



# Diamond Systems Solutions Organization Chart

Last Update: October 10, 2018

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## Accenture Delivery Leads Alignment in DSS Organization

[Accenture Delivery Leader \(ADL\) Alignment](#)

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# — DSS Organization Model + High-level Organization Charts

- DSS Organization Model
- DSS Organization Leadership + Team Alignment
- Budd\_Cathy
- Kalmar\_Melanie
- Kline\_Paul
- Mutschler\_Glen
- Werries\_Dan

# DSS Organization Model

## Business

Agrosciences  
 Automotive Solutions  
 Building & Construction  
 Chlor-Alkali & Vinyl  
 Coating Materials  
 Elastomers, Electrical & Telecom  
 Electronic Materials  
 Energy Solutions  
 Epoxy  
 Functional Materials  
 Global Chlorinated Organics  
 Olefin, Aromatics & Alternatives  
 Packaging & Specialty Plastics  
 Performance Monomers  
 Polyurethanes  
 Specialty Chemicals

## Function

Business Services (Customer Service, Facilities, IS, Procurement, BPSC)  
 EH&S  
 Finance  
 Human Resources  
 Legal  
 Marketing & Sales  
 Operations  
 Public Affairs & Government  
 Research & Development  
 Supply Chain

## Geography\*

Asia Pacific  
 Europe, Middle East, Africa  
 Latin America  
 North America

## Corporate

Dow Services Business (DSB) & DSB Customers  
 Mega Projects

\* Geographic needs coordinated through businesses and functions.

## North Star Team

- Provide vision and corporate priorities, approve plan & allocate resources, manage overall risk.

## DSS Leadership Team

Cathy Budd, Melanie Kalmar, Paul Kline,  
 Glen Mutschler, Dan Werries

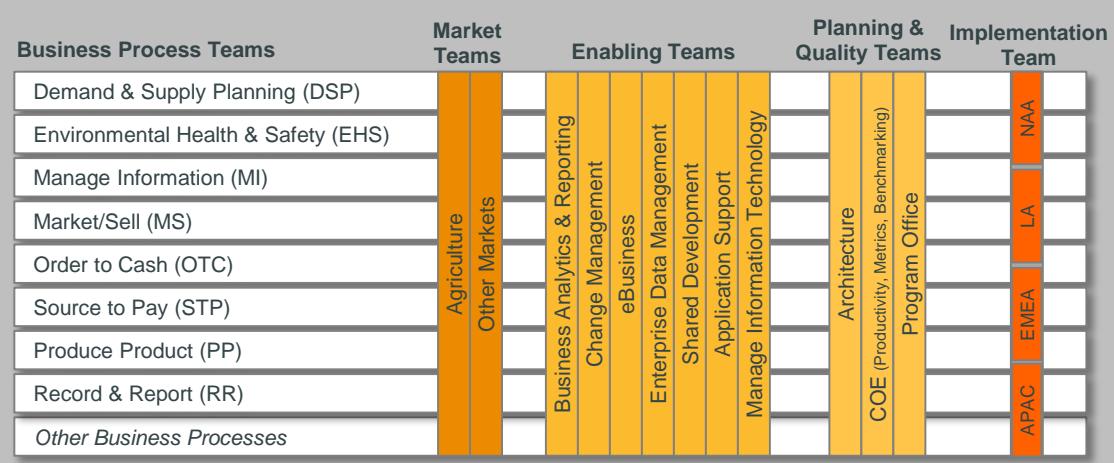
- Drive business process solutions improvements strategy, investment planning & prioritization, adoption for best in class systems and tools.

## DSS Business Process Network

Business Process Directors,  
 Business Relationship Managers,  
 Geographic Delivery & Integration Leaders

- Balance needs & value of business processes, businesses and geographies
- Lead solution delivery teams

## DSS Solution Delivery



# DSS Organization Leadership

## DSS Leadership Team

Industrial Solutions,  
Enterprise Systems  
Services

Demand &  
Supply Planning,  
Order to Cash,  
eBusiness

Manage Information,  
Enterprise Data  
Management, Shared  
Development, Tech  
Management,  
Architecture, Global  
Implementation,  
Center of Excellence,  
Program Office

Market/Sell,  
Market Teams,  
Other Business  
Processes

Produce Product,  
Environmental Health  
& Safety Operations,  
Environmental Health  
& Safety  
Sustainability, Change  
Management

Procure to  
Pay,  
Record &  
Report,  
Business  
Analytics &  
Reporting

Chris Bruman

Cathy Budd

Melanie Kalmar

Paul Kline

Glen Mutschler

Dan Werries

## Cathy Budd

Global Director – Integrated Supply Chain – Diamond Systems  
Solutions - Innovation, Processes and Technology

### Admin Support

Shelly Frank  
Wendy Adams

## Diamond System Solutions

Order to Cash  
Work Process &  
Systems

ISC Global  
Implementation &  
Support

eBusiness

E2E Biz Planning  
Program

Planning  
WP & Sys

ISC Innovation

Mike Stachnik

Teresa Millar

Rini Gerreman

Dave Winstone

Todd Nyman

Scott Winstead

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



**Melanie Kalmar**  
Vice President & Chief Information Officer

Dawn Szymanski  
Executive Asst.

**DSS Leadership**

**Paul Kline**  
Global Director

**Cathy Budd**  
Global Director

**Glen Mutschler**  
Global Director

**Dan Werries**  
Global Director

**Diamond Systems  
Analytics**

**Dave Asiala**  
Director

**Program Office  
M&A Integration**

**Enterprise Systems  
Services**

**Enterprise  
Architecture**

**Manage Information  
Technology & Development**

**Kathy Gross**  
Director  
PMO/VMO/Business Office

**Clark Dressen**  
Director  
Lion/Orion

**Chris Bruman**  
Director

**Fareed Mohammed**  
Director

**Mario Ferket**  
Business Process Director

**Key Consulting Partners**

**Rob Blessing**  
Accenture

**Matt Choate**  
SAP

**Mike Costa**  
Program Risk Mgmt.

**Leveraged Functional Support**

**Emma Mon**  
Human Resources

**Kate Nigro**  
Communications

**Shari van der  
Grijn**  
Purchasing

**Dave Mullins**  
Finance

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



**Paul Kline**  
Global Director  
Digital Innovation, Business IT, DSS  
Commercial/HR/Legal

**Barb Grunder**  
Sr. Admin. Asst.

Digital Innovation

Business IT

DSS Commercial  
(MS/PA/RD)

DSS Customer  
Experience

DSS HR & Legal

Roles to be Named

**Guillaume Deudon \***  
Business IT Director & DSS  
Commercial Team  
Director

**Guillaume Deudon \***  
Business IT Director & DSS  
Commercial Team  
Director

**Anna Reuhl \***  
Consumer Sol Fit  
Director & DSS CX Team  
Director

**Jeremy Preston**  
DSS HR & Legal Team  
Director

**Didier Martin**  
DAS IT Director

**Jen Zamora**  
MS Business Process  
Director

**Anna Reuhl \***  
Consumer Sol Fit Director  
& DSS CX Team Director

\* Dual hat roles

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



**Glen Mutschler**  
Global Director – Diamond Systems  
Produce Product, EH&S, Change Management

**Emily Pytlik**  
Sr. Admin. Asst.

Produce Product +  
EH&S Operations

Carrie Schaller

PP Functional  
Implementation

Patricia Bordner

DSS Compliance

Sonia De Paula

Business Readiness/Interim  
Processes Implementation

Bart Makkink  
Project Orion

Kathy Krupp

EH&S Sustainability

Martin Debney

Change  
Management

Paul Mefford

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



**Dan Werries**  
Global Director – Diamond Systems Finance, Purchasing and Analytics

**Katie Trewella**  
Sr. Admin. Asst.

**Record & Report**

**Joe Leppek**

**Finance Global Reporting**

**Wendell Terry**

**Source to Pay**

**Katrien Neirinckx**

**Financial Planning & Analysis**

**Jill Winship**

**Orion Implementation**

**Steve Flaminio**

**Invoice to Cash**

**Ron Kazyak**

**Diamond Systems Analytics**

**Erika McBride**

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Business Process Teams Detailed Organization Charts

- Order to Cash
- Demand & Supply Planning
- Manage Information
- Market/Sell and Public Affairs
- Other Business Processes
- Environmental Health & Safety Sustainability
- Produce Product + EH&S Operations
- Record & Report
- Procure to Pay

# Order to Cash

**Mike Stachnik**

**DSS Order to Cash Business Process Director**

**Wendy Adams**  
Admin Support

## Order to Cash Work Process & Systems

**Nick Schikorra**  
Order

**Kevin Hunter**  
Logistics

**Tangie Neal**  
Site Logistics

**Ron Kazyak**  
Invoice to Cash

**Lina Cano-Ackerman**  
SDL

**Matt Crestani**  
Orion OTC Lead

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Order to Cash – Order

Business Process Director – Nick Schikorra

# Order to Cash – Order

Nick Schikorra

DSS OTC: Order Business Process Director

Customer Experience

Lori Kuhn  
BPL

Customer Message Automation / CXTP Support

Manon Arduin  
BPL

Order Receipt & Handling

Ricardo Moreira  
BPL

Price Application

Payment Receipt & Handling

Business Readiness

Cross Workstream

Eric Burghardt  
\*P2x/B2B BPL

Ricardo Moreira  
Order Leader

Daniela Tupy  
BPL

Brandie Stanford †  
BPL

Dawn Talaga  
Senior Business Process Architect

AJ Chavez Paredes

Jackson Bleibtrey † †

Ryan Vincent † †

Aimee Matthews

Fabiano Favalli

Tonya Price

Peggy Whisler

Casaundra Williams

Kelly Hadd

Michael Sellnow

Marlo Meylan

Andrew Kingscott

Ali Farooq

Amy Altman-Browning

Abbie McGuire

Ashley Schaar

Rita Gibson

Bala Subramanian

Praveen Gudipati

Kristi Daily

Roxann DeBeau

Melissa Heinz

Thaddeus Nunge

Bert Bishop

Sally Hillman †

Julie Newton †

Justin Hu

Tamara Daniss\*\*  
Quality

Kelly Nori\*\*\*\*  
Change & Learning Leader

Laurie Ahearn\*\*\*\*

Ken Ahearn

Kristin Protheroe

## Key

\*Reports to eBusiness

\*\*Reports to Regional Leader

\*\*\*\*Reports to ISC Learning

† Reports to ISC Global Data Readiness

† † Intern



Direct Report – First Layer

Direct Report – Second Layer

CTE

Contractor

Not a direct report

# Order to Cash – Material Flow

Business Process Director – Kevin Hunter, Tangie Neal

# DSS Material Flow Logistics

**Kevin Hunter**  
Business Process Director, Logistics

**Monica Johnson**  
Admin Support

Road

Rail

Bulk Marine

MPC/Air

Transportation  
Management

**Jennifer Hemgesberg**  
BPL

**Bryan Hopkins**  
BPL

**Sherryl Zettle**  
BPL

**Laura Wilkinson**  
BPL/Resource Lead

**Janice Hawrelak**  
Global BPX

**Dave Duncan**  
Global BPX

**Patty Dodick**  
Global BPX

**Carolina Joya**  
Global BPX

**Pam Lijewski**  
Global BPX

**Project Orion**

**Petra Mokrenova**  
Global BPX

**George Bax**  
Global BPL

**ReNisha Newton**  
Global BPX



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# DSS Material Flow Logistics

**Kevin Hunter**

Business Process Director, Logistics

**Monica Johnson**

Administrative Asst.

**International Trade Operations and Risk**

**Lennart Heip**

ITO BPL/Resource Lead

**Duty**

**Risk**

**Customs & Compliance Management**

**Bal Dhaliwal**  
BPL

**Roxanne Daecher**  
Global BPX

**Eddy De Backer**  
BPL

**Pankhi Barooah**  
Global BPX

**Els De Kerf**  
Global BPX

**Jawahar Ismath**  
Global BPX

**Megan Yeung**  
Global BPX

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Order to Cash – Site Logistics

**Tangie Neal**  
Site Logistics Business Process Director

**Wendy Adams**  
Administrative Asst.

**Operations**

**Scheduling**  
Managing Capacity

**Terminal/Warehouse**  
Management

**Blending, Packaging &**  
Labeling

**Quality**

**Ken Mathis**  
Business Process Lead

**Katie Howerton**  
Business Process Lead

**Monica Losey**  
Business Process Lead

**Paul Reilly**  
Business Process Lead

**Marc Flamion**  
Business Process Lead

**Anton Verbitskiy**  
Business Process Expert

**Kelly Longuski**  
Business Process Expert

**Sue Soyring**  
Business Process Expert

**Steve Beer**  
BPX Labels

**Darryl Thomas**  
Business Process Expert

**Dave Briggs**  
Business Process Expert

**Hans Taalman**  
BPX Labels

**Site Logistics**  
**Technology**

**Kirk Kern**  
BPX AutoID

**Alana Yee Ho**  
BPX Packaging Spec

**Shelly Ethridge,**  
**Freeport**  
Technologist Leader

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



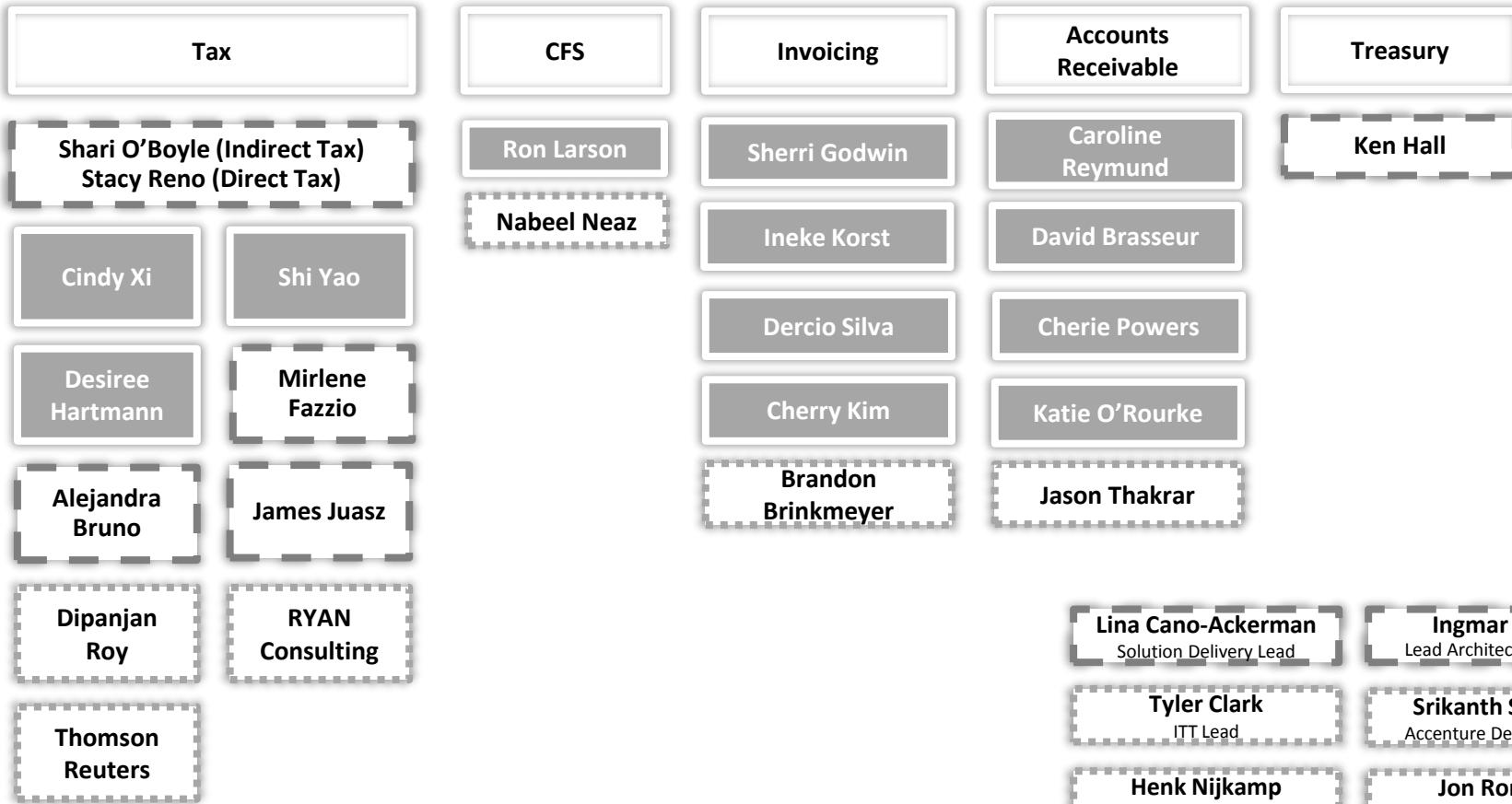
# — Order to Cash – Invoice

Business Process Director – Ron Kazyak

# Order to Cash – Invoice

Ron Kazyak  
Invoice to Cash Business Process Director

Wendy Adams  
Admin Support



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Order to Cash – Invoice

Lina Cano-Ackerman  
Solution Delivery Leader I/S Solution Delivery

Wendy Adams  
Admin Support

OTC : Order

ORH, PM, CAMP,  
PRH

Mark Buckley  
LAS

Nick Kitchen  
TPM

OTC : Ship

Material Flow,  
Auto ID. Labels

Martin Minnis  
LAS

Transportation  
Management

Alok Chandra  
LAS

Mark Wingeier  
TPM

International  
Trade  
Operations

Roger Asselman  
LAS

OTC : Invoice

CSI, AR, CFS,  
TAX, Treasury

Ingmar Ivens  
LAS

Jon Romine  
TPM

Cross Team Roles

Justin HU  
SH

Michael Pan  
SH

Royce Gu  
SH

Abhijit Patni  
IN

John Ereyimwen

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



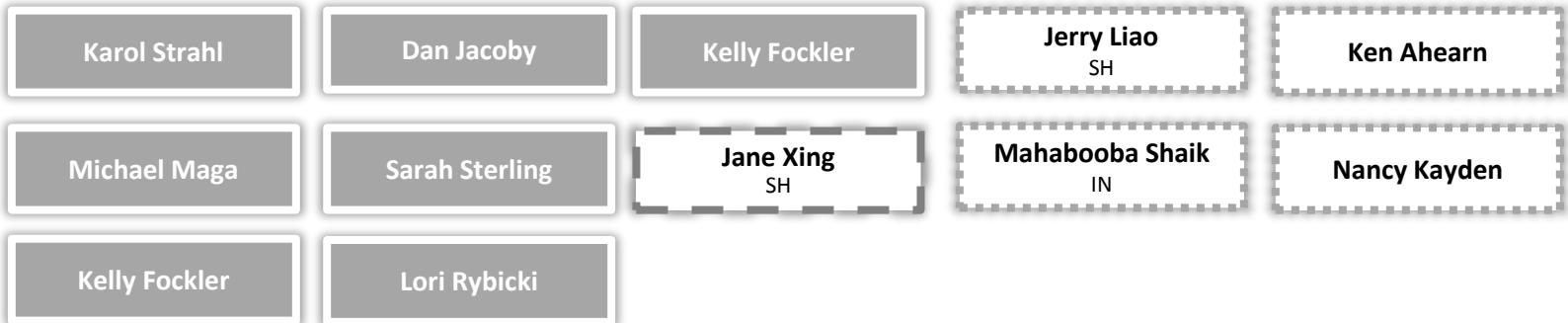
# Order to Cash – Invoice

**Lina Cano-Ackerman**  
**Solution Delivery Leader I/S Solution Delivery**

**OTC Order : ORH, PM, CAMP, PRH**

**Mark Buckley**  
LAS/Resource Lead

Leveraged Team



**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Order to Cash – Invoice

Lina Cano-Ackerman  
Solution Delivery Leader I/S Solution Delivery

OTC Ship : Material Flow, Labels & AutoID

Leveraged Team

Martin Minnis  
LAS/Resource Lead

Mark Applegate

Jamie LeClair

Darryl McPhail

Dan Doran

Shawn Davis

Tricia Dyer

Wolfgang Fink  
EUR

Roland Guenet

Alex Xue  
SH

Chris Ashland

Poppy Luo  
SH

Srikanth Gajaganti  
IN

Tommy Duan  
SH

Bruce Matthews

Russ Taglauer

Bhavana Kuruba  
IN

Hersey Wang  
SH

Robert Wang  
SH

Paul Soria

Megha Sajwan  
IN

Rayno Shao  
SH

Sumita Sahu (IN)

Aleesha Abraham  
IN

Pugazendhi  
Shanmugam

Jeremy Liu  
SH

Takashi Minakawa

Ranjan Kumar  
IN

Direct Report – First Layer

Direct Report – Second Layer

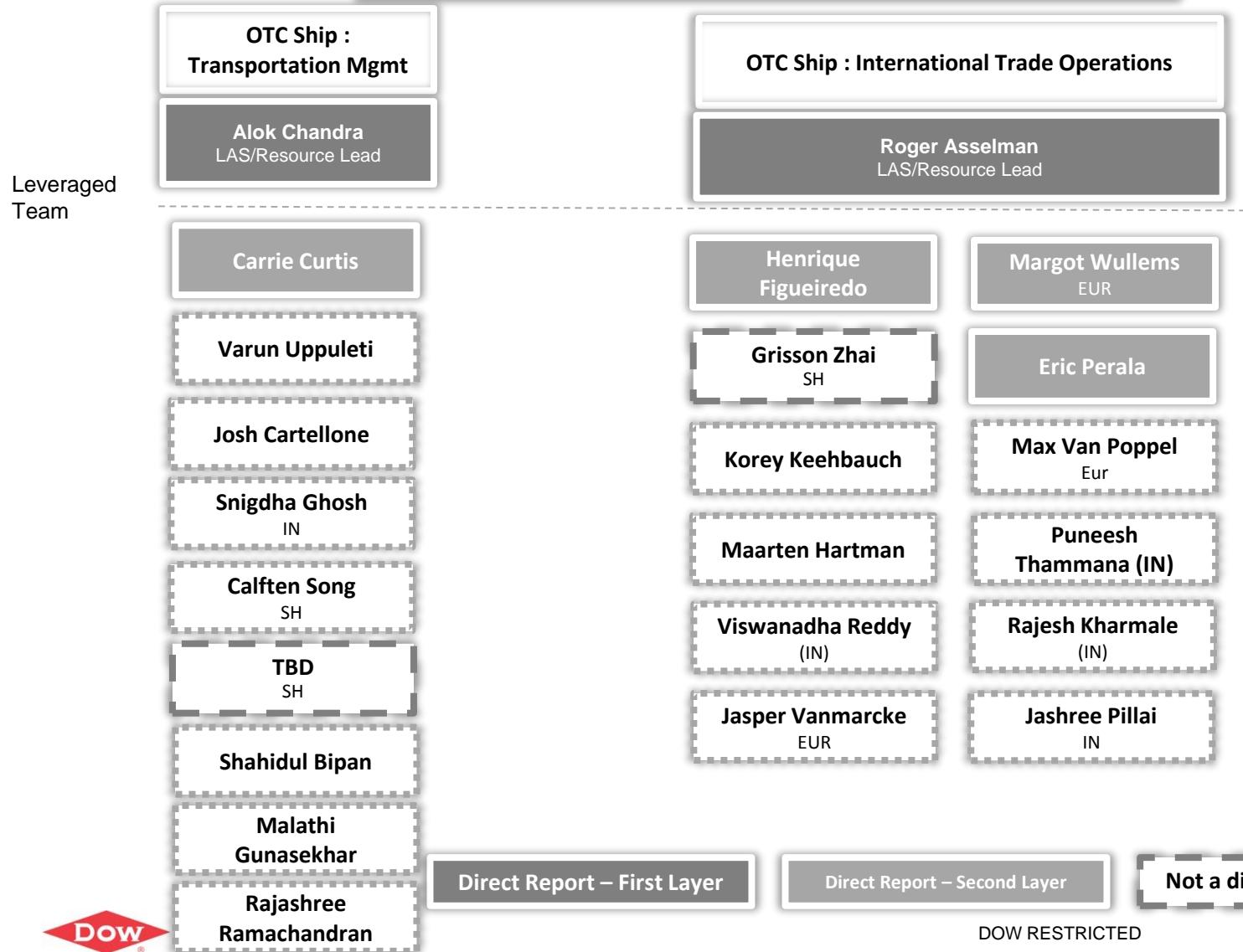
Not a direct report

Contractor



# Order to Cash – Invoice

Lina Cano-Ackerman  
Solution Delivery Leader I/S Solution Delivery



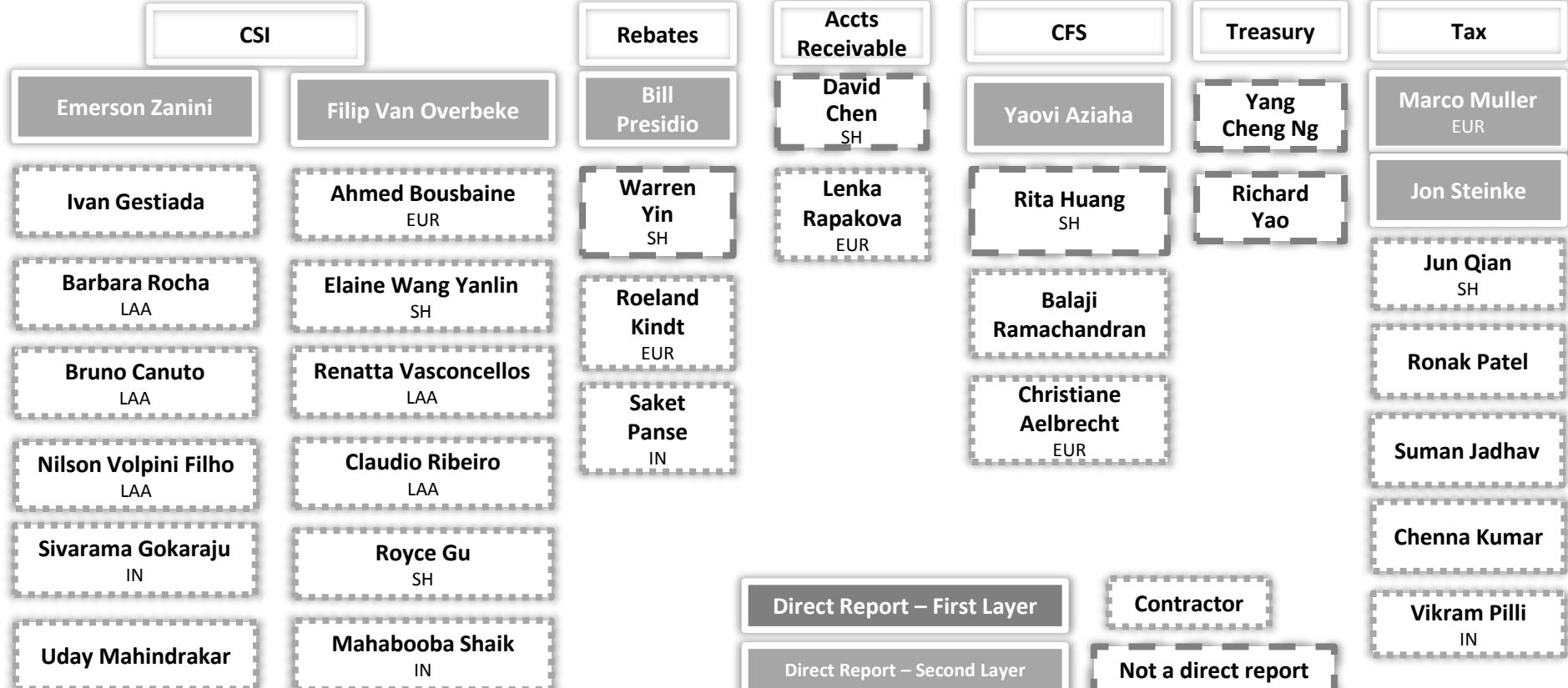
# Order to Cash – Invoice

Lina Cano-Ackerman  
Solution Delivery Leader I/S Solution Delivery

OTC Ship : Invoice

Ingmar Ivans  
LAS/Resource Lead

Leveraged Team



# Order to Cash – ISC Global Implementation and Support

Business Process Director – Teresa Millar

# Order to Cash – Global Implementation

**Teresa Millar**  
**Business Process Director**  
**DSS ISC Global Implementation and Support**

Wendy Adams  
 Admin Support

## Regional Implementation & Support Teams

**Paulo Saini**  
NAA

**Isis Calonge Roy**  
EMEA1

**Audrey Nigris**  
LAA

**Mi-Jeong Hyun**  
APAC

Bridget Green

Kevin Horn

Betty Dierckx

Tony Langran

Alaciel Santoyo

Maru Barbieri

Jennifer Wang

Joeye Lee

Deborah Jacovitch

Amy Wallace

Julie Johnson

Nigar Kandemir

Paula Caamano

Tatiana Taue

Frances Li

Ji-Min Seo

Stacy Firth

Nate Poulos

Katrin Pieschel

Daniela Defilippi

Maria Zan

Erika Fujita

Crystal Yan

Russel Sholl

Kellie Ragnone

Pam Schmidt

Elif Doganay

Anupam Pandey

Wan Jong

Vera Andrade

Luo Jun

Roger Lin

Carolyn Langlois

Mark Ridenour

Paola Tonelli

Patrick Protz\*\*

Juan Damiani

Jose Bellotto

Cindy Shen

Chung Ma

Laura Ensell

Selena Dow

Janice Hawrelak

Sirish S Bagchi

Karen Moraes

Cynthia Cornelius

Raul Garcia

Camila Piovani

Fred Zhang

Belinda Guo

Ketki Hester

Michael Wesely

Andrea Lange

Rahul Hotwani

Artu Silva

Ellen de Almeida

Darcy Wang

Charlie Gong

Ataur Raheeman

Johny Lastra

Lisa Wang

Xiaoying Liu

Sirisha Yellai

Kathleen Brohl

Frank Wang

Scott Chen

Naveen Ravindarn

Sophia Xu

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



\*\*Other Alignment

DOW RESTRICTED

# Order to Cash – Global Implementation

Teresa Millar  
Business Process Director  
DSS ISC Global Implementation and Support

