

Maria Prince, MBA

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GLOBAL SUPPLY CHAIN AND SUSTAINABILITY EXECUTIVE

Visionary Leadership • Sustainability and ESG Champion • Startup & Turnaround Experience



Expert in Supply Chain Strategy, Risk Management, Sustainability and ESG Compliance

Consumer Packaged Goods • Food & Beverage • Technology • Retail

Well-qualified, Result-driven Global Supply Chain Management Executive with a successful career in development and deployment of high-quality supply chain operations. Extensive experience in planning, implementing and executing strategies that have reduced costs, improved quality and strengthened business results. Strategically developed and managed global sourcing partnerships in the US, Asia, the Americas, India and Mexico. Sustainable supply chain champion leading efforts to drive climate risk management, supplier diversity, associate engagement, diversity recruiting, mentoring and employee resource groups (ERGs). Experienced in driving sustainability solutions and metrics designed to mitigate climate risk, meet customer, and supply chain requirements while reducing supply chain risk.

KEY LEADERSHIP STRENGTHS

P&L & Budget Management • Strategic Business Planning • Diversity, Equity, and Inclusion Leadership
Global Supplier Diversity & Vendor Management • Sustainability • Governance • ESG Reporting
Global Strategic Sourcing • Change Management • Technology
Industry & Market Trend Analysis • Supply Chain Risk Management
Development & Team Leadership • Contract Negotiations • Stakeholder Engagement

CAREER HISTORY HIGHLIGHTS

DUPONT, Wilmington, DE

2021 - present

A 200-year-old global specialty chemical company continually reinventing itself to bring technology-driven solutions to our customers focused on helping customers advance their best ideas and delivering specialized products and solutions to transform industries and everyday life.

Global ESG Leader

Responsible for the ESG strategy for global procurement overseeing Supplier Diversity, DEI, Sustainability, Governance, Risk Management and Supply Chain Due Diligence strategies globally across 40 countries. Reporting to the CPO with indirect reporting to the Chief Innovation Officer and Chief Diversity Officer.

- Develop and lead strategy for global supply chain sustainability.
- DEI strategy to improve team member engagement, retention, and recruiting.
- Co-Chair of the global DEI Summit to educate and drive stakeholder engagement.
- Enterprise Supply Chain ESG Council Chair leading strategies for Sustainability and ESG
- Successfully leading supplier diversity initiative which is on target to exceeded goals by 20%
- Recognized as top 25 program supporting diverse suppliers, DuPont team award for DEI in first year managing ESG team, exceeding supplier engagement sustainability and risk management by 15%

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL (NMSDC), New York, NY 2019 - 2021

The largest and oldest non-profit organization certifying minority owned businesses (MBEs) and dedicated to the development and growth of (MBEs) working with member corporations to provide business opportunities.

Vice President, National Minority Supplier Development Council (NMSDC) Academy

Oversee programmatic needs for corporate members and minority owned business enterprises (MBEs), as well as content for signature programs, training, and development events (C-Suite roundtables, Leadership Week, Program Managers' Seminar, and the National Conference). Established the NMSDC Academy which serves

- **CAREER HISTORY HIGHLIGHTS (Continued)**

as the “best practice” hub for NMSDC, creating platforms to support corporate members in building robust Supplier Diversity programs, as well as capacity building and skill development for minority business enterprises (MBEs). Reporting directly to the CEO and President

- Developed and led strategy for programming, minority business services and advocacy for the organization
- Responsible for program strategy, development, and training for over 15,000 minority entrepreneurs and 3,000 corporate members
- Led design of innovative program with a focus technology, capacity building and innovation
- Developed legislative strategy to engage policy makers on behalf of the organization and the issues that impact our minority businesses working with white house leaders and congressional legislators.
- Led cross functional team to update, increase membership and financial support for NMSDC’s longest standing 23-year-old program developed to support their largest minority entrepreneurs. Increased membership by 30%
- Lead grant funding campaign to diversity funding raising million in government and grant funding. Established the 50 for 50-year campaign to celebrate the 50th anniversary of NMSDC.
- Expert panelist, speaker, and author on the topic of economic impact and development of minority businesses.

