

30 UNDER 30

SUPPLY CHAIN'S RISING STARS

Redefining the limits of
procurement's influence.

Charlotte de Brabandt
Johnson & Johnson





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About ISM

Institute for Supply Management® is the first supply management institute in the world. Founded in 1915, ISM's mission is to enhance the value and performance of procurement and supply chain management practitioners and their organizations worldwide. By executing and extending its mission through education, research, standards of excellence and information dissemination – including the renowned monthly *ISM Report on Business*® – ISM maintains a strong global influence among individuals and organizations. ISM is a not-for-profit educational organization that serves professionals with an interest in supply management who live and work in more than 90 countries. ISM offers the Certified Professional in Supply Management® (CPSM®) and Certified Professional in Supplier Diversity® (CPSD®) qualifications.



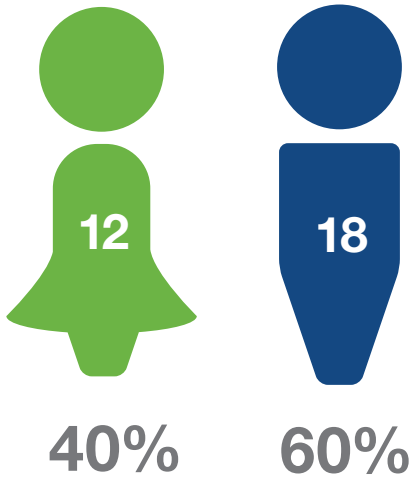
About Thomas

Thomas provides actionable information, data, analysis and tools that align with and support today's industrial buying process. Its solutions include the Thomas Network at Thomasnet.com®, industry's largest and most active buyer/supplier network. Through Thomas Marketing Services and Thomas Product Data Solutions, the company provides full-service industrial marketing programs, website development, CAD/BIM solutions and digital product data syndication. Thomas Insights delivers original content to help marketers and supply chain professionals inform their decision-making, through leading titles including Thomas Industry Update, Thomas Index™, Inbound Logistics® and Industrial Equipment News® (IEN®).

Meet the 2017 Rising Supply Chain Stars

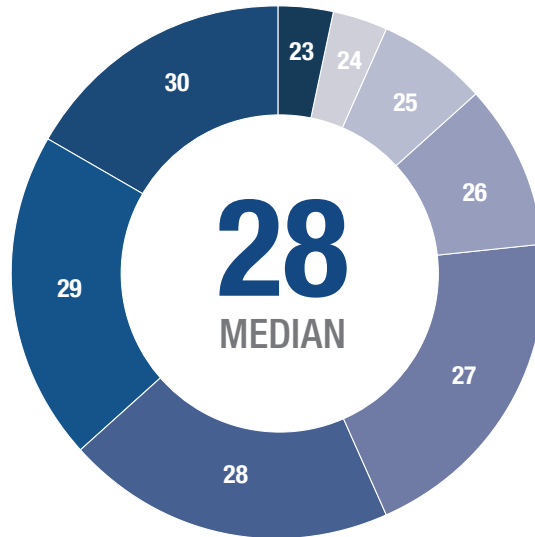
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Gender Breakdown



The female to male comparison was 37% to 63% in 2016.

Age Breakdown



The median age was 27 in 2016.

The 30 Under 30 Rising Supply Chain Stars program, a partnership between Thomas and Institute for Supply Management® (ISM®), is in its fourth year of showcasing excellence embodied by young supply management professionals.* Millennials have been analyzed, inspected and theorized about with constant curiosity; their motivations and work styles have been dissected repeatedly in the professional sector. Now the most populous generation in the U.S., millennials are well-known for their technological fluency and fervor for efficiency. The 2017 class of supply management stars exemplifies the highly-publicized characteristics of their generation while also embodying oft-overlooked qualities that are a product of their interconnected upbringing — a global focus, a holistic approach and a sense of tremendous gratitude to their mentors.

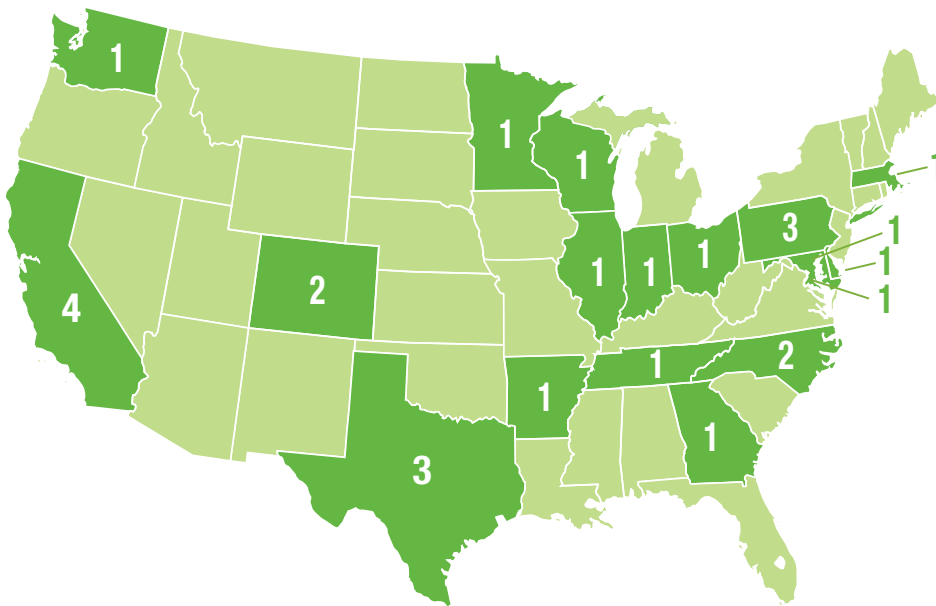
Our winners have naturally developed an international sensibility; such is the natural progression when growing up alongside the internet, watching the digital connectedness of the world increase. This generation is in a unique position, young enough to have experienced the digital sphere in their childhood but old enough to remember the world before that tech explosion. There's not only acute awareness of the global sector, but also a desire to be involved. Five were born outside the U.S., from Switzerland to Pakistan. Almost half work, or have previously worked, outside the U.S., from

Singapore to Spain. Many of those who live in the U.S. lead or work on international teams, with members scattered across the world. These global citizens place a focus on creating systems and processes that span across borders.

An international view lends itself to a holistic approach to other areas of life, and supply management is no exception. The 2017 class has a penchant for seeing the big picture, including how their decisions influence other departments or details of a supply chain from end to end. More than ever, these young professionals have sought out the opportunity to gain experience in the various aspects of supply management, using rotational programs to quickly develop expertise and launch their careers to new heights. While this year's winners are passionate about supply management, they see the ability to create an impact within its many different facets and seize the opportunity to provide value to their organization.

Through their accomplishments, this year's rising stars have shown an unceasing gratitude to the mentors and role models who have helped them realize their potential. Each winner has a story of an influencer who helped them achieve success. Most now use their platform to provide guidance to their juniors. Through such vehicles as mentorship opportunities at their alma maters or development

Where They Work



Beyond the continental U.S., one selectee works in Singapore, one in Spain and one in Switzerland.

Top 10 Words That Describe Their Job

- Challenging
- Rewarding
- Strategic
- Diverse
- Collaborative
- Fast-Paced
- Global
- Dynamic
- Impactful
- Exciting

programs for high-school students, the 30 Under 30 Stars are eager to help the younger generation find its way, similar to how they were helped by their predecessors.

We're proud to celebrate the achievements of this year's 30 winners, who work tirelessly to contribute to a prosperous, sustainable world.

**Each winner receives a complimentary one-year ISM® membership and a pass to the ISM2018 Annual Conference in Nashville, Tennessee. The Megawatt Winner and her nominator win an all-expense-paid trip to the ISM2018 Annual Conference.*

Did They Plan on a Career in Supply Chain?



