



## STEVE RADEWYCH, SVP OF SUPPLY CHAIN OPERATIONS

Steve Radewych holds the position of Senior Vice President of Supply Chain Operations at Toronto based Spin Master, the world's fourth largest toy company.

His career in supply chain & operations has spanned three decades, during which time Steve has developed and overseen teams with responsibilities covering all facets of the supply chain & procurement function, from customer facing supply & operations planning activities, through to strategic sourcing and materials management.



Spin Master Corp. (TSX:TOY) is a leading global children's entertainment company, creating exceptional play experiences through its three creative centres: Toys, Entertainment and Digital Games. With distribution in over 100 countries, Spin Master is best known for award-winning brands PAW Patrol®, Bakugan®, Kinetic Sand®, Air Hogs®, Hatchimals®, Rubik's Cube® and GUND®, and is the global toy licensee for other popular properties. Spin Master Entertainment creates and produces compelling multiplatform content, through its in-house studio and partnerships with outside creators, including the preschool franchise PAW Patrol and numerous other original shows, short-form series and feature films.

## DEPARTMENT BREAKDOWN

WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?

- Upgrade/migration to SAP RISE
- Distribution center re-alignment for US operations
- Source diversification outside of China
- Strategic Sourcing AI Assured Supply

WHAT IS YOUR CURRENT TECHNOLOGY STACK?

SAP, Microsoft, Google

HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?

300+

WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?

\$25 to \$50 million

## PROJECT INSIGHTS

PROJECT OR INITIATIVE DESCRIPTION

Migrating from our current version of SAP to latest version/cloud under the RISE program. Supply Chain/ Operations represent one of two largest user groups. Digital transformation- upgrading all planning systems and building orchestration layer on top to proactively identify exceptions and using decision intelligence/AI

WHAT NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?

Talent retention, continuity of supply, predictability of demand, organization structure and process change to incorporate AI and other tech evolution as well as geopolitical shifts

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?

- Parties facilitating supplier collaboration (direct spend oriented)
- Outsourced managed services in the supply chain space (focus: order management)

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?

24 months +

WHAT IS YOUR BUDGET FOR THIS PROJECT?

\$15 million

**What technology/services are of strategic importance to you in the next 12 months?**

**Please indicate level of need/importance below.**

**We realize everyone has priorities, so we asked the delegates theirs. This is so that we can create a more personalized experience for all our attendees.**

Optimize mobile self-scanning performance and AR-driven shelf management	A
Leverage AI and advanced analytics to help forecast demand accurately, evaluate and pivot in real-time, and fulfill customer demand	B
End 2 end Visibility platform that can track inventory and shipments throughout the entire journey	E
Revolutionizing Retail with POS	B
Onboard new suppliers into a company's supply chain network	E
Real-time Transportation visibility platform	A
AI, analytics, & the Cloud's role in managing supplier risk monitoring & resolution	E
Building an end-to-end warehouse solution to navigate continued supply chain challenges & disruptive forces	A
Enabling the customer experience through technology to create a competitive advantage	D
Automating processes and adding the power of artificial intelligence to nurture customer relationships, add situational awareness to purchase history, and create opportunities to interact with customers regularly	C
Leveraging quantum can lower costs & energy through more efficient routing and improve customer service and speed to market, resulting in performance advantages that can impact marketing claims	D
Using twins allows retail decision-makers to test and validate a complete set of strategies and objectives across teams and make smart decisions to improve the customer experience and maximize profitability	D
Using 3PLs to grow e-commerce & hybrid markets	A
End-to-end warehouse solutions that will boost productivity & help you manage your workforce's warehouse activities in real-time	D
Unlocking the cloud's potential to make strides in pricing & margin management, website & recommendation-engine personalization, loyalty program management, & more	D