

2025
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.

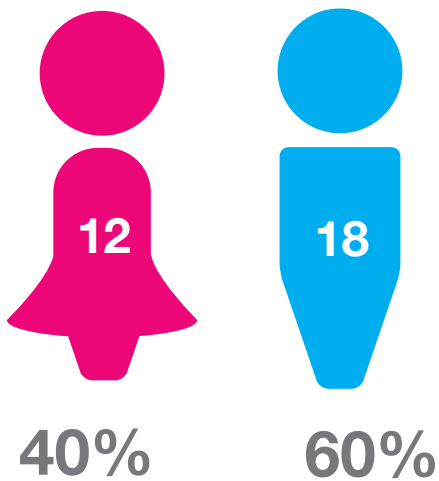
The winners of Institute for Supply Management®'s (ISM®) 30 Under 30 Rising Supply Chain Stars program can be described by those words — and many more. In its 12th year, the program showcases the exceptional talent and achievements of a select group of emerging supply management professionals, chosen from hundreds of commendable nominees.

The 2025 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.

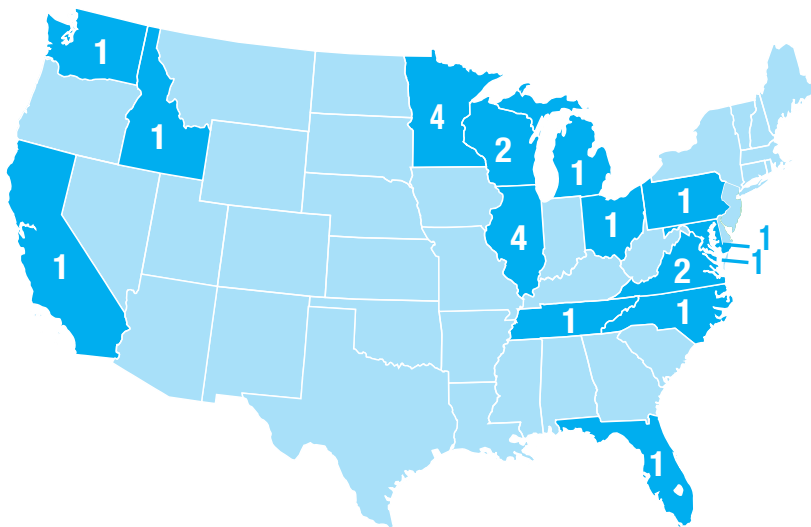
The 30 Under 30 honorees receive complimentary one-year membership to ISM, as well as registration to the ISM World 2026 Annual Conference and the ISM Awards Gala in Denver, Colorado. They will be recognized in ISM's member publication, *Inside Supply Management*®, and in other media.

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., France 1, India 2, Kenya 1, Malaysia 1, Brazil 1, United Kingdom 1

Age Breakdown

24	4
25	2
26	5
27	4
28	3
29	6
30	6
Total	30

Companies They Work For

AGC Tenwek Hospital — Cardiothoracic Center	1
Associated Materials Innovations	1
Atlantic Bearing Services	1
Boston Scientific	1
Capital One	1
Caterpillar Inc.	4
DHL Supply Chain	1
DocStudio	1
Flex	1
GE Aerospace	1
Grant Thornton Advisors, LLC	1
GSK	2
H.B. Fuller	4
KeyBank	1
Micron Technology, Inc	1
Microsoft	1
Northrop Grumman Corporation	3
Procter & Gamble	1
Shell Brasil	1
Silver MetalX Inc	1
United States Postal Service	1
Total	30

MEET THE WINNERS



WeiWen Ang, 30

Sourcing analyst | H.B. Fuller | Klang, Malaysia

WeiWen Ang has consistently gone above expectations, turning projects into opportunities with outstanding results and long-term value creation. As sourcing lead for steel drums, Ang identified an opportunity to increase negotiating leverage by consolidating demand across five plants in China. She led the first RFQ, which covered more than 20 materials, delivering a 13-percent cost reduction even as steel market pricing rose 6.8 percent. She achieved supply continuity in a tight market and strengthened supplier partnerships by formalizing long-term agreements. Ang led two initiatives to extend payment terms, improving H.B. Fuller's financial flexibility while reinforcing supplier relationships. To address concerns about sourcing from local vendors, she hosted an innovation day with prospective suppliers and H.B. Fuller's engineering adhesives team. These sessions built trust, enabled technical exchange and earned strong internal recognition. As a result, three local partners were qualified, reducing single-source risk and improving cost, supply security and resilience.

My job in three words: Ambitious, adaptable, impact-driven.