Wendy Adams  
Admin Support

## Global Data Readiness

### Order

Brandie Stanford

Julie Newton

Sally Hillman

Fabiano Favalli\*\*

Frank Sun

Abhinav  
Sunkavalli

### Ship

Todd Steinbecker

TBD

Gregg Schulze

Lakshman  
Vadlamani

Sumit Prasad

Neil Laessig

Loren Adams

Matthew Emerick

Dennis Nadane

### Plan

John Kreger

James Witer\*\*

Brandon Sims

Pete Oetinger

Shivani Sheth

\*\*Shared Role with  
BPT

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Order to Cash – eBusiness

# Order to Cash – eBusiness

Rini Gerreman  
DSS OTC: eBusiness

Lead Architect

Larry Weiner

Architect -  
OTC

Implementation  
Specialists

Support - India

Rosetta  
Vaccaro

David Fernandez

Paavani Naveen

Heather Short

Suraj Shaikh

Jenel Washington

Faizal Akhter

Chantee DuFort

Kim Schafer

Tejal Doshi

Jo Day

Architect – P2P

Cindy Abraham

Architect -  
Material  
Flow

Renee Florian

BPL – ERP  
Integration

Eric  
Burghardt\*

Implementation Specialists

Joanne Thorington

Pam Tomlinson

Annette Cook

Mandy Liphard

Mary Wicke

Alex Swartout (MF)

Amantha Oard

Josh Coons

Jessica Wood  
Accenture Delivery Lead

Michael Rapelje  
Team Project Manager

Implementation Specialists  
– Regions outside NAA

Begona Brevet-Perez (EUR)  
Glauco Kobuta (LAA)  
Morihiro Mizuno (APAC)  
Luo Jun (APAC)  
Takashi Minakawa (APAC)

Not a direct report

Contractor

Direct Report – First Layer

Direct Report – Second Layer



# Order to Cash – Planning WP & Sys

# Order to Cash – Planning

Todd Nyman  
DSS OTC: Planning WP & Systems

## E2E & IBP

Scott Lahr  
IBP & Demand BPL

Mark Ahearn  
Demand BPX

Gerald Bruce  
LT Bal & Inv BPL

Heather Finney  
IBP BPX

## Supply

Jeremy Focht  
BPL

### BPX

Roland Birkner  
Product Availability

Stephen Johnson  
Product Availability

Chris Pickup  
Batch

Melissa McQueen  
Detail Scheduling

Maikel Van Jole  
Detail Scheduling

James Witer  
DRP/STO BPX

James Witer\*  
Distribution/STO

## Demand Analytics

Brent Wallace  
BPL

Jay Palanisamy  
BPX

## Analysts

Brian Anderson  
Steve Anteau  
Andrew Banks  
Carrie Burr  
Josh Ellis  
Bello Ololade  
Lauren Ramah  
Jacob Templet

## Integration /Spin Projects

Rick Warner  
BPL

Ines Ziesemer  
BPL

Sri Sripada  
BPL

### Regional Implementation

#### Leaders \*

APAC – Mi-Jeong Hyun  
EMEA – Isis Calonge Roy  
LAA – Audrey Nigris  
NAA – Paulo Saiani

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

Dow

\* Reports to DSS Implementation Team

\*\* Reports to regional SD Team



# Order to Cash – Planning

Todd Nyman (con't)  
DSS OTC: Planning WP & Systems

## Solution Delivery

Vipul Desai  
SDL

### Lead Architecture Specialists

Liette Belanger  
Josefina Gonzalez-Rey

Rui Sousa

### Architect Specialists

Thomas Dempsey  
TBD

Judy Zhu\*\*

Dwaipayan Bhowmik  
Sujit Chatterjee  
Jeff Fleming  
Dinesh  
Krishnamurthy  
Shivram Suresh  
Kumar  
Sunny Singh

### Accenture Team Leads

Abhijit Patani  
India  
Laner Zhou  
China

### Improve & Innovate

Sharon Chen\*\*  
Jia-Ying Zhang\*\*  
Josie Zhu\*\*

Tyler Clark  
Jennifer Rosenbrock  
Kyle Schrauben  
Nick Slaght

Rohit Bhosale  
Nipun Chowrasia  
Madi Fouad  
Chuanren He  
Pawan Kumar  
TK Kumaran  
GopiKrishna Mohanan  
Sneha Parasurama  
Sanket Sahasrabuddhe  
ArifOsman Shaik  
Shivani Sheth  
Manigandan Sunderraj  
Justine Wang

### Regional Implementation Leaders \*

APAC – Mi-Jeong Hyun  
EMEA – Isis Calonge Roy  
LAA – Audrey Nigris  
NAA – Paulo Saiani

Dow

\* Reports to DSS Implementation Team

\*\* Reports to regional SD Team

DOW RESTRICTED



Direct Report – First Layer

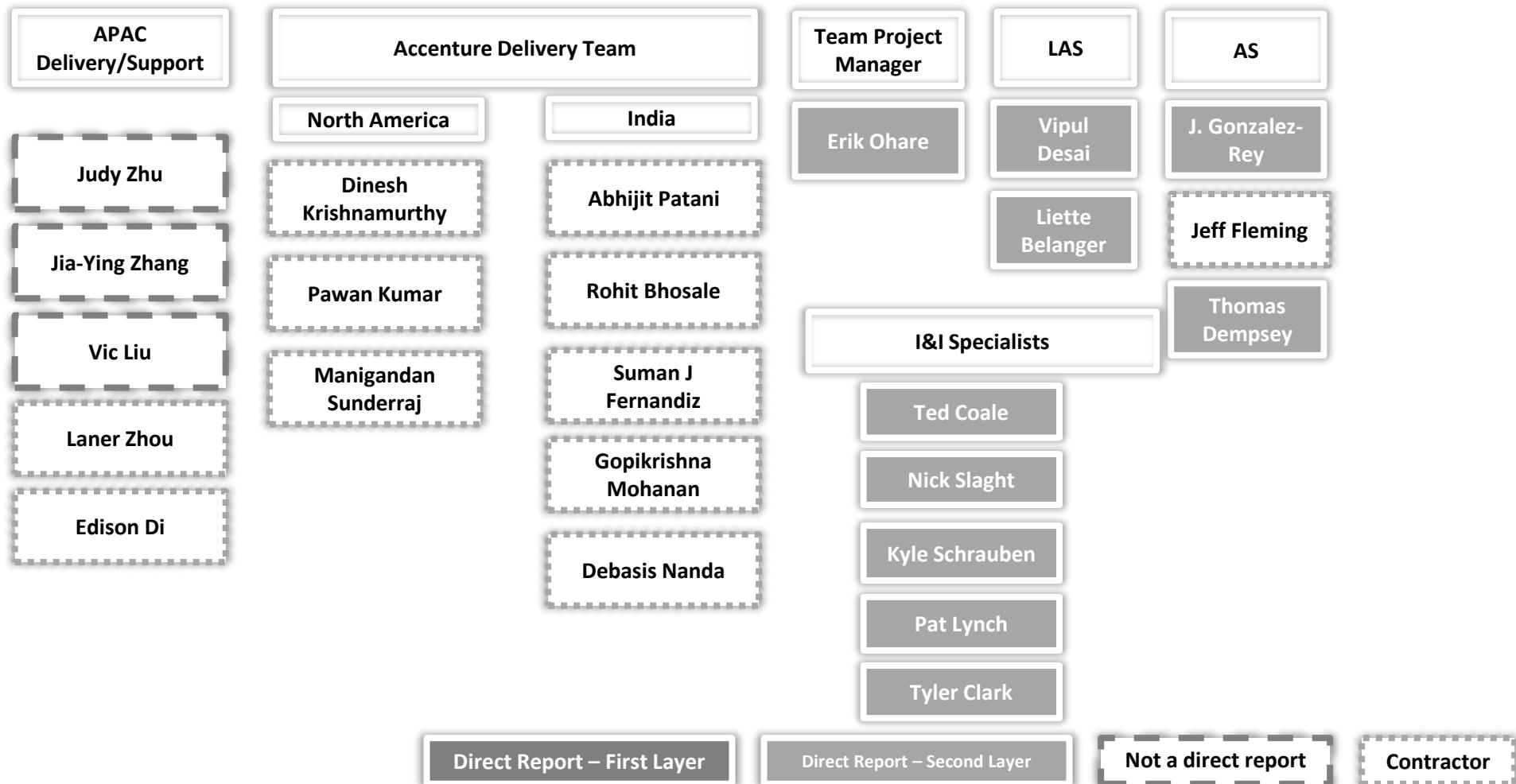
Direct Report – Second Layer

Not a direct report

Contractor

# Order to Cash – Planning

Jamie Linna  
DSS OTC: Planning SDL



# Order to Cash – Innovation

Global Director – Scott Winstead

# Order to Cash – Planning

**Scott Winstead**  
Global Director, ISC Innovation

**Shelly Frank**  
Admin Support

**Dolores Murtagh**  
Belfast Site Admin

## Senior Innovation Leaders

Martin Fernandes

Marc Van Der Veen

Jeff Tazelaar

John Wassick

## Site Logistics

Jill Kiefer

Vince Ward

Dave Zuwala

## Design & Modify

Ken Keith

Amarendra Kumar

Dave Metevia

Erika Sy

Adriana Vazquez

Jason Zhang

## Jeff Tazelaar Digital Fulfillment Center

Jessica Lefevre

## Customer Experience

Jane Zdrojewski

## Improvement

Daniel Lewis

## Philippe Joffroy Analytics & Reporting

### Analytics

Jeremy Archbold

Andres Caballero

Ashutosh Garg

Christian Hubbs

Richard Jackson

Conor Sands

### Reporting

Guadalupe Arguelles

Sandra Rodriguez

Maurice Seeger

Moritz Sufrin

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning

Business Process Director – Jerry Schoby

# Demand & Supply Planning – Leadership Team

**Jerry Schoby\***

(\**Schoby reports into the Supply Chain Technology Center.*

**Business Relationship**

**Kathy Johnson**  
Sadara, JV's, TBD

**TBD**  
(Business Group, TBD)

**Chris de Brabander**  
(DAS, E&FM)

**Elaine Haun**  
MEGlobal

**Reimar Grabe**  
EMEA

**Business Process Leadership**

**Tracy Johnson**  
Planning and Scheduling

**Chris de Brabander**  
ECC Processes and Systems

**Implementation, Consulting and Support**

**Rick Warner**  
Global

**Lead Architect Specialist**

**Liette Belanger**  
ECC

**Pranav Desai**  
SCM

**Srikanth Sripada**  
Solution Delivery Lead

**TBD**  
Accenture Delivery Lead

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Demand & Supply Planning – Business Relationship – Sadara, Joint Ventures, TBD

Kathy Johnson

Jessica Alwood

Rita Gamboa

TBD

TBD

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning – Business Relationship – Europe | Middle East | Africa

Reimar Grabe

Heiner Soell

Maikel Von Jole

Alberto Nisoli

Nadia Messaadi

Direct Report – First Layer

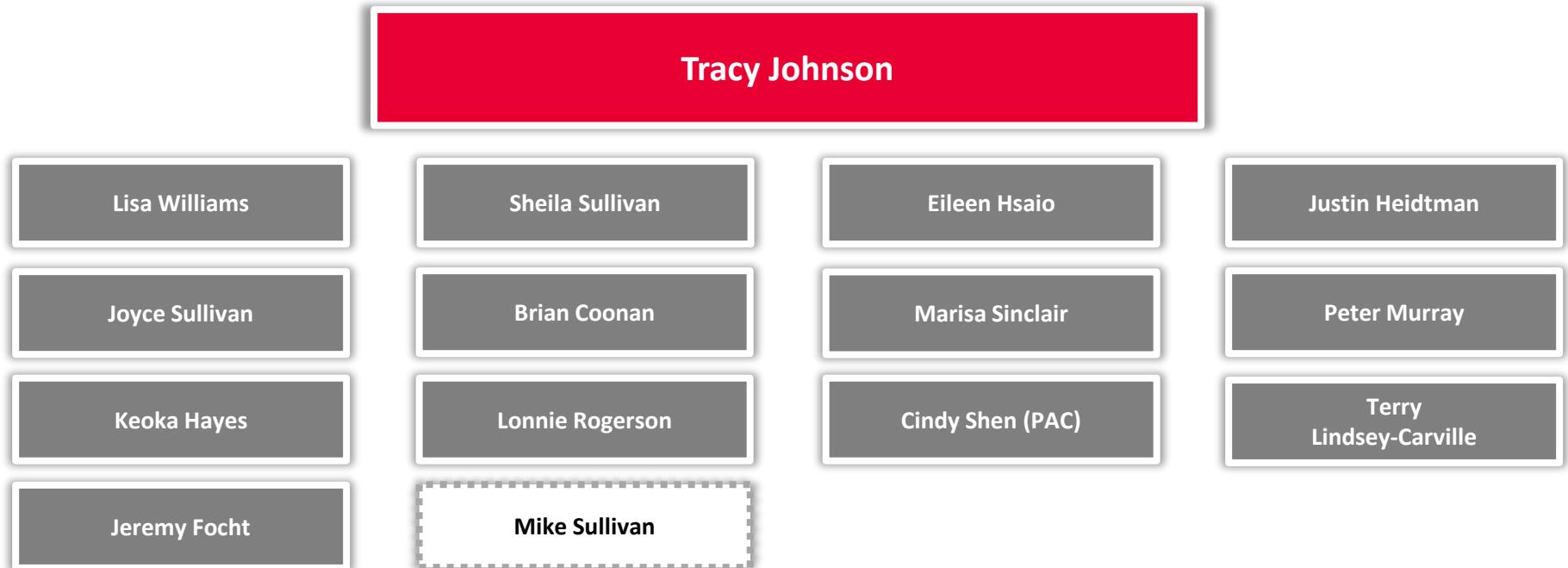
Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning – Business Process Leadership – Planning & Scheduling



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning – Business Process Leadership – ECC Processes and Systems

Chris de Brabander

Josefina Gonzales-Rey

Paul LeSaint

Colin Maxwell

Judy Zhu (PAC)

Chris Pickup

Travis Spry

Ted Coale

Wenwen Xu (PAC)

TBD

TBD

Jeff Fleming

Greg Harrison

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning – Implementation, Consulting and Support

Rick Warner

Ines Ziesemar (EMEA)

Juan Damiani (LAA)

Bill Guerts

John Kreger

TBD

TBD

Stan Brown

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning – Solution Delivery

Srikanth Sripada

Mindy Xu (PAC)

Pawan Kumar

Sagar Agarwal

Santosh Kulkarni

Navin Patel

Ashish Shah

Mahesh Krishna

Yuan Zhang (PAC)

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Demand & Supply Planning – Accenture Delivery

TBD

Mike Insogna

Rob Bediako

Brian Jasper

SriKant Kuanar

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

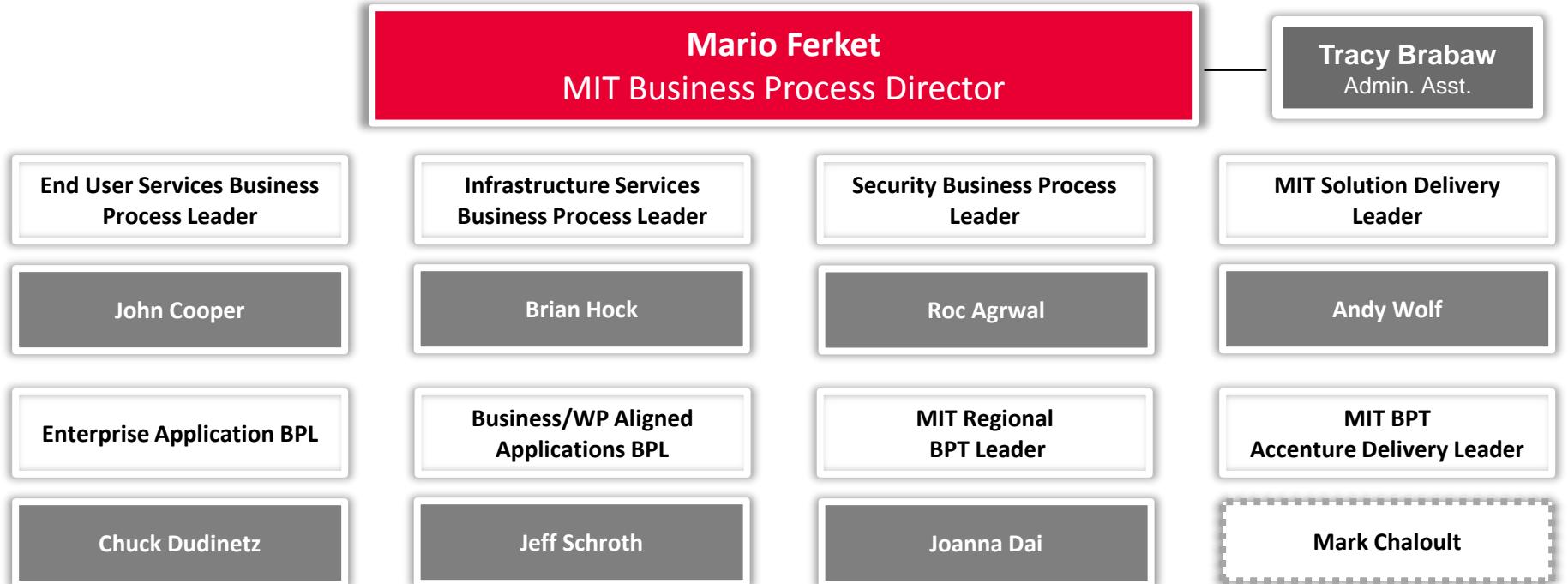
Contractor



# — Manage Information

Business Process Director – Mario Ferket

# Manage Information – Leadership Team



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

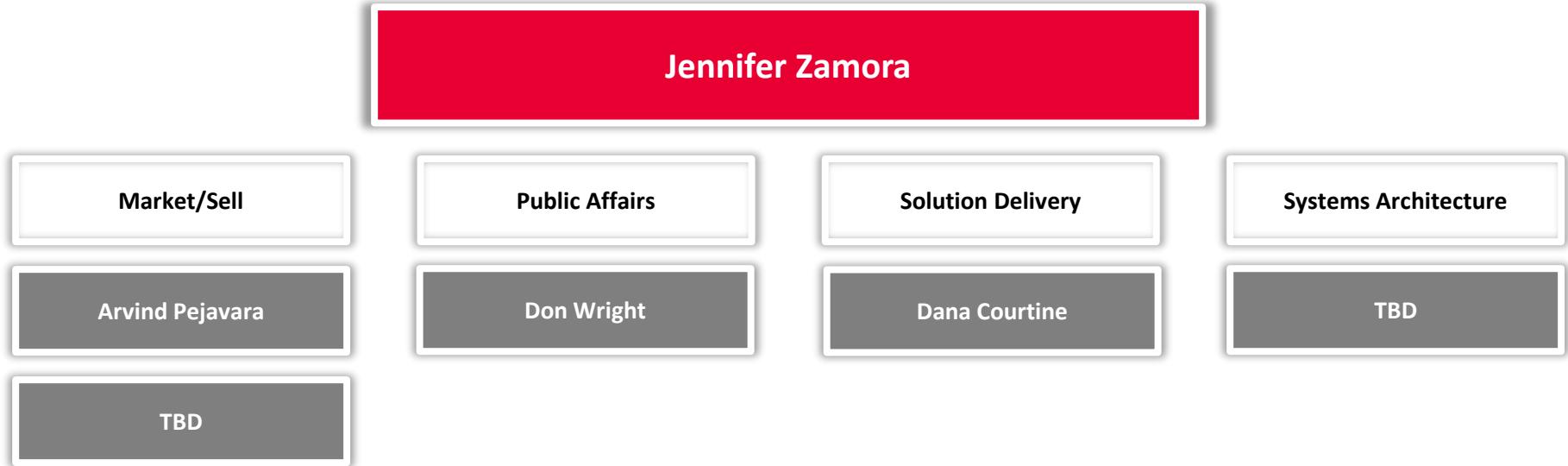
Contractor



# — Market/Sell and Public Affairs

Business Process Director – Jennifer Zamora

# Market/Sell and Public Affairs – Leadership Team



Janet Salus

Accenture Delivery Lead

Renchy Thomas

Lead Architect Specialist

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Market/Sell and Public Affairs – Solution Delivery

Dana Courtine

My Account &  
Interaction Center

Pricing

Project Management

Account and Opportunity  
Management &  
Other MS Work Processes

Jeff Sasin  
Architect Specialist

Jeremy Pierce  
Architect Specialist

Shaohao Wu  
Team Project Manager

Brian Todd  
Architect Specialist

Market/Sell Specialists and  
Developers

Digital Marketing  
Communications  
Development and Support

John Van Curen  
Architect Specialist

See next slide

Don Wright

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Market/Sell and Public Affairs – Solution Delivery – Specialists and Developers

Dana Courtine

## Market/Sell Specialists and Developers

**George Belkin**  
Market/Sell Specialist

**Henri Black**  
Market/Sell Specialist

**Alvaro Chavez Paredes**  
Market/Sell Specialist

**Ben Davis**  
Market/Sell Specialist

**Smriti Dharmarajan**  
Market/Sell Specialist

**Sunitha DV**  
Developer

**Carlos Garcia**  
Market/Sell Specialist

**Arun Kulkarni**  
Market/Sell Specialist

**Michelle Large**  
Market/Sell Specialist

**Anthony Lucchesi**  
Market/Sell Specialist

**Sreenath Maniyangattill**  
Market/Sell Specialist

**Suneel Mekala**  
Market/Sell Specialist

**Neha Nagaraha**  
Developer

**Patricia Omoqui**  
Team Lead

**Josh O'Neill**  
Market/Sell Specialist

**Srinivasa Raor**  
Market/Sell Specialist

**Prem Sagar**  
Market/Sell Specialist

**Ganesh Somasundaram**  
Market/Sell Specialist

**Aji Thomas**  
Market/Sell Specialist

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Market/Sell and Public Affairs – Digital Marketing Comms. Development and Support

