

Institute for Supply Management®

30 Under 30

Rising Supply Chain Stars



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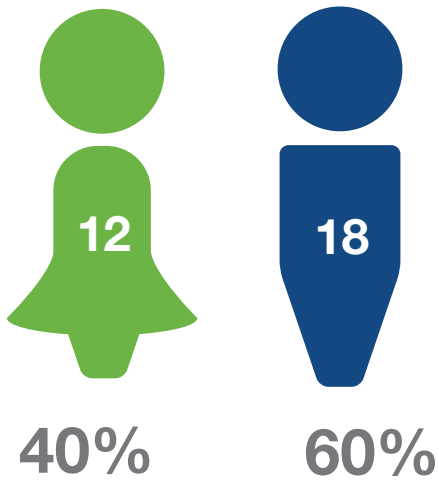
About

In its seventh year, the Institute for Supply Management's 30 Under 30 Rising Supply Chain Stars program showcases the exceptional talent and remarkable achievements of 30 emerging supply management professionals. Selected from hundreds of worthy nominees, the 2021 award recipients are an impressive lineup who have passion, creativity, and contributions to supply management. They come from diverse backgrounds and contribute diverse perspectives to the small firms and even multinational corporations they represent. Each winner comes from a different career path but have a common interest – supply management.

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

30 Under 30 recipients receive complimentary one-year membership to ISM, complimentary registration to ISM World 2021 Virtual Conference, a special conference price for one colleague to attend ISM World 2021, and a write up in our membership magazine, Inside Supply Management as well as national press.

Gender Breakdown

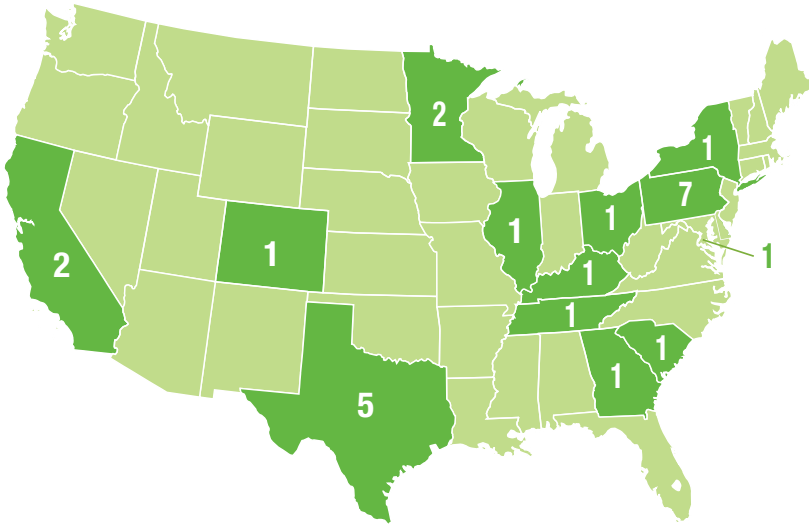


Age Breakdown

24	3
25	3
26	3
27	2
28	3
29	12
30	3
Total	30

Median Age: 29

Where they work



Beyond the continental U.S., Brazil 1, Philippines 1, Singapore 1 and United Kingdom 2

Industries They Work

Aerospace & Defense	1
Business Services	2
Energy	1
Manufacturer – Durable Goods	11
Medical Devices/Pharma	7
Oil & Gas	4
Operating Services (Eng, trans, comm)	2
Retail	1
Utilities	1
Total	30

MEET THE WINNERS



Rachael Adams, MBA, 30

Strategic sourcing lead | Apache Corporation | Houston

After joining Apache Corporation in August 2018, Adams successfully led the implementation of a transportation management system (TMS) solution for salt water trucking in west Texas. The TMS solution leverages technology to improve ease of ordering, ensures route optimization and controls disposal locations while gaining real time data through electronic field tickets. The projected annual full-scale implementation is on track to achieve 25- to 35-percent savings. “This project challenged me in many ways and gave me the opportunity to work with many people throughout our organization,” Adams says.

How Adams describes her job in three words: Engage, analyze, save.



