself to grow and learn, and she is now enrolled in an online master of business administration program with the University of Kansas.





Dr. Shirley Finnan

Director, Microbiological Quality and Sterility Assurance
Johnson & Johnson

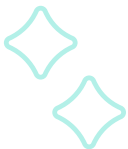
“I feel powerful when I accomplish personal or professional goals. By believing in myself, I have grown personally, overcome challenges and recognized my own strengths. Being surrounded by supportive and positive relationships has provided me with a sense of strength and security.”

Shirley Finnan dives into challenges with integrity and courage as director of microbiological quality and sterility assurance at Johnson & Johnson. Her technical leadership and problem-solving skills have led to harmonizing practices and processes across multiple laboratories, bolstering the company’s performance during inspections; paving the way for enhanced consistency, delivery and compliance standards; and elevating team members to become subject matter experts.

Shirley’s strategic mindset and leadership acumen were evident as she spearheaded a collaborative process to reduce a testing backlog. By creating additional training programs, rationalizing testing priorities, implementing a staffing review and introducing alert-and-action response mechanisms, Shirley led her team through this course with optimism and perseverance, in the end fortifying the company’s resilience.

Empowering women to realize their full potential, both on her team and across the manufacturing sector, has consistently ranked among Shirley’s highest priorities. Through her network of mentorship relationships, and using her background in science and quality, she supports, encourages and guides women at every stage of their careers. Shirley champions the Women in Science, Technology, Engineering, Math, Manufacturing and Design (WiSTEM2D) and Women’s Leadership & Inclusion (WLI) initiatives at Johnson & Johnson and has outlined developmental pathways and crucial training milestones for upcoming associates. She’s also seamlessly integrated Johnson & Johnson’s Alliance for Diverse Abilities and Re-ignite return-to-work program associates into the industry through a training program and support structures. All of this has made a resoundingly positive impact on the organizational culture.

An avid volunteer at the local swimming club, Shirley is dedicated to developing children’s swimming abilities. She’s organized and led swim clinics and galas for clubs across Ireland and has facilitated training camps for promising young swimmers. Locally, Shirley drives fundraising for her local swim club, is involved with the next generation of learners at the Scout Hall and participates in a number of other community activities.





Fleurette Fitch

Senior Quality Director, Soft Surfaces Division
Shaw Industries Group, Inc.

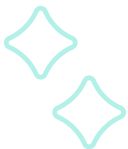
“I feel powerful when I solve problems and achieve my goals. When I see the positive results of my efforts, it gives me confidence, energy and the desire to set new goals.”

From her start on the factory floor 25 years ago to her place as Senior Quality Director, Soft Surfaces Division, today, Fleurette Fitch’s contributions to Shaw Industries are notable. In 2023 alone, Fleurette’s teams reduced carpet off-quality 18% and yarn off-quality 30%, resulting in an overall cost savings of \$7.8 million. While serving as director of quality for the commercial division, Shaw Industries has seen the claims rate on commercial products stay under 1%. As plant manager, she led more than 500 team members, managed capital and projects, reduced the safety-incident rate 50%, reduced the product’s cost 8% and reduced waste intensity 17%. Her plant even received the Shaw Cup—the highest award given by Shaw Industries—recognizing overall performance.

At work and in the community, Fleurette embodies Shaw’s vision of creating a better future for people, customers and communities. Since 2012, Fleurette has been regional chair for the Rome, Georgia, district of the Georgia Tech Stamps President’s Scholars Program, which recruits top scholars from across the nation with a full scholarship and mentorship. She has served on the Georgia Tech Materials, Science and Engineering Advisory Board for four years, interacting with students and sharing her knowledge to help the university support the next generation to enter the workforce.

Fleurette has mentored female engineers at Shaw for many years, both formally and informally. She participates in a Women’s Innovation Network initiative that allows her to mentor a student from Chattanooga Girls Leadership Academy and has led and coordinated panel discussions as a member of the WiN Education Committee. A member of Women in Manufacturing, Fleurette connected WiM’s event for mothers working in manufacturing with the larger Shaw organization via watch parties at facilities across the U.S.

Additionally, Fleurette has been the youth director at her church for five years. With many in her church community coming from families with low income, the young people benefit from Fleurette’s example, instruction, attention and knowledge.





Lindsay Flint

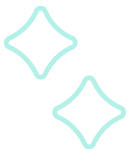
Director, Global Network Strategy
3M

“I am empowered by my family, friends and colleagues. This tremendous network provides role models, supports me in pursuing the challenges ahead and champions me in achieving my dreams.”

Through strong collaboration and teamwork, Lindsay Flint has been remarkably successful in her 17-year career at 3M. Lindsay serves as the director of network strategy for the 146 plants in 3M’s global manufacturing network. Her achievements span six manufacturing and distribution locations in roles from engineer to supervisor and from Lean Six Sigma Black Belt to global value stream director. Lindsay successfully led a \$500 million value stream across nine sites globally. She also spearheaded the launch of a new product expected to have sales in excess of \$50 million within five years. Despite numerous challenges, Lindsay ensured coordination across the laboratory, manufacturing plants and sales.

Lindsay supports women in STEM through long-term mentoring relationships. She participates in the 3M Women in Leadership Forum and provides guidance to engineering professors through the Women in Leadership Advisory Board for the University of North Alabama. Mentees, colleagues and direct reports alike applaud her outstanding technical and strategic acumen.

Compassionate leadership infuses Lindsay’s involvement in her local community as well. She volunteered for numerous build days through Habitat for Humanity in Morgan County, Alabama, and has actively fundraised \$3,500 each year as part of the 3M Women Build. She donates her time to programs that bring awareness to STEM opportunities. As part of Visiting Wizards, Lindsay has led science experiments at local schools. She especially loves wowing students by turning a banana into a hammer using dry ice! As a volunteer at the local high school career expo, she developed questions, conducted interviews and provided feedback to help students prepare for future interviews. In the parent-teacher association at her son’s school, Lindsay volunteers for various events to help turn every child’s potential into a reality.





Julie Furber

Chief Executive Officer
Sensience

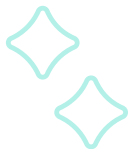
“I am empowered by seeing my strategy brought to life and success across the business. Empowering the organization and creating followership is very rewarding, and to see an organization energized to drive business success is exceedingly empowering.”

A disruptor at heart, Julie Furber has been at the forefront of identifying products and solutions that are critical to the success of customers around the globe for more than three decades. As CEO of Sensience, Julie directs the entire organization with proven strategic, financial, commercial and operational leadership across multiple manufacturing industries and geographies.

In the face of climate change, Julie has pioneered energy diversity. In her previous role at Cummins, she positioned the company as a leading provider of electric powertrains in commercial and industrial markets with the company’s first fully electrified heavy-duty truck. This revolutionary contribution helped with numerous advances to the industry, including environmental sustainability, energy efficiency and reduced dependence on fossil fuels. It also reduces noise within the trucks and lowers the operating costs for the trucking companies. This new technology creates jobs and opportunities that are critical for the future of the transportation industry and will shape the market going forward.

Julie learned the importance of having sponsors and advocates early in her career and, as a result, has been a resource and mentor for dozens of women. Most recently, she hosted a global webinar on International Women’s Day to share some challenges and successes that have shaped who she is as a leader today. Her door is always open, and she has earned a reputation as a strong advocate for diversity and inclusion in the business world.

Julie demonstrates a healthy work–life balance, too. She stands up for children in difficult circumstances through her volunteer work as a court-appointed special advocate. This meaningful role is extremely impactful to children in the welfare and legal systems. She also fosters dogs and puppies through C.A.R.E., an organization that helps rescue animals from shelters and abusive or neglectful situations. In addition, Julie actively volunteers with her housing association and her church leadership team.





Janaina Gameiro

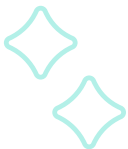
Vice President, Global Environmental Health & Safety
Novelis

“I am empowered by elevating others through my strengths and capabilities. Enhancing the health, well-being, and safety of the lives we touch at work and beyond truly inspires me.”

Janaina Gameiro Arbucias is a trailblazer in the world of diversity and inclusion, advocating for change and making a tangible impact in her professional and personal life throughout her career. Her effort as the executive sponsor for the Diversity and Inclusion Council at Siemens Energy resulted in a remarkable 14% global increase in Environment, Health, and Safety diversity. In addition, she implemented a voluntary grassroots coaching initiative, the GROW2GLOW Program in the USA and has touched the lives of many women, with several dedicated coaches supporting their development and growth.

Janaina is an experienced executive with a background in environmental health, safety, and sustainability, having served as vice president of environmental, health, and safety for Siemens, Otis Elevators, and Mitsubishi Power in different regions and now as vice president for global EHS at Novelis. At Novelis, Janaina expands the company’s commitment to safety, environment, employee engagement, and well-being. She is making a significant contribution to advancing workplace safety on a global scale. In 2022 she implemented the Annual Global Safety Week, an event that encourages all of the plants, research centers, and offices to reinforce the importance of safety. Education is at the core of Safety Week, which features hands-on learning opportunities, such as virtual reality simulation training; best practice sharing sessions; and community and family events. Janaina also collaborated with regional and plant teams to gather contractor data for parent company Hindalco’s sustainability report, increasing the score from 73 to 83 and highlighting the company’s commitment to transparency and visibility in contractor performance. She also provided technical support and management for the environmental impact assessment for Novelis global capital investments and developed frameworks and processes for safety, environmental performance, and health management, including the vital Serious Injury and Fatality Prevention Framework.

Janaina is involved with industry organizations and initiatives in the U.S. and Brazil. She’s an active member of the International Aluminum Association and the International Coaching Federation. Janaina mentors and coaches women in the Collaborative Mentorship Program at Instituto Vasselo Goldoni; provides voluntary academic assistance and delivers training programs on sustainability, health, safety, and management to underrepresented minorities at the College of Technology of São Paulo.





Karmen Gardner

Director, Culture, DEI, Engagement and Corporate Communications
Pella Corporation

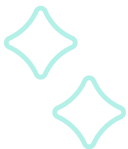
“I am empowered by my faith, courageous role models both past and present and being entrusted to pioneer new paths and take on important challenges.”

There are probably not many companies with an employee referred to as “the guardian angel of our culture,” but at Pella Corporation, Karmen Gardner was given this honorary title by the chair of the board. As director of culture, DEI, engagement and communications, Karmen’s passion for Pella’s culture is anchored by a care for team members and a commitment to the organization’s initiatives.

Through Karmen’s growth mindset, Pella is embracing constant learning. Karmen developed an overarching diversity, equity and inclusion narrative and a three-year strategic road map. She introduced a new listening and engagement strategy to improve relations with the production workforce and is building an internal and external communications team and #WeArePella strategy. Karmen was instrumental in creating Pella’s Shared Success Plans approach to team member development, which aligns the needs of both the employee and the company.

Karmen’s contributions continue into the community with her role as executive director of Pella’s philanthropic arm, the Pella Rolscreen Foundation. In the 19 communities where Pella has manufacturing facilities, this foundation has invested millions of dollars in childcare, health care, food insecurity, STEM education and scholarships. Karmen leads Pella’s corporate-giving strategy and helped launch the Joan Kuyper Spirit Awards to recognize employees for exemplary community service with \$70,000 annually in grants to the charities of their choice. Her team also administers the employee volunteer program, through which an average of 13,700 hours are volunteered annually. Karmen is a deputy on the Iowa Business Council and has completed terms on the boards of the Crossroads of Pella and Pella Community Foundation.

Karmen is an advocate for women in STEM careers and is often sought out as a trusted advisor. In one example of how Karmen commits herself to the next generation of female leaders, her family hosted a female exchange student from Morocco through a program designed to bring Muslim students to the U.S.





Ariadna Gerol

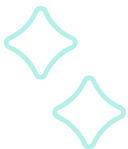
Regional Quality Director
The Sherwin-Williams Company

“I feel powerful when I see the results of my efforts and when I realize other women are looking up at me and find inspiration in my actions.”

When it comes to solving problems at the Sherwin-Williams Company, Ariadna Gerol is a go-to leader. As regional quality director for the Architectural region, Ariadna supports 14 manufacturing sites in helping to set quality-related performance goals, prioritizing improvement projects, resolving production issues and setting up Sherwin-Williams professionals for success. Over her 10 years with the company, she contributed in numerous projects that impacted the customer and brought savings for the company, as examples of those: she’s worked across departments and with customers to reduce quality issues related to paint skinning. As research and development and engineering departments brought forth solution options, Ari staged trials and eventually coordinated solution implementation. An example of her contribution to financial savings, with her Six Sigma Black Belt certification, Ariadna completed a project that led to \$422,609 annual product-loss savings.

As someone who has immigrated to two countries, Ari often talks about how she would not have had the opportunities she has today if it were not for the unsolicited support from those around her, and she makes a point of paying it forward in her family, community and workplace. As a member of the Global Supply Chain Women’s Resource Group, Ari participates in professional development sessions, mentorship opportunities and community service events. She has also volunteered to prepare meals and desserts at the Ronald McDonald House as well as at the local food bank.

Mentorship comes naturally to Ari. In Sherwin-Williams’s Accelerated Development Program for early-career employees, her mentees consistently show impressive growth, and the genuine pride Ari exhibits when a mentee is recognized is evident. She’s been a mentor to those in Six Sigma training and has helped some overcome roadblocks at pivotal points in their projects. In her current role, Ari develops professionals on the quality team and is always thinking about how she can establish a pipeline toward opportunities to help everyone achieve their career goals.





Jessica Gomez

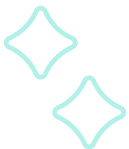
In Service Aircraft Carriers Program Director
Newport News Shipbuilding, a Division of HII

“I am empowered by the freedom to explore and try new ideas. When our team has the freedom and authority to act—especially to fail—without asking permission, great things happen.”

It's not just HII's—Newport News Shipbuilding that benefits from Jessica Gomez's work. Jessica has provided manufacturing leadership that has brought several ships to the U.S. Navy—including new construction and overhaul—meaning U.S. service members and citizens benefit as well. As director, Jessica guides all phases of programs. She establishes design concepts, criteria and engineering efforts, from research to testing, and directs the work of technical, manufacturing and administrative employees. For four years, in one of the most significant manufacturing challenges in the world, Jessica has led program and construction efforts on the USS John C. Stennis (CVN 74) aircraft carrier's refueling and complex overhaul. She previously led all design engineering efforts for all Nimitz-class aircraft carriers in operation and in major repair at four shipyards, supported submarine and aircraft carrier manufacturing and more.

A subject matter expert and industry leader, Jessica supports various groups by sharing her time and talent, and she encourages others at NNS to do the same. She's been involved in Step-Ahead, the Society of Women Engineers and the Chamber of Commerce. She currently serves on the Industrial Advisory Board at Old Dominion University and has taught a segment of the marine engineering course there. NNS has sponsored Jessica to judge for national conferences to support diversity awards for the Society of Women Engineers, the Hispanic Engineers National Achievement Awards Conference and Black Engineer of the Year Awards.

Jessica has been a role model for women of all ages and career paths. Just four years ago, Jessica's project team had no women working in it, and now there are several talented women leading in manufacturing. Jessica is a front-runner in STEM outreach and develops a talent pipeline for the region as well as the company. Jessica was part of a team that initiated the Girls with Engineering Minds in Shipbuilding at a local under-resourced middle school to mentor females in STEM. This program has run for several years and expanded into multiple schools.





Sonya Gordon

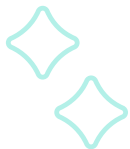
Global Logistics Management Director
Spirit AeroSystems

“I am empowered by creating opportunities for the next generation of leaders. Within the manufacturing industry, I can share my experiences, be a role model and make a difference in others’ lives. I hope to inspire other women to uplift each other, reach for the stars and achieve their goals.”

As global logistics management director for Spirit AeroSystems, Sonya Gordon’s job is to ensure that all 12 of Spirit’s global facilities can meet their production demands through parts movement and delivery. In her 36-year aerospace industry career, Sonya has held numerous facilities and leadership positions and has overseen a host of special projects—one being site recovery after a devastating tornado struck the facility in 2012 and another pivoting a portion of the workforce to manufacture ventilators during the COVID pandemic. In the latter undertaking, Sonya’s leadership approach empowered teams to be creative while maintaining safety and compliance, resulting in improvements in shipping processes and inventory controls. In total, 18,940 ventilators were provided to hospitals.

Having begun her career in a lower-skilled role at Boeing—and now running a global organization—Sonya understands the challenges women face to in growing their careers. She’s an advocate for mentoring and always strives to positively impact someones career journey.

A wife and mother to adult sons (and now a daughter-in-law), Sonya learned early in her career how challenging it can be to maintain a healthy work-life balance. Still, she is passionate about connecting with others at work and in the community. Sonya has led Spirit Women in Facilities Together, which brought together women in the facilities organization to build relationships and mentor one another. She has served as the co-leader of Relay for Life to raise money for the American Cancer Society, which is meaningful to her as a cancer survivor. Sonya is also active in company-sponsored events; since 2003, she has sponsored the annual Spirit of the Harvest Chili Feed Competition, which has raised an average of \$60,000 for the Kansas Food Bank. Additionally, Sonya has been part of multiple committees for her hometown’s football club and wrestling club for years. For her volunteerism, she has been honored with several leadership awards.





Ronaldda Grant

Environmental, Health and Safety Manager
Arconic

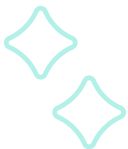
“I am empowered by my family, supportive communities and opportunities to contribute to positive change in my personal and work environments.”

Ronaldda Grant has returned Arconic’s Lancaster, Pennsylvania, location to 100% on-time completion of required local, state and federal environmental compliance permitting for air, water, waste and landfill—no small undertaking for a 76-year-old plant. As environmental, health and safety manager, she empowers her team to work together and address environmental stewardship, employee health, personal safety and sustainability programs as a combined system.

Ronaldda is a rising leader and an African American woman in an industry in which diversity and representation are a challenge. Nearly one-third of her EHS and security team members have less than two years with Arconic—seven months of which there was no EHS manager—and Ronaldda has turned a team with morale issues and potential retention issues into a cohesive group. Ronaldda has also led Safety Summits across the plant to set expectations, train and provide individual coaching to operational leaders and Production Star Points (employees who volunteer to be safety champions in their departments). Where they were once individuals pushing for goals in a silo, the team members now work together for site-performance improvements.

Ronaldda’s mentorship of others is informal and built on the relationships and trust she develops because her actions match her words. Early in her career with Arconic, she was involved with the Arconic African Heritage Network employee resource group and developed relationships with her peers across the plant—some of whom are no longer with the company but remain in contact. When Ronaldda hired a temporary data-entry employee, this employee then applied for a full-time position, which was influenced by Ronaldda’s leadership and coaching, and she was hired.

While Ronaldda is available to the plant 24/7 for safety incidents, she still manages to prioritize community engagement. Ronaldda has been committed to community service through Redemption International Ministries for more than six years, and in 2021, Ronaldda participated in a 10-day mission. More than this, Ronaldda has created foundations for the future success of events by recruiting volunteers and developing event logistics that can be used as a blueprint.





Kim Grimes

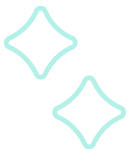
Senior Operations Manager
SABIC

“I feel powerful when I am connecting talented people to the company’s or community’s greatest needs. Seeing people work in their areas of strength to drive positive changes leads to success in our companies and communities and personal fulfillment for ourselves and our team members.”

As senior manager of Lexan Finishing Operations, Kim Grimes is a chemical engineer who started in SABIC’s Early Engineering Development Program and has progressed into multiple leadership roles. Kim has been an integral leader in four major turnarounds with SABIC in Mt. Vernon, Indiana, all successfully completed on time and safely. Her leadership was critical, as the teamwork exhibited and the learning opportunities offered are fruits of her inclusive and collaborative style. Certified as a Six Sigma Green Belt, Kim has been involved in projects focusing on color control throughout the extrusion process. In 2023, this work positively impacted the Americas region as Kim’s team reworked material that was held in tankers and warehouses at multiple sites. Kim also focuses on process safety through engineering design and workplace controls for combustible powder and dust.

Kim has served on multiple community boards in southwest Indiana and was instrumental in creating an inclusive environment for preschool students with special needs. With Mt. Vernon youth baseball and softball programs, Kim worked to break down the gender barriers, and her influence helped improve practice and game fields for girls’ softball. Kim also participates in Junior Achievement and her local parent–teacher organization, serving as fundraiser chair, class instructor and science fair judge.

With her commitment to education and advancing young engineers, Kim focuses her attention and time on mentoring female engineers from other SABIC sites, leading panel discussions and podcasts with the Young SABIC Professionals and SHE Network and hosting brown-bag lunches that focus on work–life balance and hard-earned wisdom gained through personal hardships as a mother and wife. In 2020, Kim’s husband was diagnosed with a rare form of cancer, and she continually supports him through his medical treatments. During the pandemic, she homeschooled her two daughters, and she continues to champion their academics and extracurricular activities.





Nichole Hally

Plant Manager
Stanley Black & Decker

“I feel powerful when I am able to help others around me come together to exceed goals and expectations. Helping others learn and grow to better themselves and the team as a whole is a small way to give back and make a positive impact on the world around me.”

When Nichole Hally received one of Stanley Black & Decker’s coveted Eagle awards—given to employees who deliver exceptional results while also demonstrating the company’s values and leadership principles—it was no surprise. Nichole is a leader with a positive mindset, even in times of uncertainty. Now plant manager for the Jackson, Tennessee facility that manufactures key SBD brands including Craftsman, Dewalt, Porter Cable, and Bostitch; Nichole started out as a value stream manager for the Carolina’s manufacturing operations facility where she implemented and drove a continuous improvement program resulting in the completion of 22 kaizen events and \$1.2 million in savings. While overseeing a team of more than 200 employees, Nichole also filled in for additional supervisory roles when vacancies arose.