Industries They Work

Aerospace & Defense	2
Business Services	2
Custom Manufacturer	1
Health Care	2
Manufacturer – Durable Goods	10
Manufacturer – Non-Durable Goods	5
Military or Government Agency	3
Oil & Gas	2
Pharmaceutical	2
Utility	1
Total	30

30 UNDER **30**
MEGAWATT STAR





2017
MEGAWATT
STAR

Charlotte de Brabandt AGE 30

CATEGORY ASSOCIATE, JOHNSON & JOHNSON

Charlotte de Brabandt has been climbing mountains her entire life. The first were snowy peaks in the Swiss Alps, where she served as an expeditions group leader for her former boarding school, Aiglon College in Switzerland, leading 12- to 80-mile treks into rough terrain. Since then, de Brabandt's mountains have become more metaphorical — but she still makes sure that she and her team reach the summit.

After completing her master's degree in technology entrepreneurship in London, de Brabandt began her career in an international procurement management program with the Volkswagen Group. During her time with the organization, which included a stint in Beijing, she led negotiations with suppliers that saved the organization more than 1 billion euros over three years. With Porsche Design in 2015, de Brabandt built a procurement department from scratch — she developed an ERP system, established a new supplier portfolio, and defined and implemented 11 supply chain processes. The project required de Brabandt to negotiate with suppliers in five languages. Porsche Design's CEO said, "It would be misleading to reduce Charlotte to any functional silo."

Her current employer, Johnson & Johnson, agrees with that sentiment. Recently added to the capital, construction and facilities services (CCFS) global procurement team for Europe, the Middle East and Africa, de Brabandt was tasked with a market engagement program (MEP) to find a single global service provider to assist with global energy procurement for 920 sites across three continents. She had no precedent to reference — this tendering procedure had never been tried in this field of business — and had to coordinate a global team. An MEP usually takes up to nine months to complete, but de Brabandt finished in less than four. The final savings equated to one free year in a three-year contract, compared to the previous supplier. Charlotte doesn't flinch in the face of difficulty — she not only has a knack for seeing the big picture, but also possesses the ability to motivate her team and forge success.

A speaker of six languages, de Brabandt is a true cosmopolitan. She's traveled to more than 60 countries across five continents and her list continues to grow, as she runs a marathon in a new city each year. Her fervor for fitness extends to soccer, where she previously played in the 3. Liga, Germany's third professional division of the sport. She serves as captain of a team at Johnson & Johnson, leading the squad to a Euro Cup victory in 2017. De Brabandt is also a musician, attending boarding school on a music scholarship for piano and voice. Her interests, like her travels, are wide-ranging.

A passion for public speaking has led de Brabandt to volunteer, organize or participate in many summits and events. In 2011, she was a charity presenter and television host at the World Culture Festival in Berlin, an event with more than 60,000 attendees. She organized the largest TEDx in Switzerland, TEDxLugano, on professions of the future. De Brabandt served as a host of the seven-hour event, introducing speakers and topics on stage.

De Brabandt hopes to serve as a supply management role model and ambassador. She sees limitless opportunities for supply management professionals as innovative technologies continue to unfold. This year's Megawatt Star, Charlotte de Brabandt never stops climbing. She was nominated by Hui Dong of Johnson & Johnson.



Mitchell Agee AGE 30

MANAGER – SUPPLY CHAIN CONTRACTS
THE BOEING COMPANY

Being held after a meeting on a Tuesday to be told you're heading to Tel Aviv, Israel on Thursday would normally be overwhelming — especially in your first month on the job. Mitchell Agee's response to his bosses at Boeing was, "I need to go buy a new suitcase." Agee, a recent graduate of the University of Tennessee, went from studying for finals in his apartment in December to sitting on a flight to Israel in February. Like most things, he ran with it. After a year, including four months working with the supplier on-site, late part deliveries dropped by 90 percent.

Agee credits the trip with giving him a broader perspective. He uses his diverse assignments at Boeing and his legal training to take a broad, objective look at issues. Agee's responsibilities at Boeing have spanned many areas, from helping to oversee the delivery of more than US\$20 billion worth of 787 jets to leading the transformation and strategy realignment of the 787 purchasing team. He received a J.D. from the Charleston School of Law, where he graduated cum laude after four years of night school while balancing his position at Boeing. He later passed the South Carolina bar exam on his first attempt. Until his recent relocation to Seattle, WA, Agee also spent time outside of Boeing moonlighting as an attorney, handling such topics as estate planning, business formation and general contracting. He says he does his best work when he's busy, and the results agree.

Agee's personal life is just as active as his professional — he and six friends plan an annual expedition to destinations around the world. What started as a trip to Las Vegas to celebrate the results of his bar exam in 2014 has grown to journeys spanning from Vietnam to Spain. He is also engaged, with a November wedding date. Agee was nominated by Darren Sekiguchi of Boeing.

Manuel Allendesalazar AGE

29

FORECASTING BUSINESS MANAGER — GLOBAL
SUPPLY CHAIN CENTER OF EXCELLENCE
TEVA PHARMACEUTICALS

Manuel Allendesalazar has a command of navigating the global space through analytics. The European marketplace is an intricate environment layered with cultural, financial and operational differences; Allendesalazar has routinely found ways of extracting actionable data from a vast sea of information and developing systems to provide meaningful analysis in the future.

Allendesalazar's career began with PricewaterhouseCoopers Spain, where he was involved with the implementation of SAP Forecasting and Replenishment, a project resulting in the automation of the forecasting and replenishment process of 1.5 million SKUs across more than 150 retail stores. From there, Allendesalazar moved to his current role in global operations for Teva Pharmaceuticals. Allendesalazar continued to expand on his analytical aptitude with the design and development of a set of tools used to improve the forecasting and S&OP processes at Teva. Initially implemented in France and Spain, the toolset achieved a sustained forecast accuracy of more than 84 percent, resulting in substantial inventory reduction savings and a decrease in write-offs. The SAS- and QlikView-based tools are now used globally across the organization.

Allendesalazar has also used his comprehensive approach to lead in the organization, having served as the market focal point of the European region for Teva's annual operation plan. In this role, Allendesalazar was responsible for explaining to top management the demand drivers and organizational results from a 27-country region. His success comes from the ability to navigate complexity while politely and professionally championing his opinion — an important quality for an analytics authority.

An avid chess player since his youth, Allendesalazar has always held an interest in tactical games. He enjoys studying the mathematical aspects of Texas Hold'em poker, competing in tournaments at a national level. He also regularly plays soccer and padel, a racquet sport akin to tennis. Allendesalazar was nominated by Juan Gomez Martin of Teva.





Ajay Kumar Arjunan AGE 30

GLOBAL COMMODITY MANAGEMENT SENIOR ADVISOR
DELL TECHNOLOGIES

Ajay Kumar Arjunan has received extensive international experience through his education and career, allowing him to effortlessly navigate the global procurement landscape. Arjunan's studies in the top business schools in the world have taken him from his native India to Japan, the U.S. and his current place of residence, Singapore. Combined with his experience across industries and diverse organizations, Arjunan is a master navigator of international intricacy.

Arjunan's initial focus was mechanical engineering, beginning his career at Renault Nissan in India. His exposure to French and Japanese culture sparked a desire for more global pursuits, including a dual MBA in Singapore and Japan. The program included a stint in Chicago Booth School of Business, where an internship with Dell quickly turned into a position as a global supply manager, and then a global commodity manager, in Singapore. Arjunan received fast-track promotions in recognition of superior performance, including sizeable annual savings through various cost-saving strategies. He swiftly won the confidence of his superiors, participating in the development of strategy and plans for sourcing and continuity of supply with the global procurement team. He manages a global supply base including suppliers from China and Taiwan, using his global experience to easily bridge cultural gaps.