Don Wright

Wilmer Lidke

Ashley Issa

Aaron Schroder

Paul Sanderude

Eric Noble

Sebouh Hamakorzian

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Other Business Processes

Solution Delivery Lead – Tony Riley

# Other Business Processes Team

Tony Riley

ICO

Lead People

Legal

TBD

Troy Catlett

TBD

Sharon Ellis

Steve Kiryakoza  
Accenture Delivery Lead

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

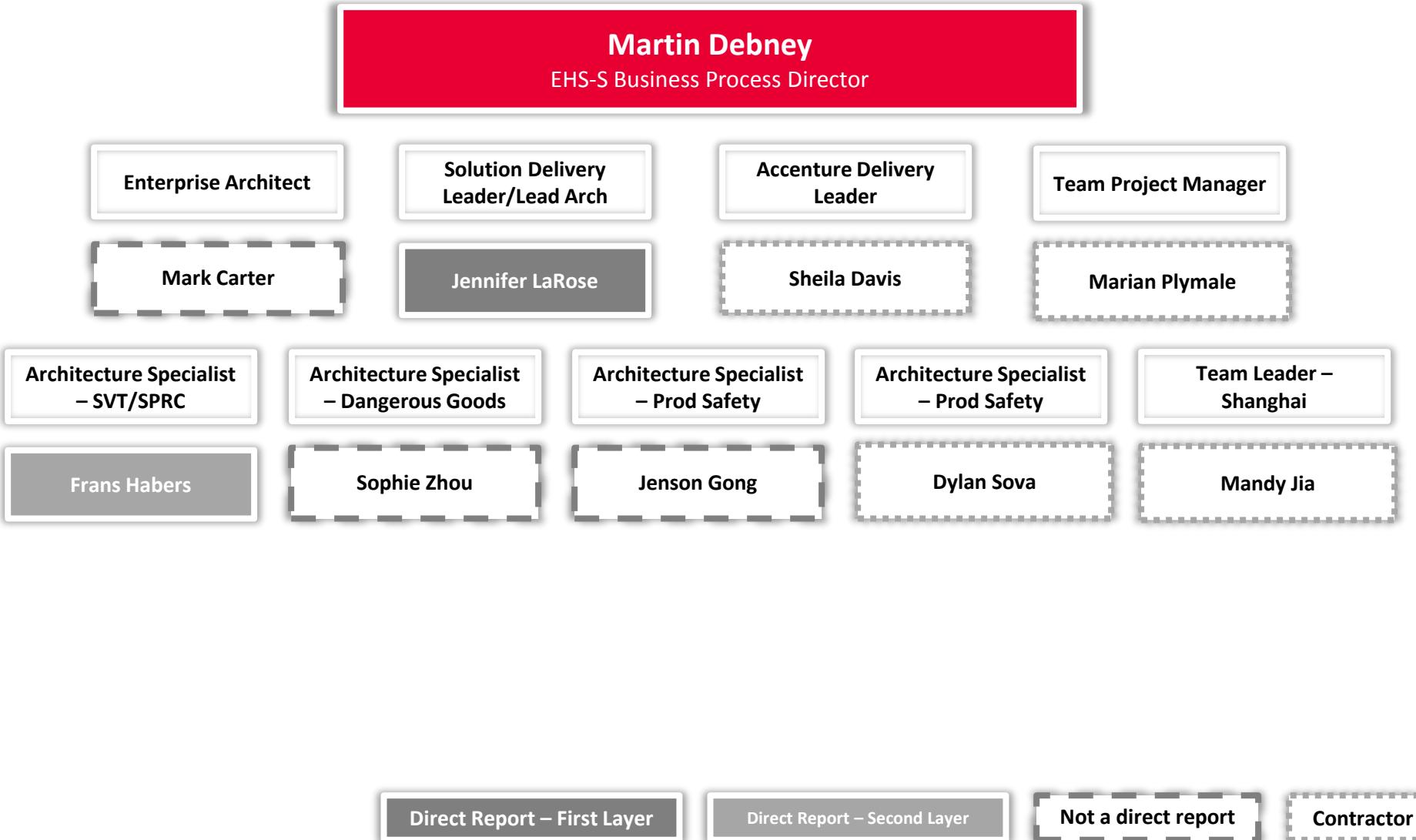


# Environmental Health & Safety Sustainability

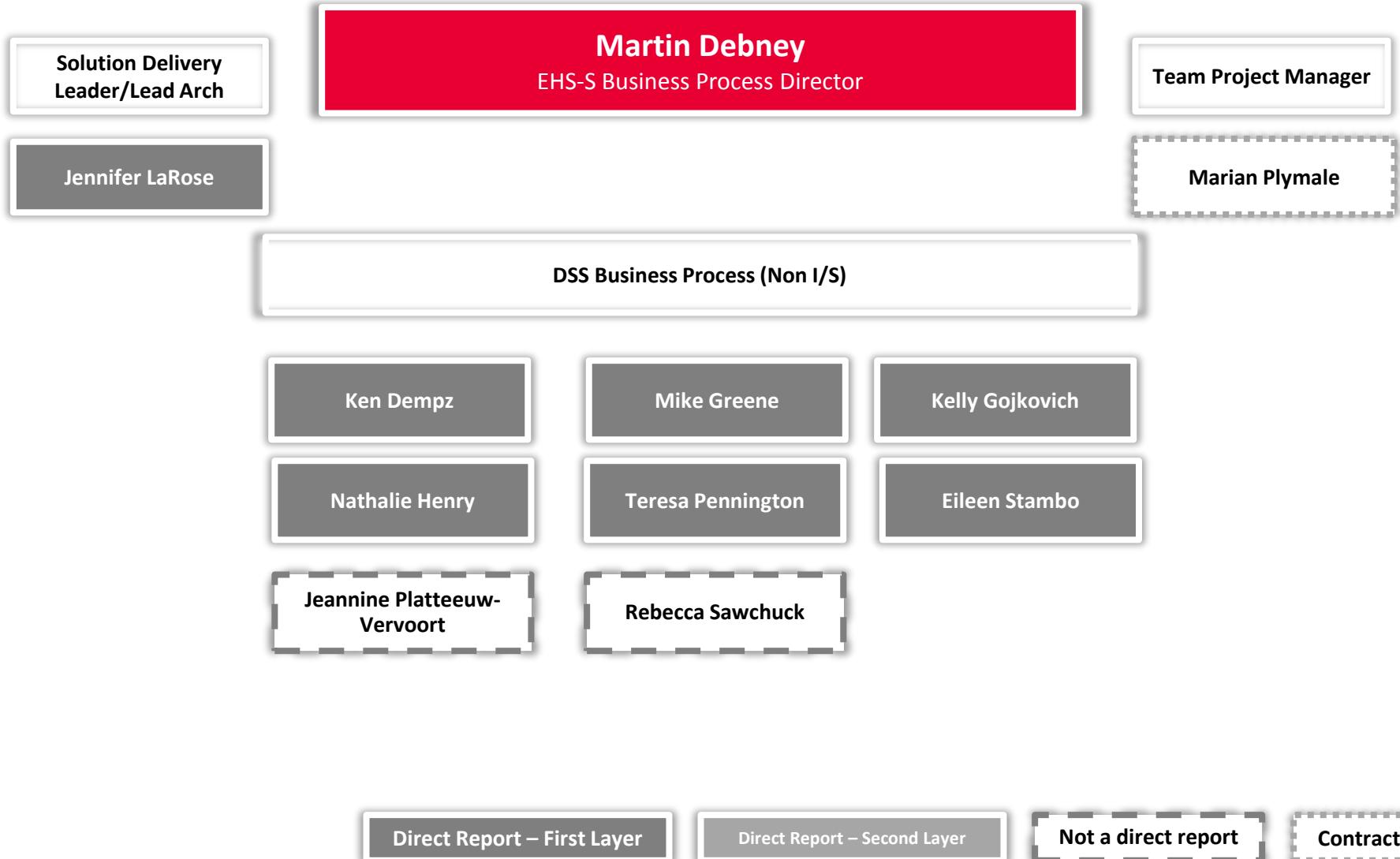
## Business Process Team

Business Process Director – Martin Debney

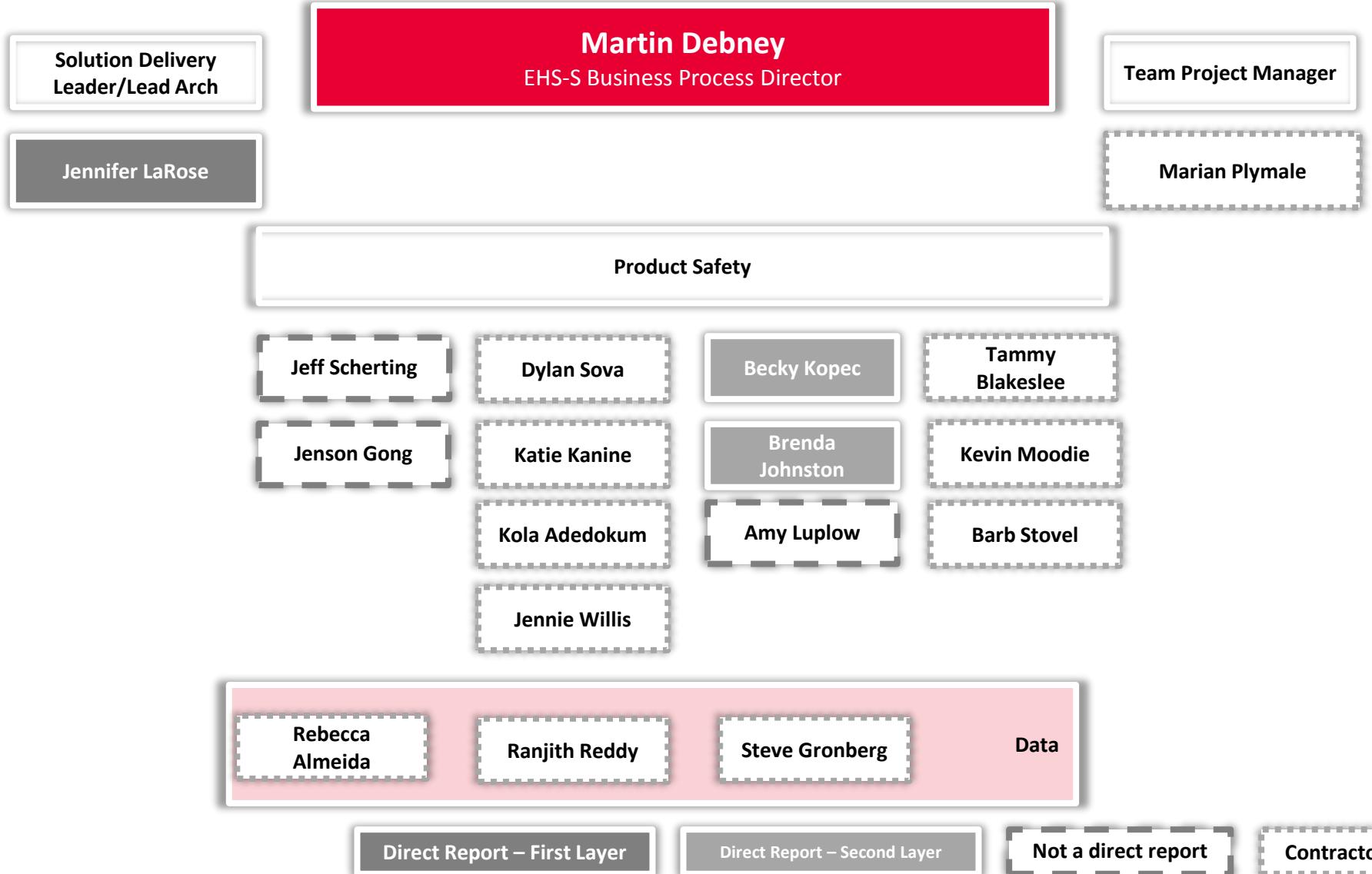
# DSS EHS-S I/S: Core Leadership



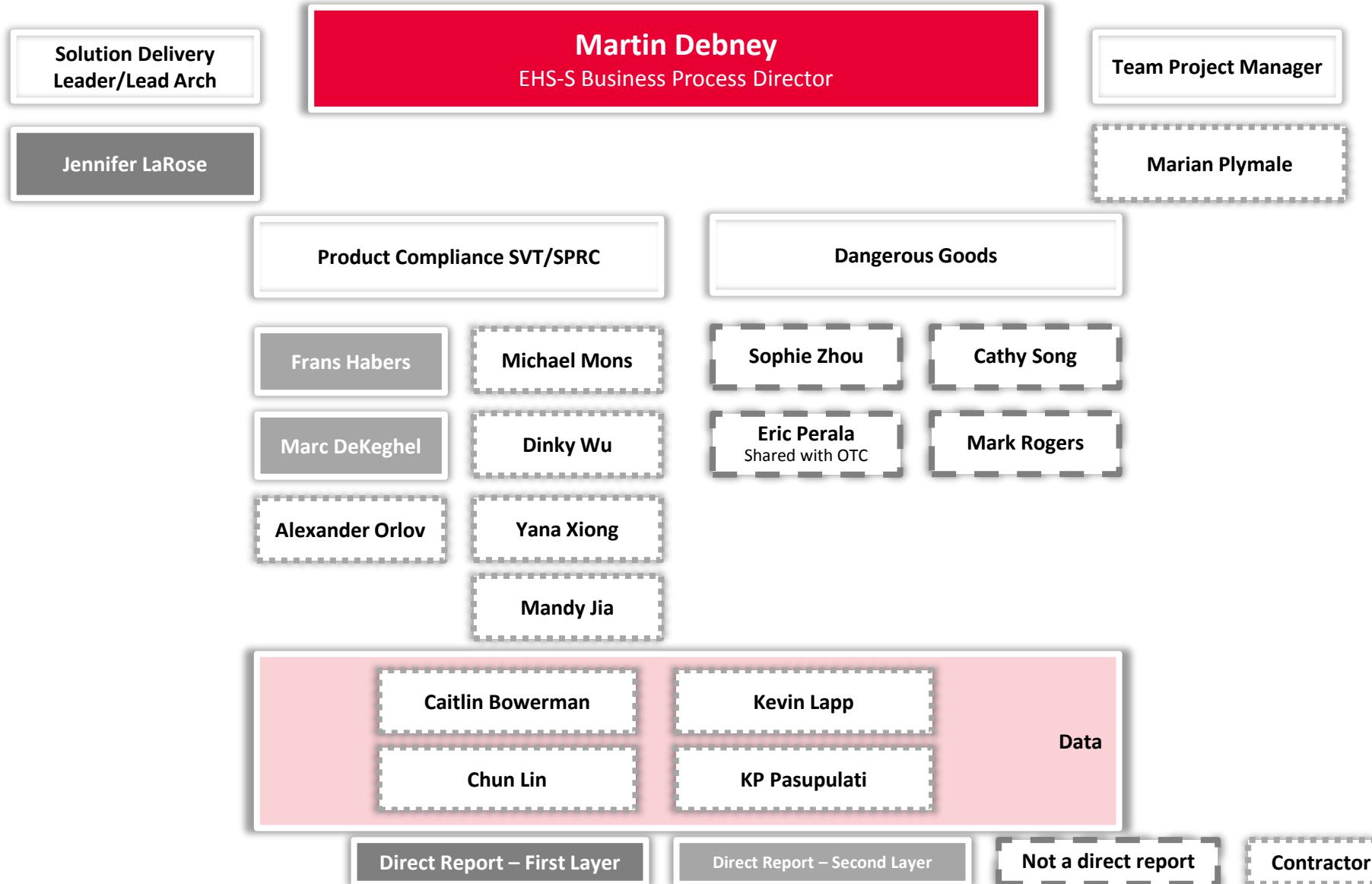
# DSS EHS-S: Business Process Team



# DSS EHS-S I/S: Product Safety



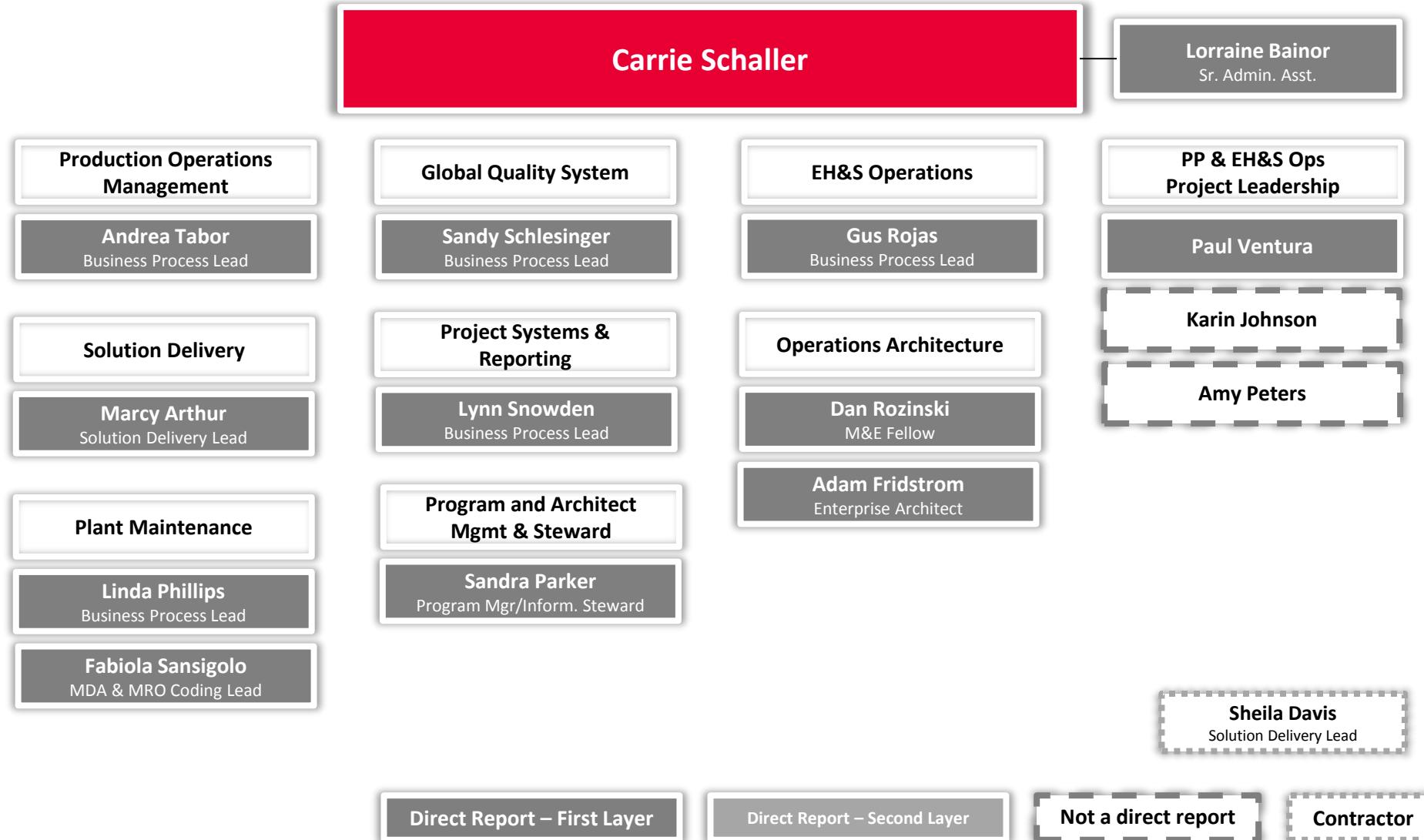
# DSS EHS-S I/S: Product Compliance & DG



# — Produce Product + Environmental Health & Safety Operations

Business Process Director – Carrie Schaller

# Produce Product + Environmental Health & Safety Operations – Leadership Team



# PP + EH&S Operations - PM

Linda Phillips  
PM Core Business Process Lead

Plant Maintenance Applications (Reliability)

Kevin Snowden Functional Lead

Vince Costello  
Brittany Harlan  
Jason Seymour  
PJ Shipman

Office Administrator

Brittany Harlan

Plant Maintenance Applications (Work Order Mgt, Planning, Scheduling)

Nicolas Dudenhoeffer Functional Lead

Mark Dufrene  
Felicia Johnson  
Brittany Harlan  
George Kleinpeter  
Anthony Matula  
Bernard Peck  
Jim Reed  
Joe Schwartz  
PJ Shipman  
Becky Walker

Plant Maintenance Data Readiness

Tammi Myers Functional Lead

Dennis Villanueva Functional Lead

Sandy Bonham  
Michael Cunningham  
Roxann Enders  
Thomas Heiduschat  
Danno Ireland  
Janet Oleksik  
Alain Roser

Akhil Aleti  
Dave Jozwiak  
Susan Kollig  
Asher Khan  
Rainbow Niu  
Nancy Shearer

Plant Maintenance and MRO Master Data Management

Fabiola Diego Sansigolo

Plant Maintenance Project Management

Sabrina Symborski

Application Development & Improvement

Julie Roell

See PP-ECC Solution Delivery slides

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# PP + EH&S Operations – PM – Plant Maintenance and MRO Master Data Management

Fabiola Diego Sansigolo

## Plant Maintenance Master Data Management

John Branton  
Larrie Brysch  
Laura Cruz  
Guillermo Fernandez  
David Franks  
Elena Garcia  
Joel Gomez  
Yvonne Herrmann  
Sandy Hoffman  
Diego Javier Kaltenbach  
Robert Lang  
Julie Minter  
Thomas O'Rourke  
Nelvin Perrin  
Joe Pham  
Cindy Purdy  
Willi Puschinski  
Joseph Shippee  
Matthew Slagerman  
Somchaisaen Sunthorn

## MRO Global Coding Management

Raymond Biles  
Andre Dannehl  
Frank Hryc  
Brenda Tompkins  
Detlef Weis

Anisa Baggasse  
Maria Laura Berhouet  
Robert Cain  
Gilson Finazzi  
Will Oard  
Matthew Vinson  
Ruud Wolst

Martin Toborg  
Blaine Valentine  
Mario Van Broekhoven  
Jeff Wright  
  
PM Master Data - BPSC  
Marleen Hoedemakers  
Lars Pos  
Gerrie van der Zalm

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# PP + EH&S Operations – Global Quality System\*

## \*Global Quality System (GQS)

is a Produce Product organization with accountability for cross-functional oversight; working with Quality Assurance professionals in each function and business.

## Sandy Schlesinger

### System & Work Process Excellence

Brian Banker  
Victoria Gray  
Rae Ann LaFrance  
Brooke Mitchell  
Susan Murrell  
Jay Narayanan  
Rob Pupi

Allen Ross  
Russell Schnell  
Scott Short  
Joelle Srebinski  
David Stenhouse  
Julie Wright

Bill Histed

Ken Little

### Data Management

Sally Clarke  
Jennifer George  
Kathleen Kross  
Tammy Woolman (Data BPL)

Sunny An  
Cindy Begley  
Venkata Bollampally  
Tricia Bruce  
Lois Laurent  
Jim Marter

Karen Olney  
Sacjom Parab  
Chester Pogonowski  
Lari Wester Jr.  
Ron Zeiner

Pamela Stirn

### Global Lab Information Technology (LIT)

Ton Annegarn

Gregory Bielak  
Ken Craig  
Reinhard Felsberg  
Bill Fiengo  
Chris Fletcher  
Debra Johnson

Shawn LaMere  
Carsten Pfund  
David Richards  
Nick Singh  
Karin Wenk

### GQS Knowledge / Change Mgt. & System Support

Jackie Cassiday  
Melissa Chalou  
Rosemarie Cutcher  
Mike Dineen

Debra Eagle  
Tracy Praay  
Cindy Ring

Dave Gildner  
Seth Von Wald  
Dave Willis

### Direct Report – First Layer

DOW RESTRICTED

Not a direct report

Contractor

### Project Management

Amy Peters

### Application Development & Improvement

Marcy Arthur  
David Harris  
John Reiss

See PP-ECC Solution Delivery

### PP Functional Implementation

See PP Functional Implementation Team – Quality Management

Direct Report – Second Layer



# POM Functional Alignment

**Andrea Tabor**  
Business Process Lead

**Area Implementation Team - POM**

**Sukey Shu**  
**Takehito Adachi (APAC)**  
Global POM Lead

**Montse Masso (EMEA)**  
**Alberto Sella (LAR)**  
**Brian McKinney (NA)**

**Sustain & Improve**

**Paul Theisen**  
Improvement Leader & Biz  
Process Owner

**Elodie Pomaville**  
Cycle Counting Project Lead,  
Knowledge & Change  
Management

**Connie Browning**  
Cycle Counting and Inventory  
Management

**Paulo Bittencourt – ECC**  
Metrics & Reporting  
**Kathy Hoyt – AU**  
Metrics & Reporting  
**Jaline Ray – Portfolio**  
Metrics & Reporting

**Melissa Chalou**  
Knowledge Management  
**Megan Miner**  
Change Management

**Kefi Tsotetsi**  
Orion Knowledge & Change  
Management

**POM Data Management**

**Tammy Woolman**  
Data BPL

**John Applegarth**  
**Nina Blanchard**  
**Cody Burrows**  
**Sandeep Garg**  
**Nikhil Jain**  
**Rudra Yalla**

**Solution Design and Implementation**

**Curtis Ahlberg**  
**Rosie Estrada**  
**Andrea Bradt**  
**Daniel Carlock**  
**Dee Dee Pritchett**  
Implementation  
  
**Shaun Johnson**  
**Bryan Sower**  
Architecture

**Kelly McConnell**  
**Pete Sullivan**

**Team Management**

**Amy Peters**

**Application Development & Improvement**

**Marcy Arthur**  
**Rachelle Beltejar**  
**Shan Pin Koh**

See PP Solution Delivery

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# PP + EH&S Operations – Project Systems (PS) and Reporting

**Deb McNeil**

Build and Modify Information  
Materials Flow Optimization  
Project Manager

**Lynn Snowden**

Business Process Lead

**Ashraf Ayoub**

HDC Direct

**Engineering and Project Systems Partners**

**Construction Management**

Roger Bacchus

**Project Cost Management**

Shawn Hiter

**Project Management**

Bob Cameron

**Project Systems**

**Produce Product Reporting**

**Team Management**

John Dermit

Paul Garrett

Amy Peters

Pennie Rogers

Lynn Munz

**Application Development & Improvement**

Cathy Roachell

Debbie Welsch

Marcy Arthur  
Danielle Deweese

Peggy Wells

See PP Solution Delivery

Abdul Alshalfi

Tanya Justice

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# PP + EH&S Operations – EH&S Operations

Gus Rojas

Waste Management  
Partner Support

Donna Cochran  
Johanna Kemarly  
Stan Piotrowski

POM Non-SAP  
Tools

Chris Reed

Jacky Aikin  
Lorenzo Galli  
Duane Keprta  
Thomas Sheahan

Regional WM Support  
Network/Implementation  
Leads

Agata Bekier (EMEA)  
Karen Zhang (APR)  
Alberto Sella (LAA)  
Ron Utter (NAA)

EHS Non-SAP Tools

Andy Cummings  
Cherrie Myers  
Sue Pawley  
Randy Stowe

Incident Management  
Partner Support

Ronda Zowarka

Industrial Hygiene Partner  
Support

James Weldy

E-SWP Partner Support

Jeff Contardi

Team Management

Amy Peters

Application  
Development &  
Improvement

Karleen Robertson  
Shan Pin Koh  
Eduardo Carvalho

See PP Solution  
Delivery

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# PP + EH&S Operations – M&E IT Expertise Center and Information Steward Program Management

Sandra Parker

Data Management

Tamra Buenger  
Carrie Orvosh

Ryan Bishop

Cyber Security/Domain Architects

Maarten de Caluwe  
John Hoffman  
Jeff Jozwiak  
Jon Neuenfeldt  
Tom Struzik  
Randy Woods