From the start of her career with the U.S. Navy, Nichole has been a respected leader advocating for women in nontraditional roles. During her military service, Nichole rose through the ranks to become Officer-In-Charge of Commander, Naval Surface Force Atlantic Forward Deployed Naval Forces Training. Along the way, she trained more than 1,000 personnel on sexual assault prevention and response in an effort to ensure a safer naval community.

At work and in the community, Nichole brings people together through an exercise club, and she leads community efforts like trash cleanups, food drives, toy drives and volunteer activities. While many people prefer to lead through a computer screen or cell phone, Nichole is on the plant floor interacting with employees to understand their issues and bring about solutions. She is a role model for women in manufacturing and is committed to helping them succeed in their careers.

Nichole is a member of the Stanley Black & Decker Women’s Network and has plans to grow the Jackson chapter. She also believes mentorship is a critical component of growth and development and makes time to regularly meet with her mentees.





Jennifer Harrington

Plant Leader
DuPont

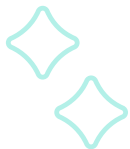
“I am empowered by the people that surround me every day. Supporting others in their drive to become their best selves gives me the motivation to improve the systems we work and live within and the opportunity to grow myself along the way.”

With an 18-year career at DuPont, there’s no question that Jennifer Harrington has a collaborative leadership style that empowers cross-functional teams to tackle manufacturing and supply-chain challenges. When she was the production leader for the Advanced Packaging Technology site in Midland, Michigan, Jennifer led her team to increase production 30% while maintaining flat fixed costs. As she came into her current role as DuPont’s Plant leader in Dayton, Ohio—facing demand that greatly exceeded supply—she spearheaded a continuous-improvement program that allowed the site to increase capacity valued at more than \$2 million in revenue.

Community outreach is a cornerstone of Jennifer’s work at the Dayton plant. In a long-standing partnership with The Foodbank, Inc., Jennifer has continued holding food drives and offering time off work for employees to volunteer. She’s also led the team in establishing a partnership with Crayons to Classrooms, a Dayton-based organization supporting teachers of at-risk children. Jennifer is a board member for the Ohio Chemistry Technology Council and gained support from the Dayton facility to sponsor two teachers’ attendance at the OCTC Teachers Industry and Environment conference.

Jennifer has shepherded many activities supporting women within DuPont, starting with her co-leadership of the DuPont Women’s Network chapter at the Buffalo, New York, site in 2009. As a member of the corporate DuPont Women’s Network, Jennifer co-leads the Talent and Development Committee and—as the only manufacturing leader on the DWN leadership team—brings a manufacturing-team voice to the organization. Jennifer also works with a group of global female leaders to develop strategies to attract female talent to the company.

Even with this work inside and outside the plant manager job description, Jennifer remains an advocate for work-life balance, modeling for others that it’s possible to delegate tasks and work flextime to prioritize your own and your family’s health and obligations.





★ EMERGING LEADER

Emma Harris

Senior Manager, Supply Planning
L'Oréal

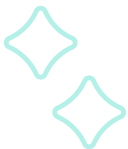
“I am empowered by leaders and team members who encourage curiosity, share knowledge, listen and provide regular feedback. I am empowered by a working environment that prioritizes the well-being of people, recognizes outstanding work and encourages individuals to challenge existing ways of working. I am empowered by opportunities for continued learning and growth.”

Since starting her career at L'Oréal Piscataway Manufacturing as a performance improvement intern, Emma Harris has led batch-time improvements, raised production standards and created best practices now used in L'Oréal facilities around the world. When the global Healthy Beauty hygiene-standards initiative was launched at Emma's location, she created a cultural task force to build momentum and ensure that improvements in quality and hygiene were felt by the manufacturing floor teams. She was asked to present her cultural-transformation methodology globally, and her Healthy Beauty Bradley Curve became the global best practice for measuring cultural maturity. Leading the procurement team, Emma showcased her resourcefulness again during an exceptionally quick onboarding period. In the first year in this role—and during post-pandemic supply-chain disruptions and high team turnover—Emma's creative work in agility initiatives, improved supplier performance and cross-functional partnerships generated savings of more than \$10 million.

Emma's career success has come through her technical knowledge and personal performance as well as her ability to cultivate relationships. In her five years with L'Oréal, Emma has actively coached and mentored several young women into management positions and has maintained those relationships, even as her own responsibilities have changed. Emma is also trained as a L'Oréal USA Ambassador to engage and recruit top university talent.

Through L'Oréal USA's Women in Leadership Operations Group, Emma takes part in empowering and advancing female leaders in operations functions. During Women's History Month 2023, Emma represented the group at the Junior Achievement Education Center in Edison, New Jersey, as a volunteer in the Women's Future Leadership Academy, teaching problem-solving, collaboration and communication. Last year, Emma joined the L'Oréal LUXE Link committee of luxury-division leaders and has organized networking events and team-bonding activities.

Elsewhere in the community, Emma has planted trees and flower gardens at local middle schools, painted classrooms, organized storage centers and participated in a charity run.





★ EMERGING LEADER

Katelyn Harrison

Senior Integration Engineer
GlobalFoundries

“I am empowered by continuous learning and growth. Embracing new knowledge and skills fuels my confidence, enabling me to navigate challenges with resilience. Empowerment, for me, stems from the journey of self-improvement and the belief that every obstacle is an opportunity to become stronger.”

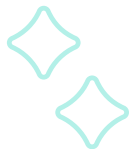
In her relatively short tenure with GlobalFoundries, Katelyn Harrison has had oversight of four different unit operations and taken on complex projects with cross-functional teams, and she recently moved into a leadership position as a senior engineer in semiconductor manufacturing process integration engineering. That she thrives on communicating and collaborating across a diverse group of teammates and stakeholders is one key to her success.

In an early project as an integration engineer, Katelyn spearheaded the development of a business process to mitigate production risks for a product mix of more than 20 technologies across 1,500 unique part numbers with 300 to 800 process steps per part. To say she was given a challenge is an understatement, yet her cross-functional team developed a control plan and deployed a process to review a visual dashboard and implement risk-mitigation actions. In the end, Katelyn’s exacting problem-solving skills resulted in a 13% reduction in process yield loss.

When Katelyn arrived at GlobalFoundries, she recognized the need for improved onboarding and community-building for early tenure employees and formed a team to reestablish the Early Tenure Resource Group, which has since been adopted by other sites worldwide. At her plant, more than 80% of employees in their first five years of employment participate, improving employee retention in a highly competitive market.

It’s not only new employees Katelyn is looking out for. Her mentoring activities span multiple groups. Through her participation in The Manufacturing Institute’s Women MAKE Mentorship Program, Katelyn has an external mentoring relationship with an early-tenure engineer in the petrochemical industry. Within the team, she is both a mentor and a mentee. Katelyn is a GlobalFoundries Global Ambassador and visits middle schools and high schools to introduce STEM to future technical leaders. She also assists the talent acquisition team with university visits and interviews and lends her support to the internship program.

Self-driven in all of her activities, Katelyn is learning another language and seeking a master of business administration degree with a concentration in organizational transformation.





★ EMERGING LEADER

Abby Hines

Operations Manager
The Timken Company

“I feel powerful when I empower others to embrace their potential and grow into the next generation of leaders and innovators.”

Just four years after graduating from college, Abby Hines’s talents and achievements earned her the role of leading a 156-employee team of managers, professionals and manufacturing technicians for the Timken Company. Abby is the youngest person holding an operations manager position in Timken’s North America Engineered Bearings group. Before coming to the Shiloh Plant in Rutherfordton, North Carolina, Abby had driven a 10% increase in productivity in just six months as area manager. She is currently leading her new team to more rigorous adherence to Timken Manufacturing Operating System values and practices and continues to develop her team’s talents in continuous improvement, problem-solving and leadership. Abby continues to remain dedicated to her personal growth and development as well, currently pursuing a master of business administration degree in information systems and business analytics at the University of New Hampshire.

Abby shows a keen interest in supporting her community, particularly through the United Way. Abby served on the Lincolnton Plant’s 2019–2020 United Way campaign committee, generating nearly \$100,000 for the United Way in Lincoln County. Last year, she was the acting facilities chairperson for Timken’s United Way campaign, coordinating the campaigns of all U.S. Timken facilities. Abby has also volunteered in Habitat for Humanity builds and other United Way-sponsored community projects.

Abby inspires others by example, mentors both older and younger employees and engages students to become tomorrow’s leaders. She mentors experienced professionals and a high-potential female employee in the Operations Development Program and has mentored team leaders, group leaders and an area manager in developing their leadership skills. Abby leads plant tours for co-op student visitors and collaborates with Girls in Engineering, Math, Science, an elementary school science and math outreach program. She’s also part of Timken’s recruiting efforts at colleges and career fairs and has interviewed and screened new ODP candidates. Her keen talent assessment abilities have contributed significantly to identifying promising candidates who will shape the future of Timken.

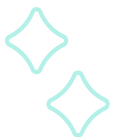




Shaun Hintz

Global Director – Product Development
Magna Exteriors

“I am empowered by the inclusive environments that continue to grow with women in technology and manufacturing communities. As the chair of our female-focused ERC at Magna, I have had the opportunity to interact with hundreds of employees, getting to know their stories, contributions and career aspirations. I am empowered by the collaboration and mentorship that take place, as we work together to overcome challenges and break down barriers.”



Shaun Hintz has proved time and time again that she can deliver, as evidenced by four promotions at Magna Exteriors in just eight years. As assistant general manager of the Holland Engineered Glass Division in Holland, Michigan, Shaun’s tenacious leadership resulted in a 10% increase of quality improvements year-over-year and a safety incident rate reduction of 64%. She also accomplished 100% of the division’s business awards for product-line strategy and achieved flawless customer launch scores. Having been promoted to global product technical director of advanced development and Innovation at Magna Exteriors, Shaun now oversees activities specific to new product development and execution.

Shaun never misses an opportunity to champion careers in manufacturing for women. She was solicited to be the first-ever chair of Magna’s Women’s eXchange, the company’s first employee resource community. Under Shaun’s leadership, Wx launched a global mentorship program for the younger generation, Mentoring Matters, and more than 450 female employees have completed the program. This has positively influenced retention rates, with 75% improvement in retention among program graduates in comparison to a 20% retention rate for non-Wx members. Shaun has been an advocate for creating leadership positions within Wx for female employees. As chair, she has created 55 leadership opportunities for all women at Magna that allow them to gain experience in leadership. Shaun was recently featured on a local Detroit news station to emphasize the importance of mentoring the next generation of women in automotives.

In 2021, Shaun helped coordinate a vote to designate Resilience—an organization that responds to, reduces and prevents domestic violence—as Magna Exteriors Engineered Glass Division’s annual charity, which helped raise \$10,000 for the group. Outside of her career, Shaun has served in leadership positions with her children’s elementary school, coached in youth athletics and volunteered for numerous initiatives focusing on youth and education—further demonstrating her commitment to the community in which she serves.



Cathleen Hoel

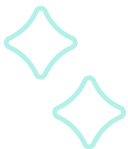
Senior Scientist–Ceramics
GE Aerospace

“I am empowered by seeing someone ignore pressure to do what they believe is not right or fair and instead push back, say something and create better choices.”

The senior scientist for ceramics at GE Aerospace, Cathleen Hoel’s job is to create very small components and translate them into full-size components for aerospace applications. With a doctorate in chemistry from Northwestern University, Cathleen develops additive manufacturing technology—3D models using 3D printers—for complex ceramic components, transfers those to the pilot and full-scale manufacturing plants and supports the manufacturing teams as they move into production. To broaden her perspective and better understand the challenges of full-scale manufacturing, Cathleen even took a three-month bubble assignment to work with a manufacturing team introducing one of her technologies.

Because of Cathleen’s commitment to enabling others to grow, her impact will continue well beyond her career. Over the last few years, she has mentored three women within GE Aerospace. Cathleen has developed a course for technical presentation skills that is now used as part of GE Aerospace’s standard curriculum and has been shared externally. Cathleen has been a teacher for Six Sigma courses for new employees and organizes and hosts a weekly lunchtime technical seminar series. She has also given seminars at the Ceramics Additive Manufacturing Workshop, and last year she was featured on the Materialism podcast.

Service to the community is also an important part of Cathleen’s character. She chairs the local chapter of the American Chemical Society—where she has been a member since 2010—and engages the local chemical community to organize STEM outreach activities. Cathleen has regularly organized a booth for National Chemistry Week and does chemistry demonstrations at GE Aerospace’s Community Science Day. For the last two years, Cathleen has designed and led an additive manufacturing module in an extracurricular course for at-risk students in the local RISE HIGH program. She is also a volunteer at the Northeastern Regional Food Bank, Concerned for the Hungry and City Mission.





Rebecca Holappa

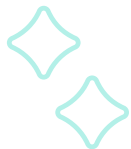
Plant Director
Quad

“I am empowered by the trust bestowed upon me by my company and team. Their investment extends beyond technical skills to early-career leadership development. This foundation led me into my current role. I want my legacy to be a listener, collaborator and advocate for continuous improvement in our team, processes and products.”

Rebecca Holappa’s trajectory from an entry-level production employee to becoming the first female plant director for Quad’s Sussex and West Allis, Wisconsin, plants sets a precedent and serves as an inspiration for the next generation of female talent. Among Rebecca’s extraordinary work in her 25 years in manufacturing is managing the establishment of Quad MKE, a training and recruitment hub in Milwaukee that partners with the community on workforce development, mentorship and community health. Despite its relative newness, Quad MKE has already engaged more than 750 individuals, with 150-plus employees hired through the program—some moving from entry-level manufacturing positions to salaried administrative roles within months.

While ensuring operational excellence—at times managing more than 50 diverse workstreams—Rebecca never loses sight of her social responsibility. She was recently involved in a \$2.3 million initiative—of which Quad contributed \$500,000—to redevelop Melvina Park, an area challenged by decades of disinvestment. The dramatic transformation includes three additional acres of native plants, sports areas, an event space, a dog park, nature-based play opportunities and more, marking the first substantial improvement for the park since the mid-1990s. In Rebecca’s words, “This is not just an aesthetic or recreational improvement; it serves as a cornerstone for community bonding and fosters a sense of pride and ownership among local residents.”

Recognizing the challenges women face in traditionally male-dominated sectors, Rebecca has been proactive in her mentorship. Consistently championing employee development, she played a pivotal role on Quad’s continuous improvement team to develop employees to embrace the company’s lean methodology. She has been instrumental in developing Quad’s diversity, equity and inclusion framework and currently works on Quad’s DEI Task Force, which launched in 2022. Her active role in Quad’s Working Parent Business Resource Group shows her commitment to fostering the next generation of female leaders and ensuring a supportive environment for working parents.





Jody Howard

Vice President of Innovation and Emerging Technology
Caterpillar Inc.

“I am empowered by the impact I can make as a female leader in breaking barriers and inspiring others in the field. This allows me to shape positive changes and create a lasting impact on the industry and those around me.”

In Jody Howard’s 30-year career with Caterpillar, she has successfully reinvigorated challenged businesses, led product integration in major acquisitions and designed sustainability, industry and manufacturing technology strategies. At the same time, she has been known to step onto a factory floor in any number of countries and delve into details such as the material properties of components or the intricacies of a weld. Jody is a skilled engineer and has been responsible for bringing several component and machine products to production. Among her critical leadership roles is her current position of vice president of innovation and emerging technology, overseeing the creation of sustainable technologies in manufacturing and product development and acting as a unifying force as facilitator of Caterpillar’s Senior Leader Forum.

Jody shares her technical and business expertise on multiple industry organization boards, task forces and advisory committees. She’s a longtime member of the Society of Women Engineers and serves on EnerTech Capital’s Mobility Advisory Board, the board of Distillery Labs and the Hoeft Technology and Management Program advisory board at the University of Illinois. Jody takes on a number of volunteer opportunities and speaking engagements each year, including speaking with the Export-Import Bank of the United States on how to best enable U.S. exports to Africa in support of strategic minerals development necessary for the energy transition.

Born and raised in a small community in Iowa, Jody was inspired to pursue a STEM career by her high school science teacher. A field trip to a STEM event at a local community college sealed the deal. Now Jody mentors others and volunteers in STEM education and early-career-development planning. Last year, she welcomed more than 500 global interns as a keynote speaker for Caterpillar’s summer intern orientation. She inspires individuals and teams to continuously learn, question and innovate as they develop the technologies of the future.





★ EMERGING LEADER

Rachel Hunter

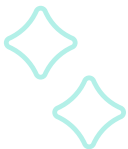
Project Engineer
Husco

“I am empowered by my family, friends and mentors who encourage me to work hard and push the limits of what I think is possible.”

In 2022, Rachel Hunter was awarded the Philanthropic 5 by United Way of Greater Milwaukee and Waukesha County—a prestigious recognition for five community leaders under the age of 45 who have made extraordinary commitments of leadership, volunteerism, mentoring and philanthropy to the greater nonprofit community. The award highlights Rachel’s desire to create an inclusive and welcoming environment for all students to explore STEM and careers in manufacturing. She was the ideal candidate for this award for many reasons, not the least being the STEM to Stern nonprofit she co-founded in 2018 to increase diversity and access to STEM fields and youth rowing. She develops the STEM curriculum, trains educators, oversees a tutoring and college-prep program and continues to volunteer with the Milwaukee program.

Those commitments all take place in her “spare time,” along with volunteering for the FIRST Robotics program, Girl Scout STEM Day, Girls in STEM Day and Manufacturing Day. Rachel’s commitment to pay it forward to the future generation of women in STEM careers has been contagious at Husco, and employees are following her lead to participate in community events. Furthermore, Rachel dedicates time to mentor female interns and co-ops at Husco so they are better prepared for the classroom and their careers.

At Husco, Rachel is a project engineer who has been working on a family of new products for a major off-highway customer since coming onboard in 2021. She manages the design, build and customer communications—all of which involve working with global cross-functional teams. When she faced a challenging, multifaceted problem with a product already in production, she was at the center of implementing a solution with a project team to meet tight deadlines and satisfy customer requirements. Rachel has shown great dedication, initiative and professionalism in her role as a technical leader.





Kathy Ivie

Plant Manager
JELD-WEN, Inc.

“I am empowered by helping others succeed. Coaching for growth and development offers never-ending fulfillment. I consider talent identification and development a privilege. Were it not for those who cultivated growth and development in me, I would not be empowered to pay it forward.”

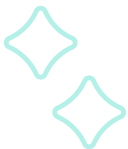
“Doubt kills more dreams than failure ever will,” says JELD-WEN Plant Manager Kathy Ivie. The enthusiasm she has for leading others and the commitment she makes to her team members are evident in her 35-year manufacturing career.

As only the second female plant manager for JELD-WEN’s Ringtown, Pennsylvania, plant, Kathy has led her 300 employees to make it a model facility. Kathy’s first experience in manufacturing came as a machine operator in a sewing factory when she was still in high school. She’s worked in various other industry capacities and came to JELD-WEN as production manager in 2021, receiving a promotion to plant manager in 2023. Kathy’s engaged leadership style has resulted in a 10% year-over-year on-time-in-full-delivery improvement to 90%, as well as an 85% reduction in past-due backlog to less than \$100,000. At the same time, the employee-engagement survey returned top-quartile engagement scores that highlight Kathy’s focus on safety, clear communication and health and well-being.

Wanting to have a tangible impact on the community, Kathy works with nonprofits and service providers to fulfill requests to JELD-WEN for replacement windows and repairs, such as when a window is vandalized at a community center. She’s also supportive of and involved in the community drives that employees organize at the Ringtown facility.

Just as Kathy succeeded a female plant manager, she works to further women’s talents at JELD-WEN by mentoring female group managers and group leads. She also participated in a leadership job-shadowing program with four female high school graduates. As a lean manufacturing expert, Kathy has mentored five Green Belt project teams, all utilizing the same open, direct and empathetic communication she’s known for.

Kathy’s energy and passion are evident not just in her work but also with her three children, nine grandchildren and her interests in motorcycles and ice fishing.





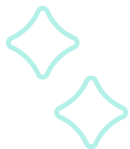
Kathryn Jaquay

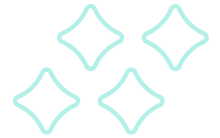
Director of Material Planning
Ecolab

“I feel powerful when my ideas influence top-line company goals and strategies. But these ideas aren’t generated by me alone—I am proud to create and foster a team culture where diverse individuals feel valued and respected. Openly sharing our unique experiences sparks creativity and allows us to solve tough challenges together!”

Kathryn Jaquay’s technical expertise and collaboration skills, combined with her natural mentorship ability, motivate the teams around her to a higher level of performance. At Ecolab, Kat is the director of supply chain, leading the 10-associate materials management team to deliver results consistently and safely. Thanks to Kat’s ability to take on complex challenges and effect change, she’s led her team to drive production resiliency at multiple locations, technically approve more than 100 new suppliers in a year and build strategic inventory in geographically diverse locations. Through this work, Ecolab also improved supplied-in-full on-time metrics for third-party suppliers by 31% and reached record-low backlog orders. Kat’s work was tested and proven in a significant supplier disruption, leaving no customer impact, eliminating risks for more than 20 materials within two weeks and qualifying two new supplier sources, resulting in an annualized savings of \$825,000.