Karan Agrawal, 24

Senior analyst — global operations strategy | Dell Technologies | Austin, Texas

Agrawal has helped drive multiple strategic and transformational projects for Dell’s global supply chain resulting in enhanced productivity, automation and cost savings. Passionate about the community, he ideated and launched Talks @ Dell Technologies, a first-of-its-kind storytelling employee initiative to inspire more than 7,500 global supply chain team members. He is a thought leader — he founded Georgia-Tech’s first student-run supply chain club, and has contributed to the ‘Supply Chain Now’ podcast and is actively involved with several supply chain organizations.

How Agrawal describes his job in three words: Thought-provoking, collaborative, strategic.



Ashna Amarshi, 31*

Procurement director — policy, risk and compliance | GlaxoSmithKline (GSK) | London

Amarshi, who joined GSK in 2016, was appointed as the procurement director of policy, risk and compliance a year ago. She immediately began to tackle the process in which suppliers are screened and onboarded into GSK, which was one of the most noted pain points across the company. The new process, which was endorsed by the GSK Corporate Executive has significantly reduced the time to onboard suppliers and proactively work with suppliers to minimize risk, across the 150 countries that GSK operates in. Amarshi is also a voluntary school board advisor, where she advises the board on topics ranging from procurement of services to more strategic projects.

How Amarshi describes her job in three words: Diverse, rewarding, challenging.

*30 at the time of nomination



Brandon Collins, 25

Category manager — alloys | United States Steel Corporation | Pittsburgh

Collins worked in numerous positions at U.S. Steel before being promoted to category manager for alloys. Historically, the commodity had been run on a system of spot buys and short-term handshake agreements. Collins changed that by signing multi-year agreements with key suppliers and delivering more than US\$8.2 million in savings in 2020. In addition, he expanded consignment programs he had previously developed for another category to deliver an additional \$1.5 million in working capital.

How Collins describes his job in three words: Data-driven, collaborative, Kaizen.



Carly Cox, CPSM, 25

Category manager II | United States Steel Corporation | Pittsburgh

Among other accomplishments, Cox undertook an assignment to optimize procurement of raw materials for use in the refractories manufactured by a U.S. Steel-owned subsidiary in Kosice, Slovakia. Working with the team, she identified US\$1.2 million in savings and numerous process improvements. “The experience blew open my perception of supply management and, in retrospect, did a lot for me personally in trying to get comfortable with being uncomfortable in such new situations and environments,” Cox says.

How Cox describes her job in three words: Dynamic, data-driven, collaborative.



Alessandra Dangov, 29

Procurement agent | The Boeing Company | Charleston, South Carolina

During the COVID-19 pandemic, Dangov helped Boeing sites resume operations. She worked closely with sites to source critical personal protective equipment (PPE). She also managed suppliers to recover pandemic-driven delays and explored alternative options that enabled suppliers to meet aggressive delivery dates and mitigate risk to critical production lines. “I was recognized by our executive team, including the indirect supply chain vice president, and our customers for successfully sourcing critical PPE during the COVID-19 pandemic,” she says.

How Dangov describes her job in three words: Dynamic, value-creating, innovative.



Tony Gazich, 29

Global supplier manager — polymers and chemicals | 3M Company | St. Paul, Minnesota

Gazich, who began his career in 3M's global sourcing organization as an intern in 2013, oversees some of the company's largest and most complex polymer and chemical categories. He completed and continues to participate in a number of cross-functional project assignments, with multiple trips international prior to COVID-19 pandemic, partners with global suppliers across regions to discuss supply-optimization strategies; and has represented 3M at various global sourcing conferences. “It's been an honor to participate in work that is both challenging and rewarding, and supports 3M's broader supply chain strategy on a global scale,” Gazich says.

How Gazich describes his job in three words: Driving continuous value.



Brendan Gruss, CPIM, 29

Senior procurement manager — ingredients | Danone North America | Denver

In the nearly three years he has been at Danone, Gruss has effectively managed several ingredient categories, including a fast-growing coffee category. He brought together key internal stakeholders — including marketing, sales, supply planning and R&D — to drive new innovation and cost-saving initiatives. In addition, he led the development and implementation of a supply chain sustainability program which focused on ensuring coffee was being procured in the right way from our farmers in South America.

