

Institute for Supply Management®

30 Under 30

Rising Supply Chain Stars



ismworld.org/30under30

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ABOUT THE PROGRAM & WINNERS

Dynamic. Skilled. Impressive.

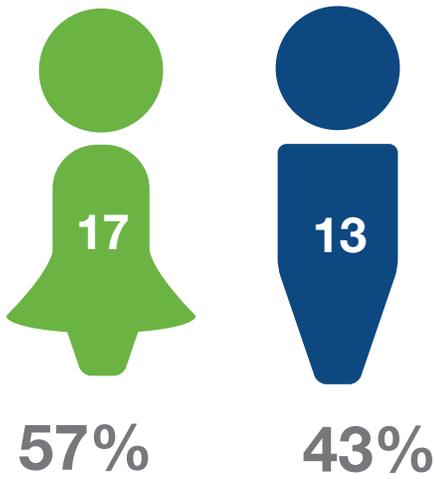
The winners of Institute for Supply Management®'s (ISM®) 30 Under 30 Rising Supply Chain Stars program can be described by those words — and many more. The program, in its eighth year, showcases the exceptional talent and remarkable achievements of 30 emerging supply management professionals, who were selected from hundreds of worthy nominees.

The 2021 award recipients come from diverse backgrounds and contribute diverse perspectives to the small- and mid-sized companies or multinational corporations they represent. Each winner has taken a different career path, but all have a common interest — supply management. They are an impressive lineup who demonstrate passion and creativity in their contributions to their companies.

Join us in celebrating the achievements of this year's 30 winners and see how they have individually advanced the profession.

The 30 Under 30 honorees receive complimentary one-year membership to ISM, complimentary registration to ISM World 2022 Annual Conference in Orlando, Florida, a special rate for one colleague to attend the Conference, as well as recognition in our membership magazine, *Inside Supply Management*®, and in other media.

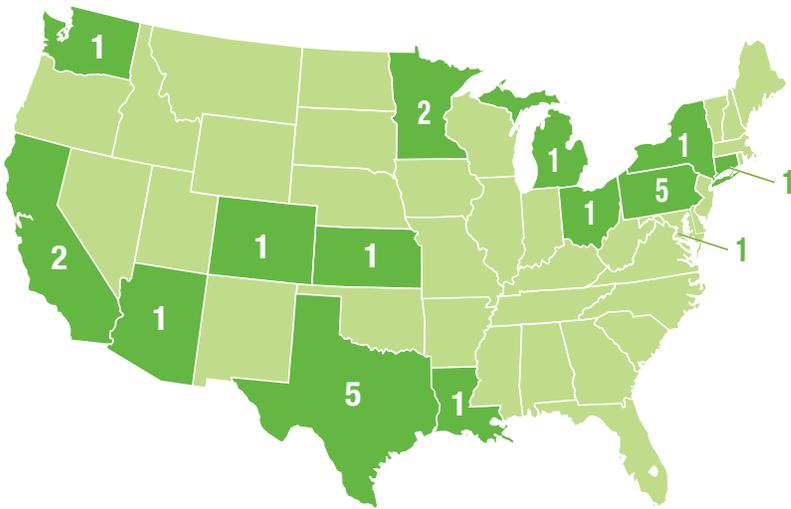
Gender Breakdown



Age Breakdown

24	3
25	3
26	2
27	3
28	10
29	8
30	1
Total	30

Where they live



Median Age: 28

Industries They Work

Aerospace & Defense	3
Automotive	1
Business Services	2
Manufacturer — Durable Goods	8
Manufacturer — Non-Durable Goods	2
Medical Devices/Pharmaceuticals	5
Oil & Gas	6
Operating Services (engineering, transportation, communications)	1
Retail	2
Total	30

Beyond the continental U.S., Belgium 1, Brazil 2, Canada 1, Slovakia 1 and United Kingdom 2

MEET THE WINNERS



Sandrela Altonji, 28

Senior manager, raw material ingredients procurement | GSK | London

In her role, Sandrela Altonji is responsible for the global sourcing of 60 million pounds (US\$78 million) in raw materials, supporting 5 billion pounds (\$6.5 billion) in revenue. Leveraging her unique professional background of technical and procurement knowledge, she has collaborated cross-functionally to manage complex projects while challenging standard ways of working. Her accomplishments include delivering 15-percent savings in a highly inflationary market in 2021 and 100-percent supply assurance on her categories during the coronavirus pandemic, as well as helping launch product innovations and lowering costs for consumers. Additionally, by working with suppliers to source sustainable palm oil products, Altonji helped drive GSK's share of sustainably sourced products from 4 percent in 2019 to 80 percent last year. She also has played a key part in delivering supplier diversity objectives by collaborating and expanding relationships with diverse suppliers. She leads and mentors a team of young, talented and culturally diverse individuals in Asia and America.