Kat demonstrates what is possible for women in manufacturing and provides coaching that instills empowerment and confidence, particularly for early-career engineers. She personifies the Ecolab principles of envision, empower, energize, execute and embody and leaves people around her feeling inspired, challenged and valued. A 2006 Washington University (located in St. Louis, Missouri) chemical engineering graduate, Kat has remained connected to the program and has mentored female engineering students at her alma mater. Within the Ecolab Leadership Development Program, which supports high-potential recent graduates new to the company, Kat mentors several women. Additionally, she has mentored and advocated for summer interns, assigning them stretch roles, ensuring they take away transferable skills and giving them visibility among senior leadership. Kat provides coaching that drives empowerment and confidence in future female technical leaders.





★ EMERGING LEADER

Saumya Khulbe

Technical Program Manager
Lucid Motors

“I feel powerful when I realize I can make a change that may create a positive impact for others. It makes you realize your hidden potential, and you will be surprised how quickly this positivity spreads to yield a fruitful change.”

Saumya Khulbe shines in high-stakes situations. As the technical project manager for the efficiency and systems team at Lucid Motors, Saumya has supported the launch of all Lucid Air vehicle programs, such as the Pure RWD, AWD Touring and GT and Sapphire. She has successfully coordinated multiple test resources—test-vehicle components and buildout, test-equipment calibration and proving-ground and chassis-dyno test facilities—so Lucid can complete certification range testing before production launch. Saumya’s ability to adapt to last-minute vehicle program changes and deal with pressure in an elegant and confidence-inspiring manner has allowed vehicle-test engineers to focus on the task at hand.

Championing multiple efforts to increase representation for women in the industry, Saumya initiated discussions with the Lucid powertrain department to launch Women in PT @ Lucid, a program to attract more female talent and help women in powertrain grow. She is vocal about the need for greater female representation at the higher levels and encouraged the department to hold a recurring brainstorming session with female talent to increase collaboration and plans to welcome more female engineers. This led to Lucid-driven research showing an imbalance between women in the automotive field at the graduate level versus women in the actual workforce, exposing an unconscious bias in the industry. Saumya consistently acts as a catalyst for cultural change. For her previous employer, she led planning for a company-wide mentorship program for female employees across North America and Mexico and planned a speaker series.

Saumya has also promoted a sense of community within her team of around 20 engineers by organizing events and making everyone feel valued. She has taken the lead in organizing team events to assist nonprofits in forested-land and wildlife conservation. Saumya volunteered at Cal State East Bay’s Science in the Park event to introduce young minds and the local community to STEM. On a personal level, she sponsors education for three young girls through Nanhi Kali (a Hindi term for “small flower bud”).





Hana Lane

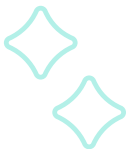
Plant Leader
Owens Corning

“I am empowered by tackling new challenges and disrupting preconceived notions.”

With dedication and high standards of personal responsibility, Hana Lane is a force in deploying total productive maintenance through all areas of the Owens Corning roofing plant operation. With her extensive operations experience, Hana ensured the timeline for the Irving, Texas, capacity expansion project was aligned with the operations calendar and supported by her team. This increased the production capability of the plant’s laminate shingle line nearly 20%. Another operations project required Hana to collaborate with engineers in a manufacturing redesign to allow the recycling of key materials. These changes resulted in savings of \$0.32 per square of shingles. Her invaluable experience with leading large-scale projects with big risks but even bigger impacts is deeply appreciated by her colleagues and mentees.

Hana focuses on her entire team’s development through deep and effective succession planning. She guides the next generation of leaders to be prepared for leadership roles and works with summer interns, giving feedback on their projects. Hana initiated the Lean In Program on Allyship for the leadership of the Irving plant with group sessions, discussions of personal power and how to be better allies. She is working to expand the Lean In workshop to more locations.

Hana recognizes that, in her position, she can be a role model and mentor for the younger generation—not only at Owens Corning, but also in her local community, where she mentors elementary school students. As a long-term fitness advocate, Hana works with Trinity Athletics, volunteering with a CrossFit-style after-school program for children. She also volunteers at the Humane Society—where she can share her love of animals—participates in Habitat for Humanity home-building events and prepares care packages for local shelters.





★ EMERGING LEADER

Laura Lim

Production Engineer
Celanese

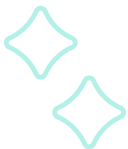
“I feel powerful when I can solve complex problems. In my job role, no two days are exactly the same. It is rewarding to be able to face the challenges of a chemical manufacturing plant and determine creative solutions to keep production moving.”

As a production engineer at Celanese, Laura Lim has no shortage of opportunities to employ her creative problem-solving skills. Her degree in chemical engineering from the University of Houston has given her the technical ability to perform, and her experience as an actor brings innovation to her role in maintaining the safe and reliable operations of polymer batch chemical processes, from raw material to finished product.

Laura uses her inquisitive mindset and keen interpersonal manner to engage with the operations team in this manual, fast-paced, high-stakes environment—one where she’s one of few women and one of few employees younger than 30. She is a technical resource and lead contact to troubleshoot variabilities and implement improvements in the field. Laura has also taken on the asset-optimizer inventory-reconciliation lead for all raw material, intermediate products and finished goods and has optimized the site’s overall inventory program while working across teams. These contributions have reduced major variabilities in the cycle counting process.

At Celanese’s International Women’s Day and Asian American and Pacific Islander Heritage Month events, Laura has been a speaker and organizer, promoting diversity within the company. She also helped to coordinate the International Women’s Day Pad Project, where reusable-cloth female hygiene products were created to send to young women overseas. In 2021, she worked with the human resources group to create the first virtual employee resource group for young professionals across five states, which she now co-chairs. She actively recruits and mentors new employees during summer internship programs as well.

Laura’s intelligence and grace extend beyond the Celanese community. Since college and before, she’s volunteered at women’s shelters, food banks and retirement facilities. Early in her career at Praxair (now Linde), she earned the Praxair Community Engagement Award for volunteering at a youth-services shelter and counseling center. You may also find Laura volunteering at local beach and roadside cleanups, speaking at a young women’s STEM leadership academy or playing the lead role in a community theater production.





Gretchen Lupher

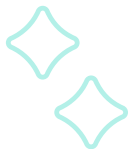
Lead Technology Director
Dow Inc.

“I feel empowered when I am trusted to lead and take action on a high-priority opportunity to reach a desired outcome.”

Gretchen Lupher is the courageous and caring leader that many of us strive to be. As the lead technology director at Dow, her vision and drive to digitalize, automate and improve the daily work of Dow’s analytical organization has significantly improved both the customer experience and the employee experience. As leader of more than 1,000 people, Gretchen’s continuous-improvement mindset directly impacts operations and safety. For example, she led a Six Sigma effort reducing 75% of Dow’s railcar derailments. After making a hard choice to take a pause in her career to support her family, Gretchen came back into the workforce strong, taking on a critical emergency response director role in a male-dominated team, leading Dow’s largest site through recovery from Hurricane Harvey. Her innovative work to implement Dow’s first fully robotic and first paperless labs is inspiring a new generation.

Gretchen’s advocacy efforts for Dow’s employee programs have improved the workplace for women by ensuring equity, flexibility, safety, comfort and support. She was a pioneer in developing Dow’s Project ReAction program, encouraging a smooth return for those who take a temporary career break to care for loved ones. In 2022, Gretchen initiated a career showcase and mentorship program resulting in promotions and improved employee satisfaction. Thanks to her abilities, Dow chose Gretchen as their external liaison for a prestigious female-talent-development program and to sponsor their operations global upskilling program.

Gretchen serves with compassion in her community as well, including as a board member for the Brazoria County Texas 100 Club, an organization providing emotional and financial support for first responders injured or killed in the line of duty and their families. She is also the den leader for a Cub Scout pack, helping the scouts develop character and learn the importance of citizenship and physical fitness.





Alexis Major

ISC Operations Manager
Honeywell

“I feel powerful when I am able to empower employees as individuals and a team.”

Alexis Major’s impact on the Honeywell North Charleston, South Carolina, production team is evident sitewide. She brings her background in chemical engineering to her role as operations manager for both facilities at this campus, melding a technical mindset with the production workforce. Her focus on building relationships between her team and other functional groups has yielded improvements to productivity and safety as well as increases in overall site engagement and team morale. After just one year in her position, Alexis led her team in two record-breaking months. In December 2022, they brought in more than \$8.4 million in revenue and produced 45,900 pairs of gloves and sleeves. They topped that record in March 2023 with \$9.4 million in revenue while producing 59,700 pairs.

Alexis’s 100 or so employees are from diverse backgrounds, and she goes out of her way to develop her team and provide pathways for individual success. She makes women feel welcome and empowered, and her female leads are performing to or exceeding all key performance indicators. Her positive and welcoming personality is exactly what is needed to encourage and engage younger females, building their confidence and experience so they can become the next generation of leaders.

Alexis has a big impact on the youth in the community—giving of her athletic ability, her experience as a chemical engineer in manufacturing and her organizational skill set. She’s a key member of the Snowden Community Civic Association, which serves a Charleston-area Black historic community and provides sports camps, guest speakers, STEM connections and personal-growth opportunities. In a huge show of community support, she even works with the SCCA to chair their Mt. Pleasant Thanksgiving Day parade.

Alexis brings her community and family spirit to the workplace everyday, instilling it among those on the operations team. She’s proven herself as a successful woman in manufacturing yet always puts the focus on her team and their accomplishments.





Iryna Makeienko

Director, Manufacturing Operation
The Procter & Gamble Company

“I feel powerful when I am confident that I am doing the right things. It can be spending time with the family or providing on-the-spot training to a team member... It can be coaching a mentee to build the right skills or working on a specific gap analysis do deliver the missing % of savings. In fact, confidence for me is not necessarily always being right. We can make mistakes. We should make mistakes and learn from them to explore out-of-the-box opportunities.”



Not only is Iryna Makeienko leading the most critical manufacturing operation for The Procter & Gamble Company Feminine Care business unit, for a time, she has done so under the pressure of war in Ukraine. Her courageous leadership style ensures her people are cared for and coached to be their best while always keeping the consumer in mind.

Now director of Tampons Operation, Iryna has worked with Procter & Gamble in various roles since 2018. When the war in Ukraine began, she was operations leader at the Boryspil, Ukraine, facility. While her primary objective was to take care of her employees, she led the site’s transition from shutdown at the start of the war through opening to operate with limited capacity. She seamlessly integrated 28 employees transferred from a facility that had to stop production, and now both groups operate as one team at Boryspil. Within a year, Iryna brought the facility’s production capacity from 50% to greater than 80% with more than 85% production reliability. Recognition for this incredible work came when the Boryspil organization was recognized as Simply the Best Organization by Femcare President’s Choice Awards. The plant achieved an 89% organizational culture survey score in fiscal year 2023, despite the beyond-challenging environment. The plant Iryna led in Kyiv also received high efficiency marks. Her high standards in operations excellence have resulted in her operations achieving the lowest number of unplanned quality events, highest efficiency and zero safety incidents.

As the needs of people around her become known, Iryna steps in. She’s long organized support for colleagues, and this commitment to others has only strengthened as refugees, displaced people and others around her need even more assistance. Iryna also mentors female employees across corporate functions in Ukraine and Poland. With Iryna’s suggested changes to recruitment at universities, the Boryspil plant now has a strong pipeline of talented young female employees.

Iryna does not turn down a challenge and is transitioning to U.S. Feminine Care operations with the hope of expanding her skills and building North America Tampons to become the best Procter & Gamble operation worldwide.



★ EMERGING LEADER

Utkarsha Malshe

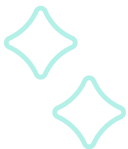
Production Engineer
Dow Inc.

“I am empowered by the feeling that I experience when I try to do something new, whether it’s a new project at work or any new recipe in my kitchen. The fact that I am doing it all by myself boosts my self-confidence and strength.”

The rarity of women working on chemical industry shop floors in India cannot be overstated. As leader of inclusion, diversity and equity efforts at Dow’s Lote, India, plant, Utkarsha Malshe made a statement by running an all-woman batch. From production-order creation, batch charging, quality testing, packaging and dispatch, all activities were performed by female employees. Given the culture of inclusion, for which Utkarsha has been a driver, women from Lote’s farm-centric community are coming forward for job opportunities. While female employment at the factory was near zero a few years ago, 20% of the employees and contractors are now women.

From the start of her time with Dow as an intern, Utkarsha was making contributions to sustainability solutions. Utkarsha is a key contributor in plastic-waste awareness through My Sustainability Corner initiatives. She has already been instrumental in her site earning awards in Dow’s Waste Reduction Always Pays and Sustainable Environmental Engagement programs. She’s taken part in actions that have reduced detention and demurrage shipping costs from \$2.3 million to \$200,000 on-site and by \$800 million at port. Leading a continuous-improvement program at the site, she’s helped generate more than 100 ideas and about \$1 million in value. An improvement engineer who’s also responsible for logistics functions, she’s enhanced efficiency by embracing technology.

Utkarsha mentors new employees, interns and participants in micro-enterprise development programs while continuing self-development at the site. Utkarsha conducts lectures at schools, at the Dow STEM education center and in nearby villages on a range of topics, including women’s health. She coaches female entrepreneurs from rural villages on digital literacy, business acumen and etiquette through Dow India’s nonprofit partner Mandeshi Foundation, and celebrations at the site allow these entrepreneurs a platform to sell their products. Even while her own home was affected by devastating floods, Utkarsha was taking part in relief efforts—positively influencing the lives of many at work and in the community.





Elizabeth Manning

Senior Staff Engineer, Process Safety
Cheniere Energy*

“I feel empowered by the women (and men) who have gone before me in manufacturing who are brave, innovative and kind leaders and by the leaders and mentors who have believed in me and challenged me. I am grateful for the opportunities, both professionally and personally, that have challenged me to grow.”

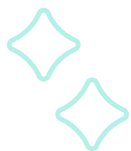
Elizabeth Manning leverages her extensive experience as a process engineer, team lead and performance-improvement manager to foster collaboration and drive safety and operational excellence at LyondellBasell. For one of the nation’s largest petroleum refineries, Liz has made significant contributions to improving the quality and efficiency of incident investigations and process hazards analysis. She developed a training program for incident investigators and led a team that developed a new process hazards analysis that reduces time required by at least 50%.

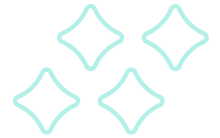
By prioritizing employee engagement, Liz fosters relationships with team members at all levels and is committed to breaking stereotypes and encouraging women. A passionate mentor, Liz has empowered numerous young professionals across all organizational levels and is committed to helping others develop their skills and advance their careers. She spearheads the Women’s Employee Network at the Houston Refinery, advocating for leading by example, forging alliances for support and having confidence in one’s contributions to the workforce.

Liz underscores the value of networking and collaborating with industry leaders to forge a prosperous career as a woman in the manufacturing industry. She holds a leadership role with the American Fuels and Petrochemical Manufacturers Women in Industry team and leads their Emerging Leaders team.

Liz’s commitment to empowering others in her work life extends to her care for young people in the community as well. Liz is a leader in community service projects through Cub Scouts and the PTA. Through a decades-long partnership between the Houston Refinery and Richey Elementary, in Pasadena, Texas, she participates in a pen pal program with the third and fourth graders. Liz is an advocate for the Junior Achievement program, where she shares life and career lessons, and she also speaks at career fairs, evaluates science fair presentations and supports her church’s children’s ministry.

**This profile was created based off of the nomination submitted by her previous employer, LyondellBasell.*





Monica Manolas

Region President
Ash Grove Cement Company

“I am empowered by being able to make a lasting, valuable impact and, equally importantly, leading and enabling others to do the same.”

Monica Manolas’s vision for a sustainable manufacturing environment includes people as much as it does processes, demonstrating that success and ethical business practices can go hand-in-hand. As president of the East region, Monica manages half of Ash Grove Cement’s production for parent company CRH. Her team recently celebrated one of the highest organization health index results with top quartile performance inside and outside CRH, and she is currently mentoring two women, both of whom have received significant promotions since their mentorship relationship began.

Having been in the building materials business for more than three decades, Monica is a leader in tackling the decarbonization of the built environment. She is helping to construct the Portland Cement Association’s road map to net-zero concrete by 2050, is a member of the executive board and chairs the Industrial Communications Committee. Monica previously served on the executive board of the Florida Concrete & Products Association and the Chamber of Commerce of the Palm Beaches. She has represented these organizations in community outreach, advocating for opportunities for women in STEM to pursue careers in the manufacturing and building materials industries. Monica has also served as a gubernatorial appointee and chair to the Florida Concrete Masonry Education Council.

Deep connections and care for her community are priorities for Monica. She has served on the board of many civic and business organizations. Among them, Monica is past president of the Executive Women of the Palm Beaches Foundation, and she founded their Mentorship Committee and Advocacy Committee. She was corporate chair for the Palm Beach County Leukemia and Lymphoma Society’s Light the Night Walk—a cause close to her heart after her niece’s and mother’s leukemia diagnoses.

Finally, Monica is a breast cancer survivor and mentor to women during treatment and survivorship. She’s on the Hell Gate Sea Dragons breast cancer survivor and supporter dragon boat team. She recently participated at the International Breast Cancer Paddlers’ Commission Dragon Boat Festival in New Zealand with more than 100 teams from around the world.





★ EMERGING LEADER

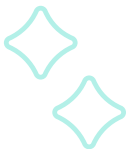
Dr. Ashleigh McWilliams

Senior Analytical Chemist
INEOS Olefins & Polymers USA

“I am empowered by hearing the stories of the incredible female leaders I get to work with every day and witnessing how our industry is progressing. I hope to continue this progress by being a role model to other young women and girls interested in science and engineering.”

Ashleigh McWilliams’s rational problem-solving and strong leadership have more than served her well as spectroscopy chemist and senior analytical chemist for INEOS Olefins & Polymers. Ashleigh developed an analytical screening method to correlate product properties to customers’ issues to resolve a multiyear, six-figure claim payout resulting in zero customer complaints since implementation. Ashleigh created and executed new methods to tune production settings, reducing off-spec product and decreasing product variability with a 50% reduction in post-production testing. Ashleigh also co-led the team that identified a systemic production-control flaw that caused \$1 million-plus overspend per year before correction. In addition to all of this technical expertise, Ashleigh has helped in recovery from site incidents related to a historical freeze event, an EF3-level tornado and the COVID pandemic, with the department recovering in less than half the time expected with no safety issues.

Ashleigh’s professional excellence is seconded by her philanthropic commitment. Throughout her schooling and career, Ashleigh has offered her time and expertise in the community—most significantly related to supporting young people in STEM. During school, she did so on the board for the American Chemical Society–Student Affiliates group and the Chemistry Graduate Student Association, and she remains active as a Rice chemistry alum, supporting recruitment efforts and speaking at Rice’s annual career fair. Currently, Ashleigh is an active member of the INEOS Women’s Network. She has created tools to support the growth of The Daily Mile, a foundation that supports health in schools through exercise. She is also in the Texas Climate and Energy Network, where she participates in events like planting trees and environmental cleanup. Ashleigh held board positions for the Association for Women in Science for several years and kept AWIS members connected online throughout the pandemic. She’s also volunteered at events that supported young women getting into STEM, such as the Science and Engineering Fair of Houston.





Daniela Meli Camberos

Global IBM Power Brand Operations Advisor Infrastructure
IBM

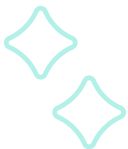
“I am empowered by the people who inspire me, women and men who make the difference every day. I feel empowered by the support of my loved ones— particularly by my son, who is my strength and my motivation and who makes me want to be better every day.”

From end to end, Daniela Meli Camberos supervises the supply chain to plan and deliver solutions for IBM’s customers’ needs. After 15 years in various supply chain roles, she has several accomplishments to illustrate her influential leadership. Daniela has excelled in reducing inventory numbers—in one case aligning teams to close the gap versus target by a record 90% and in another creating and leading the thawing project, which allowed IBM to eliminate 30% of excess inventory in just two quarters. She improved order-management systems and supervised the volumes submitted to build one of the fastest and largest supercomputers in the world, IBM’s SUMMIT. Her influence on IBM’s business is global. In the past 10 years, she’s held a key role in transferring manufacturing lines between five countries.

Inside and outside IBM, Daniela has a profound passion and dedication to justice as an advocate for equality and women’s rights, with particular sensitivity toward the work required in developing countries. Her thesis, in fact, was on women’s rights and the impacts and benefits of educating young women. Daniela has donated time and goods and has organized campaigns to collect necessary items for orphanages, a shelter supporting pregnant girls and their babies and pregnant women who are imprisoned and their babies. She’s also a supporter of UNICEF, Save the Children and World Vision Mexico.

In the workplace, Daniela is active with WOMEX, the IBM resource group for women in Guadalajara, Mexico, and Global Women of IBM events. For young women, especially, Daniela is an active mentor, and she recently proposed new mentoring opportunities for manufacturing-floor team members to increase their skills, improve their understanding of the business and create a sense of belonging.

Daniela is constantly working on growing her skills. She participated in the pilot for the Pennsylvania State University Supply Chain Management Professional Certification—now holding expert certification, sitting on the review board and coaching others internationally. She is currently working on a master’s degree in supply chain and logistics.





★ EMERGING LEADER

Paula-Marie Mensah

Mechanical Maintenance Engineer
BASF Corporation

“I feel powerful when I contribute to the success of the team!”

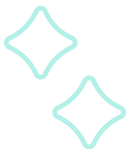
As a child, Paula Mensah was voted “most likely to be an engineer.” She became interested in a career as an engineer through STEM summer camps throughout her childhood, and those experiences have shaped her life since.

