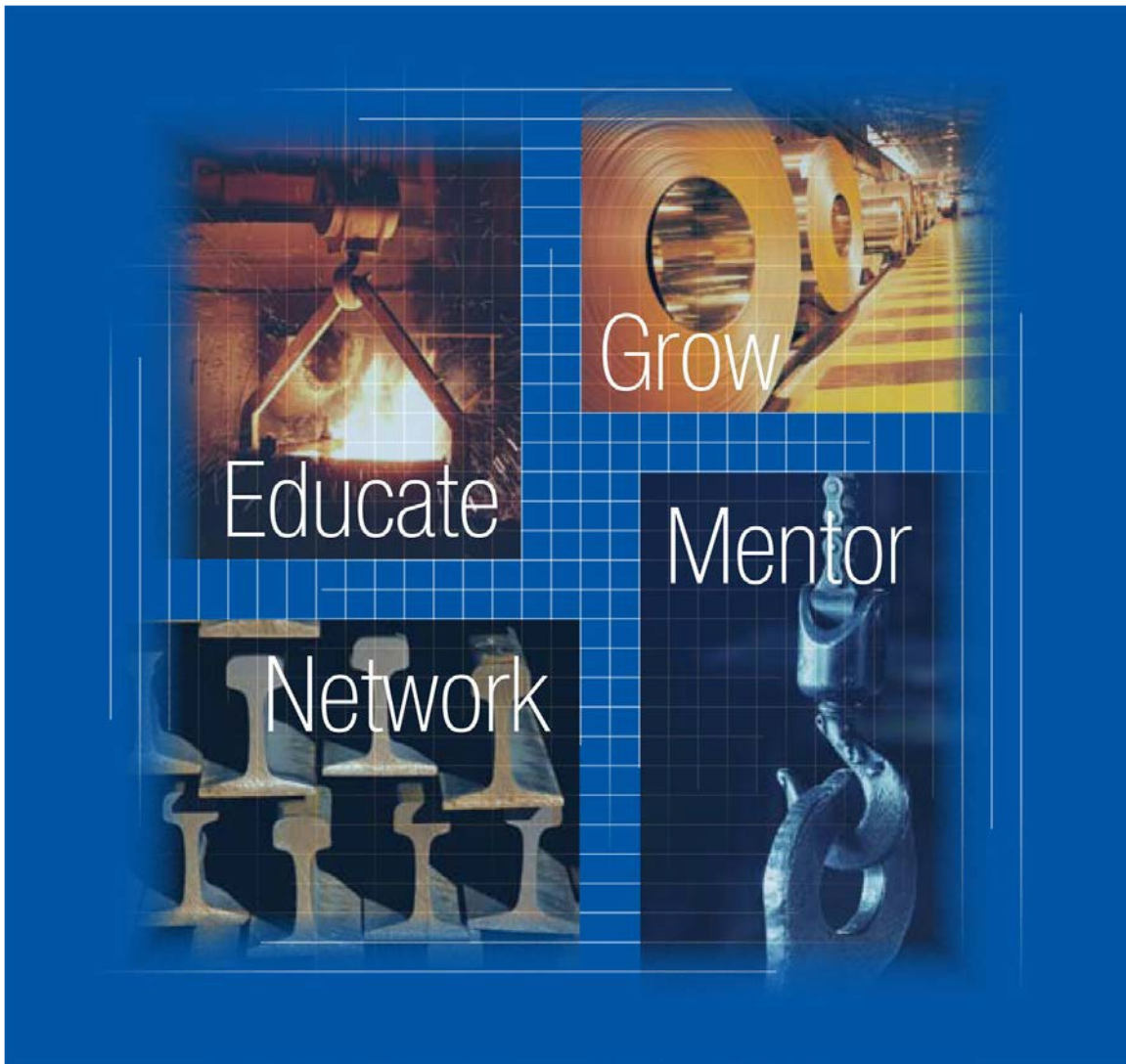


ASSOCIATION OF WOMEN IN THE METAL INDUSTRIES



2022 MEMBER
HANDBOOK

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ASSOCIATION OF WOMEN IN THE METAL INDUSTRIES

VISION STATEMENT

A metals industry characterized by proportionate representation of women in management positions

MISSION STATEMENT

AWMI is an international, professional organization dedicated to promoting and supporting the advancement of women in the metal industries

