

MINNEAPOLIS/ST. PAUL
BUSINESS JOURNAL

2025

MINNESOTA **ORBIE** AWARDS

The annual Minnesota ORBIE® Awards honors chief information officers and chief information security officers who have demonstrated excellence in technology leadership. Winners in the Global, Large Enterprise, Enterprise, Large Corporate, Corporate, CISO Large Enterprise & CISO Enterprise categories will be announced August 1 at Hyatt Regency Minneapolis.



**LEADERSHIP RECIPIENT
& KEYNOTE**
Carissa Rollins
PG 4



FROM THE CHAIR
Great CIOs Understand
How Connections Drive
Transformation
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Great CIOs Understand How Connections Drive Transformation

Connections with others facing similar challenges transform ideas into impact, plans into progress, and vision into reality.

MinnesotaCIO brings together preeminent Chief Information Officers from Minnesota's largest organizations to strengthen leadership effectiveness, drive innovation, and create business value. Member-led, non-commercial programs foster meaningful professional relationships, enabling collaboration on shared challenges to gain leadership advantage.

Whether you're leading a large corporation or a nonprofit, there's no textbook for how to be great in a

role that changes as rapidly as technology. That's why relationships create superpowers, driving personal and organizational transformation.

The Inspire Leadership Network connects CIOs with over 1,700 lifelong learners across more than 40 chapters. From public and private companies to government, education, healthcare, and nonprofits, we exist to help members navigate and thrive in a uniquely challenging executive role.

The leadership principles that have served CIOs for over 25 years are now available to communities serving CISOs as the Inspire

Leadership Network expands in 2025.

The ORBIE® Awards recognizes the great leadership of CIOs in Minnesota. On behalf of MinnesotaCIO, I congratulate the nominees and finalists for their remarkable achievements. A special thank you to the sponsors and underwriters for their foresight in making the Minnesota ORBIE® Awards possible.

With the right connections and relationships, transformation is not only possible—it's happening today, as evidenced by the finalists you will meet throughout this special section.



Sincerely

Tony Peleska

2025 Chair, MinnesotaCIO
CIO and Head of Digital Transformation,
Kraus-Anderson



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2025 LEADERSHIP RECIPIENT & KEYNOTE

Carissa Rollins

GLOBAL CHIEF INFORMATION OFFICER AND SVP | ILLUMINA (RET)

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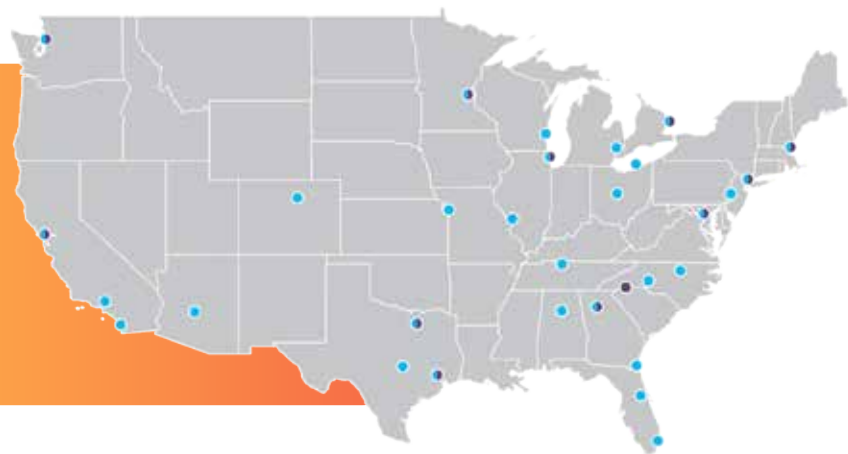
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Converge is the Inspire Leadership Network annual member conference, bringing together officers and members from every chapter for three days of leadership strategies, opportunities to build relationships and collaborate with C-level technology executives from public and private businesses, government, education, healthcare and nonprofit organizations.

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GLOBAL FINALISTS

OVER \$5 BILLION ANNUAL REVENUE & MULTI-NATIONAL OPERATIONS



2025
ORBIE
AWARDS



Kevin Baartman

EVP, IT
International Dairy Queen



Kevin Baartman is EVP of IT at International Dairy Queen (IDQ), where he leads the IT function and reports directly to the CEO. Previously, he served as VP, information services, for Lund Food Holdings, which owns and operates Lunds & Byerlys supermarkets. Baartman completed the executive program at the University of Minnesota Carlson School of Management, earned a master's degree from the University of St. Thomas, and holds a bachelor's degree from Minnesota State University.

SUCCESS STORY

In five years, Kevin Baartman transformed the IT function at International Dairy Queen, including IT infrastructure and support, and retail technology to serve more than 5,000 DQ restaurants in the U.S and Canada. Kevin repositioned IT as a function that empowers the business, including rethinking the way cross-functional teams worked. Kevin grew his team threefold to standardize technology platforms and systems at corporate and in restaurant, automate processes and data availability, upgrade web and mobile applications for direct and third-party orders and delivery, and deliver an award-winning mobile app with an embedded loyalty program that increased digital sales 250%.