My job in three words: Versatile, rewarding, agile.



Michael Carlson, 29

Manager, supply chain data analytics | Northrop Grumman | Redondo Beach, California

After starting as an intern at Northrop Grumman Aeronautics Systems in 2013, Michael Carlson held such roles as sourcing analyst and subcontract administrator before becoming manager of the global supply chain (GSC) analytics group, where he manages six contributors. In 2021, his team released a centralized supply chain risk platform tool that provides data-driven program support and combines multiple modules with training resources. One module is the impact tracker, which Carlson originally created to track hurricane impacts on the supply base. During 2020, he added COVID-19 effects that overlaid confirmed virus cases against locations of suppliers and upcoming critical deliveries. "The project started as a necessity to respond to customers' requests for information around hurricanes. It has grown from there as new requirements arose," Carlson says. "In particular, the integration of COVID-19 data was particularly impactful. The tool enabled Northrop Grumman to quickly develop strategies to mitigate pandemic impacts and vulnerabilities within our supply base. This tool became a showcase for my ability to innovate, which provided me the visibility and recognition in my career to keep pushing the limits of analytics in supply chain."

My job in three words: Dynamic, data-driven, challenging.



Hayden Craig, 30

Senior procurement manager | GSK | Brentford, England

In his more than four years in GSK, Hayden Craig has led both the supply chain and commercial technology procurement teams, sourcing all software and tech services required to market and sell the GSK pharmaceuticals product portfolio worldwide. He has consistently delivered strong results while building relationships with the senior vice president for pharma tech and her global leadership team. With the commercial technology division transforming to an agile-based product operating model, Craig saw an opportunity to drive a third-party transformation to realign the same agile principles into the supply chain. He developed a business case, recommending a program to consolidate the supply base and also transform the operating model to DevOps, mirroring the new GSK product families. He led a team that evaluated more than 150 contracts, ran workshops with more than 30 global tech product teams, and maintained flexibility in the process to absorb the operational impacts presented by COVID-19. He demonstrated leadership in influencing and managing his stakeholders through the process, which also delivered in-excess of 10 million pounds (US\$13 million) in savings.

My job in three words: Challenging, rewarding, exciting.



Abigail Crowley, 28

Category manager, business continuity planning | Ball | Denver

Abigail Crowley has led Ball's procurement business continuity program (BCP) since it was implemented in 2021. In this role, she has showcased her collaboration and leadership skills by developing a governance strategy that meets the needs of Ball's North American region and, beyond her scope, the European and South American regions. This governance strategy identified three areas where Ball now focuses BCP efforts: internal risk identification and mitigation strategies, disaster recovery strategies, and supplier-developed BCPs. Crowley has facilitated risk mitigation strategies for more than 50 suppliers within the company's portfolio of the critical global and North American suppliers. Additionally, she increased contingent time element insurance coverage, which serves as a disaster recovery strategy in the event of a catastrophic event at a supplier. This project required Crowley to compile and analyze inventory data at Ball's plants and supplier locations. This previously unseen data allowed her to calculate inventory run-out and facility rebuild times, which supported the increase in coverage.

My job in three words: Challenging, thought-provoking, exciting.



Mark Delaney, 30

Director, chief of staff | Lenovo | Raleigh, North Carolina

After finding success at United Technologies and IBM, Mark Delaney joined Lenovo in 2018 to launch the company's first-ever global supply chain rotational program. Under his leadership, the program has transformed the organization's skill set and continues to accelerate the career paths of active members and alumni. Kirk Skaugen, Lenovo executive vice president and president of Lenovo's Infrastructure Solutions Group (ISG), noticed Delaney's success and appointed him to an additional role as worldwide leader of the company's "People First" program. "For years, the program did not fully meet the engagement vision of our leader," says Renee Ure, ISG COO. "Within 30 days, Mark came back to Kirk, me and the leadership team with a one-page strategy and a 12-initiative 'People First' action plan for a global organization of over 6,000 people." In the next year, Delaney turned the plans into reality through collaboration across Lenovo's network of global sites. "He turned the program into a global success, unifying a worldwide team through engagement, empowerment, and operational excellence," Ure says. In Delaney's current role as chief of staff to the ISG COO, he drives internal efficiency and strengthens partner relationships through trust and customer experience.

My job in three words: Dynamic, entrepreneurial, collaborative.