How Gruss describes his job in three words: Exciting, challenging, engaging.



Chase Jackson, 28

Procurement analyst | Greystar Property Management | Irving, Texas

Among other efforts, Jackson, who in August 2019 joined Greystar Property Management, which manages more than a half million individual residential units, is working to reduce the company's U.S. carbon footprint and waste. He and his team initiated the company's first waste-related competition. Goals include reducing waste contamination, increasing diversion percentages to exceed each state's requirements, reducing dumpster overload and overseeing appropriate waste optimization, and increasing resident knowledge and engagement regarding the global benefits of recycling.

How Jackson describes his job in three words: U.S. procurement analyst.



Amber Jarmusz, 31*

Principal sourcing specialist | Boston Scientific | Blaine, Minnesota

Jarmusz manages a top-5 category in Boston Scientific's US\$1.5 billion direct material spend. Working cross-functionally with her engineering and global R&D counterparts, she has worked to create a pipeline of projects and initiatives to drive the category from \$0 of future cost savings to nearly \$20 million over the next three years. "This has impacted my career significantly because I have learned to ask and request what is needed in order to drive results," she says.

How Jarmusz describes her job in three words: Dynamic, challenging, strategic.

*30 at the time of nomination



Jamal Jones, 29

Contract compliance officer | DC Water | Washington D.C.

As one of DC Water's lead compliance officers, Jones is charged with overseeing more than US\$500 million in active construction, architecture and engineering, and service projects, with a primary focus of ensuring equity and inclusion for DC Water's small, women, and disadvantaged business community. His efforts have led to certified firms receiving nearly \$175 million in contracts as prime contractors, subcontractors and equity partners. Jones also represents DC Water at several local and national conferences and events

How Jones describes his job in three words: impassion, visionary, inspiring.



Anam Kader, 27

Procurement manager, Shell Trading and Supply | Shell Oil Company | Houston

In her current role, Kader is leading a cross-regional category strategy for the company's U.S. main mechanical scope that initially faced opposition and scrutiny. She demonstrated leadership and initiative by casting a vision, executing cadence meetings, dividing roles and following a structured approach. This enabled the organization to rally around the vision and prioritize accordingly. Kader joined Shell Oil Company in 2015 as part of the company's leadership rotation program.

How Kader describes her job in three words: Negotiation, partnership, contracts.



Madison King, 24

Global procurement — category manager I | United States Steel Corporation | Pittsburgh

King started at U.S. Steel as an intern and has held several global procurement positions with increasing levels of responsibility. In her latest role, she is a top performer on the company's energy team, where, in addition to managing the procurement side of the energy commodities, she has leveraged and optimized possible revenue streams. She also manages a corporate commodity-hedging portfolio that has a notional value exceeding US\$100 million.

How King describes her job in three words: Analytical, strategic, innovative.



Derek Kroeger, 29

Systems product manager | pep | Cincinnati, Ohio

Derek has lead the three-year development and implementation project of an e-sourcing platform within Pep's sourcing and project management system, pepconnect. He wrote the overall project specifications and work flow, collaborated with colleagues, engaged supplier partners and orchestrated the overall direction of the project. "The successful launch of this system has provided me the opportunity of my current role where I get to continuously build upon and improve the system," Kroeger says.

How Kroeger describes his job in three words: Rewarding, challenging, unique.



Breno Lobato, MBA, 26

Senior buyer | Shell Brasil Exploration and Production | Rio de Janeiro

Lobato is enrolled in Shell's graduate program, and works with key stakeholders in Brazil to define the strategy of contract negotiations and projects with subsequently delivery of bottom-line impact. His skills include finding opportunities within the supply chain function and general operations to increase end-to-end value. In 2020, he led a project that radically disrupted the way contracting information was stored and visualized. Lobato is personally committed to diversity & inclusion and passionate about the future of energy.

How Lobato describes his job in three words: Learning, growing, achieving.



Megawatt Winner **Kylie Mazurek, CPSM, 26**

Category manager II | United States Steel Corporation | Pittsburgh

Mazurek began her career at U. S. Steel in January 2018, and has quickly advanced through the global procurement organization. She created the company's first financial hedging program for electricity, and in 2019, she delivered more than \$30 million in value. In her current position, Mazurek is responsible for strategic sourcing of ferrous scrap raw materials, managing more than \$450 million in annual spend.