The high performer is also a champion of Dell's organizational efforts, serving as a brand ambassador for talent acquisition efforts and volunteering in Dell's CSR YourCause events in the community. Arjunan is a fitness enthusiast, having played cricket and volleyball professionally as well as recreationally participating in power lifting, swimming and badminton. He is a regular participant of the Asia-Pacific 3PL and Supply Chain Summit in Singapore and recently obtained his Certified Professional in Supply Management® (CPSM®) certification.

Neta Berger AGE 29

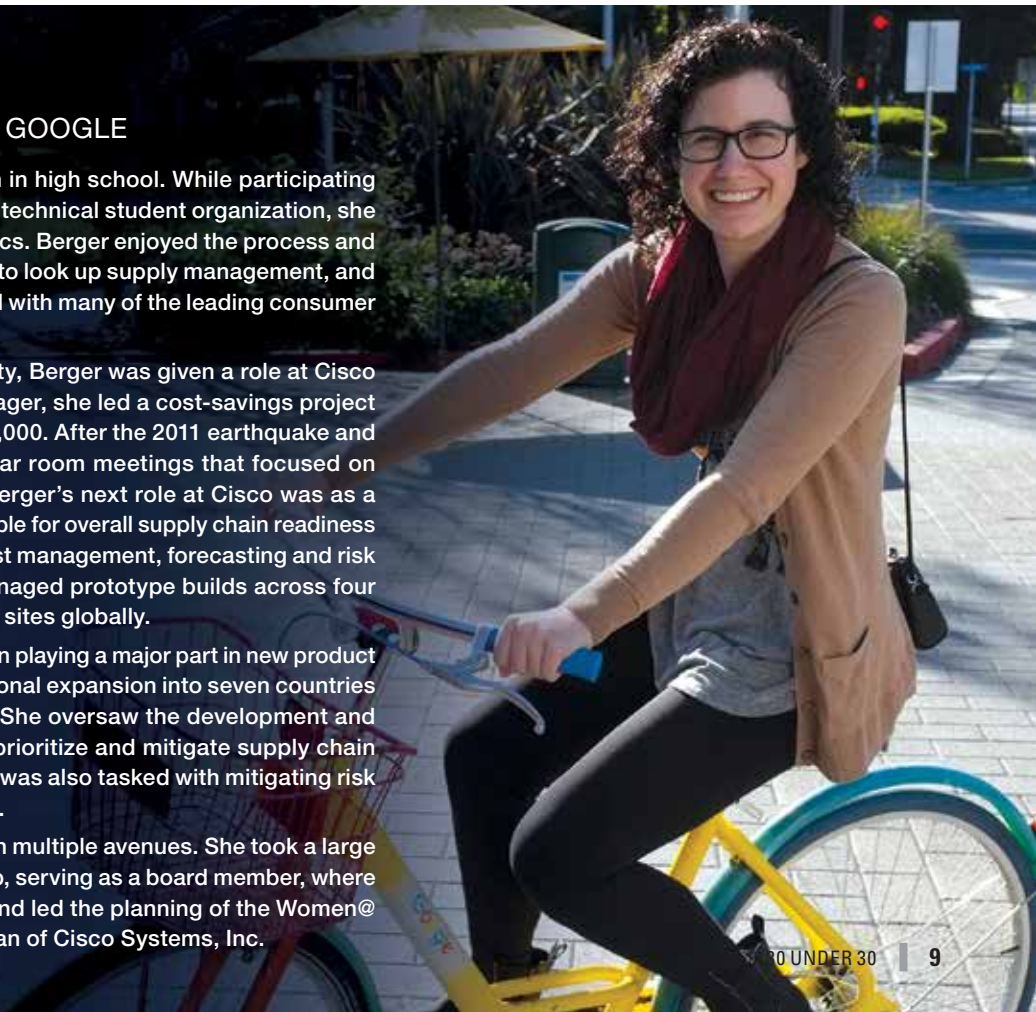
SUPPLY CHAIN PROGRAM MANAGER, GOOGLE

Neta Berger's love of supply management began in high school. While participating in a business competition for DECA, a career and technical student organization, she wrote a business plan involving third-party logistics. Berger enjoyed the process and asked her father for more information; he told her to look up supply management, and the rest was history. Now Berger is highly involved with many of the leading consumer electronics seen daily in stores and homes.

After graduating from Arizona State University, Berger was given a role at Cisco with a high level of impact. As a commodity manager, she led a cost-savings project with key suppliers resulting in savings of US\$300,000. After the 2011 earthquake and tsunami hit Japan, Berger managed the daily war room meetings that focused on resolving immediate shortages for the region. Berger's next role at Cisco was as a supply chain program manager; she was accountable for overall supply chain readiness on new products, including materials and total cost management, forecasting and risk mitigation. Berger launched 10 products and managed prototype builds across four different product families and five manufacturing sites globally.

Berger then moved on to work for Google, again playing a major part in new product introduction. She managed materials for international expansion into seven countries on the Google Home and Google Wifi products. She oversaw the development and implementation of a robust process to identify, prioritize and mitigate supply chain risk across new products for Nest programs. She was also tasked with mitigating risk for the Google Home Mini, launched last October.

Berger gives back to the organization through multiple avenues. She took a large role in the Women@Nest employee resource group, serving as a board member, where she grew the group from eight members to 200 and led the planning of the Women@Nest summit. Berger was nominated by Debbi Wan of Cisco Systems, Inc.





Steven Clowney, CPSM AGE 29

SENIOR MANAGER, STRATEGIC SOURCING
NATIONAL DCP, LLC.

One sees a trend when looking at Steven Clowney's list of employers: Coca-Cola, Target, Best Buy and now National DCP, the US\$2 billion supply management company serving Dunkin' Donuts franchises. While the pattern of large retailers is clear, Clowney assures it isn't intentional.

He considers himself to be industry-agnostic but, when it comes to a function, he's married to supply management. Clowney enjoys that supply management affords the ability to add value across an organization — something he has proven repeatedly.

Hired in 2016, Clowney quickly made an impact at NDPC. His achievements drew the attention of senior leadership, which chose him to lead a technology procurement project accounting for \$26.8 million in annual spend. Clowney's direction of all strategic sourcing activities resulted in \$4.5 million in annual cost savings and 8,900 Dunkin' Donuts stores receiving improved network security and updated technology. After the project's completion, just 18 months into employment with DNCP, Clowney was promoted to senior category manager, where he oversees the beverages and liquid dairy categories that account for roughly \$450 million in annual spend.

Clowney considers accountability to be crucial in supply management and doesn't shy from making decisions and taking responsibility. In his efforts to educate others in the organization, he developed an onboarding and training plan for new sourcing team members. Clowney routinely shares his expertise and category insight through "deep dive" information sessions that explore macro- and micro-level strategies.

In his free time, Clowney enjoys golfing, playing tennis and spending time with his 20-month-old son, Xavier. He has a passion for childhood education that dates to his own time in school — when Clowney moved from inner-city Detroit to the suburbs as a child, he noticed a disparity in the quality of education. He hopes to help bridge the gap and create equal access to quality education. Clowney was nominated by Manish Patel of National DCP, LLC.

Rhiana Gallen AGE 23

CONTRACT SPECIALIST
DENVER WATER

Rhiana Gallen has taken Denver Water by storm. A 2016 graduate of Colorado State University, Gallen turned an internship with Denver Water into a full-time position and never looked back. She has used her strong background in finance and supply management to make waves in her young career, saving more than US\$400,000 to date.

Despite being with the company less than two years as a full-time employee, Gallen has had a hand in several high-level projects and initiatives, netting her four organizational awards. She completed a physical retention project in preparation for the demolition of the Denver Water procurement team's former building, consolidating files, online assets and ensuring compliance with records retention rules. Another initiative involved an analysis of all p-card, purchase order and e-voucher purchases of water quality lab supplies and equipment — an area of large spend at Denver Water — resulting in a significant cost savings for the organization. Perhaps the best example of Denver Water's well-placed trust in Gallen's abilities was her selection as team leader of its Lean Six Sigma procurement value stream analysis, an effort intended to streamline Denver Water's procurement process. Gallen went above and beyond, developing a spreadsheet for tracking cycle time and quality metrics. The Value Stream resulted in competitive selection cycle times reduction of 45 percent.