Raul Figueroa, 28

Global logistics manager | Mission Produce, Inc. | Oxnard, California

Raul Figueroa joined Mission Produce as a forklift driver and has since moved up the ranks through five positions to his current role. As a central player in Mission's international business operations, he supported the logistics of an estimated US\$26.4 million in avocados to more than 25 countries in 2018 and '19. Because of his strong relationships with different players in Mission's supply chain — including import and export locations, carriers, vendors, ports and customs — he knows where to get timely information and how to address supply chain initiatives and challenges, which helped Mission maintain operations during the height of the pandemic. "(Raul is) always up for a challenge, (and) what he loves most about his job is its unpredictability and learning about different cultures through his relationships with people around the world," nominator Emily Costanza of Solebury Trout says. Among other efforts, Figueroa co-organized Mission's annual Toys for Tots program and obtained associate's and bachelor's degrees in business management while working full time.

My job in three words: Dynamic, rewarding, stimulating.



Annie FitzPatrick, 25

Global category manager — research and development | DuPont | Chadds Ford, Pennsylvania

Despite the challenges of the coronavirus pandemic, Annie FitzPatrick, who began her career at DuPont in June 2020, has delivered US\$15 million in value to the company through unique approaches to complex supplier negotiations and by driving optimal R&D procurement decisions. She has been instrumental in establishing a procurement presence in DuPont's businesses around the globe. She managed several crises involving raw materials threatened by COVID-19-related supply issues, managing to keep production lines running. "Annie's ability to think outside of the box in a high-stress environment enabled her to avoid manufacturing downtime and revenue loss for multiple sold-out products through strategic sourcing of critical raw materials, all the while leading a cross-functional team during a time of uncertainty," said DuPont CPO Miguel Gonzalez, her nominator. FitzPatrick continues to lead initiatives with multiple businesses within DuPont to prepare for unforeseen supply disruptions. She also continues to work strategically with suppliers to develop business continuity plans, ensuring a steady supply of critical materials.

My job in three words: Rewarding, challenging, collaborative.



Kenzey Fordyce, LLB (Hons.), 30

Category lead | Apache Corporation | Houston

As part of a recent global reorganization at Apache Corporation, Kenzey Fordyce became solely responsible for the rotating equipment category from a global perspective. In the role, she has coordinated key executive management discussions, demonstrated continued leadership skills and led critical negotiations. "Kenzey has a real ability to find ways to drive a deal via a negotiation, through a variety of routes," said nominator Joe Gallagher, MBA, CPSM, C.P.M., director, global supply chain at Apache Corporation. For example, as part of an ongoing negotiation with a strategic contractor for the provision of onshore and offshore hotel and catering services, Fordyce developed a strong relationship and (1) generated savings of about US\$10 million over a five-year period and (2) worked with the contractor to change the current operational model. Fordyce is a founding member of Apache's global supply chain function diversity and inclusion committee, and her work to help foster a culture of equity led to her selection for the same committee at the corporate level.

My job in three words: Exciting, intense, fulfilling.



Beatriz Fraga Oliveira, 27

Supply chain excellence analyst | Shell Brasil | Rio de Janeiro

In 2019, Beatriz Fraga Oliveira joined a cross-functional team at Shell to determine solutions for supply chain process and data disintegration. She and the team analyzed the process through value stream mapping and offered an ERP solution design to be developed with a capable partner. For more than two years, Fraga worked led the procurement piece, working with the company partner to translate written and unwritten rules into a web-based workflow, eventually becoming the technical lead and training facilitator. The ERP solution, called Smart Supply Chain, is now used as the single point of request in Shell Brasil for upstream production and exploration, reaching more than 100 end users and 30 supply chain users over 20 different areas. In other efforts, Fraga has become a data-driven analyst; she has enhanced existent data solutions, supported integrated rollout of a savings tool and has designed new formats for buyer and manager outreach. Additionally, she has designed data packs for strategic and tactical procurement teams by formatting and interpreting data from multiple systems.

My job in three words: Analytical, influential, collaborative.



Emily Fugleberg, 29

Principal global sourcing specialist | Boston Scientific | Stacy, Minnesota

Emily Fugleberg manages one of the top five categories — imager assemblies — in Boston Scientific's US\$1.5 billion direct material spend, and is instrumental in developing the supply chain and negotiating robust supplier contracts. Her efforts enable the financial and operational success of projects for the recently developed category, which is critical to Boston Scientific's global endoscopy and urology growth plans. She leads a group of six engineers as category team lead and has been recognized by cross-functional peers as an asset in connecting stakeholders toward common objectives. Fugleberg's successes include executing contracts with new suppliers and identifying improvement projects that will deliver more than \$35 million in cost reductions. Her negotiation strategies have been used as templates for future agreements across the organization. Also, Fugleberg took on mentoring and leadership roles within the department and helped develop Boston Scientific's first global sourcing internship position. Her other accomplishments include representing global sourcing on a transformational SAP project, sitting on multiple cross-functional improvement teams and negotiating with a supplier to secure scarce raw materials to avoid millions of dollars in sales impacts and help ensure patient care.

