

2024
30
UNDER
30

**Rising Supply
Chain Stars**

ismworld.org/30under30

Institute for Supply Management®

30 Under 30

Rising Supply Chain Stars

ABOUT THE PROGRAM & WINNERS

Remarkable. Skilled. Inspiring.

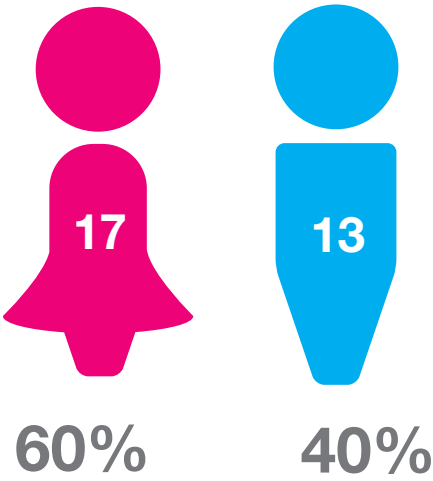
The winners of Institute for Supply Management®'s (ISM®) 30 Under 30 Rising Supply Chain Stars program can be described by those words — and many more. In its 11th year, the program showcases the exceptional talent and achievements of a select group of emerging supply management professionals, chosen from hundreds of commendable nominees.

The 2024 award recipients, who come from a variety of backgrounds, contribute diverse perspectives to the companies and multinational corporations they work for. Each winner has embarked on a unique career path, but all have a common interest — supply chain management. They are an impressive lineup who demonstrate passion and creativity in their contributions to their companies.

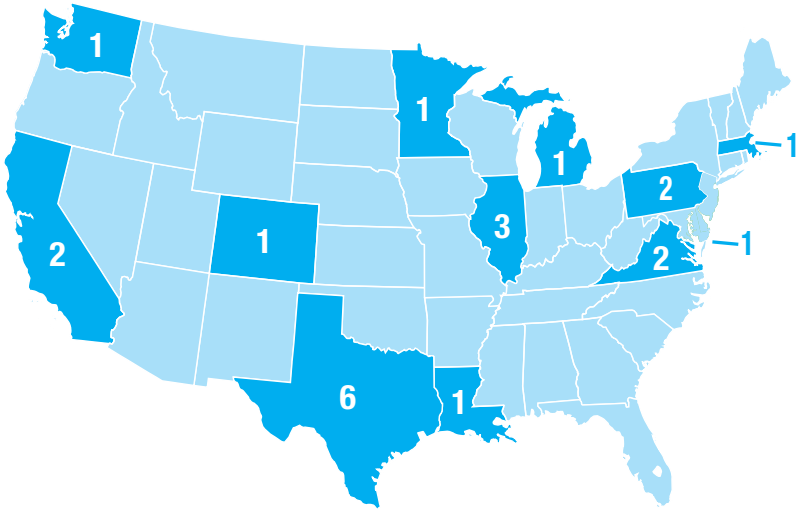
The 30 Under 30 honorees receive complimentary one-year membership to ISM, as well as registration to the ISM World 2025 Annual Conference and the ISM Awards Gala in Orlando, Florida. They will be recognized in ISM's member publication, *Inside Supply Management*®, and in other media.

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

Gender Breakdown



Where They Live



Beyond the continental U.S., Belgium 1, Canada 1,India 2, Costa Rica 1.

Age Breakdown

25	3
26	2
27	2
28	8
29	8
30	7
Total	30

Companies They Work For

Qualcomm	1
Hilton	1
Chevron	3
GSK	3
Tesla	1
Amazon	2
US Steel	2
QTS Data Centers	1
Caterpillar	3
North Grumman	1
Boston Consulting Group	1
CMA CGM	1
H.B. Fuller	1
Wayfair	1
Flex	1
Capital One	1
Ball Corporation	1
US Postal Service	1
Haleon	1
Grainger	1
Boston Scientific	1
Open Tug	1
Total	30

MEET THE WINNERS



Jason Aristides, 26

CEO and co-founder | OpenTug | Seattle

Jason Aristides co-founded OpenTug to address inefficiencies and lack of transparency in barge logistics. During his time in the industry, he noticed that (1) many barges traveled empty on return trips and (2) the sector relied heavily on manual processes to model potential trips and optimize voyage efficiency. In response, he spearheaded the development of OpenTug's cutting-edge flagship platform, BargeOS. Powered by AI, BargeOS provides rapid quote generation, seamless booking and real-time tracking, enabling shippers and operators to handle more cargo more efficiently. Aristides emphasizes collaboration, relationship building and bringing together the right partners to drive barge transportation forward. He has worked with the California Air Resources Board (CARB), collaborated with industry non-profits such as Inland Rivers Ports (IRPT) and Women in Maritime Operations (WIMOs), and recently was recognized among the Forbes 30 Under 30 in the transportation and mobility category. His leadership style is characterized by relentless focus and uncompromising drive. Leading by example, he fosters a culture of determination at OpenTug, inspiring teams to overcome challenges and consistently exceed the company's goals.