Direct Report – First Layer

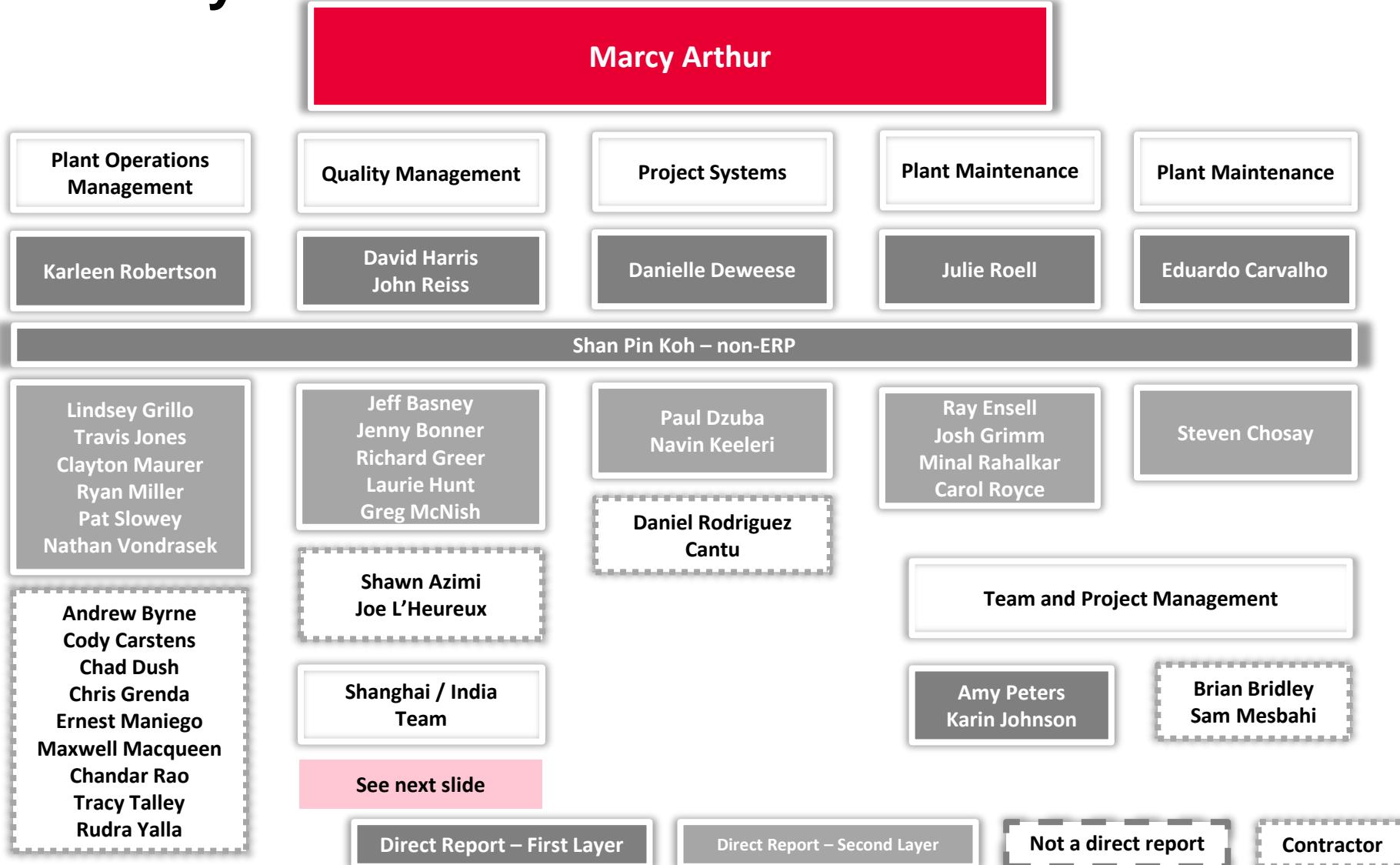
Direct Report – Second Layer

Not a direct report

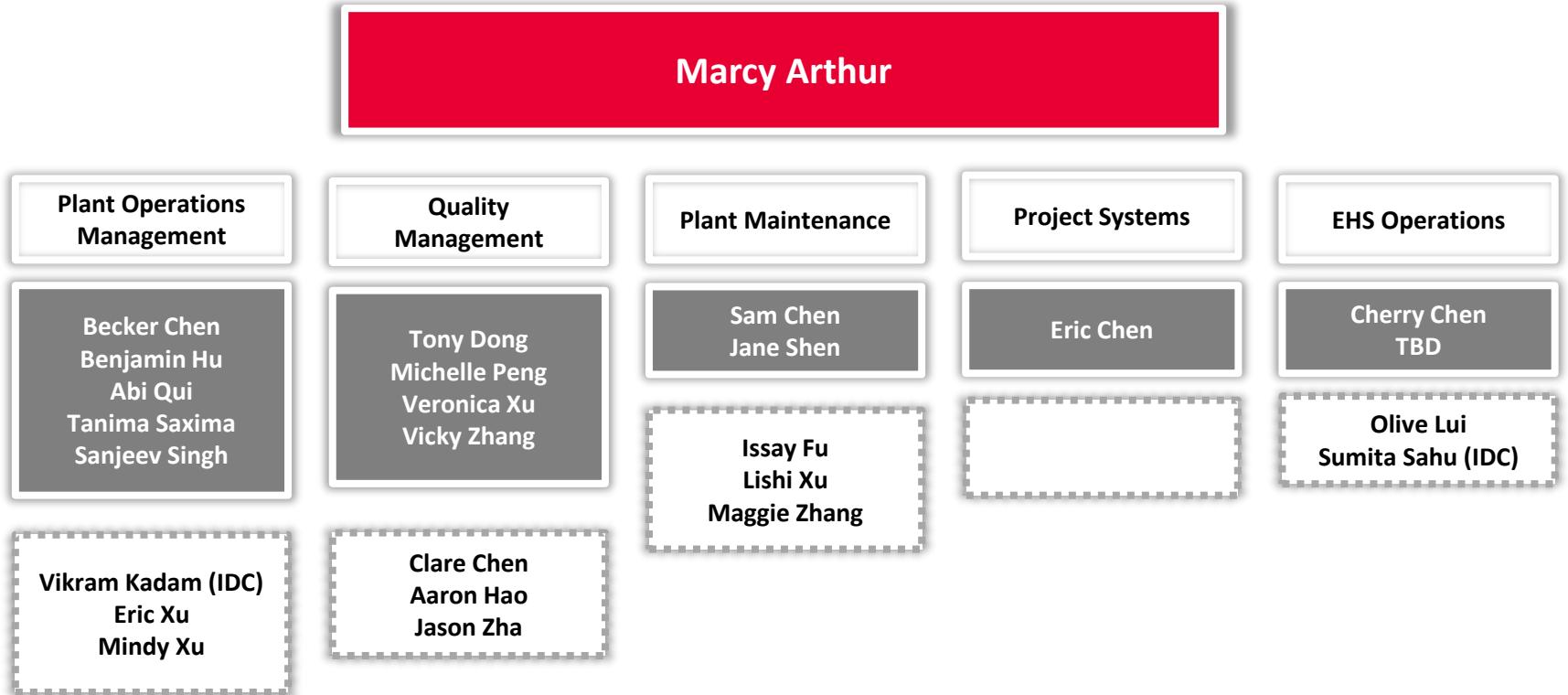
Contractor



# PP + EH&S Operations – PP-ECC Solution Delivery



# PP + EH&S Operations Solution Delivery – Shanghai / India



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

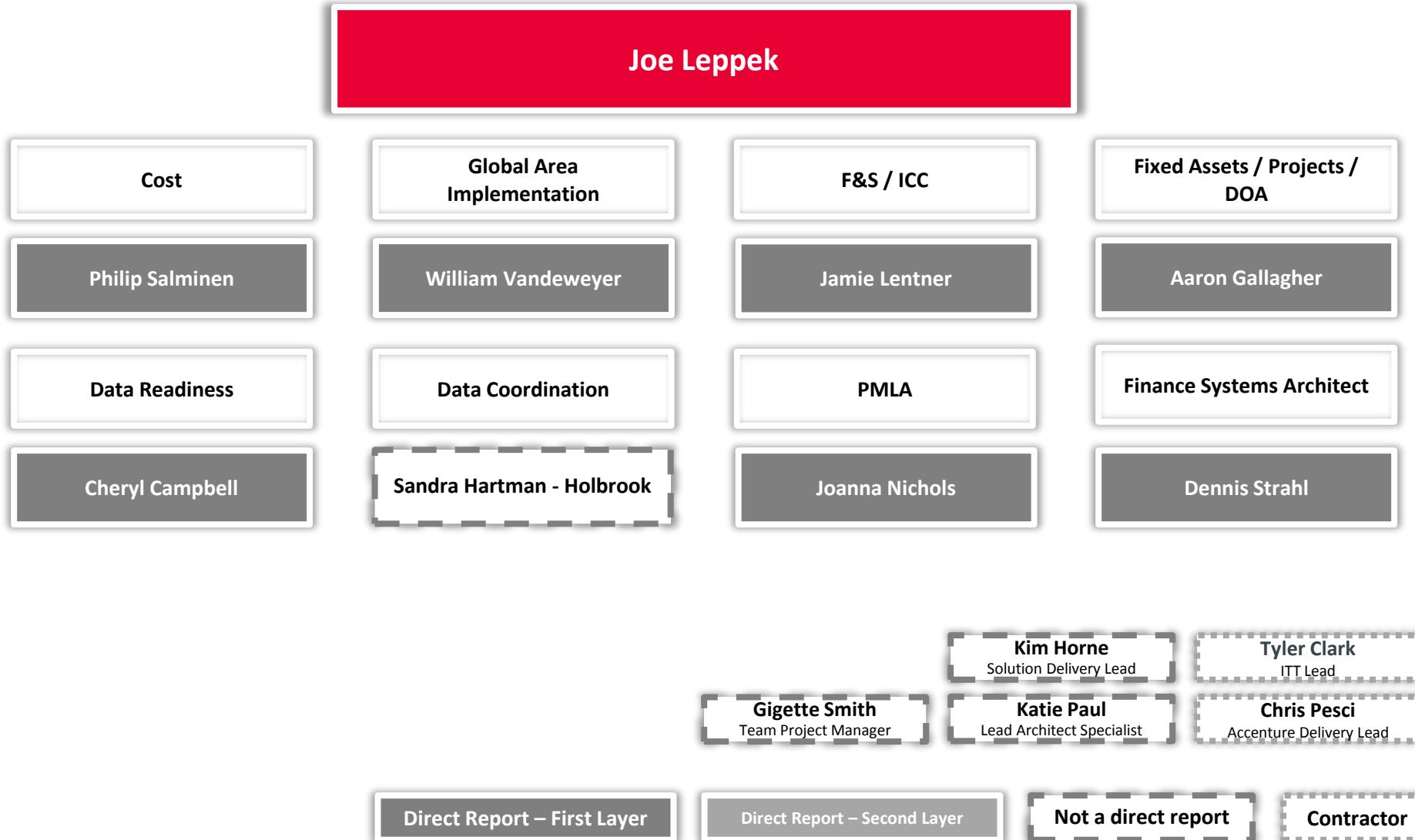
Contractor



# — Record & Report

Business Process Director – Joe Leppek

# Record & Report – Leadership Team



# Record & Report – Cost

Philip Salminen

Ryan Setter

Morgan Mackenzie

Norma Dittmann

Chelsea Kuchar

TBD

Yui Patiparnpreechawoot

Jeff Zhu

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Record & Report – Business Finance

Jill Winship

Roxane Jarema  
Sr. Bus Finance Manager

Sarah Kemp  
Financial Planning & Reporting  
BPX

Kelvin Mak  
Finance Project Manager

Steve Meyer  
BPX - Business Finance

Wim Van Gastel  
BPX for DSS Finance Reporting  
Planning & Analysis

Chelsea Kuchar

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Record & Report – F&S / ICC

Jamie Lentner

Guy Stainnack

Daniele Sozzi

Walter Dandliker

Abbey Emrich

Hubert Yan Hao

Venkata Bhargava

Jim Clarke

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Record & Report – Fixed Assets / Projects / DOA

TBD

Brett Bigelow

Teri Ioppolo

TBD

Christiane Aelbrecht

Amrit Kochar

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Record & Report – Data Readiness

Cheryl Campbell

Jamie Lentner

TBD

Dennis Hagendijk

Julie Deleine

Paul Paterson

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Record & Report – Data Coordination

Sandra Hartman - Holbrook

Jim Clarke

Richard Yao

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Record & Report – PMLA

TBD

TBD

TBD

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Source to Pay

Business Process Director – Katrien Neirinckx

# DSS Source to Pay – Extended Leadership Team

**Katrien Neirinckx**

STP Business Process Director

**Jennifer Sexton**

Administrative  
Assistant

**Functional Leaders**

**IT / Architecture**

**Tricia DeLong**

Functional Delivery Leader

**Paola Bolognesi**

BPL Source, Purchase, Quality,  
Compliance and Security

**Jill Bowen**

Solution Delivery Leader

**Jolene Short**

BPL Pay, TER

**Joe Cronkright**

PtP 10 Ariba

**Dirk Fastre**

Lead Architecture Specialist  
Pay, TER

**Jaap De Bruyn**

Business Process Office  
Delivery Leader

**Ute Wagner**

BPL Data and Reporting

**Chris Koniecny**

Lead Architecture Specialist  
Source, Purchase

**Sandi Andreski**

Administrative  
Assistant

**Cindy Pajot**

Global BPIL Orion

**Daniel Kieft**

DAS/SpecCo Migration BPIL

**Lana Altscheffel**

System Architect

**Mackie Desiderio**

Lead Architecture Specialist PtP 10

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# DSS Source to Pay Business Process

## Leadership Team

**Katrien Neirinckx**  
STP Business Process Director

**Jill Bowen**  
Solution Delivery Leader

**Tricia DeLong**  
Functional Delivery Leader

**Jaap De Bruyn**  
Business Process Office  
Delivery Leader

## E2E StP Team

Sourcing/Purchasing, Quality and  
Compliance, Security

Business Process Leader / Lead Arch  
Specialist

Business Process Expert / Architecture  
Specialist

Pay/TER

Business Process Leader / Lead Arch  
Specialist

Business Process Expert /  
Architecture Specialist

Data Migration

Business Process Leader / Lead Arch  
Specialist

Business Process Expert / Architecture  
Specialist

Reporting

M&A, MET, Change Management,, Learning

Business Process Leader

Business Process Expert

Business Process Specialist / IS Specialist

Team Project  
Manager

Team Project  
Manager

Team Project  
Manager

# DSS Source to Pay Business Process

**Tricia DeLong**

Functional Delivery Leader

Brook Holcomb  
College Co-op

Source/Purchase/Quality  
Compliance/Security

Pay/TER

Data Migration/Reporting

Business Process Experts

Business Process Experts

Business Process Experts

Brian Brege  
Erika Volke-Boschitch

Gitta De Bruyne  
Cindy Varner

David Pavlik  
Anne Warren

Darrell Moore

Business Process Specialists

Business Process Specialists

Robin Rose

Jessica Covieo  
Jane Ewing  
Nick Rabideau  
Mike Rezler  
Amy Steinbauer

Carine Bracke  
Jessica Covieo  
Jade Larson  
Shannon Smith

Business Process Specialists

Mike Bruns  
Tina Histed  
Mindy Lehto  
David VanDriessche  
Maria Gutierrez Vela  
Cindy Ye

Francis Estiva  
Aaron Grace  
LaTonya McNeil  
Mudasir Mohammed

Mary Bruner  
Eric Brunsell  
Phillip Chun  
Jithin Damodaran  
Amber Jordan  
Autumn Kyles  
Sophia Lai  
Geena Lawrence  
John Lenich  
James Madder  
Casey McNamara  
Vanipenta Reddy  
Trevor Shemka  
Barbara Sheppard  
Koos van Limbeek  
Laurie Van Parys  
Blake Wesley

Julio Vega

Kimberley Dekker  
Carla Sylvester-Davis  
Elizabeth Williams  
Deepam Thakker

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# DSS Source to Pay Business Process

**Tricia DeLong – cont'd**  
Functional Delivery Leader

B PIL

Alice Dayrell  
*Regional*

Tom Carr  
*Global*

Digital Consumer Solutions

Jeffrey Fromme  
Abhinandan Katta  
Jose Porta Gamundi  
Joshua Hirshman  
Alexander Wu  
Jyotirmai Rao  
Tina Kuo  
Gabrielle Snedeker  
Jean – Loup Paquet  
Valeria Santana  
Felipe Pinto

Learning Transformation

Gunjan Bhandari  
Leigh Gamon  
Alya Newhouse  
Kevin Widerstedt  
Paul Sturm

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# DSS Source to Pay Business Process

**Jaap de Bruyn**

Business Process Office Delivery Leader

**Merger & Acquisition  
Divestiture**

**MET/Change Management**

**Learning**

**Business Process Expert**

**Business Process Experts**

**Business Process Specialist**

**Darrell Moore**

**Kathy Bank  
Michelle Corrion**

**Raquel McClain**

**Christine Meyer**

**Ryan Serrano**

**I/S Specialists**

**Kelly Clauss  
Robert Banas  
Subir Choudhury  
Elaina LeMasters  
London Murray  
Quinn Patterson  
Daanicia Robinson  
Anne Safron  
Delanda Charleston  
Maria Cermak  
Chelsea Jez**

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# DSS Source to Pay Business Process

Erin Clayton  
Office Professional

Jill Bowen  
Solution Delivery Leader

Lana Altscheffel  
System Architect

Purchase

Lead Architecture Specialists

Evan Hunter  
Intern

Mackie Desiderio

Chris Koniecny

Architecture Specialists

Leon Hu  
Crystal Wang

Kristy Barrigar

Mohammad Kamran

I/S Specialists

Michael Florian  
Sarah Gallo  
Chelsea Hurst  
Rajesh Ojha  
Henny Stokkerman  
John Woolsey

Annie Xu  
Annie Zhao

Raghavendra BR  
Arnab Chowdhury  
Akshay Kadolkar  
Manish Kapadne  
Nareen Karnati  
Guillaum Moreau  
Kevin Taylor  
Vamsi Krishna Vedula

Pay

Lead Architecture Specialist

Dirk Fastré

Architecture Specialists

Peter Van Der Klooster

Daisy Gestienda  
Umar Shahzad

I/S Specialists

David Laursen  
Mirjam Lecluyze  
Fabio Yanagiya

Sheilla Sun

Moka Rama Murthy  
Anagha Sali  
Monica Silva Lima  
Vijay Thangaraju  
Fiona Yang

Direct Report – First Layer

Direct Report – Second Layer

Team Project Managers

Matthew Dawkins  
Jency Mammen  
Siphiwindoda Msimanga  
Dennis Wilson

Not a direct report

Contractor



# DSS Source to Pay Business Process

Jill Bowen - cont'd.

Solution Delivery Leader

Purchase

Integration Leader

Test Lead

Project Managers

I/S Specialists

Holly Hoffart

Heather Castelli

Prakash Airavatham  
Rishika Jain  
Rita Paes

Courtney Allen  
Abbie Bates  
Sara Bencoster  
Dario Cabal  
Amy Callahan  
Ravi Chinthakindi  
Bri Cooley  
Julia Foldszin  
Jonathan Joyce  
Julia Keszei  
Shannon Kirk  
Divya Krishnan  
Sydnie Medina  
Henna Nain  
Greta Nemeth  
Pranay Patel  
Miguel Pimenta  
Rahul Sunkavalli  
Jackie Wulfsohn  
Eric Zhang

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Market Teams Detailed Organization Charts

- Agriculture
- Other Markets

# Market Teams Detailed Organization Charts

Team Director – Didier Martin

# Market Teams – Leadership Team

**Didier Martin**

Agriculture

Mike Wiederholt

Other Markets + Dow  
Services Business

Steve Praino

**Guillaume Deudon**

Business Relationship  
Group

Dan St. John

Janet Salus  
Steve Kiryakoza  
Accenture Delivery Lead

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Market Teams - Agriculture



# Market Teams – Other Markets + Dow Services Business

Steve Praino

Other Markets

Dow Service Business

Arvind Pejavara  
Lead Architect Spec.

Janet Salus  
Vendor Delivery Lead

Patricia Omoqui  
Team Lead

TBD?  
Lead PjM, DSB

Direct Report – First Layer

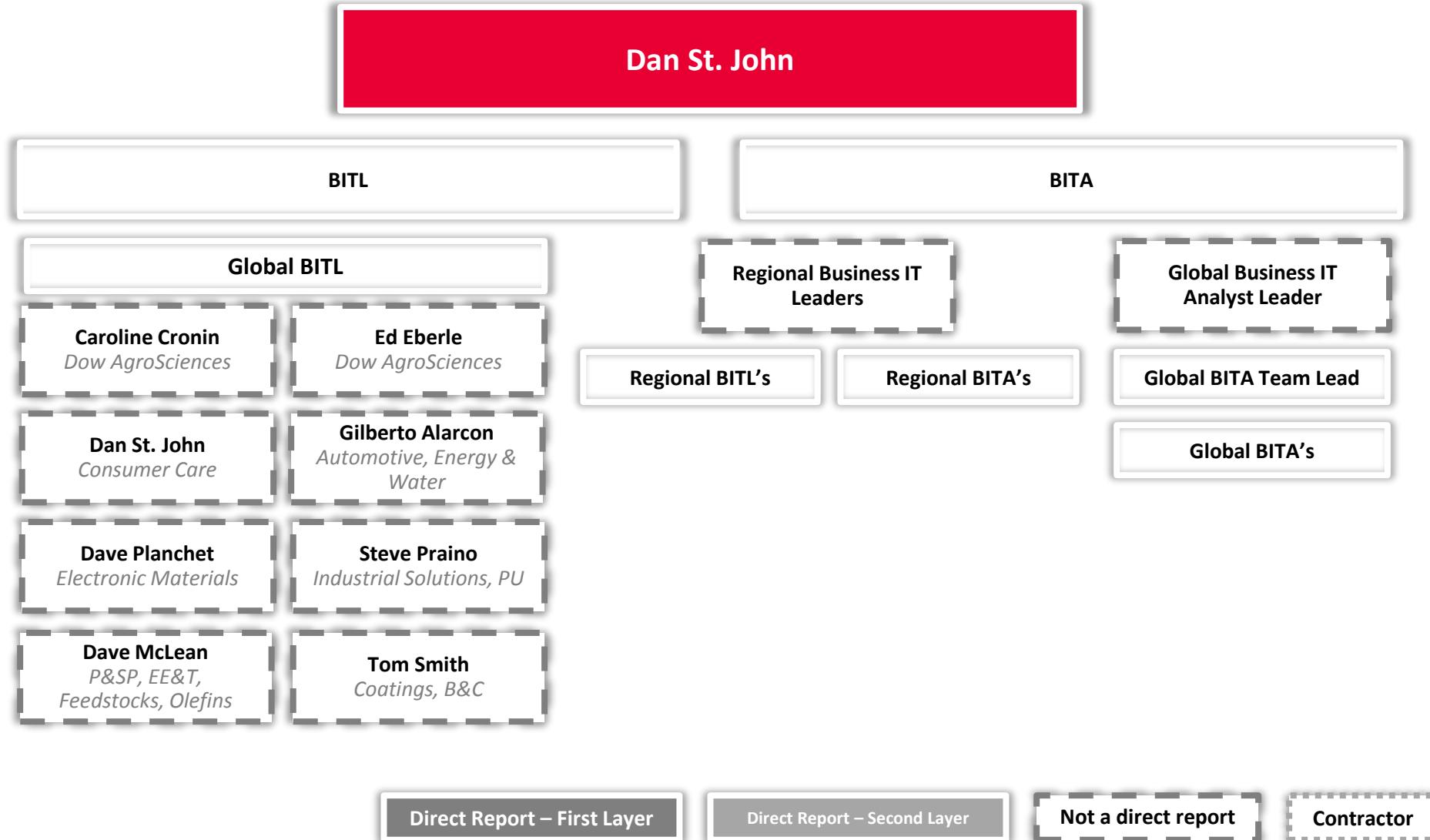
Direct Report – Second Layer

Not a direct report

Contractor



# Market Teams – Business Relationship Group



# Market Teams – Regional Business IT Leaders

## Regional Business IT Leaders

**Selena Chu**  
APAC BIT Leader

**Cecile Blackburn**  
EMEA BIT Leader

**Adriana Valerio**  
LAA BIT Leader

APAC BITL

APAC BITA

Cecile Zhang

Crystal Yan

Hao Chen

Michael Zhou

Jeff Zhu

Nicole Yao

Linda Lin

Rong Zhang

Rita Law

Sophie Zhou

EMEA BITL

EMEA BITA

Bhavik Karia

TBD

Cecile Blackburn\*

Herbert Jonkman

LAA BITL

LAA BITA

Hilton Dias\*

Jean Carlo de Andrade\*

Note: All part-time roles unless otherwise indicated

\* Primary role

Direct Report – First Layer

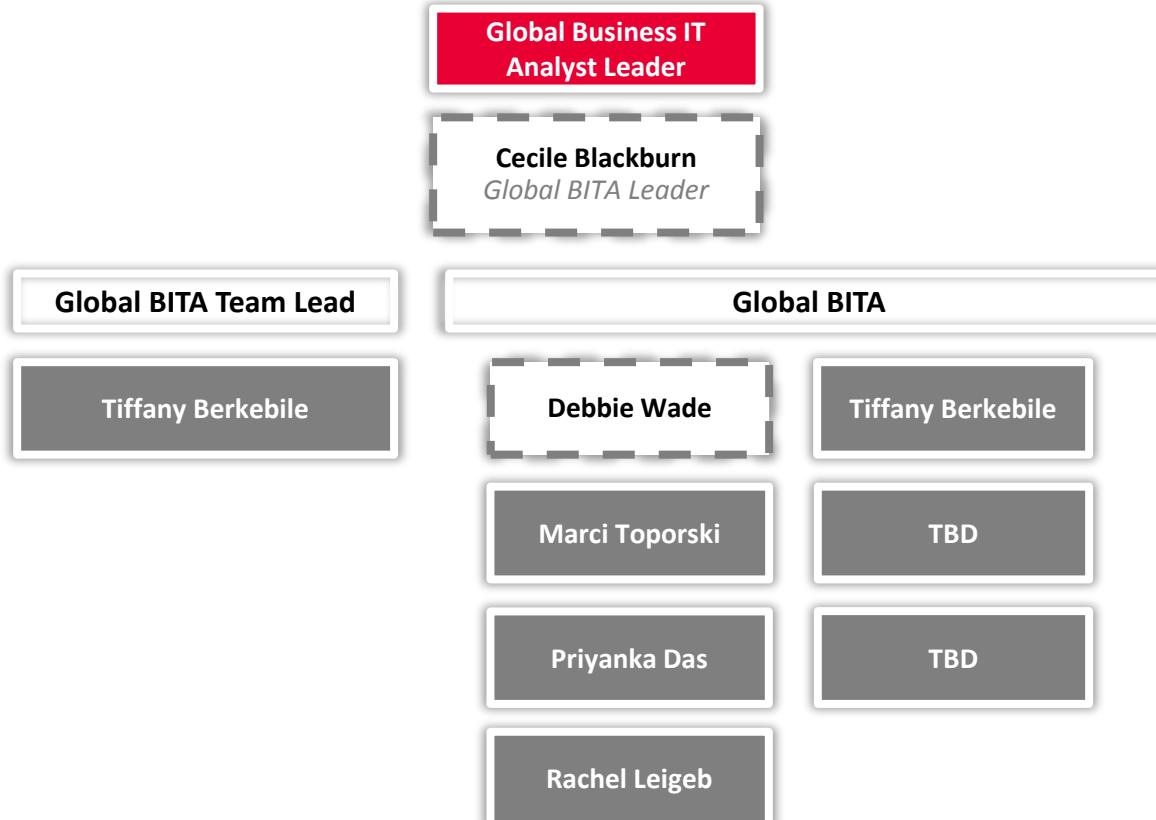
Direct Report – Second Layer

Not a direct report

Contractor



# Market Teams – Global Business IT



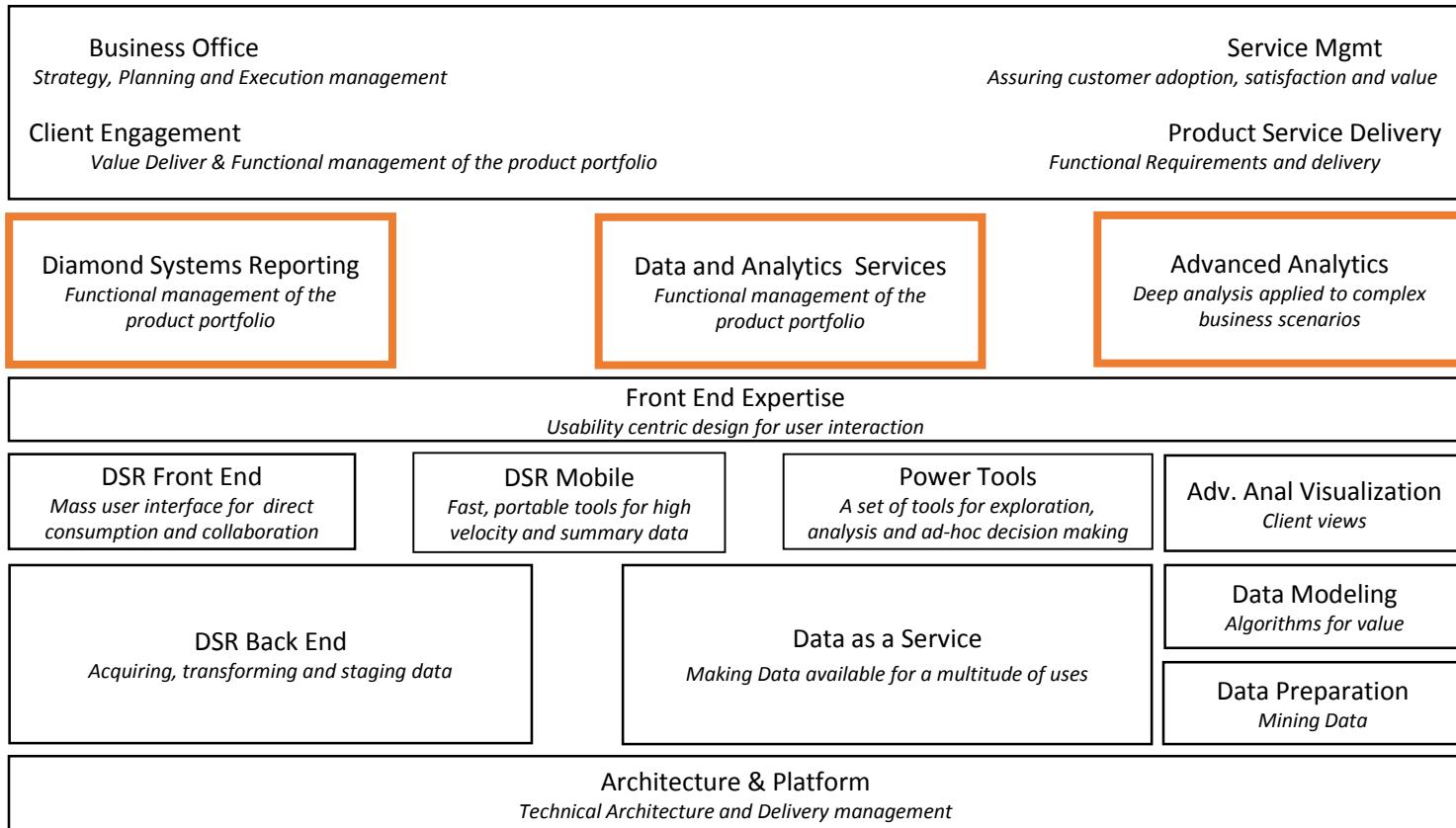
Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# Business Analytics and Reporting Service Structure



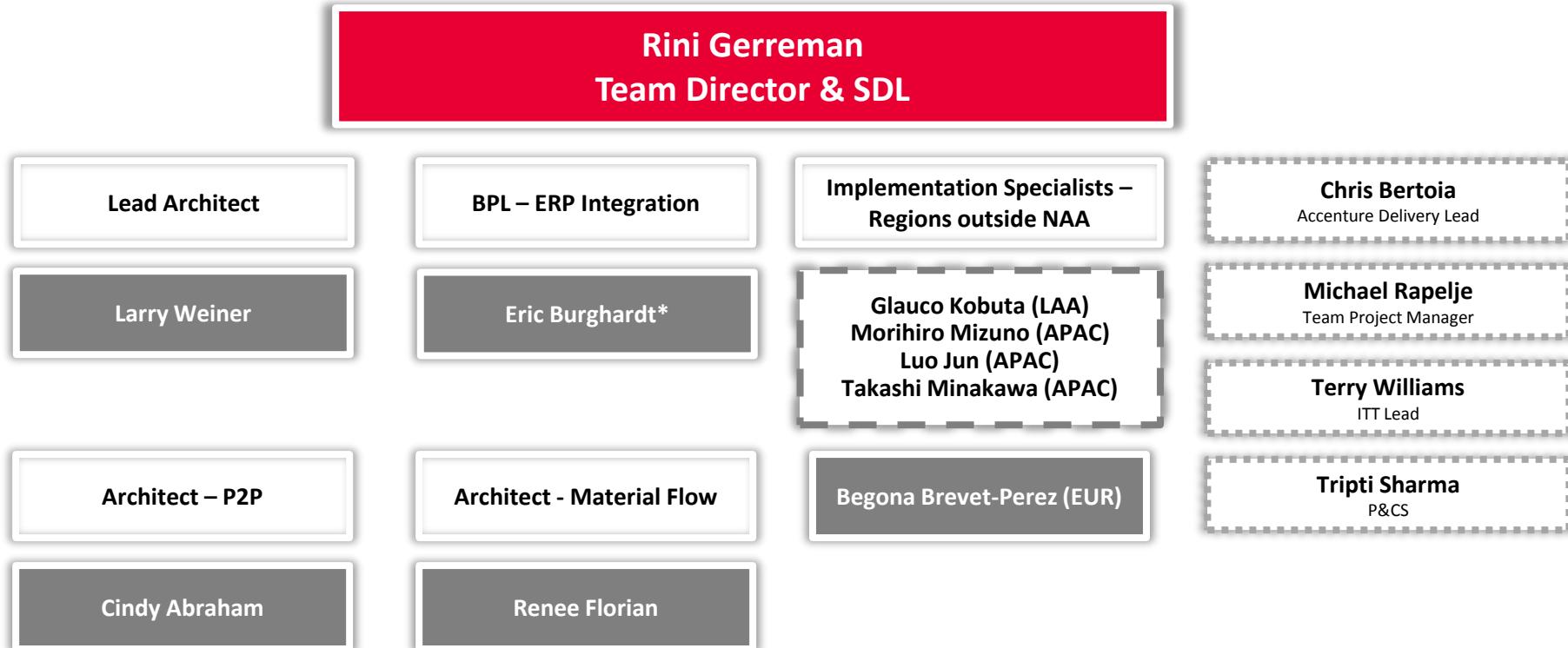
# Enabling Teams Detailed Organization Charts

