

# 2024 ANNUAL REPORT

*PRECISION METALFORMING ASSOCIATION*

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PMA.ORG



# LETTER FROM THE PRESIDENT

**Dear Members,**

As I reflect on 2024, the strength of PMA members and their ability to navigate successfully through uncertain times comes to mind. Despite a slowdown in economic activity, supply-chain disruptions, difficulties finding employees, and unknowns related to trade and tax policies, our members met these challenges and succeeded.

Thanks to the support of our members, the association remained strong in 2025, finishing the fiscal year with 910 member companies, including 82 new members joining our community.



**David C. Klotz**  
*PMA President*

**Several exciting developments took place in the past year, including the:**

- Kickoff of a strategic-planning initiative, which included virtual member and staff interviews and a survey of the entire membership to set the direction of the association for the next five years.
- Establishment of a PMA district in Mexico, providing metalforming professionals in the country with access to educational programming, industry plant tours, social events and networking.
- Introduction of the *MetalForming Tool & Die ebook*.
- Expansion of PMA staff in key areas with the hire of Dean Phillips as director of technical training, Michelle Fabrizio as workforce development technical training manager and Brittany Borden as district marketing coordinator.

Additionally, many successful events were held throughout the fiscal year including FABTECH Orlando in October 2024, which saw more than 32,000 attendees come together to support the industry and local communities affected by recent hurricanes. An exceptional Forming Our Future Conference took place in Puerto Rico in March 2025, and more than 8,000 industry professionals networked and expanded their knowledge at PMA district and division meetings, technical seminars, roundtables, webinars and more throughout the year. We hope to see you at some of our 2025 events!

PMA also continued to serve as your voice on Capitol Hill and within the Administration, lobbying for pro-manufacturing policies to help members remain competitive. See page 13 for more information.

In 2025 and beyond, we look forward to providing your company with the benefits and resources needed to help you thrive. Together, we can continue to strengthen the industry.

On behalf of the entire PMA staff, thank you for being part of the PMA community! Please feel free to reach out to us at any time—we are here to help.

Cordially,

A handwritten signature in black ink, appearing to read 'D. C. Klotz', with a stylized flourish at the end.

**David C. Klotz**  
PMA President

# MEMBERSHIP

## Current State of Membership

PMA's membership remains strong. At the end of FY'24, PMA had a total of 910 member companies, with 82 new companies joining the membership ranks.

Our members are turning to PMA to help guide them through uncertain times, train their employees and engage with other members across North America. As this report shows, members are utilizing a wide range of benefits and services available to them.

## Strategic Planning

In 2024, PMA embarked on a strategic planning process, led by Chair Gregg Boucher, to help understand the current and future needs of our members to better position the association for the next 10 years. PMA hired Altus Consulting Services Inc. to conduct interviews with PMA members and staff, as well as develop an extensive survey completed by members. The data collected through the interviews and surveys will help PMA better serve our members.

## Insights from the Data Collection

- 64% agreed that PMA helped grow their business
- 89% agreed that PMA helped grow their knowledge
- 71% think PMA is a key resource for their business
- 93% would recommend PMA to colleague in the industry

## Next Steps

After reviewing the feedback and data from members, PMA's staff and board will begin new projects and benefits to continue to help our members thrive, with the first phase focused on member onboarding and engagement, as well as workforce development.

## Benefits and Services

PMA members enjoy a wide range of benefits and services to meet their unique needs. Below are a few key resources utilized by PMA members. A full list of membership benefits and services can be found at [www.pma.org/membership](http://www.pma.org/membership).

## Economic Intelligence

PMA members receive exclusive industry data and reports through Metalforming Insights and our partnership with ITR Economics.

Metalforming Insights offers monthly, quarterly and yearly reports packed with insights to benchmark your company against others in the industry. In addition to Metalforming Insights, PMA members have access to monthly and quarterly reports from ITR Economics that provide current industry data and status.



