

#TOGETHERPMA

A man in a black polo shirt, blue jeans, safety glasses, and a blue face mask is working in a factory. He is standing next to a large industrial machine with a green roller. He has a black glove on his left hand and a black glove on his right hand. The background shows other industrial equipment and a yellow structure.

2020 ANNUAL REPORT

Dear Members,

As I reflect on 2020, I am extremely inspired by how PMA members continued to manufacture essential products throughout the COVID-19 pandemic and are helping lead us down the road to economic recovery.

Despite the challenging year, PMA membership stayed strong, with 855 manufacturing and associate companies, including 102 new members joining our community.

A key focus of our association in 2020 was on providing information and resources to help members navigate through the difficult year. Our team in Washington, D.C., was instrumental in keeping us all updated on government actions that affected the industry by hosting weekly webinars. The team also tirelessly advocated for measures such as the Paycheck Protection Program that allowed members to maintain payroll, retain and rehire workers, and cover overhead costs.

Additionally, PMA began offering new resources, such as the quarterly ITR Econ Trends reports and Metalforming Insights surveys, to help companies make informed business decisions. We also launched a health insurance program to allow members to offer first-class employee benefits and reduce insurance costs.

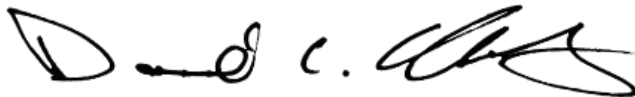
Throughout the year, PMA staff kept members connected with one another and provided necessary industry training by pivoting from in-person events to virtual roundtables, meetings, webinars and technical seminars. In 2021, we are continuing to hold some virtual events, while others will return to in-person.

Unfortunately, the 2020 FABTECH Mexico and FABTECH Las Vegas tradeshow were canceled due to the ongoing pandemic. However, the PMA team kept industry professionals apprised of the latest products and technology developments through the *MetalForming* and *3D Metal Printing* magazines as well as the publications' newsletters, virtual events and newly launched websites.

As we wrapped up 2020 and continuing today, our industry faces severe and growing metals pricing and supply problems. Educating the Biden administration and members of Congress about these challenges and urging the elimination of the Section 232 steel and aluminum tariffs is a top priority for PMA this year.

On behalf of the entire staff, thank you for your investment in PMA. As we turn the corner from the health crisis, PMA remains committed to providing you with new benefits and resources that enhance the value of your membership and help your business thrive. Feel free to reach out to us at any time—we are here to support you. **#TOGETHERPMA.**

Cordially,



David C. Klotz
PMA President



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PMA President

**For more than 75 years,
the Precision Metalforming
Association (PMA)
has served the needs
of those in metalforming
companies in keeping with
its mission: to shape the
environment of the industry,
leading innovative member
companies toward superior
competitiveness and
profitability.**

COVID-19 Response

As PMA's 2020 fiscal year began, so did the early stages of the COVID-19 pandemic in North America, with business shutdowns, stay-at-home orders and travel bans taking effect.

ADVOCACY

PMA's advocacy team in Washington, D.C.—The Franklin Partnership and the Policy Resolution Group at Bracewell—immediately took action to help PMA members meet a multitude of COVID-related challenges by:



Creating a dedicated webpage to provide up-to-date information on government actions and guidance



Hosting 25 webinars to share the latest information related to essential business operations, COVID-relief efforts and more



Lobbying Congress for COVID-relief measures to help the industry, including:

- Creation of Paycheck Protection Program (PPP) loans, of which nearly 90% of members received
- Updated PPP to improve borrower flexibility
- Extended loan forgiveness from eight to 24 weeks, with terms stretching to five years
- Deferred 2020 payroll taxes for two years
- Increased the amount of allowable expense deductions
- Lobbied to create the second-draw PPP loan
- Succeeded in allowing businesses to deduct PPP expenses if loan forgiven – overturning IRS ruling barring the deduction of expenses
- Expanded definition of eligible PPP expenses to include supplier costs and PPE spending
- Succeeded in expanding eligibility for Employee Retention Tax Credit to include PPP loan recipients, including if their loan is forgiven
- Filed comments raising concern over PPP loan necessity questionnaire

MEMBERS MAKING A DIFFERENCE

Throughout the pandemic, PMA members stepped up to manufacture essential products needed by the health care industry and consumers around the globe. Dozens of PMA members were featured in news stories, helping to shine a light on how manufacturers were leading the way and displaying the true spirit of joining together to make a difference. Visit www.OneVoiceInfo.org/member-making-difference to see stories about PMA members taking action during the pandemic.