While on rotation in BASF’s Professional Development Program upon first joining the mechanical engineering team, Paula used her innovation and problem-solving abilities to hypothesize about a solution to increasing production on an old belt-conveyor system without having to purchase larger belts. She worked with operations and the controls technician, and her newly tested parameters increased production capacity 13% without affecting quality.

Since she was an undergraduate student, Paula has been bringing along the next generation. As a Thurgood Marshall College Fund Scholar, she mentored female first-generation college students. She’s since mentored female students in Louisiana State University’s mechanical engineering program and tutored math at the Louisiana Leadership Institute.

Having attended Southern University and A&M College, a Historically Black College and University, Paula knows the value of belonging to a community of like-minded individuals. She embraced the opportunity to be part of the inaugural Coalition of Black Women Engineers event at LSU and helped host a site tour for the group at BASF’s facility in Geismar, Louisiana. Recruitment is also an area where Paula is passionately involved, representing BASF at career fairs. While still in the beginning of her career, Paula has become a well-known figure around BASF in Geismar through her leadership in the site’s African American employee resource group and involvement in Women in BASF.

Paula recognizes the need to give back to the community and to be a positive role model for other minority females. Last year, she graduated from Leadership Baton Rouge, a development program promoting a diverse group of professionals for leadership positions in the community. For the last two years, she’s set a goal to volunteer at least one weekend out of every month, and she has lent her time to soup-kitchen and food-pantry activities, built homes with Habitat for Humanity and more.





Ma-Ikay Miatudila

Research Manager
National Gypsum Company

“I feel powerful when I work on challenging projects which result in successful outcomes and make a positive impact. I feel powerful when my work helps reduce my company’s carbon footprint and create sustainable products. I feel powerful when I mentor female colleagues and new graduates pursuing a science career.”

During Ma-Ikay Miatudila’s 13-year career with National Gypsum Company in Charlotte, North Carolina, she has been instrumental in the development of some of the company’s most successful products. As the research manager at the company’s technology innovation center, her evaluation of new raw materials and innovative technologies has led to improved products and processes. Ma-Ikay’s developments have been granted several patents and have led the way in the company’s sustainability efforts.

Ma-Ikay’s work has helped push the technology envelope. A recent example is the evaluation of proprietary polymers as starch replacements, which can alleviate starch shortages and reduce energy use. Also, thanks to her efforts in producing a wallboard that uses less water in the manufacturing process, Ma-Ikay has helped the company significantly reduce its carbon footprint, both through reduced water requirements and reduced energy consumption in the drying process. Ma-Ikay was presented the Presidential Award—the company’s highest honor—and was named Researcher of the Year. in 2023.

As the most senior female at the center, Ma-Ikay has mentored nearly a dozen women. Her mentoring extends beyond the workplace, too, to female chemistry students from the University of North Carolina at Charlotte and in coaching new graduates in pursuit of a career in science.

As a mother of a child with autism, Ma-Ikay understands how overwhelming it can be for the parents of children recently diagnosed with the developmental disorder. She volunteers her personal experience and skills as a researcher to guide parents through the screening and treatment process. Fluent in English, French and Lingala, Ma-Ikay uses her language skills to serve as an interpreter to connect parents with resources. She has become a trusted, go-to resource for parents in the local Congolese community who face many challenges. Ma-Ikay says the guidance and support she received from another mother in her journey motivates her to help others. Her volunteer work has touched countless families.





★ EMERGING LEADER

Pamela Miceus

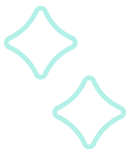
Performance/Simulation/Application Engineer
Caterpillar Inc.

“I am empowered by individuals who take the time to teach. Those who slow down and give not only solutions but also insight into necessary information or their own wisdom empower me to grow on a strong foundation of knowledge.”

Pamela Miceus’s inspiration to pursue STEM and engineering came from her high school physics teacher, who was previously an engineer for GE, and this inspiration has stuck. Within Pamela’s first year at Caterpillar, she rotated to the electrification team and became a critical contributor to battery-electric truck development success. She added to a major milestone in Caterpillar’s sustainability efforts and had her project selected as a finalist for Caterpillar’s Excellence Award for Diversity and Inclusion, all while voluntarily undertaking a leadership role with the company’s Women’s Initiative Network. Now in year three, Pamela has continued to embrace new challenges and use her inclination for complex analysis to streamline processes as a performance engineer. Pamela oversees the entire testing life cycle of diesel engines and communicates results to stakeholders. She has created multiple analysis scripts that have streamlined the conversion of large amounts of raw data into decision-making metrics and visualizations, simplifying the process for everyone.

Pamela’s influence is highlighted by her involvement in the WIN Summer Intern Mentorship Program. Under Pamela’s leadership, the program grew from 132 participants in 2021 to 537 participants in 2023. In 2023, the program had more than 100 returning mentors and mentees in more than 10 countries. Pamela developed a MATLAB programming script that streamlined the mentor–mentee matching process, and between 2022 and 2023, 561 mentors and mentees agreed that their relationship was valuable. In addition, the program was a finalist for a Caterpillar Excellence Award in 2022.

As a result of her exposure to STEM in school, Pamela has been involved in returning the favor and sparking interest in education and STEM in grade school students, including through the Peoria Public Schools Foundation: Making the Grade Conferences and the Introduce a Girl to STEM Event.





Leslie Milligan

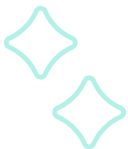
Facility Leader
Cargill

“I am empowered by my Mom’s example as a strong woman in STEM and a beautiful caring mother. She has always supported me to be my authentic self and showed me what’s possible.”

In just three years of focusing on sustainability, Leslie Milligan’s vision has resulted in the elimination of approximately 3.9 million pounds of virgin plastic and 1.97 million pounds of absolute plastic from Cargill’s Global Edible Oils supply chain. She was able to integrate 15% recycled PET into her process with zero impact to bottling quality—a leading industry practice not available directly from PET preform manufacturers. The first female facility director for Global Edible Oils, Leslie has implemented the execution of 13 individual sustainability projects, including construction and start-up of the first vertically integrated PET preform manufacture in Cargill, a more-than \$10 million investment. Additionally, Leslie is the most active safety leader in Global Edible Oils, leading the new cutting-edge standard in manufacturing safety and advocating for safe work conditions across the industry. She created a 20-person Business Safety Committee across organizational levels and estimates it has generated more than 5,000 additional safety interactions annually. The program is being adopted more broadly across Cargill.

Over the years, Leslie’s drive to bridge the gap of women in manufacturing has directly impacted more than 170 women through mentoring programs. She created a formal mentorship program for Global Edible Oils to engage all senior operations leaders in mentorship and sponsorship of 47 top female and underrepresented minority talent. The first year a success, this program will be implemented into other Cargill businesses, impacting 1,000-plus women this year. She’s also a founding leader of her platform’s Women’s Operations’ Network, among other initiatives.

Leslie is in her third year as a board member of Workforce Partnership of Shelby County, through which local business professionals lead efforts to sustain the manufacturing industry with workforce-training and skills development programs and awareness building. Leslie has personally educated more than 100 seventh to twelfth graders on career opportunities in the industry and at Cargill, coordinated tours of the facility and more. She has also encouraged other industry leaders to engage and contribute to Workforce Partnership, expanding the program to touch almost 5,000 students.





Brandy Moorhead

Director Government Compliance and Product Performance
The Goodyear Tire and Rubber Company

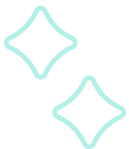
“I feel powerful when I am feeding my natural energy through solving problems, collaborating and investing in relationships!”

As a co-op at the Goodyear Tire and Rubber Company, Brandy Moorhead participated in launching the STEM Career Day, and she has remained involved for the 25 years since coordinating this popular offering for the past six years. Goodyear’s role in this partnership with the University of Akron has impacted thousands of students, and Brandy’s passion and ability to galvanize the organization around this important event have been critical to its success.

Brandy has made significant contributions across product development, manufacturing and quality. Under her leadership, Goodyear product warranty performance continues to be industry leading and delivering at all-time low levels for the company. Her most recent role as director of government compliance and product performance has her leading global teams performing continuous improvement; providing tire forensic, legal discovery and litigation support; and ensuring all products meet government and industry requirements.

Brandy is an excellent example for aspiring female leaders within the company and community. She mentors multiple upcoming leaders within Goodyear’s organization through formal mentorships in leadership development programs as well as through informal connections. As an active member of Goodyear Women’s Network, she participates in yearly mentoring circles and freely offers her time to share her learnings. Through the University of Akron, Brandy participates annually in the Women in Engineering class speaker series and has participated in podcasts, giving insight into career planning and development for women. Her example as a strong female leader in STEM positions, as well as her continued external partnerships, earned her the Woman of Professional Excellence Award from the YWCA of Cleveland.

Brandy continues her commitment to young people by leading her local Boy Scout troop in Uniontown, Ohio. She has been a committee member of Troop 334 since 2019 and accepted the role of Cub Master in 2022. She is also involved at Lake Local School in the Lake Band and the Lake Athletic Boosters, volunteering throughout the school year.





★ EMERGING LEADER

Katie Myers

Global Product Manager
Kennametal

“I am empowered by the positivity, enthusiasm and energy of those around me as we work together towards a common goal. An energetic environment drives me to not only focus but also be aware so I am continuing to create a positive atmosphere for others.”

Katie Myers’s dedication to manufacturing is evident in her work on complex projects to develop new products, improve skills, take part in speaking engagements and represent Kennametal at training and conferences. From co-op student to sales to her current role as global product marketing manager, Katie has always leveraged her insights to deliver innovative solutions, enhance efficiency and bolster reliability in manufacturing processes. Katie’s diligent approach to launch several new platforms has required collaboration between functions and will contribute to future growth and success for customers in their manufacturing challenges. This expertise has established Katie as an important player to drive portfolio and manufacturing strategies, and her accomplishments have garnered recognition and admiration from peers and leaders within the organization.

Katie has a commitment to skill development for herself and others. One way she’s done this is by collaborating with a social media influencer to promote free and accessible metal-cutting education. In preparing for a manufacturing conference, Katie endorsed a free milling and CAD CAM software online training course and presented a talk titled “Advanced CNC Made Simple” at the 2019 Manufacturing & Technology Conference.

Since college, Katie has been involved in mentoring fellow female engineering students and establishing a vital support network. Having experienced the absence of women her age when joining Kennametal, Katie actively reaches out to new female employees, particularly those in emerging roles. In 2019, Katie initiated Kennametal’s Young Professional Group, and their leadership expanded with the recent launch of Women at Work, the Americas’ first women’s employee resource group. Katie aims to bridge the gap she once felt, and her efforts solidify her as a true leader, fostering the growth of young professionals and promoting gender equality.

At home, Katie and her husband’s efforts to assist elderly neighbors with tasks—ranging from gardening to snow removal—and their own native plant garden underscore their commitment to community well-being.





Sarah E. Nash

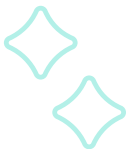
Owner, Chair and Chief Executive Officer
Novagard

“I feel empowered by opportunities to shape significant change in my business. I am energized when I create an environment that stimulates innovation, challenges my team to find the courage to grow and take risks and ultimately delivers products that outperform the expectations of our customers.”

In a world with technologies and systems changing and advancing every day, it's up to each industry and company to adapt. When Sarah E. Nash took over as the owner, chair and CEO of Novagard, she set to work transforming a manufacturing company that was focused on the construction and automotive markets to one that is engineering high-performance and sustainable electronics-grade silicones. Sarah's strategic decision to invest in the future of manufacturing began with upgrading Novagard's plant and processes. She approached JobsOhio to secure the state's first R&D Center grant. Novagard's 100-year-old manufacturing plant and headquarters has undergone a multimillion-dollar, multiyear transformation—from upgraded electrical capacity to custom-built equipment to automated processes—creating a true manufacturing 4.0 environment.

Sarah strongly believes that inclusivity and diversity in the workforce lead to innovation and better outcomes for their customers, partners, team members and stakeholders. She actively recruits women at all levels and in all departments and supports the Women of Novagard networking group. As operations shift and streamline, Sarah continues to invest in employees with cross-training and upskilling, and Novagard offers educational opportunities, from English as a second language classes to support for college and post-graduate degrees.

Sarah recognizes the impact that a company like Novagard can have on a community. Novagard sponsors The Centers, a Cleveland, Ohio, nonprofit that provides health care, early learning opportunities, family support and workforce development to underserved community members. Sarah also imparts her business acumen to other organizations and boards, including as a trustee at the New York Presbyterian Hospital, vice chair of its Investment Committee and member of its Finance and Women's & Children's committees. She's also a member of the National Board, the Nominating Committee and the Smithsonian Enterprises Committee at the Smithsonian Institution. As a tireless advocate for advancing the competitiveness of U.S. manufacturing, she engages with the numerous industry organizations, including US Center for Advanced Manufacturing and the Window and Door Manufacturing Association (WDMA).





Shannon Newkirk

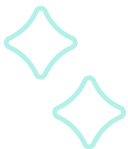
Vice President—Supply Chain Planning and Equipment
Ecolab

“I feel powerful when I have the courage to take on new challenges and I push myself to be better than the day before. There is nothing more rewarding than continuing to learn both professionally and personally and working with others to overcome and deliver against new challenges.”

Shannon Newkirk has epitomized the phrase “Women MAKE America” throughout her tenure in the manufacturing industry across several companies and sectors. Specifically at Ecolab, she has led global cross-functional teams to solve complex manufacturing problems around insourcing new chemistries, building large manufacturing plants in emerging regions, partnering to solve everyday problems and delivering value to customers. She achieved this—like everything she does—through her collaborative style and partnership with others. As operations business leader for Ecolab’s Paper and Light divisions, she has led several initiatives that delivered significant value in cost savings and top-line growth. One example is the development of the capital request to build a new manufacturing facility in South Korea. This new plant is a key enabler in overcoming a lack of availability of finished goods in this product area. The strategy will unlock more than \$6 million annually in the short term and has the potential to grow the business 300% over the next five years.

Shannon mentors several women in frontline manufacturing roles across the network and is part of a small team of women leaders in the supply chain sector who formed an advisory committee to make recommendations to senior leadership on improving the hiring, support, advancement and retention of women. The team’s efforts have led to an acceleration in hiring and advancing women into leadership roles, which allowed the supply chain team to exceed its 2023 targets.

Shannon has a significant impact outside of work through her dedication to her community and empowerment of women of all ages. She serves on the board of directors for Bay Area Turning Point, which supports victims of domestic violence and sexual assault. She was the Development Committee lead, instrumental in fundraising for a new shelter and expanding the organization’s scope. Additionally, Shannon has served on the board of the Friendswood High School dance team for the past two years. In this role, she led various volunteer events to support girls in developing their self-confidence.





Ann Orth

Group Regulatory Director
Albaugh LLC

“I am empowered by the many creative, talented and kind people around me, including family, friends, members of my community and colleagues. They have taught me and enabled me to be an empathetic leader, a good listener and an effective communicator. Having true compassion for others does not just improve productivity and results, it also makes for a more enjoyable work life, for myself and those around me.”

Ann Orth’s position as Albaugh LLC’s group regulatory director may be based in the U.S., but her work has roots in more than 80 countries in every part of the world. As a global leader in regulatory affairs, Ann oversees registrations for all products sold: more than 400 new products annually and more than 4,000 altogether in a complex and ever-expanding development portfolio.

Ann has established a cohesive global regulatory leadership team that helps to impart the confidence that all products comply with the highest governmental regulatory standards and industry best practices. She’s a leader in Albaugh’s new Environmental, Social and Governance Program, which adheres to the U.N.’s sustainable development goals. Among her contributions are reviewing the portfolio and recommendations for highly hazardous pesticide phaseout, initiating a comprehensive global regulatory compliance program, developing a regulatory database and providing regulatory leadership for major mergers and acquisitions, including Rotam, a crop sciences business.

Throughout multiple leadership roles she’s held in more than 30 years in the agrochemical regulatory sector, Ann has provided mentorship, inspiration and guidance to everyone who works with her. At Albaugh, three of the six regional regulatory leaders are women. In one case, Ann recruited and is mentoring a young woman who is rapidly progressing and may potentially succeed Ann as director.

Outside of work, Ann can be found playing a harp, organ or piano; directing her church choir; or singing with the Capital Singers of Trenton. For the Trenton area soup kitchen and other social service organizations, she provides music as well as volunteer hours and advocacy. Ann is an accomplished musician with a bachelor’s degree in music from Lebanon Valley College Conservatory and master’s level certification in sacred music from Westminster Conservatory. The beauty, joy and comfort that she has brought to her community for the last 25-plus years have had a lasting impact on the many lives she has touched.





Sarah Osborne

Operations Analyst
ABB

“I am empowered by being true to myself and working for positive change. True empowerment comes from self-acceptance and living a life I’m proud of—doing what’s right, being a catalyst for change, helping others and constantly striving to improve. It means going beyond my perceived limits and challenging myself to reach new heights.”

Sarah Osborne has made a remarkable impact on the manufacturing industry by spearheading digital transformation initiatives, enhancing operational efficiency and mentoring female talent in technical skills. As operations analyst at ABB, Sarah played a pivotal role in creating the Andon help request system, which streamlined communication between production teams and support staff, leading to reduced downtime and increased efficiency. This development has become a workflow cornerstone. In addition, Sarah’s software development skills increased data-access speed and transformed scoreboards and custom mashups into real-time, data-driven decision-making tools. These enhancements have significantly boosted productivity and cost savings.

Sarah has dedicated herself to mentoring and nurturing the next generation of female talent within her organization. Her mentoring efforts have extended to hourly female team members, where she has played a pivotal role in fostering their growth and development in the fields of analytics and digital skills. By engaging with the next generation of female talent and providing them with the tools they need to succeed, Sarah has not only elevated the capabilities of her team but also paved the way for a more inclusive and diverse workforce.

As a force for positive change in her community, Sarah leads initiatives that resonate with her values and beliefs. She rallied her team and the wider community to dive into icy waters for the Polar Plunge, a vital fundraiser for the Special Olympics. These funds directly support the inclusion and empowerment of individuals with intellectual disabilities, underscoring Sarah’s commitment to building a more inclusive society. She also organized Stuff the Packs by coordinating donations from her team and local businesses to provide full backpacks to underprivileged schoolchildren. By ensuring these children had the essential supplies needed, Sarah’s team relieved some financial burden on families and inspired young minds to pursue their educational dreams with confidence.





★ EMERGING LEADER

Wendy Parliament

Superintendent, Utilities Maintenance
Eastman Chemical Company

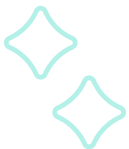
“I am empowered by a culture where the team around me consists of people who constantly push to be better today than we were yesterday, who make a tangible and material impact for those around us, who never accept the status quo, and who do all these things in a positive way.”

At Eastman’s headquarters in Kingsport, Tennessee, Wendy Parliament leads her team of 120-plus in safe, reliable operation and maintenance activities. Wendy has worked with Eastman as superintendent of utilities maintenance since 2022, and her team has an incident rate 85% lower than the previous five-year average. Wendy’s focus on removing roadblocks has led to return-to-service time cut in half and an impressive 24% gain in overall execution efficiency in her direct team.

Wendy’s career began at ExxonMobil, and she introduced both tactical improvements and cultural shifts, instilling the mindset that safety is central to, rather than a separate activity from, the way work is done. Notable milestones as a result of this work included ExxonMobil’s ability to restore flow in a frozen mile-long phthalic acid line within 11 days—compared to three weeks with a prior incident—increasing time on tools 20% within two years and executing a new turnaround strategy that resulted in indirect costs approximately 60% of prior averages.

Having grown up in a farming community, giving back and supporting others have always been her way of life. Since relocating to northeast Tennessee just a couple of years ago, Wendy is already volunteering with and supporting local initiatives.

Wendy makes a point to engage young people in STEM, believing that getting school-aged girls excited about the technical possibilities in the world around them is the best way to start growing a passion for the sciences. Her dedication is evident from her involvement in Engineering Days in college, her enthusiasm for high school career fairs and her willingness to lead activities during Introduce a Girl to Engineering Day and Celebration of Chemistry events. She takes every opportunity to have conversations with young people and those new to the field. Wendy was even featured on a local podcast about her career. Thanks to her approachability and vocal support of women in manufacturing, after just a few months with Eastman, she was invited to help shape Catalysts, the company’s global women’s resource group, with the intention of broadening female maintenance technician and operator engagement.





★ EMERGING LEADER

Patricia Pastrana Arroyo

Pilot Engineer

Toyota Motor Manufacturing Indiana

“I feel powerful when my voice is heard.”

Patricia Pastrana Arroyo’s reputation as a motivated engineer with skills for setting up systems and training teams at Toyota Indiana Manufacturing is well-founded. During her time as the Plastics Division principal leader, Patricia trained 55 team members while implementing numerous kaizens and a paint-jig improvement, increasing efficiency and quality while significantly reducing costs for two model launches. When she was lead paint engineer for plastics, she set in motion a series of improvements leading to a significant 6.2% quality improvement for the bumper-paint booth. In another paint-booth redesign, Patricia’s project leadership improved recoat reduction and lessened operating costs approximately \$153,000 annually. She then managed to implement a universal jig for the task, saving time during the paint process and cutting costs 40%.

Patricia’s leadership among the Latino communities at Toyota Indiana Manufacturing and in the wider area is remarkable for a young engineer. Patricia led Mendomi team implementation—Mendomi is a Japanese term for caring for workers like they’re family—and serves as the Mendomi champion for the 580 Plastics team. She supports Toyota Indiana Manufacturing’s non-native-English-speaking team members with translation assistance as well.