- eBusiness
- Business Analytics & Reporting
- Shared Development
- Application Support
- Enterprise Data Management
- Manage Information Technology
- Change Management

# eBusiness

Team Director & SDL – Rini Gerremans

# eBusiness



\* 1<sup>st</sup> Lvl Gerreman, 2<sup>nd</sup> Lvl Budd, 3<sup>rd</sup> Lvl Szymanowski

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# eBusiness

**Larry Weiner**  
**LAS**

Architect - OTC

Implementation Specialists

Support - India

Rosetta Vaccaro

David Fernandez  
Heather Short  
Jenel Washington  
Chantee DuFort  
Kim Schafer

Paavani Naveen  
Suraj Shaikh  
Faizal Akhter

Jo Day  
Colleen Donithan  
Zachary Zhang

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



## Cindy Abraham

### Implementation Specialists

Joanne Thorington  
Annette Cook  
Mary Wicke  
Samantha Oard  
Josh Coons  
Alex Swartout (MF)

Pam Tomlinson  
Mandy Liphard

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# Business Analytics & Reporting

Team Director – Dave Asiala

# Business Analytics and Reporting Organization

**Dave Asiala**

Director - Business Analytics and Reporting  
Diamond Systems Reporting, Data as a Service, Advanced Analytics

**Cheryl Ramon**  
Sr. Admin. Asst.

**Diamond Systems Reporting**

**Advanced Analytics**

**Data as a Service**

**Service Delivery**

**Mike Masciandaro**  
Director

**Erika McBride**  
Director

**Kurt Partlo**  
Assoc. Director

**Shaohao Wu**  
Assoc. Director

**Architecture**

**Mark Carter**  
Assoc. Director

**Direct Report – First Layer**

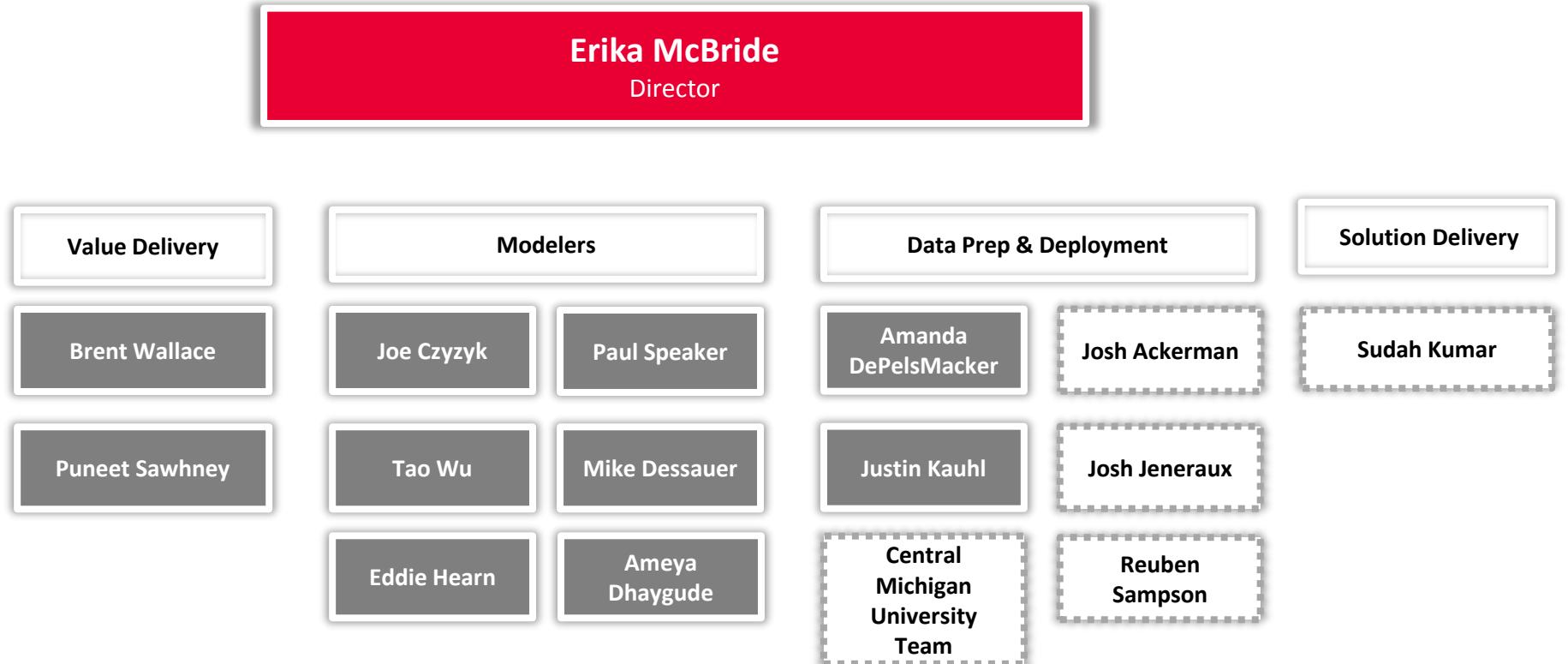
**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Advanced Analytics Organization



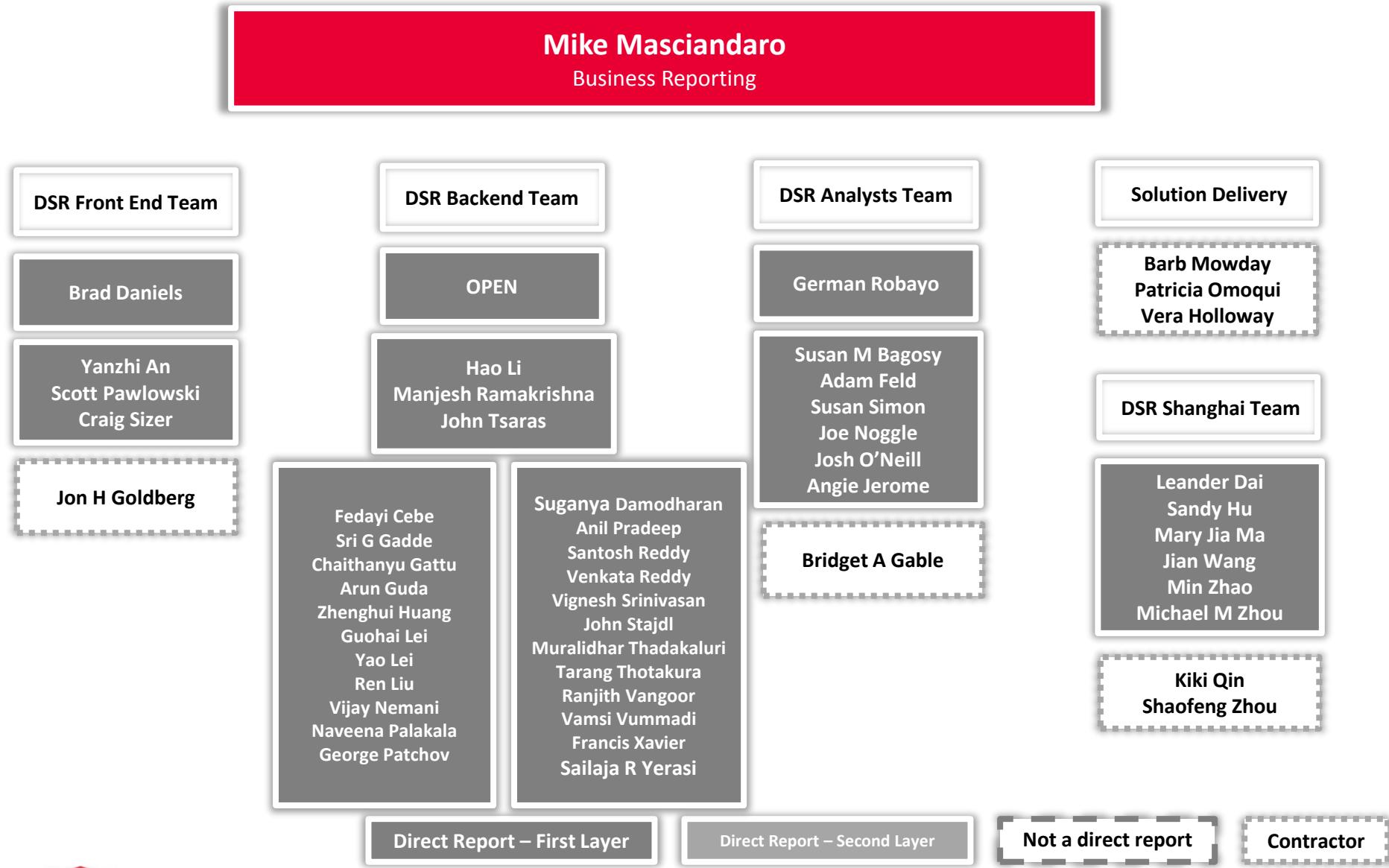
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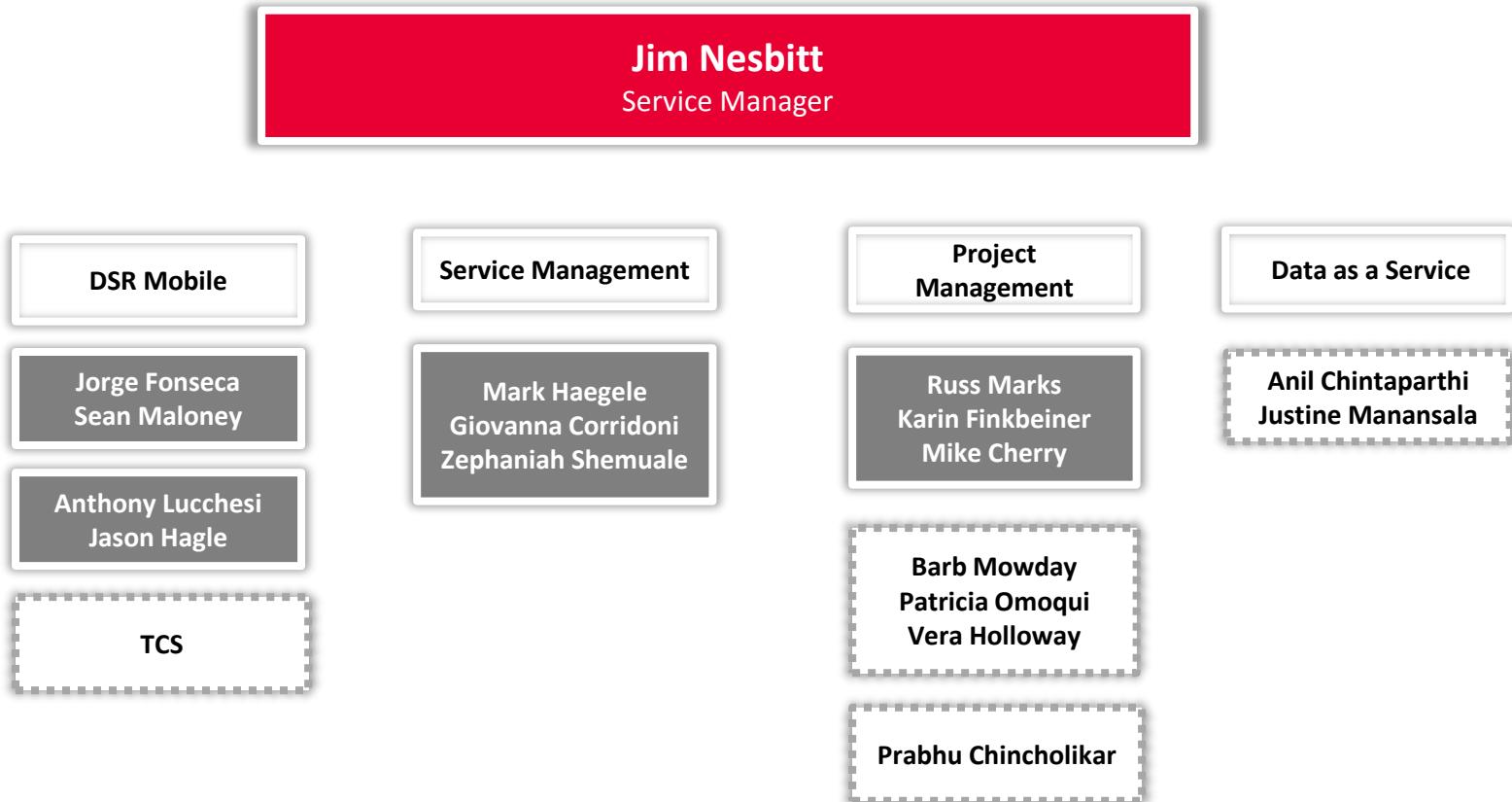
Not a direct report

Contractor

# Business Reporting Organization



# Service Management Organization



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# — Shared Development

Team Director – Hemanth Kulkarni

# Shared Development – Leadership Team

Hemanth Kulkarni

**Small Solutions  
Delivery(SSD)**

**WinApps**

**ERP Applications  
Development ( EAD)**

**Dave Ross- (NAA)**  
Solution Delivery Lead/ Lead  
Architect Specialist

**Steve Huang- (SH)**  
Solution Delivery Lead/ Lead  
Architect Specialist

**TBD- (NAA)**  
Solution Delivery Lead

**Dan Kieft (NAA)**  
Accenture Delivery Lead

**Direct Report – First Layer**

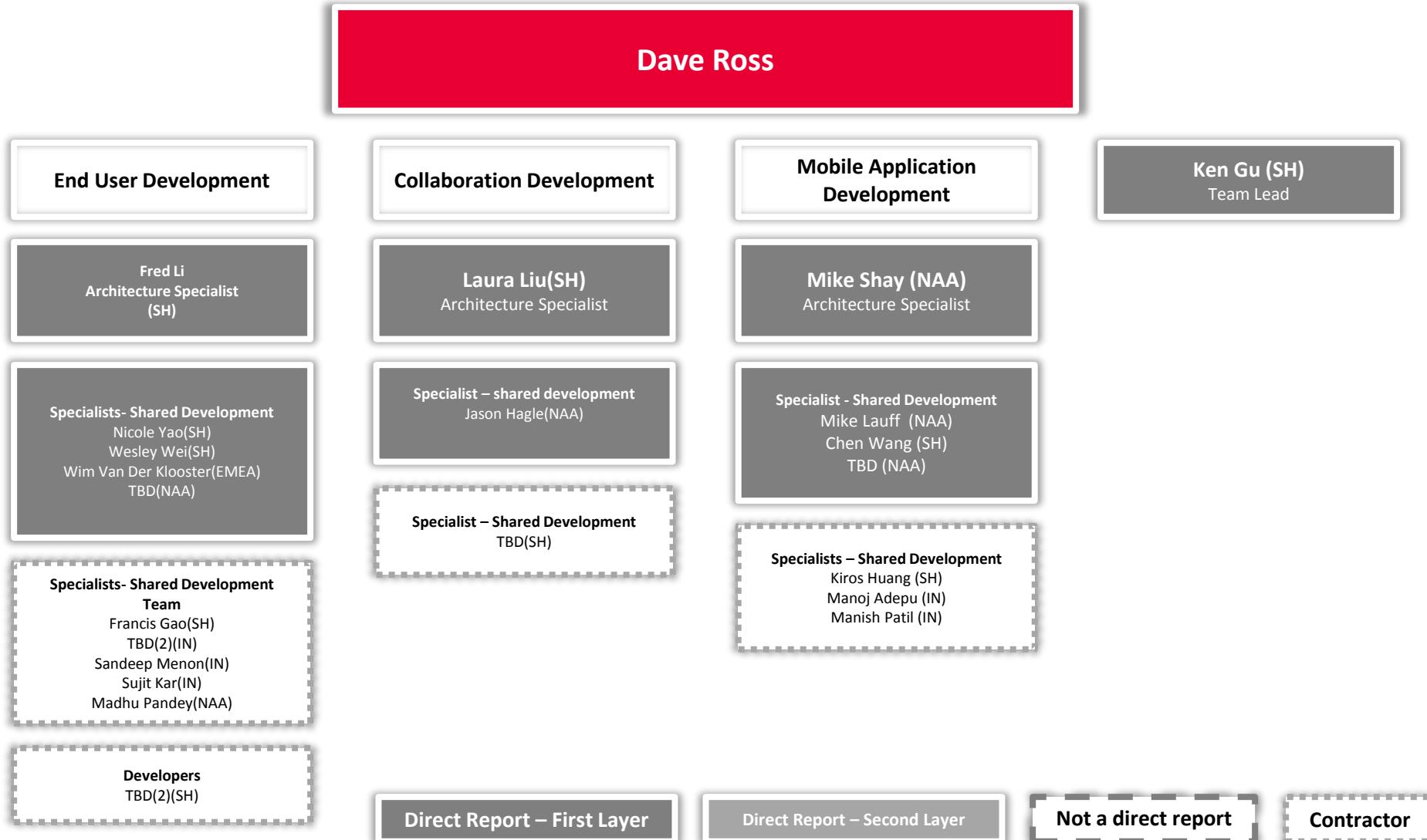
**Direct Report – Second Layer**

**Not a direct report**

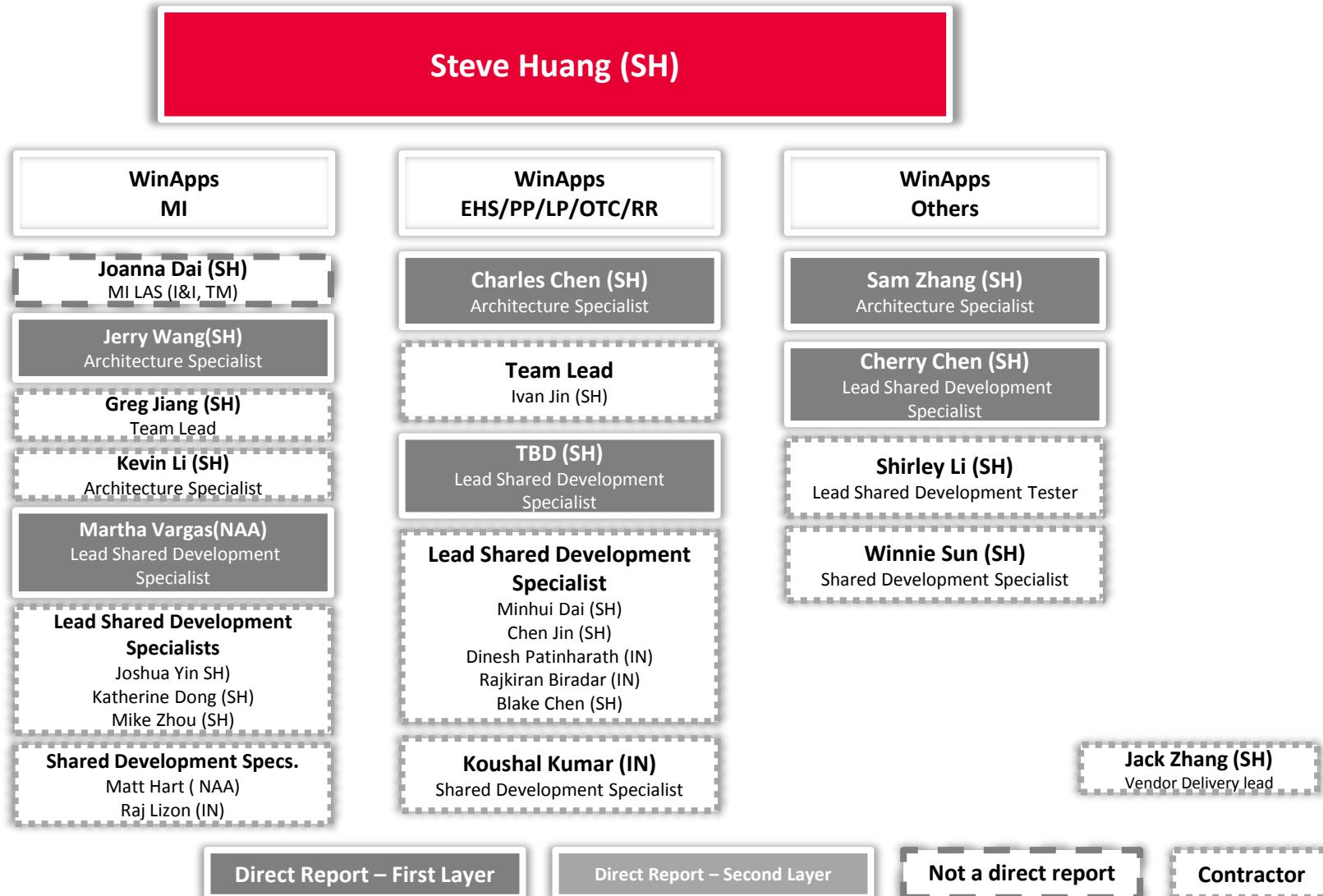
**Contractor**



# Shared Development – Small Solutions Delivery



# Shared Development – WinApps



# Shared Development – EAD

**TBD(NAA)**

Solution Delivery Lead

Pedro Santos (NAA)  
Team Project Manager

Mukesh Bhageria (IN)  
Team Lead

Raj Balasubramanian(NAA)

**Lead Architect Specialists**  
Selvi Palani(NAA)

Thomas Kollig(NAA)

OTC/Market/Sel I

RR/EH&S

Produce Product

Procure-To-Pay, OTM, and OTC-ITO

Planning/EDM/LP

Portal/CE/Java

Development Quality

Tijo Simon(NAA)  
Architecture Specialist

Ajit Sinha(NAA)  
Architecture Specialist

Satinder Singh(NAA)  
Specialist - Shared Development

Wim Van Der Klooster(EMEA)  
Architecture Specialist

TBD(NAA)  
Architecture Specialist

TBD(NAA)  
Architecture Specialist

Developers IN  
Sridhar Ganji  
TBD

Offshore Development Coordinator  
Lakshmi Velpula(NAA)

Offshore Development Coordinators  
Chennakiran Kumar(RR)(NAA)  
Kate Wieszczeckinska(EHS)

Offshore Development Coordinator  
Suresh Ravilla(NAA)

Offshore Development Coordinator  
Jaideep Bhati(NAA)

Offshore Development Coordinators  
Jaideep Bhati(LP/Planning) (NAA)  
Suresh Ravilla (EDM) (NAA)

Developer(Java/CE/Portal)  
TBD(NAA)

Developers NAA  
Madhavi Kosuri  
Salma Shaik  
IN  
Swapnil Shelke  
Gitasree Guha

Developers NAA  
Sudha Murugesan  
Ramya  
Muthukrishnan  
Kotesw Kattamaraju  
Vallabh Godbole  
Vinay Ponnala  
Koushik Pal  
Mohammed Shakir  
IN  
Arnab Basu  
Sridhar Pulicherla  
Indumathi  
Thirunavukkarasu  
Spondee Wang  
Arun Nanda Kumar  
Sougata Chowdhury  
Preethi  
Radhakrishnan  
Snehal Deshpande

Developer TBD(NAA)

Developers NAA  
Manoharan  
Madhavan  
Ashish Chavan  
SS Sasikumar  
Carey Keller  
Pramod Cholleti  
EMEA  
Diana De Haes  
IN  
Santak Das

Developers NAA  
Dwarakananda Obili  
Parvatam Bharadwaj  
E.NitinKumar  
IN  
Santak Das

Specialist – Shared Development  
Philip Beukes(NAA)

Developers NAA  
Bala Dachuri  
Aditya Parakh  
Digvijay Naidu  
Ganga  
Muralidharan  
Laxma Reddy  
Neerarika Gutta  
IN  
Giri Prasath  
Thakur Singh

Developers NAA  
Venkata Tadi  
Dheeraj Soni  
Santosh  
Nangunoori  
IN  
Ankush Badala  
Shweta  
Mruthyunjaya  
Milind Deore  
Vishal Chandra

Not a direct report

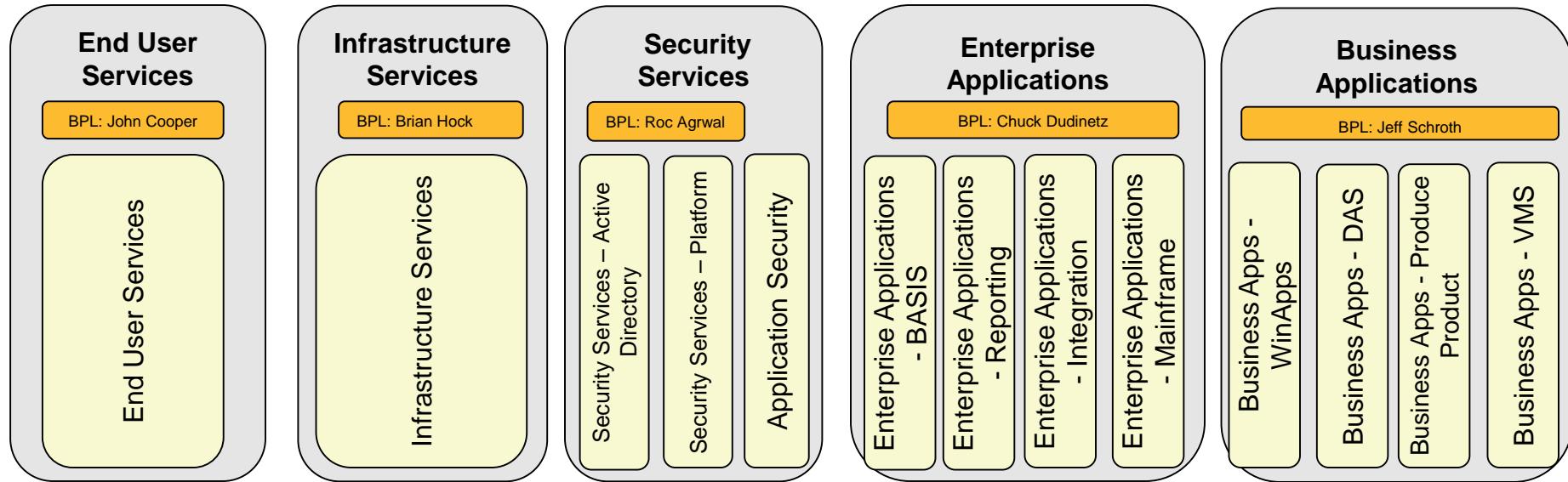
Contractor



# — Manage Information Technology (MIT)

Team Director – Mario Ferket

# MIT Business Process Team



**Security Competency Center\*\*** (Todd Fox)

**Cloud Competency Center\*\*** (Jeremy Wells)

**IT Controls Compliance\*\*** (Chuck Dudinetz/Rich Nader)

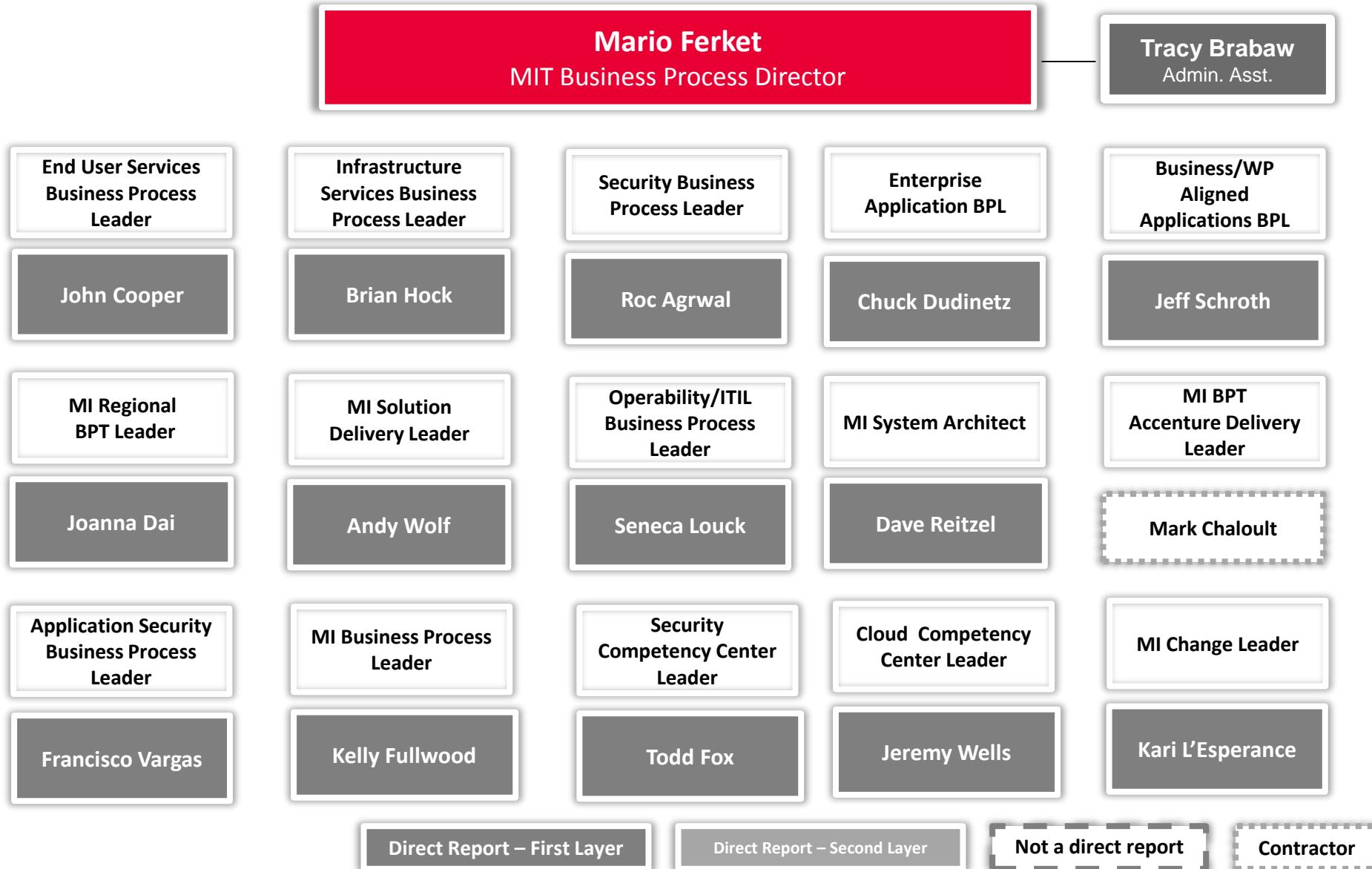
**Mobility Competency Center\*\*** (Jessica Lefevre)