My job in three words: Dynamic, complex, impactful.



Jakub Hrabovecky, CPSM, 29

Category manager | U.S. Steel Corporation | Kosice, Slovakia

After starting as an intern at U.S. Steel Kosice, Jakub Hrabovecky in June 2018 became a management associate in the MRO department. There, he implemented a new approach to the pipe, valve and fitting category, resulting in supplier consolidation and US\$1 million savings in a year. After a promotion to category manager, Hrabovecky in September 2019 became responsible for ferroalloys and aluminum procurement, taking a short-term assignment to collaborate on ferroalloys sourcing at U.S. Steel's Pittsburgh headquarters. His achievements in this field included (1) a transformational change that delivered a \$7.9-million impact, representing 20 percent of commodity spend in 2020, and (2) material flow planning and controlling, which generated cash benefits of almost \$3 million. Hrabovecky, who oversees \$80 million in spend, also analyzed specifications to find materials with nonstandard chemical requirements or inputs that were too expensive and/or improperly used. He discovered that U.S. Steel Kosice paid extra premiums for nonstandard material that is needed only for 10 percent of its total steel production. After a successful trial program, standard material can be used for 90 percent of U.S. Steel's total steel production, generating an expected savings of nearly \$700,000 in first quarter 2022.

My job in three words: Challenging, interesting, demanding.



Justin Hyrb, 24

Global category manager | U.S. Steel Corporation | Pittsburgh

Justin Hyrb, a 2018 R. Gene Richter Scholar who interned at U.S. Steel, started there full-time as a procurement management associate in June 2019. His efforts managing plant services achieved roughly US\$15.3 million in savings in 2019 and '20. Hyrb was tapped to lead a specialized team tasked with quickly building a pipeline of potential savings projects. "(A)n entry level employee leading a team such as this only a few months into their career is somewhat rare in our company" and is evidence of business acumen and leadership skills, said nominator Jay Pollard, manager — global procurement at U.S. Steel. Within two months, Hyrb's team built a pipeline of nearly \$8 million, and completed projects ended up yielding \$6.4 million in savings. In early 2021, he took over more complex commodities, including operating services, environmental services and by-products, and achieved \$11.9 million in savings that year. Among other accomplishments, he worked with U.S. Steel's real estate department to develop a strategy and assist in negotiations with a major records management and archiving supplier. The deal also included the sale of U.S. Steel property that carried several risks and associated legacy costs. Through Hyrb's negotiations, the deal also incorporated new pricing that yields an annual savings of nearly \$250,000.

My job in three words: Engaging, adaptable and rewarding.



Tyler Johnson, CPSM, 29

Senior procurement specialist | MilliporeSigma | Lenexa, Kansas

Tyler Johnson, CPSM, has been instrumental in ensuring continuous supply of raw materials for MilliporeSigma to two geographically separate sites using two different ERP systems. In purchases of highly regulated materials across thousands of miles of supply chains, Johnson has balanced constrained supply and transportation with site requirements, including competing sister-site demands. During the coronavirus pandemic, MilliporeSigma's production sites experienced unprecedented demand for life-saving pharmaceuticals, and to support that demand — much of it not forecast — Johnson planned and purchased more than US\$50 million of chemical compounds and coordinated their delivery. With suppliers, transportation providers and customs agents impacted by COVID-19, he has managed raw material shipments and deliveries to prevent production plant shutdowns. His frequent communication with production planners, even while on vacation, has allowed adjustments to the 24/7 production schedule, so production lines never stopped running. Among other accomplishments, Johnson anticipated significant critical material supply constraints and became a key founding member of a cross-functional initiative to manage this area. Additionally, Johnson realized a need to decrease freight damage; his written standards are used across the company's supply chain and have led to a significant decrease in raw material reshgments due to damage.

My job in three words: Challenging, collaborative, global.



Delaney Liu, 25

Category manager | U.S. Steel Corporation | Pittsburgh

Among Delaney Liu's accomplishments are negotiating U.S. Steel's first total-cost-of-ownership (TCO) cost-savings program with a sole-sourced magnesium supplier. Liu fostered a continuous improvement environment focused on quality, service and total cost of material acquisition. These efforts secured a guaranteed year-over-year savings of US\$375,000 from the supplier, as well as significant process improvements at facilities. With the magnesium supply chain at risk, Liu executed two key actions that secured supply. First, she collaborated with operations, research and the supplier to challenge the specifications of the magnesium blend used in operations. She balanced key strategic initiatives and tactical benefits to lead the team to implement a different material blend that improved production and reduced cost by \$800,000 annually. She further increased savings by negotiating the supplier's overhead and securing supply for an additional three years, delivering an additional benefit of \$400,000. Second, she collaborated with the research and operations team to qualify an alternate supplier and negotiate a reasonable trial allowance with the current supplier. Additionally, Liu was instrumental in designing a process framework that identifies critical inventory thresholds throughout first- and second-tier supply chains, triggering mitigating actions if breached. This required extensive leveraging of supplier relationships. Her work helped codify a process to rank supply risk criticality and develop reliable mitigating actions used throughout U.S. Steel's procurement organization.