Jennifer Hartsock

Chief Information & Digital Officer
Cargill



Jennifer Hartsock is Chief Information and Digital Officer at Cargill, responsible for global technology, digital, and data strategy. With over 20 years of tech leadership, she previously served as CIO at Baker Hughes, Cameron International, and Caterpillar. Jen serves on the Ingersoll Rand Board and is a strong advocate for mentoring and STEM diversity. She holds a B.S. in applied computer science from Illinois State University and is passionate about inclusive, high-impact leadership.

SUCCESS STORY

One of my proudest accomplishments is accelerating Cargill's digital transformation—compressing a five-year roadmap into just over three. By aligning talent, tech, and purpose, we've modernized core systems, delivered \$150M+ in value, and built a team emerging as one of the best in tech. The real success is empowering our people to lead with confidence, curiosity, and care. When you invest in culture and clarity, speed and impact follow.



Rashmi Kumar

SVP & CIO
Medtronic



Rashmi Kumar is the Senior Vice President and CIO of Medtronic, leading global digital transformation across the \$33.5B medical technology company. With over 30 years of expertise in AI/ML, data analytics, and large-scale business transformations, she has held CIO and CTO roles at Fortune 50 companies, including McKesson, Toyota, and HPE. Rashmi also serves on the Board of Directors for Myriad Genetics and holds a bachelor's in engineering and an MBA from UC Irvine.

SUCCESS STORY

Under my leadership, the Medtronic Global IT team transformed its operating model. We implemented a value stream-based delivery model, aligned operations with strategic goals, and strengthened leadership collaboration. This led to a 30% reduction in P0/P1 incident impact hours, a 13% drop in key platform downtime, and over \$90 million in reduced operating expenses. We also transitioned the IT Service Desk to a managed service provider, expanded our Global Capability Center in Hyderabad, and launched key modernization and automation initiatives — laying the foundation for a more agile, efficient, and future-ready IT organization.



Mark Murphy

EVP & Chief Information and Digital Officer
3M



Mark Murphy is 3M's Chief Information and Digital Officer, overseeing IT, cybersecurity, and digital/AI initiatives. Mark has more than two decades of experience leading and transforming global businesses and technology organizations across multiple industries. Previously, he was CIO at Abbott Laboratories and St. Jude Medical. Mark's interests beyond his role in IT include championing health, wellness, and career success for underserved youth, and advocating for women. He holds degrees from Purdue and Indiana University.

SUCCESS STORY

In his three years as 3M's Chief Information and Digital Officer, Mark Murphy transitioned over 90% of the company's enterprise technology to the cloud, reduced the application landscape by 60%, and cut technology costs by more than a third. He played a key role in spinning off Solventum, a \$8.5B health care company, in 2023. Mark and the IT team have delivered numerous projects and initiatives across 3M to drive revenue, growth and productivity.



MINNESOTA CIO OF THE YEAR
ORBIE
AWARDS

CONGRATULATIONS
TONY PELESKA!
2025 Enterprise ORBIE Finalist.

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 Cargill

At **Cargill**, we have a talented team working each day to harness the power of digital, data and technology to solve meaningful food and agriculture challenges.

Congratulations to
Jen Hartsock
Chief Information and Digital Officer,
and **2025 Minnesota ORBIE Awards finalist.**

**CONGRATULATIONS,
MINNESOTA CIO
ORBIE WINNERS
AND FINALISTS!**

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LARGE ENTERPRISE FINALISTS

OVER \$1.4 BILLION ANNUAL REVENUE



2025
ORBIE
AWARDS



Erik Lindell

SVP, IT
U.S. Bank



Erik is a proud Minnesota native with over 35 years of leadership experience in the retail and financial services industries. For the past 12 years, he has served as a Senior Vice President at U.S. Bank, leading technology teams supporting Mortgage Servicing, Consumer & Commercial Loan Servicing, Remittance Payments, Federal Banking, and Automation Platforms. Erik holds a finance degree from Bethel College and is dedicated to driving innovation and excellence in the banking sector.

SUCCESS STORY

I have cultivated strong relationship skills that enable me to connect closely with partners and teams, driving our collective success. By balancing candor and flexibility, I ensure we achieve our desired outcomes while respecting everyone involved. My servant leadership approach focuses on both what I do and how I do it. This philosophy has been instrumental in my personal and professional growth, leading me to an executive role at the fifth largest bank in the US.



Rudi Mohamed

CIO
Minnesota Housing



Rudi Mohamed is a transformative CIO recognized for leading high-impact digital transformations in complex, regulated environments. He led statewide IT modernization, including the infrastructure that supports the collection of over \$23 billion in annual state tax revenue. Rudi drove the digital innovation of a global regulatory compliance fintech solution that secured multimillion-dollar venture capital funding. Rudi authored "The Rockstar IT Leader Handbook" to equip leaders with the tools to architect and lead high-stakes digital change.