GOALS

GROW

- Increase individual and corporate membership in AWMI
- Retain existing members and retrieve lapsed and former members
- Increase attendance/participation at local and international events
- Expand membership beyond strictly metals industry individuals and companies

EDUCATE

- Create an accessible, continuous learning environment
- Provide useful and relevant programming to members and non-members
- Offer annual conferences that combine metals industry speakers and tours with professional and personal development

NETWORK

- Create opportunities for professional interaction among industry participants
- Increase awareness of AWMI by exhibiting at major industry conferences/trade shows

MENTOR

- Provide all AWMI members the opportunity to mentor an be mentored

AWMI INTERNATIONAL AND CHAPTER LOCATIONS

INTERNATIONAL HEADQUARTERS

19 Mantua Road
Mt. Royal, NJ 08061
Phone: (856) 423-3201
Fax: (856) 423-3420
Website: www.awmi.org
Email: awmi@talley.com

CENTRAL REGION

Cincinnati/No. Kentucky (2012)
Cleveland Chapter (1987)
Columbus Chapter (1999)
Detroit Chapter (1989)

MIDWEST REGION

Chicago Chapter (1983)
Minnesota Chapter (1987)
Quad Cities Chapter (2006)
St. Louis Chapter (1990)
Wisconsin Chapter (1986)

NORTHEAST REGION

Mid-Atlantic Chapter (2019)
(Baltimore Chapter (1991) and Philadelphia Chapter (1988), merged in 2019)
Pittsburgh Chapter (1987)
Toronto Chapter (1997)

SOUTHERN REGION

Alabama Chapter (1992)
(Birmingham changed to Alabama)
Carolinas Chapter (1989)
Tennessee Chapter (2006)
Texas Chapter (1987)

WESTERN REGION

California (1981)
(Northern California and Los Angeles Chapters both founded in 1981, merged in 2013)
Portland Chapter (1990)
Seattle Chapter (1993)

THE 2022 EXECUTIVE BOARD

The Executive Board has the most authoritative role and full responsibility for AWMI's affairs and policies. Included are thirteen volunteer members who are elected for two-year terms, including the AWMI President.

President	Mary Wardle	Steelscape, LLC
Vice President	Kelly Jones	Kloeckner Metals Corporation
Secretary	Andrea Schmidt	Arconic
Treasurer	Lauren Kerekes	Worthington Industries
Immediate Past President	Sonya Malvick	Olympic Steel
Marketing Chair	Anna Tompkins	Atlantic Recycling Group
Membership Chair	Becky Dolan	InfoSight Corporation
Mentoring Chair	Sian Marcone	Arconic
Programs Chair	Carol Chizmar	Hydro Extrusion USA, LLC
Central Regional Director	Angie DiMasso-Henneman	Precoat Metals, Inc.
Midwest Regional Director	Amanda Tomsovic	Nucor Corporation
Northeast Regional Director	Amy Beard	Quaker Houghton
Southern Regional Director	Monica Apodaca	Carrier
Western Regional Director	Shawna Livingston	Korry Electronics

COMMITTEES

AWMI has committees, headed by the appropriate chairperson, to assist the AWMI in formulating policies and in directing affairs. If you are interested in volunteering your time to advance the AWMI mission, you can begin by offering your services on one of the following committees:

Committees	Committee Chairs
Executive Committee	Mary Wardle, International President
Finance Committee	Lauren Kerekes, International Treasurer
Marketing Committee	Anna Tompkins, International Marketing Chair
Membership Committee	Becky Dolan, International Membership Chair
Mentoring Committee	Sian Marcone, International Mentoring Chair
Policy & Guidelines	Sonya Malvick, International Past President
Programs Committee	Carol Chizmar, International Programs Chair
Scholarship Committee	Andrea Schmidt, International Secretary
Website Committee	Anna Tompkins, International Marketing Chair

AWMI STAFF

Executive Director
Meeting / Program Manager
Executive Assistant

Haley Brust
Maripat Traino
Denise Smith

856-423-3201
856-423-3201
856-423-3201

AWMI Organizational Structure

- Local Chapters
- Regional Boards
- International Board of Directors
- Executive Committee
- AWMI Staff



Marketing Partnerships

Steel Orbis
Armada Corporate Intelligence, Dr. Chris Kuehl
Merrett Davies International LLC, Anne Phelan