My job in three words: Relentless, strategic, visionary.



Briana Becker, MBA, 29

Senior procurement specialist | Qualcomm Inc. | Rochester, Michigan

During a critical phase following one of Qualcomm's major acquisitions, which involved integrating over 2,000 employees and aligning the target's systems and processes with Qualcomm's existing framework, Briana Becker, MBA, played a pivotal role in the transition process. Collaborating closely with IT and other subject-matter experts, she identified significant cultural and operational differences between the two companies, which posed challenges in meeting the expectations of the new process and system framework. Becker took the initiative to develop tailored training materials on processes and systems, specifically designed to meet the needs of the audience. She led individual training sessions with relevant teams and stakeholders, significantly accelerating the harmonization timeline. Her efforts not only facilitated a smoother transition but also influenced stakeholders to embrace the substantial changes resulting from this process. Becker regularly leads sourcing activities and projects, managing teams of stakeholders across the globe and influencing them to solve problems, stay on track and adopt new ways of thinking. She helped lead a project that required sourcing six embedded software licenses in less than six weeks so Qualcomm could successfully complete a US\$200 million asset acquisition.

My job in three words: Strategic, collaborative, impactful.



Nina Benhamida, 29

Corporate procurement manager | Hilton Supply Management | McLean, Virginia

Nina Benhamida leverages her past expertise to support the human resources/workplace services categories, managing a category portfolio that prioritizes the team member experience at the corporate and property levels. She has transformed her categories by creating a stakeholder-centric experience. She led an innovative buildout of a gift cards program, in which she secured financial advantages for Hilton on current deals and enabled multiple teams and GPO customers access to offers and marketing promotions collateral. Benhamida brings her expertise and love of construction from previous roles to Hilton, spearheading corporate office projects such as supporting the entire headquarters office renovation alongside the stakeholder teams, helping to ensure that projects meet deadlines. Working on women's well-being initiatives, Benhamida seamlessly integrated human resources benefits and employee wellness programs at costs viable to Hilton, even extending benefits to property-level team members. By integrating Hilton's approved Microsoft Copilot extension into her daily tasks, for example, she has minimized time spent on routine communications and documentation, allowing her to focus on strategic priorities.

My job in three words: Innovative, visionary, results-driven.



Christa Boon, MBA, 30

Wells category manager, Chevron New Energies | Chevron | Houston

Throughout her career in supply management, Christa Boon, MBA, has gained experience in various segments of the energy industry, including upstream, midstream, downstream and capital projects. Her roles have spanned both corporate and field environments, as well as domestic and expatriate assignments. In her role as the midstream and downstream category manager in Venezuela, Boon built strong relationships between her team and joint ventures, ensuring alignment on contracting and procurement priorities, challenges and progress. "Witnessing my team's growth and development was immensely gratifying, and their insights helped me become an authentic leader and embrace my personal leadership style," Boon says. She was instrumental in establishing a new business model and implemented contracting, procurement and category management best practices. She also devised a robust technical evaluation process to ensure fairness and transparency in technical reviews. The experience contributed to securing her role in Chevron New Energies as the wells category manager, in which she manages product service lines for carbon, capture, utilization, and storage (CCUS), lithium and geothermal projects.

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



Gaurav Singh Chaudhary, MSCM, 30

Supply chain planning manager | Tesla Motors | Mountain View, California

At Tesla, Gaurav Singh Chaudhary demonstrated exceptional initiative by proactively identifying critical gaps in service part availability. Without direction from management, he developed sophisticated predictive analytics solutions that increased fill rates by 8 percent while reducing stock-outs by 3 percent. His self-initiated cross-functional cost reduction strategy delivered an impressive US\$9 million in annual savings, showcasing his exceptional talent for spotting inefficiencies and building transformative solutions. Chaudhary's global supply chain journey spans six countries, reflects a career built on initiatives. From streamlining the last mile delivery in Africa to building grocery quick-commerce business and dark stores network in the Middle East, he has continually sought to tackle unique challenges in each region. At Tesla, he has worked seamlessly with procurement, logistics and field operations teams to implement strategies that enhance service part availability and cost efficiency across North America. By actively engaging with service center ground teams, he ensures their feedback informs decision-making, resulting in solutions that are both practical and effective. He includes diverse stakeholders at every stage, fostering trust and alignment. This inclusive approach builds lasting cross-functional partnerships and enables Chaudhary to excel across diverse cultural landscapes, making him a truly global supply chain leader.