SUCCESS STORY

We are currently uniting AI-driven analytics, cloud modernization, and cybersecurity with traditional IT functions to create a business-first, future-ready strategy. My team delivered bold digital transformations, modernizing legacy systems, boosting solution delivery capacity by 40%, and fortifying cybersecurity. We reimaged information technology as a strategic driver, making digital services more accessible, enabling secure hybrid work, and accelerating decision-making.



Tony Peleska

CIO
Kraus Anderson



I have been recognized as a technology leader known for my futuristic strategic vision to achieve business goals. With more than 26 years of business-oriented technology experience in the legal, banking, construction, manufacturing and financial services industries. Currently, as the EVP and CIO at Kraus Anderson, I provide a unique blend of financial acumen, global IT vision and partnerships and cutting-edge software solutions. Before joining Kraus Anderson in 2020, I was CIO at Minnesota Housing.

SUCCESS STORY

Upon being hired at Kraus Anderson, it was evident on day one that the organization valued relationships, staff and culture. It was also evident that they wanted a change in IT. They wanted a business partner who would help them utilize technology better, help streamline processes and someone who wanted to listen and learn the business. They wanted someone to help take them to the next level of IT and I was lucky enough to be in the right place at the right time. Together, we are transforming Kraus Anderson and the industry to meet the needs of the future.



Michelle Roemer

CIO
Apogee Enterprises



Michelle joined Apogee in 2023 as Senior Vice President and Chief Information Officer (CIO). She leads Apogee's information technology team to provide solutions that streamline Apogee's business operations through technology and process improvement. She is responsible for developing and implementing Apogee's digital vision and plan, ensuring it aligns with the company's strategy and supports the needs of our business and customers. She held previous leadership roles at ATK, Gelco Information Network, and Carlson Companies.

SUCCESS STORY

Aligning the IT team to support a "Business First" focus as Apogee Enterprises drives a renewed growth strategy. This evolution has included adopting a Target Operating Model framework with our business partners, ensuring we collaborate with our business partners to clearly understand the business objectives and goals before starting key projects. We have established common architectural principles that are helping us standardize, consolidate, and optimize our digital solutions as we build scale through organic and inorganic growth initiatives. These practices are enabling us to deliver key strategic initiatives as we partner with our colleagues to grow the business.



Congratulations **Kevin Baartman**

for being selected as a 2025
Minnesota ORBIE Awards finalist



Congratulations **TIM ROLFING**

For being
named a
2025
Minnesota
ORBIE Award
finalist.
We are
fortunate to
have you on
our team.



Congratulations to the 2025 Minnesota CIO of the Year® Award winners and nominees.

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ENTERPRISE FINALISTS

OVER \$1 BILLION ANNUAL REVENUE



2025
ORBIE
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Robin Brown

SVP, IT
Cirrus Aircraft



Robin is the SVP, Information Technology at Cirrus Aircraft. She has 30 years of IT experience in the aviation, agriculture, construction, healthcare, government, consulting, retail and financial sectors. Previously, she was the CIO for Cargill Protein North America, VP & CIO at Mortenson Construction and held other senior leadership roles at UnitedHealth Group, Accenture, Best Buy and Arcadia Financial. She is recognized as a transformational leader and is known for driving technology-enabled innovation and business transformation.

SUCCESS STORY

Since joining Cirrus in 2023, we've transformed how IT was perceived into strategic partners, taking the organization on a 3-year digital and business transformation. We reshaped our organization to enable product focused teams to launch a suite of new digital products, representing a pivotal shift in delivering technology offerings. We deployed a centralized customer portal from 17 disparate websites, launched Cirrus IQ Pro providing customers with mobile landing scores and aircraft metrics, digitally enabled our Customer Experience Team through Salesforce cloud rollouts, launched digital technical publications helping service technicians serve customers seamlessly, and digitalized pilot training through Cirrus Approach.



Cara Kolb

SVP & CIO
Federal Reserve Bank of
Minneapolis



Cara leads several information technology teams responsible for delivering solutions that address evolving business needs and strategic priorities for the Bank. Since joining the Bank in 2004, she has held various positions in Treasury Services and IT, including leading both technical and IT business strategy teams. Cara has a B.A. in history and sociology from the University of Minnesota and an M.A. in management from Hamline University.

SUCCESS STORY

Our greatest accomplishment is the maturity of our IT delivery practices, enabling a responsive, reliable customer experience. We're in a multi-year cloud migration journey, increasing scalability and flexibility for our business customers. We've implemented modern video collaboration technology, providing our business customers with improved hybrid meeting experiences. Last year, we delivered 60+ automation and data visualization solutions across several business areas, streamlining processes and driving operational efficiency. Notably, we spearheaded a key process improvement reducing the length of time to provision an authentication solution from weeks down to just a couple of days, improving productivity for multiple cloud development teams.



Heather Mickman

CTO
Lakeshore Learning
Materials



Heather is a technology executive with over 25 years of experience leading digital transformation across retail, healthcare, and education. As CIO and CTO, she has delivered innovations in AI, cloud, and product-centric operating models that drive business growth and elevate customer experience. Heather builds high-performing teams and is a passionate advocate for diversity in tech. She serves on the Adopt A Classroom board and is a frequent speaker on modern IT leadership and customer-driven innovation.