Nestor Belsol, MBA, 30

Global supply chain director | Atlantic Bearing Services | Miami

Nestor Belsol, MBA, has transformed supply chain operations at Atlantic Bearing Services into a proactive, data-driven discipline focused on visibility, risk management and operational performance. Belsol created a real-time platform that integrates supplier performance, tariff exposure, logistics milestones and financial tracking into a single visibility tool, reducing disruption response times by 40 percent and supporting measurable business growth. By strengthening supply chain readiness, he helped the company secure and execute larger contracts. Rather than treating tariffs, logistics challenges and supplier constraints as obstacles, he designed structured solutions that safeguarded margins and protected customer timelines. He unified global teams in Miami, Spain and China by integrating ERP data with SharePoint and Power BI, giving sales, finance, engineering and logistics a shared source of truth that reduced duplication and accelerated decision-making. Through strong partnerships with customs brokers, suppliers and logistics providers, he aligned schedules, mitigated tariff exposure and coordinated the complex logistics required for oversized wind turbine components. Belsol also demonstrates a commitment to service and sustainability through veteran mentorship, helping others successfully transition from military service into civilian careers.

My job in three words: Driven, adaptive, collaborative.



Emma Coleman, 24

Data insight analyst | Northrop Grumman Corporation | Los Angeles

Emma Coleman consistently demonstrates initiative by identifying and implementing innovative solutions to optimize operations and improve system functionality. Coleman played a key role in implementing Northrop Grumman's supplier portal. Seeing a gap, she developed comprehensive training and best practice guides, leading to reduced errors, improved adoption and reduced reliance on system support. She launched a newsletter to connect teams across the company's newly formed space systems sector, increasing engagement and strengthening collaboration across sites. Coleman led the development, design and management of more than 25 SharePoint sites for sector teams, enabling stronger cross-functional communication and collaboration. She co-designed a tool that streamlines enhancement, requirements and access requests as well as organizes project initiatives. She consistently looks for opportunities to introduce innovative tools, improve processes and increase automation. Coleman also brings an entrepreneurial mindset: In college, she founded Emrzzz Limited Co., a clothing company built on a lean supply chain model that minimizes waste, improves resource efficiency and reduces financial risk. She is the CEO.

My job in three words: Curious, tenacious, confident.



Rachel Cossick, CPSM, 27

Indirect sourcing manager | Associated Materials Innovations | Cuyahoga Falls, Ohio

Rachel Cossick, CPSM, is committed to making processes better in all of the initiatives she is involved with. As lead for a complex temporary labor transformation project, Cossick found a creative path forward that balanced multiple stakeholder needs, even amid significant pushback, to secure agency support. She implemented a managed service provider (MSP) to streamline hiring, processing and invoicing. The project consultant described her approach as a dynamic concept — one he had not encountered in his more than 30 years in the field. “This speaks volumes aligned to her core competencies and innovative thought process,” said nominator Wendy Gill Rocco, CPSM, CPSD, C.P.M. Cossick also guided the indirect team through an RFP using the newly implemented procure-to-pay tool, bringing a more streamlined approach to sourcing. She launched an evaluation of key consultant partnerships, driving savings, strengthening contract compliance and improving outcomes in challenging, undermanaged tail-spend categories. Cossick is known for her innovative, practical problem-solving.

My job in three words: Determined, curious, diligent.



Andrew Ewing, 26

Principal associate third party manager, technology | Capital One | Washington, D.C.

Andrew Ewing has built a reputation for his exceptional initiative and ownership in two years at Capital One, consistently driving impactful results. Ewing contributed to the successful integration of a digital concierge company acquired by Capital One, onboarding dozens of new suppliers and rationalizing overlapping ones. He partnered with the integrations team, contract management and operations on a PO billing adjustment, avoiding unnecessary renegotiation with a critical supplier. Ewing drives innovation by building time-saving tools that enable more strategic work. He developed supplier comparison materials that aligned more than 30 stakeholders; this comprehensive view now informs executive discussions and helps shape future integration strategy. He also contributed to the development of documentation to help third-party managers navigate complex supplier integrations. Ewing isn't afraid to command nascent initiatives and bring diverse stakeholders to a shared goal. He helped resolve several enterprise risk initiatives that threatened operations, profitability and integration policy deadlines by identifying key supplier contacts and leading negotiations across disparate risk areas.

My job in three words: Always learning more.