## Networking Groups

Last year, PMA created the first networking group not exclusive to senior/executive-level leaders, responding to the needs of members requesting a group for mid-level managers. The group has met multiple times and will continue to meet into FY'25.

Looking ahead to FY'25, PMA again is creating a new group based on feedback from the membership. To be comprised of CFOs, vice presidents of finance and controllers, the financial professionals group will hold its first meeting in August 2025.

PMA's networking groups are one of the most highly rated member benefits each year. To learn more about these groups and how to apply to join one, visit [www.pma.org/networking/groups](http://www.pma.org/networking/groups).



## Local Districts

PMA's local districts are the backbone of PMA membership. Most members' first experience with PMA starts in the districts. Since the hiring of Randy Kish, membership engagement manager, in 2021, PMA district activity has grown substantially. In 2023, the team added Erin Peterman as district member engagement coordinator and this year Brittany Borden joined the team as marketing coordinator to help promote district activities.

PMA's districts not only are producing more events than ever before but also are becoming more involved in their local manufacturing communities. From partnering with trade schools and universities to promote manufacturing careers, to sponsoring robotic competitions to energize the next generation of manufacturers, to volunteering their time and expertise for training, PMA's districts are working hard to grow manufacturing's profile and setting the stage for the next generation of manufacturers to succeed.

## Mexico District Revitalized

During FY'23, the groundwork was laid to relaunch the Mexico District in FY'24. A kickoff event took place in May 2024, with the goal of building out the board and setting a direction for the district. The event was a great success and led to the formation of the current Mexico District board.

Since that event, the district has held webinars on how U.S. trade policy affects Mexican manufacturers, technical training events and a reception at FABTECH Mexico 2025. We look forward to the continued growth of the district.

## District Volunteer Leadership

A main priority of PMA's membership engagement team is to help district volunteer officers succeed in their roles, leading to the creation of the Mastermind Program in FY'24. Funded entirely by PMA, this leadership program helped more than 10 officers grow, learn new skills and lead not only their districts but also their companies.

## PMAEF and Districts Award More Than \$100,000 in Scholarships

More than \$100,000 in educational scholarships were awarded to 57 recipients through the PMA Educational Foundation/District Scholarship Program. More information about the scholarship program can be found on page 12.

# EVENTS

In FY'24 PMA and our districts held 131 events throughout North America, ranging from half-day networking meetings to our four-day annual meeting.

PMA is your connection to the entire metalforming industry, and we host a wide range of events designed to help you grow your network, your knowledge and your business.

## Signature Events

Our signature events are premier conferences designed to provide invaluable networking and information to help you grow your business and boost profitability. These events offer prime opportunities to connect with industry leaders and gain valuable knowledge.



## Technical Events, Roundtables and Divisions

### Technical Seminars and Webinars

Technical seminars and webinars cover specific processes and technologies. These technical programs, presented by expert trainers, enhance members' technical skills through either in-person or virtual learning. In FY'24, PMA trained more than 400 members.

### Roundtables and Divisions

Roundtables bring together members in similar professional roles, such as human resources, sales and marketing, and quality, for in-depth discussions on specific topics applicable to their job responsibilities. PMA divisions also offer more intimate settings for networking and information sharing within particular segments of the industry, such as metal stamping, spinning and other technologies.

These smaller events provide valuable opportunities for peer-to-peer learning and focused discussions.



## Magazine Events

Events produced by *MetalForming* magazine delve deeper into specific technologies and processes relevant to the metalforming industry. These can take the form of in-person conferences covering fabrication and hot stamping, as well as virtual conferences such as *MetalForming LIVE*. Events from *MetalForming* magazine give you more focused content and really let you explore specific areas of metalforming in detail.





*Through PMA's executive-level events and training programs, we are able to share best practices and learn about emerging industry technologies. The events offered by PMA address a full range of current topics that we can use to enhance our business and workforce.*

**ELISABETH WEISSENRIEDER-BENNIS**

*President, Weiss-Aug Company, Inc.*

*Member since 1982*

### **District Events**

PMA's 17 districts continue to hold events designed to get local members together to network, learn and have some fun! These events range from supplier nights and golf outings to roundtables and plant tours.