David Klotz, President, PMA

Jeff Aznavorian, President, Clips & Clamps Industries

PANDEMIC EFFECT ON FABTECH

In 2020, FABTECH events were scheduled to take place in Mexico, Canada and Las Vegas. Due to the pandemic and meeting and travel restrictions, the FABTECH show partners made the decision to cancel all three shows. Looking toward 2021, FABTECH returns to Chicago in September. With the metalforming pavilion again in the Lakeside building of McCormick Place, PMA is excited about the new dates and warmer weather in Chicago!



Mike Vohland, Vice President Sales/Publisher, PMA

Joshua Forquer, Executive Vice President Sales and Technical Development, Kirchhoff Automotive

David Klotz, President, PMA

Events

PMA's events offer a variety of ways to develop powerful relationships with colleagues, suppliers and customers through meetings that explore trends and technologies. Due to COVID-19, PMA transitioned events during the year from in-person to virtual.

SIGNATURE EVENTS

New for this year was the combining of PMA's Metal Stamping and Tool & Die Conference and *MetalForming* magazine's Lubrication Technology Experience into one conference—Metal Stamping and Tool & Die Conference Now Including Lubrication Technology.

The Metal Stamping and Tool & Die Conference and the Automotive Parts Suppliers Conference both were transitioned to multi-day virtual conferences.

Automotive Parts Suppliers Conference

September 1-2, 2020

79 Participants

58 Companies



Metal Stamping and Tool & Die Conference Now Including Lubrication Technology

January 26 & 28, 2021

February 2 & 4, 2021

380 Participants

238 Companies



Unfortunately, PMA's annual meeting and leadership conference, Forming Our Future, was canceled after a unanimous vote of the PMA Board of Directors. The One Voice Legislative Conference was transitioned from an in-person event in Washington, D.C., to virtual meetings with members of Congress. More information about the virtual meetings can be found on page 12.

EXECUTIVE NETWORKING GROUPS

Member-exclusive executive networking groups bring together mid- and senior-level executives to exchange ideas and compare experiences within a confidential and legal format. With five networking groups, members can generate new ideas, benchmark operations and expand their networks. The executive networking groups moved all meetings online during the year and increased the frequency of meetings to help each other work through the challenges brought on by COVID-19.

2020 Participation

42 Meetings

77 Participants

62 Companies

Networking Groups

GADA Executive Networking Group

Naples Executive Networking Group

Press Club Networking Group

It's Just Business (IJB)

The Cellars Group

DISTRICT EVENTS

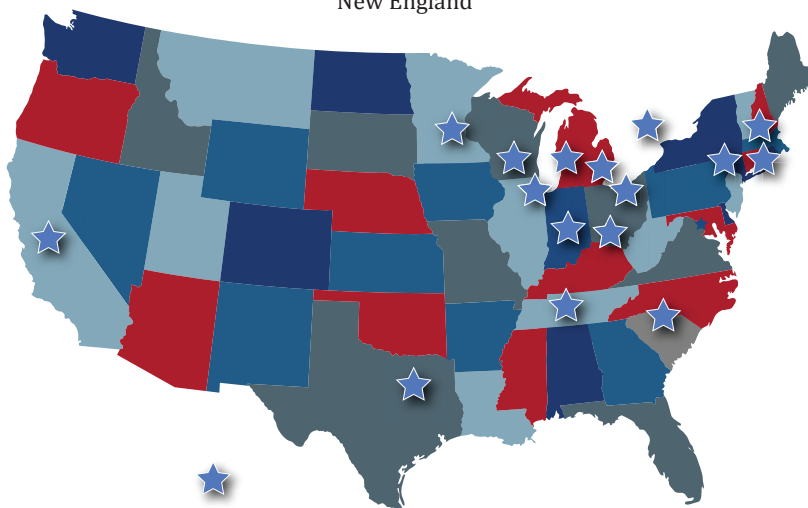
PMA's 17 local districts throughout North America also were impacted by the pandemic, causing most events to be canceled. District leaders transitioned some in-person events to virtual, but most district events were not held during fiscal year 2020.