My job in three words: Rewarding, challenging, collaborative.



Susan McNichols, 28

Strategic Sourcing Manager | H.B. Fuller | Vadnais Heights, Minnesota

Susan McNichols has managed expanding responsibilities while delivering increasing value in her four years at H.B. Fuller. She has managed more than US\$60 million in spend, served as the global category strategy leader for eight direct raw material categories, and delivered \$12.6 million in annualized savings, cost avoidance and synergies. As the sourcing partner for multiple market segments while at H.B. Fuller — including global hygiene, global adhesive-coated solutions, Americas glass and Americas new energy — she works closely with business leaders to deliver best total value to customers. McNichols has demonstrated her ability to innovate by bringing diverse, cross-functional, global teams together through several projects. She championed a project to approve mixing sources of bulk material, achieving \$1 million in annualized savings while improving payment terms and supply security. She also managed required global collaboration in executing two global oil bids in 2020; this initiative delivered \$1.8 million in annualized cost savings across 10 sites. McNichols also leads global sustainability within H.B. Fuller's global strategic sourcing organization. She developed a strategy to drive sustainability in the adhesives supply chain, with a focus on reducing greenhouse-gas emissions, waste, water usage and impact to nature and biodiversity.

My job in three words: Dynamic, rewarding, critical.



Christina Winkler Meredith, MBA, 29

Upper structures creativity team lead | General Motors | Royal Oak, Michigan

At General Motors (GM), Christina Winkler Meredith, MBA, developed a process to streamline budget-impact requests for management approval, then led its implementation and buyer training. She also led collaboration across product engineering, cost engineering and supplier quality to ensure a successful launch for more than US\$200 million in annual purchase value. As the company lead of the GM/Wayne State University (WSU) case competition, which involves 20 to 25 colleges, Meredith heads the case-writing team, recruits judges, obtains sponsorship, develops the work plan and manages required resources. Through this endeavor, she builds further relationships with internal and external stakeholders. Meredith also worked on reimagining training for new buyers in the work-from-home structures space and implemented weekly training and office hours. She created commodity-specific training to promote smooth transitions and deeper understanding of the role. Additionally, Meredith earned a 25 Under 25 Award from WSU's Mike Ilitch School of Business (MISB). She is the co-chair for the MISB alumni council and is the fundraising committee lead.

My job in three words: Challenging, collaborative, fast-paced.



Logan Metzger, CPSM, 29

Contracting and procurement lead, Gulf of Mexico subsea projects | Shell Oil Company | Houston

Since joining Shell's Leadership Rotation Program in 2016, Logan Metzger, CPSM, has had roles spanning the company's upstream and downstream businesses. As contracts and procurement lead for subsea projects, he manages a portfolio of subsea hardware (SSH) contracts — more than US\$550 million of spend spanning eight stakeholder groups across greenfield and brownfield projects in the Gulf of Mexico. Among Metzger's accomplishments is the structuring, negotiation and implementation of a stocking/pre-ordering program for subsea equipment, which will enable 25-percent reduction in upfront capital expenditure and 20-percent reduction in equipment lead time year-over-year through 2024. This allows Shell to improve project economics by shortening cycle time. Metzger is continually recognized for his ability to deliver highly competitive solutions catered to specific stakeholder needs. Despite recent global supply chain challenges, he has implemented innovative contract management techniques to create commercial value, including managing an abundance of COVID-19-related force majeure notices and successfully negotiating minimal cost/schedule impact to Shell. Additionally, he is implementing a new Gulf of Mexico supplier performance management structure designed to measure performance, drive continuous improvement, and hold Shell's strategic supplier accountable for project delivery.

My job in three words: Strategic, dynamic, detailed.



Mackenzie Milner, 28

Senior manager, R&D procurement — lab asset and services | GSK | Washington, D.C.