My job in three words: Analyze, optimize, deliver.



Shang Chen, MSCM, CPIM, 30

Supply chain manager, Amazon Air | Amazon | Bellevue, Washington

In spring 2024, Shang Chen, MSCM, CPIM, started leading Amazon Air's mid-term planning, initially encountering challenges (1) in receiving critical inputs from a team member and in using an inadequately designed capacity model. The issues posed a high risk of missing deadlines. Instead of escalating the issue and pressuring the team member, Chen sought the causes of the delay, realizing that training and an enhanced capacity model were needed. So, Chen collaborated with the team member to arrange training sessions, develop standard operating procedures for the input submission process, and create a capacity model to improve planning accuracy and efficiency. Chen improved capacity and volume planning by working with Amazon Air's Science & Technology team to convert Microsoft Excel models to Python scripts, uploading them to an Amazon Web Services (AWS)-enabled server. The processing time for each iteration of a full year's projection dropped from one hour to 15 minutes. This automation enhanced data visualization enabled more detailed sensitivity modeling and facilitated scenario simulations, leading to stronger plans through comprehensive trade-offs analysis. Chen's work earned recognition from leadership and drove adoption across the business.

My job in three words: Aviation strategic planning.



Bianca Cianelli Doto, 28

Site procurement specialist/interim planning and purchasing manager | GSK | Philadelphia

Bianca Cianelli Doto joined GSK procurement in April 2019 as part of GSK's Future Leaders Program. She has held various roles in procurement, including local commercial and marketing, sustainability and policy, risk and compliance, external manufacturing and site procurement. In January 2024, she moved into an additional assignment as continuous improvement lead for Rockville's supply chain team. In January 2025, she took on an additional role as interim planning and purchasing manager for Rockville. In her current role, Cianelli Doto is expanding her skill set by focusing on project management and continuous improvement strategies to implement key initiatives. She has established performance management frameworks to support the implementation of various transformational projects. Under her leadership, key supplier relationships have transformed from transactional to performance based. For example, she partnered closely with a key supplier to improve on-time, in-full (OTIF) rate and ensured implementation of a performance-based contract, providing clarity on KPIs that would add value to both GSK and the supplier. Cianelli Doto consistently demonstrates a willingness and talent to simplify situations that have varying layers of complexity. She likes a new challenge and partners with her colleagues to enable solutions that simplify processes for the immediate teams she impacts as well as others throughout the organization.

My job in three words: Dynamic, strategic, supply-oriented.



Stefania Consiglio, MS, 29

Procurement future leaders program associate | GSK | Brussels, Belgium

Balancing autonomy and creativity with process discipline, Stefania Consiglio, MS, has consistently brought innovative solutions to enhance business processes and bridge operational gaps. Since joining GSK in 2020, Consiglio has led various roles across procurement and supply chain demonstrating her leadership by partnering with Tier-1 suppliers and global senior stakeholders to address stockout crises during the coronavirus pandemic. Her efforts included planning and leading two webinars for more than 100 suppliers to enhance supply efficiency, focusing on forecast; on-time, in-full rate; purchase price variance and logistics. Within the capital construction team, Consiglio's collaboration skills were notable. During periods of double-digit inflation, she effectively leveraged historical data and market research to create an internal guide for buyers, detailing indexation negotiation mechanisms. Within the European local operating country team, Consiglio led sourcing initiatives in commercial and professional services categories in Belgium, Italy and Spain, exceeding the savings target. She demonstrated innovative leadership in a Belgium staffing services project by navigating complex local legal requirements, coordinating with multiple business owners, and assessing internalization versus externalization options. The human resources country head recognized her leadership and professionalism with a GSK Silver Employee Recognition Award.

My job in three words: Exciting, dynamic, rewarding.



Stephanie Duda, 25

Category manager — global procurement | United States Steel Corporation | Pittsburgh

Upon joining U.S. Steel, Stephanie Duda led the corporate services critical spend category, facing immense pressures due to rising labor costs in 2021 and 2022. She responded by identifying key supplier partners and introducing new entrants to increase competition within the U.S. Steel supply base. Post-pandemic, Duda deployed a telemedicine program, collaborating closely with internal safety and medical teams to ensure requirements were met. This innovative solution provided flexibility and after-hours coverage to employees across all operating facilities. In the summer of 2023, she played a pivotal role in U.S. Steel's supplier cost reduction program, leading 11 negotiations over four months to improve profitability and ensure long-term success. Currently, Duda manages 25 projects in the mining and mobile equipment categories valued at US\$5 million in earnings before interest, taxes, depreciation and amortization (EBITDA) savings. She refines these initiatives through the DMAIC (define, measure, analyze, improve and control) process while engaging with crucial internal stakeholders, including operations, maintenance and finance. In a recent project to consolidate tail spend, she used her analytical skills to define categories of opportunity and develop market baskets for a large-scale RFP, resulting in \$10 million in savings and enhanced technology applications.