SUCCESS STORY

As CIO, I've led transformative change across security, operations, and business alignment. We significantly improved our security posture by establishing a formal security program and governance model. Our ITSM program—with a focus on Incident and Change—cut incident volume and shifted the team from reactive to proactive. I introduced a Product operating model with Sales and Marketing, driving stronger alignment and shared outcomes. We stabilized and extended value from our SAP implementation, including launching self-service reporting. Additionally, we built an AI solution to uncover local funding opportunities, enabling schools to provide improved education experiences for children across the US.



Matt Neale

CIO
Agiliti Health



Matt Neale is CIO at Agiliti, a top manufacturer and service provider for medical and surgical equipment. His team supports corporate IT, infrastructure, software development, data/analytics, and information security enabling 5000+ employees across the U.S. Prior to joining Agiliti, Matt was the CIO for UHC Provider Technology at United Health Group and has held leadership positions at Target and FICO. Matt holds a degree in Economics from the University of Southampton, UK.

SUCCESS STORY

Agiliti's technology team delivers solutions to our customers that enable them to always be patient ready. One of our most impactful accomplishments was launching an Electronic Medical Record (EMR) integration product to allow our customers to order specialty beds, surfaces and other medical equipment directly from their EMR system without breaking their clinical workflow. This allows us to ensure we deliver the exact equipment patients need, while saving valuable nurse time in the ordering process. This product now supports a large part of our customer base and has received extremely positive reviews from clinical staff and managers.



Jim Stathopoulos

SVP & CIO
Sun Country Airlines



Jim Stathopoulos is a Technology Executive and Digital Leader with strong experience across start-ups, consulting, operations, and technology companies. He provides strategic direction while maintaining financial and operational excellence in driving revenue, retention, growth, and customer satisfaction. Jim is known for inspirational leadership and serving as a catalyst for positive change through a balance of analysis, new ideation, sales alignment, and process implementation—consistently inspiring new approaches to tired and worn solutions. Brings over 25 years of experience, with positions held at Whittman-Hart, Accenture, Akamai Technology, United Airlines, and Sun Country Airlines.

SUCCESS STORY

Coming to Sun Country, I leveraged my industry experience to develop existing talent into driven leaders, building a brand of trust and execution through strategic focus on quick wins within Operations and a vision for rapid digital transformation with tagline to "Automate the Airline". Built trust changing the culture from one of complacency and passivity, to one that drives change with assertiveness and conviction. We installed a product organization model which implemented new product delivery methodologies and improved internal processes to create faster results and scalability.



Josh Woodrum

CIO, Consumer Digital,
Optum Financial
UnitedHealth Group



UnitedHealth Group CIO, Optum Financial, Consumer Digital portfolio that is a \$1B Annualized Revenue business supporting Consumer/Client Experience and Member Services/Contact Center capabilities to drive better digital outcomes for our members and constituents. I am incredibly grateful to align with an organization that focuses on customer experiences and appreciates the gravity/impact of helping people live healthier lives and our commitment to that mission.

SUCCESS STORY

Optum Bank Mobile App has moved into Top 100 Finance and 4.8/5 App Store Rating since rollout in past 18 months with over 10M users supporting Health Benefit Account transactions daily. The tNPS (Transaction Net Promoter Score) of these mobile products have gone from -6 to 40+ in the past 18 months as well due to focus on user experience, verbatims from end users, and industry research and continual enhancements to ensure user satisfaction and ease of use are at the forefront of all designs.

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LARGE CORPORATE FINALISTS

OVER \$500 MILLION ANNUAL REVENUE



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Brian Bakken

VP, IT
Loram



Brian Bakken is the Vice President of Information Technology at Loram Maintenance of Way, a global leader in manufacturing and rail maintenance services with operations in 7 countries. He leads global IT strategy, infrastructure, cybersecurity, business applications, and AI/digital transformation. With over 40 years of experience, Brian has driven major initiatives including global standardization, enterprise application integration, and IT alignment. He is known for aligning technology with business goals and building high-performing global teams.

SUCCESS STORY

IT became Loram's first truly global function, connecting teams across four countries and setting the benchmark for operational excellence. Through a strong focus on governance and global standardization, we transformed how projects are prioritized and executed—resulting in streamlined initiatives, improved delivery timelines, and better alignment with business goals. Our modernization of infrastructure has enabled global visibility and consistency across operations. Additionally, we've advanced our business intelligence capabilities by launching a centralized data lake and data governance practices. These improvements have significantly enhanced data access and analytics, empowering better decision-making and supporting Loram's strategic goals around efficiency and growth.



Ben Davis

EVP, IT
Cambria



Since joining Cambria, Ben has transformed Cambria's technical capabilities into a scalable operation that uses automation and data to serve the company's growth. Ben's career includes service as an Operations Executive for multiple startup businesses and has delivered data and content systems to customers on six continents. He's owned many facets of technology delivery to customers. Ben holds a BS, Business Computer Information Systems from St. Cloud State University.