As part of the GSK Future Leaders Program (FLP), Mackenzie Milner managed the strategic partnership with GSK's selected private marketplace platform, including launching the program in Singapore. This enabled R&D teams to access a broader range of suppliers and innovative services at an accelerated pace while maintaining compliance, bringing products to market sooner. Following the FLP, Milner was promoted to the laboratory and regional team in R&D procurement, where her achievements included negotiating with a supplier of critical enzymes used in the development of key vaccines assets. Despite the initially small spend, she not only secured a discount but also negotiated a significant growth rebate on any spend above then-market levels. This proved to be beneficial when spend with the supplier multiplied as the platform progressed to clinical manufacturing. In 2020, Milner tackled pandemic-related priorities, including locating testing providers, securing personal protective equipment (PPE) for the Americas region and building a framework and governance across GSK's R&D sites to respond to supply changes. After a promotion to senior procurement manager for laboratory assets and services, she worked closely with regional procurement leads to design and implement a new process to clarify category management responsibilities between the global and regional teams.

My job in three words: Collaborative, dynamic, analytical.



Mauro Ministrini, 28

Supply chain commercial specialist | Shell Brasil | Rio de Janeiro

Mauro Ministrini manages chemicals and topsides contracts in Shell Brasil's supply management organization and supports the Bijupira and Salema fields project, the first offshore installation decommissioning for Shell Brasil. In 2019, he delivered the highest share (39 percent) of target savings for Shell across the Americas operational contracts team and was also responsible for tracking the department's cost improvement initiatives. In 2020, he served as focal point for a line-of-defense audit in Brazil; his responsibilities included contract negotiations and audit scheduling. Ministrini also was the supply chain representative for the company's Kraken project designed to enable better control over legislative operational compliance. Flawless compliance strengthened Shell Brasil's relations with regulators and partners and reduced non-conformities. The team deployed a software-as-a-service (SaaS) solution to create a one-stop shop containing all regulations required per asset, highlighting applicable obligations and due dates, enabling submission of compliance reports and providing action plans for noncompliant elements of the business. Ministrini identified companies, negotiated the supplier contract and managed stakeholders for the Kraken project, which received the Shell VP CIO Award.

My job in three words: Strategic, challenging, collaboration.



Emily Minogue, 24

Test and evaluation procurement agent | The Boeing Company | Seattle, Washington

A procurement agent in Boeing's test and evaluation organization within the indirect supply chain for more than two years, Emily Minogue supports commercial and defense aerospace programs. She has achieved, primarily through negotiation efforts, about US\$160,000 cost savings in the last two years. As the lead for a new verticals program, she is responsible for contracting and managing component testing packages with key test house suppliers. Her efforts have led to successful tests that fulfilled customer requirements and generated continued cost savings of 58 percent compared to conducting the tests internally. Minogue has served as the team lead for other successful projects, including developing, planning and executing a supplier symposium of 100 attendees from more than 50 companies. Her work to implement use of the Boeing problem-solving model will lead to a decrease in deficiency and an increase in quality. As team engagement lead for the indirect supply chain organization, Minogue oversees coordination of volunteer and community-outreach events.

My job in three words: Challenging, Innovating, fun.



Yosra Musa, MSc, 29

Demand planner | Shopify | Hamilton, Ontario

Yosra Musa started working as a demand planner at Shopify in April 2021; prior to that, she was an inventory manager at the Ontario Ministry of Finance, overseeing a multimillion-dollar portfolio for one of the fastest growing Government of Ontario crown corporations, the Ontario Cannabis Store. Musa was at the forefront of establishing relationships with licensed producers and optimizing the flow of inventory. She spearheaded the return-to-vendor process, which ensures safe return (or destruction) of product for Ontarians who are recreational users. In her role as an inventory manager, she worked to develop the collaborative forecasting program with licensed producers across Ontario. Her role in ensuring product availability helped increase the licensing and rollout of retailers across the province. At the start of 2020, there were a few dozen retail stores in Ontario; that figure had risen to more than 400 when Musa left the company.

My job in three words: Goal-orientated, determined, empathetic.



Matthew Nehr, 24

Category manager | U.S. Steel Corporation | Pittsburgh

Matthew Nehr's first strategic commodity management assignment at U.S. Steel was MRO — industrial products. After demonstrating strategy development well beyond his level, he was promoted to category manager of industrial distribution, where he is the architect of strategic agreements with MRO distributors. He reengineered a typical rebate program to become an innovative capital-funding source. Generating enterprise value at three times the typical annual rebate in its first year, the program is on track to grow to five times the value in its second year. In 2020-21, Nehr's program funded 45 projects across U.S. Steel's North American footprint, generating US\$5.6 million in earnings before interest, taxes, depreciation and amortization (EBITDA) improvement. The program has become so successful that leadership at the plant sites compete for it as a reliable source of project funding. Nehr also is passionate about supplier diversity: By aligning the company's environmental, social and governance objectives with the distributor supply base, Nehr has channeled 5 percent of \$250 million industrial distribution spend to accredited woman-owned, veteran-owned and minority-owned businesses through Tiers-1 and -2 efforts. Additionally, he has established process to include two diverse suppliers in every RFP where possible, leading to a 40-percent increase in the count of diverse suppliers within his team's portfolio.

