



Helping the Precision Machined Industry Adapt & Thrive

Precision Machined Products Association Membership Guidelines

VISION STATEMENT

To be the premier association that enables our members to adapt and thrive while advocating for the success of the industry.

MISSION STATEMENT

Provide information, resources, advocacy and networking opportunities that advance our members.

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RIGHTS & DUTIES OF A MEMBER

The member shall have the following right:

- To take part according to the Code of Regulations and Membership Guidelines, in all activities of the Association.

The member shall perform the following duties:

- Help carry out the aims and objectives of the Association as defined in the Code of Regulations.
- Inform Association staff and the officers concerning any act or matter likely to result in the loss of a member company.
- Report to the Association staff and its officers any information considered necessary for promoting and/or achieving the aims and objectives of the Association.

Disqualification of a member:

- A member may be deemed to be disqualified and, in accordance with the procedures set out in the Code of Regulations or otherwise, their membership may cease if they:
 - Fail to pay their membership dues for a period of ninety days from the date of invoice.
 - Violate any of the Code of Regulations or Membership Guidelines of the Association.
 - Engage in unethical business practices or act in a manner prejudicial to the interests of the Association.

CODE OF CONDUCT

- Member companies shall make every effort to ensure that their business conducts its affairs in a professional manner and in so doing, avoid behavior that could bring PMPA and its membership into disrepute.
- All members will ensure that marketing collateral (digital or printed matter) for their business is produced in according to the following criteria:
 - Materials (in text, graphic, audio or streaming media formats) must not violate the intellectual property rights of another party.
 - Materials (in text, graphic, audio or streaming media formats) must not promote illegal activities or provide information about illegal activities that is suggestive, influential or instructional.
 - Materials (in text, graphic, audio or streaming media formats) must not be sexually explicit, suggestive, obscene or pornographic content.
 - Material (in text, graphic, audio or streaming media formats) must not be offensive, profane, hateful, threatening, harmful, defamatory, libelous, harassing or discriminatory on the basis of race, ethnicity, religion, creed, sexual orientation, gender, or disability.
 - Membership logos may not be used for any other purposes other than to signify PMPA membership. Logos shall not be deployed to suggest endorsement of a member's web site, content, design or other activity by the PMPA.
 - Members may not deploy such logos, in any way whatsoever, on sites of their clients, suppliers or any third party.
 - Members shall not post unsolicited, blatantly commercial messages on any of the PMPA listserves. PMPA members shall not unfairly or falsely defame either the products or personnel of a competitor.
- Members should strive to make a contribution (during the course of each program year) through active participation in PMPA meetings, conferences and related programs.
 - PMPA meetings, conferences, listserves and other networking opportunities are educational events - not opportunities to recruit other members' employees.
 - Entertainment, such as hospitality suites shall be in a group form only and shall include all persons attending the meeting. Such entertainment must be included in the printed program of the meeting.
 - Members shall not schedule activities or events during a PMPA function, which would interfere or conflict with participation in the PMPA's scheduled program. To avoid any possible conflict, the member shall clear the event with PMPA staff in advance of its scheduling.
- Member companies should encourage suitable candidate companies to apply for membership.
- Member companies may not under any circumstances purport to represent, speak on behalf of or otherwise act as a representative of the PMPA unless specifically authorized to do so.
- All tangible and intangible benefits as may accrue to a member under the terms of their membership are deemed to be non-transferable and may not be sold or passed on to a third party.
- PMPA reserves the right to terminate the membership of those who do not abide by the Code of Regulations and these Membership Guidelines.

ANTITRUST COMPLIANCE

Active participation is an important aspect of membership in PMPA. Participation adds to the vitality and energy of the organization and furthers PMPA's vision of improving the competitiveness of the precision machined products industry. In fostering opportunities for members to participate in its programs and committees, PMPA maintains a policy of full compliance with all laws regulating trade association activities.

Of particular importance to PMPA's activities and the benefits of participation of its members are federal and state antitrust laws that make unlawful every contract, combination or conspiracy in restraint of trade. Generally speaking, these laws prohibit any agreement, whether or not written, among competitors whose purpose or effect is to reduce competition between or among them. Violation of the antitrust laws may result in substantial civil and criminal liability.