AWMI Corporate Members 2021

Alliance Recycling Group	Corporate Bronze Member
Andes Coil Processors	Corporate Bronze Member
ArcelorMittal	Corporate Platinum Member
Arconic	Corporate Silver Member
B.L. Duke	Corporate Bronze Member
Big River Steel	Corporate Silver Member
Bralco Metals	Corporate Silver Member
ClarkDietrich	Corporate Bronze Member
Cleveland Cliffs, Inc.	Corporate Platinum Member
Commercial Metals Company (CMC Steel)	Corporate Silver Member
Fairway Transit, Inc.	Corporate Bronze Member
Ferragon Corp./Ferrous Metal Processing Co.	Corporate Bronze Member
Ferrous Processing & Trading Co.	Corporate Bronze Member
Flat Rock Metal, Inc.	Corporate Bronze Member
G.E. Mathis Company	Corporate Bronze Member
Gerdau	Corporate Silver Member
Heidtman Steel	Corporate Silver Member
Hydro	Corporate Platinum Member
Industrial Metal Enterprise, Inc.	Corporate Bronze Member
InfoSight Corporation	Corporate Bronze Member
Kenwal Steel	Corporate Gold Member
KloECKner Metals Corporation	Corporate Gold Member
Kreher Steel	Corporate Bronze Member
Lapham-Hickey Steel	Corporate Bronze Member
Leeco Steel, LLC	Corporate Silver Member
Majestic Steel USA, Inc.	Corporate Silver Member
Marubeni-Itochu Steel America Inc. (MISA)	Corporate Bronze Member
McNeilus Steel Inc.	Corporate Silver Member
Midrex Technologies, Inc.	Corporate Bronze Member
Naylor Pipe Company	Corporate Bronze Member
NORMA Group	Corporate Silver Member
North Shore Steel	Corporate Bronze Member
North Star BlueScope Steel	Corporate Silver Member
Northwest Shippers, Inc.	Corporate Bronze Member
Nucor Corporation	Corporate Platinum Member
Olympic Steel, Inc.	Corporate Gold Member
PGT Trucking, Inc.	Corporate Bronze Member
Quaker Houghton	Corporate Silver Member
Russel Metals Inc,	Corporate Platinum Member
Ryerson	Corporate Silver Member
Samuel, Son & Co.	Corporate Platinum Member
Shapiro Metals	Corporate Silver Member

SSAB Americas	Corporate Platinum Member
Steel Dynamics, Inc.	Corporate Platinum Member
Steelscape, LLC	Corporate Gold Member
Steelspider.com	Corporate Bronze Member
Target Steel	Corporate Silver Member
Thunder Struck Transportation, LLC	Corporate Bronze Member
TMS International	Corporate Gold Member
United Scrap Metal, Inc.	Corporate Bronze Member
United States Steel Corporation	Corporate Platinum Member
Viking Materials, Inc.	Corporate Bronze Member
West Walker Steel	Corporate Bronze Member
Wisconsin Steel & Tube	Corporate Bronze Member
Worthington Industries	Corporate Gold Member

AWMI Benefits

- Continuous networking, education, and professional growth opportunities through International and your Chapter(s)
- Online Membership Directory in our “Members Only” section of the website
- Opportunities to attend MSCI meetings at member rates
- Ability to serve on Chapter, Regional, and International boards
- Online Chapter, Regional, and International calendars with up-to-date events and meetings local to you
- Online Newsletter published four times a year.
- International Conferences with discounted registration for members
- Job Bank with free postings for members
- Mentoring Program
- Opportunities for professional interaction, networking, and business promotion

Membership Levels

Regular Membership - \$175 per year

- Receive educational and professional development opportunities through conferences, meetings, seminars, workshops, and tours
- Learn about industry trends, product applications, basic metallurgy, and market dynamics
- Gain access to AWMI scholarships which are available for those members who qualify and wish to further develop their careers
- Network with your peers by attending local chapter, regional, or international meetings
- Meet exciting women and men with similar backgrounds, responsibilities, and goals in the metal industries
- Develop leadership, management, organizational, and communication skills through participation on the Chapter, Regional, and International Board of Directors

- Develop your professional skills in a variety of functional areas - sales, marketing, purchasing, credit proficiency, and management
- Get up-to-date market and AWMI information from International and Chapter newsletters
- Attend AWMI International Conferences at the discounted member rate
- Take advantage of educational partnerships with other industry organizations such as Metals Service Center Institute (MSCI) and ASM International