Bergen Finn, 26

Global sourcing specialist III | Boston Scientific | Minneapolis

Bergen Finn has a data-driven, detail-oriented approach that enables him to proactively identify value in overlooked areas and address inefficiencies. Finn integrated new technology-driven improvements into day-to-day sourcing operations, including a structured query language-based tool that pulls live ERP data on 40,000 unique parts. The reporting gives sourcing specialists clear visibility into supplier purchase price variance, supports real-time analysis for category strategy decisions, and saves about 10 hours of manual work per specialist each month. He led an effort to standardize assignment of thousands of newly acquired components to technology groups, enabling earlier risk mitigation and supplier planning. Recognizing that electronic component life cycles are often shorter than those of medical device products, he shifted his category strategy toward more proactive risk management to better support Boston Scientific devices. Using software and real-time market intelligence, he helped predict when components were at risk of manufacturer discontinuation and drove mitigation actions to extend product life cycles — delivering cost savings and protecting revenue. He identified ways to leverage AI to streamline key activities in the printed circuit board assembly category by developing data models that quickly identify, evaluate and prioritize high-potential new suppliers. These AI-enabled insights have accelerated qualification cycles, improved market intelligence, increased transparency in supplier risk assessment and sparked additional applications.

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



Deflah Komen, 27

Procurement lead | AGC Tenwek Hospital — Cardiothoracic Center | Nairobi County, Kenya

Deflah Komen turns complex challenges into structured, sustainable solutions. To manage sourcing specialized medical equipment in a market with limited availability and long lead times, Komen designed a comprehensive sourcing strategy — benchmarking prices, diversifying suppliers and evaluating TCO — to promote efficiency and meet international standards. Through supplier vetting and global negotiations, she mitigated fraud and quality risks and substantially reduced overall project costs, enabling funds to be redirected to patient care. Komen established the hospital's first structured procurement framework, including standardized evaluations and audit-ready documentation, creating a strong foundation for accountability and future projects. She ensured long-term value from investments and modernized health care through her use of blended sourcing, flexible contracts, digital procurement tools and life-cycle cost analysis. Komen is purpose-driven; she views supply chain not just as a process, but as a way to save lives and strengthen communities.

My job in three words: Strategic, resilient, impact-driven.



Alisa Konchenko, PMP, 25

Vice president, product and growth | DocStudio | Charlotte, North Carolina

Alisa Konchenko contributes to supply chain innovation by helping organizations digitize and automate supply chain and operational document-based business processes. Konchenko has led several initiatives focused on digitizing document-driven business processes across supply chains and enterprise operations. She led the development of DocStudio's electronic bill of lading solution, replacing paper shipping documents with structured digital workflows. In pilot programs with logistics and retail companies, the solution achieved up to 80 percent faster processing and reduced errors across shipping operations. She has also led the development of intelligent document processing capabilities that enable organizations to extract and structure data from unstructured documents and integrate it into ERP, warehouse and transportation management systems, and other enterprise systems. In addition, Konchenko developed standardized onboarding workflows for the retail and hospitality sectors, enabling companies to digitally collect, manage and sign supplier and employee documents. As a board member of the Digital Business Networks Alliance, Konchenko supports the U.S. Open Exchange Network, a nationwide e-invoicing initiative developed through the Business Payments Coalition and supported by the Federal Reserve Bank of Minneapolis that aims to digitize B2B transactions. She also is director at large at the Petroleum Industry Data Exchange, contributing to the development of the Industrial Data Exchange Platform — a global initiative designed to enable secure, application programming interface-based document exchange across the energy supply chain.

My job in three words: Driven, innovative, collaborative.



MEGAWATT STAR Shane McClure, 26

Senior sourcing process manager | GE Aerospace | Cincinnati

Shane McClure demonstrates exceptional initiative through his advocacy for advancing professional development and operational excellence within GE Aerospace, empowering his colleagues to develop critical supply chain skills, stay ahead of industry trends, and strengthen GE Aerospace's position as a leader in supply management. McClure has played a key role in establishing standard processes that improve efficiency and alignment across the organization. He developed a structured approach to layered process reviews, helping teams monitor process health and solve problems consistently. He has led kaizen events — one, for example, reimagined how the organization ensures the quality of its order placements — bringing teams together to address complex challenges, align priorities and drive continuous improvement. By fostering collaboration and a culture of shared accountability, he has strengthened the organization's ability to deliver high-quality results. He led an RFQ management workshop that identified key opportunities and aligned stakeholders on next steps. That work resulted in a streamlined RFQ management approach that improved first-time yield and surpassed the year-end goal. McClure has a passion for learning new, emerging technologies and finding a home for them in the procurement organization. Most recently, he led an implementation for robotic process automation (RPA) that drove efficiency to a cumbersome process while reducing burden on operators and meeting the demands of sharing technical data in a highly regulated environment. In addition, he serves as the supply chain campus recruiting leader for Bowling Green State University in Bowling Green, Ohio, helping strengthen GE Aerospace's talent pipeline.