Gallen has never flinched in the face of a heavy workload — in fact, she considers a full plate to be more normal than anything else. At CSU, she was a cheerleader and worked 20-30 hours per week, in addition to being a full-time student. She is the head cheerleading coach at Heritage High School in Littleton, Colorado, and an avid fan of the Colorado Rockies. Gallen was nominated by Brandon Maulis of Denver Water.



Chelsey Graham AGE 27

COMMODITY MANAGER

UNITED STATES STEEL CORPORATION

Throughout her career in global procurement, Chelsey Graham has managed an extensive array of categories. From environmental and corporate services to bulk chemicals, Graham's unique experiences have resulted in an exceptionally well-balanced supply management approach. Throughout her career Graham has executed various projects resulting in more than US\$50 million in EBIT savings, including \$20 million in cost improvements from a single high-visibility project with manufacturing stakeholders. It's no surprise that, two years ago, the U. S. Steel Corporation moved Graham to a leadership role: lead commodity manager, capex and plant services.

Graham's ability to navigate projects with large scope is always on display — her savings of \$20 million in cost improvements were accompanied by the development of a project plan template used to manage more than 200 individual projects. The template is now used across other organizations to provide additional transparency and accountability for specific actions within U. S. Steel's project management tracking tool. Additionally, Graham has led nine supplier summits that drove 15 percent cost improvement on \$40 million of spend as well as reducing the IT contractor supply base from more than 50 to just 10. She now manages individuals with more than 20 years of experience, bringing a fresh perspective while also taking every opportunity she can to learn from her seasoned team. Graham continues to pursue learning opportunities, having completed a MicroMasters in supply chain management at the Massachusetts Institute of Technology this February.

Graham is a steady volunteer for two organizations. She works with Animal Friends, a local animal rescue shelter, where she adopted Remy, her shepherd mix. Graham is currently training Remy to be a therapy dog to serve as friendly ears to various youth literacy programs. She also contributes to GTech, an organization focused on improving underdeveloped areas in Pittsburgh to improve community health. Graham has a life goal of hiking every U.S. national park, having recently visited Glacier and Yosemite. Graham was nominated by Chip Mitchell of U. S. Steel.





Jordan Haller AGE 28

PROCUREMENT SUPERVISOR
EXXONMOBIL

Continuity of business operations is part of what every successful supply chain strives to ensure, and Jordan Haller has adopted this focus through repeated leadership in safety and emergency response. Faced with its second major hurricane of 2017, Haller led ExxonMobil's preparatory procurement efforts for Hurricane Irma as the logistics section chief, as it threatened their Port Everglades terminal. In 2015, he was also recognized as a Rising Star of Safety by the National Safety Council for leading a near loss campaign for ExxonMobil in Houston to increase safety awareness. A resilient supply chain requires many moving parts fulfill their respective roles with integrity, and that's the mindset Haller takes to his work.

Haller's career has been a chain of tough assignments that have required a varied skillset of both tactical and strategic thinking. As a project procurement advisor for capital projects along the Gulf Coast, Haller provided procurement support to 52 project engineers at three ExxonMobil manufacturing plants. Finding opportunities to increase vendor competition through bundling services, bids and reverse auctions helped him save the organization US\$4.9 million.

In his role as a procurement supervisor, Haller leads a group dedicated to providing procurement support for two refineries and pipeline operations in the Americas. With a goal of proactively fostering the internal and external needs of operations, the team has driven several cost-efficiency initiatives. The increased integration has led to more than \$30 million in cost savings over the last two years. By combining the wide purview of supply chain and the global footprint of ExxonMobil, Haller aims to continue delivering solutions through highly functioning teams that impact the bottom line. Haller was nominated by Kraig Sanders of ExxonMobil.

Luis Huazano AGE 28

PROCUREMENT ANALYST, NORTHROP GRUMMAN CORPORATION

Luis Huazano's first exposure to supply management came while serving in the United States Marine Corps. His military occupational specialty was supply administration, and Huazano quickly rose to leadership positions, serving as a hand-picked mentor and trainer to junior personnel.

Huazano completed many impressive feats over his four years of active duty, which included two deployments to Asia and the Middle East. While conducting financial management for a 1,000-person unit, Huazano oversaw a US\$1.25 million budget over a two-year period and ensured compliance with strategic goals and government contracts during training and an overseas deployment. He managed the research, procurement, accountability and distribution of \$1 million in critical new equipment, services, supplies and maintenance parts. For a separate, 800-person task force assigned to various locations, Huazano forecasted all logistical resources in including food, fuel, housing, transportation and vehicle maintenance.



Following active duty, Huazano served as a reservist for two years before further developing his people-management prowess with a degree in sociology from UCLA. He was hired by Northrop Grumman

Corporation (NGC) shortly after his graduation. Huazano quickly became a trusted procurement analyst and was assigned tasks usually given to seasoned employees. His international worldview, developed through his experiences abroad, were a perfect fit for NGC's global supply chain procurement team. Huazano strives to ensure success for all parties involved.

Huazano is very much a family man and loves spending time with his wife and 3-year-old son. He's also active in veterans-outreach programs, including the UCLA Veteran Resource Center. Huazano handled marketing and media for the organization, seeking to bridge the gap across age and experience for servicemen and women. Huazano was nominated by Beth Green of NGC.



Trenton Lara AGE 29

OPERATIONS PERFORMANCE MANAGER, SENIOR, PACIFIC GAS AND ELECTRIC

With an undergraduate degree in communications, Trenton Lara has combined his innate ability to engage others and a desire to succeed — a tandem that has helped him shine in multiple roles with Pacific Gas and Electric (PG&E). He meets every challenge wearing what colleagues call his “characteristic smile,” which is always a positive sight for others in the workplace.

In 2016, Lara left a role in materials planning to join PG&E’s strategic sourcing team as a senior category lead. Facing a steep learning curve, he quickly made an impact by delivering US\$1.7 million in cost avoidance during several rounds of negotiation for an RFP focused on horizontal directional drilling. In a separate RFP for PG&E’s gas leak survey line of business, Lara converted a historical time and material contract into a unit price structure, providing an easier method of tracking activities and benefits to project cost resulting in \$1.3 million in hard savings.

After one year in strategic sourcing, Lara joined the material transportation team as a senior operations performance manager. While familiarizing himself with PG&E’s wood pole order process, Lara recognized an unnecessary step that resulted in duplicate transportation costs for PG&E. After collaborating with electric operations leadership, Lara implemented a change that shifted inventory and staging responsibilities to the vendor, delivering more than \$100,000 in annual cost savings. A quick learner with a well-rounded approach, Lara has succeeded in every role he’s been given.

Lara is involved with PG&E’s efforts in both emergency response and community service. He’s served in a wide variety of roles, from logistics chief for the company’s gas emergency center to logistics deputy for base camp operations, handling procurement efforts in times of crisis. Lara organized a volunteer event at a local animal rescue for PG&E’s annual Campaign for the Community. On the weekends, he wakes up as early as 4:30 a.m. to watch his favorite soccer club, the English Premier League’s Liverpool FC. Also, he participates in pickup soccer games during the week. Lara was nominated by Jim Henderson of PG&E.

Chang Liu AGE 28

BUSINESS INTELLIGENCE ANALYST
ROYAL PHILIPS

Although Chang Liu mainly deals with analytics, her primary focus is people. From her fellow team members to end users at hospitals across the country, Liu sees the data intelligence she develops within Philips through the lens of its effects on others. Her analytical prowess combined with her concern for the voice of the customer has led her superiors at Philips to call her the “bridge between sales and service in North America and intelligent data.”