My job in three words: Collaborative, strategic, meaningful.



MEGAWATT STAR

Erika Espinosa, 30

Wells category manager | Chevron | Houston

In her previous role at Chevron, Erika Espinosa served as the sole procurement specialist for the Mexico fuels and lubricants division. She quickly identified gaps in the contracting and procurement processes and shifted her focus to improve supply chain management (SCM) capabilities in Mexico. With minimal direction and working in her second language, Spanish, she established a SCM organization and deployed a country-specific shaping plan aimed at strategic impact with minimal resources. Key achievements included building a governance board, integrating a shared services model, strengthening category strategies and implementing a new procurement system. In her current role as a wells category manager, Espinosa manages a US\$300 million annual spend across Gulf of Mexico offshore assets. She recently led a cross-functional effort to reduce the unit cost of advanced electric submersible pumps, resulting in 40-percent cost reduction. Internally, she benchmarked technology and cost from another offshore business unit and led technical evaluations that challenged the opportunity to lower grade standards that would safely and effectively meet the well operation's objective without a premium cost. Espinosa also serves as the co-chair of Chevron's SCM diversity and inclusion council where, alongside the team, she accepted the company's 2024 Function of the Year Award for amplifying inclusion in a competitive environment.

My job in three words: Proactivity, resilience, teaming.



Annie Fishback, 29

Construction services procurement manager | QTS Data Centers | Dallas

Annie Fishback developed a comprehensive scorecard for evaluating design firms, construction managers and commissioning agents at QTS Data Centers. She collected data from over 50 key suppliers and coordinated with multiple departments to refine the evaluation criteria. This initiative has greatly improved decision-making processes, enabling more strategic partnerships and enhancing project outcomes. Fishback has also excelled in fostering collaboration with key construction and commissioning vendors. She bridges communication between project execution teams and senior management, presenting bid evaluation summaries for complex construction projects to the QTS leadership. Additionally, Fishback works closely with QTS engineers to provide constructability input, ensuring project plans are feasible and optimized for execution. Her engineering and construction background enables her to see things in ways that others can't. She utilizes this to add value to complex projects. For example, Fishback developed an RFP dashboard that enables project managers and department heads to view and assess real-time data on status, resource allocation and timeline for each project.

My job in three words: Strategic, innovative, impactful.



Anwar Haj, MBA, CPSM, 27

Category buyer | Caterpillar Inc. | Peoria, Illinois

Within Caterpillar's Engine Components division, Anwar Haj, MBA, CPSM, excelled in cross-functional collaboration, negotiating contracts that safeguarded Caterpillar legally and financially. He led negotiations to acquire intellectual property for a legacy drum brake design, preventing potential lost machine sales of US\$200 million in 2024. Leveraging his extensive engineering education, Haj created a dashboard to correlate defects at quality inspection gates to their root causes, increasing the defect solve rate by 30 percent for Caterpillar's track type tractor product. During his yearlong assignment as a supplier development engineer, he managed a supplier facility consolidation, ensuring adherence to critical quality requirements for over 100 unique drivetrain components shipped to 28 different Caterpillar facilities globally. Haj's Palestinian heritage and the struggles faced by his family have profoundly shaped his leadership abilities. Raised in a Palestinian household in America, Haj learned early in life about the sacrifices his grandparents and parents made to escape the conflict in their homeland and build a new life in the U.S. Their resilience, determination and pursuit of equity instilled in Anwar a deep sense of responsibility and grit when faced with challenging circumstances.

My job in three words: Strategic, enterprise-wide, rewarding.



Katie Johnson, MS, 27

Principal supply chain planning specialist | Northrop Grumman Corporation | Dallas

Since joining the company in 2019, Katie Johnson, MS, has held various roles. As an integral member of the global supply chain technology and data team, Johnson oversees a range of supply chain systems and data projects. She plays a pivotal role in stakeholder communication, reporting, training and managing project milestones. With extensive technical experience in ServiceNow applications, Johnson has driven enhancements in processes, metrics and reporting that are critical to supply chain operations. She consistently seeks opportunities to create value through collaboration, synergy, integration and continuous process improvements. Johnson played a key role in digitally transforming the company's processes through its control tower digital supply chain portfolio project. Her contributions have significantly transformed enterprise-wide supply chain data, leading to more efficient and streamlined operations. In 2024, Johnson led the design, development and deployment of an enhanced contracts management solution for global supply chain enterprise agreements, optimizing the storage, maintenance, search and retrieval of agreements and related documentation.