SUCCESS STORY

I've transformed Cambria's IT department into a product-focused, performance-driven engine. Our core principles are enhancing user productivity and safety, improving product quality and operational throughput, and increasing data visibility. These principles have driven organization-wide transformation and reduced operating costs. We've remained at or under budget, consistently delivering value. In 2024, our team eliminated company expenses by optimizing processes like customer claims, material fulfillment, and equipment maintenance. We also enhanced cybersecurity, ensured system uptime, and implemented enterprise AI solutions. Our product-oriented approach to technology projects, managed by product managers, has fostered priority alignment and ensured a tangible return on technology deliverables.



Andy Dulka

CIO
Restaurant Technologies Inc



Andy Dulka is the Chief Information Officer at Restaurant Technologies, leading the development of innovative, scalable, and secure technology environments. With over 25 years of experience, he excels in applying technology to drive business success and operational efficiency. Previously, Andy was CIO at Starkey Hearing Technologies and held IT leadership roles at Regis Corporation, Allianz Life, and Best Buy. He holds a BA in Mathematics/Computer Science from Saint John's University.

SUCCESS STORY

Our team has successfully deployed the first two phases of our digital transformation, enhancing field service, sales, marketing, pricing, and contract management. This shift streamlined operations, boosted customer engagement, and strengthened financial resilience. By integrating mobile technology and cloud solutions, we improved service delivery and reduced costs. Data analytics and automation in sales and marketing fostered personalized strategies and revenue growth. Our swift implementation, which would have taken years elsewhere, showcases our team's collaboration and ingenuity, significantly elevating customer satisfaction and opening new growth avenues.



Tim Roling

VP, Technology
Satellite Industries and
Satellite Shelters



Tim joined Satellite in 2023 and serves as the first executive technology leader for Satellite Industries and Satellite Shelters. This role is a shared leadership resource for two companies with two distinct executive teams under the same family ownership. He previously held technology leadership roles at Hub International, Western National Insurance, and Allianz Life. Tim holds a BBA with an MIS Major from the University of Wisconsin-Eau Claire and an MBA from Marquette University.

SUCCESS STORY

When Tim started at Satellite, they needed to significantly strengthen the cyber security posture and establish industry best IT practices. Within a short period of time, Tim persuaded the company to invest significantly in a cyber program that today blocks thousands of phishing emails and password attacks each day. He was able to successfully triple the overall technology budget which led to an integration of a Danish company with operations in Poland, complete two ERP migrations, migrate both companies to soft phones, establish an EDI capability, a Project Management Office and transition everyone to follow an Agile framework.



Jaime Wascalus

CIO
City of Saint Paul



Jaime Wascalus began her IT career as a programmer and moved into leadership roles after discovering the joy of working with and guiding smart, creative, and diverse teams. In 2022 she joined the City of Saint Paul's Office of Technology and Communications as Director and CIO, leading talented public servants who support a city that works for all. Jaime is a founding board member of the GovAI Coalition & supports Smart North & Full Stack Saint Paul.

SUCCESS STORY

Last year, our team co-created strategic priorities to guide our work. These priorities—powering city services through scalable, sustainable enterprise systems; honoring our people through career development, leadership growth, and an inclusive culture; and safeguarding city data through strong security and responsible information governance—have clarified our purpose and aligned our efforts. As a result, our limited but highly dedicated team is focused on an enterprise, collaborative approach to maximize our impact across the City of Saint Paul.

CORPORATE FINALISTS

UP TO \$500 MILLION ANNUAL REVENUE



2025
ORBIE
AWARDS



Dan Cater

CIO
Dakota County



Dan Cater brings two and a half decades of government IT leadership experience. As CIO, he expertly led a government IT Department, managing applications, the Project Management Office (PMO), infrastructure, broadband development, and Geographic Information Systems. Dan has led large, complex initiatives such as on-premise and cloud ERP implementations, Unified Communications deployments, and platform changes. Deeply involved in his community, he is an award-winning advocate and has served as a director on numerous non-profit boards.

SUCCESS STORY

Our team successfully navigated the unprecedented challenges of the pandemic by simultaneously implementing Oracle Fusion ERP in the Cloud and transitioning our entire 2,000-person workforce to remote operations. This ambitious undertaking required meticulous planning, seamless communication, and unwavering dedication. We rapidly adapted project timelines and strategies to accommodate the shift to remote work, leveraging virtual collaboration tools to maintain momentum on the ERP implementation. The team's agility and problem-solving skills were paramount. By prioritizing clear communication, providing training, and fostering a collaborative virtual environment, we not only launched a critical new system but also ensured business continuity of our organization.



Nathaniel Engelsen

SVP, Technology
Augeo Marketing
augeo

Nathaniel Engelsen is the SVP of Technology for Augeo's Workplace Engagement division, a leading rewards and recognition software as a service platform provider. Previously Nathaniel has served in various technology leadership roles, including both C-level team leadership and strategic leadership over emerging technologies such as cloud transformation and DevSecOps. Nathaniel is a Carlson Scholar MBA from the University of Minnesota, and in his spare time enjoys practicing Krav Maga and tabletop gaming.