## **Events by the Numbers**

# 32

**IN-PERSON EVENTS**

**1,296 PARTICIPANTS**

# 10

**HYBRID EVENTS**

**242 PARTICIPANTS**

# 13

**VIRTUAL EVENTS**

**2,056 PARTICIPANTS**

# 12

**WEBINARS**

**572 PARTICIPANTS**

# 64

**DISTRICT EVENTS**

**3,605 PARTICIPANTS**

## FABTECH

PMA is an event partner at FABTECH. During FY'24, FABTECH held tradeshow events in Orlando, FL, Mexico and Canada.

FABTECH Orlando took place after Hurricane Milton went through Florida. Acknowledging the devastation in the local communities, FABTECH event partners donated more than \$25,000 to organizations to assist in the cleanup and recovery efforts.



### FABTECH Orlando

Attendees: 30,000

Exhibitors: 1,500

Technical Sessions: 200

Square Footage: 750,000



### FABTECH Mexico

Attendees: 13,700

Exhibitors: 450

Square Footage: 313,000



### FABTECH Canada

Attendees: 6,900

Exhibitors: 2,000

Square Footage: 88,865





# WORKFORCE DEVELOPMENT

Finding, training and retaining talent remains a top challenge for PMA member companies. Members look to PMA to get their new hires up to speed quickly and help seasoned pros cross-train new skills and technologies.

PMA's workforce development team has more than 100 years of combined experience in training metalformers. Through in-person or virtual technical events, in-plant training and online training, PMA members have a variety of ways to train their employees through PMA.

## **New Staff Added to the Workforce Development Team**

In May 2024, Dean Phillips joined PMA as director of technical training. Dean succeeded Peter Ulintz who retired in April. Dean manages PMA's technical programs, develops custom training and hosts PMA's podcast, *Destiny of Manufacturing*. Prior to joining PMA, Dean served as production enhancement engineer at Link Systems in Nashville, TN, for nearly 20 years.

In addition, Michelle Fabrizio joined PMA in January 2025 as the workforce development technical training manager. In this role, Michelle works with the team to create and implement PMA technical training, specifically in the tool and die field. Michelle began her 30-year career in manufacturing as a tool and die maker at Delphi Automotive. Additional prior experience includes serving as an engineer at SPS Technologies, Swagelok and CCL Container. Michelle is a graduate of Youngstown State University with a degree in Mechanical Engineering Technology.

## **Training Events**

PMA offers a variety of training events for technical and leadership skills. Through PMA's technical programming, participants are taught specific technologies and processes, while the Management Development Academy trains the next generation of metalforming leaders.

## **Technical Seminars and Webinars**

Technical seminars and webinars again are one of PMA's highest-ranked workforce development programs. In FY'24, PMA trained 404 participants through 10 technical seminars and three virtual seminars/webinars. The technical seminars are held at PMA's HQ and offered both in-person and virtually. To learn more and view upcoming technical events, visit [www.pma.org/technical](http://www.pma.org/technical).

Hybrid Seminars: 10  
Virtual Seminars/Webinars: 3  
Participants Trained: 404





### Management Development Academy—Class 14

Another 30 graduates were added to the more than 300 MDA alumni after the conclusion of Class 14. MDA is designed to grow middle managers' business and leadership acumen to prepare them for current and future success. MDA is one of the highest-rated programs offered by PMA and a majority of graduates have moved into leadership positions after completing the program.

### Webinars

Each month PMA hosts webinars to drive member engagement and provide members with key trends, industry information, training, Washington D.C. updates, membership benefits and more. These webinars are free to all PMA members. Also, since PMA became a recertification provider with SHRM and HRCI, all HR and training-related webinars qualify for continuing education credits with each organization.