My job in three words: Ever-changing, collaborative, innovative.



Allie Newman, 26

Procurement agent | The Boeing Company | Mesa, Arizona

Allie Newman began her career in Boeing's procurement services group — a high-transaction, quick-turn procurement team. When the company disbanded the group, she coordinated the transition of such transactional activities into sustaining teams. In her previous procurement role, she managed a wide range of capital equipment commodities, including flight test equipment, holding fixtures and automated storage and retrieval systems. In 2020, Newman supported the purchase of more than 800 automated tool dispensers across multiple Boeing sites, an addition integral to a new tool control process. She collaborated closely with business partners to source cost-effective solutions to meet new innovative compliance criteria. In her current role, Newman is becoming one of the most proficient procurement systems subject matter experts recently deployed by the organization. She took over the lead project management of the most important transformation project that Boeing's digital systems team has in its portfolio, the super user rebrand/relaunch, which is in the second — or action — phase of the project plan.

My job in three words: Insightful, worthwhile, engaging.



Devin Riddle, 30

Purchasing and supply management specialist | U.S. Postal Service | Windsor, Connecticut

Devin Riddle began her career in 2015 as a business systems analyst for the U.S. Postal Service's (USPS) National Recycling Operation, an initiative that encourages increased recycling performance. In December 2017, she was hired by USPS as a purchasing specialist in its Facility Services Category Management Center (FSCMC). Her ascent continued in July 2021, when she was promoted to lead of the newly formed solid waste and recycling programs category management team (CMT), managing 145 contracts for procurement of solid waste and recycling services and equipment. In October, Riddle initiated a closed loop pilot with recyclable material to produce USPS consumable containers at the North Houston processing and distribution center; she is reviewing potential locations for similar projects. During her career, her efforts have contributed to more than US\$85 million in cost avoidance for landfill diversion and recycling revenue generation, as well as more than 1 million tons of waste diverted from landfills. Her supply chain management impact submissions for the USPS northern facility services CMT since fiscal year 2019 have resulted in more than \$7.4 million in impact savings.

My job in three words: Engaging, demanding, collaborative.



Julian Rizza, 29

Procurement adviser | FedEx Services | Pittsburgh, Pennsylvania

Julian Rizza, who oversees more than US\$450 million in annual spend across nine programs, is heavily involved in FedEx's global transformation to sustainable packaging. Shortly after joining FedEx in November 2020, he developed the operational supplies dashboard (OSD), a cross-functional data visualization tool used to manage the packaging, supplies and global uniforms programs. By automating manual steps and removing waste from inventory-management and demand-forecasting activities, the tool increased forecast accuracy by 20 percent for the uniforms program while saving 68 working hours per month. In other achievements, Rizza helped improve the corrugated box ordering process and reduce pallet damage as part of FedEx's cold-chain shipping project; The project eliminated waste, reduced process time by 60 percent and decreased the damage rate by 10 percent. Additionally, he led a project that supported the forecasting, production and distribution of FedEx Clinical Paks, which are used to ship COVID-19 nasopharyngeal swabs to labs for testing. He helped the team develop a strategy to improve business performance, which resulted in a recovery date 38 days earlier than projected, and also improved forecasting accuracy by 13 percent.

My job in three words: Dynamic, collaborative, data-driven.



Mohammed Saleem, 28

Integrated business planning (IBP) demand planning manager | Interstate Batteries | Houston

Now a business transformation lead at Interstate Batteries, Mohammed Saleem led the North America demand planning team at ChampionX when nominated. There, as part of the sales and operations planning process redesign, he helped implement global demand planning best practices across eight regions. He improved the visibility of longer-term risk, enabling the supply chain function to better make decisions on inventory and network optimization, among other areas. His collaboration — across functions and regions — helped the company monetize its demand plan, a critical measure for business plan alignment and/or gap identification. The incorporation of statistical modeling for the demand plan has improved forecast accuracy. Saleem also incorporated new KPIs — forecast bias and value add — for better forecasting. As a result, the sales team no longer has to provide updates for every product, saving valuable time that can instead be focused on customers. In collaboration with the analytics team, Saleem implemented global, automated analytics to drive insight development and forecasting improvement. Additionally, he implemented global demand planning collaboration sessions, so planners in all regions could discuss and create improved processes, standardized documentation and training.

My job in three words: Collaborative, innovative, challenging.