SYSCO FOODS, HOUSTON, TEXAS**2018-2019**

The largest food service company in the world with \$60B in sales and 74 operating locations both domestic and international

Sr. Director Strategic Sourcing

Responsible for billions in spend across Beverage, Frozen/Canned Fruits & Vegetables, Processed Grocery and Proteins. Led a team of 5 sourcing managers and cross functional teams for several companywide initiatives. Reporting to the CPO within two positions of the CEO

- Generated over \$12 million in cost savings across assigned product categories
- Secured gross profit recovery of \$9M by leading enterprise wide council charged with developing processes to better manage customer and supplier agreements that impacted profitability and our ability to execute efficiently.
- Selected to lead the team responsible for developing the companywide strategy, processes, reporting and metrics for the Responsible Sourcing and Supplier Diversity initiatives
- Led Sysco Speaks cross functional team tasked with improving associate engagement and morale
- Mentor/Leader within the organization serving on the corporate steering committee for Women Leaders, and Associate Resource groups (ARGs) responsible for training/development, career coaching, community outreach and retention for women and minority associates.

ACADEMY SPORTS & OUTDOORS, Houston, Texas**2014 – 2017**

One of the nation’s largest sporting goods and outdoor retail chain with 230 stores in 16 states

Vice President, Private Brands & Product Development

Accepted pivotal leadership role in growing \$1+ billion private brand business leading product development initiatives globally. Led staff of 115 responsible for strategic planning, product development, quality assurance, brand management, strategic sourcing, technical design, and analytics. Reporting to COO within two positions of the CEO.

- Secured capital investment and led deployment of a PLM system to automate sourcing and product development process.
- Standardized product specifications and development process across all brands that reduced

CAREER HISTORY HIGHLIGHTS (Continued)

Consolidated brands from 40 to 15 that increased profitability by 15% and increased private brand penetration by 25% while consistently growing sales and margin.

- Identified and secured key suppliers, developed marketing strategies, and introduced consumer insight and focus groups to grow key brands and markets.
- Saved \$29 million over three years through skillful negotiation and material planning and achieved growth of 14% CAGR and comp sales growth of 5%+.
- Grew utilization of diverse suppliers by 25% and led efforts to require diverse candidate slate for all open employment opportunities

ZALES CORPORATION, Irving, Texas

2012 – 2014

Retail jewelry chain with revenues of \$1.88 billion...acquired by Signet Jewelers in 2014

Vice President, Global Sourcing

Brought in by CEO to establish a sophisticated global sourcing strategy, process, and infrastructure to support a \$900 million direct spend for fashion, bridal and loose diamond products. Assumed full responsibility for multiyear sourcing strategy, infrastructure design, talent acquisition, vendor development and performance management. Reporting to the COO within two positions of the CEO.

- Guided transformation of global sourcing process and infrastructure that exceeded costs savings goals by 20% in year one and 25% in year two.
- Established vendor matrix strategy to expand manufacturing capacity and reduce costs saving millions.

WALMART, Bentonville, Arkansas

2010 – 2012

Fortune 500 multinational retailer of hypermarkets, grocery and discount department stores

Senior Director, Raw Material & Value Chain Sourcing (2011 – 2012)

Promoted to expanded role to lead the development of sourcing strategies and the consolidation of suppliers for US and international direct product categories generating \$50+ billion in sales. Reporting to CPO within two positions of the CEO

- Delivered 25% cost savings through design and deployment of raw material strategy and sourcing processes.
- Mitigated \$100+ million in cost increases through third party relationship development.

Senior Director, Strategic Sourcing (2010 – 2011)

Challenged to develop strategic sourcing strategy and identify alternate sourcing opportunities and suppliers to support a \$10 billion division. Directed Senior Sourcing Managers, Trade and Customs Managers in China, India, Mexico and Pakistan. Leveraged raw material spend for key product categories for the general merchandise division. Leader in diversity and inclusion efforts thru recruiting talent, sourcing diverse suppliers and mentoring.

- Utilized product segmentation to identify candidates for direct sourcing and cultivated new sources of supply in Mexico and the US that reduced inventory up to 50%, lowered lead time by 85%, decreased markdowns by 4.2% and boosted sales and in stock.
- Reduced COGS 8% by leveraging raw material, cost component and benchmark strategies.