International Membership - \$175 per year

- Take advantage of the benefits of AWMI, even if you do not reside near one of AWMI's local chapters
- Attend any AWMI chapter meeting at the discounted member rate
- Attend AWMI International Conferences at the discounted member rate
- Receive the International newsletter, published twice a year
- Take advantage of educational partnerships with other industry organizations, such as Metals Service Center Institute (MSCI) and ASM International

Corporate Membership –

Platinum Level	\$5,000.00
Gold Level	\$3,500.00
Silver Level	\$2,000.00
Bronze Level	\$1,000.00

(Please see our website at www.awmi.org for details regarding the benefits and value of AWMI Corporate membership)

Renewing your Membership

Headquarters emails membership renewals in November for the following year. You will receive two renewal notices prior to your membership expiration and a third renewal notice on or around the time your membership expires. It is important that we have your current email address so you do not miss your renewal notices.

Renewing on your first or second notice ensures that you will not lose your membership password for the Members-Only section of the website or any of the other member benefits.

Address Changes

Let us know as soon as you move! Please update your member information on the website. Go to www.awmi.org and log in as a member.

If you already have your login and password set, once you have logged in, click on Profile for [your name]. You can then access the pertinent information by clicking on the appropriate tab. For instance - ADDRESS, then simply type in the corrected information, click SUBMIT, and you will receive confirmation that your changes have been saved. These changes occur real-time in the AWMI database at headquarters.

If you make a change, please do not forget to notify your local chapter so they can update your information and make any changes to their Board Roster if you are a Chapter Board Member. If you are a Regional Board Member, please make certain to notify your Regional Secretary.

Logging in for the first time

If you have not yet logged in for the first time, simply click on the Login link on the right side of the screen and follow these instructions:

1. Click on "Find Me".
2. Fill in each of the four cells marked EMAIL, FIRST NAME, LAST NAME and ZIP/POSTAL CODE, then click "Submit".
3. The Find Me screen will display the email addresses currently in the database that match your name. (If there is no match, see #6 below). Click on the email address to which you want your password sent and the system will send your password to that address instantaneously. The email message will come from awmi@talley.org with the subject line, "Your login information" -- so please make certain that "talley.org" is on your safe List on your email server, and/or in your safe list in your email program.
4. If you do not receive your login information within a few minutes, it may be due to the mail server settings in your company, the SPAM filters, or the mail server itself. If you never receive an email, it means it was blocked/dropped (you never receive a notification of blocked/dropped emails). But, if it gets picked up by the SPAM filter, you should get the notification of those emails for you to allow and deliver if you have this functionality.
5. After you have checked those options and still find your login information undelivered, please contact awmi@talley.com for assistance.
6. If the email address does not match, again, contact awmi@talley.com for assistance.
7. If you are a current member and have simply forgotten your password, click on RESET PASSWORD. On the next screen, type in your email address and click SUBMIT. Again, your new computer-generated password will be emailed to you instantaneously. The email message will come from awmi@talley.org with the subject line, "Your login information."

Membership Surveys

Membership feedback is extremely important to us. AWMI regularly conducts surveys, and your participation is essential to our ability to accommodate membership requests and ideas. Please feel free to make suggestions or recommendations at any time to your local board or to AWMI Headquarters.

Volunteer Opportunities

Members in the U.S. and in Canada who express an interest in volunteering for AWMI can log on to our website at <http://www.awmi.org> or contact the Membership Chair (page 5).

AWMI FAQs

1. How is AWMI structured?

AWMI is structured into three divisions:

- International, which administers the entire organization, plans international meetings, manages the website, etc.
- Regional, which manages the day-to-day operations of the local chapter boards.
- Chapters, which manage local activities.

2. What are the advantages of becoming an AWMI member as opposed to other professional organizations?

The advantage of AWMI is our commitment to the growth and education of our members. We do this through leadership opportunities, monthly meetings, newsletters, and mentoring programs providing our members with the educational vehicles by which to network and grow.

3. How do I sell my company on reimbursing me for my AWMI dues?

After attending a meeting, write up a report summarizing what you learned at the meeting and how others in your company could benefit from that information. Look at the membership list and see if there are any of your customers or potential customers as members. Set goals to get to know these members.