Samuel Setiawan, 28

Senior manager | Stanley Black & Decker | Toledo, Ohio

Before joining Stanley Black & Decker in August, Samuel Setiawan worked at Owens Corning, joining in 2014 as a procurement intern in the company's leadership development program. Rotation assignments included administering capital sourcing projects, supervising the day-to-day MRO process for a facility with a spend of US\$4 million, and managing \$40 million worth of chemical tail spend as a global sourcing lead. Setiawan then moved into a full-time role as an information technology (IT) sourcing lead, managing \$50 million worth of IT spend. His achievements at Owens Corning include leading a team to create a risk-management tool that allowed a holistic, end-to-end value chain view of the global chemical sourcing team. In Setiawan's role as a lead category manager for IT at Stanley Black & Decker, his early contributions to the team were recognized with a joint IT-global supply management award. Stanley Black & Decker's CPO Guru Bandekar said, "At a challenging time when the stakeholders' requests increased 60 percent and the team capacity was halved, (Sam) immediately took on a broad variety of projects, from strategic and complex ... to a multitude of smaller but high urgency requests." Through collaboration with stakeholders, Setiawan helped drive process improvement and alignment across functions. In March, he was promoted to a senior manager role.

My job in three words: Interesting, transformational, demanding.



Loryn Setterquist, CPSM, 25

Supply chain commercial lead — production | Shell Oil Company | New Orleans

In her first role at Shell, Loryn Setterquist, CPSM, was part of a core team transitioning the company's Gulf of Mexico supply chain into a centralized distribution center. She served as the change management and transition lead, ensuring integrated workstream schedule alignment, cross-functional collaboration and robust change-impact-assessment development. In early 2020, she moved to downstream operations to support a southern Louisiana refinery, where she led the Gulf Coast regional commercial strategy development for the rental building category. Setterquist now manages a US\$375-million contract portfolio of life-support categories — including telecommunications, commodity and specialty chemicals, catering and cleaning, inspections, and diving — for the Deepwater Gulf of Mexico group. Within the telecommunications category, Setterquist works with the contract management team to create a strategy and proactively manage the supplier base. Within the chemicals and catering space, she manages and improves physical supply chain operations to reduce lead time, ensure adequate inventory and demand planning, and secure strategic sourcing. When Hurricane Ida impacted Shell's operations and supply chain, Setterquist took on additional responsibility and ensured that the life-support categories continued to deliver.

My job in three words: Dynamic, collaborative, fulfilling.



Heather Titanic, MBA, 28

Buyer | Seal and Design, Inc. | Clarence, New York

Heather Titanic, MBA, started her career at Seal and Design, Inc. in purchasing and logistics, and in her three years there has quickly contributed to the company's growth as one of western New York's fastest growing companies. Her accomplishments include stabilizing the intercompany purchase process, consolidating billing to accounting and reducing the number of transactions and bringing efficiency to the process. Titanic was key in reworking Seal and Design's procurement of supplies during COVID-19, managing an annual spend of US\$45 million. She has also been instrumental in improving supplier on-time delivery to greater than 92 percent. "Heather has become a key team member in a very short period of time and was promoted from her expeditor role to purchasing and logistics coordinator," said Rhonda Augustine, the company's global supply chain manager. While earning an MBA degree at Niagara University, Titanic worked at Buffalo-based Independent Health on various strategic projects, where she increased operational efficiency by 50 percent by drafting and implementing departmental standard operating procedures. Titanic serves as Treasurer on the Board of Directors for the Institute for Supply Management®'s ISM—Buffalo chapter.

My job in three words: Challenging, interesting, rewarding.



Coline Zitzmann, MA, 27

Manager, R&D procurement — Europe region | GSK | Brussels, Belgium

After obtaining a master's degree, Coline Zitzmann, MA, was selected to GSK's Future Leader's Program (FLP). During her rotation with direct procurement, she oversaw category strategy for aseptic connectors, a key component in GSK vaccines. She organized a multidisciplinary team with competing objectives to drive a successful sourcing initiative, gaining the trust of her superiors. As a result, Zitzmann was asked to co-lead a negotiation with a key supplier, where she negotiated cost reductions while maintaining quality and performance deliverables. She also led a project to enroll local GSK teams in a global inventory reduction program; by influencing senior leaders on its importance, she drove a 13-percent decrease in inventory. After completing the FLP, Zitzmann was promoted to R&D procurement as regional category manager of lab equipment and devices for Europe. Soon afterward, COVID-19 began, and she was asked to co-lead a procurement task force to secure testing supplies; its other members were representatives from five peer companies and the Belgian government. Zitzmann successfully secured the suppliers as well as instruments and reagents to support the COVID-19 tests. Zitzmann unlocked supply shortages while generating savings for GSK as well as the consortium. She received recognition within GSK as one of the company's top performers for her contribution to this priority.

My job in three words: Rewarding, meaningful, people-focused.