Historically, the most significant areas of antitrust concerns for associations have been price fixing and customer or market allocation. "Price fixing" is a very broad term that includes any concerted effort or action with the purpose or intended effect of limiting competition on the basis of prices or any other terms or conditions of sale. "Market or customer allocation" broadly includes any agreement or understanding to refrain from competing for customers. PMPA meetings will not include discussions of pricing. It is important to note that the mere agreement to do any of these things is itself illegal. Once a prohibited agreement is made, the law has been violated even if no other action is taken in furtherance of the agreement.

In keeping with PMPA's compliance with antitrust laws, association meetings and discussions are structured to focus, in general, on industry promotion, industry issues, industry development and relevant technical issues. Discussions are focused on matters concerning production machinery developments, product historical market data on a general (i.e., non-specific company) basis, and industry-wide regulatory or legal issues such as product liability, legal standards and government policies.

In our ongoing compliance with antitrust laws, we remind PMPA members, as well as non-members who participate in PMPA activities, to refrain from any discussion that may provide the basis for an inference that they agreed to take any action relating to customer pricing, services, production, allocation of markets or any other matter having an anticompetitive market effect. We remind PMPA members and non-members participating in PMPA events to be sensitive to other matters that may raise particular antitrust concerns.

The following are guidelines participants should follow at PMPA meetings and related informal gatherings:

- **DON'T** discuss your own or competitors' actual past or present or future or planned prices or fees for service including costs, discounts, terms of sale, profit margins or future marketing plans.
- **DON'T** discuss plans or intentions to sell or not to sell products or services to any customer or within market segments or territories.
- **DON'T** stay at a meeting where any such price talk occurs—state why you are leaving.
- **DON'T** make public announcements or statements about your own prices or fees, or those of competitors, at any PMPA meeting.
- **DON'T** talk about individual companies plan to do in particular geographic or product markets or with particular customers.
- **DON'T** speak or act on behalf of PMPA unless specifically authorized to do so.
- **DO** alert PMPA staff to any sensitivity in proposed statements to be made by PMPA or any of its committees.
- **DO** consult with your own legal counsel or PMPA staff before raising any matter or making any statement that you think may involve competitively sensitive information.
- **DO** be alert to improper activities, and don't participate if you think something is improper.

Adherence to these guidelines involves not only avoidance of antitrust violations, but avoidance of behavior which might be so construed. Bear in mind that the antitrust laws are stated in general terms, and that these guidelines only provide an overview of prohibited actions. If you have specific questions, seek guidance from your own legal counsel or from PMPA staff.

AWARDS

Major Awards

Frank T. McGinnis Merit Award

The Merit Award is the association's highest award, conferred only upon recommendation of the Executive Committee. First presented in 1934, the Merit Award recognizes the recipient's contributions and continued service for the benefit of the Association and the Industry above and beyond the duties of any appointed or elected association office. Presented only when an individual has clearly met the requirements; the award is not given every year.

In recognition of Frank T. McGinnis who served the Association as Executive Vice President from 1952 to 1992, the Executive Committee in 1993 renamed the Merit Award the Frank T. McGinnis Merit Award.

The Gold Micrometer

The Gold Micrometer, the symbol of this Association, is an award presented to those members who have actively served the Association and the Precision Machined Parts Industry for many years.

The Board of Directors has adopted the criteria as outlined below for eligibility for the award. Candidates are annually reviewed and passed upon by the Executive Committee.

The requirements are:

- *The recipient must be an active officer, partner, owner or executive with policy-making responsibility in the member company.*
- *The recipient must have been directly connected with the manufacture of precision machined parts for a total of forty (40) years.*
- *The recipient's company must have been a member of the association for ten (10) years as of the time of presentation. The years of membership are to be consecutive, not accumulative.*
- *The recipient must be currently active in the daily operation of the company.*
- *The recipient and the recipient's company must have demonstrated active support for the Association, such as attendance at PMPA national or local meetings and events, participation on Association committees or task forces, and involvement in association governance groups, including local Chapter leadership, by the recipient or others from the company.*
- *The recipient must be present in person at the Annual National Meeting to accept the award.*

Meeting Participation Awards

Meeting Attendance Pins

Meeting attendance pins are awarded to recognize attendance at 20, 40, 60, 70, 80, and 90 PMPA national meetings. A gold-plated micrometer lapel pin signifying attendance at six national meetings is presented at the sixth meeting.