4. What would be the first step in becoming more active in AWMI?

The first step would be to attend more meetings and to volunteer at our functions. This provides members with a way to easily meet other members, become familiar with their peers and become a familiar face all at the same time.

5. How do I use the AWMI website?

In your browser, type www.awmi.org. In the site, you will be able to access general information available to those without membership registration. However, there is a members' only area where you can search for other members and contact Board members. To access this area, you must be a registered AWMI member. You will receive the User ID and password from our International Headquarters.

6. What about corporate memberships?

We began offering corporate memberships at various levels with remarkable success in 2005. Please see page 20 for details. If you have further questions, please contact our International Membership Chair, found on page 5.

7. Has AWMI ever considered changing its name to attract new members?

The subject has been broached, but AWMI feels that the name reflects who we are and what we have chartered ourselves to accomplish. Our focus remains on female members and there is still a need to keep this focus. We do, however, have a substantial number of male members who regularly take advantage of the many member benefits of AWMI.

8. What does AWMI do with the member's annual dues?

The dues cover the operational costs of running AWMI, including printing, postage, service awards, insurance, and taxes.

9. Does AWMI create any revenue from the monthly meetings?

The goal of the monthly meetings is to pay for themselves. Many times, the chapter will subsidize these meetings due to low attendance or price increases from the site.

10. What does AWMI do with fundraising monies?

Golf outings, raffles, auctions, and other fundraising events are a Chapter's only way to generate income. These monies pay for scholarships, the newsletter, and subsidize monthly meetings as well as cover the expenses of doing Chapter business such as printing, postage, service awards, insurance, and taxes.

11. What is the AWMI scholarship program all about? And who qualifies?

All members in good standing for at least one year are eligible to apply for scholarship funds. A set amount of funds is designated each year. Funds can support members in their educational endeavors outside of AWMI monthly and annual meetings. They have been used in the past to assist members in attending the AWMI International Conferences (AIC), training seminars, school fees, etc. Contact your local AWMI Chapter President or AWMI's International Secretary for more information.

12. How does a member get elected to the AWMI Board of Directors?

Each August, nominations are accepted for candidates to the Board of Directors. Nominees are contacted to review their commitment and interests. All qualified nominees are placed on the ballot. Only regular members with a minimum of two years' membership are eligible for nomination. Any member can nominate a regular member, or you can be self-nominated.

13. What are the current demographics of AWMI?

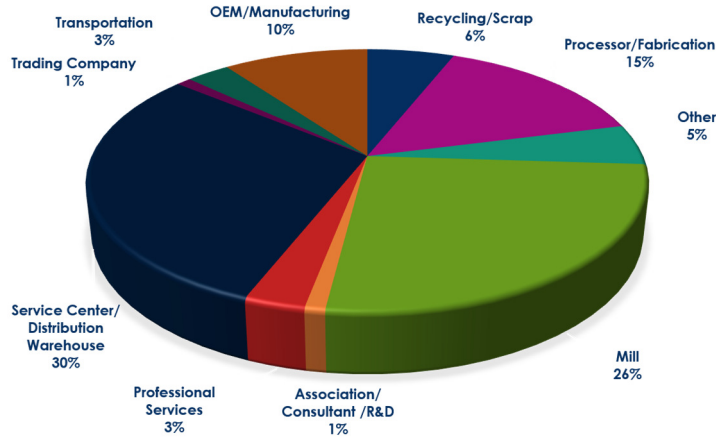
The demographics of AWMI are as follows:

Gender – 80% Female – 20% Male

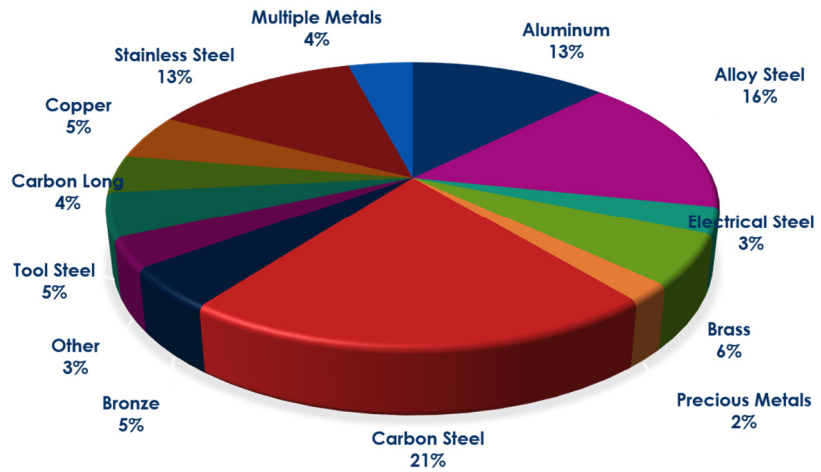
Where Our Members Work:

