

As McElroy continues to grow and expand its operations, we regularly assess our organizational structure to ensure it provides the focus, scalability, and accountability required to support the business effectively. As part of this ongoing effort, we are making an important update to how the Sourcing function is organized.

The Sourcing Department has transitioned to a commodity-based organizational structure. This change reflects the continued evolution of the team's responsibilities, including purchasing, strategic sourcing, and commodity management.

Why the Change

Over time, the complexity and volume of sourcing activity have increased significantly. The current structure, with a single manager supporting a broad range of materials, suppliers, and transactional demands, no longer provides the level of focus or scalability needed to manage this growth effectively. In addition to strategic sourcing and supplier management, the operational burden and exception management has increased.

What's Changed

The new structure introduces two Commodity Manager roles, Samara Morales and Elsa Rangel, each responsible for defined material categories.

Samara and Elsa will lead a team of Buyers aligned to their assigned commodity families, creating clearer supplier ownership, improved trend tracking, and stronger accountability.

For our supply partners, this structure provides more defined points of contact within each commodity, enabling more efficient communication, faster issue resolution, and stronger alignment.

This structure also establishes a more manageable span of control, enabling the Sourcing Manager to focus on strategic priorities such as cost productivity, supplier development, and cross-functional collaboration across the organization.

We are confident this change will strengthen how we support the business and enhance our partnerships with our suppliers while positioning the Sourcing Department for long-term success.

Regards,

Eric Duerr
Sourcing Manager