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



Tiffany McKee, MS, 29

Risk management lead missions systems — strategy and strategic sourcing | Northrop Grumman Corporation | Baltimore, Maryland

Tiffany McKee, MS, consistently identifies critical gaps in supply chain risk management processes and builds sector-level solutions that have reshaped decision-making across Northrop Grumman Mission Systems. McKee takes on complex, ambiguous problems — usually where no established framework or clear owner exists — and transforms them into executive-level solutions. Her work has supported rapid analysis and communication during risk events involving supplier acquisitions and financial health, wildfires and flooding, critical materials and rare-earth element restrictions, and single/sole-source vulnerabilities. She also created a sector tariff guide with supporting exposure tools in response to evolving trade risks. To strengthen resilience planning, McKee developed a playbook pertaining to supplier disruptions during natural disasters and severe weather. As co-chair of the Mission Systems global supply chain risk council, she regularly convenes cross-functional subject matter experts and curates timely, actionable content. Her leadership has elevated the council's credibility, with executive leaders describing it as the “gold standard” for cross-functional collaboration.

My job in three words: Resilient, curious, mission-oriented.



Kole Mewhorter, 28

Demand planner | H.B. Fuller | Chippewa Falls, Wisconsin

Through his work, Kole Mewhorter reflects a deep sense of ownership, a forward-looking mindset, and a commitment to elevating operational excellence. During H.B. Fuller's transition to a regionally led supply chain structure, Mewhorter played a key role in establishing the North America demand planning team — one of the foundational building blocks of the new operating model. He independently created and implemented a standardized demand review process, setting clear performance expectations while meeting structure and forecasting guidelines. Mewhorter also built a suite of KPI and analytical tools, including integrated performance dashboards and enhanced reporting. These tools improved forecast visibility and enabled stronger operational decision-making. Partnering closely with operations and commercial teams, he works directly with plant leadership, supply managers, and commercial directors to resolve complex issues and align customer demand with production capabilities and business strategy. He supported the rollout and adoption of a new stocking strategy framework and contributed to SKU rationalization initiatives. He has strengthened forecast-to-revenue alignment by collaborating with finance and commercial teams to develop more accurate, transparent methods for translating demand signals into revenue projections. He designs scalable tools, improves complex processes and creates resources that accelerate learning and adoption across the company's global supply chain organization.

My job in three words: Dedicated, thorough, articulate.



Matthew Moore, 25

Procurement manager — commercial procurement | GSK | London

Matthew Moore was recently promoted to procurement manager at ViiV Healthcare, a global specialist HIV company majority owned by GSK. In his previous role as a procurement associate at GSK, Moore improved spend visibility and negotiation leverage, used solutions-focused assessments to identify inefficiencies and implement improved processes, and fostered a collaborative and transparent team environment. Using GSK's internal AI tool, Moore developed an automated review system that compares new quotes with historical data to identify negotiation opportunities, flag price discrepancies, and highlight when quantity changes should prompt supplier discussions. He led the rollout of a new AI sourcing tool, coordinating with internal stakeholders and the external supplier. He put clear governance in place, defined roles and responsibilities, and resolved defects quickly — delivering excellent user experience and driving rapid adoption. Moore led GSK's procurement effort to complete its first activity-based carbon calculation for clinical trials, coordinating a broad cross-functional team and collaborating with external peer companies. This initiative, which replaced an outdated spend-based methodology, revealed a 45-percent reduction in emissions. In addition, he partnered with GSK's clinical operations team to draft the company's first design principles to help reduce the carbon footprint of future trials.

My job in three words: Resilient, curious, collaborative.



Kelly O'Connor, 27

Purchasing and supply management policy specialist | U.S. Postal Service | Washington, D.C.

Since joining the U.S. Postal Service's (USPS) supply management organization, Kelly O'Connor has consistently taken initiative to improve processes and deliver results. She identifies gaps quickly, develops solutions and follows through to ensure implementation. O'Connor played a key procurement role in rolling out a national network of 150 new sorting and distribution centers (SDCs). She developed a forecasting tool used by USPS teams nationwide to help suppliers anticipate demand and manage material shortages more effectively, streamlining procurement across the SDC network and supporting on-time delivery of furniture and signage. Over the past four years, O'Connor led the Combined Federal Campaign (CFC) donor program for the supply management organization. As the leader and contracting officer for the vehicle maintenance and field support team, O'Connor partnered with a key supplier to restructure 20 orders under existing contracts, delivering US\$1.4 million in savings. O'Connor brings strong analytical skills and practical problem-solving to identify efficiencies, and she leads by example — setting clear expectations, empowering her team, and staying focused on organizational goals.

My job in three words: Driven, empathetic, adventurous.