SUCCESS STORY

When business development activities surfaced security process improvement opportunities, I led the implementation of NIST SSDF (SP 800-218) compliant practices across our engineering teams' software development lifecycles. This initiative transformed our security posture by upskilling development teams, enhancing security planning and remediation processes, and modernizing our DevSecOps toolchains. Teams now leverage OWASP ASVS-based security requirements and are supported by robust automated security workflows. The implementation established documentation of security boundaries, threat models, and software bills of materials, positioning Augeo to meet enterprise security requirements while accelerating our market expansion capabilities through demonstrable compliance with industry-leading security frameworks.



Shikhar Singh

VP & CTO
Choice Financial Group



Shikhar Singh is EVP and Chief Technology Officer at Choice Financial Group. With over 20 years of experience across global banks and fintech partnerships, he is known for leading digital transformation and building inclusive, high-performing teams. A Certified CIO and UCLA MBA, Shikhar is passionate about delivering people-first experiences and scalable solutions that reflect Choice's mission to serve communities with care and innovation.

SUCCESS STORY

At Choice Financial Group, our journey has been one of purposeful transformation. Over the past few years, we have evolved into a Hybrid Bank—blending traditional banking with Banking-as-a-Service—to meet the demands of a rapidly changing industry. Through disciplined execution, we have strengthened our risk and compliance frameworks, modernized our technology, and deepened our partnerships. These outcomes reflect the dedication of our teams and the strength of our #People-First culture. This recognition isn't just about leadership—it's about the people who show up every day to build a safer, smarter, and more resilient bank.



Shady Taha

VP, IT
Ergotron



Shady Taha is the Vice President of IT at Ergotron, leading global technology strategy across multiple manufacturing sites worldwide. With extensive experience in IT integration, digital transformation, and operational efficiency, Shady drives innovation that supports business growth and cost optimization. He specializes in unifying systems, enhancing data management, and enabling new digital products to deliver measurable value across global teams and markets.

SUCCESS STORY

In partnership with my team and the rest of the organization, we successfully executed critical integrations during the Enovate medical acquisition, including CRM consolidation and enterprise system alignment. We deployed a master data management solution that centralized customer data, improving accuracy and streamlining operations. The team also supported the launch of RythemConnect, our innovative portfolio of software and services for asset and fleet management. Additionally, we drove significant cost savings by consolidating software licenses and eliminating duplicates, optimizing technology investments and improving overall efficiency across the organization.



Phil Thorson

VP, Technology Strategy &
CIO
St. Cloud State University



Phil Thorson is the VP for Technology Strategy/CIO for St. Cloud State University. Thorson oversees SCSU's Information Technology Services department, providing modern innovative technology services including cloud platforms, data strategy, cyber-security, educational technology and more. Thorson is passionate about ITS operating as an innovative and strategic business partner. He has led significant advancements for SCSU including digital transformation, comprehensive esports and launching an innovations and AI hub. Thorson holds a bachelor's degree in Technology Studies.

SUCCESS STORY

I believe IT should do more than support—it should lead. At St. Cloud State University, I designed an integrative leadership model that redefined IT's role as a driver of innovation, strategy, and institutional success. This model blends relationship-building, governance, and business alignment to deliver bold, mission-driven technology outcomes. It has accelerated campus-wide modernization and elevated IT as a trusted, strategic partner. Our work has fueled revenue growth, improved service delivery, and enhanced student engagement. By embedding IT in every critical initiative, we've transformed how St. Cloud State competes—and thrives—in the evolving landscape of higher education.

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Steve Jensen

Global CISO
Aegon/Transamerica



Steve Jensen is the Global CISO for Aegon. Prior to joining Aegon, Steve was the CEO of SunStream Business Services. Steve has extensive experience in leading security, as CISO for U.S. Bank, BCBS, Ecolab, CWT, Ameriprise, and Scottrade. Steve has a Bachelor of Arts degree from the University of Minnesota with a major in computer science. He also holds a host of certifications related to various areas of information system risk and security.

SUCCESS STORY

As global CISO, I have transformed cybersecurity into a strategic business enabler. I led a risk-based program targeting the top four operational risks, delivering 12 concurrent initiatives that improved NIST CSF maturity to above industry average. My leadership embedded security into digital innovation, accelerated delivery through a "shift left" model, and built a high-performing team with 90%+ retention. My influence extends across the enterprise, aligning security with business goals and elevating it to a board-level priority. I work hard to mentor and develop the next generation of leaders. To date, several CISOs exist globally that used to work for me.



Ashok Kallam

CISO
Fairview Health Services



Ashok Kallam serves as the Chief Information Security Officer (CISO) at Fairview Health Services, leading cybersecurity strategy, operations, and risk management. He focuses on enhancing security capabilities, responding swiftly to threats, and fostering a security-conscious culture in health-care. His mission includes implementing adaptive controls, strengthening resilience, and contributing to patient safety through collaboration and readiness, while ensuring a seamless user experience and aligning security measures with the ever-evolving demands of modern health-care.