Liu’s greatest achievement at Philips thus far has been the development of reports and KPIs to add intelligence at multiple levels, identifying challenges and opportunities to sustain growth. Her efforts have resulted in organization-wide improvements. Not only has Liu’s work created more opportunities for data-driven decision making, the improved data visibility and intelligence has resulted in optimized inventory level, high customer fill rate and sustained revenue growth for different stakeholders. Another resulting organizational improvement is a redesigned sourcing strategy — Liu’s KPIs flagged low performers in real time, creating a reduction in lead time of material availability by third-party suppliers. Her people-driven, outcome-oriented approach to analytics has delivered immense value.

Liu’s interest in supply chain was fostered by a volunteer opportunity for the Beijing 2008 Summer Olympic Games. Her contribution to the Games in her home country centered around the coordination of supplies for volunteers in the competition areas. As Liu managed the distribution of these various materials in the Olympic and Paralympic villages, she began to make connections between the project and her logistics course.

A firm believer in the philosophy of “work hard, play hard,” Liu uses her time away from work to attend concerts, musicals and museums. A musician, Liu had the opportunity to sing in front of both the President and Premier of China at the opening ceremony for the “Year of Friendly Exchanges in Sino-Japanese Youth.” Liu was nominated by Matthew Maloney of Case Western Reserve University and Anand Singh of Royal Philips.



Jim Lorditch, CPSM AGE 26

STAFF BUYER, CURTISS-WRIGHT ENGINEERED
PUMP DIVISION

While Jim Lorditch was an intern, he received a valuable piece of advice: “The best thing you can do is become an expert on what you’re buying.” He took it to heart. Since joining the Curtiss-Wright Engineered Pump Division (EPD), a complex industry with a steep learning curve, Lorditch has quickly developed an understanding of EPD’s products, suppliers and systems through hard work and a desire to learn. He even volunteered to witness an overnight pump test — all to truly know the ins and outs of the products he’s sourcing. Lorditch’s efforts consistently pay off, as he recently leveraged his knowledge and supplier relationships to negotiate nearly US\$200,000 in savings. Working with defense contracts requires a strict adherence to deadlines and quality, and he goes above and beyond.

Lorditch’s desire to constantly learn is easily sated in supply management, and he’s quick to heap praise on the field for its versatility and reach. Part of the appeal, in his eyes, is the ability to have many different careers within supply management and touch every aspect of a business. After being selected for EPD’s inaugural Future Leader program, Lorditch co-led a cross-functional team to develop the framework of a new master schedule program designed to improve on-time delivery. Considered the sourcing department’s subject-matter expert for the EPD Oracle business system, Lorditch’s assignment to the project made perfect sense. What started as a Microsoft Excel spreadsheet has grown into an access database instrumental in improving EPD’s on time delivery by 200 percent since 2015.

Outside of work, Lorditch is an active member of the community, serving as a council guard in the Knights of Columbus. He participates in many different service activities through the organization, ranging from food drives to a summer festival. He’s also a fan of the University of Notre Dame and Pittsburgh-area sports, namely the Steelers. Lorditch was nominated by Frank Magasich of Curtiss-Wright.

Blake Malburg AGE 25

CATEGORY SPECIALIST, ABBVIE

Blake Malburg has achieved much in his young career. Blazing through four positions in four years, including three rotations in an operations development program (ODP), Malburg has consistently created improvements and delivered results — and he's done it all with tremendous gratitude. Malburg won't accept praise without first acknowledging the role models and mentors who helped him along the way.

Involved with his father's alma mater from an early age, Malburg had always known he wanted to attend Michigan State University. Recommendations from two family friends in the industry led to his pursuit of a degree in supply chain, a placement that turned out to be a perfect fit. Malburg's efforts at AbbVie have resulted in a lengthy list of accomplishments. As a category specialist, he achieved US\$1.2 million in efficiency savings through several project negotiations over an eight-month period. His time in the ODP resulted in the development of a supply market intelligence tool for AbbVie's global products, real-time monitoring of 140 critical suppliers and the successful leadership of product launches in 12 markets outside the U.S., among others. Malburg also spent time in Singapore, where he created and executed the material handling strategy for a new AbbVie product at a new manufacturing location.

Malburg's command of perspective is a huge key to his success in evaluating large-scale initiatives as well as understanding individual motivations. An attitude that developed in his time in Singapore, Malburg tries to approach each day understanding that "everybody is just trying to go about their day and do the right thing." His passion for grasping other mindsets has led to a fascination for different cultures, countries and ways of life. When he isn't exploring a new coffee shop, he's sating his desire for continuous learning with a documentary or book. Malburg was nominated by Nancy Walsh of AbbVie.



Madeline Martin AGE 27

STRATEGIC SOURCING MANAGER, DRY ANIMAL PROTEINS AND PALATANT, MARS PETCARE NA

With a mother in procurement and a father in sales, dinner conversations in Madeline Martin's household differed from those of her peers. Martin quickly learned the ins and outs of supply management, including its intricate relationships. When thinking of career choices, specifically teaching or veterinary medicine, she always found her mind drifting to the same issue: how do professional services get acquired? How does the raw material get to the site and how is the supply chain built? Supply management isn't just a career for Martin — it's in her blood.

Martin's early exposure to the procurement world has resulted in a level of maturity, drive and understanding rarely touched by such a young professional. After starting her career in Mars Inc's chocolate division, Martin delivered instant impact. Her first project resulted in the organization and streamlining of the certification process for cocoa suppliers — a critical element in the chocolate division's supply chain. She also participated in a global team responsible for implementing Shanghai's M&M "Great Wall of Chocolate," where she enabled US\$500,000 of efficiencies in COGS.

Always striving for more, Martin moved from chocolate to pet food when she joined the Mars Petcare division. Martin doesn't shy away from a challenge; in fact, she consistently seeks out the tough assignments. Martin wants to tackle what she calls the "messy stuff," as those projects have helped her grow the most. A usually difficult transition was no match for Martin's focused approach; she now manages an estimated \$140 million in spend and identifies opportunities in the very dynamic category. Her short amount of time in the position has already resulted in more than \$14 million in estimated savings.

In her free time, Martin is an avid concert-goer, having attended nearly 80 live events. She volunteers at the Nashville Humane Society where she adopted her Husky-Pyrenees mix, Nessie. She is also currently planning her wedding, set for this summer in London. Martin was nominated by Tania Santiago of Teva Pharmaceuticals.

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Caitlin Michaelis AGE 27

STRATEGIC SOURCING CONSULTANT, ANTHEM, INC.

Caitlin Michaelis has always had a global perspective. It was unavoidable, with a Scottish mother and American father who have lived all over the world. She's carried that international viewpoint in both her personal and professional life — she holds degrees in international affairs and international business. Her desire for a broader understanding is reflected in her diverse experience in supply management. Between her degrees, she participated in a rotational leadership development program at Rolls-Royce Corporation to gain a breadth of experience across the field. In 2016, after obtaining her MBA in England, Michaelis joined the strategic sourcing team at Anthem, Inc. She fuels her continued curiosity about the world through personal travel, having recently visited her 37th country.

Michaelis's holistic worldview makes her an excellent champion of change. In one example, Michaelis convinced business partners who were wary of supplier abrasion to take the services to RFI, ultimately turning a proposed 42 percent annual increase in spend into a 16 percent annual decrease. Michaelis considers her position in sourcing to be reminiscent of an internal consulting role — developing trust with internal stakeholders affords the opportunity to influence business decisions.

Her ability to influence is also seen externally. While working on a long-term goal of streamlining a type of software tool within the organization, Michaelis worked with a vendor to develop a win-win strategy for both organizations. By collaborating on the redevelopment of a specific module, Anthem obtained a tool that perfectly met its needs and the vendor gained a more competitive product. Michaelis's streamlining efforts saved 28 percent annually.

In her free time, Michaelis regularly participates in Anthem-sponsored volunteer events. She leads an active lifestyle, playing tennis and participating in CrossFit. Michaelis uses her exceptional relational skills to volunteer as the Director of Communications for ISM—Central Indiana. Michaelis was nominated by Peter Tamulonis of Anthem, Inc.