Webinars: 9

Participants: 410

### METALFORM EDU

METALFORM EDU, PMA's online training platform, continues to provide members with high-quality on-demand training for their employees. From courses on die setting, lubrication and press brakes to communication, math and engineering drawing, there's something for everyone in your company.

During FY'24, PMA highlighted three member companies using METALFORM EDU in unique ways while achieving the same goal—developing highly skilled workers.



**1. Small Parts Inc.:** As a premier manufacturer and stamper of small metal parts, the company's employees are required to have a specific level of skill and precision. When Small Parts looked to expand its training efforts, PMA's METALFORM EDU provided the training programs they needed to succeed.



**2. McGregor Metal:** This family-owned company utilizes METALFORM EDU to elevate its current employee skillsets as well as onboard new employees. With a predefined set of programs, McGregor has been able to make the platform its own and cater to specific company needs.



**3. Accurate Woodbine:** Dating back four generations, Accurate's decision to work with PMA changed everything for the company. METALFORM EDU has provided an influx of knowledge, instilling confidence in employees and allowing them to relate to their work on a deeper level.

To learn more about how PMA members are using METALFORM EDU, visit [www.metalformedu.com](http://www.metalformedu.com).

During FY'23, PMA's workforce development team worked on many behind-the-scenes updates to the METALFORM EDU platform to provide managers and learners with a better experience. These updates went live during the first quarter of FY'24 and PMA has received positive feedback on the system updates.

### Top Five Courses Taken

1. PMA-1001 Introduction to Metal Stamping
2. DWG-1001 Introduction to Blueprint Reading
3. DWG-1002 Engineering Drawing Terminology
4. DWG-1005 Dimensions and Tolerances
5. MEA-2004 Micrometers

### METALFORM EDU By the Numbers

Licenses Sold: 1,508

Companies Using: 105





## PMA Educational Foundation

PMAEF continues to work on enhancing the supply of skilled workers in the metalforming industry by partnering with PMA's districts to award scholarships to the next generation of metalformers, providing funding for new METALFORM EDU courses and more.

### Educational Scholarships Top \$100,000

PMAEF and PMA districts provided more than \$100,000 to 57 recipients throughout the country. Fifteen PMA districts participated in the program in FY'24. Since FY'22, PMAEF's scholarship program has continued to exceed expectations and provide funding to help create the new generation of metalformers. Learn more about the recipients and upcoming scholarship opportunities at [www.pma.org/foundation](http://www.pma.org/foundation).

### Metalforming Micro-Grant Program

Since 2019, PMAEF's Metalforming Micro-Grant Program has provided more than \$50,000 to 53 PMA member companies to host MFG Day events or programs that highlight metalforming careers. PMA members have used the funds to host plant tours, create apprenticeship/internship programs, sponsor engineering events/robotic teams and more. Overall in FY'24, PMAEF provided \$6,000 to seven PMA member companies under the Micro-Grant Program. Learn about the 2025 program at [www.pma.org/foundation](http://www.pma.org/foundation).

## Looking Ahead—Apprenticeships

PMA's workforce development team continuously asks for feedback from members to make sure our programs and resources are meeting the challenges they are facing. As the team looks ahead to FY'25, one main area of focus is apprenticeships. PMA's team is working with the appropriate parties to create programs in stamping, die setting, roll forming, and tool and die. More information about these programs will be available in the fall of 2025.

# VOICE OF THE INDUSTRY

Through PMA's One Voice team in Washington, D.C., PMA is positioned as a trusted resource for politicians, policymakers and the media. The team advocated on behalf of the industry in 2024 to promote workforce training and recruitment programs, eliminate trade restrictions on our allies, advocate for pro-growth tax policies, and reduce ineffective regulations, while continuing to shine a light in the media on the importance of U.S. manufacturing.

## KEY ACCOMPLISHMENTS (PARTIAL LIST)

- Succeeded in defeating Labor Department apprenticeship rule that would have eliminated competency-based registered apprenticeships.
- Succeeded in creating a process to cover downstream products if tariffs imposed on steel and aluminum.
- Secured delay of Corporate Transparency Act reporting.

