

Application: 5160

Susan Bear

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Grede LLC.

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Susan Bear

Category

R10. Executive of the Year - Manufacturing Technology

Executive Nominee Submission Format

Written Answers

a. Briefly describe the nominated executive's employer: the organization's history and past performance (up to 200 words). Required

Grede's story began in 1920 with a single foundry in Wauwatosa, Wisconsin. William J. Grede purchased what was then called the Liberty Foundry, just west of Milwaukee, and named it Grede Foundries, Inc.

Today, we're one of the top metal casters in the industry, operating ten facilities across America and employing 3,000 team members.

For over 100 years, Grede has produced ductile, gray, and specialty iron castings for the industrial, commercial truck, and automotive markets that have built and transformed the world as we know it.

For Grede, integrity is everything. Grede's integrity has never faltered, even when the evolving manufacturing landscape created a need to be nimble. While others doubled down on only traditional methods, Grede chose to pivot and expand. Our thoughtful investment in modern tools and training paved a new path and kept us a mile ahead. Because of this, Grede has continued to be an indispensable resource and a revered, visionary partner within the mobility industry.

Maybe you're eager to elevate your offerings, or perhaps you're ready to reinvent the wheel. No matter your project or preferred pace, you'll always go further with Grede.

b. Outline the nominated executive's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

The foundry industry has inherently been one of tribal knowledge- one of "art". However, since the movement of Industry 4.0, and the acceleration since COVID, Susan has been the forefront leader of turning a \$60billion industry 90deg on its side and driving the "science", in place of the "art". Some of the key contributions include:

- Driving a visionary change to one of the oldest manufacturing processes (400 BC) to move from the Art to the Science.
- Started the journey in 2019, with a completion to plan to the timeline established for integration by 2026.
- Bringing Grede along as the clear forefront leader on this technology change across the world- as a company (bringing all 9 foundries along together) launching a MVP (minimal viable product) across the organization.
- Thinking well beyond IoT for process controls- incorporating Digital twins in SLOP, Sustainability, Operations, Maintenance, Engineering, and HR to the vision.
- Bringing the concept of traceability to life in the casting industry.
- Sharing knowledge to other foundries and suppliers- well beyond Grede- looking to transform the industry.
- Driving a competitive advantage from the shift to overseas production.
- Direct correlation to P&L improvements to drive price competitiveness.

In addition to the technical achievements, Susan has many personal achievements as well:

- Woman of the Year- AFS 2023
- Board of Directors - AFS 2024-2028
- Named Chief Technology Officer Grede- 2022
- Continues to break the glass ceiling in industry- with one of the hardest being casting.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other executives in your industry and/or to the nominee's past performance (up to 250 words). Required

The achievements listed above have been quite unique to the industry, in a variety of ways.

From a technical standpoint, the iron casting process has always been one of "art". The casting process has over 2,000 parameters that are inputs to a high-quality part. Historically, it has been the tribal knowledge strategy on how to make the perfect part, within the industry in general. Breaking barriers from a technical standpoint takes three key factors (strategy, technology, and culture) - and the most difficult to overcome is the culture. As a female, considered young and fairly new to the casting industry (6 years), it has been a major achievement to not only develop and drive the Industry 4.0 into Grede, but watch as outside companies, industries and long-tenured casting team members have come to respect and pull my advice.

It has been an honor to watch Grede and the casting industry adapt to the vision and strategy of how to take the oldest manufacturing process and turn it into a science driven operation. I am humbled by the awards, but most importantly, I am proud of where the industry is going and the vision that I am able to provide to Grede and the entire casting industry.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

1. Grede Industry 4.0 Video (You Tube)- Grede CEO, Cary Wood, and Grede CTO, Susan Bear, speaking about the journey in Industry 4.0
2. GREDE'S SUSAN BEAR RECEIVES WOMEN IN METALCASTING AWARD FOR EXCELLENCE BY THE AMERICAN FOUNDRY SOCIETY
3. HIGHLIGHTING SUSAN BEAR, A TRUE CHANGEMAKER, DURING WOMEN'S HISTORY MONTH
4. Susan in Washington DC to speak to congressman and women on capitol hill about protecting foundry in the USA.
5. Modern Casting publication on Industry 4.0 at Grede.
6. Board of Directors announcement for Susan Bear
7. Women of the Year- award acceptance.

Webpage Link

https://www.youtube.com/watch?v=FeHuF_1H46Q (https://www.youtube.com/watch?v=FeHuF_1H46Q)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://grede.com/gredes-susan-bear-receives-women-in-metalcasting-award-for-excellence-by-the-american-foundry-society/> (<https://grede.com/gredes-susan-bear-receives-women-in-metalcasting-award-for-excellence-by-the-american-foundry-society/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://grede.com/highlighting-susan-bear-a-true-changemaker-during-womens-history-month/>
(<https://grede.com/highlighting-susan-bear-a-true-changemaker-during-womens-history-month/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

https://www.linkedin.com/posts/susan-bear-sabet-115b6426a_metalcastersweek-governmentaffairs-washingtondc-ugcPost-7207055517431574530-qbbN?utm_source=share&utm_medium=member_desktop
(https://www.linkedin.com/posts/susan-bear-sabet-115b6426a_metalcastersweek-governmentaffairs-washingtondc-ugcPost-7207055517431574530-qbbN?utm_source=share&utm_medium=member_desktop)

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Web Page Link 5

<https://www.qgdigitalpublishing.com/publication/?m=55001&i=814287&p=36&ver=html5>
(<https://www.qgdigitalpublishing.com/publication/?m=55001&i=814287&p=36&ver=html5>)

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Web Page Link 6

https://www.linkedin.com/posts/grede_metalcastingindustry-leadership-mobility-activity-7151274197661466625-KbPO?utm_source=share&utm_medium=member_desktop
(https://www.linkedin.com/posts/grede_metalcastingindustry-leadership-mobility-activity-7151274197661466625-KbPO?utm_source=share&utm_medium=member_desktop)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

https://www.linkedin.com/posts/susan-bear-sabet-115b6426a_womeninmetalcasting-inclusion-dei-activity-7057498192740843520-Opm9?utm_source=share&utm_medium=member_desktop
(https://www.linkedin.com/posts/susan-bear-sabet-115b6426a_womeninmetalcasting-inclusion-dei-activity-7057498192740843520-Opm9?utm_source=share&utm_medium=member_desktop)

Would you like to add an additional webpage link?

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

No

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition
(<https://www.asia.stevieawards.com/rules-and-terms-conditions-competition>).

Terms and Conditions

I Agree