**Enterprise Service Management Competency Center\*\*** (Seneca Louck)

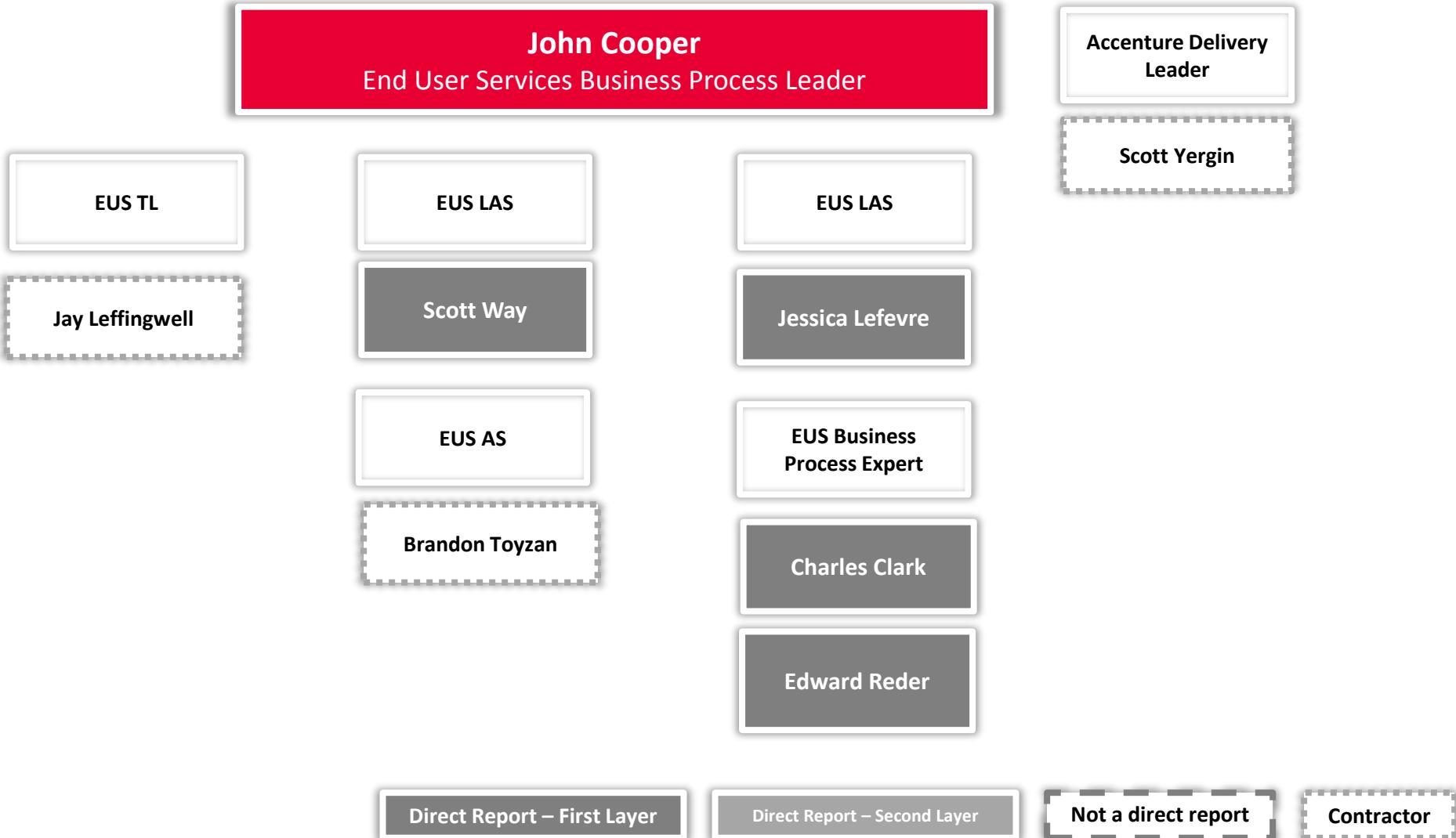
\*\* Competency centers will be formed on a need basis and start as “Horizontal” virtual teams with one designated leader and over time could grow into dedicated teams.



# DSS MIT Business Process Extended Leadership Team



# End User Services (EUS) Business Process Team



# Infrastructure Services Business Process Team

**Brian Hock**

Infrastructure Services Business Process Leader

Accenture Delivery  
Leader

Brian Apostolovski

## Application Hosting Services

Hosting TL

Hosting LAS

App.Hosting BPX

Michelle Marshall

Bill Kent IV

Nathan Spoelhof

Hosting AS

Tim Angus

Daniel Lacher

Daryl Roach

Database TL

Database LAS

Database AS

Michelle Marshall

Steve Ekzian

Steven Remsing

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# Security Services

**Roc Agrwal**

MI Security Services Business Process Leader

Accenture Delivery  
Leader

Scott Yergin

Security TL

Security LAS

MI Security Services  
BPX

Advanced Service  
AS

Tech Architect  
Security Leader

Stacy Kukla

Tom Goretski

Jim Albert

Rich Nader

Todd Fox\*

Security AS

Sam Zhang

Rick Stoecker

\*Security TA, Security competency Center Leader

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Enterprise Application Business Process Team

**Chuck Dudinetz**

Enterprise Application Business Process Leader

Accenture Delivery  
Leader

Brian Apostolovski

Mainframe & DB2

SAP Basis

Integration

Reporting

Analytics

Brian Harston  
LAS

Mike Hart  
LAS

Carlo Billet  
AS

Pascal Do  
LAS

Brian Harston  
LAS

James LeBlanc  
LAS

Bart van der Grijn  
AS

Rich Guidotti  
LAS

Tom Rechsteiner  
AS

Sheldon Wolfe  
AS

Genu Zglimbea  
AS

Marco Mica  
AS

Brian Harston  
LAS

Kishore Reddy  
AS

Fred Wang  
AS

Ann Brown  
Team Lead

Srinivas Reddy  
AS

Derek Huang  
AS

Shaomei Zhao  
AS

Kristine Pelletier  
Team Lead

TBD  
AS

William Gan  
Regional Team Lead

Dan Linsky  
Team Lead

Srinivasa  
Munivenkatappa  
Regional Team Lead

Kevin Wang  
Regional Team Lead

Direct Report – First Layer

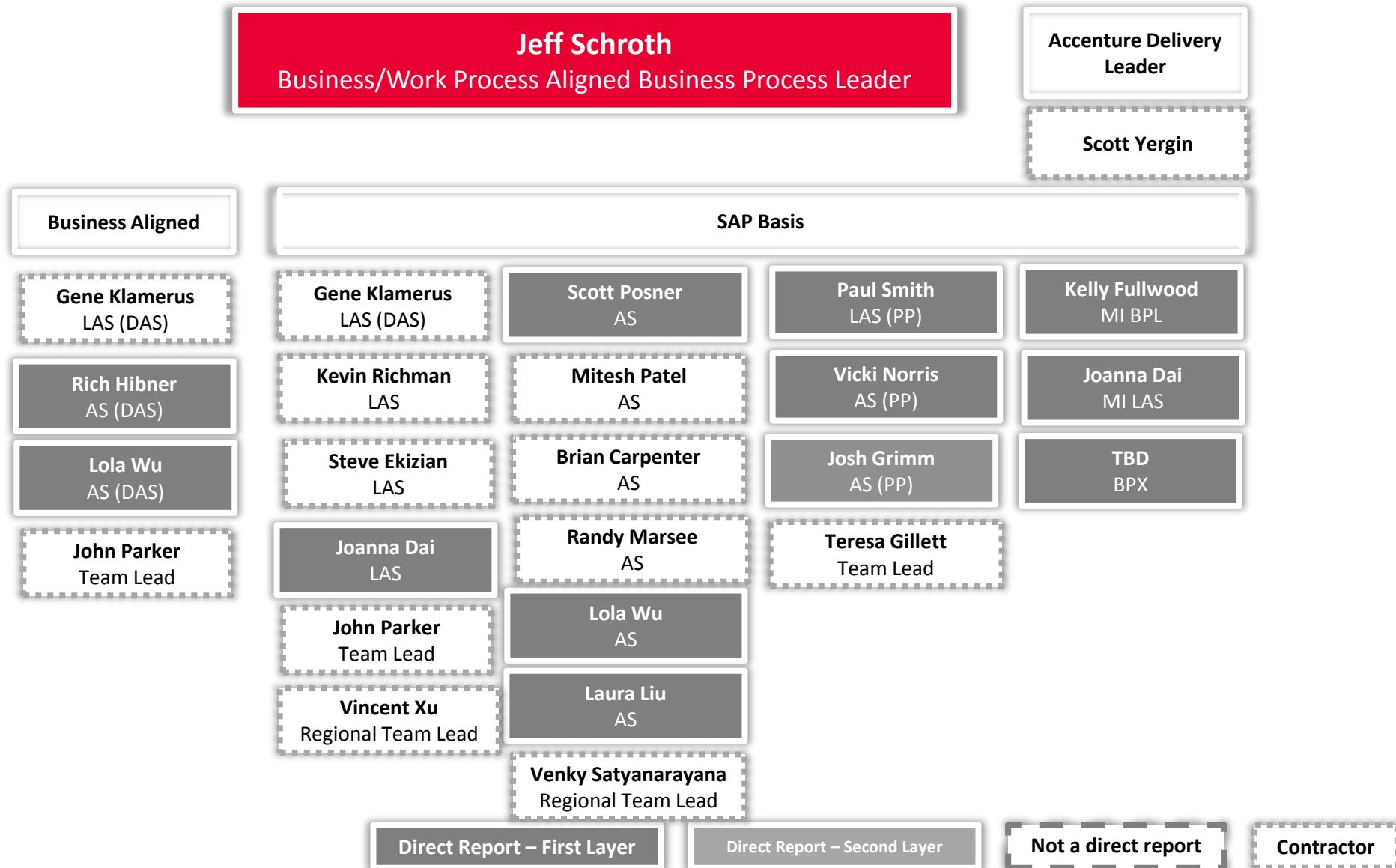
Direct Report – Second Layer

Not a direct report

Contractor



# Business/Work Process Aligned Application Team



# Regional MIT BPT (Shanghai & IDC)

**Joanna Dai**

MI BPT Regional Leader MI LAS

Accenture Delivery  
Leader (Shanghai)

Accenture Delivery  
Leader (IDC)

Jack Zhang

Shailesh Power

**Business / WP Aligned**

Lola Wu  
AS

Lola Wu  
AS

**Security**

Sam Zhang  
AS

**Enterprise Applications**

Derek Huang  
AS

Fred Wang  
AS

Laura Liu  
AS

Vincent Xu  
Team Lead

William Gan  
Team Lead

Kevin Wang  
Team Lead

Vincent Xu  
Team Lead

Srinivasa  
Munivenkatappa  
Team Lead

Kochuri Sudheer Babu  
Team Lead

Venky Satyanarayana  
Team Lead

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# MI Application Security Team

**Francisco Vargas**

MI Application Security Business Process Lead

## Application Security

**Brian Walters**  
BPX

**Ying Ye**  
Tech Specialist

**Steve Murtaugh**  
SME

**Angie Jackson**  
BPX

**Todd Fox**  
Tech Architect  
Security Leader

**Ravi Kiran Kavuri**  
SME

**Toni Cornford**  
BPX

**Yuvarajan Jayaraman**  
SME

**Brenda Whiting**  
BPX

**Bart Stark**  
SME

**Terrence Noel**  
BPX

**TBD**  
BPX

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Enterprise Service Management Competency Center\* (Operability/ITIL)

**Seneca Louck**

Enterprise Service Management CC Leader

**ESM CC**

Ryan Wolters  
AS/BPX

TBD  
Tech Specialist

Josh Gosen  
AS/BPX

TBD  
Tech Specialist

\*Under Development

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

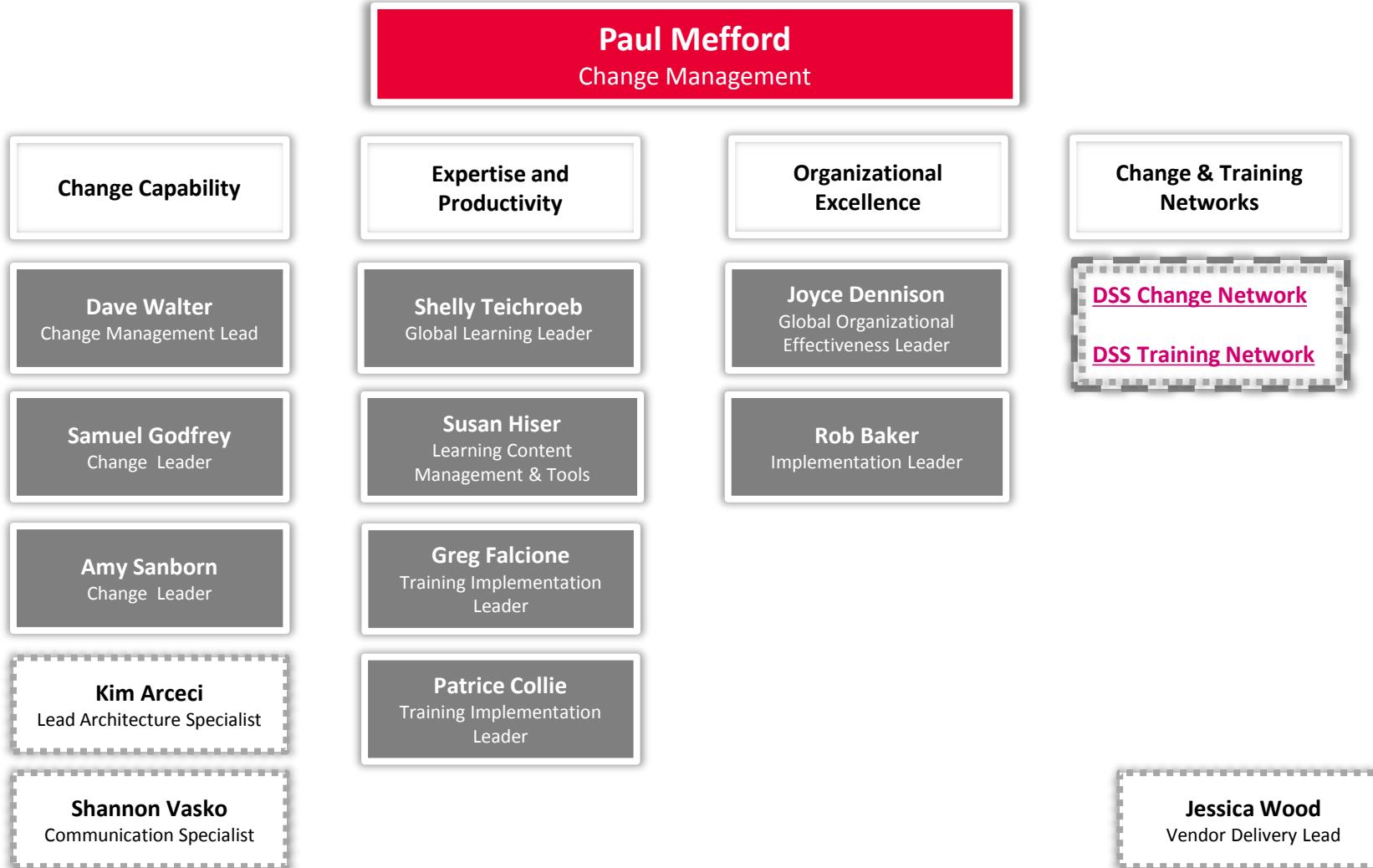
Contractor



# — Change Management

Team Director – Paul Mefford

# Change Management Organization Chart



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

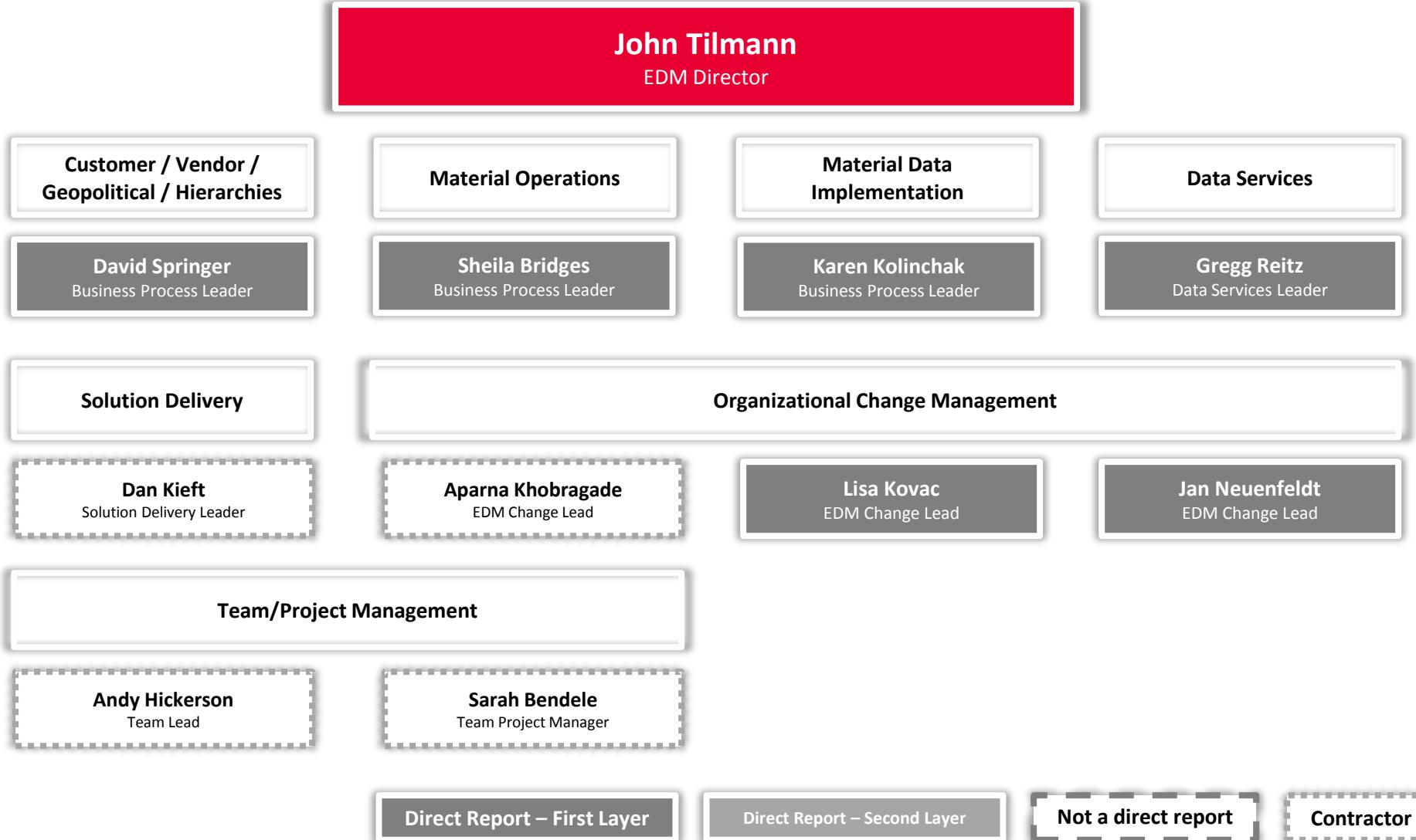
Contractor



# Enterprise Data Management

Team Director – John Tilmann

# Enterprise Data Management (EDM) Leadership Team



# EDM Customer & Vendor Team

**David Springer**

Business Process Leader

**Jitendra Vaidya**  
Lead Arch. Specialist

**Customer Master**

BPX & EDM Global  
Security Architect  
Specialist

BPX

Customer SME

Kathy Pomranky

Lisa Wang

Deb  
Boynton

Mary Ann  
Kocsis

Sarah  
Simpson

Karen Ji

Michael  
Barrows

Paul Nemitz

Feiran Ying

**Vendor Master**

**Sharon Buffalo**  
Lead Business Process Expert

Vendor SME

Lonna  
Allen

Juanita  
Gregg

Geri  
Maraskine

Jaya  
Nambiar

Arthur  
Yoneda

Greta  
Woodiwiss

Wim De  
Becker

Joy Hu

Carrie Kang

Ivy Qian

Randy  
Barkley

Eric Brunsell

Stephanie  
Shook

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

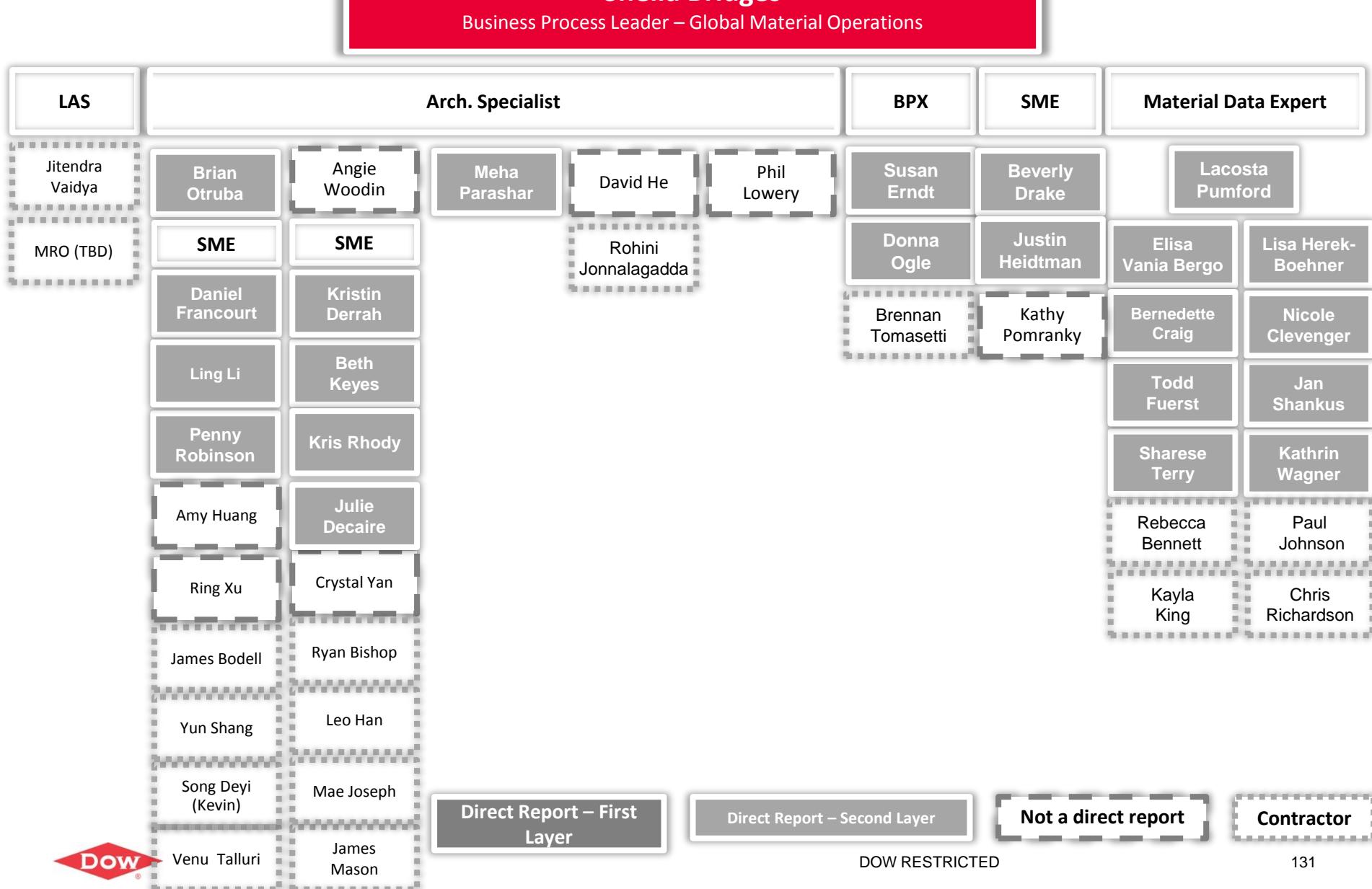
Contractor



# EDM Material Operations Team

**Sheila Bridges**

Business Process Leader – Global Material Operations



# EDM Material Data Implementation

**Karen Kolinchak**

Business Process Leader – Global Material Data Implementation

**Sarah Bendele**  
Project Coordinator

**Business Process Expert**

**Subject Matter Expert**

**Data**

**Material**

**Sue Dupuis**

**Angie Woodin**

**Donovan Miller**

**Amanda Trumble**

**Crystal Yan**

**Ring Xu**

**Kyle Gilmour**

**Ramapriya Janardhan**

**Aisha Khan**

**Han Lei (Leo)**

**Direct Report – First Layer**

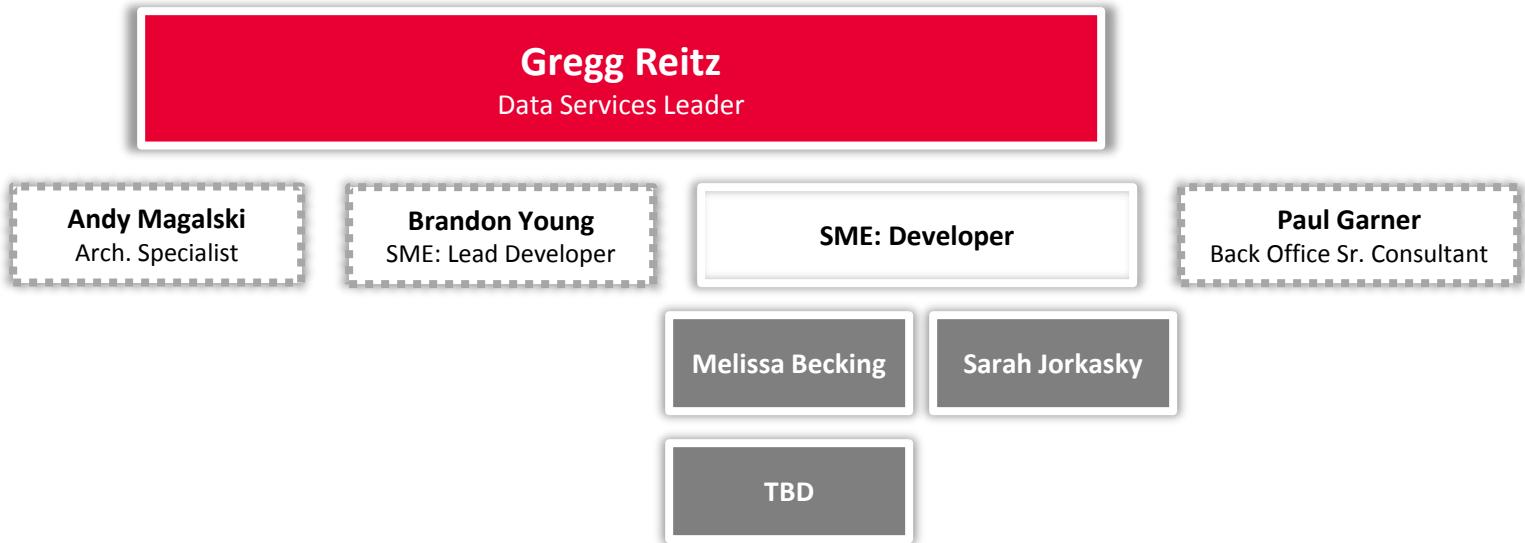
**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# EDM Data Services Team