Meer Parekh AGE 26

GLOBAL SOURCING SPECIALIST, DOVER FUELING SOLUTIONS

A native of Karachi, Pakistan, Meer Parekh's undergraduate studies at the University of Illinois were centered on consumer economics and financial planning. Following graduation Parekh joined Ace Hardware as an inventory planner. This role exposed him to the world of supply management and its intersection with his passion of economics. Parekh's strong interest in the field and desire for a global challenge led him to accept a position in Dover Corporation's supply chain development program.

In his first rotation, Parekh led an effort to significantly reduce excess and obsolete inventory using A3 analysis. He also collaborated with category teams to develop a fuel savings program which drove significant savings. During Parekh's second rotation he implemented an automated supplier scorecard system to monitor supplier performance and led the transfer of injection molding tools to a new supplier.

Parekh's achievements in his final rotation were arguably his most impressive, leading a complex and high-risk project to completely relocate an international plant within an eight-month timeframe. Parekh was responsible for a wide variety of tasks, ranging from the development of relocation strategies and timelines for more than 80 manufacturing machines to the creation of detailed project plans and schedules. He also led the office construction and layout plan by collaborating with designers, negotiating with contractors and sourcing office furniture for the new space. After completing three rotations and graduating from the development program, Parekh relocated to Austin, Texas where he serves as a global sourcing specialist for Dover Fueling Solutions.

The Austin area boasts an eclectic music scene, and Parekh enjoys exploring venues and attending the performances. He loves soccer and supports Arsenal of the English Premier League; he says that attending an Arsenal match was a highlight of his time abroad. Parekh was nominated by Danielle Hansen of CPC, a Dover company.

Josh Pratt, CPSM AGE 27

COMMODITY MANAGER
UNITED STATES STEEL CORPORATION

Josh Pratt never stops looking for a new challenge. The Duquesne University graduate has garnered a laundry list of accomplishments since arriving at U. S. Steel in 2012, having delivered more than US\$33 million in savings on dozens of projects and commodities.

Pratt doesn't just meet the requirements of a role; he leaves the position in a better condition than when he started. His focus on organization and finding ways to mitigate tactical, day-to-day tasks has resulted in such achievements as developing the first fuel hedging program at U. S. Steel and generating US\$15.5 million in working-capital improvements through inventory reduction programs. In his current role of commodity manager of Natural Gas & Electricity, where annual spend can easily exceed \$500 million, Pratt has created new forecasting models for corporate risk-management strategies. Also, he's assisted in adapting and migrating these models to other strategic commodities in the global procurement group. Pratt is focused on making success repeatable — not only for himself, but for the entire organization.

Pratt's current involvement in natural gas and electricity has resulted in a passion for clean energy. He has evaluated many renewable energy products and supply sources, including solar farms, windmills, hydroelectricity, and waste-product electricity generation. A true steward for the environment, Pratt has ensured his team has been focused on cradle-to-grave procurement. After

his own research and conversations with suppliers, he sees these alternatives as both environmentally and economically beneficial.

An Eagle Scout, Pratt still finds ways to get involved with the local community. He often volunteers through the U. S. Steel procurement department to help build playgrounds and learning centers around the Pittsburgh area. Pratt also enjoys playing golf, hiking, camping and supporting Pittsburgh sports. He is a member of the ISM—Pittsburgh Board of Directors, serving as the Director of Certification. Pratt was nominated by Ralph Riberich of U. S. Steel.



Conor Quarry AGE 26

ANALYTICS AS A SERVICE LEAD, IBM

Conor Quarry's inquisitive nature led him to adopt a sentiment learned through his leaders — always asking, "So what?" Through this mantra aimed at driving collaboration, innovation and leadership, Quarry turned "So what?" into "What if?" The result was a revolutionary tool that's had high impact on procurement and resulted in the forging of his own role at IBM.

Initially, as a sourcing analyst, Quarry saw the inefficiencies in the way category managers were evaluating requests for proposal (RFP). He developed a platform, that allowed category managers to assess variations from the proposals using a few key data inputs and quickly evaluate negotiation approaches. His tool, incorporating "What If" analyses into IBM's data review, shortened the RFP review period for quantitative aspects from weeks to days and generated unprecedented results. The first strategic event using "What If" drove savings of 40 percent, or US\$10.6 million.

Quarry's constant desire for learning and growth led to the next development in his platform. He led a cross-functional team focused on leveraging IBM's Watson Analytics technology as the backbone of What If, replacing Excel. This new structure resulted in the availability of automatic category dashboards, data linkage across multiple points and extremely quick analysis. What If is now an important piece of each procurement professional's toolkit in the organization. In just four years at IBM, Quarry's efforts helped him redefine the organization's typical career path and forge a new role, serving as lead of IBM's Analytics as a Service.

A lifelong learner, Quarry continuously looks for new articles, books and research to sate his curiosity. He loves to travel, seeking out new cultures and experiences. A licensed scuba diver since age 12, Quarry explored Australia's storied Great Barrier Reef in 2016. Standing at 6 feet, 7 inches, Quarry also enjoys playing on the IBM basketball team. His team won the organization's championship last year. Quarry was nominated by Jamie Vaughn of IBM.



Elizabeth Richter, CPSM AGE 29

CHIEF OF STAFF, FLEX, INC.

Elizabeth Richter has always strived to achieve excellence, constantly pursuing new challenges and raising the bar for herself. After earning a scholarship, she enrolled at West Virginia University, where she developed course material for sustainable sourcing. She completed internships at MeadWestvaco, Kohl's and Cisco.

Richter flourished at Kohl's headquarters upon graduation. The first assignment was indirect procurement contracting services for construction. From there, she transitioned to procurement for international and domestic transportation, as well as custom equipment and technology procurement for distribution centers. Richter supervised more than 400 associates at the Baltimore e-fulfillment center in the pick module during peak season.

In 2014, she enrolled in the MBA Program at Michigan State University. There, Richter became involved in a pitch competition and was one of three graduate-level winners for her innovative women's shoe design. She graduated in the top 10 percent of her class, listed in Poets & Quants MBAs to Watch.

After completing her MBA, Richter took a position in the supply chain leadership program at Flex, which she calls "supply chain heaven." Leadership program rotations have included a customer facing role, real-time asset velocity tracking, and driving the rail-and-road initiative while based on Hong Kong. She now serves as chief of staff for Flex's chief procurement and supply chain officer.

Richter is heavily involved in the community, serving as trustee of a charitable foundation where she manages a scholarship program for undergrads in supply management and serves as the vice president of professional development for ISM—Silicon Valley. Richter credits her mentors for helping her realize her potential. She was nominated by Jimmy Anklesaria of the Anklesaria Group.



Tanner Ryan AGE 25

TRUCKING COORDINATOR
SHELL TRADING (US) COMPANY

Tanner Ryan's interest in supply management was born from a dream of being a civil engineer. His enthusiasm led to five semesters of CAD (computer-aided drawing) classes in high school. He wondered how the materials needed for these large-scale engineering projects made it to the job site; from there, his big-picture thinking continued to grow.

Ryan's curiosity led to bachelor's and master's degrees in supply chain management and, later, a position with Shell Exploration and Production Company. Upon his hiring, he entered the Shell Graduate Program, a three-year leadership and talent development curriculum. His first assignment was in Anchorage, Alaska, where he supported Shell's demobilization efforts. He took initiative to relieve the business of US\$2.5 million in Arctic operations materials. Following his stint in Anchorage, Ryan was sent to New Orleans to work on Shell's Gulf of Mexico operations as a logistics process analyst. Ryan hit several career milestones in New Orleans, highlighted by the development of a model to account for vessel, truck and material costs based on demand and constraints across the Gulf. Serving as main analyst on two RFPs for contracts worth more than \$20 million each, he identified ideal locations and suppliers for Shell, using the center-of-gravity and load-distance analyses. The model is now used for decisions across the business. Ryan recently relocated to his native Colorado to serve as a trucking coordinator in the Rocky Mountain region for Shell Trading (US) Company.