My job in three words: Collaborative, problem-solving, imaginative.



Cross Kotrozo, 26

Category manager II, raw materials | United States Steel Corporation | Pittsburgh

In May 2024, Cross Kotrozo was promoted to commodity manager of coke for U.S. Steel's North American Operations, overseeing the just-in-time delivery of this primary raw material. The role involves managing U.S. Steel's internal coke pipeline to support blast furnace operations as well as a blast furnace coke sales program and coordinating with various stakeholders, including the U.S. Steel operations team, trucking companies, barge loading terminals, barge carriers, multiple railroads and customers. Kotrozo also led functional team to optimize blasting procedures at U.S. Steel Minnesota Ore Operations, resulting in US\$3 million in earnings before interest, taxes, depreciation, and amortization (EBITDA) savings in 2023. Additionally, he developed a regression process to link raw material markets to the purchase price of finished goods. He used innovation and a data-driven approach to forecast price increases. This approach has been adopted by others in the organization. Furthermore, Kotrozo managed a total cost of ownership program with U.S. Steel's mining operations supplier for explosives, successfully implementing a new piece of equipment that expedited the process and produced more powerful blasts.

My job in three words: Productive, strategic, vigilant.



Rachel Ley, 28

Principal | Boston Consulting Group | Minneapolis

Rachel Ley drives value at Boston Consulting Group (BCG) through her proactive approach to procurement challenges. For a med-tech client, she conducted an outside-in analysis of the company's indirect spend base, identifying high-impact opportunities for cost savings and efficiency improvements. This enabled the client to reallocate resources to strategic growth areas. Ley also developed innovative methodologies, ensuring sustainability beyond the project's timeline. She helped spearhead the development of advanced tools BCG leverages for spend analysis, revolutionizing how procurement organizations rapidly assess and categorize spend. Her initiative extends to her leadership in redefining procurement operating models. In her role, she sets the tone for her teams, leading by example with her expertise, diligence and dedication. Her deep understanding of procurement enables her to guide teams through complex challenges while fostering an environment of camaraderie and mutual respect. Ley excels at enabling her team members to grow and succeed. She invests time in mentoring her associates and consultants, helping them develop both analytical and strategic capabilities.

My job in three words: Driving sourcing excellence.



Andrea Macchiusi, 29

Senior procurement manager | GSK | Bradford, Ontario, Canada

Andrea Macchiusi's career is marked by a combination of initiative, collaboration, innovation and leadership, making her a standout performer in procurement and supply chain management. Early on, she led the procurement efforts for Canada's contract separation initiative during the 2022 GSK consumer health-care spinoff, successfully managing over 30 contracts in her first six months. Macchiusi approaches procurement as a strategic business partner, delivering value beyond cost savings. Her strategic reset of health economics and outcomes research suppliers resulted in stronger relationships, a preferred vendor matrix organized by scope, competitive pricing resulting in cost reduction, and financial volume rebates. As chief of staff for the North America local operating company (LOC) procurement team, Macchiusi facilitated cross-functional collaboration between the North America procurement team, global category managers and key stakeholders. Additionally, she was selected as the senior project manager for a nationwide pipeline assessment project supporting the Canadian leadership team, leading data collection, workshop facilitation, and analysis to inform strategic decisions.

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



Nayantara Mehta, MSCM, 28

Innovation program manager — digital | CMA CGM | Norfolk, Virginia

Nayantara Mehta, MSCM, has a proven track record of launching strategic initiatives to solve complex business problems, enhance customer experience and reduce operating costs. At a previous position, she redesigned the end-to-end fresh produce supply chain, eliminating 60 percent of paper and plastic packaging that reduced carbon emissions by 100 metric tons annually. This also curtailed operating cost by 5 percent annually and shortened the farm to table time from 48 hours to around 12 hours, thereby providing customers with fresher produce. At CMA CGM, Mehta leads the roadmap of startup partnerships and strategic innovation initiatives in North America, focusing on customer and employee experiences, operational efficiency, new revenue generation and sustainability goals. She manages a portfolio of supply chain startups, conducting due diligence and benchmarks, proof of concepts and studies. Mehta has co-innovated and implemented a machine learning and analytics tool to simulate inland transportation emissions to provide companies with visibility to reduce their Scope 3 emissions. Additionally, she is working on an artificial intelligence (AI)-based tool to resolve detention, demurrage and freight billing disputes, reducing processing time by 90 percent.

My job in three words: Innovation, strategy, global.