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Planning & Quality Teams Detailed Organization Charts

- Technical Architecture
- Enterprise Architecture
- Program Office
- Center of Excellence

# — Technical Architecture

Team Director – Fareed Mohammed

# Technical Architecture

Fareed Mohammed

Reporting and Analytics

Taraneh Hollingsworth  
Technical Architect

Networks, Reliability and  
TA processes

Steve Popovich  
Technical Architect

Security and Advanced  
Services

Todd Fox  
Technical Architect

SAP Ecosystem

Jian (Joshua) Zhang  
Technical Architect

Integration

Pascal Do  
Technical Architect

Mobile, Social and  
Collaboration

Matt Olmsted  
Technical Architect

Cloud, Platforms,  
Databases

John Cooper  
Technical Architect

Web Technologies

Mark Chalout  
Technical Architect

Mark Chalout  
Accenture Delivery Lead

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Enterprise Architecture

Team Director – Erwin Tien

# Enterprise Architecture

Erwin Tien

**Dennis Strahl**  
Finance  
System Architect

**Lana Altscheffel**  
Procure to Pay  
System Architect

**Sergio Martins**  
Lead People  
System Architect

**Dave Reitzel**  
Manage Information  
Architect

**Dan Rozinski**  
Produce Product  
System Architect

**Lana Altscheffel**  
Supply Chain Planning  
System Architect

**TBD**  
Market/Sell  
System Architect

**TBD**  
Information Architect

**Henk Nijkamp**  
Quality  
System Architect

**Lana Altscheffel**  
Order-to-Cash  
System Architect

**Mark Carter**  
Reporting  
System Architect

**Mark Carter**  
EH&S  
System Architect

**TBD**  
Operations  
System Architect

**Mark Chalout**  
Accenture Delivery Lea  
Web Technologies

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Program Office

Team Director – Kathy Gross

# Program Office – Leadership Team

**Kathy Gross**

Team Director

DSS Program & Value Management Office and Service Management

**Nancy Pnacek**  
Sr. Admin. Asst.

## Program Management & Value Management

**Kevin Alfonso**

Program Office Manager

**Perry Holmon**

Program Management &  
Value Management  
Operations

**April Igtiben**

Project Management

**Andy Wolf**

Release & Supply/Demand  
Management

## Service Management

**Joan Bouza**

Business Office & Service  
Management

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Program Office – Program Management & Value Management Operations



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Program Office – Manager

**Kevin Alfonso**

**Jannele Ault**  
Scrum Manager

**Stacy Ballard**  
Project Manager

**Catalina Echeverri**  
Project Manager

**Karin Finkbeiner**  
Project Manager

**Jason Hagle**  
Program Office Analyst

**Stephanie Hentschel**  
Project Manager

**Sailaja Manchiraju**  
Project Manager

**Alejandro Ruiz**  
Project Manager

**Sabrina Symborski**  
Project Manager

**Tracy Vanas**  
Project Manager

**Marge Warmbier**  
Program Office Analyst

**Beau Arlt**  
Planning & Control Specialist

**Linda Calkins**  
Planning & Control Specialist

**Subojeet Chakraborty**  
Planning & Control Specialist

**Nicole Mason**  
Planning & Control Specialist

**Pratibha Molkod**  
Planning & Control

**Tripti Sharma**  
Planning & Control

**Alicia Reinbolt**  
P&CS Team Lead

Direct Report – First Layer

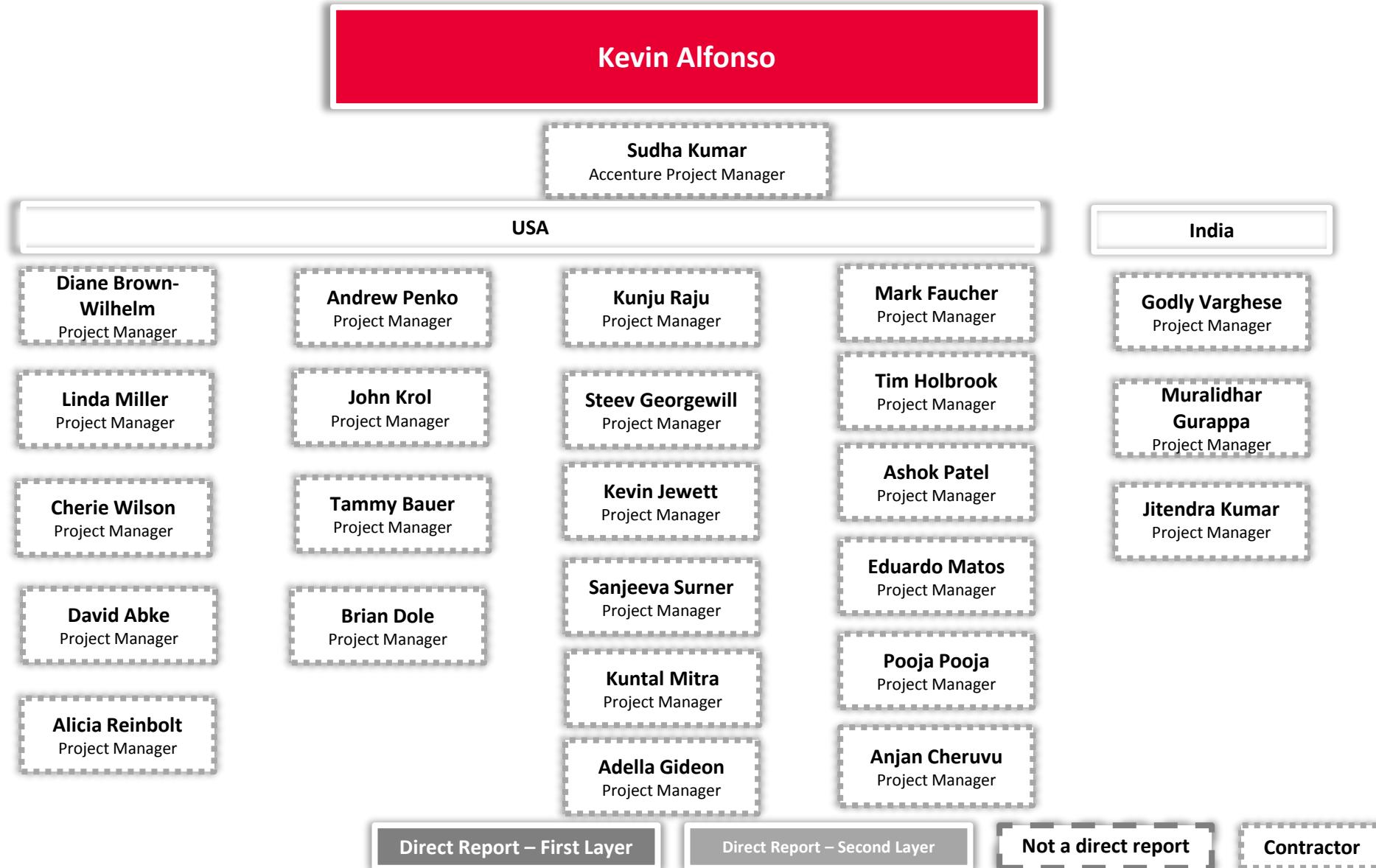
Direct Report – Second Layer

Not a direct report

Contractor



# Program Office – Contract Project Managers



# Program Office – Release & Supply/Demand Management

**Andy Wolf**

**Sue Downs**  
Project Manager

**Al Collins**  
Project Manager

**Mindi Schember**  
Project Manager

**Leslee Grace**  
Project Manager

**Melissa Freeman**  
Project Manager

**Kevin Hoerauf**  
Project Manager

**Marsha Stamas**  
Project Manager

**Jim Singer**  
Team Project Manager

**Dhirendra Rohilla** Project  
Manager

**Sharon Blanks**  
Project Manager

**Marty Flynn**  
PjM Assistant

**Andrew Holubik**  
PjM Assistant

**Crystal Miller**  
PjM Assistant

**Sandy Streeter**  
PjM Assistant

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Program Office – Business Office & Service Management

**Joan Bouza**

Business Office

**Wendy Grotkowski**

Admin Support

**Kristi Feinauer**

**Cost Management**

**Julie Staudacher**  
WPS IT non-DowNet  
Projects & Reporting

**Katie Stevens**  
WPS IT DowNet

**Michele Krause**  
WPS Facilities

**Contract Administration**

**Katie Stevens**  
IBM Contract  
Administration

**Robert Zamora**  
Accenture Contract  
Administration

**Letra Hand**  
**Rob Zamora**  
DSS

**Bradley English**  
BPSC, BSA

**Kelli Fellows**  
EH&S

**(E)S&OP**

**Curt Alexander**  
**Dave Markey**  
Investment and Capital  
Planning & Work  
Arrangements

**Direct Report – First Layer**

**Lincoln Romanchuk**

**Asset Management and Reporting**

**Stacy Kolb**  
Resource Planning,  
Recharge, Performance  
Reporting

**Jody Hickmott**  
Benchmark & Survey

**Tim Vasicek**  
**Christal Taylor-**  
**Lawson**  
**Jody Hickmott**  
Software Asset & License  
Management

**Purchase Requisition &  
Warehouse Management**

**Bob Fritz**  
Team Lead NA

**Jenny Cheng**  
**Clarence Chen**  
AP

**Wim Bekkers**  
EMEA

**Carolina Belfi**  
LA

\* **Wim Bekkers, Clarence Chen, Jenny Cheng, Carolina Belfi**  
Regional BO Support Contacts

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Program Office – Business Office & Service Management

**Joan Bouza**

Business Office/Learning

**Wendy Grotkowski**

Admin Support

## Learning Alignment Network

**Kendra Vowell / Sue Joynt**  
Business Process Service Center

**Shelly Teichroeb**  
Information Technology

**Kelly Nori**  
Customer Service

**Melissa Chalou**  
Dow Services Business

**Kari L'Esperance /  
Gustavo Vallaza**  
Information Systems

**Dawn Wagner**  
Supply Chain

**Rob Baker**  
DSS

## Learning

**Matt Roe**  
Rotation Program Manager &  
Learning Leader  
Business Services

**Sara Bierschbach**  
Learning Specialist  
Business Services

**Sue Joynt**  
Training Manager  
Business Services

Direct Report – First Layer

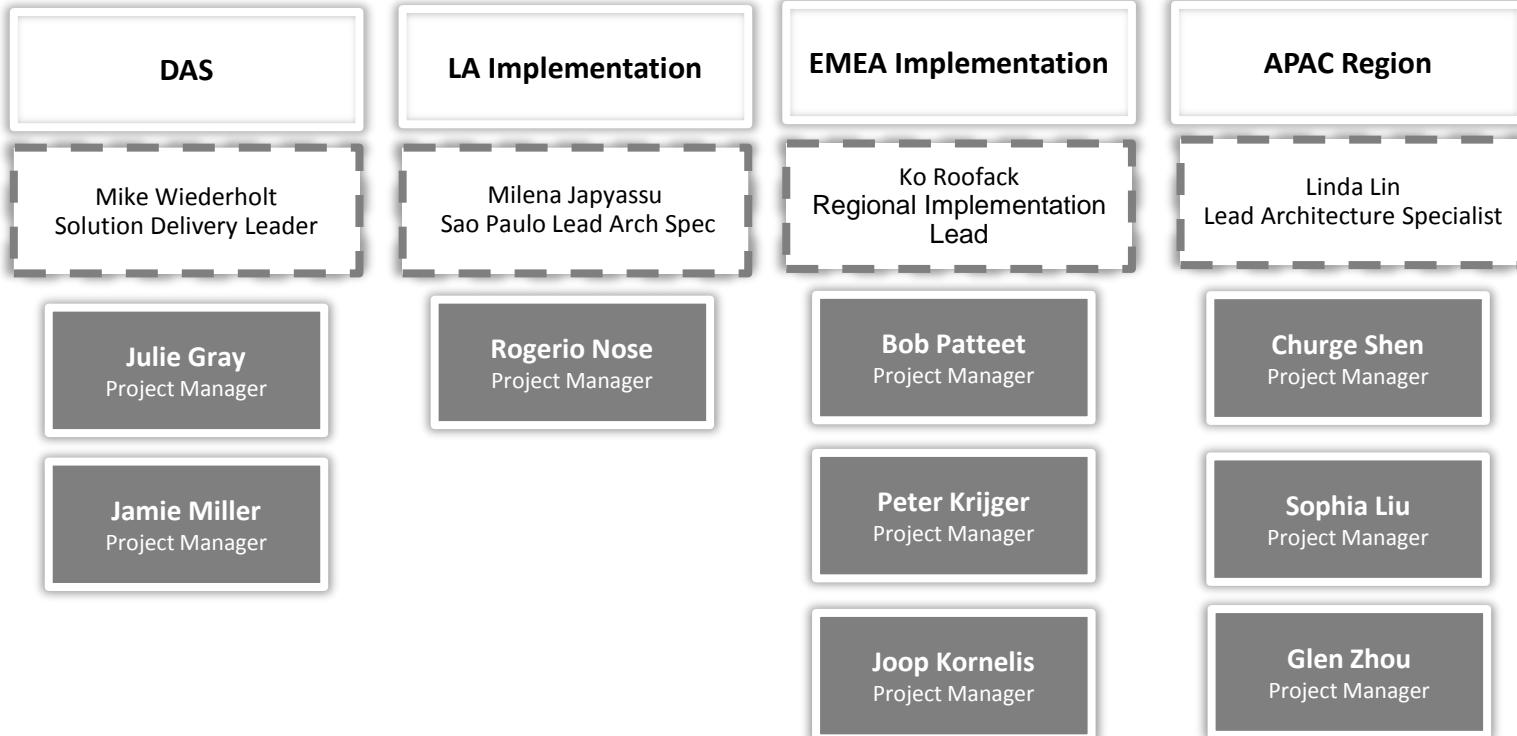
Direct Report – Second Layer

Not a direct report

Contractor



# Program Office *Matrixed* Team Members



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Center of Excellence

Team Director – Ted Sajbel

# Center of Excellence

**Ted Sajbel**

Director – DSS Center of Excellence

Core CoE Processes

Jessica Lefevre  
LAS

Joy Warner

Stephanie Bruns

Nick Weber

Mary Woloshik

Brad Chippi  
Co-Op

**Business Process  
Governance, Benchmarking  
& COE**

**Jake Fagan**  
Business Process Governance,  
Benchmarking Leader & CoE SDL

Chelsea Hurst

**Business Continuity and  
Quality Management**

Lucy Boardway  
LAS

Independent Test Team

Alex Alade  
LAS

Frank Delano

Sarah Schwannecke

Jency Mammen

ITT Test Lead Team\*

ITT Test Automation  
Team

John Krol

Accenture Delivery Lead

\* Team of resources supporting BP teams

Direct Report – First Layer

Direct Report – Second Layer

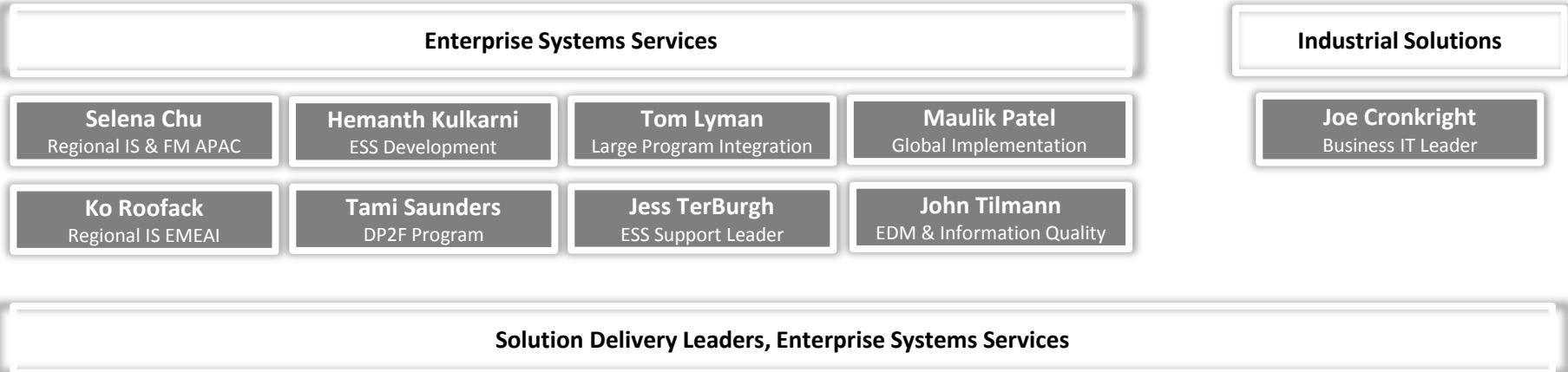
Not a direct report

Contractor



# Enterprise Systems Services

Director – Chris Bruman



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# — Global Implementation

Team Director – Maulik Patel

# Global Implementation – Leadership Team

**Maulik Patel**

Global Implementation Director

Nancy Pnacek  
Sr. Admin. Asst.

APAC Implementation Leader

EMEA Implementation Leader

LAA Implementation Leader

NAA Implementation Leader  
Solution Delivery Leader

Rita Law

Jacobus Roofack

Adriana Valerio

Angie Williams

Data Readiness Team  
Business Process Leader

Business Readiness Team  
Business Process Leader

M&A IT Business  
Process Leader / LAS

Nancy Schultz

Dawn Shepard

Louise Vozniak

Direct Report – First Layer

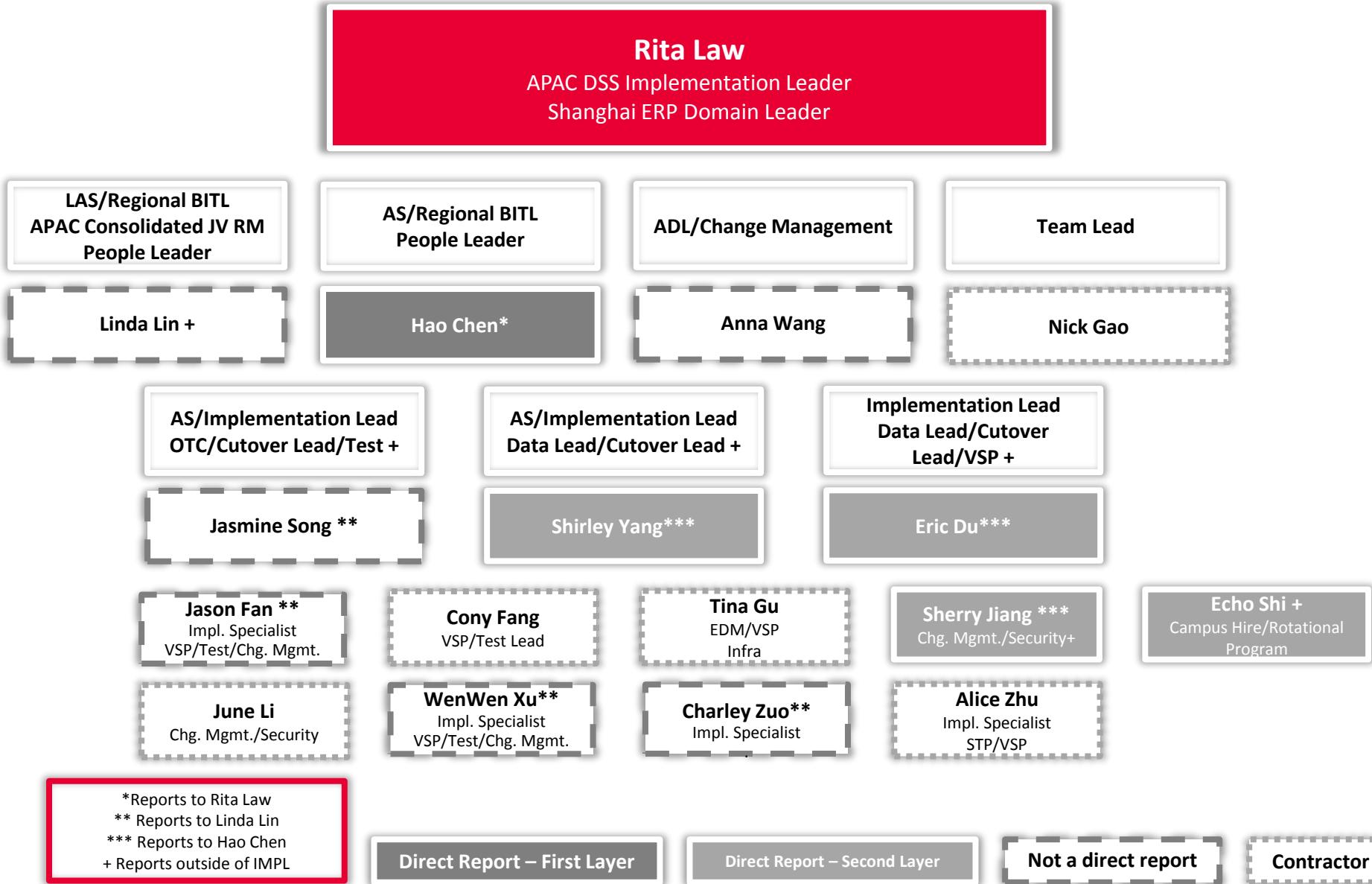
Direct Report – Second Layer

Not a direct report

Contractor



# Global Implementation



# Global Implementation

**Jacobus Roofack**

EMEA DSS Implementation Leader

**Sonia De Keijzer-Gomes**

Office Professional

**Lead Architecture Specialist  
People Leader**

**Deployment**

**Alwin De Bruijn \***

**Elly Warmenhoven-Schretzmeijer \***

**Kim Bezemer**  
Impl. Specialist  
OTC-Ship/STP

**Peter Dijckmans**  
Impl. Specialist  
ROV

**Nadia Messaadi \*\***  
Impl. Specialist  
Planning

**Suela Reci \*\***  
Impl. Specialist  
STP

**Henk Van de Sande \*\***  
Impl. Specialist  
PP-POM

**Sjoerd Vervaet**  
Impl. Specialist  
OTC-Ship

\*Reports to Jacobus Roofack

\*\* Reports to Alwin De Bruijn

**Direct Report – First Layer**

**Direct Report – Second Layer**

**Not a direct report**

**Contractor**



# Global Implementation

**Adriana Valério**

LAA DSS Implementation Leader

DSS Lead Architecture  
Specialist  
People Leader

Team Project Manager  
People Leader

Milena Japyassu \*

Gilberto Rovai \*

**Fabricio Baroni**  
Support + Impl

**Susana Calvalhar** \*\*  
Impl. Specialist  
DSR

**Jean Carlo de Andrade** \*\*\*  
BITA

**Adil França** \*\*\*  
Impl. Specialist  
R&R/Synchro

**Elaine Greghi** \*\*\*  
Impl. Specialist  
Finance

**Elaine Hiromi** \*\*  
Impl. Specialist  
STP

**Laercio Longo** \*\*  
Impl. Specialist  
PP-POM

**Alex Moreira** \*\*\*  
DSS Assistant

**Rogério Nose** \*\*  
Project Manager

**Mariano Picicelli** \*\*\*  
Architecture Specialist  
OTC-Order/VSP

\*Reports to Adriana Valério  
\*\* Reports to Milena Japyassu  
\*\*\* Reports to Gilberto Rovai

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

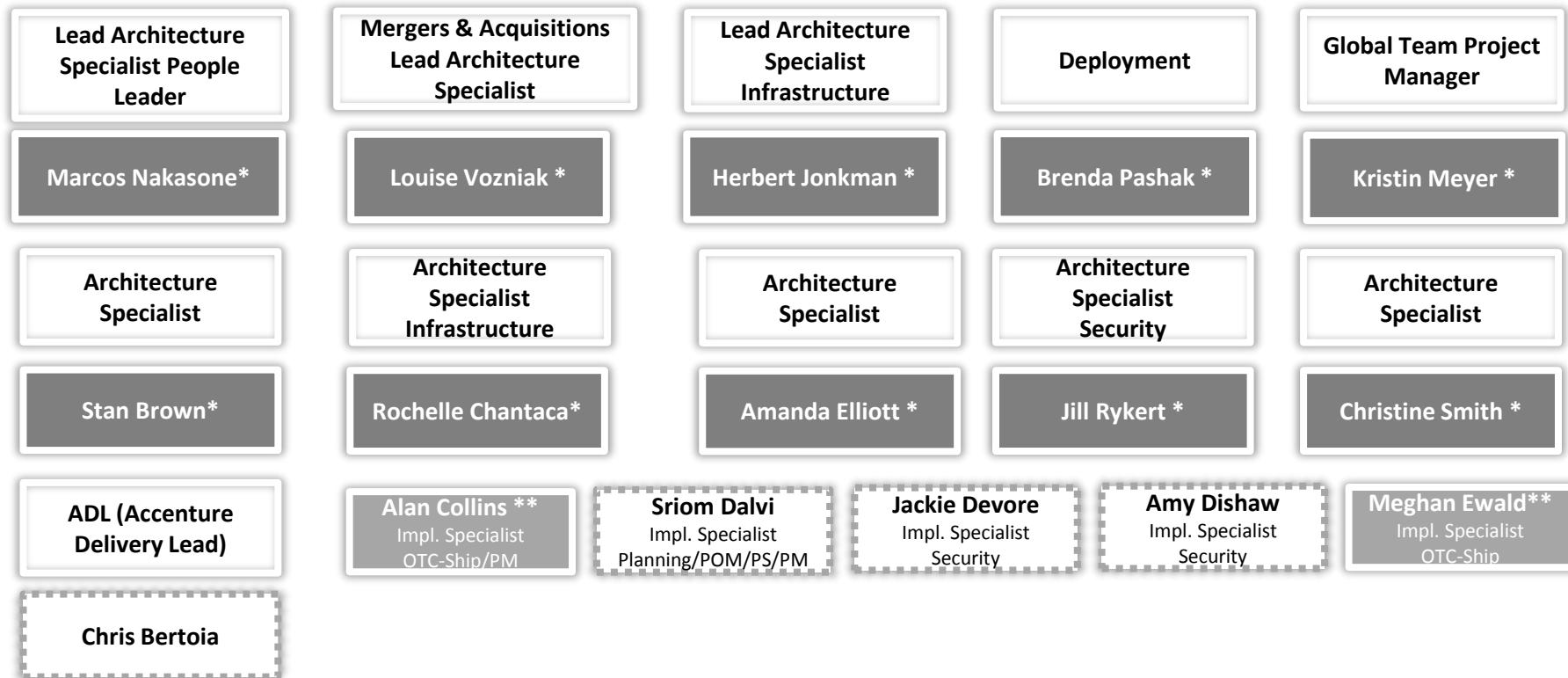
Contractor



# Global Implementation

**Angie Williams**

DSS Implementation Solution Delivery Leader



\*Reports to Angie Williams  
\*\* Reports to Marcos Nakasone

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# Global Implementation

## Angie Williams

DSS Implementation Solution Delivery Leader

Continued...