Finding ways to give back to the community has always been important to Ryan. As a teenager, he spent three summers in China growing a small business. His most recent work was with Second Harvest, where he created marketing materials, volunteer processes and helped realign the organization's work space. He considers brewing beer to be his creative outlet — a hobby that began in college. Ryan says he never brews the same thing twice. He was nominated by Gregg Macaluso of the University of Colorado.

Daniel Sanchez, CPSM AGE 30

CATEGORY MANAGER – OPERATIONS & MARKETING
AQUANIMA

The path to the present day has been full of zigs and zags for Daniel Sanchez. Once dreaming of being a chef, the former quality control specialist with a nutritional sciences degree now manages a team at the global procurement services firm Aquanima, overseeing about US\$175 million in spend across operations and marketing categories. Sanchez has placed an emphasis on learning from his past experiences, saying that you should “benchmark where you are so you know where you're going.”

Sanchez's first exposure to supply management came through his quality control position, inspecting inbound perishable food deliveries for the wholesale and distribution co-op Associated Grocers of New England. There, Sanchez developed a reporting model using queried data from purchasing platforms to reduce spoilage across all product categories. He soon joined the purchasing department to oversee three categories representing \$24 million in wholesale revenue. Sanchez achieved \$2.1 million year-over-year in COGS reduction via analysis of safety stock levels, demand history and lead time requirements.

Sanchez made the leap from purchasing to strategic sourcing when he joined Topco, where he led sourcing initiatives for \$27 million of indirect spend categories, managed more than 80 supplier relationships and averaged 9 percent savings for addressed spend. In the first six months of his current role with Aquanima, Sanchez and he and his two-person team achieved a cumulative savings of \$2.2 million across addressed spend.

Heavily involved in the community, Sanchez is a member of ISM—Greater Boston's board of directors. A Certified Professional in Supply Management®, (CPSM®), Sanchez founded the emerging professionals group in the Boston area to provide an educational space for those young in their career. He previously volunteered with Main Street Partners, a non-profit providing pro-bono consulting services for local small business owners.

Sanchez still loves to cook, baking bread once a week and focusing on locally-sourced ingredients in his dishes. He fills his free time with his wife Samantha and 1-year-old daughter Rosamund. Sanchez was nominated by Megan Truchan of Bain Capital.





Sharndeeep Singh, CPSM AGE 27

CATEGORY MANAGER, JOHNSON CONTROLS

Sharndeeep Singh developed an enterprising approach at a young age. When he was 16 years old he started to DJ at weddings and special events. In college he focused on a photography business. In 2015, he participated in the Techstars Startup Weekend, a three-day competition focused on the quick development of a business plan and product. Singh carries that entrepreneurial mindset into his daily approach, taking a broad perspective and seeing how different departments can impact each other through their decisions. His approach lends itself to the global work he now performs across several regions for Johnson Controls.

The newly-graduated Singh completed a leadership development program at ABB before joining Johnson Controls as a global category manager. Singh is responsible for carbon flat roll steel, a category that has grown to an annualized volume of 530 million pounds of steel, spanning 57 plants across Taiwan, Japan, China, India, the Middle East and North America. While the role initially had a heavy focus on North America, Singh has worked to develop sourcing strategies for each region, creating an international focus. His efforts have reduced direct costs by 18 percent, grown the steel category diversity spend by 17 percent and increased trade working capital by 4.2 percent.

Singh gives back to the community through a program called LAUNCH, pairing business professionals with high school students. Through the program, Singh helps students develop an understanding of the business world and different career paths, giving them such projects as freight optimization for carbon steel.

A master of time management, Singh begins every week by planning his work accomplishments, events and such routine tasks as grocery shopping. He enjoys spending time with his friends and reading books when he has a free moment. During the warmer months Singh enjoys biking and playing soccer. A footballer his entire life, he's a supporter of the Premier League's Manchester United. Singh was nominated by Robert Myers of Johnson Controls.

Lauren Sylvester AGE 29

MANAGER, CARGO AIR ACQUISITIONS
UNITED STATES POSTAL SERVICE

Lauren Sylvester is undoubtedly a big-picture thinker. As manager, cargo air acquisitions for the United States Postal Service, her two teams handle the strategic relationships and contracts with FedEx and UPS as well as various Terminal Handling Services and Regional Air Networks suppliers. Many would find these multifaceted relationships overwhelming. Sylvester not only thrives in the intricate, strategic nature of her work, she prefers it. The results speak for themselves: to date, she has delivered US\$433 million in savings for the Postal Service. Sylvester previously served as lead purchasing specialist for the procurement of the Postal Service's creative and advertising services where she facilitated the award of more than \$1.1 billion in contracts, resulting in the widely recognized "Priority: You" campaign. She has a knack for large-scale projects.

Sylvester has achieved much in her young career, with five promotions in a span of six years. She's quick to emphasize that she wouldn't be where she is today without the help of mentors and caring managers along the way. Sylvester credits managers who pushed her out of her comfort zone, helping her reach her full potential, while also maintaining a vested interest in her personal growth. She has emulated this empathetic, compassionate approach in her own managerial style. Sylvester wants her employees to want to work for her and know they have a manager who truly cares about them.

Sylvester's concern for others spans beyond the boundaries of her work, as she is very passionate about the homelessness epidemic where she resides in Washington, D.C. Involved in such events as distance runs for the cause or food and blanket handouts, she makes a difference however possible — such as buying a second lunch for someone she spots outside a restaurant. When she isn't volunteering or exercising, you can catch Sylvester at any D.C. sports event, as she's an avid supporter of the hometown teams. Sylvester was nominated by Terrence Townsend of the United States Postal Service.



Nicholas Ulmen AGE 28

PROJECT LEAD, 3M COMPANY

Nicholas Ulmen is an advocate for the Twin Cities. Having grown up in Edina, Minnesota, a suburb of Minneapolis, Ulmen earned both his undergraduate and graduate degrees at the University of Minnesota. While earning his bachelor's degree in finance, he interned with SUPERVALU, Inc., where he gained exposure to procurement. After graduation, he was hired by the Minnesota-based 3M Company, where he has demonstrated versatility and flexibility across multiple positions.

Ulmen has worn many different hats in his roles with 3M, leading or participating in dozens of Lean Six Sigma projects over seven years that delivered more than US\$6 million in savings. His current role, a project lead for the transportation department's migration to a new ERP and TMS, requires working with multiple cross-function teams comprised of many different departmental representatives and external stakeholders. An additional responsibility of the initiative is the training and education of his department regarding changes. Ulmen enjoys the exposure to a more holistic view of the organization's efforts; although his experience has mainly been in transportation and distribution, he's always had an interest in the broader, more strategic side of things. It's his ability to filter the critical from the non-critical that allows him the ability to assess problems quickly and develop solutions.

Ulmen is heavily involved in 3M's efforts both inside and outside the company, from attending the 3M Supply Chain Forum to volunteering with its United Way campaign. His involvement extends beyond his organization as an undergraduate mentor at the University of Minnesota. Ulmen was recently married and loves to travel, a passion he was able to indulge on his honeymoon. He and his wife traveled along the coast of Italy and nearby Mediterranean islands. Ulmen was nominated by Christopher Messer of 3M Company.



Keith Unton AGE 30

SENIOR SUPPLY CHAIN MANAGER, WALMART GROUP
THE HERSCHEY COMPANY

Keith Unton has wanted to work in supply management since he was 14 years old. His first job in high school was in a warehouse, picking orders and unloading trucks, where he immediately began developing ideas for improving inefficiencies. Now leading the supply chain team for The Hershey Company's largest retail customer, Unton has used his passion and vision to touch many different areas of the business and create value.