Laura Martinez Guerra, MBA, 31 (30 at time of application)

Senior sourcing specialist — acquisitions | Boston Scientific | Santa Ana, San Jose, Costa Rica

Laura Martinez Guerra, MBA, possesses a natural drive to understand processes and identify areas for improvement. She is proactive in proposing solutions and standardizing work. One example is Boston Scientific's "Project Prime," where she devised a solution that allowed for proactive analysis of trends that significantly reduce scrap. Martinez often volunteers and is recommended to support projects aimed at mapping out best practices or improving methodologies and processes. As an acquisition integration sourcing lead, Martinez has excelled in managing relationships with a range of people from individual contributors to executive leaders from the acquired entities. She quickly establishes trust and builds a strong bridge between the teams, which is essential for a successful integration. In the acquisition integration space, it is crucial to balance the need for speed to market with making changes to the supply base or bill of materials to leverage synergies or mitigate potential supply risks. During a recent acquisition, Martinez demonstrated outstanding leadership and tenacity. She drove her workstream to ensure that all qualifications, inspection procedures and system setups were completed successfully on time. This enabled Boston Scientific to get to the market quickly, capturing critical market share.

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



Ryan Miller, 25

Senior strategic sourcing analyst | H.B. Fuller | Aurora, Illinois

Ryan Miller has played a crucial role in H.B. Fuller's strategic acquisitions, leveraging his cross-functional relationships to implement over US\$1 million in synergies and cost savings across two acquisition integrations. As part of a company initiative, he extended average payment terms by over 30 days. In 2024, he transitioned to a new supply base, achieving additional working capital wins of 30 and 45 days. Miller also led strategic sourcing actions to localize product manufacturing to China, Dubai and the U.S. These projects required him to manage complex transitions and work closely with technical leads to identify local suppliers. His efforts have made strategic sourcing a key driver in the timely success of these projects. This global experience also gave Miller an opportunity to learn from his global sourcing counterparts' expertise to implement innovative sourcing solutions in his region. Miller also worked with H.B. Fuller's summer internship program, managing three strategic sourcing aides and interns over three summers. He designed and oversaw intern projects that have resulted in savings, reduced single-source risk, improved workstream efficiency and created a positive mentoring experience.

My job in three words: Strategic, collaborative, invigorating.



Sally Musa, MS, 30

Supplier inventory manager | Wayfair | Boston

At Wayfair, Sally Musa, MS, leads a team of associates responsible for nearly 100 suppliers. She has become a subject matter expert in the seasonal outdoor market, understanding the landscape, challenges and market conditions. Upon joining the company, Musa identified gaps in inventory planning. This had resulted in excessive stock which, compounded by demand fluctuations during the coronavirus pandemic, had left suppliers with dead-stock seasonal inventory in the U.S. She developed and implemented a comprehensive seasonal planning playbook that since has been applied across Wayfair's global operations in the U.S. and Canada. These strategies balance planning for new products with effective disposition of excess inventory, supporting Wayfair's seasonal sales and drastically reducing U.S. dead-stock inventory. Musa has made strong collaborative connections with internal and external business partners, demonstrating exceptional ability to collaborate with domestic businesses in the made-to-order sector. She helps these small businesses grow within the broader marketplace and bolstering Wayfair's domestic supply chain by ensuring top-selling products are in stock with quick lead times.

My job in three words: Collaborative, energizing, strategic.



Sudharsan Sathya Narayanan, 30

Associate procurement professional | Caterpillar Inc. | Thiruvallur, India

The aftermarket business relies heavily on the availability of certain parts when customers need replacement or maintenance parts. When these parts were discontinued, Sudharsan Sathya Narayanan sought a solution, conducting a detailed analysis of the parts that could still be supported based on the supply availability. He collaborated with cross-functional teams, including suppliers, category buyers and supply chain, to ensure the right parts were prioritized, sourced and packaged per customer requirement. As a result, 257 part numbers across 38 suppliers, including 36 high-priority back-order parts, were successfully set up, ensuring their availability once again. Narayanan also realized a need for standard packaging for India logistics center (ILC) parts from suppliers. He focused on getting the 10 key high-volume suppliers to change their packaging; once implemented, he expanded the effort to include additional parts, ultimately achieving a 98-percent adherence rate to ILC's standard packaging. Narayanan also was instrumental in developing innovative solutions for (1) downloading PO PDF copies and (2) eliminating the need for manual data entry and extraction by preparing a custom data set in a data warehouse management system for extracting price details into a Microsoft Excel file.