Identified as having high growth potential, Patricia received a nomination to HOLA Evansville’s Latino Professional Development Series inaugural cohort. She also participated in the Southern Methodist University Latino Leadership Initiative last year. Patricia sought out Dale Carnegie training and participated in Cornell’s Women in Leadership Program.

Her extensive involvement in Toyota Organization for the Development of Latinos showcases her commitment to fostering the next generation. During her tenure as chair, Patricia led the launch of English-as-a-second-language classes, and in 2023, she championed a change allowing participants to improve their language skills with paid time during the workday.

In addition to all of this, Patricia’s community service includes supporting and fostering Toyota’s participation in HOLA Evansville events, fundraising for the Evansville Trails Coalition and participating in Evansville’s Westside Improvement Association fundraisers.





Esmeralda Perales

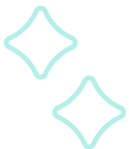
Senior Quality Production Manager
Lancer Worldwide

“I am empowered by my family, community and company when they make me feel that nothing is impossible and that all dreams can come true with effort and love for life; leaving a legacy for the next generation.”

Esmeralda Perales is bringing a cross-border quality consistency to Lancer Worldwide that has never existed before. As senior quality manager, Esmeralda developed a team with solid relationships and implemented procedures and metrics to prevent recurrence of quality issues at the LancerMex facility in Piedras Negras, Mexico. Her efforts resulted in a culture of trust, participation and communication, where quality goals are supported by employee buy-in. Last year, she began working in an international role from the San Antonio, Texas, headquarters to bring her spirit of continuous improvement to both facilities.

Esmeralda is a passionate team builder skilled at setting up her teams for success—attributes that she has brought with her to the San Antonio facility, where she’s already creating a new culture. Her team sees her as someone they can trust to offer guidance on any aspect of their careers. She earned her engineering degree while going to school in the evenings, balancing her family, work as a public accountant and education. Her own integrity and drive to succeed are contagious.

Even without much time outside of work and family, Esmeralda has always served the people around her. While living in Piedras Negras, Esmeralda was part of a volunteer group that supported the community when massive flooding affected nearly half the population. Esmeralda sought out every Lancer employee affected by the flooding and delivered food and supplies to them. She was also part of a “restoring the community” group supporting schools, and she provided Christmas gifts to a child from an unhoused family or a family with low income and spent time with nursing home residents. Having just moved to San Antonio, she has carried this care for others into her new community.





Margareta Peranginangin

Manufacturing Director

The Goodyear Tire & Rubber Company

“I am empowered by the enduring strength and support found in genuine love, whether from family or significant others. Love fuels my resilience and inspires me to be the best version of myself.”

Margareta Alfianoja Peranginangin is the first and only female manufacturing director across Asia Pacific for The Goodyear Tire & Rubber Company. She started as a Technician more than 20 years ago, transitioned into management in 2010 and quickly established herself as an inspiring leader, which led to her promotion from a plant in Indonesia to one in Japan that’s pivotal to delivering aviation and off-the-road tires to customers globally. Her continuous-growth mindset led her to become a Six Sigma Green Belt and certified internal auditor for quality.

While in Indonesia, Marga led a business transformation and restructure and created a level 3 high-performing manufacturing organization. She has built a safety culture—reducing the total incident rate to zero within 18 months—and she has improved the original equipment yield in the Indonesia plant for all codes by up to 5% above the annual operating plan target since taking over the plant leadership role. Her team’s efficiency improved from 700 to 840 tires per day and reached capacity on one machine ahead of schedule by 10 months.

While incredibly modest, Marga is an exemplary role model across Goodyear Asia Pacific and within her local community. She has advocated for and sponsored several corporate social responsibility programs with shared value among local organizations, employees and customers. Marga has engaged with local communities and government bodies with humility and by seeking to understand historical context, while linking to existing efforts. Some of these efforts include working with a team to clean the rivers, impacting a population of about 1.1 million; providing food and health care to more than 100 families in partnership with the Bogor, Indonesia, government; and holding a food and clothing drive for Bogor orphanages.

On a regular basis, even with a busy director and parenting schedule, Marga makes herself available as a mentor and to deliver leadership training. She actively sponsors, attends and presents at Goodyear Women’s Network monthly events, and in 2023 was a primary panelist for International Women’s Day.





★ EMERGING LEADER

Jenna-Lee Perry

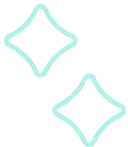
Manufacturing Engineer
Siemens Energy

“I am empowered by my colleagues, bosses, friends and family when they respect my opinions and advice, and when they trust me to make the right decisions.”

Not every young manufacturing engineer has the chance to work on a Guinness World Record-holding project. At Siemens Energy, Inc., Jenna-Lee Perry spearheads the SGT-9000HL Combustion System Transition Project, overseeing repair, research and further development of the SGT-9000HL—one of the world’s most efficient gas turbines. It holds the record for driving the most powerful simple-cycle gas power plant. The SGT-9000HL engine demonstrates an important evolution of gas turbines that supports further decarbonization of the power generation energy sector. While still early in her career, Jenna was chosen to lead this mission-critical program for components called transitions, with team members that have 30-plus years of combustion-engineering and manufacturing experience. She has more than proven her ability to troubleshoot and solve the technical challenges of servicing the extremely complex gas turbine components within a very tight schedule, impacting lives worldwide.

Jenna is an advocate of work-life balance and continues to push colleagues and leadership to ensure that the right balance is maintained. Her volunteer efforts and passions, including her work with an animal rescue organization, only reinforce her care for the environment and all living things. Jenna was also a member of the 2022 E-4 Carolinas, a leadership group advocating for the efficient use of energy resources and promoting conscious environmental health.

Jenna’s impact on others is noticeable—and not just in her technical work. Jenna gives students tours of the Siemens Energy campus, and after a recent tour, the group leader and many students mentioned how passionate Jenna is in her work and that they would like to join a work environment with someone like her. Jenna is part of the engineering-intern development program and mentors contractors and engineers new to Siemens Energy. She is also a founding member of the Siemens Energy Charlotte cooperative-education program, having benefited from being a co-op student with another company herself. She will support recruitment and outreach to surrounding schools as the program matures.





Kristen Pittas

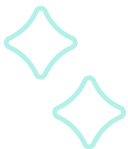
Compliance Manager
Microwave Products Group, a Dover Company

“I am empowered by knowing I have the strengths and confidence to lead my team to develop change, processes and procedures to move our organization to the next level.”

For 20 years, Kristen Pittas has handled customer and compliance tasks with grace and professionalism for Microwave Products Group, a Dover Company. In her role as compliance manager, Kristen ensures the business, its employees and its projects comply with relevant regulations and specifications—of which there are many. Kristen is also the site’s primary facilities security officer and the compliance lead for all six locations globally. One of Kristen’s recent projects involved regaining the site’s fully executed authority to operate security clearance in accordance with Department of Defense regulations. Approximately one-quarter of the site’s revenue is derived from projects requiring classified specifications or hardware. In addition to her normal duties at the time, Kristen executed detailed action planning that allowed the team to tackle the plan of actions and milestones needed to pass, a task requiring months of diligence.

Having been with the organization for 20 years and because of her immense expertise, Kristen often works with others within the organization to ensure they have the knowledge and insight to be successful. She sees it as her mission to embrace and uplift her women direct reports by meeting with them regularly and working to develop their competencies. Kristen has also mentored the other site FSOs and was organically seen as the go-to leader for these individuals, even before her most recent promotion.

Kristen lives one of Dover’s core values: respecting and valuing people. She often volunteers for philanthropic events at the site, including as part of the Health and Welfare Committee and in drives to support local organizations. In the community, Kristen was a troop leader for the Girl Scouts of America with the mission of building girls’ courage, confidence and character. She participated in Salisbury University’s Women’s Circle, which moves beyond the borders of the campus to involve women community-wide. As a mother of two girls—a teenager and a toddler—Kristen is truly raising the next generation of successful women.





Sydney Pokorny

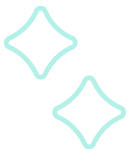
Facility Manager
Cargill

“I am empowered by working on a team with high trust, mutual respect and creative energy and when I and my team have the freedom and support to live a full and meaningful life outside of work as well.”

With eight roles over 16 years at Cargill, Sydney Pokorny is a valuable technical leader in engineering and production management and an invaluable driver of initiatives centering women at work. Due to her ability to cultivate a growth-mindset culture and continuous drive for improvement, the Cargill corn-milling facility in Fort Dodge, Iowa, became the first Cargill site to institute smart manufacturing—now being deployed across all 47 North America sites. Sydney exceeded expectations when she led the organization through the planning and execution of more than 100 projects in just two years, reducing operator touches about 80%, increasing site production throughput beyond equipment-design parameters by 20,000 bushels per day and delivering greater than \$11 million per year in improvements and savings. This is not the first significant impact her work has had. In 2012, Sydney led a team to reduce freshwater use by 1.1 million gallons per day and defer the need for a city-water expansion; and in 2019, she led a team to improve reliability of dryers to reduce waste and rework by tons of product per month.

Sydney is heavily involved in the Fort Dodge community. She drove the revitalization of her site’s Community Enrichment Committee, growing the team from three active members to 14. She’s an active member of a number of boards and committees related to civic issues and community growth. Sydney also volunteers at her children’s school and serves community meals through her church, plus she is passionate about safe and affordable childcare. She has secured \$200,000 in Cargill support for projects to address the deficiency of childcare in the Fort Dodge area.

Sydney is sought out for career or situational advice on a near-weekly basis. She has been part of a Mentor Up program as well as several projects to improve the work environment for women, from installing mothers’ rooms to providing diverse and inclusive uniforms. As a result of this and other work for equality, the Fort Dodge team of 150 grew from 18% female in 2022 to 21% female in 2023, and women in leadership roles have gone from two in 2020 (14%) to six in 2023 (43%).





Susan Popinchalk

World Class Manufacturing Champion
Saint-Gobain/CertainTeed

“I am empowered by the unwavering support of my family, who instill in me the belief that I can conquer any challenge. This same belief has become a guiding force in how I raise my daughters, encouraging them to embrace their potential and empowering them with the confidence to pursue success in all aspects of their lives.”

Sue Popinchalk has said, “If there is a need and I have the ability to make a change, I’ll get involved,” and she has proven that at Saint-Gobain/CertainTeed and in her community. Working in the abrasives business, Sue led the World Class Manufacturing program by engaging 450 associates in cost-reduction and process-efficiency gains of more than \$3 million annually with on-time-delivery improvement of 19% and customer-claims reductions of 46%. Recently, Sue transitioned her WCM experience into the CertainTeed Roofing business, where she has worked with the 16 roofing and three glass mat factories to implement a digital system to drive continuous improvements.

Sue holds a WCM Black Belt, has coached more than 100 Yellow Belts and prides herself on ensuring all employees have the necessary skills to implement WCM in their own facilities. She is a facilitator of and mentor in Saint-Gobain’s RPGU, a program that identifies early career talent within the Roofing business and pairs them with mentors. For four years, Sue has been a Saint-Gobain Women’s Network Steering Committee member. She has also been a vocal advocate for the implementation of a formal networking program, which launched last year.

Sue carries her passion for STEAM from her professional life into her personal life. She has been a member of the Parents Group of the Worcester Arts Magnet School for seven years, including three as president. She supported efforts that led to additional funding of \$150,000 for STEAM education in schools, Chromebooks for students and the use of Kahn Academy tools, leading to the schools scoring first in Massachusetts Comprehensive Assessment System Math results. Sue is a board member of the Worcester Educational Development Foundation and a supporter of the Hanover Theater and the Ecotarium science and nature museum.

One more example of Sue’s selfless willingness to help where she can came during the COVID pandemic. Sue applied her sewing skills to make more than 1,000 masks—half for her colleagues and the remainder for a local hospital.





Erin Poremba

Director, Chemical Plant Operations
Honeywell

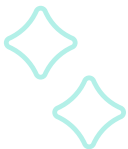
“I am empowered by taking on new challenges to make my workplace and community a better place. Seeing positive changes happen over time inspires others to join those challenges, and there is power in numbers.”

Erin Poremba’s stellar leadership in manufacturing production is the result of a dedicated career of nearly 20 years at Honeywell. She has grown through various roles and locations within the company and led many successful transitions, including the retirement of her leadership team.

At the Pottsville, Pennsylvania, plant, Erin broke two quarterly records in both sales and production with a five-point increase in the Voice of the Employee engagement score. Erin’s accomplishments also include \$3 million productivity savings, implementation of a pay-for-performance approach, executing organizational design and effectiveness, robust employee development and succession planning. She’s currently leading an effort for 20% increased capacity to meet demand. Erin is one of the most successful site leaders in Honeywell’s Advanced Materials business and in the division as a whole.

Erin not only meets and exceeds the plant’s financial goals, but she also cares about the community and her employees. The company’s female employees frequently seek Erin’s guidance and are warmly welcomed to give feedback through her open-door policy. Under Erin’s leadership, Honeywell has increased its female hires in manufacturing production from 2 to 17. She spearheaded development plans for all production employees with job shadowing and bubble assignments. She is committed to driving succession at the plant and making sure women are included in the best opportunities for advancement through coaching and development.

Erin has established a 22-member engagement team at the site that has reintroduced the Honeywell brand in the community. The engagement team makes annual contributions to various local charitable organizations using fundraisers and other events. Erin is an active member of the Northeast Pennsylvania Manufacturers and Employers Association and a Penn State Schuylkill Women in Leadership panelist, providing inspiration and advice to students as potential future leaders. She is also launching a local Women in Technology chapter in Pottsville. Erin’s engagement in the small community of Pottsville is developing local talent critical to filling future positions at Honeywell.





Denise Powell

Vice President, External Manufacturing for Small Molecule Operations
Merck

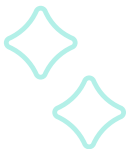
“I am empowered by being a servant leader; helping teams to achieve the impossible; mentoring and coaching individuals to their fullest potential; driving transformational change in organizations and people; solving problems with strategy, creativity and innovation; and being authentically me!”

Denise Powell stands out as a leader whose contribution to Merck’s COVID pandemic response cannot be overstated. Denise oversaw the production of a small molecule COVID treatment through a network of more than 10 contract manufacturing companies worldwide. The formidable task of setting up and qualifying the production process of a complex pharmaceutical product in a short period of time required skillful management of resources and rapid decision-making.

Beyond the COVID pandemic response, Denise’s extensive experience at Merck—where she progressed from a project industrial engineer to the vice president of external manufacturing for small molecules—has equipped her with the skills and expertise to oversee a broad and diverse global network of contract manufacturing suppliers and to ensure compliant raw materials and finished goods. Over the years, her work has had a significant impact on providing life-saving treatments for patients globally.

Embodying the qualities of a true leader, Denise invests her time, effort and expertise into developing young and underrepresented talent. Denise mentors the next generation of female talent in in the graduate and Latin American leader development programs. She also engages in the Black Executive Leadership Council and the League of Employees of African Descent employee resource group. The results of her dedication are reflected in the diversity in her organization and the high scores for diversity and inclusion in company surveys.

Through her community involvement, Denise shows us that it is possible to use our expertise, knowledge and influence to improve society and to create a more equitable and inclusive future for all. Through her board membership with National Action Council for Minorities in Engineering, she helps expand participation in engineering through scholarships, conferences and career support to aspiring engineers from diverse backgrounds.





Patricia Rapps

Director, Product Family Hemodialysis
Fresenius Medical Care

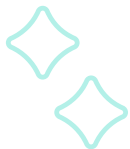
“I feel powerful when I can successfully master a difficult challenge with a motivated team.”

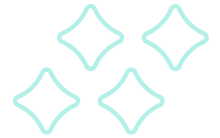
Starting work at Fresenius Medical Care in July 2020, Patricia Rapps’s broad technological background and outstanding leadership skills could not have come at a more essential time. The global pandemic caused dramatic increases in the demand for the company’s acute multiFiltrate machines in medical settings. While faced with lockdowns and materials shortages, the Schweinfurt, Germany, plant—where Patricia was director of product and process improvement—was poised to keep up with production.

Since that time, Patricia has been promoted twice, most recently to director of product family hemodialysis—a position responsible for half of all hemodialysis machines manufactured worldwide. She expertly brought together and redefined roles for 370 employees in a new assembly and testing team, creating a new responsibility model and elevating employee skills along the way. Her openness to innovation has made digital daily shop-floor management possible, and improved productivity by efficient policy deployment and supporting equipment-test automation in her area of responsibility.

Since college, Patricia has served as a mentor for women’s development, inspiring those around her. She motivates and provides structured coaching for her employees, recognizing the importance of nurturing the potential of and uplifting her team. She has encouraged team members to reach for promotions and transfers that benefit the employee and the company. She supports and coaches others, including one colleague who is her successor and another who received a promotion to strategic project manager. Also at Fresenius Medical Care, Patricia organizes team-building events to enhance collaboration and foster a positive working atmosphere.

Patricia’s ability to lead by example is evident in her family and community involvement, too. She co-organizes church communion celebrations, initiates childcare—not just for her own three children but also for other local children—during summer vacations, organizes school celebrations and supports teams for charity events.





Amanda Raver

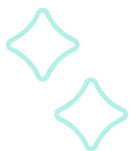
Group Leader, Manufacturing Engineering Powertrain
Subaru of Indiana Automotive, Inc.

“I am empowered by making a difference. Sometimes this might mean installing a new piece of equipment or resolving a downtime problem. It may also be providing a team member with resources or mentorship. I enjoy the ability to make an impact and see results.”

Amanda Raver is envisioning and enacting the future for Subaru of Indiana Automotive, Inc., from both a production standpoint and a place of employing and empowering women. Last year, she was promoted to become a group leader within manufacturing engineering, powertrain, where she leads four engineers and is responsible for future model development and current-engine production support. Additionally, Amanda leads a cross-functional team in process, failure, mode and effects analysis studies for every new-engine-development workstation in the powertrain manufacturing section to predict defects and implement countermeasures before mass production begins. In a forward-thinking capacity, Amanda was assigned to an advanced-development study team focusing on potential electric vehicle production at the plant. She attended EV high-voltage training in California and completed additional studies for EV production, positioning SIA for its manufacturing future.

Amanda actively engages in volunteer activities that teach and showcase manufacturing and STEM. Recently, she participated in the Indianapolis Children’s Museum’s Engineering Day, and enjoyed teaching children of all ages about programming and introducing them to manufacturing. She also visited elementary, middle, and high schools to share her career experience with students and inspire them to pursue a career in manufacturing.

Amanda’s method of mentorship is not through any formal means but is instead demonstrated in the way she interacts with others. Her approach to leadership is to always listen first and empower others to continue learning and improving. It is scary to be the first one to do anything, so she hopes to inspire others to pursue successful careers in manufacturing by being the one who is willing to go first.





★ EMERGING LEADER

Danielle Jo Revering

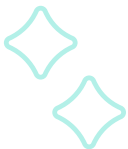
Manufacturing Engineer II
Protolabs

“I feel powerful when I am the first person to solve a problem successfully.”

Thanks to Danielle Revering’s technical know-how and her ability to connect with the operators working on the production floor, Protolabs is seeing an engineer–operator relationship that’s better than ever—which has, of course, led to more successful implementation of new ideas. Danielle began work at Protolabs in 2019 as an engineering intern, left for work experience elsewhere, then returned as a manufacturing engineer. Still in her 20s, Danielle is already a leader among tenured engineering staff.

Focusing on establishing good working relationships with the operators in the quick-turn operation, Danielle set out to gather firsthand feedback about the minutiae of shop-floor work and begin to make improvements. Operator positions have a historically high turnover rate, but with Danielle’s interest in their work and her ability to listen and respond to their needs, overall employee morale has improved. One simple example of Danielle’s work that has made a significant change is in how job sheets are handled. Wax gets everywhere in a CNC facility. Learning that a wax-covered job sheet caused issues for operators down the line, Danielle manufactured a clipping device so the job sheet can stay with the project and not become covered in wax—thus delivering it in a clean and legible form. She is setting an example for how manufacturing engineering can benefit an entire business, demonstrating that it starts with getting into the trenches and learning from the roles you are trying to improve.

Danielle had no second thoughts about entering engineering and manufacturing and, in fact, looked forward to the challenge of succeeding in male-dominated fields. Her journey began with a math teacher in her high school’s joint college-credit program—also a female. Danielle continues her connection with the teacher, who has since started a STEM school of her own. With an interest in supporting her teacher and the next generation of engineers, Danielle is establishing a relationship between the school and Protolabs, including taking advantage of Protolabs’ experts and facilities, and she advocates for grant funding and in-kind donations to the school.





Loretta Revesz

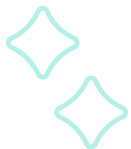
Procurement Manager
Siemens

“I am empowered by all the amazing people on my team. They drive me to be successful and to continue to educate myself to be a better leader.”

Loretta Revesz’s outside-the-box leadership style is one that cannot be taught, and it’s one that’s benefited both Siemens and the manufacturing industry as a whole. In the past three years alone, Loretta’s guidance has led to cost reductions in excess of \$10 million in direct material spend while concurrently driving supplier quality and service—a benefit to Siemens’s bottom line as well as significant improvement in service to the customer. Also in the past several years, Loretta has executed the Siemens Building Products supplier regionalization strategy, guiding her team and working with suppliers to source more than 65% of their materials from the Americas region—nearly a 20% improvement that saves more than \$10 million in tariffs per year while improving supplier performance and sustainability. Loretta is so resourceful with her supplier network, she can locate parts when no one else can, offer potential alternatives and even suggest modifications of existing bulk items to meet Siemens customer requirements. Loretta has also driven the Siemens carbon product footprint initiative by collecting data to provide transparency on products’ environmental impact.