Mukul Parkhe, 30

Continuous improvement manager | DHL Supply Chain | Memphis

Mukul Parkhe consistently translates operational problems into deliverable technology and process solutions, balancing rigorous business justification with pragmatic validation at scale. Parkhe takes a practical, methodical approach to problem-solving — breaking complex systems into manageable pieces, validating assumptions with end users, and iterating until the solution solves operational needs. He prioritizes enabling others, whether through mentoring or by simplifying processes. As continuous improvement manager, Parkhe develops business cases for next-generation technological solutions and partners with operations teams to identify and launch pilots. He constantly works with internal and external teams to improve efficiency and reducing order cycle time. He has also partnered with warehouse management systems (WMS) and analytics teams to build robotic process automation (RPA) routines. In his role leading industrial engineering initiatives, Parkhe aligned cross-functional stakeholders on complex technical rollouts. Working with IT, operations, site leadership and external suppliers, he led four Tier-1 WMS deployments and supported the handoffs to peripheral systems including ERP as well as labor-, transportation- and yard-management systems.

My job in three words: Perseverant, optimistic, curious.



Karthik Parthasarathi, 28

Product procurement manager — bearings | Caterpillar | Peoria, Illinois

Karthik Parthasarathi's professional journey has spanned the operations, supply chain, automation/robotics and procurement functions, giving him a well-rounded perspective on how value is created across an enterprise. Parthasarathi brings an innovative mindset to procurement, consistently seeking ways to improve processes, reduce inefficiencies and empower stakeholders. For him, innovation goes beyond technology — it's about designing practical solutions that reduce pain points and drive measurable impact. As procurement manager for the bearings category at Caterpillar, he identified a time-consuming manual process and led an initiative to automate supplier communications for missed schedules, helping the team sustain a 95-percent on-time shipping rate across the supply base. When tariffs were imposed, Parthasarathi led his team through a strategic reassessment of sourcing practices, engaging suppliers and the team to collaboratively explore manufacturing closer to Caterpillar's consumption points. These efforts resulted in negotiations that reduced tariff-driven cost increases and delivered 31-percent cost avoidance.

My job in three words: Resourceful, driven, results-oriented.



Julien Perreault, MBA, 29

Experienced manager — sourcing and supply chain advisory | Grant Thornton | Philadelphia

At Grant Thornton, Julien Perreault, MBA, leads major transformation efforts focused on spend optimization, category strategy development and procurement operating model design. Perreault takes a proactive approach to streamlining requisition processes, improving working-capital performance, and strengthening governance for organizations across a range of industries. He works closely with cross-functional teams to design and implement sourcing and operating-model improvements — leading workshops, gathering input from stakeholders, and keeping transformation programs aligned from start to finish. Earlier in his career at DuPont, Perreault helped deploy next-generation source-to-pay technology by translating business requirements into system designs and helping teams map and visualize future-state workflows. His focus on continuous improvement — through supplier rationalization, TCO analysis and competitive sourcing — helps deliver measurable value for the company.

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



Fernanda Pitalua, 29

Procurement solutions professional | Caterpillar | Chicago

Fernanda Pitalua relocated to Caterpillar's Chicago operations after working as a supplier development engineer for the company in Mexico. She demonstrates a willingness to take on challenges and a clear drive to exceed expectations. In her roles as a supplier development engineer and category buyer, Pitalua designed and built a dynamic Power BI dashboard that filters and flags critical suppliers, governance status and action-item progress. The tool streamlined codes and helped teams quickly focus on suppliers needing immediate attention, improving efficiency and consistency. She partnered with category buyers across divisions and facility teams to surface key concerns and build trust and alignment across global excavation teams, increasing supplier responsiveness by 40 percent and cutting escalation frequency by 50 percent. Recognizing inconsistent quotation practices among wiring harness suppliers, Pitalua co-authored an RFQ package that clarified commercial and technical expectations for alternative vendors. This effort improved quote quality by 45 percent, reduced the sourcing cycle time by 30 percent and accelerated onboarding of new suppliers. She also created a procurement response playbook to guide category teams. As the newly appointed chair of the Chicago chapter of Caterpillar's Women's Initiative Network, she helped grow membership and deliver high-impact programming. Pitalua is known for her collaborative approach, respect for diverse perspectives and ability to foster inclusive environments.

My job in three words: Proactive, assertive, cheerful.