During his time in Hershey's co-manufacturing department, Unton successfully negotiated savings of more than US\$1.3 million for three consecutive years, played a key role in 15 company launches and managed the relationship with 17 co-manufacturers. If you've enjoyed Hershey's Peppermint Bark Bells over the holidays, you can thank Unton — he worked with a co-manufacturer to develop the seasonal item and subsequently delivered more than \$10 million in sales. In the manufacturing sector, he has worked in both Hershey's Twizzler plant in Lancaster, PA and Ice Breakers plant in Memphis, TN. Unton even has experience in crisis response, serving as a critical member of a task team that reduced sales risk by \$30 million after Hurricane Sandy. He also travelled to Ghana and participated in the Nourishing Minds effort, helping feed 50,000 Ghanaian school children per year. It's this collection of organization-wide experience that led Hershey's to appoint Unton as the lead of its Walmart and Sam's Club supply chain team.

Unton is quick to divert praise to his team. He credits the team members for their hard work and considers their efforts to be a driving component of his success, saying that he considers himself to be "half as good as his team." Unton's leadership ability and dedication to his team members shows to everyone around him; he's always ready to make time for a one-on-one with an employee, current or former. Unton was nominated by Scott Ouellet of The Hershey Company.





Patrique Veille AGE 28

SOURCING PROJECT MANAGER CONSULTANT, RENEW DESIGN INC.

Patrique Veille's inquisitive nature and entrepreneurial spirit have driven him to achieve, personally and professionally. Having started his first business when he was 16 years old, Veille's method of tackling a problem and looking for innovative ways to create solutions has led to success through several avenues. He has created savings of more than US\$10 million annually while serving as a project management consultant to Tempur Sealy's sourcing team. In addition, Veille has led quality and process improvements that led to colleagues calling him "a modern-day Magellan, confidently navigating the waters of ambiguity."

Veille is naturally inquisitive, a quality that permeates his professional approach. His work with Tempur Sealy has been primarily focused on fibers and textiles for bedding manufacturing. Veille's research into those types of raw material inputs has led to a greater understanding of agricultural and synthetic materials value chains. He is a member of both the Synthetic Yarn and Fabric Association and the American Society of Agricultural and Biological Engineers. Veille's understanding of sustainability within the category vaulted him to a position on the board of directors for the Hemp Industries Association.

Outside of raw materials, Veille has shown further interest in environmentally-sound practices through a venture into clean energy. He co-founded a solar power company in North Carolina to help bring a sustainable energy option to the area. Veille has a global focus — he was a delegate at the Nexus Global Youth Summit, an international meeting of social innovators and philanthropists, and participated in the 59th session of the United Nations' Commission on the Status of Women in New York City.

Another testament to his perseverance, Veille is a self-taught pianist. Primarily influenced by jazz, blues, classic rock and reggae, Veille believes everyone should pursue an instrument for the mental workout it provides. However, some of Veille's attention has shifted from playing music to playing with his 2-year-old son. Veille was nominated by Donald Smallwood Jr. of Tempur Sealy.

Lisa Weaver AGE 28

CATEGORY MANAGER

E. I. DU PONT DE NEMOURS AND COMPANY

Lisa Weaver has a proclivity for seeking improvements beyond a project's requirements. Coming from an undergraduate background in operations management and marketing, she knows how to deliver inventive, process-oriented results. Her ability to combine creative and analytical thinking makes supply management a perfect fit for Weaver.

During the last two years, Weaver has lead several initiatives that resulted in more than US\$5 million in year-over-year savings, \$2 million in cost avoidance and \$1 million in working capital improvements. These organizational windfalls are thanks in part to Weaver's ability to fully understand all of a project's factors. An example is her leadership on a project to optimize the supply base and reduce spend for the commercial print category by 10 percent, a task with a scope valued at \$10 million. While collaborating with internal stakeholders, she identified an opportunity to expand the scope to shipping, receiving and mailroom services. Weaver created an in-depth RFP that resulted in all services being awarded to a single supplier, forming a strategic partnership and achieving 36 percent in year-over-year savings.

Weaver also has a fervor for supplier diversity and small businesses. Her work on developing KPIs for DuPont's supplier diversity program helped present a clearer picture of organizational spend with small and diverse suppliers. Those efforts also helped DuPont earn recognition as one of the Top Corporations of the Year by the Women's Business Enterprise National Council (WBENC). Weaver now serves on the DuPont Small Business and Supplier Diversity Advisory Council.

On track to receive her MBA from the University of Delaware in 2018, Weaver participated in the university's Graduate Executive Mentors Program as a mentee. She enjoys providing mentorship to others, as she regularly provides training and advice to summer co-op students and new hires. Weaver fills her free time with her friends and family, who have all served as a strong support system and sounding board through her career. Weaver was nominated by Kimberly Wolfe of DuPont.





Hilary Wendt AGE 27

CATEGORY MANAGER FEE & WIE, SHELL
EXPLORATION AND PRODUCTION COMPANY

Hilary Wendt has used a creative, confident, comprehensive approach to deliver outstanding value in every role she's had at Shell. An achiever in every sense, Wendt uses her understanding of a wide variety of strategic dimensions to not only seek out and enact positive change but educate and assist her peers in the process.

Wendt relentlessly seeks opportunities to add organizational value and achieve personal growth. Her current role dealing with deepwater wells is focused on category management and has recently expanded into working across multiple value chains to support front-end engineering for Shell's offshore mega-project, Vito. Wendt developed and implemented a new contracting strategy that resulted in a step change to how Shell contracts in the Gulf of Mexico. She's now helping colleagues implement the strategy in their own deals and projects.

A crucial component of Wendt's success is her ability to challenge the status quo with more experienced suppliers and engineers. In her work on a single-source negotiation and subsequent post-award contract management with one of Shell's largest equipment suppliers, Wendt identified areas for collaboration in the equipment manufacturing and installation supply chains. Her insistence on improving processes — many of which had been the standard for more than a decade — resulted in greatly reduced well cost for Shell.

Wendt is passionate about helping other young professionals in the oil and gas industry realize they can make a difference. She uses her experience to serve as an active peer-coach to younger contracting and procurement (CP) professionals at Shell. She also volunteers for Shell's yearly OneCP event and is an active member of the organization's Women in CP network. Wendt enjoys working out and playing with her English bulldog puppy in her free time. She is engaged to be married in July. Wendt was nominated by Alejandro Barrella of Shell.

Leah Williams AGE 24

SUPPLY CHAIN PLANNING ANALYST
NORTHROP GRUMMAN CORPORATION

Leah Williams strives to "do everything with a spirit of excellence." She embodies that spirit of excellence — and humility. Evidenced by her quality performance at Northrop Grumman Corporation (NGC), her impactful volunteer work, and her participation in various extracurricular activities, Williams is an industrious and conscientious worker who gives her all to everything she does.

The valedictorian of Delaware State University's 2015 undergraduate class, Williams has flourished in the extensive opportunities provided by Northrop Grumman's rotational program. Her accomplishments reach across departmental boundaries, ranging from placing a PO of more than US\$1 million with one small business to playing a crucial role in the organization's government reporting and the Defense Contract Management Agency's annual audit. Her efforts have given her a wide-ranging perspective of supply management and have garnered her multiple awards for her performance with small businesses, supplier management, and event planning.

Williams is a member of eight different professional organizations, holding leadership positions in more than half. She also serves as an advocate for HBCUs. In her free time, Williams plays on the NGC basketball, softball, and bowling teams. She plays nine instruments and enjoys performing with multiple ensembles as well as arranging music.

Williams has been able to maintain this high level of success while battling Crohn's Disease, which she was diagnosed with at age 22. She is a member of the Crohn's & Colitis Foundation of America and participates in many events for the organization. She also has a passion for general disease awareness causes. Williams was nominated by Doyin Olanrewaju of Northrop Grumman Corporation.



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