2020 Participation

39 Meetings
797 Participants
308 Companies

2020 Local Districts

California	New York/New Jersey
Canada	Ohio Valley
Chicago	Southeast
Cleveland	Southern New England
East Michigan	Tennessee
Indiana	Twin Cities
Lone Star	West Michigan
Mexico	Wisconsin
New England	



ROUNDTABLE AND DIVISION MEETINGS

PMA's roundtable and division meetings provide intimate and unique forums that allow members to share best practices and, with like-minded colleagues, resolve challenges faced by their companies. Due to the pandemic, all roundtable and division meetings were held virtually during the year.

2020 Participation

5 Meetings
122 Participants
98 Companies

Roundtables

CFO
 Human Resource/Training
 Quality
 Sales and Marketing

Divisions

Custom Roll Forming Institute
 Metal Fabricating
 Metal Spinning
 Metal Stamping
 Slide Forming
 Tool and Die

PMA by the Numbers:

855

MEMBER COMPANIES

85,000

INDIVIDUAL
MEMBERS

36

STATES

13

COUNTRIES

Primary Processes Performed:

Metal Stamping
Metal Spinning
Metal Fabrication
Roll Forming
Slide Forming
Small Lot Stamping
Tool and Die

Primary Markets Served by Members:



23% Automotive Tier 2



15% Commercial/Industrial Hardware



14% Electronics



13% Appliance



11% Consumer



11% Lawn and Garden



11% Medical/Instruments



9% Automotive Aftermarket



9% Automotive Tier 1



8% Aerospace



8% Defense



8% Off-Highway



8% Telecommunications



7% Computer/Business Machines



3% Produce Own End Product

Membership

MOST MEMBERS SINCE 2014

In 2020, PMA achieved its highest number of members, 855, since 2014. During the year, 102 new members joined the PMA community. Members relied on PMA to help them navigate through the unknowns brought by the pandemic.

NEW BENEFITS ADDED DURING THE YEAR

As the metalforming industry experienced business disruptions due to COVID-19, PMA added multiple new benefits to provide members with options to save on health insurance costs and receive key industry data to help them make strategic decisions.

Health Insurance for Members

In October 2020, PMA announced a partnership with Oswald Companies to launch PMA Health Insurance for Members. This program provides members with access to a team of health insurance experts to help create customized programs while helping save on health insurance costs.



ITR Econ Trends—Economic Reports

Providing PMA members with economic intelligence to reduce risks and drive profitable business decisions was the main factor in partnering with ITR Economics. As part of the new partnership, PMA members receive quarterly economic reports for three industry sectors. These reports offer a comprehensive overview of the economy and key industry sectors to help members best utilize their resources and effectively deploy capital.



Metalforming Insights—Industry Surveys and Reports

At the beginning of 2021, PMA announced another new partnership with Harbour Results, Inc. and Plante Moran to enhance PMA's industry surveys and reports. The new Metalforming Insights reports allow members that participate in PMA surveys to benchmark their companies against others in the industry, providing key data to optimize their operational and strategic performances. Through the partnership, released quarterly reports cover financials and KPIs; operations, human resources and safety; sales and marketing and forecasting; and wages and benefits, including executive compensation.



Workforce Development

PMA understands the importance of a skilled and trained workforce. Due to COVID-19, PMA expanded virtual learning opportunities to provide additional training and resources to help members through the unprecedented challenges they were facing.

WORKFORCE DEVELOPMENT

In 2019, a PMA workforce development task force convened with the intention of evaluating activities and recommending programs and opportunities that promote job creation, workforce recruitment and retention, and advocating for the interest of employers in relation to workforce and education. The plan was designed to provide high-level objectives for the next several years.

A working committee of industry representatives was recruited to operationalize and identify strategies to address the short- and long-term goals identified in the plan. In the coming fiscal year, the committee will conduct an overarching stakeholder analysis, drive revenue through a METALFORM EDU-centered credential program, create a comprehensive apprenticeship program plan and roll out the updated NIMS SMART Standards.

WEBINAR SERIES

Due to the COVID-19 pandemic, PMA held 37 webinars during FY'20, the most ever in a fiscal year. The webinars covered COVID-19, industry trends, benchmarking, legal and regulatory updates, USMCA, cybersecurity, and more.