How Mazurek describes her job in three words: Fast-paced, collaborative, dynamic.



Cody Patterson, CPSM, 26

Procurement specialist | CentiMark Corporation | Canonsburg, Pennsylvania

Patterson's standard for supply chain integration has brought the procurement department to the forefront of CentiMark Corporation. His first achievement involved designing and institutionalizing a national training program for the company's ERP system. He oversees more than US\$80 million in annual direct spend. During the last four years, a period where costs in the industry have risen, he has been able to keep prices stable and avoid cost increases in.

How Patterson describes his job in three words: Engaging, innovative, collaborative.



Vineet Pinnamaneni, 29

Network strategy lead | Cisco Systems | San Jose, California

Pinnamaneni has led several strategic, diverse and analytical driven projects that have provided major value add. He program-managed Cisco's China-tariff mitigation efforts, which required stakeholder collaboration/buy-in across various functions and expanded analytical capabilities to quickly compare alternate solutions. The outcome of the project, which has been Cisco's supply chain function's biggest challenge over the last decade, included advancing future supply chain resiliency strategy in alignment with the company's internal and external business stakeholders.

How Pinnamaneni describes his job in three words: Strategic "solutioning," innovation.



Shwetha Rangarajan, 29

Category manager II | FedEx Services | Memphis

Over the past three years, Rangarajan has managed four categories totaling more than US\$1.7 billion for FedEx, saving and avoiding the company more than \$10.4 million. She has demonstrated expertise in multiple sourcing projects related to the category management lifecycle, including being a trusted adviser to stakeholders, developing category strategies where none previously existed, and finding opportunities to improve performance. She also has achieved stretch objectives, including developing a plan and leading a team to enhance supplier relationship management initiatives.

How Rangarajan describes her job in three words: Challenging, impactful, dynamic.



Matt Raponi, CPSM, 29

Senior category manager — data services | Amazon Web Services | Herndon, Virginia

Before joining Amazon Web Services early this year, Raponi's role as a sourcing manager within the Alcoa procurement organization included a wide variety of responsibilities, including category strategy development, supply chain and market analysis, management of go-to-market activities, executing contract negotiations, and supporting ongoing supplier relationship management. He was responsible for US\$100 million in global category strategies that spanned multiple categories such as waste-management services and bearing and power transmission.

How Raponi describes his job in three words: Diverse, innovative, collaborative.



Dan Ratterman, 28

COO | Shady Rays | Louisville, Kentucky

Ratterman brought supply chain knowledge to Shady Rays, an e-commerce company that had been using a third-party logistics company to manage its inventory, packing and shipping. He quickly implemented a more robust supply chain, leasing a new warehouse, implementing a material-flow system and creating an inventory management system focused on scanners and digitization of inventory data. He also hired and trained a new workforce. He now is able to focus on longer-term supply chain strategy.

How Ratterman describes his job in three words: Own supply chain.



Pedro Rocha, MSc, CPSM, 29

Senior buyer | Shell Brasil Petroleo LTDA | Manila, Philippines

While helping with the commercial development of senior buyers in the Philippines, Rocha also is a senior buyer supporting Australia's liquified natural gas-production contracts portfolio and participates in operational excellence projects for Shell's Australian business. In 12 months on the job, he has delivered around US\$300,000 in savings and built a coaching environment, working with local senior team leaders, that contributed to more than 20 commercial strategies, which generated more than \$1 million in savings.

How Rocha describes his job in three words: Dynamic, fulfilling, commercial.



Cory Simmons, MBA, 25

Associate commodity manager | Allegion | Carmel, Indiana

Simmons has identified alternative supply options to mitigate a sole supply-risk situation critical to the Allegion business. He has led several global supply management process-improvement initiatives pertaining to such areas as data stewardship, contract maintenance, spend analytics and supplier categorization. These initiatives have improved supplier performance and increased productivity savings opportunities. Simmons has leveraged his analytical strengths to develop commodity strategies, collaborate with peers and take responsibility to drive results through the execution phase.

How Simmons describes his job in three words: Challenging, rewarding, fun.