- 1% - Association/Consultant/R&D
- 26% - Mill
- 10% - OEM/Manufacturer
- 15% - Processor/Fabrication
- 3% - Professional Services
- 6% - Recycling/Scrap
- 30% - Service Center/Distribution
- 1% - Trading Company
- 3% - Transportation
- 5% - Other

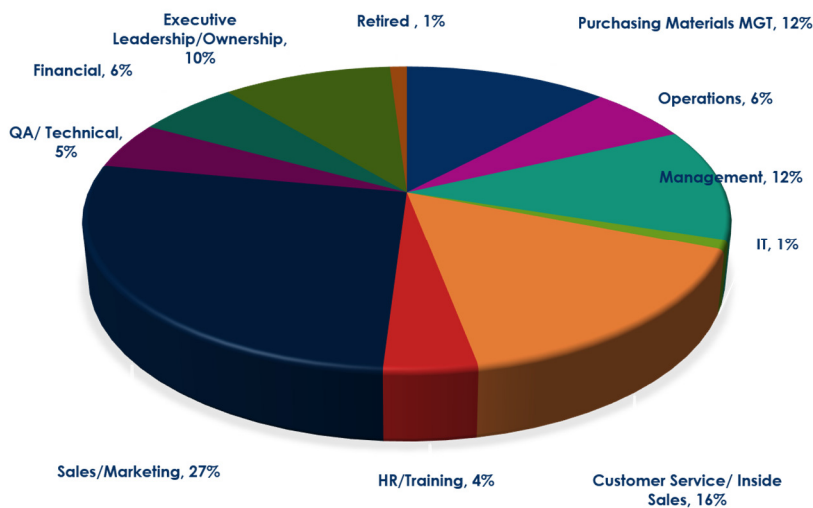
AWMI MEMBERSHIP BY COMPANY TYPE



AWMI MEMBERSHIP BY METAL



AWMI MEMBERSHIP BY FUNCTION



14. How are the speakers chosen for the monthly meetings?

Speakers are discussed and selected throughout the year. Sometimes we will see a speaker at another venue and ask them to speak, and others approach us. Most importantly, we look for speakers that will benefit our members and their companies.

15. AWMI has been concentrating on mentoring. How would I find a member within the organization to be my mentor?

The easiest way is by coming to our meetings and events. There is no doubt that you will find someone at these events that will provide excellent mentoring skills. If that does not work for you, call a Board member on your local chapter board, or contact our International Mentoring Chair, found on page 5.

16. Are AWMI dues tax-deductible?

AWMI is a 501©6 organization and dues, meeting expenses and donations are not deductible as a charitable contribution but may be deductible as a normal business expense. If you have any questions, please contact your accountant or tax advisor.

Association of Women in the Metal Industries Leadership History

First meeting of AWMI founders – January 14, 1981

Heidi Doran	Thyssen Steel
Jill Heitzeberg	TradeARBED/Skyline Steel
Jean Herpin	Otto Wolff
Mary Mack	Metra Steel
Ruth McNally	Capitol Metals
Betty Pearson	Joseph T. Ryerson
Jana Stipp	Delta Metals

AWMI International Presidents

Betty Pearson	1982 – 1984	Sian Marcone	2011– 2012
Brenda West-Cornell	1984 – 1986	Tamela Olt	2013 – 2014
Marge Corwin	1986 – 1990	Donna Peters	2015 – 2016
Pat McCracken	1990 – 1993	Carol Chizmar	2017 – 2018
Jean Schultz	1993 – 1994	Sonya Malvick	2019 - 2021
1 Susan Ferns	1995 - 1996	Mary Wardle	2022 -
Jody Pitts	1997 - 1998		
Sandra Jagodzinski	1999 - 2000		
Sue Utton	2001 - 2002		
Pamela Edmiston	2003 - 2004		
Victoria Zanutto	2005 – 2006		
Terry Miller	2007 – 2008		
Jacque Cech	2009 – 2010		