37 Webinars
4,473 Participants

METALFORM EDU

METALFORM EDU continues to earn high marks from PMA members. Since launching at the end of 2018, METALFORM EDU has been a key training piece of PMA's workforce development offerings. During the year, the team added new features and licenses to the system. Additionally, PMA's Occupational Aptitude and Knowledge Assessment was made available in Spanish. This license complements the other Spanish offerings in METALFORM EDU.

Another new license, the one-month Preview Library License, provides access to the 30 most popular courses in METALFORM EDU. Each PMA member company receives access to this license as a member benefit, and it gives nonmembers an opportunity to try out METALFORM EDU.

During FY'20, 53 percent of new PMA memberships can be attributed to METALFORM EDU—showing the importance of training for our industry. The most popular license during the year was the one-month full library, at 28 percent, with the three-month full library license, at 24%, as the second most popular. Additionally, 22% of manufacturing members used METALFORM EDU throughout the year.



TECHNICAL SEMINARS

PMA held 22 virtual seminars during the year, training 698 participants. The virtual seminars varied from single-day to multiple-day programs depending on the topics. Topics included high-strength steels, deep draw and die maintenance. PMA's technical seminars provide participants with the knowledge and competencies needed to succeed in their positions.



22 Seminars
698 Participants
223 Companies

PMA EDUCATIONAL FOUNDATION (PMAEF)

As with PMA, workforce development is a key driver of PMAEF activities. Throughout FY'20, PMAEF updated the Center for Metalforming Careers (C4MC) website with resources on how to host a virtual MFG Day as well as a collection of complimentary resources to help companies interact with students during a pandemic.

PMAEF collaborated with MAGNET and Towards Employment to construct and pilot the ACCESS to Manufacturing Careers program in Northeast Ohio. ACCESS is a four-week, 120-hour course that introduces participants to the foundational knowledge and skills they need to be successful in entry-level manufacturing jobs and will position them for successful retention, further skill development and advancement in their careers. The curriculum consists of a blend of 1) manufacturing-specific skills and information delivered online through PMA's learning platform, 2) job-readiness skills and behaviors that are contextualized to the manufacturing sector, 3) a series of hands-on activities that are led by employers, and 4) OJT competency validation.

In October 2020, the first funding cycle opened for the new PMAEF/PMA Districts Educational Scholarship program. Applicants enrolled in a range of academic and job readiness programs in the West Michigan, Southeast, Tennessee and Wisconsin districts were eligible to receive up to \$1,000 in funding. The second cycle closed on March 31, 2021, and awarded twice as many applicants as the initial cycle.

PMAEF held its 50/50 raffle in November 2020 to help support its ongoing workforce development activities. The raffle raised \$13,100. PMAEF is grateful for the generosity of all of its supporters.



Voice of the Industry

While a major focus of PMA's One Voice advocacy work in 2020 was on ensuring that COVID-19 relief measures and guidance supported the industry (see page 4 for a summary of those efforts), the team continued to promote other important policy issues, including workforce training and recruitment programs, enforcing trade laws while opposing tariffs on metals, and advocating for tax reform while reducing ineffective regulations.

PMASIC ELECTION SUCCESS

Thanks to the generous donations of members to PMA's Voice of the Industry Committee (PMASIC), the association's political action committee, more than \$50,000 was donated in the 2019-2020 election cycle to pro-manufacturing candidates for Congress from both parties and all parts of the country. One hundred percent of the candidates PMASIC supported won their elections.



VIRTUAL CONGRESSIONAL MEETINGS

Due to COVID-19 and restrictions on visitors to the Capitol, the annual in-person PMA/NTMA One Voice Legislative Conference was transitioned to a series of virtual meetings, offering an opportunity for members to share their concerns with their legislators from the comfort of their homes and offices.