Sylvain Porkolab, 30

Global category buyer — hydraulics | Caterpillar | Grenoble, France

Sylvain Porkolab is a seasoned buyer with diverse experience across multiple categories and Caterpillar companies. He manages complex purchasing activities while building strong relationships with international suppliers and aligning with Caterpillar's high standards. Fluent in French, Italian and English, Porkolab spent six years in England working at two Caterpillar sites, where he learned to navigate different business cultures. He integrated these insights into his negotiation strategies, strengthening his effectiveness in international supplier management. During the coronavirus pandemic, Porkolab designed and implemented a Power BI dashboard to improve visibility and support proactive risk management across the hydraulics supply base. As category buyer for large hydraulic cylinders, he worked with a western European manufacturer to source steel tubes from Asia, cutting lead time from 13 months to six months; this also improved forecast accuracy, set up early material procurement and synchronized production schedules. As a result, delivery reliability improved, inventory costs were reduced, and customer satisfaction was enhanced. Porkolab was inspired to join the company by his father, who spent 40 years at Caterpillar France.

My job in three words: Perseverant, cheerful, adaptable.



Scott Pribe, CPSM, 29

Category manager III | TDS Telecommunications LLC | Madison, Wisconsin

Scott Pribe, CPSM, is known for regularly asking two questions: “What if ...?” and “Why not?” These inquiries push his team to explore new possibilities and adopt smarter practices. He is highly organized and detail-oriented — and consistently delivers high-quality work while managing complex procurement initiatives. In his previous role as procurement strategist at KeyBank, Pribe spearheaded the development of a process to track cost-avoidance savings; the approach had not been tried at the company. By eliminating redundancies, he helped free up team members to focus on higher-value, strategic work. As a procurement strategist, he partners closely with legal, finance, IT, and vendor teams to navigate complex negotiations and deliver strong outcomes. Because high-stakes vendor engagements require careful coordination and diplomacy, he ensures internal stakeholders are aligned on priorities and risks and that communication with suppliers remains open and transparent. This approach has helped secure favorable terms even when leverage was limited. Pribe challenges existing practices while maintaining strong relationships, and in cross-functional settings, he consistently bridges gaps between procurement and technology teams.

My job in three words: Ambitious, problem-solver, leader.



Francisco Emilio Ramundo Filho, CPSM, 24

Supply chain commercial specialist | Shell | Brazil

Francisco Emilio Ramundo Filho, CPSM, consistently identifies opportunities to optimize contracting strategies and deliver value to Shell Brazil's supply chain. Ramundo's strengths include identifying business needs, taking ownership of complex projects and delivering transformative results. He builds strong collaboration across stakeholder groups and regions, partnering closely with asset teams, suppliers and marketing partners to develop integrated strategies that align with operational and commercial objectives. Ramundo also pioneered the company's first long-term category strategy for marine gas oil across three locations and four suppliers — setting a new benchmark for strategic sourcing. In addition, he implemented a ship-to-ship (STS) contracting model based on a monthly fee structure, generating several million dollars in savings, and negotiated an agreement that avoided a costly chemical change and prevented millions in expenses. Ramundo's leadership combines strategic vision with hands-on execution, and initiatives like the STS model have earned him recognition from senior leadership.

My job in three words: Creative, bold, resilient.



Hannah Schwandt, MBA, 26

Supply chain planning specialist | Northrop Grumman Corporation | Chicago

Hannah Schwandt, MBA, leverages both her supply chain and IT background and expertise to seek opportunities and drive value through collaboration, synergy, integration and process improvement efforts. Schwandt created executive-level performance management dashboards to improve oversight and accountability for the company's enterprise agreement suppliers. She enhanced and maintained data systems and IT tools, using analytics and data insights to strengthen supply chain systems, streamline processes and improve data integrity. She supports project management teams through clear stakeholder communication while helping develop data-driven decisions, milestone tracking and supplier performance oversight. Schwandt also built a standardized quarterly dashboard and review process to track key supplier metrics. She helped develop the data-model framework for the company's supplier recognition program, enabling a more transparent award selection process. In addition, she led the design, development and rollout of an improved PO database tool, giving the company the ability to run and maintain key queries across business sectors where visibility had been limited. Known for strong communication and collaboration, Schwandt works closely with (1) strategic suppliers and partners and (2) cross-functionally with procurement, finance, and the project management office to align sourcing strategy with business needs.

My job in three words: Analytical, driven, innovative.



Christian Scott, 28

Decision and analytics support | GSK | Upper Providence, Pennsylvania

Christian Scott is known for approaching problems from a data perspective, leveraging technology and analysis to drive significant measurable improvements. He takes a cross-functional partnership approach to ensure success. As the Upper Merion site procurement specialist, Scott analyzed purchasing patterns, challenged mispriced invoices and switched materials to more cost-effective suppliers, resulting in significant savings. Seeing the need for better communications between warehouse and site stakeholders, he designed and led the rollout of PowerApp, which has reduced emails, saved hundreds of hours annually, and earned him GSK's Ahead Together Award. He held user discovery sessions and side-wide training and secured site senior leadership approval. Scott leads Project Nina: a 100 million-point common data model in GSK's data lake to create a single source of truth for direct procurement and transform how teams access data, negotiate and decide, and generate value.