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



Ryan O'Neill, 29

Supplier development engineer | Caterpillar Inc. | Chillicothe, Illinois

As a supplier development engineer (SDE), Ryan O'Neill is often called to help when a supplier has quality issues. O'Neill shows up as a partner — as part of the team that wants them to succeed. During the coronavirus pandemic, supply assurance became a critical issue, prompting Caterpillar to initiate a project to mitigate future risks. O'Neill led efforts for two suppliers, identifying root causes and developing solutions to prevent future problems. One significant issue was a lack of understanding about a particular tool, which O'Neill confirmed was widespread among suppliers. He organized an informational workshop to educate suppliers about the tool, enhancing the company's ability to meet demand. Additionally, O'Neill established a monthly roundtable meeting with global SDEs in Caterpillar's resource industries segment, fostering global teamwork and enabling SDEs to leverage lessons learned. He also set up a monthly meeting with critical large receiving facilities to monitor trends with received parts, improving relationships with the procurement quality team and prime product facility. The meetings have helped establish a better working relationship with the procurement quality team and prime product facility, which ultimately has led to better quality from suppliers.

My job in three words: Quality, processes, collaboration.



Kenneth Pilkington, MBA, 28

Procurement PMO manager | Flex | Austin

Kenneth Pilkington, MBA, takes a proactive approach to problem-solving. At Flex, Pilkington was pivotal in establishing a procurement project management office, integrating data-driven tools and strategic oversight to modernize project governance. This innovative framework continues to deliver measurable value across the organization. Pilkington led the charge in cross-functional synergy programs within Flex's procurement operations, leveraging expertise to increase collaboration and streamline workflows, setting a standard for continuous improvement within the strategic sourcing team. Pilkington also works to drive positive change, from creating a governance structure for more than 50 cross-functional projects to designing innovative procurement strategies that align with customer needs. Additionally, Pilkington thrives on finding creative solutions to complex supply chain challenges. Pilkington leads by example: For example, he managed a multimillion-dollar inventory transfer during a customer node relocation, working with the team to face challenges and fostering a sense of shared purpose. He also organizes and hosts events to revitalize office culture in a post-coronavirus pandemic environment, consistently bringing employees together.

My job in three words: Strategic, collaborative, impactful.



David Reiling, MBA, 30

Category manager, logistics | Chevron | Covington, Louisiana

As the implementation lead for Chevron's marine cost optimization (MCO) project, David Reiling, MBA, led a team of logistics experts to enhance cost and operational efficiency in support of operations, wells and capital projects. He challenged long-standing assumptions, breaking down barriers and showcasing the success of his initiatives. "We collaboratively brainstormed, prioritized and actioned numerous initiatives that reduced cost while maintaining a high level of support across our different logistics modes of transport," Reiling says. "This project showed me just how much impact can be made by getting the right people in the room and focusing on a singular goal of how we can provide better support." He established an MCO steering committee, setting clear and actionable expectations for the participating functional leaders. Overall, these efforts supported the optimization of the company's fleet while minimizing excessive spot hires. Among other accomplishments, Reiling led the negotiations and contract awards to support the company's logistics needs within asset retirement work in the Gulf of Mexico. He also organized and executed various sourcing events, including one that added multiple shore-base locations across the gulf, enhancing operational flexibility for boomerang decommissioning obligations.

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



Ryan Schmidt, 28

Manager, supply chain | Capital One | Philadelphia

Ryan Schmidt's track record of sound judgment, strategic thinking and creativity led Capital One leaders to entrust him with managing a portfolio of suppliers providing cloud infrastructure and associate experience technology. Schmidt has been instrumental in identifying and modeling how to contract for generative artificial intelligence (gen AI) services and their impact on risk and downstream costs. His expertise in quickly learning tech requirements was crucial when negotiating a multiyear agreement with a major tech provider. He aligned multiple stakeholders across the enterprise and ensured the deal matched Capital One's multi-year plans, securing contract terms with significant cost savings and legal protections. In other efforts, Schmidt partnered with a specialized tech labor supplier to reduce contractor personnel onboarding lead times by 50 percent, benefiting customers needing urgent support. When leading customers through sourcing a new tech vendor, he increased Capital One's leverage by introducing strategic internal stakeholders, enhancing influence on the supplier's roadmap, and negotiating a 9-percent cost avoidance.

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



Logan Schnur, 25

Procurement category manager | Ball Corporation | Denver

Logan Schnur's collaborative efforts have been instrumental in driving strategies to mitigate high-risk scenarios and strengthen Ball's supply chain. A critical component — the sealing compound on beverage cans — had, for decades, been sourced from a sole supplier. Recognizing the risk of this dependency, Schnur identified alternative products and led a cross-functional effort to introduce contingencies to Ball's network. He collaborated with Ball's commercial, engineering, quality and plant operations teams to build a comprehensive business case and qualification plan for alternative sealing compounds. His plan addressed key risks associated with sole-supplier dependency, outlined continuity strategies, and demonstrated the benefits of alternative products. Schnur identified critical supply gaps and elevated this issue's awareness as a top procurement priority for the organization. Schnur partnered with engineering and operations teams to evaluate two alternative suppliers, which would provide at least 8-percent savings in category spend, develop leverage with the incumbent supplier and provide more stability in a critical supply chain.