Dillon Tagle, 29

Senior manager, research and development procurement — laboratory and diagnostics | GlaxoSmithKline (GSK) | Souderton, Pennsylvania

After joining GSK in May 2019, Tagle collaborated with the company's clinical team, bringing a different approach that allowed for greater volume leverage to deliver US\$10 million in savings. In 2020, he also led sourcing of the coronavirus (COVID-19) employee-testing solution, considered a critical project with visibility at the organization's most senior levels. Demonstrating an innovative mindset, he looked for appropriate solutions and efficient processes as recommendations to ensure business continuity.

How Tagle describes his job in words: Research and development procurement.



Austin Taylor, 24

Contracts lead, research and engineering | ExxonMobil Global Services | Houston

In his first role at ExxonMobil, Taylor identified more than US\$110 million worth of savings opportunities in such areas. His efforts including redesigning tools used to assess competitiveness and orchestrating analysis of subscriptions across multiple business units to identify potential savings. Additionally, he has led improvements to spend dashboards and an innovative redesign of team and category planning sites to create clarity on working documents, tools, presentations and commodity information.

How Taylor describes his job in three words: Dynamic, data-driven, decisive.



Emily Taylor, CPSM, 27

Contract analyst, capital projects — contracts and procurement | Shell | Houston

As a contracts manager, Taylor supports a number of projects, including serving as contracts and procurement lead for the Elba Liquefaction Project, valued at about US\$875 million, where she managed the commissioning and start-up and close-out portions of the project. Recent efforts for this project include leading the procurement of personal protective equipment (PPE) and essential supplies in response to COVID-19, overseeing the warranty and claims management for the project and developing a dashboard to manage close-out activities.

How Taylor describes her job in three words: Exciting, challenging, purposeful.



Nikkhil Vinnakota, 29

Senior manager, global supply chain | Amgen | Thousand Oaks, California

Vinnakota, an industry leader in track and trace, is spearheading efforts to re-architect the U.S. life-sciences supply chain and also is working to advance digital innovation in the health-care supply chain. His initiative, "Value Beyond Compliance: Serialized-based Returns Pricing Enhances Reimbursement Precision," garnered the 2020 Gartner Life Sciences Supply Chaininnovator Award. Vinnakota and his team oversee the end-to-end lifecycle of complex, large-scale transformation projects as well as projects with different drivers.

How Vinnakota describes his job in three words: Dynamic, innovative, impactful.



Annalise White, 29

Associate director, marketing services procurement | Merck | New York

White, who joined Merck in October 2019, is responsible for leading the global communications and media categories. She made a quick impact through collaborating with Merck's marketing team and digital center of excellence to evolve their media partnership model. This new model has enabled the company to develop an agile approach to customer engagement. Under her guidance, Merck has shifted from budget-based to goal-based planning, encouraging effective investments and unlocking significant efficiencies.

How White describes her job in three words: Rewarding, innovative, partnership.



Charmaine Yeo, 28

Global category manager, capital equipment and MRO | GlaxoSmithKline (GSK) | Singapore

Yeo, who also serves as chief of staff to the senior director/global category lead for capital equipment, MRO/EHS, and utilities procurement, developed a robust strategic governance process for GSK's Procurement-led COVID-19 enterprise-wide Personal Protective Equipment (PPE) and indirect materials supply response during the pandemic. She has also championed GSK's global procurement payables initiative, coordinating across the team to deliver more than US\$7.5 million in cash improvement in 2020-2021, enabling reinvestment to fuel the company's R&D pipeline of innovative medicines and consumer health-care products.

How Yeo describes her job in three words: Purposeful, dynamic, exciting.



Gary Yeo, 31*

Senior manager, R&D procurement – patient and site services | GlaxoSmithKline (GSK) | London

Yeo most recently led the selection and strategy around the use of telemedicine and home health-care visits to enable the remote conduct of clinical trial activities. He quickly identified and implemented solutions while still achieving significant discounts on nursing services in a market defined by record demand and significant supply shortages. He has taken on further responsibilities in his latest role, with line management responsibility to build further on his leadership experience.

How Yeo describes his job in three words: Rewarding, interesting, complex.

*30 at the time of nomination