My job in three words: Insightful, professional, curious.



Surya Selvan, 30

Assistant manager — purchasing | Flex | Chennai, India

Surya Selvan has led 36 kaizen initiatives, generating significant savings and efficiencies. Her proactive approach consistently identifies opportunities for regional-scale transformation. Surya led the global procurement transformation at Flex, automating six critical workflows. She brings together lean principles, analytics, automation and digital ways of working to raise procurement maturity across regions. Her company recognitions include two CEO honors nominations; leader of the quarter awards for Asia (second quarter, fiscal year 2025) and the Americas (Q1, FY 2024); National Innovation Champion award; and Platinum, Titanium and Bravo awards. Surya was selected for a six-month executive mentorship under the vice president of business development and global account management. She is the author of *Inner Callings: Think Deeper, Invoke the Higher Self*, a book that reflects her emotional intelligence, introspective maturity, and ability to inspire personal growth and resilience. Beyond work, she has a passion for community development and has participated in school wall-painting initiatives that enhance learning environments for underprivileged children.

My job in three words: Visionary, results-driven, transformational.



Gonçalo Silva, MS, 27

Global strategic sourcing analyst II | H.B. Fuller | Porto, Portugal

Gonçalo Silva, MS, consistently demonstrates dynamic, strategic leadership, adapting to evolving business needs and delivering impactful results across functions, geographies and categories. Silva began as an intern on the sourcing shared services team; three months later, he stepped into a full-time role in global strategic sourcing for raw material categories. Today, he manages 11 categories. He transformed raw materials sourcing in Europe, a region long challenged by fragmented technical approvals, siloed operations and strained relationships, by holding regular and often in-person meetings with business segment leaders and technical teams. This helped remove long-standing barriers and positioned sourcing as a true strategic partner. Last year, Silva led a strategic rebid in the acrylic monomer space. He reopened monthly e-bids with multiple suppliers, created competitive tension, and used market intelligence to reset pricing benchmarks. He also partnered with the R&D and supply chain functions to ensure the organization could quickly adapt to new formulations and logistics — supporting smooth transitions while maintaining supplier relationships and operational continuity. For example, when he identified a cost-effective alternative for a key single-sourced starch ingredient, he worked closely with R&D, regulatory and technical teams to move through a complex approval process that typically takes 12-18 months. By aligning early, planning rigorously and engaging stakeholders throughout, the project was completed in just six months. The project delivered savings, strengthened supply chain resilience and reduced disruption risk.

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



Yashvi Singh, 30

Staff front-end technology development capital supplier development manager | Micron Technology | Boise, Idaho

Yashvi Singh leads by example — bringing people together across functions, mentoring emerging talent, and championing innovation. When Singh joined Micron Technology's procurement organization, she quickly identified a critical gap — stronger communication and accountability were needed across procurement, suppliers and internal stakeholders. So, she designed and implemented an integrated collaborative workspace and content management system that centralizes action tracking, assigns clear ownership, and enables transparent progress monitoring. This fostered a culture of ownership and continuous improvement, significantly improving stakeholder satisfaction and streamlining business communication. In her current role, Singh operates at the intersection of R&D, supplier development, technology development and manufacturing, helping translate advanced semiconductor innovation into scalable supply chain execution. Her achievements have been recognized with Micron's Innovation Award and multiple technical leadership program awards, as well as various industry honors. Singh is named on multiple patents spanning memory cell structures, dynamic machine-readable codes and imaging applications.

My job in three words: **Achiever, competitor, learner.**



Harihara Subramanian, 26

Senior purchasing manager | Procter & Gamble | Hyderabad, India

Harihara Subramanian has the ability to simplify complex supply challenges, anticipate risks and build systems to empower others to create structure where ambiguity exists. As labor supply purchases manager for India at Procter & Gamble (P&G), Subramanian oversaw the workforce supply chain across all seven manufacturing sites in India. He helped resolve a major labor crisis at the Hyderabad liquid detergent plant when the incumbent supplier couldn't keep up with workforce needs, which created compliance gaps and operational instability. Subramanian focused on bridging gaps in manpower planning and managing the transition to maintain operations. He was also instrumental in creating the labor sourcing strategy aimed at improving productivity of P&G manufacturing sites globally. As the startup leader for P&G's flagship vGROW program, he partnered with emerging ventures to improve working conditions for women, including safer, more accessible washrooms for the company's sales workforce. During the setup of a new contract manufacturing site in India for Vicks Latin America, he shortened what's typically a long setup process to just three months — avoiding months of rework, reducing inventory needs, and enabling a fast, reliable launch.