As a senior leader on the Diversity, Equity and Inclusion Council at Siemens in Buffalo Grove, Illinois, Loretta is a change agent in hiring for a diverse organization and is skilled at mentoring all levels of female talent. Loretta sits on the Global Purchasing Council and the Building Products - Americas operating committee representing Siemens Building Products in the U.S.

Loretta’s numerous community contributions include her work as an officer in the General Federation of Women’s Clubs local organization as well as a member of the board of directors for GFWC Illinois. Loretta also is a board member for the Elgin, Illinois, Planning and Zoning Commission, and part of her work has been to help rewrite Elgin’s comprehensive plan. She’s also an officer of the Children’s Research Foundation, which provides money to fight pediatric cancer.





Aurelie Richard

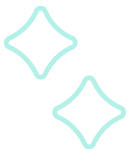
Chief Finance and Strategy Officer
S&C Electric Company

“I am empowered by the passion and dedication of the women and men transforming the electrical manufacturing industry. Together, we are driving manufacturing excellence and breakthrough innovation.”

Since Aurelie Richard began her leadership at S&C Electric Company in 2019, the corporate strategy has evolved to a market- and customer-driven approach and revenue has doubled. She started out as chief human development and strategy officer, revamping talent recruiting, workplace policies and culture, community impact, supplier diversification and more. One year later, employee engagement results increased three points, with national recognition as a top workplace. In 2020, Aurelie pivoted to pandemic crisis management and led teams to ensure essential workers were healthy, safe and engaged while working on-site. Now, as chief finance and strategy officer, Aurelie is driving market growth, strategic direction, financial health and the ability to better serve customers.

In terms of community impact, Aurelie’s work is just as vital. She’s an executive advisor to the S&C Fund, which has an annual budget of \$1 million to support charitable organizations in Chicago. For several years, Aurelie has taught a class on diversity, equity and inclusion in energy and sustainability at Northwestern University. The lessons from this course will help students promote DEI initiatives within their own workplaces, laying the groundwork for a culture shift across industries.

Aurelie has influenced and guided the careers of many women professionals, both within S&C and in the greater Chicago community. She is the executive sponsor of the Women’s Empowerment Group, and while she was chief HR officer, the company increased the number of women in leadership positions 20%. Outside of S&C, Aurelie launched the Women 4 Women mentoring program at the French–American Chamber of Commerce of Chicago to help women recently relocated to the U.S. with their job-search strategy. Aurelie is a member of the Chicago Network—a group whose charter is empowering women to lead—and co-chair of their Launchpad Committee, which organizes the Launchpad Women’s Leadership Summit.





Rachel Riegle

Assistant Manager, Manufacturing Engineering Administration
Subaru of Indiana Automotive, Inc.

“I feel powerful when I am able to achieve a goal that seems challenging or impossible.”

As the only female management associate within the Subaru of Indiana Automotive, Inc., manufacturing engineering department, Rachel Riegle makes a strong impact in her professional environment. She and her team standardize the way SIA creates, reviews and implements capital budgets for engineering groups and model development. One of Rachel’s noteworthy achievements during her 10-year career with SIA was leading the project to update product and equipment ordering systems, resulting in seamless integration of the capital ordering system, directly benefiting all of SIA’s manufacturing engineering sections. She also reduced countless redundancies through the adoption of engineering best practices and streamlining activities. Rachel was instrumental in creating a common training module for all newly hired engineers and annual refresher training that can be accessed online from any location. Rachel has driven many other improvements to digitize and technologically advance engineering work. Her thoughtful contributions allow SIA’s engineers to focus more of their time and resources on project scope and installation by reducing unnecessary steps.

By participating in the recruiting, hiring, training and mentoring of engineers, Rachel is directly involved in the selection process for newly graduated team members. She is faced with routinely making challenging decisions on whether candidates are a good fit for SIA’s rotational program. The mentorship and advice she provides to these engineers helps mold both their professional and personal growth. Their immediate contributions as they begin to work in the field are a direct reflection of Rachel’s leadership and role-model capabilities.

With the SIA Foundation, Rachel contributes meaningfully to the Greater Lafayette community as well. The goal of the SIA Foundation is to improve the quality of life for Indiana’s residents, and in her capacity as a committee member, Rachel reviews hundreds of grant requests from local nonprofit organizations. Additionally, she volunteers for various charity fundraisers throughout the year.





Jennifer Robbins

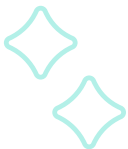
Senior Director, Central Facilities
GlobalFoundries

“I feel powerful when I make a positive impact on my team, my company and my community.”

Over the past two decades, Jennifer Robbins has acted as a leader in GlobalFoundries with equal focus on her employees, her team, the community and business results. While equipment and cost transformation executive, Jenny unlocked \$83 million dollars of cost savings and productivity improvements and drove adoption to GF factories around the U.S. In 2023, when Jenny transitioned from a manufacturing leadership role to a global facilities role and built her new central facilities engineering team, she led by example and demonstrated the importance of inclusion for key roles in the organization. At the Burlington, Vermont, location (Fab 9), Jenny was key in the final stages of enabling GF to become its own electric utility, GF Power. As the CEO of GF Power, she and her team saved notable energy costs last year, and Jenny and her team are planning to install solar arrays and are evaluating battery storage.

Jenny continues to be a mentor. She recently served as the executive sponsor of GF’s Early Tenure Professionals employee resource group. At the Women in Technology luncheon, Jenny hosted female students from multiple schools and characteristically assumed a role model presence. She was also chosen to represent GF technical career opportunities at the national Society of Women Engineers conference and her university’s engineering recruiting event.

When Jenny created the Community Engagement Team in 2022, she helped boost employee engagement, inclusion and belonging survey results more than 20% and reduce manufacturing-operator attrition 50%. Jenny is also a leader in the community herself. She’s a respected member of the First United Methodist Church and recently served in a leadership role on the staff Parish Relationship Committee. Jenny was selected to be on the Vermont Technology Jam Career panel, which attracts people to Vermont for manufacturing careers. She serves on the Vermont Chamber of Commerce Manufacturing Council and was selected by the Vermont state treasurer to participate on a panel with visiting credit-rating agencies, resulting in AA+ and A1 state bond ratings—an affirmation of the state’s fiscal strength.





Beth Rollins

Senior Manager, Logistics Engineering and Innovation
DENSO

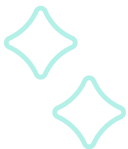
“I am empowered by continuous learning and professional growth, especially when I am learning new skills that I can pass on to others. Knowing that I can set a positive example, and influence the growth of others is highly rewarding!”

Beth Rollins is impacting the thoughts, actions and culture at DENSO. Located in North America but headquartered in Japan, DENSO’s mix of international, regional and local culture presents many challenges for diversity, equity and inclusion, especially for females; however, Beth sees nothing but opportunity.

In her 25-year career in the manufacturing industry, she has led diverse teams across multiple functional areas. As DENSO’s senior manager of logistics for engineering and innovation, Beth has been instrumental in the promotion and integration of automation and safety improvements. Her contributions have improved productivity in the warehouses across the South subregion, allowing associates to focus on higher-value activities. Beth is leading efforts to improve the safety of human and machine interaction while expanding automated guided vehicles and autonomous mobile robots.

To encourage women, Beth and a co-worker started an unofficial business resource group for women in engineering. This lunch-and-learn activity initially started with 10 to 15 participants and later became the Maryville, Tennessee, site’s first official business resource group, Ladies Excelling @ DENSO. It has expanded beyond engineers and is now inclusive of all genders and career backgrounds, growing an online community of 200 members. Beth uses this platform to mentor and educate leaders and associates, sharing summaries from leadership books, discussing special topics and challenging others to realize and overcome their biases.

DENSO is growing its ability to be intentionally more inclusive and diverse, and Beth holds the company to this commitment of change. Beth is a member of the North American Diversity and Inclusion Council and is involved in local DEI efforts. She supports community events with girls at local schools and with organizations like Girls, Inc., and the Boys & Girls Club. Beth is also a member of her local Martin Luther King, Jr., Celebration Planning Committee and has helped organize International Women’s Day events.





Anne Rushing

President and Senior Director of Operations
GE Appliances–Monogram Refrigeration, LLC

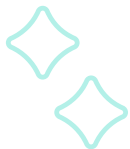
“I am empowered by the experiences I have lived, the knowledge I have gained from others and the skills which I’ve developed over time. The support from my team and from my network over the years has given me confidence to learn and grow to heights not previously believed possible.”

A Shingo Prize winner for lean plant transformation, Anne Rushing joined GE Appliances in 2019. Her visionary leadership and more than 30 years in manufacturing have reshaped plant design and processes and increased profitability and productivity. By challenging the status quo on assembly line processes and design, Anne implements solutions that prioritize operator ergonomics, reduce complexity and improve efficiency and product quality. In one project, she launched a best-in-class assembly line that created more than 280 new jobs and reduced costs by more than 200 basis points. The new line led to 20% improvement in customer ratings and reviews, and the plant was named 2022 GE Appliances Plant of the Year.

In 2023, Anne was promoted to president and plant manager of Monogram Refrigeration, LLC, in Selmer, Tennessee—the first female Selmer plant manager—to spearhead the launch of a new line of Monogram and Café brand integrated bottom-freezer refrigerators. This project is part of a \$34 million investment to increase the plant size and create 150 jobs for this rural economy. Anne has prioritized education here, sustaining the plant’s Skills Training Alliance for Youth Initiative partnership with McNairy County Schools.

Earlier in her career, Anne was often the only woman on a team, and she now helps women rise to leadership positions, including mentoring a colleague to become the Selmer plant’s first female operations director. In fact, after her first 11 months as the plant leader, women’s representation in leadership roles is greater than ever before.

Anne served as a board member of United Way and was a member of the group’s Community Investment Committee. She has served on plant planning teams and as plant representative and board member for community organizations. In her church community, Anne co-founded the All Saints Anglican Church in Jackson, Tennessee, in 2003 and was part of another church opening last year.





★ EMERGING LEADER

Maggie Rusnock

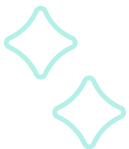
Advanced Production Engineer
Celanese

“I am empowered by strong, independent women supporting one another and advocating for one another both professionally and personally.”

In various roles over the past few years, Maggie Rusnock has been instrumental in improving the safety, quality and reliability of the Flake Unit at Celanese’s Narrows, Virginia, site. She managed to decrease the number of quality events by working with a cross-functional team to develop and implement a statistical quality control system to set guidelines for expected responses to address SQC violations. Rather than allowing each operator to respond to the issue in their own way, this system standardized control. The implementation, in particular, was challenging, as it required buy-in from every control room operator. When several operators were resistant to the change, Maggie explained the benefits and asked for their honest feedback, then incorporated that into the system as possible, easing many concerns.

In addition to improving production, Maggie plays a key part in uniting the Celanese and local communities. In her role as activities and events planning chair for the Women’s Impact Network employee resource group, Maggie coordinated an International Women’s Day event, Leadership Workshop for Rising Star Women Engineers and Men as Allies, followed by an Empowering Women in Engineering panel discussion. For International Day of the Girl, WIN conducted experiments with the Narrows Girl Scouts to help them earn their STEM badges. Maggie has held a diaper donation drive and a food drive as well, strengthening community connections.

Maggie has mentored young female talent through the Young Professionals Internship Buddy Program. Maggie provided foundational support for one intern while the intern coordinated her first trial. This intern became so adept with the overall trial process that she bestowed her knowledge on a new hire during the last week of her internship. This scenario exemplifies the crucial impact and positive effect of Maggie’s relationships with others.





Melanie Sabella

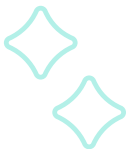
Vice President Technical Services
Coca-Cola Consolidated, Inc.

“I am empowered by a trustworthy and supportive team and leadership that supports our endeavors.”

Over the past several years, Melanie Sabella has more than doubled the size of the technical services team at Coca-Cola Consolidated and revolutionized digital innovation for the company’s operations. Melanie and her team have received accolades from Coca-Cola Consolidated for their ability to manage multiple projects, demonstrating the larger impact of Melanie’s transformative work.

As vice president of technical services, Melanie leads engineering for the entire company, including all facility innovation, upgrades and expansion at both manufacturing and nonmanufacturing locations. Her strategic expansion of the technical services group has equipped them to be able to serve areas of the business they couldn’t before, bridging operational gaps, optimizing workflows and providing more comprehensive support company-wide. This expansion underlines Melanie’s foresight in recognizing and bridging operational gaps. In conjunction with developing digital tracking for the company’s capital, Melanie has streamlined processes and enhanced efficiency company-wide.

Melanie has a deep-rooted desire to empower the next generation of talent with the tools, knowledge and confidence they need to thrive in fields in which women are historically underrepresented. Melanie brings on interns and develops long-lasting mentorship relationships with them. One young professional in particular started as an intern six years ago and has continued her career under Melanie’s mentorship. Thanks to the great promise that the employee has shown, she’s been identified as a future leader within Coca-Cola Consolidated. Melanie is also committed to mentoring high school students in STEM and often offers job-shadowing opportunities to give them a firsthand look at real-world STEM applications and to spark ambition and curiosity. Melanie is an innovator for her company, personifies leadership and supports the next generation of women to excel in the modern manufacturing industry.





★ EMERGING LEADER

Vivian Sanchez

Training and Development Manager
Lincoln Premium Poultry

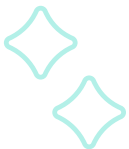
“I feel powerful when I’m leading diverse individuals, guiding them through challenges and fostering an environment where everyone thrives. Witnessing the positive impact on their lives is incredibly fulfilling. Breaking down generational cycles in the workplace is my passion—building a culture that values each generation’s strengths for a dynamic and inclusive environment.”

Vivian Sanchez’s title of training and development manager sounds simple enough, but her work is essential to the success of every employee at Lincoln Premium Poultry. In a train-the-trainer role, Vivian manages the team teaching new-hire orientation and performing 90-day touchpoint follow-ups. She also assists the operations team with OSHA training compliance and manages training records.

In a time when skilled employees are in high demand across Nebraska industries, Vivian’s programs have allowed Lincoln Premium Poultry to grow employees into skilled and even managerial positions. For the manager trainee program she developed, Vivian works with managers at all points in the vertically integrated supply chain to develop a curriculum for promising young talent to advance into managerial roles. This has been successful from the start, with a promotion for the very first team member to complete the program. Through an English-as-a-second-language class, machine operators can improve their language skills and advance into maintenance positions, with a 100% success rate so far. Vivian also focuses on closing the generational gap in the workplace, connecting management with the needs of a younger workforce.

Vivian has the ability to see things holistically rather than only specific to her department, even in areas not covered in her job description. As a member of the Fremont Chamber Spanish Networking Group, Vivian learned about a USDA grant for food and farmworkers that no other manufacturer in the county is offering. She worked with the farmworker support nonprofit Proteus to enroll each employee, giving them tangible proof that the company and the country appreciate their work.

Always looking for ways to lift others, Vivian has mentored female employees in the company. She also created a computer fundamentals curriculum so employees can improve their computer proficiency for career growth. All 10 of those enrolled completed the classes in a six-month time frame. With a desire to continue to improve her own work as well, Vivian recently joined Women in Manufacturing to utilize the organization’s training.





Claudia Sandoval

Program Director, Global Supply Assurance–
Services Supply Chain

IBM

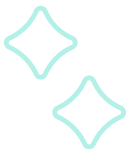
“I feel empowered by the trust of my leaders and colleagues in my skills, work ethics and capabilities. This empowerment is evident when I support my team to achieve their best performance, fostering growth. For me, empowerment goes beyond individual achievement; it’s also about inspiring others to reach their full potential.”

Connecting the manufacturing and supplier operations for IBM’s global service business, Claudia Sandoval provides guidance and establishes strategy for IBM’s spare-parts service and maintenance work for the whole portfolio of products. As global director for supply assurance, she’s played a crucial role in crafting and deploying the organization’s digital transformation, including as an enabler of AI. With Claudia’s team’s advancements, IBM’s service area met all client needs during the pandemic and subsequent semiconductor shortages.

With seven direct reports and as second-line leader to more than 50 employees across nine countries, Claudia has received best-of-class employee engagement feedback from her teams. She’s recognized as a key leader for coaching and mentoring and has eight graduate students and IBM employees on her mentee list. Claudia is also an active member of the shadowing program, where she offers her time and welcomes people interested in learning her role. Through all of this, Claudia is especially passionate about the progress of women in STEM careers—and her leadership team of 75% women is proof of this. Claudia participates in STEM camps for girls, speaks at events to encourage women to join her in the STEM field and takes part in the company’s business resource group for women.

Claudia has been an active participant on the Hispanic Council since transferring from Mexico to the U.S. Last year, Claudia helped organize the annual Hispanic Heritage Month events, such as panels, conferences and networking opportunities at IBM. She also participated in the IBM Corporate Service Corps program in India, working through a local NGO to develop a business plan and supply chain network for 20 farmers in the Jamnagar region.

Always looking for opportunities to grow her skills and challenge herself, Claudia is currently studying for her master of business administration degree at the Duke University Fuqua School of Business.





Qingzi Sang

Lead eBusiness Analyst
Emerson Power & Water Solutions

“I am empowered by resilience, collaboration and a commitment to continuous growth. My journey is fueled by the collective strength of women supporting and uplifting each other.”

Qingzi Sang, a dedicated member of the Emerson team for 17 years, has made an indelible mark on the Power and Water Solutions business unit. Beginning in marketing communications, her notable contributions extend beyond this initial marketing role, and in fact, her journey into transforming essential digital tools has led to remarkable contributions to Emerson’s success. Qingzi embarked on the challenging task of creating an exclusive website for the Ovation Distributed Control System Users’ Group. Collaborating with experts and various departments, she incorporated customer feedback to transform the website into an essential customer portal. Her commitment to personal growth led to expertise in e-commerce and business intelligence tools. She built a storefront from scratch, expanded its capabilities and streamlined conference registrations. Recognizing the need for efficient data management, Qingzi created a customized internal database with BI tools for data visualization, improving data accessibility and decision-making.

As chair of Emerson’s Asian & Pacific Islander Alliance Pennsylvania chapter, Qingzi spearheaded engaging events, fostering a deeper understanding of Asian culture among employees and embodying the core values of diversity, equity and inclusion. Qingzi’s infectious enthusiasm led to the APIA becoming the most active employee resource group in the unit.

In the wider Pittsburgh community, Qingzi showcases her passion for fostering inclusivity and understanding. Her involvement with the Pittsburgh Chinese Cultural Center earned her the 2023 President’s Volunteer Service Award Gold Medal and led to her appointment as a board member. She has also played a pivotal role in mentoring and inspiring young women in competitive swimming. As a swimming official, she fosters discipline, time-management skills, confidence and teamwork, all of which are valuable traits in professional life as well. Qingzi’s forward-looking perspective and her relentless pursuit of excellence in the face of challenges exemplify her character.





Kimberly Savageau

Production Supervisor
AGCO/Appareo

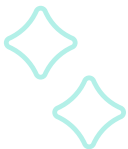
“I am empowered by embracing my strengths, setting and achieving personal goals and cultivating self-confidence in my abilities and decisions.”

Kimberly Savageau does not know the word fail, and her can-do attitude delivers results for even the most impossible tasks. After starting at AGCO's Appareo in 2019 as a floor assembly employee, Kimberly wasted no time in mastering all of the assembly areas, becoming a team lead, and then being promoted to overall team lead for the final assembly areas. Now as supervisor of the final assembly area, she coordinates all the final electronics assembly jobs for the agriculture, aviation and powersports industry at the Fargo, North Dakota, plant.

Kimberly is the supervisor who arrives early and stays late to ensure her teams are set up for success. She's at the plant on many weekends to help build and test products to keep lines moving and during double shifts when a nighttime team lead is out. When Kimberly's colleagues see her hard work, they want to support her because they understand they're working together toward the same goals. Kimberly has been mentoring a team lead to direct the floor teams when needed, ensuring a seamless transition is possible when she's not available. Kimberly is also actively mentoring several other team members and recruits prospective employees from her local community by advocating for the opportunities that exist in manufacturing.

Kimberly supports the community outside of work as well. An avid gardener known for her green thumb, she shares her extra vegetables and homemade breads with anyone in need. She gives plants to anyone who will take them, with the hope of sharing the beauty of watching plants grow, and she takes in plants from others when they can no longer care for them.

Before joining Appareo, Kimberly worked as a cosmetologist and would volunteer to give haircuts at hospitals and senior citizen centers, even making housecalls during the winter when someone with mobility issues couldn't get out. She's always willing to lend a hand—at work, with her family and friends and for people she hasn't met yet.





★ EMERGING LEADER

Abbie Shanelec

Process Improvement Engineer
Hallmark Cards, Inc.

“I am empowered by the women engineers before me who unapologetically made space for themselves in a male-dominated industry. They taught me to be confident as a leader and a problem-solver; to take up space and let my voice be heard. They empower me to do the same for the next generation.”

Among more than 20,000 employees at Hallmark Global, lead printing process engineer Abbie Shanelec stands out as a high-performing, high-potential leader who has directed some of the most impactful projects in the history of the flagship greeting-card manufacturing facility. Each year, Abbie submits new projects that lead in million-dollar savings; last year, her projects offered more than \$8 million in ongoing annual cost savings. Abbie’s collaborative leadership style and eye for detail have led to Hallmark Global being ranked as the singular leader in lithography printing worldwide, based on Heidelberg’s industry analysis.