Visit [pma.org/advocacy](https://pma.org/advocacy) for more information.



### PMAVIC Support

Members generously donated to PMA's Voice of the Industry Committee, the association's political action committee, to support pro-manufacturing candidates for Congress in the 2024 elections.

- **\$75,500 Raised in 2023-2024 Election Cycle**
- **35 Candidates Supported**
- **98% Candidate Election Success Rate**



### Member Engagement in Advocacy

PMA members actively supported PMA's lobbying efforts during the year, responding to action alerts urging them to contact their elected officials, discussing key industry issues during the Washington, D.C., fly-in and hosting plant tours for their representatives.

- **888 Messages Sent to Congress**
- **70+ Meetings on Capitol Hill and in Member Facilities**



# PUBLICATIONS AND MEDIA

## MetalForming Magazine

*MetalForming* magazine is the flagship publication from PMA and FY'24 was another year of solid growth, delivering content across various forming and fabricating processes and technologies. During FY'24, *MetalForming* pushed out content on various platforms—print, website, podcasts, videos, events and more—to meet our readers where they want to learn.

### Podcasts

PMA currently produces two podcasts—the biweekly *Destiny of Manufacturing* podcast and the monthly *Talking with One Voice* podcast—to keep you updated on the latest technology news, trends and information coming out of Washington, D.C.



### Destiny of Manufacturing

Hosted by PMA's technical director, Dean Phillips, the *Destiny of Manufacturing* podcast is released biweekly on Tuesdays each month. Dean hosts guests from all corners of the manufacturing industry to share their insights and expertise on the current state of the industry and where they think the industry is heading. In addition to the standard episodes, Dean also hosts PMA district leaders and special editions from the floor of FABTECH. *Destiny of Manufacturing* is released as both a video and audio podcast.

### Talking with One Voice

Hosted by PMA's Washington, D.C., team, this monthly podcast provides the news you need to know in the nation's capital that is affecting your business. The team touches on policy discussions, tariffs, legislation and more.



## Newsletters

### Precision Metalforming Association



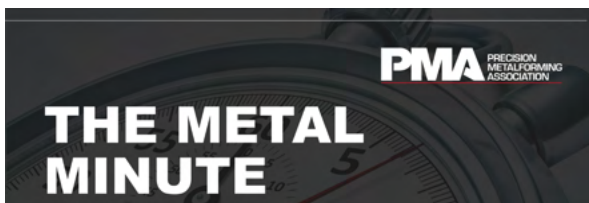
#### PMA Pulse

A weekly newsletter delivered exclusively to PMA members providing a snapshot of key industry, association and member news, along with details on upcoming national and local PMA events.



#### PMA Insider

A monthly newsletter focused specifically on association updates and member benefits. Delivered to PMA members only, this newsletter provides management and leadership with key news and insights related to their membership.



#### The Metal Minute

A monthly newsletter designed for human resources personnel and other leaders in charge of their company's culture. Staying informed about industry trends, best practices and the ever-evolving HR landscape can be a daunting task. This newsletter, delivered to PMA members only, provides valuable insights, resources and expert advice.



#### Podcast Recap

A monthly newsletter highlighting the latest podcast episodes from Destiny of Manufacturing and Talking with One Voice.

## MetalForming Magazine

#### MetalForming—20k Subscribers

Twice monthly newsletter provides industry decision makers with timely news, announcements and more.



#### Business Edge—25k Subscribers

This monthly management-focused e-newsletter provides C-suite executives working in metal forming and fabricating companies with the inside information they need to do their jobs better—to give them an edge on the competition.



#### MetalForming Automotive—20k Subscribers

This monthly newsletter provides metal forming and fabricating managers, engineers and others working in the automotive-industry with timely news, announcements, technology-related developments and more.



#### MetalForming Español—13k Subscribers

Delivered monthly, this Spanish language newsletter reaches engineers and managers in the metalforming industry throughout Mexico.







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