MICHAEL STORES, INC., Dallas, Texas

2007 – 2010

Publicly-traded arts and crafts retail chain with 1,200+ store locations

Divisional Director, Global Sourcing & Product Development

Recruited to build a formal global strategic sourcing organization to support \$2 billion retail spend and to develop a comprehensive product lifecycle process to manage all product development, sourcing and production initiatives. Concurrently led private brand and sourcing strategy for jewelry, home décor, home fragrance, general

crafts and apparel. Directed product managers, sourcing managers, quality control and agents in China, India, Thailand, Vietnam, Turkey, and Taiwan. Reporting to EVP of Product Development within two positions of the CEO.

- Introduced Product Lifecycle Management (PLM) process, sourced product development software and led technology strategy and implementation plan.
- Identified and secured key suppliers for multiple product categories that resulted in exceeding all product development, performance and cost saving targets. Surpassed domestic to direct factory sourcing goals by 30%.

LBRANDS, Columbus, Ohio

2003 – 2007

Fortune 500 specialty fashion retailer of flagship brands (Victoria Secret, Bath & Body Works, Pink, La Senza, Henri Bendel)

Director, Global Procurement

Lead the development and implementation of progressive global sourcing strategies for new and launch products to deliver economic advantages, innovation, and procurement quality. Partnered with cross-functional business partners and regional teams globally to achieve Best-In-Class product strategy. Developed product category sourcing and production processes, and determined production commitment levels for each factory to meet product demand. Identified appropriate sourcing and production route for new and emerging sourcing countries, categories and sub-brands. Directed a team of 20 and \$3 billion procurement spend. Reporting to CPO within two positions of the CEO.

- Established vendor scorecard with critical KPI metrics to monitor supplier performance
- Delivered a \$150 million cost savings and improved profitability of new product launches.
- Conceived and launched an Associate Development Program for procurement that increased employee retention, team diversity, promotional opportunities, and supply chain expertise.
- Established companywide Supplier Diversity Program and served on the Executive Inclusion Leadership Team reporting to the company board of directors; achieved spend target two years ahead of schedule, exceeded goals by 30% and earned Diversity Award for performance excellence.

• **EARLIER CAREER HIGHLIGHTS**

MINDFLOW TECHNOLOGIES, INC., Plano, Texas

Provider of strategic sourcing solutions for inbound supply chain planning & sourcing optimization

Founding Partner & Director

- Founding member of a minority owned software firm that developed ProcureMind, a strategic sourcing management software suite and leveraged professional relationships to sell through to CPG, retail, restaurant, and grocery sectors.
- Authored marketing plan that contributed to business case to secure VC funding and led development of new products that increased company revenues.
- Remained on as an advisor until the company was acquired by Emptoris, Inc.

PEPSICO FOODS, INC., Dallas, Texas

Food distributor to Taco Bell, Pizza Hut & KFC restaurant chains

Senior Manager, Purchasing & Logistics/Manager, Supplier Contracts & Pricing

- Directed \$100+ million distribution and logistics operation for all KFC stores; received several awards for on-time delivery, exceeding sales plan and achieving 100% inventory compliance.
- Recognized as “high potential leader” and advanced quickly to manage product supply; streamlined processes, automated systems, and reduced headcount.
- Recruited as Operations Accountant to audit facilities and manage P&L expenses for regional distribution centers.

EDUCATION & CONTINUING PROFESSIONAL DEVELOPMENT

BS, Business Administration, MBA, Management; Naveen Jindal School of Management
University of Texas, Dallas, Texas

PROFESSIONAL ASSOCIATIONS AND VOLUNTEER WORK

Institute for Supply Management Member (SCM Executive Group Member & Featured Speaker)

Institute for Supply Management Sustainability and Championing Inclusion Awardee 2024

Top 25 Diversity Change Leader 2022

Dartmouth Tuck Diversity Business Program Board Member

Leader and Founding member of several Employee Resource Groups for Women and Minority Associates

Network for Executive Women (NEW)

National Black MBA Association (NBMBA)

Former Director and Board Secretary, National Minority Supplier Development Council (NMSDC-OHIO)

Former Board Member Urban League – Board Secretary, Nominating and Audit Committee

Alpha Kappa Alpha Sorority Silver Star Award for 25 years of community service

Volunteer and Mentor numerous charitable organizations (Dress for Success, The Family Place, Susan G

Komen, National MS Society)

Several awards and recognitions for Supply Chain Excellence