My job in three words: Collaborative puzzle solving. Enabling commercial success.



Natalie S. Schulhof, CPSM, 29

Contracting officer | U.S. Postal Service | Washington, D.C.

Natalie Schulhof, CPSM, is the contracting officer for the U.S. Postal Service's (USPS) national elevator and escalator repair, preventative maintenance and inspection services program, a 10-year, US\$120 million initiative that is one of the organization's most critical and challenging programs. She maintains a portfolio of 1,200 commercial and industrial units at 500 locations. This initiative requires 24/7/365 support. Schulhof has implemented weekly strategy sessions to address operational needs and quickly resolves performance issues to mitigate operational impact. She also serves as the contracting officer on projects tied to the Delivering for America Plan (DFA), a program devoted to building larger, centrally located sorting and delivery centers to increase efficiency. She is the contracting officer for the guest-room modernization and ballroom expansion projects at USPS's William F. Bolger Center in Potomac, Maryland. Schulhof created a sustainability program that generates profit: She worked with project managers, asset management and legal to successfully auction aging heating, ventilation and air conditioning (HVAC) equipment. This initiative has potential to be replicated throughout the organization. Schulhof received the Supply Management's Vice Presidents award for her work on a commercial delivery solutions project for the United Nations' Universal Postal Union.

My job in three words: Mission, bind, deliver.



Rohan Shandilya, MBA, 29

Associate manager, procurement transformation | Haleon | Bengaluru, India

As a key asset to Haleon's procurement transformation team, Rohan Shandilya, MBA, consistently delivers exceptional results across various initiatives, including market intelligence, sustainability and process improvement in procurement. He contributes towards category playbooks designed to assist procurement professionals in negotiations, incorporating carbon pricing strategies to reduce Scope 3 carbon emissions. He plays a crucial role in optimizing the organization's cash flow by providing timely system updates on negotiated global payment terms with key suppliers. Shandilya has been an integral part of multiple cross-functional teams on projects such as vendor externalization, e-invoicing and supplier code of conduct. Collaborating with procure-to-pay and category managers, he gathered relevant information and support to onboard prominent suppliers to a self-managed supplier portal. He also supports procurement by developing knowledge articles and content, which empower procurement members to self-educate, leading to enhanced procurement efficiency.

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



Peng Shao, MS, 29

OEM business manager and E/E component sourcing manager | Amazon | San Francisco

Peng Shao, MS, excels in demonstrating her expertise in managing complex consumer electronics supply chains and driving cost optimization initiatives. She led a comprehensive cost-optimization initiative for memory categories, delivering cumulative millions of dollars in savings. She identified a gap in the availability of commercial-grade memory with extended temperature ranges and, collaborating with a strategic partner, persuaded a supplier to introduce a tailored memory product, cutting costs by 35 percent compared to alternatives. Shao also seeks areas of improvement in OEM operations: She designed a memory planning tool that integrated product demand forecasts, OEM inventory and open POs to forecast component-level memory demand. Shao created a comprehensive commodity dashboard to track several critical electrical/electronic (E/E) component categories' cost trends and key technical specifications, which has improved cross-functional collaboration and transparency in the component qualification process. Shao's most notable contribution was identifying and correcting a significant logic error in the buffer stock tracking tool, which resulted in millions of dollars in savings in accounts payable.

My job in three words: Strategic, collaborative, impactful.



Anna Skelton, MBA, 28

Senior manager, sourcing customer strategy | Grainger | Chicago

Anna Skelton, MBA, excels at bringing people together to achieve shared goals through teamwork and collaboration. During the coronavirus pandemic, Skelton led a recovery effort at Grainger, significantly improving the distribution center yard build from handling 1,400 trailers in June to 7,000 by November. Skelton also spearheaded a continuous improvement project across the supply chain, identifying cost-saving opportunities and increasing branch network revenue by millions of dollars. Additionally, Skelton introduced new operations metrics for Grainger's inventory management program, resulting in a 40-percent performance boost. Skelton's leadership is driven by a genuine desire to help others grow and succeed; she provides one-on-one coaching and feedback to emerging leaders. Skelton recently participated in Grainger's supply chain leadership development program and was selected to present findings to the executive leadership team. Currently, Skelton is leading a 25-member team through a customer strategy program designed to drive efficiencies and better meet customer needs.

My job in three words: Strategic sourcing leader.