SUCCESS STORY

With the unwavering support from the Executive Leadership team and a talented group of deeply committed cyber and risk management team, I am honored to help our organization in upholding the trust our community and patients have placed in us to protect their data and privacy while providing world-class patient care. Fairview continues to achieve meaningful progress in enhancing its security posture every single day. While the journey is ongoing, I am profoundly grateful to be surrounded by such an exceptionally skilled and dedicated team at Fairview. I wouldn't be where I am today without them!



Shaun Marion

VP & Chief Security Officer
Xcel Energy



Shaun Marion is currently the Vice President and Chief Security Officer at Xcel Energy, where he is responsible for both physical and cybersecurity. Prior to joining Xcel, Shaun was the former Chief Information Security Officer at McDonald's and Republic Services, as well as the Chief Security Officer at Honeywell International. Shaun has built a career protecting some of the world's most recognized brands, leaving an indelible mark on their security program.

SUCCESS STORY

In just nine months at Xcel Energy, we've transformed our cybersecurity posture. We restructured the team, filled four key leadership roles, and launched a bold five-year vision. Our results speak volumes: we slashed vulnerability remediation time from 133 to 30 days—beating our two-year goal by over a year—and cut aging vulnerabilities from 5,000 to under 50. Phishing click rates have dropped below 4%, and we're modernizing business continuity across over 900 assessments. A new executive dashboard now delivers monthly insights to top leadership. These milestones mark just the beginning—I'm incredibly proud of what we've achieved together in such a short time.



Mike Rogers

CISO & Director,
Information Security and
Compliance
Hormel Foods



Michael Rogers is a cybersecurity executive with 25 years in IT and over 15 years in security leadership. He has led teams across engineering, architecture, compliance, and cyber defense, including serving as CISO. Michael holds a CISSP certification and an MBA from the Carlson School of Management executive program. He is passionate about aligning business and IT risk while mentoring future leaders. He lives in St. Paul, Minnesota.

SUCCESS STORY

Under Mike's leadership, Hormel Foods' cybersecurity team has strengthened enterprise resilience, improved cloud and data protection, and enhanced identity and access management. The team's agile approach and focus on innovation have increased delivery speed while reducing risk. A standout initiative—secure remote access for production systems—has already saved time and costs. Mike's leadership philosophy centers on empowerment, transparency, and collaboration, helping attract top talent and foster a high-performing culture. By aligning cybersecurity with business strategy and adapting to emerging threats, the team is enabling Hormel Foods to grow securely in a rapidly evolving digital landscape.



Tony Taylor

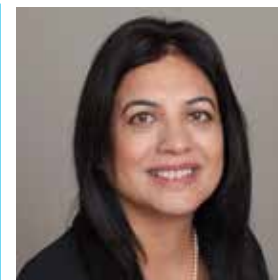
CISO
Land O'Lakes, Inc.



Tony Taylor has held multiple infrastructure and security leadership related roles throughout his career and is currently the CISO for Land O'Lakes, Inc. Under Taylor's direction the IT Infrastructure and Security functions have enabled business growth through secure highly available platforms operating as a shared service across the enterprise. The Security & Privacy team also advise and provide virtual CISO services to many of its cooperative members.

SUCCESS STORY

Our team's greatest success is our people; their level of engagement, care and dedication to their craft and commitment to protecting Land O'Lakes information. We have developed a level of respect and gratitude from the business that demonstrates we are truly business partners, equally focused on their success with security integrated into all that we do. As strategic business partners we are valued, respected and drawn upon to engage in critical business initiatives - we all want to ensure security is a key component of all that we do - food safety includes cyber safety!



Param Vig

SVP, CISO
Solventum



Param is a global leader with over 25+ years in cybersecurity, IT and Finance, across multiple industries. She has a proven track record in delivering high value outcomes that are aligned with business strategy. She has led several business transformations, including building new cybersecurity functions across diverse industries. Over her career Param has nurtured and grown multiple global teams. She is a lifelong learner in influencing organizational change, shaping culture, and promoting cross business network.

SUCCESS STORY

Solventum is a spin-off from 3M. Taking an agile and innovative mindset, the Solventum teams built a comprehensive cybersecurity function in a short amount of time. They leveraged best industry practices, stood up a high-performance team, leaned on business partners for capacity and execution, innovatively modernized capabilities and built governance structures for ongoing oversight. In doing all this, the function kept customer focus as their top priority. The teams championed Solventum's core values of advancing together and winning with excellence.

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Emerging technology doesn't always click right away. Innovative ideas and thinking can be transformational. Deloitte congratulates all 2025 ORBIE nominees transforming tomorrow through technology and innovation.

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AWARDS**Brad Abbott**CISO
Medica

Brad Abbott is CISO at Medica, where he leads efforts to keep data secure and operations resilient. With a strong background in cybersecurity and risk strategy, Brad works across teams to align security with business goals. He's passionate about building a culture of awareness and accountability, and is known for making complex security topics approachable. Brad enjoys collaborating with leaders to drive smart, secure innovation.