My job in three words: **Curious, people-first, resilient.**



Patrick Szybowicz, 29

Senior category buyer — technology professional services and telematics | Caterpillar | Washington, Illinois

Patrick Szybowicz combines strategic acumen with a keen sense of empathy and community. Seeing an opportunity to strengthen Caterpillar's Leadership and Technical Development Program (LTDP) for procurement, Szybowicz led the creation of a more robust and scalable new-hire training framework, collaborating with several teams. More than 100 LTDP members across procurement, supply chain and operations have completed the training, supporting the company's future talent pipeline. Szybowicz negotiated a complex telecom services master agreement that established a new supplier relationship and laid the groundwork for future collaboration. Using benchmarking and should-cost modeling, he secured competitive pricing aligned with Caterpillar's financial goals. He partnered with the technology team to finalize technical statements of work and a detailed pricing schedule, helping ensure smooth implementation and clear accountability while delivering substantial cost savings. He also facilitated a nine-figure technology infrastructure contract extension by improving pricing structures, enabling technology efficiencies and reducing risk; the result was a five-year extension with direct savings and cost avoidance. In 2023-24, Szybowicz served as the developmental chief of staff for the indirect procurement group, providing operational and strategic support for the group's vice president.

My job in three words: **Positive, collaborative, strategic.**



Rochisshil Varma, 24

Supply chain manager — analytics | Microsoft | Redmond, Washington

Rochisshil Varma has consistently demonstrated exceptional initiative by identifying critical gaps and delivering high-impact solutions that drive efficiency and scalability across Microsoft's network predock team. Varma focuses on eliminating manual work, improving data accuracy and helping speed decision-making. Within three weeks of joining Microsoft, Varma built and launched a customs trade approval dashboard that gives real-time visibility into PO trade-approval status and saves about 360 hours annually. He led the trade-reporting migration, coordinating with stakeholders to ensure 100-percent success and zero data loss. On the analytics team, he partnered with subject matter experts to shape and secure approval for the team's AI agent, an automation projected to save more than 50 hours weekly across the organization. He has stepped in to keep daily operations moving when leadership is away, managing urgent escalations and turning around requests on time. To improve visibility across materials and orders, Varma created cycle time reporting with strong outlier handling and better classification logic, improving downstream planning and reporting quality.

My job in three words: Resilient, ambitious, empathetic.



Sivajyothi Vemulapalli, 29

Supply chain product manager | Silver MetalX Inc | Troy, Michigan

Sivajyothi Vemulapalli combines mechanical engineering and supply chain expertise to find growth opportunities that help Silver MetalX become more competitive and strategic. Vemulapalli identified an opportunity to improve profitability and operational efficiency by shifting the company's sales focus from low-volume, high-variation SKUs to high-volume, standardized ones. She launched a product-consolidation effort, eliminating smaller accounts and prioritizing high-volume customers with predictable order patterns; this endeavor reduced logistics costs and improved manufacturing scale and pricing leverage. She built a data-driven pricing model that optimized costs, aligned with OEM expectations and protected margins, helping the company secure an alloy wheel supply contract. In addition, Vemulapalli led a supplier diversification initiative. She is known for aligning teams across departments and manufacturing plants, turning cross-functional insights into executable strategies.

My job in three words: Strategic, transformational, impact-driven.



Owen Zimmerman, 24

Sourcing Analyst II – Packaging Engineer | H.B. Fuller | Chicago

Owen Zimmerman's reputation for clear communication, attention to detail and proactive problem-solving has earned him trust across H.B. Fuller. He has transformed packaging from an overlooked to a strategic category. By managing it holistically, he's helped unlock cost savings, boost efficiency and increase innovation. Zimmerman created H.B. Fuller's first global bag strategy. He collaborated with the plant to identify and qualify a third supplier, helping lead to a 25-percent cost reduction, improved product quality and additional benefits. After noticing that a varnish box specification was outdated, he worked with the plant to correct it, generating US\$150,000 in savings. In addition, he implemented a price-index structure that improved cost transparency and strengthened supplier accountability. Zimmerman partners closely with the sales organization before making sourcing changes, helping protect customer relationships while balancing commercial needs with strategic sourcing goals. He identified a packaging layout change at multiple plants that reduced shipping damage, helping lower costs and reducing customer complaints. During a plant visit, Zimmerman observed a labor-intensive process involving manual use of clips to divide adhesive bags. He proposed an alternative packaging process that eliminated clips and avoided new capital investment, collaborating on development and implementation with the R&D, production and commercial teams.

My job in three words: Driven, outgoing, reliable.