Service Awards

Committee Service Awards

Presented with appreciation to recognize outgoing committee chairpersons, a plaque is awarded upon completion of his or her term. All committee members receive a PMPA branded polo shirt to acknowledge their participation.

Director's Service Award

Presented with appreciation to recognize each Director upon successful completion of his or her term as a member of the PMPA Board of Directors. The usual term of service is three years.

Chapter Officers Award

Presented at the end of the chairman's term in appreciation and acknowledgement of his or her service to the chapter.

Technical Member Awards

Technical Membership Chairman's Award

This award is presented to recognize leadership and service rendered by the outgoing Chairperson of PMPA's Technical Membership. With this award go the thanks and appreciation of all PMPA member companies.

Technical Member Distinguished Service Award

The Technical Member Distinguished Service Award is the association's highest Technical Member award, conferred only upon recommendation of the Technical Member Nominating Committee.

Technical Member Participation Awards

To recognize and encourage participation in PMPA activities, this award is presented to selected Technical Member companies in appreciation for their outstanding contributions and service to the association.

Technical Member Participation Awards are presented at the association's Annual Meeting held each fall. Awards are based on points accrued by each company during the association's previous fiscal year, July 1 through June 30.

Companies which have 25 points or more (or top 5 scores), will receive the award. Companies not eligible for the award but having at least 18 points will receive honorable mention at the National Technical Conference.

Technical Member Participation Point System

Through committee service, speaking at chapter meetings, providing expertise at Technical Conferences, and serving as officers, Technical Members fulfill a key role in the Association. Their contributions are greatly appreciated by the members, Directors and staff. To show that appreciation, companies whose participation has been outstanding are recognized each year through the Technical Member Participation Award program.

Technical Member Award Points

| ACTIVITY | POINTS | | |
|--|------------|-------------|-------------|
| | PER PERSON | PER COMPANY | PER MEETING |
| NATIONAL TECHNICAL CONFERENCE | | | |
| ATTEND | 0 | 2 | 0 |
| EXHIBIT (OFF YEAR) | 0 | 3 | 0 |
| PMTS | 0 | 4 | 0 |
| FEATURED SPEAKER | 6 | 0 | 0 |
| GATEWAY TABLE TEACHER | 2 | 0 | 0 |
| ATTEND TECHNICAL MEMBER MTG | 1 (2 MAX) | 0 | 0 |
| ANNUAL (FALL) MEETING | | | |
| ATTEND | 0 | 2 | 0 |
| FEATURED SPEAKER | 6 | 0 | 0 |
| ATTEND TECHNICAL MEMBER MTG | 1 (2 MAX) | 0 | 0 |
| MANAGEMENT UPDATE | | | |
| ATTEND | 0 | 2 | 0 |
| FEATURED SPEAKER | 6 | 0 | 0 |
| OTHER NAT'L CONFERENCES & SEMINARS | | | |
| ATTEND | 0 | 1 | 0 |
| FEATURED SPEAKER | 6 | 0 | 0 |
| EXHIBITOR | 0 | 3 | 0 |
| DISTRICT/CHAPTER MEETINGS | | | |
| ATTEND | 0 | 0 | 0 |
| FEATURED SPEAKER | 6 | 0 | 0 |
| MEMBER PLANT TOUR | 0 | 0 | 5 |
| EXHIBITOR AT SUPPLIER'S NIGHT | 0 | 0 | 3 |
| *COMMITTEE/ PROJECT COMMITTEE | | | |
| PARTICIPATION (FIRST PERSON FROM COMPANY ONLY) | 0 | 0 | 2 |
| OR | | | |
| COMMITTEE / PROJECT CHAIRMAN | 0 | 0 | 3 |
| <i>* Limited to two committees a year. Companies may serve on more than one, but will not get points for it.</i> | | | |
| TECHNICAL MEMBER OFFICERS | | | |
| CHAIRMAN | 0 | 0 | 2 |
| 1ST VICE CHAIRMAN | 0 | 0 | 1 |
| 2ND VICE CHAIRMAN | 0 | 0 | 1 |
| *DISTRICT / CHAPTER | | | |
| OFFICER | 0 | 1 (MAX 1) | 0 |