Zoom Meetings with Members of Congress: 15
PMA Member Participants: 132



Key Accomplishments

Through the One Voice team, PMA engaged in the following advocacy activities:

- Secured more than \$1 billion for job training and technical education
- Lobbied Congress for new language in the CARES Act that expanded training funds in the Workforce Investment and Opportunity Act for e-Learning
- Lobbied to create Industry-Recognized Apprenticeship Programs
- Prevented U.S. tariffs of as much as 100% on copper-based alloys from Europe
- Incentivized supply chain reshoring/onshoring
- Worked with a coalition to oppose Section 232 steel and aluminum tariffs, including filing comments to seek exclusion changes
- Filed comments on numerous regulatory issues, resulting in:
 - Reforming Family Medical Leave Act (FMLA) intermittent leave
 - Reversing the NLRB ambush election union rule
 - Crafting a more balanced EPA cost-benefit rule
 - Outlawing the use of “secret science” in EPA rulemaking

“ Tariffs on copper alloys would have been damaging to my company and other PMA member companies, and our customers. The PMA team devised and executed an effective advocacy strategy that helped ensure our voices were heard by our elected officials and policymakers. ”

- Charles Bernard, President, Eagle Metals

Publications

PMA's industry publications strive to serve the needs of the metalforming community. *MetalForming*, *MetalForming Spanish Edition* and *3D Metal Printing* magazines provide engineers, technicians, managers, designers and others with expert commentaries, industry news, case studies and updates on state-of-the-art products.

METALFORMING MAGAZINE

48,000 circulation

Toward the end of FY'19, *MetalForming* magazine launched a brand-new website. Moving into FY'20, the team continued working to drive visitors to the website and provide a better experience for digital advertisers.

Even though FY'20 brought about disruptions to businesses across the country, *MetalForming* magazine continued as the go-to source for all industry news. The magazine produced 12 issues throughout the year and held multiple webinars with key industry leaders to discuss the challenges manufacturers were facing due to COVID-19. During FY'20, the magazine added a new monthly newsletter, *MetalForming Business Edge*, to provide an inside look at the management philosophies of metalforming and fabricating company executives.



METALFORMING SPANISH EDITION, PUBLISHED QUARTERLY

15,000 circulation

3D METAL PRINTING MAGAZINE

20,000 circulation

To celebrate its fifth year, *3D Metal Printing* magazine launched a brand-new website in March 2021. With a clean design and better-than-ever user experience, the new website confirms the magazine's position as the leader in everything 3D metal printing. The magazine also held one event during the year, the 3D Metal Printing Experience and Tech Tour.



“ The topics discussed during this virtual event are not only exciting as they are eye opening. The wealth of knowledge from the organizers and presenters helped me understand where we stand in the industry. ”

- 2020 Virtual Hot Stamping Experience Attendee

PUBLICATION EVENTS

MetalForming and *3D Metal Printing* magazine events are designed to advance the metalforming, fabricating and additive industries by providing executives, engineers and associates with a range of important learning opportunities on technological advancements in software, processes, equipment, materials and more.

During FY'20, the Lubrication Technology for Metalformers event merged with PMA's Metal Stamping and Tool & Die Conference. By combining these two events, *MetalForming* magazine and PMA were able to provide attendees with presentations, best practices and more on multiple technologies that go together.

In addition to the lubrication and stamping event, the magazines put on four other virtual events during the year. Introduced for the first time in 2019, the Hot Stamping Experience and Tech Tour was expanded in FY'20 from a one-day event to a multi-day event. The Internet of Things Experience again grew during its third year as the technology continues to show its importance to the industry, especially during the pandemic.

Virtual Internet of Things Experience

June 22-24, 2020

32 Participants
22 Companies



Virtual 3D Metal Printing Experience and Tech Tour

July 21-23, 2020

27 Participants
22 Companies



Virtual Hot Stamping Experience and Tech Tour

October 6, 8 and 13, 2020

388 Participants
303 Companies



Mexico Metalforming Technology Webinar Series

October 14, 21, 28
and November 4, 2020

342 Participants
241 Companies



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Troy Turnbull

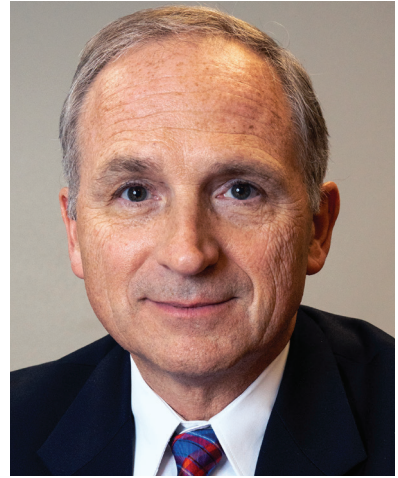
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