While not the most senior person on the engineering team, Abbie is the most influential. She was identified by the Supply Chain Division’s Employee Development Council to be among a select group to garner accelerated development opportunities for the benefit of the company and the individual. Abbie has also been nominated for multiple STEMMy Emerging Leader awards, is an active member of the high-potential-women’s NextUp organization and is a participant in the Rising Star leadership development program.

Abbie always steps up to volunteer at Hallmark Global and in the community. She has helped lead funding campaigns for United Way and Harvesters, and Lawrence Production Center accounts for the highest United Way contributions in a six-county area of northeast Kansas, with more than \$300,000 going to charitable organizations in the last three years. For the last five years, Abbie has been the driving force behind the facility’s Salvation Army Adopt-a-Child program, making the Lawrence Production Center the top contributor. She also volunteers each year to mentor high school students at a summer camp.

Abbie champions women in STEM and mentors other young female engineers as they begin their professional journey. Abbie saw a need for a new-engineer onboarding program and so developed a six-week program that allows new engineers to get exposure to all departments and develop relationships with other leaders. She was a founding member and is now chair of the Hallmark STEM Engagement Committee. Abbie also manages and mentors interns—half of whom have been women—at Hallmark’s Greetings Production Center.





Andrea Shen

Sourcing Category Manager, Brunswick Boat Group
Brunswick Corporation

“I am empowered by delivering win-win negotiation results. It is invigorating to overcome stalemates during the negotiation process by thinking outside the box; I have been pleasantly surprised by the roads less traveled on more than one occasion. And, of course, remembering to celebrate the small successes along the way makes the negotiation experience that much more enjoyable!”

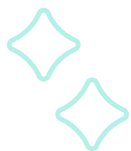
Andrea is transforming the future of the recreational marine industry by impacting supply chain sustainability, reducing expenses and creating a work environment where women and people from minority groups thrive. Andrea brings a wealth of experience in contract negotiations and relationship-building to her role as strategic sourcing manager for Brunswick Boat Group.

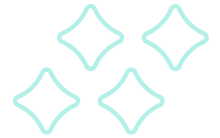
Andrea’s ability to build bridges with suppliers was critical in enabling Brunswick to secure constrained chemical supplies in 2022 as the industry recovered from the pandemic’s supply chain crisis. In 2023, Andrea negotiated annual savings exceeding \$1 million and is on track to secure another \$2.5 million in savings for model year 2024. She constantly seeks ways to improve processes and maximize resources. She took the initiative to work with suppliers to introduce new chemicals to internal engineering and manufacturing teams. The result was major improvements in the manufacturability of Brunswick’s boats and a reduction in the boats’ impacts on the environment—including the jointly produced Boston Whaler and Arkema recyclable boat.

As a minority female, Andrea makes a strong impact on the marine industry’s changing customer base. She demonstrates leadership and knowledge during international boat shows and industry events. Her passion and enthusiasm for her role and for the marine industry will transform the future generation of boaters and the next generation of female talent.

Andrea is actively creating a more equitable work environment by participating in the Women on Water Brunswick employee resource group, which empowers women in the workplace and their communities. She also serves on the Asian and Pacific Islanders in Marine team to positively influence colleagues’ professional development. Andrea sets a positive example with a kind and respectful tone, and mentors junior colleagues, guiding them to be firm and fair.

By volunteering countless hours in her local Edgewater, Florida, community, Andrea shares her passion for education. She mentors children in reading and contributes to beach cleanups, toy and school-supply drives and an annual run that raises money for multiple sclerosis research.





★ EMERGING LEADER

Bobi Simonsen Ginestra

Polyethylene Technical Supervisor
ExxonMobil

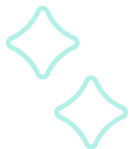
“I am empowered by role models at ExxonMobil who show that women make a huge difference in STEM. I am empowered by the newest generation who have a deep passion for sustainability. I look forward to continuing to work with mentors and mentees alike to help close the gender gap.”

When one of ExxonMobil’s critical businesses faced tremendous pressure from an evolving regulatory driver in 2022, Bobi Simonsen Ginestra’s astute risk-management skills allowed the team to rapidly develop and execute a solution. In less than a year, Bobi completed five mission-critical commercial-scale trials, created 200 new SKUs and assisted in three high-level management program reviews to execute a record gradeslate conversion. In a pivotal moment, a new additive trial aborted, and Bobi rapidly responded by proactively having two different suppliers formulate a replacement additive blend, enabling a successful subsequent trial within a month. Bobi’s response was the sole reason the program was able to stay on pace.

From the time Bobi was a chemical engineering student at the University of Texas, she’s been a resource and mentor, and she has been recognized for the global reach of her mentoring capabilities as well as the quality of technical skills developed by mentees. Bobi volunteers to lead science experiments for students, attends industry meet-and-greets and hosts lunch-and-learns. She’s been a new-hire work director and site onboarding contact for more than four years. Bobi serves on ExxonMobil’s Society of Women Engineers recruiting team, through which four candidates were extended job offers last year. She also leads the curriculum creation and mentor–mentee pairings for ExxonMobil’s Women in Technology mentor program and took on the expansion of an inclusion and diversity program that promoted women in the workplace, utilizing Catalyst’s Men Advocating for Real Change curriculum.

Bobi’s technical innovations have garnered her four site vision awards. She has also been awarded a global Technology and Engineering Capability Award to distinguish her significant contributions across the ExxonMobil Technology and Engineering organization.

Her proactive leadership continues with community concerns, as Bobi led her site’s United Way campaign, raising \$65,000. She trained 21 internal leaders on the program goals, leveraged her network to build awareness for the community and coordinated multiple volunteering events through United Way.





Jessica Snyder

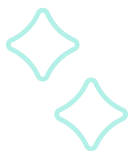
Midland Site Leader and Integrated Operations Consultant
DuPont

“I am empowered by my family who always supports me, my co-workers who challenge me and my mentors who guide me.”

Jessica Snyder is focused on fostering an inclusive culture within DuPont’s 400-employee Michigan Operations site. Prior to becoming Michigan operations site leader, Jessica served as the plant leader of the Hemlock, Michigan, site, where she transformed overall site safety performance and culture, going from four injuries per year to zero—now more than three years injury-free—maintained uninterrupted operations during the COVID pandemic and increased productivity more than 30%.

Jessica is a steward of her community. She is a role model to her daughters and the students she reaches with STEM activities. Jessica has organized STEM presentations at elementary schools, volunteered at outreach events with the Society of Women Engineers and Chief Science Officers, judged local science fairs and more. After the pandemic restrictions lifted, she brought back to her site Bring Your Child to Work Day. In 2023, Jessica was a featured panelist for a Women in STEM event sponsored by the Midland Business Alliance, and joined the board of the Midland Center for the Arts.

With more than 22 years at various manufacturing companies, Jessica has come to know how to navigate the industry and shares that knowledge with others. She initiated and organized a professional development meeting for the Philadelphia SWE section for four years, has presented professional-development workshops at eight SWE Annual Conferences, served five years on the SWE Awards Committee and recruited at the SWE Career Fair for her companies. Jessica served for five years on the steering team for her company’s Women’s Network employee resource group. She also served as coordinator for its Diversity Champion Award, which recognized employees who demonstrated advocacy for gender diversity—and she was an inaugural recipient of the award. Jessica continues to be active in formal and informal mentoring programs and holds monthly lunch-and-learns at her site to promote development and networking.





Chalothorn Soponvuttikul

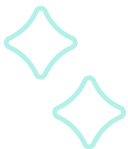
Site Manufacturing Director
Dow Inc.

**“I feel powerful when
I can support others.”**

Chalothorn Soponvuttikul’s 20-year career at Dow has been truly diverse, with international assignments, unique job descriptions and a steady growth in leadership and responsibility. In 2020, Chalothorn took leadership of Dow’s digital implementation strategy for manufacturing and engineering in addition to her primary role as manufacturing director for Dow Coatings Materials in Asia–Pacific. She quickly developed expertise in digital technology solutions and led a strong technical team to drive the strategy and implementation of digital tools to solve historical manufacturing problems. The success of the Asia–Pacific region’s digital team has led to safer, more productive and more efficient manufacturing operations and a \$10 million operating profit.

Chalothorn has demonstrated a commitment to creating a more inclusive environment, both inside and outside of Dow. While serving as responsible care leader for the Zhangjiagang, China, site, she helped establish the first Disability Employee Network for the site. This employee resource group has grown in just a few years to more than 300 members with 50 active participants. Under Chalothorn’s leadership, the group led a project to improve the facilities at a special-education school to better accommodate students with disabilities, which has led to an ongoing relationship between Dow and the school. She was recognized for this work as one of Dow’s 2020 Champions of Inclusion honorees.

Chalothorn’s focus on developing female talent has been consistent with each assignment. She hired the first female site leaders for two facilities, sponsored the first female operator in the 59-year history of the Las Pinas, Philippines, plant and sponsored two female employees for international relocation. She is a mentor to more than 30 employees globally—60% of whom are female—and is a sought-after guest speaker, panel member and guest leader for many Dow employee resource groups and development programs.





★ EMERGING LEADER

Rachel Sternberg

North America Operations Manager
Mars

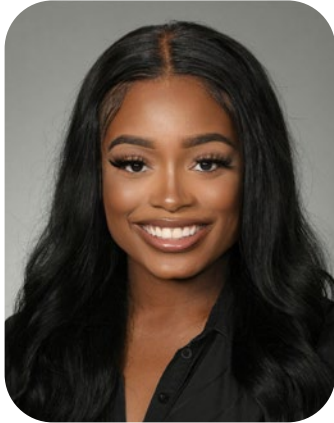
“I feel powerful when I am trusted to work with a collaborative team on projects that protect the future state of the business and protect our future generations. Being trusted with significant responsibilities and experiences so early in my career has been so rewarding.”

In just four years at Mars, North American Operations Manager Rachel Sternberg has caught the attention of her colleagues—and not just because of the 51 kilotons of peanut M&Ms she helped get into production. Very quickly in her tenure, Rachel was trusted with the responsibility of process lead on a \$75 million capital investment for a new chocolate plant—the one with the peanut M&Ms, generating more than \$400 million annually. As the only female on her team, she was put in a tough spot by a contractor who lashed out and questioned her credentials. With maturity, Rachel used this opportunity to educate senior leaders and present her experience to all regional engineering managers and the director. (That contracting company is now barred from working with Mars.) Additionally, Rachel drove cross-functional teams with ease as the project manager for a more than \$5 million rework system that saves the company \$5 million in wasted product annually.

Not only has Rachel achieved impressive tangible job achievements, but she also has risen in numerous associate resource groups, including Women in Engineering, the Mars Supply Excellence Autonomous Manufacturing Pillar, the Be Well Community, MarsGen—for associates with less than 10 years of experience—and more. As the Hackettstown, New Jersey, WIE site lead, last year Rachel planned an outreach program to educate a young audience that manufacturing opportunities take place in all kinds of industries, not just automotive and aerospace. For three years, Rachel has essentially taken on a second job to lead a three-day conference reaching more than 320 associates across 16 countries, 52 Mars sites and three business segments. She’s also active in the local community alongside her peers, volunteering with the Hoboken Food Shelter, organizing 5K teams and raising money for Jersey Battered Women’s Service, a domestic-abuse-survivor nonprofit.

Whenever an opportunity to learn presents itself, Rachel is involved. She has plans to continue to grow with Mars, stating a goal of becoming general manager or director of engineering.





★ EMERGING LEADER

Erica Stewart

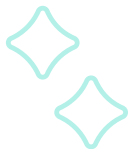
Instrumentation Reliability Engineer
Chevron Phillips Chemical Company

“I am empowered by understanding the past and existing struggles of my people, African Americans and women, which is my continuous motivation to keep going. My ancestors have paved the way for me to be where I am, and I must continue to do the same for future generations.”

Erica Stewart is a young and highly motivated individual and engineer who has become a leader in her own right. She understands the environment in which she works and how it can be challenging to a Black woman, and she pushes back against the status quo, wanting to be the change to the norm. As instrumentation reliability engineer for Chevron Phillips Chemical, Erica strives for operational excellence through detail-oriented execution of projects and has received project/initiative completion recognition for closing out several long-standing, overlooked or unsolved safety bypass items.

Erica is committed to ensuring others are successful at work while feeling comfortable and included. She helped develop Chevron Phillips Chemical’s Black employee resource group, BELIEVE, and is the current co-leader. Erica is also a member of the STRIVE women’s group and PRIDE ERG. Erica is a mentor with the Future of Stem Scholars Initiative, a national, industry-wide program increasing the number of underrepresented professionals in the STEM workforce. She continues to mentor young female engineers in the company’s entry-level Graduate Rotation and Development Program as well as experienced hires new to Chevron Phillips.

Her father struggled with diabetes throughout Erica’s life, and his recent passing made Erica realize she wanted to do more for her community. Reflecting on her father’s and other family members’ diabetes, she came to understand that this disease has mostly affected people in underrepresented groups. A combination of this realization and her own athletic career motivated Erica to start SKIN Fitness, LLC, to educate people about diabetes and how to improve their quality of life. Her goal is to change views about fitness and make it easier and more comfortable for people to engage in fitness. Erica leverages her business to give back to her community by donating a percentage of each purchase to a diabetes foundation, and she promotes donation opportunities on her website.





Kristen Tabar

Group Vice President, Research and Development
Toyota Motor North America

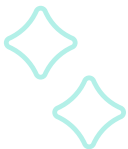
“I am empowered by the endless support and encouragement of my family. They always believe in my dreams and encourage me to bring my authentic self to all my endeavors. I wouldn’t be where I am today without their unending support.”

A three-time Automotive News 100 Leading Women honoree, Kristen Tabar is a leader in electronics systems and testing both inside and outside Toyota Motor North America. With more than 30 years’ experience in the auto industry, she’s the first and only female group vice president in TMNA research and development, currently leading mobility solutions.

Name a role in automotive electronics, and Kristen has likely filled it. During Toyota’s 2009 unintended-acceleration crisis, Kristen’s strong technical background and ability to translate this work into layman’s terms allowed her to serve as an educator and spokesperson internally and externally. Kristen has also steered process and design enhancements and led the corporate quality division for Toyota’s North American operations.

Kristen’s interest in advancing the automotive industry is evident in her long involvement with the Society of Automotive Engineers and its World Conference Experience, and she currently serves as WCX chair. Kristen is engaged with the Institute of Electrical and Electronics Engineers, as well as working groups for Intelligent Transportation Systems and Vehicle Data Privacy and Leadership. She’s been a member of the Detroit Chamber of Commerce and was Toyota’s representative to the American Center for Mobility. She was also featured in the book “The Road to the Top is Not on the Map: Conversations with Top Women of the Automotive Industry” (SAE International, 2019).

Passionate about women’s leadership in the auto industry, Kristen is an advocate for female representation in STEM. Through her WCX work, Kristen has, for 10 years, led an annual diversity event sponsored by Toyota. In Toyota’s vehicle development engineering department, Kristen initiated a mentorship program and continues to mentor several female engineers. She’s also chair of TMNA’s Risk Advisory Committee and a member of the Toyota Diversity Advisory Board, TMNA’s Social Justice Advocacy Steering Committee and the Women’s Business Enterprise National Council. Perhaps most telling of Kristen’s commitment to advancing women in STEM is that she has three daughters following in her footsteps.





Saranya Tangvitoontham

Director, Kohler Operating System and Transformation Management Office
Kohler Co.

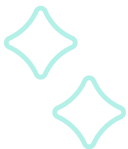
“I am empowered by those who believed in me and coached me through my life and career journey.”

Saranya Tangvitoontham has had a 16-year career of firsts at Kohler Co. She was the first female general supervisor at Wisconsin Vitreous Operations, first female plant manager at Wisconsin Cast Iron Operations and first female associate director of quality and continuous improvement in Global Vitreous. She’s been promoted nine times in different operations roles, currently serving as director of the Kohler Operating System and Transformation Management Office.

In 2023 alone, Saranya implemented a lean program, training more than 1,500 Kohler associates from leadership to machine operators. Her team set critical standards for Kohler’s plants around the globe to achieve their priorities through a factory master plan. Saranya also led a refocus and rebrand of the KOS, educating each plant on its importance and implementation. Through Saranya’s transformation role, her contributions to the Kitchen and Bath operations have helped streamline the entire organization with a focus on company performance and associates’ growth.

Because STEM has been a path to success for Saranya as a female immigrant, she’s dedicated to sharing these career opportunities with young people from all backgrounds. She participated in a STEM Outreach Program at Kohler for middle school students and has been mentoring for 10 years. She’s the founder and current president of the Asian Resources of Kohler business resource group.

Outside of work, Saranya continues her focus on excellence as a youth coach, mentor to the program coordinator and member of the board of review for the American Heritage Girls organization award recipients. A favorite activity with the girls has allowed Saranya to share her passion for ballroom dancing as she helped a room full of 5- to 18-year-olds earn their Dance Badge. A ballroom-dancing competitor since college, Saranya continues to compete at the professional/amateur level and has placed first statewide and third nationally in International Ballroom at the United States Dance Championship. Saranya and her husband are active in their church and supporters of its mission work in Gabon, as well as several local charities.





Stephanie Thompson

Manufacturing Engineering Manager
General Motors

“I am empowered by acting as a storyteller and mentor, bringing awareness to STEM fields and engineering careers. I routinely seek out talented students and next-generation STEM enthusiasts — helping youth engage and leverage their talents to connect them to passion projects, propelling them forward in their technical careers.”

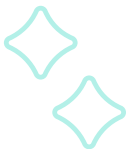
A barrier-breaker at General Motors, Stephanie Thompson is the first woman in its 70-year history to hold the site position of engineering manager. With outstanding communication skills, she leads design teams of high-tech assembly lines and organizes her community to invest in women in STEM.

Since 2001, Stephanie has successfully led a team of senior engineers through launching new products. Noteworthy contributions to GM’s success include her launch leadership of a high-volume V8-engine assembly line with international machine builders and management of the assembly engineering launch for the revamped Camaro engine and relaunched Corvette engine. She also served as plant planner and senior industrial engineering manager over 17 engineers during a transition of executives. Her innovative engineering solutions have reduced production timelines by three months or more.

When she’s not deciphering technical requirements, Stephanie takes the lead on advising GM’s engineering new hires and young employees. Within GM, she serves as leader of the Community Social Responsibility STEM Funding Committee and works with funded organizations to develop unique programming, like the inaugural Girls in STEM Summit and Youth STEM-a-thons.

Her reach extends beyond GM into the Niagara community to cultivate a culture of inclusion. For more than 18 years, she has mentored female students in early careers. Stephanie’s social enterprise, STEM by Steph (www.stembysteph.com), was born from the idea that a barrier girls face in accessing STEM fields is that they’re not seeing female role models. She and her network of engineers, scientists and female tradespersons teach STEM skills in a camaraderie-filled atmosphere. Stephanie also advises, mentors and leads workshops for young people through various other organizations.

To align local shareholders in supporting all STEM initiatives in the region, Stephanie created the Niagara Women in STEM organization. She has received numerous awards and recognition for her service, including the Woodie Flowers Finalist Mentor of the Year Award and Women’s Executive Network’s Top 100 Most Powerful Women in Canada for Skilled Trades recognition (four times).





Liliana Valdez-Martinez

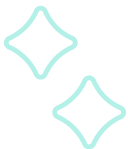
Production Manager
Siemens Mobility

“I am empowered by my team, my family and my friends.”

Liliana Valdez-Martinez is passionate about creating a better tomorrow both for commuters across North America and by promoting diversity, equity and inclusion to make real change. She got her start in transportation in the automotive industry in Mexico, but when she came to the U.S. in 2016 and started at Siemens Mobility, she fell in love with the rail industry. Liliana is now production manager, leading a team of 120 in the manufacturing subassembly department and inspiring team members to see the essential nature of their roles every day.

Liliana has made many noteworthy contributions to Siemens Mobility over her career, specifically by optimizing production processes to save time and money. Early in her career as an industrial engineer, she significantly helped the facility to ramp-up subassembly production. To achieve this, Liliana took on research and open conversations with team members. Ultimately, she completely changed the layout of the subassembly production area to enable this massive ramp-up. When she started on the production floor, the team averaged 3 cars per month, and they now produce 10.

Liliana believes that having more women in STEM and manufacturing careers will add a valuable perspective and ensure that this industry is representing the communities that transportation systems serve. She works to improve exposure for women within the workplace and beyond. She is a believer in lifelong learning and encourages her team to pursue further education to continue developing their skills. Liliana serves as an unofficial career coach for the female members of her Sacramento facility, supporting them on their journeys by researching career-path options and guiding them to open positions. She also shares her own experience and offers career advice to women in the larger Sacramento community, serving as a connector to STEM opportunities.





Amy Van Meter

Chief Financial Officer
AMKUS Rescue Systems

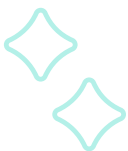
“I am empowered by knowing my work is making the world safer, healthier and more productive.”

Amy Van Meter’s title may be chief financial officer, but at AMKUS Rescue Systems, she performs many roles. Balancing her work between AMKUS and a sister company, Amy has been a staple throughout leadership changes, ensuring the well-being of the organizations and their employees. Though Amy is someone who works behind the scenes and does not seek recognition, you don’t have to look far to find her accomplishments. The enterprise resource planning software system Amy implemented provided structure for these companies to operate more efficiently, put them on course to meet ISO requirements and has given them a better way to manage parts, prices, products and inventory. With her insight and analysis, the companies are on a strategic path forward, better positioning them to continue to serve frontline workers.

One area that Amy has focused on is using parts made in the U.S. She continually revisits components’ needs and explores opportunities to work with local vendors. In the community, Amy gets to know people involved in using the fire rescue equipment and supports both their work and the companies’ brands with events and promotions.

