

Example 1: Emerging Leader

- 1. Please share a noteworthy contribution and/or technical accomplishment your nominee has achieved at her company, and why it is so impactful. Entries must be between 150 and 250 words maximum.**

Jane started her career with the company as a summer intern and after being hired full time as an Associate Process Engineer, she hit the ground running and hasn't slowed down since!

Jane was assigned to assist our operators with fine-tuning our Ladle Metallurgy Furnace (LMF) model, which worked well but needed to be updated. She worked directly with operators on the verification of the model calculations on appropriate material additions versus our established quality limits.

While working on this project, Jane discovered that the final alloy levels in certain grades of steel were beyond their targets. Further, Jane recognized that alloy pricing was on the rise and thus there were potential cost savings if we could reduce its use. She presented her findings to her leadership team for review and they were confirmed to be correct and within our customer specifications for the product.

Since the initiation of her project, we identified further production and cost improvements. As a result of her discovery and subsequent modifications, the company saved over \$650,000 in 2017.

- 2. Please share a noteworthy contribution your nominee has achieved in her community, and why it is so impactful. Entries must be between 150 and 250 words maximum.**

Jane understands the importance of giving back to her community and has participated in several volunteer opportunities, including serving food to homeless veterans and other homeless members of the local community.

She is a leader in her church and participates in various activities throughout the year that provide aid to families in need. Jane is an active leader in the partnership between her church and the Emergency Assistance Center in her community. Jane is an ambassador for the United Way and uses her influence to build support for the annual fundraising activities. She volunteers at the local Food Bank and leads several critical activities that provide aid around the holidays.

She is very passionate about modeling the way for her family, peers and friends while paying it forward and providing assistance to those in need. Jane also is a graduate of the Community Leadership Institute, a custom designed program that sends participants on a journey of development through community engagement experiences that support the company's Corporate Social Responsibility platform. Jane gives back to her community through volunteering and is a strong advocate for community service within the plant.

- 3. Please share how your nominee has been a leader by mentoring others and/or engaging the next generation of female talent. Entries must be between 150 and 250 words maximum.**

Jane attended an Engineering Expo this year at a local university to talk with young people about careers in manufacturing. Additionally, she volunteered to serve as an Ambassador for our NAM Manufacturing Day event held in early October, during which she spoke with high school and college students about her career path and why she chose a career in this industry.

During her presentation, she showed a map of her path to this industry, from India to Columbus, Ohio, where she received her Chemical Engineering Degree, and encouraged others to think about where their path may take them. Jane feels strongly about representing this industry, because growing up she was not aware of the opportunities manufacturing had to offer and wants to help pave the way for others. When the company requests volunteers to participate in the career expositions, she is always amongst the first to raise their hands because as she says "it's important to be standing right alongside the firemen, teachers, police offers, and doctors and show that we are represented."

4. Explain why should your nominee be chosen as a 2019 STEP Ahead Honoree or Emerging Leader. Entries must be between 150 and 250 words maximum.

Jane is a remarkable role model for this industry. She continues to guide the company's programs to success, far exceeding industry benchmarks and collaborated a team effort to successfully resolve immediate follow-up actions after some changes in policy.

She has used her experience and knowledge to mentor over 20 women in our company, and actively collaborates with managers to develop employees and support their careers. She is known to have a standing lunch opening every Monday-Thursday just to chat with younger colleagues about their goals and obstacles. Jane participates in Junior Achievement, whose goal is to inspire and prepare young people to succeed in a global economy through teaching work readiness skills and financial literacy.

Jane strives to defy conventions surrounding this industry. Her journey into manufacturing just shows how we can come into our current positions with varied backgrounds and different strengths, emphasizing the fact that we don't have to succeed or lead in exactly the same way. She has been a personal inspiration to me through her perseverance and serves as a constant reminder that the next generation of manufacturers are in good hands.