SUCCESS STORY

Over the past three years, we've significantly advanced our security capabilities to support business growth, including the integration of two security teams following a health plan acquisition. We unified toolsets across key domains—endpoint, identity, email, WAF, SOC, and application security—adopting best-in-class solutions from Okta, Proofpoint, Palo Alto Networks, SailPoint, and Microsoft. SOC operations were consolidated under ReliaQuest, improving efficiency. We also enhanced our Crisis Management Process, enabling more effective response to large-scale incidents. These strategic efforts have strengthened our security posture and operational readiness in a complex and evolving threat landscape.

**Jeff Holschuh**CISO
Sun Country Airlines

Jeff Holschuh graduated from Carleton College with a Computer Science Degree and joined Target's Technology Leadership Program. After this rotational program concluded, I joined their networking team as an engineer. I obtained an MBA from the Carlson School of Management and shifted to people leader. Next, I switched companies to Code42 to build their internal IAM practice and pursued a CISSP certification. Now, I am proud to say I am the CISO of Sun Country Airlines!

SUCCESS STORY

During my time as CISO at Sun Country, the company decided to initiate an IPO (Initial Public Offering). In addition to the valuation Q&A related to cybersecurity, I was tasked with creating a SOX program to comply with the requirements that come with being publicly traded. After hiring the right resources, I led the team through standing up the program and achieving compliance. Going through an IPO was something on my career bucket-list, and being able to experience it from the position of CISO was something I will never forget.

**Abdeslam Mazouz**CISO
The City of Minneapolis

Abdeslam Mazouz is the Chief Information Security Officer for the City of Minneapolis, where he leads the city's cybersecurity strategy, operations, and governance. With over nine years at the City—6 as CISO—he built and matured the information security program from the ground up. Abdeslam is passionate about public service, team development, and advancing cybersecurity as a strategic enabler for resilient, secure, and innovative digital government.

SUCCESS STORY

My greatest success story is my team. They are passionate, mission-driven professionals who helped build a security program that not only protects the City of Minneapolis but empowers it to serve residents safely. Together, we've fostered a culture of cybersecurity through training, awareness, and collaboration. Their dedication has transformed security from a technical function into a citywide priority that gets ingested in every initiative. In addition to all the security programs I implemented, watching my team grow and make a meaningful impact every day is the most rewarding part of my role.

**Tina Meeker**VP, Information Security,
Infrastructure & Enterprise
Architecture
Sleep Number

Tina is a seasoned cybersecurity and business leader with 20+ years of experience across retail, manufacturing, digital commerce, financial services, and medical devices. She has driven major cybersecurity and tech transformations at large enterprises and holds a BA, MBA, and CISSP. She is committed to mentoring future tech leaders, is a frequent industry speaker, volunteer and guest instructor at various colleges and universities.

SUCCESS STORY

The Sleep Number cybersecurity team goes beyond traditional security roles, championing customer data protection while enhancing the customer experience. They built a strategic enterprise architecture capability integrated with cybersecurity and infrastructure, guiding secure, business-aligned technology investments. A standout achievement, among several, was influencing the secure, scalable redesign of Sleep Number's payments platforms—delivered ahead of schedule and improving both performance and secure payments across all channels.

**Jason Meszaros**CISO
Anderson Trucking Service

My security career began over 26 years ago as a U.S. Army Intelligence Officer with a Top-Secret clearance. In 1997, I completed the USASOC Security Managers course, learning defensive tactics that remain relevant today. Since then, I've held leadership roles across government, professional baseball, and transportation industries. Each step brought new challenges that fostered both growth and setbacks, shaping my professional journey and deepening my commitment to effective, adaptable security leadership in diverse environments.

SUCCESS STORY

The cornerstone of ATS Cybersecurity's success is its strategic collaboration with ATS Business Leaders to develop a robust capability aimed at minimizing business risk. This partnership led to the creation of a prioritized Cybersecurity Roadmap designed to tackle key security challenges and modernize legacy infrastructure. These efforts were tightly aligned with the broader ATS Company Strategy, directly supporting revenue growth and improved profitability. At the outset, ATS faced significant challenges, including outdated technologies, inefficient processes, and insufficient security staffing. After 2.5 years, ATS now operates a virtual Security Operations Center, complete with comprehensive Incident Response plans and layered defense systems.

**William Scandrett**CISO
Allina Health

William Scandrett is an accomplished information security leader with a proven track record of establishing successful security programs across retail, finance, and healthcare industries. As CISO for Allina Health, William is responsible for the Security Governance, Identity, and Cybersecurity programs as well as technology compliance and risk management. William is recognized in the information security community for his knowledge, vision and leadership in the areas of Identity, Compliance, and Risk Management.

SUCCESS STORY

Leveraged our security crisis management functions to successfully navigate CrowdStrike incident of 2024 with extremely limited interruption. Proactive security process detected the issue near-real time and prevented halted the update with less 30% of the environment impacted. Teams were able to get to over 90% restoration in less than 48 hours.

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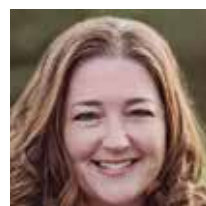
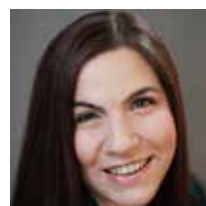
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