Amy is seen as a strong leader and mentor figure with a great understanding of the needs of first responders. She takes the time to teach others about the industry and explains the weight of the decisions she makes, always looking for new talent to engage and train. Putting this further into practice, Amy is an advocate for AMKUS Rescue Systems’ Women’s Network Group, which involves more than 100 women across the world.

Amy balances her tireless effort in the manufacturing industry with the other very important role she plays as a mother of two.





★ EMERGING LEADER

Julia Verone

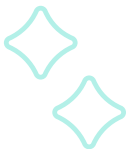
Project Manager and Improvement Engineer
Arkema

“I feel powerful when I meaningfully support others to achieve their goals and experience success. I feel a sense of purpose when I can interact with my peers and ensure they leave the interaction feeling supported and inspired to be the best version of themselves.”

At Arkema, Julia Verone is a change leader, mentor, recruiter and project champion. Julia, a project manager and improvement engineer, manages capital projects of \$1 million to \$20 million and leads floor-level problem-solving training for 25 chemical manufacturing plants. Thanks to a series of problem-solving solutions Julia implemented, Arkema was projected to save \$2 million in 2023. Leveraging her Lean Six Sigma Black Belt expertise, Julia conducted dynamic workshops to educate shop-floor employees on diverse problem-solving tools. She also gathered a cross-functional steering team from five sites and led the development and execution of a company-wide problem-solving workshop that resulted in 400 problems solved in just six months, and she continues to refine and sustain the program. These workshops aren't just educational. Rather, they give employees at all levels the knowledge, tools and support they need for autonomous problem-solving, which bolsters day-to-day operations, elevates manufacturing efficiency and increases safety.

Julia is a proven leader and mentor, inside and outside of the workplace. Despite a rigorous cross-country work-travel schedule, Julia volunteers weekly as a mentor in the Los Angeles Team Mentoring e-Works program for middle school students living in challenging urban environments. She builds strong personal relationships with her mentees, guides them to recognize and foster their personal strengths and helps them make positive choices during critical life situations.

At Arkema, she engages with the next generation of female talent through three programs: as a graduate of and lead recruiter for the Developing Engineers program, as a mentor in the Leaders of Tomorrow program and as a member of the Early Engineer Career Development team. Through EECD, she developed an internal employee website that provides resources on potential career ladders and long-term career planning, specifically including career paths and experience from women leaders.





Zhuqing Wang

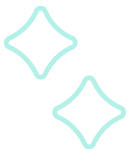
Staff Engineer & Lab Manager, Additive Manufacturing
Kennametal

“I feel powerful when my work in additive manufacturing accelerates technology advancement and solves real-world problems, when the young women in STEM I mentored have great achievements in their fields and when I bring joy and happiness to the children in my community through volunteer work.”

Zhuqing Wang’s leadership in research and development has made a significant impact on Kennametal’s additive manufacturing business. Her title is staff engineer in materials science, but this doesn’t begin to explain the contributions her team’s breakthroughs have made in some of the world-leading manufacturing materials. By developing tungsten carbide powders for use in binder jet additive manufacturing, they’ve made possible the use of the materials in high wear and corrosion environments with features that were previously not possible. Additionally, Zhuqing is involved in how Kennametal takes these new processes into the business space, understanding the financial impact and overall best practices in order to build the future of manufacturing. As a subject matter expert in the field of additive manufacturing, powder metallurgy, and materials science, Zhuqing has published and co-authored 15 peer-reviewed papers, been cited more than 1,600 times and presented at multiple technical conferences.

Beyond her impressive technical accomplishments, Zhuqing has a passion for fostering and developing the next generation of talent. While earning her doctorate as a graduate researcher at Penn State, she supervised five undergraduates working on their summer research and thesis projects. Working to increase female representation is also important to her, in particular, in the materials science field, and she has mentored and supervised several female intern doctoral candidates and other early-career professionals at Kennametal. It is no surprise that her thoughtful and effective leadership has earned high team engagement and dedicated team members.

Zhuqing is a beacon of talent and leadership in her own young family and in the community, too. She’s played a crucial role in the Southwestern Pennsylvania’s United Way Christmas assistance program for several years. She also volunteers at the Westmorland Food Bank to distribute food to community members.





★ EMERGING LEADER

Hannah Weed

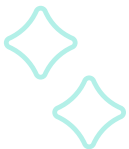
Responsible Procurement Lead
nVent

“I feel powerful when I collaborate with passionate people to implement meaningful change. Intentional inclusivity, authenticity and responsibility can transform a simple idea into sustainable and innovative improvement that positively impacts people, the industry and the world we live in.”

Hannah Weed is paving the way for responsible procurement at nVent and in the manufacturing space as a whole. As environmental, social and corporate governance/supplier diversity lead, Hannah was instrumental in developing nVent’s first-ever Supplier Diversity Program. Since establishing supplier-diversity goals, educating employees and creating a long-term vision, Hannah has gone on to expand her strategic thinking into responsible procurement. These benchmarks encompass socially responsible sourcing initiatives, including modern slavery due diligence and ESG assessments, and Hannah provides employee training at all levels. Through the Supplier Code of Conduct Program she implemented, suppliers commit to operating within the ethical principles outlined by nVent. The initial outreach resulted in 50% supplier response after just one solicitation and 80% participation overall. With this foundation and the big-picture awareness that Hannah has created about supplier diversity’s critical role in global supply chain integration, nVent will continue to build on these programs.

Hannah is a graduate of nVent’s Supply and Operations Leadership Development Program, and her approach of collaboration, innovation and accountability is a great reflection on the initiative. She’s a proponent of hourly staff participation in nVent’s employee resource groups and is a founding member and current co-chair of the Charting Courses Early Career ERG. Charting Courses provides mentorship, a guest-speaker leadership series, development workshops and the opportunity for employees to focus on career goals with a continuous-growth mindset. Under Hannah’s leadership, ERG membership grew globally by 123 employees in the first year.

Hannah also encourages STEM engagement when she volunteers to build STEM interest among young people in the community, including at the weeklong STARBASE Minnesota STEM at Work educational program for fifth graders.





★ EMERGING LEADER

Kailey Wensel

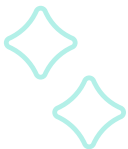
Program Leader, Global Automation Strategy
McCormick & Company

“I am empowered by my incredible, inspiring and ever-evolving network. While my family, friends and colleagues continue to be the sturdy foundation that supports me, I am equally grateful for my mentors, role models and coaches who continue to push me and my horizon further.”

Kailey Wensel’s accomplishments have had a profound and lasting impact on McCormick & Company. Her work has made the Spice Mill site a model of excellence, winning the 2022 America’s supply chain award for best performance in yield percentage. Kailey’s work on the Focused Improvement pillar resulted in the development of an automated yield dashboard that improved the quality of real-time loss data across McCormick’s global sites. Kailey also directly led a yield loss reduction team, resulting in annual savings of \$192,000—four times the goal. Her guidance resulted in the Spice Mill exceeding cost-improvement goals in 2021 and 2022 while generating a robust project pipeline for 2023 to 2025. Not one to shy away from innovation, Kailey led the launch of digital modules for productivity, learning and compliance and influenced the Spice Mill to become the new pilot site for an automated bag splitter and bag filler/sealer.

As an advocate for diversity, equity and inclusion, Kailey engages in McCormick Employee Ambassador Group activities spanning gender, age, sexuality, disability and ethnicity. She recognizes individuals’ strengths and builds inclusive environments through her mentorship and her daily interactions. Kailey’s current involvement in the America’s Women in Supply Chain leadership team showcases this commitment as she co-leads the recruitment workstream. Through McCormick’s Women’s International Network Leadership Team, she co-led the development of a mentoring circle program, which empowered 40 colleagues to advance their professional development, with 96% of members affirming their goals were met. Kailey also co-launched the Americas Process Engineer, Process Technician & Quality Engineer Community of Practice, providing a network for early-career professionals.

Kailey’s dedication to sustainability and her community has been evident since she was 13, when she initiated Bracelets for Breast Cancer, directing proceeds from bracelet sales to breast-cancer research. Before joining McCormick, Kailey interned with PennEnvironment, raising awareness about environmental issues and championing the fight against pollution. At McCormick, she has taken on the role of a Sustainability Hero Ambassador to educate her peers, promote awareness and encourage engagement in sustainability initiatives.





Melanie White

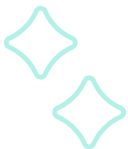
Chief Executive Officer
Hellwig Products

“I am empowered by working with other great leaders, women and men. I love solving hard problems with smart people.”

Hellwig Suspension Products was founded in 1946 and has been a family-owned and operated company, manufacturing all its steel products in California’s Central Valley while many other firms have relocated production overseas. Since 2005, Melanie Hellwig White has worked her way up to become president and CEO of the family business, which is a Women’s Business Enterprise National Council-certified business. After nearly 20 years in the industry, she still enjoys putting on her steel-toed boots and working the factory floor with her team.

Melanie is just as well known in the automotive aftermarket industry as she is in her own company. In 2018, she was named the Specialty Equipment Market Association’s Person of the Year, and in 2016 the SEMA Businesswoman of the Year. She is Chair-Elect of the SEMA Board of Directors and will assume the chair position in two years. In the sixty-three years SEMA has been in the industry Melanie is only the 2nd woman to hold this title. Additionally, Melanie has served on six of the organization’s councils and networks and chaired the industry’s charity organization, SEMA Cares. Melanie has also chaired the Light Truck Accessory Alliance (now the Truck and Off-Road Alliance) and was a select committee member for the Emerging Trends and Technology Network.

Closer to home, Melanie is active with the Society of Automotive Engineers in Southern California and its partnership with SEMA, serving as an advisor to engineering students in Southern California universities. She’s led numerous SEMA Businesswomen’s Network projects, including all-woman vehicle builds for charity. She has spent countless hours mentoring aspiring engineers, donating her time as a leader, mentor, and key contributor to automotive-focused programs. A hallmark of her mentorship with SEMA is Gear-up Girl, a program creating meaningful connections and mentor relationships between female automotive students and industry-leading women.





Natalie Wilkinson

Vice President, Manufacturing Production Innovation Center
Toyota Motor North America

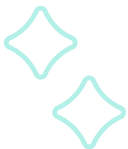
“I feel powerful when leveraging my strengths to make a positive impact.”

As the first and only female vice president in Toyota Production Engineering, Natalie Wilkinson is a transformative leader at Toyota Motor North America. She has held key roles in plant production and regional headquarters, overseeing the automotive manufacturing revolution. Leading the cross-functional Manufacturing Production Innovation Center and the Manufacturing Digital Transformation Team, she employs innovative strategies and technologies, steering Toyota toward competitiveness, electrification and carbon neutrality. Natalie also played a pivotal role in developing Toyota’s Transform 360 long-term, future-proofing strategy, seamlessly blending physical and digital technologies.

Natalie represents Toyota to external audiences, advocating for policy positions in Washington, D.C., through Toyota’s Policy Drivers group. Through speaking engagements and podcasts, she shares insights on leadership and Toyota’s commitment to continuous improvement. Her Fireside Chat at the 2023 North American Manufacturing Excellence Summit highlighted Toyota’s unique approach to empowering creativity in its people.

Continuously extending her leadership beyond Toyota, Natalie became chair of the Girl Scouts of Southern Indiana Board of Directors in 2018 and previously served as the vice chair and delegate at the National Council Meeting. Her desire for more community involvement led her to SOAR, an organization that develops leadership skills in girls, builds their confidence and exposes them to careers. Natalie worked with SOAR to bring the first-ever Young Women Lead Conference to Evansville, Indiana, with great success.

Natalie actively promotes innovation and mentorship, and she challenges women to embrace opportunities in automotive manufacturing. Notably, one of her female mentees was promoted to manager in the maintenance organization for Toyota Motor Manufacturing Alabama. Natalie also established two diversity-fostering business partnering groups: Toyota’s Women’s Leadership Forum and the African American Collaborative. Participating in groups like Women Influencing and Impacting Toyota, Natalie advocates loudly for her causes while quietly guiding the next generation of female talent.





★ EMERGING LEADER

Jazsmin Williams

Electrical Engineer
Arconic

“I feel powerful when I get to work with fellow peers and technicians from similar or different disciplines. When I do, I learn something new or pick up on new troubleshooting techniques or solutions that can be used anywhere.”

When three key electrical resources departed Arconic Tennessee operations, Jazsmin Williams stepped up to play an invaluable role in troubleshooting, working with vendors and ultimately keeping the facility running smoothly. Without being directed to do so and without additional compensation, she’s taken on ownership and responsibility of ACS cranes—one of the critical bottlenecks of Tennessee operations. In supporting the site’s hot mill area and its associated production centers, Jazsmin’s work on the engineering team has improved efficiency and throughput. Her proficiency and expertise in electrical software, hardware and PLC programming has provided maintenance and engineering with the necessary tools to excel, and her demonstrated ability to work with professionals at all levels has led the hotline to recent successes.

Jazsmin has the ability to balance work requirements and community involvement while growing as a young professional. She’s an active member of the Arconic African Heritage Network employee resources group, participating in community events and service projects and supporting the group’s mission to be a catalyst for the recruitment, development, advancement and retention of African-heritage employees. Jazsmin participated in the 2023 National Society of Black Engineers Convention, where she shared her career journey as she engaged with African American students pursuing engineering. She played a key role in organizing the 2023 Knoxville Area Urban League Shoes for School event to provide new shoes and school supplies to area children. She also helped mentor a summer intern at Arconic.

Jazsmin has made a strong impression on those who work with her, as well as those outside of operations. Multiple vendors have remarked on Jazsmin’s significant depth of knowledge and experience. Her presence and confidence are positive influences on individuals who might feel marginalized or underrepresented in the manufacturing industry.





Joyce Witowski

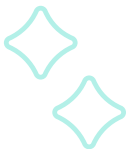
Senior Director of Sustainable Manufacturing
NXP Semiconductors

“I feel powerful when my competence and confidence work together to help me achieve my goals.”

Joyce Witowski has no small job as senior director of sustainable manufacturing for NXP Semiconductors, tasked with leading the corporate-wide effort to achieve carbon neutrality in NXP’s internal operations and increase the water-recycling rate more than 50% by 2035. To establish a framework for measuring the global carbon footprint, Joyce worked with consultants to develop a customized model that relates each of more than 600 projects directly to its impact on carbon emissions and water usage. She was instrumental in establishing NXP as one of 65 founding members of the Semiconductor Climate Consortium, and she maintains an influential role in several of the organization’s working groups.

Joyce’s passion for supporting other women is evident. For four years, she has co-led NXP’s employee resource group for women, helping to expand from one chapter in Austin to chapters in Arizona, California, Michigan and Mexico and from about 200 to 900 members. Through various efforts encouraging girls in STEM, more than 80 of the approximately 100 girls Joyce has mentored pursue STEM-related studies in college. Joyce has been a mentor, volunteer and judge for First Robotics Competition for more than 10 years and the lead outreach mentor for FRC team 2468 for at least that long. She has worked with the female students on initiatives to engage more girls, and girls’ participation rate has increased from less than 5% to more than 50%, with girls filling 50% of leadership positions.

Joyce is a co-founder and member of the board of directors of the Westlake and Eanes Science and Technology Association, which supports STEM initiatives—primarily robotics—in the Eanes Independent School District in Austin, Texas. The organization has grown from supporting one robotics team of about 50 students per year to supporting a full K–12 robotics program serving hundreds of students per year. Under Joyce’s leadership, WESTA developed STEMConnect, a unique partnership between robotics teams and corporations to offer on-site STEM camps for children of company employees.





Marcia Yurks

Senior Director of Operations, Formulation
AstraZeneca

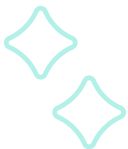
“I feel powerful when I am mentoring, coaching and helping others succeed and in reflecting on a job well done. I believe there is power in lifting others up. As I focus outward, sharing my experiences and best practices, I have the power to influence the greater good.”

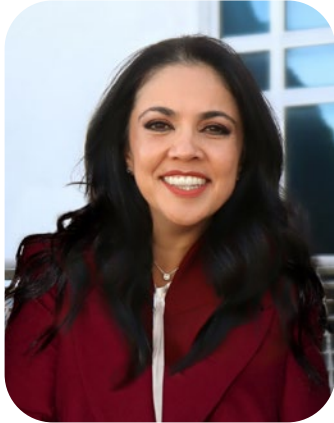
You don’t have to look far to see all the ways Marcia Yurks employs the maxim “Do unto others as you would have them do unto you” in her 38-year pharmaceutical career, her community and her family life.

As the senior director of operations in formulation for AstraZeneca, Marcia has led several years of intense growth for the company’s largest North American production site in Mount Vernon, Indiana. When faced with continual volume increase demands of greater than 50%, Marcia led her team of engineers and operations leaders through a rapid response to increase capacity, productivity and efficiency using a continuous-improvement mindset. At the same time, she built a team of 300-plus by recruiting and training members, with an emphasis on diversity and inclusion. This effort earned Marcia and her team recognition with the AstraZeneca CEO Award for delivering growth and therapeutic area leadership for a highly effective pharmaceutical medicine. Apart from any formal recognition, it’s fair to say that Marcia’s legacy is in giving untold patients a better quality of life as a result of her work in the industry.

In the community, Marcia and her husband, Steve, work alongside underrepresented people as they seek employment and become empowered to make their own community contributions. Currently sponsoring two Ukrainian refugee families, the couple has helped the families become independent with their own housing, steady work and schooling for the children.

Having been in leadership positions her entire career, Marcia has had a great influence on many females over the years—with at least six female reports being promoted into key manager or director roles in two years. Marcia is giving of her experience and perspectives and is adept at modifying her mentoring style based on the mentee’s needs. She is the first to offer to take on a new mentee at AstraZeneca—even internationally.





Susana Zazueta

Plant Director
Whirlpool Corporation

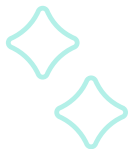
“I am empowered by my family members who have always been by my side and encourage me to move forward personally and professionally. I am also empowered by my support network—my friends—and my manager and team who have trusted me so far and are key in my life.”

Named Whirlpool Corporation’s Best Leader in Latin America Region, North, Susana Zazueta oversees more than 3,000 employees and the most significant product-related project in the company’s North American region at the Ramos Arizpe, Mexico, factory. With her team members’ dedication and Suzy’s leadership, this side-by-side refrigerator manufacturing site has seen record-setting production levels for more than five years. As a testament to Susana’s tenure, the facility was selected as Whirlpool’s pilot World-Class Manufacturing methodology site and was the first site in the region to achieve the silver level.

While Susana has technical know-how, caring for her workforce is a priority. This is demonstrated with the more than 300 accident-free days achieved in 2023 while continuously breaking records from the past 10 years and hitting Whirlpool’s financial-savings targets. She does this while fostering a culture that prioritizes inclusion, respect and equality both within and outside the company.

While Susana is the head of a major production plant, she’s also a mother, wife, daughter, sister and friend, and she will be the first to say that manufacturing is considered a man’s world while taking great pride in her staff of 50% women. (The full factory boasts a workforce comprising 42% women.) In her 10 years as a mentor in the Whirlpool Mentoring Program, Susana has encouraged numerous women in their personal and professional growth. She’s a regular sponsor and speaker for the annual Whirlpool Women’s Network employee resource group.

Susana embodies Whirlpool Corporation’s commitment to communities through her support of health and environmental activities. Susana helped to extend participation in the company’s ongoing reforestation campaign with her work with Green Network in 2022. When the Coahuila region experienced severe forest fires, biodiversity, water quality and air quality in the region suffered. The Ramos Arizpe site joined the *Apoya tu Bosque Local* (Support Your Local Forest) campaign by donating 950 trees. Employees, family members and friends were among the 120 volunteers who planted trees around the cities of Saltillo and Areteaga.





Nicole Zea

Senior Plant Manager
Saint-Gobain/CertainTeed

“I feel powerful when I am surrounded by a great team, solving challenging process improvement issues and trusted to accomplish hard things.”

Nicole Zea’s 20-year manufacturing career has spanned from research and development to plant management, from plastics to superabrasives, from Boston to Beijing. As plant manager for Saint-Gobain/CertainTeed Norwood Roofing and Granule Operations—and in each level responsibility that brought her here—Nicole leads by example and considers her employees. In one People Development World Class Manufacturing Green Belt training class, Nicole identified a production supervisor skill gap and partnered with another plant manager on a weeklong leadership program specific to the challenges of shop-floor supervisors. With more than 90 participants, the program consistently receives excellent reviews and is now an institution. At her last plant, Nicole improved productivity 20% and saw cost savings of \$1.2 million while also improving employee morale, completing three Green Belt certification projects alongside her team.

Nicole is a sought-after mentor, currently mentoring three women in various career and life stages. She’s always looking out for opportunities to advance the careers of the women around her. As a member of the Saint-Gobain Women’s Network Steering Committee, Nicole focuses on a business plan for the newly launched company-wide mentoring platform.

Nicole’s passion for developing people and for the manufacturing industry are evident in her community as well. For more than 30 years, Nicole has been involved with Destination Imagination to bring together pre-K through university-level students to solve team STEAM challenges, and she’s been a board member for more than 10 years. Nicole has worked with hundreds of young people in Massachusetts to show them how she’s leveraged her own participation in DI as a child into a satisfying manufacturing career. Nicole has been on the board of directors for the Worcester Regional and the Neponset Chambers of Commerce with a focus on workforce development and upskilling. She’s supported a summer skills program through a vocational school and was sponsor and facilitator of a manufacturing round table for manufacturers and vocational schools.





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