**Michele Gehrman \*\***  
Impl. Specialist  
VSP/IPS/PJM Lite

**Brooke Hoggard**  
Impl. Specialist  
Security

**Daryl Kaczan**  
Impl. Specialist  
Security – Project Lion

**Michelle Maier\*\***  
Impl. Specialist  
EH&S/Cutover Lead

**Kyle Martin \*\***  
Impl. Specialist  
Infra/Security

**Allison Rex**  
Impl. Specialist  
Finance/DE&H

**David Seay\*\***  
Impl. Specialist  
Infrastructure

**Amanda St. John**  
Impl. Specialist  
OTC-Order/eBiz/MS

**Diana Stump**  
Impl. Specialist  
Security – Project Lion

**Kurt Szelogowski\*\***  
Impl. Specialist  
Infrastructure

**Akanksha Vichare**  
Impl. Specialist  
QM/EDM

**Tyler Yahn\*\***  
Impl. Specialist  
OTC-Order/eBiz

\*Reports to Angie Williams  
\*\* Reports to Marcos Nakasone

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Global Implementation

**Dawn Shepard**

Business Readiness Business Process Leader

**Cathy Anklam**  
BR Specialist

**Mark Fijalkowski**  
BR Specialist

**Jackie Herring**  
BR Specialist

**Honora Javier**  
BR Specialist

**Jay Kurunnantavida**  
BR Specialist

**Kori Orlowski**  
BR Specialist

**Kevin Owens**  
BR Specialist

**Brenda Reward**  
BR Specialist

**Jiji Thomas**  
BR Specialist

**Megan Wagner**  
BR Specialist

**Kristin Meyer**  
TPM

Direct Report – First Layer

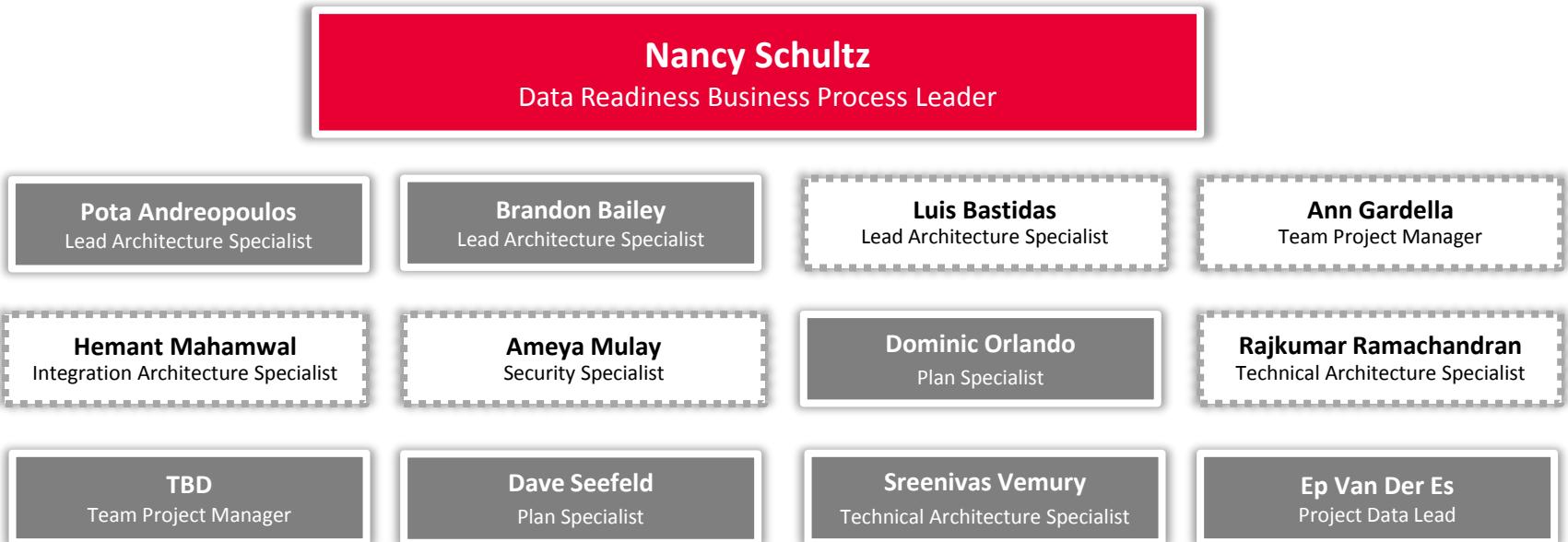
Direct Report – Second Layer

Not a direct report

Contractor



# Global Implementation



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# — Shanghai I/S Center

Team Director – Selena Chu

# Manage Information Transformation

Team Director – Jim Nesbitt

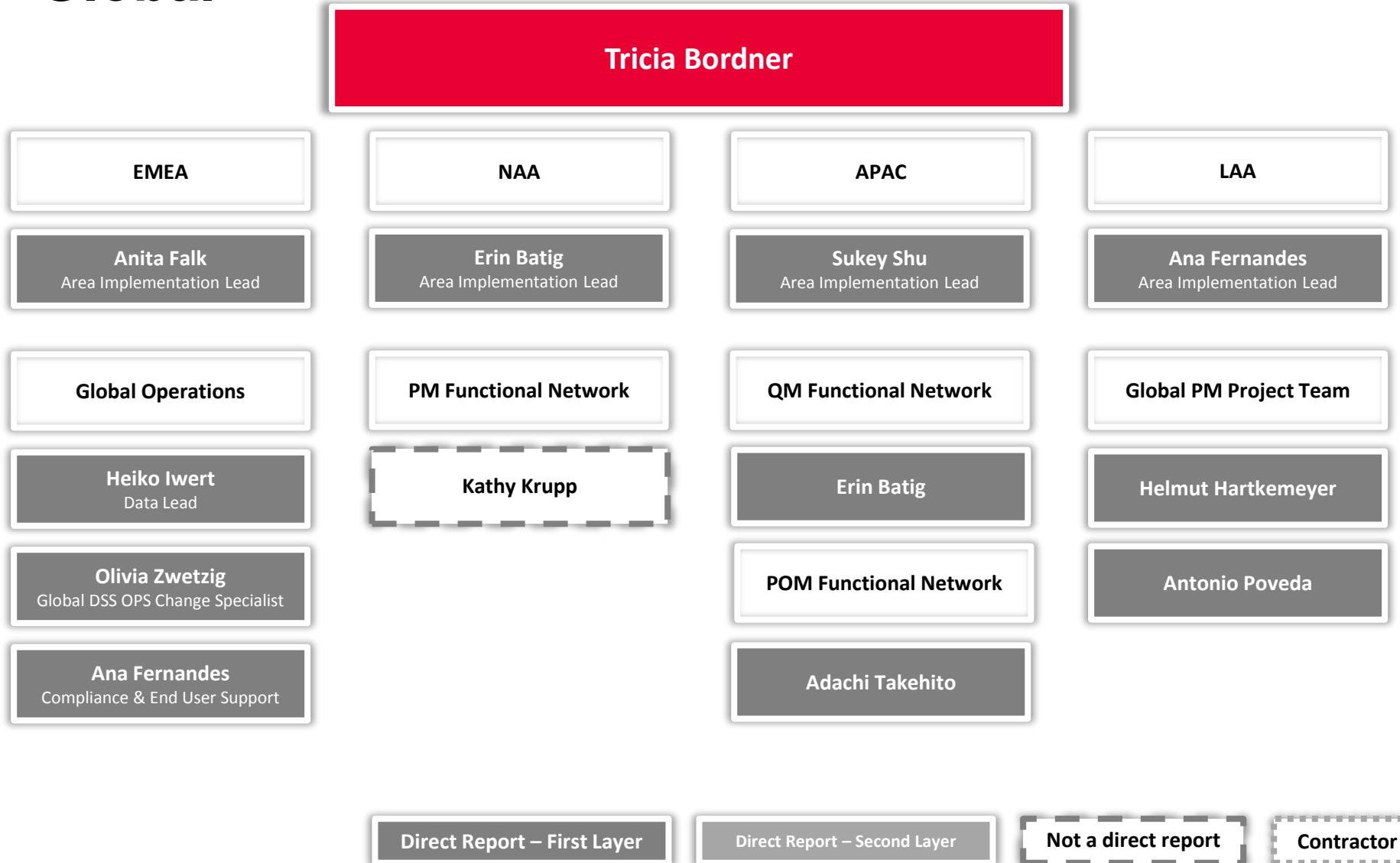
# Implementation Teams Detailed Organization Charts

- Produce Product Functional Implementation
- Finance Functional Implementation

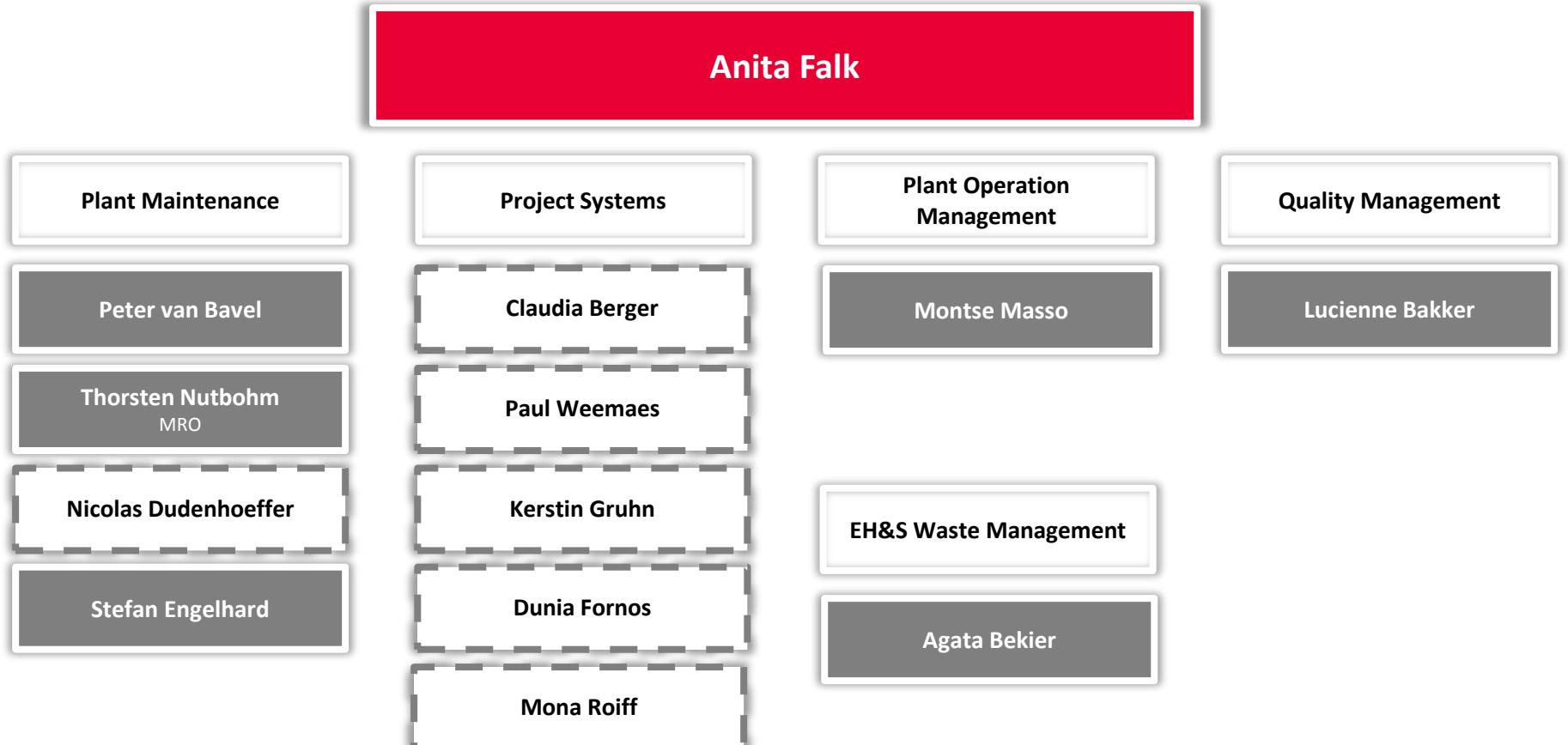
# — Produce Product Functional Implementation

Team Director – Tricia Bordner

# Produce Product Functional Implementation – Global



# PP Functional Implementation – EMEA



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# PP Functional Implementation – NAA

**Erin Batig**

Plant Maintenance

Project Systems

Plant Operation Management

Quality Management

Joshua Grafton

**Bob Cameron**

Brian McKinney

Greg Bradley

Jessica Jones

Rhonda Nichols

Kathy Krupp

Shawn Hiter / Cathy Borel

EH&S Waste Management

Jim Reed

Mary Preiss/ Cathy Roachell

Ron Utter

Charlene Taplin

Terry Waguespack

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

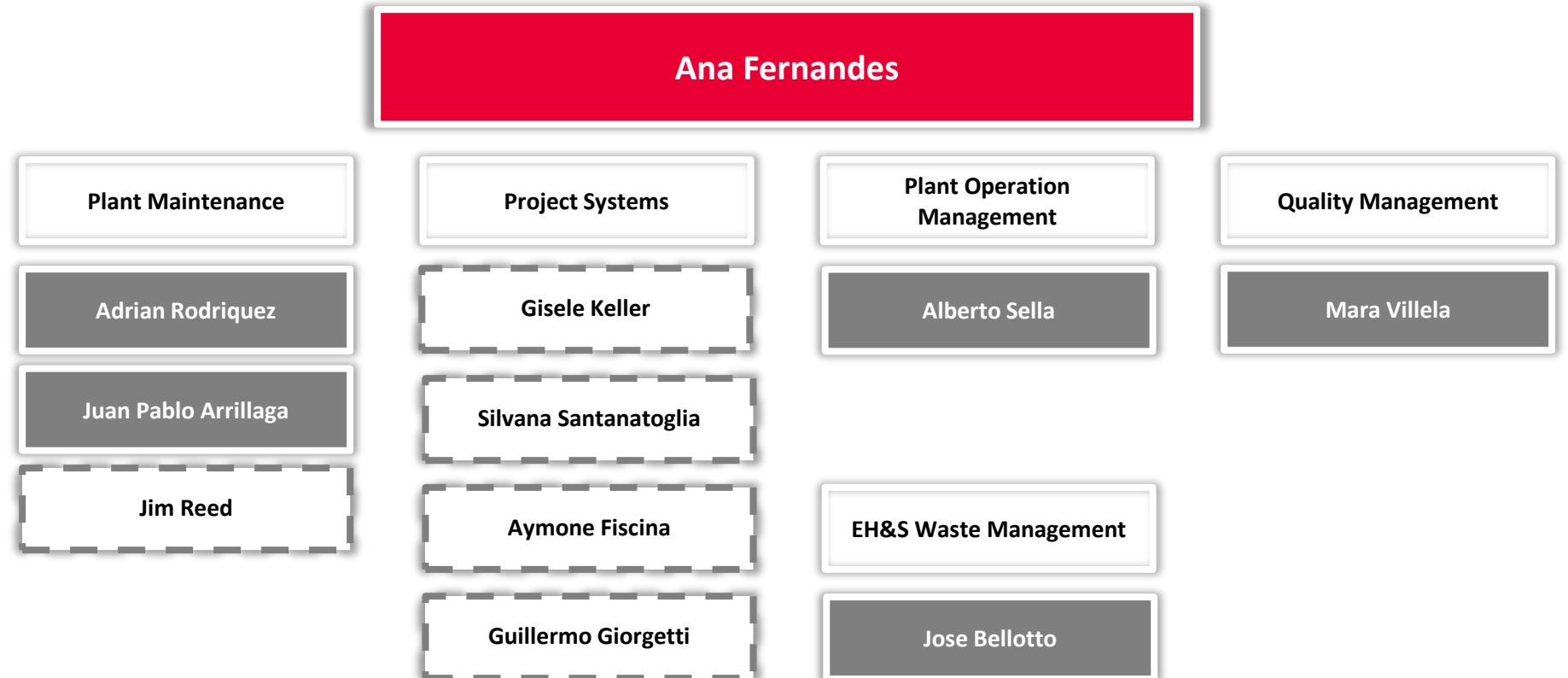
Contractor



# PP Functional Implementation – Asia Pacific



# PP Functional Implementation – Latin America



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

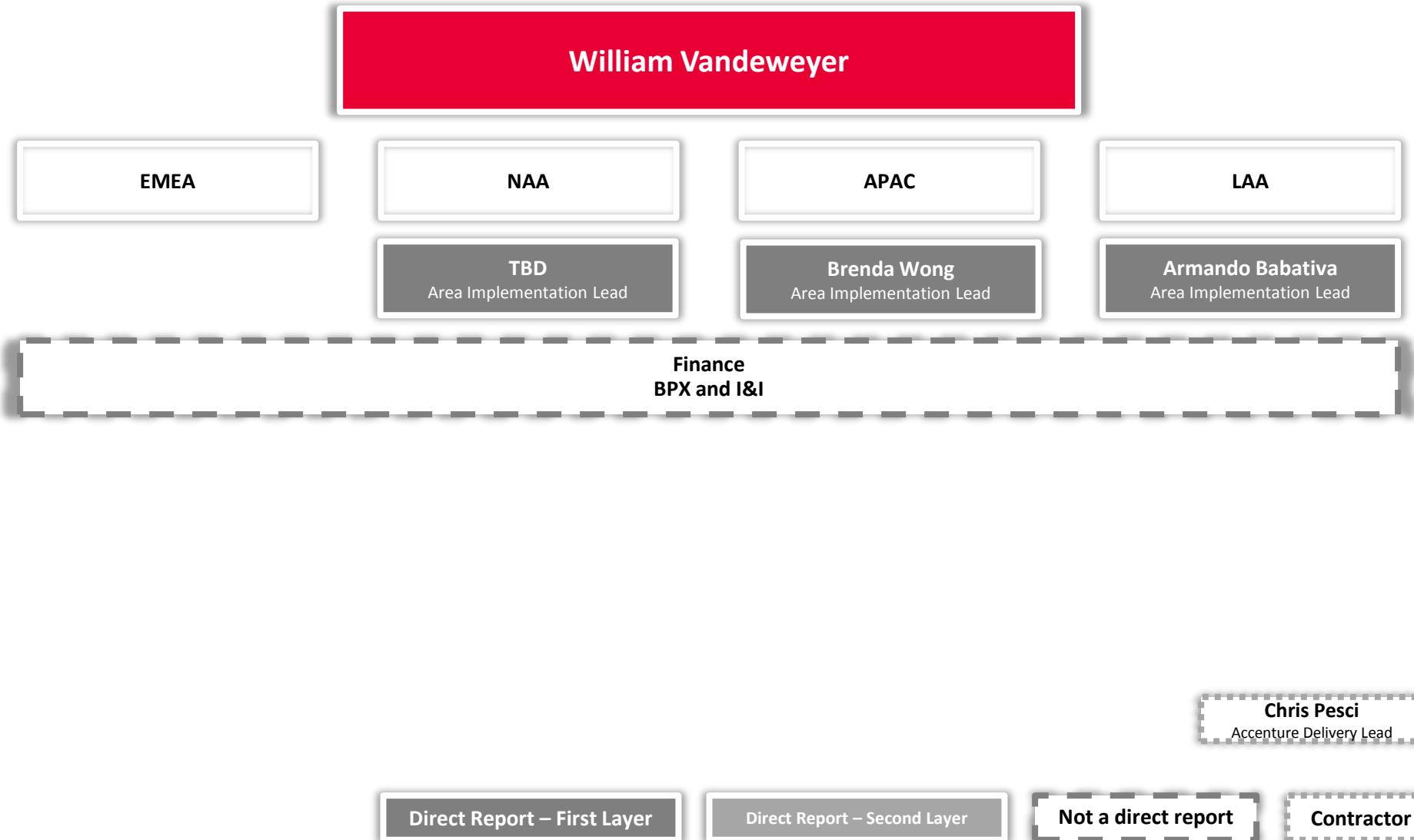
Contractor



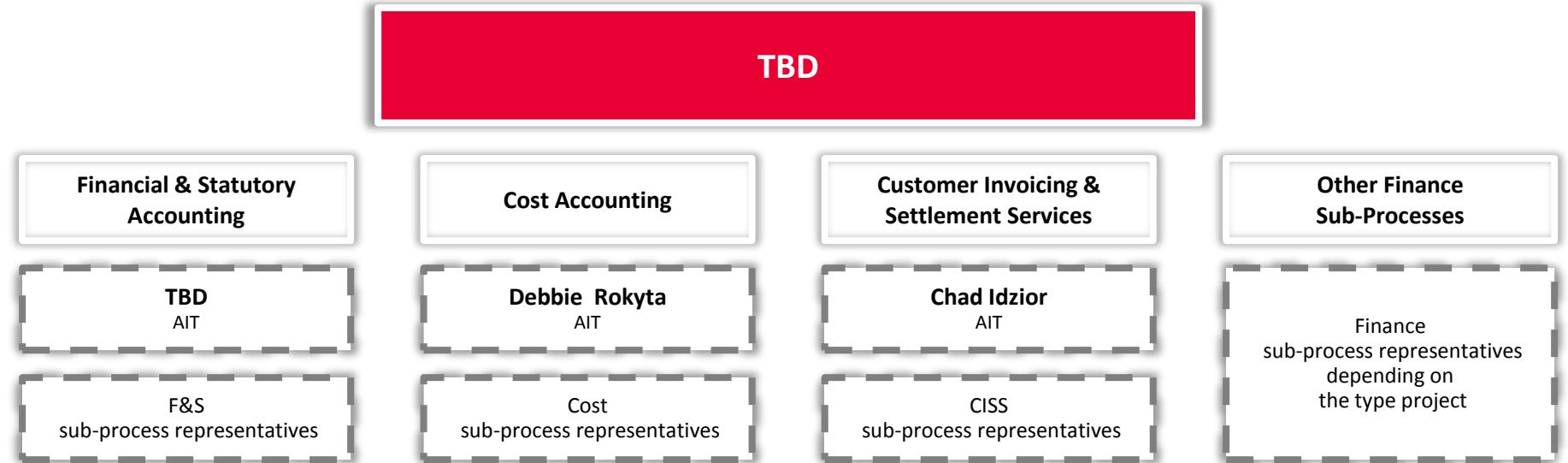
# — Finance Functional Implementation

Team Director – William Vandeweyer

# Finance Functional Implementation – Global



# Finance Functional Implementation – North America



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Finance Functional Implementation – Europe | Middle East | Africa

William Vandeweyer

Financial & Statutory Accounting

Cost Accounting

Customer Invoicing & Settlement Services

Other Finance Sub-Processes

Paul Banks  
AIT

Marco de Vet  
AIT

Wim Quartier  
AIT

Finance sub-process representatives depending on the type project

Myriam Fontaine  
AIT

Cost sub-process representatives

CISS sub-process representatives

F&S sub-process representatives

Direct Report – First Layer

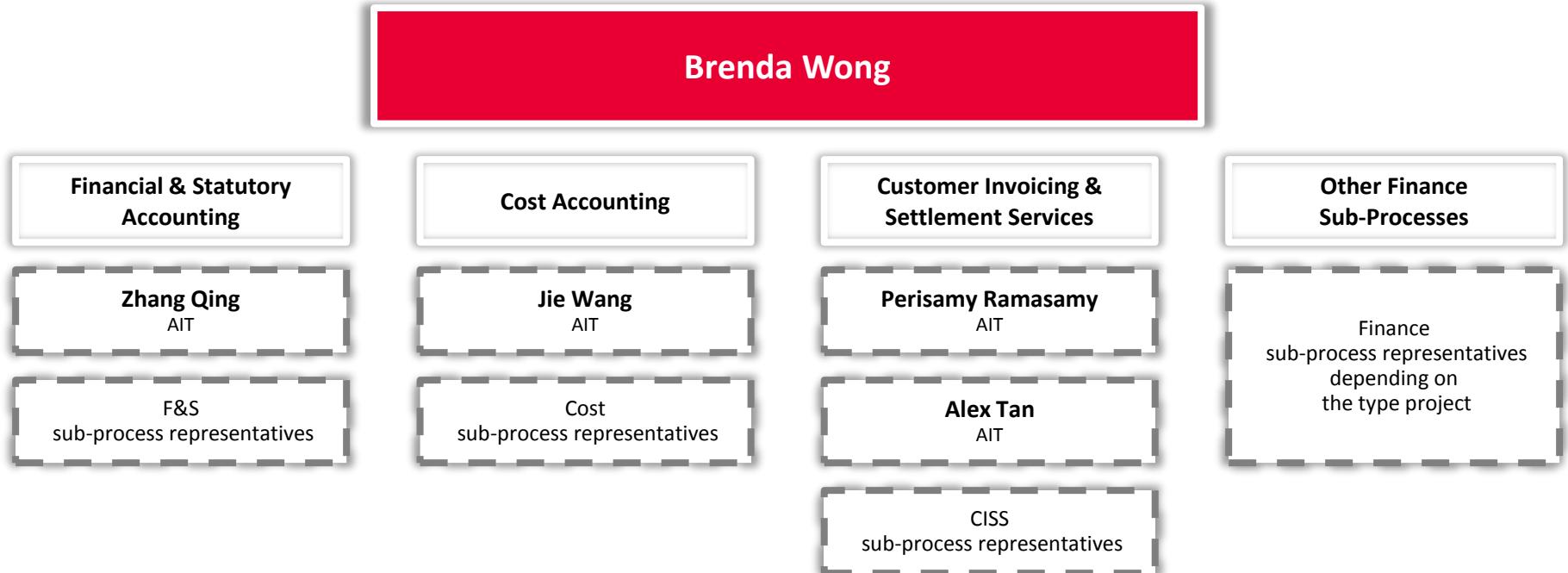
Direct Report – Second Layer

Not a direct report

Contractor



# Finance Functional Implementation – Asia Pacific



Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor

# Finance Functional Implementation – Latin America

Armando Babativa

Financial & Statutory Accounting

Cost Accounting

Customer Invoicing & Settlement Services

Other Finance Sub-Processes

Luis Claudio Araujo  
AIT

Nestor Zimbello  
AIT

Renata Barbosa  
AIT

F&S  
sub-process representatives

Cost  
sub-process representatives

CISS  
sub-process representatives

Finance  
sub-process representatives  
depending on  
the type project

Direct Report – First Layer

Direct Report – Second Layer

Not a direct report

Contractor



# Special Programs Detailed Organization Charts

- **NOT YET AVAILABLE** – Sadara Program: Work Process & Solution
- **NOT YET AVAILABLE** – Sadara Program: Implementation & Business Readiness

# — Sadara Program: Work Process & Solution

Leader – Clark Dressen

*Organization Charts Not Yet Available*

# — Sadara Program: Implementation & Business Readiness

Leader – M.E. Weber

*Organization Charts Not Yet Available*

# Accenture Delivery Leads Alignment in DSS Organization

- Accenture Delivery Lead (ADL) Alignment
- What is an Accenture Delivery Lead?

# Accenture Delivery Leader (ADL) Alignment

## Tom Christie

**OTC – Order**  
Teresa Millar

Melissa Denner

**OTC – Ship**  
Matt Crestani

Melissa Denner

**OTC – Invoice**  
Ron Kazyak

Melissa Denner

**eBusiness**  
Jeremy Preston

Jessica Wood

## Melanie Kalmar

**EDM**  
Jodi Thomas

Dan Kieft

**Global Implementation**  
Kathy Gross

Eric Chambers

**Systems/Technical Arch**  
Tien/Mohammed

Mark Chaloult

**Program Office**  
Mike Weideman

John Krol

**Shared Development**  
Hemanth Kulkarni

Dan Kieft

## Paul Kline

**Market/Sell**  
Gustavo Vallazza

Janet Salus

**Market Teams**  
Didier Martin

Kiryakoza, Salus

**Center of Excellence**  
Maulik Patel

John Krol

**Other Bus. Processes**  
Tony Riley

Steve Kiryakoza

## Glen Mutschler

**PP & EHS Ops**  
Carrie Schaller

Sheila Davis

**EH&S Sustainability**  
Martin Debney

Sheila Davis

**PP Func. Implem.**  
Bart Makkink

Eric Chambers

**Change Management**  
TBD

Eric Chambers

## Dan Werries

**Bus. Analytics & Reptg.**  
Dave Asiala

Chris Pesci

**Record and Report**  
Joe Leppek

Chris Pesci

**Procure to Pay**  
Chris Bruman

Chris Pesci

**Finance Func. Implem.**  
William Vandeweyer

Chris Pesci

**Manage Information**  
Mario Ferket

Brian Apostolovski

**Tech Management**  
Mike Somers

Hart, Forester, Yergin

## Regional ADLs

Latin, Europe, Pacific, India

**Application Support**  
Marty Gembrowski

Doug Pratt

**Demand & Supply Plng.**  
Jerry Schoby

Sri Sripada

\*Current as of January 27, 2015



# What is an Accenture Delivery Lead?

Role	Description
Accenture Delivery Lead Responsible for ~40-100 FTEs	<ul style="list-style-type: none"><li>▪ Bring Accenture innovation and thought leadership and solutions</li><li>▪ Provide domain and content expertise for their area(s)</li><li>▪ Support the SDL in managing staging plans and demand/supply planning and balancing for their area</li><li>▪ Support the SDL in managing delivery commitments and goals around budget, schedule, quality, utilization, and productivity</li><li>▪ Serve as the focal point for Accenture staffing needs and work to align the right Accenture resources</li><li>▪ Resolve any issues with Accenture project staffing and resource alignment</li><li>▪ Work to ensure client satisfaction and resolve any concerns with project delivery</li><li>▪ Collaborate with other ADLs to ensure cross-team coordination and integration</li><li>▪ Drive Accenture employee engagement for their area and provide oversight for multiple teams</li></ul>