Chapter Opening History

1981	Oakland/became No. California	1988 - merged	1990	St. Louis
1982	Los Angeles – merged		1990	Portland
1983	Chicago		1991	Baltimore - merged
1983	New York (closed 2017)		1992	Birmingham changed to Alabama
1983	Houston (closed 2004)		1993	Seattle
1986	Wisconsin		1996	No. IL/Rockford (closed 2003)
1987	Minnesota		1997	Toronto
1987	Cleveland		1999	Columbus
1987	Pittsburgh		2000	Connecticut/Boston formed
1987	Dallas/Ft. Worth changed to Texas			New England Chapter (closed 2004)
1987	Connecticut - merged		2006	Quad Cities Chapter
1988	Philadelphia - merged		2006	Tennessee
1988	South Florida (closed 1995)		2012	Cincinnati/No. KY
1988	Atlanta (closed 2002)		2013	Los Angeles/No. California
1989	Detroit			Formed California Chapter
1989	Boston – merged		2019	Baltimore/Philadelphia
1989	Carolinas			Formed Mid-Atlantic Chapter

**International Board of
Directors and
International Annual
Conference
Meeting Location History**

1985	Oakland, CA*	2004	Grapevine, TX
1987	Los Angeles, CA*	2005	Tucson, AZ
1988	Houston, TX*	2006	Grapevine, TX
1989	Milwaukee, WI*	2007	Palm Springs, CA
1990	Pittsburgh, PA*	2008	Orlando, FL
1991	Berkeley, CA*	2009	San Diego, CA
1992	Secaucus, NJ*	2010	Tucson, AZ
1993	Atlanta, GA*	2011	Washington, DC
1994	Phoenix, AZ*	2012	Denver, CO
1995	Minneapolis, MN*	2013	Nashville, TN
1996	Baltimore, MD@	2014	Savannah, GA
1997	Houston, TX*	2015	Tucson, AZ
1998	Chicago, IL	2016	Orlando, FL
1999	Portland, OR*	2017	Chicago, IL
2000	Cleveland, OH	2018	St. Pete Beach, FL
2001	Cleveland, OH	2019	San Antonio, TX
2002	Orlando, FL	2020	San Diego, CA-postponed
2003	St. Louis, MO	2021	Orlando, FL

*International Board of Directors Meeting
@First Annual International Conference held in conjunction with IBOD

Upcoming Meetings

2022 San Diego, CA

2023 St Pete Beach, FL

Member of the Year History

1996	Gail Heinke
1997	Pat McCracken
1998	Jodi Pitts
1999	Pam Edmiston
2000	Sandi Jagodzinski
2001	Terry Miller
2002	Loretta Wysocki
2003	Pat Cardamone
2004	Jacque Cech
2005	Lori Masset
2006	Victoria Zanutto
2007	Cathy Heberlein
2008	Helene Watson
2009	Tammy Olt
2010	Sian Marccone
2011	Donna Peters
2012	Lauren Kerekes
2013	Carol Chizmar
2014	Mary Wardle
2015	Mary Pollen
2016	Sonya Malvick
2017	Liza Godsil
2018	Kelly Jones
2019	Anna Tompkins
2020	Not Awarded

Membership Cup History

2013 California
2014 Texas
2015 Cleveland
2016 Detroit
2017 Columbus
2018 Not Awarded
2019 Alabama
2020 Not Awarded
2021 Not Awarded

Cornerstone Award History

2009 Nucor Steel Corporation
2014 SSAB
2017 ArcelorMittal
2019 Ryerson

Making a Difference Award History

2014 Phil Dalrymple of Northwest Shippers
2019 Tamela Olt of SSAB Americas
2021 Dr. Chris Kuehl, Armando Corporate Intelligence
2021 Anne Phelan, Merrett Davies International, LLC

Association of Women in the Metal Industries

Association History

AWMI began with the vision of Heidi Doran, AWMI's founder. Ms. Doran pursued the creation of an organization that would offer meetings and forums that would promote and develop the educational backgrounds and professionalism of women in the metal industries. Additionally, it would provide a networking system for its members to meet other purchasing, sales, and management women to enhance their careers and career opportunities.

The Beginning

On March 1, 1981, she and the six other original members founded an organization and named it Association of Women in the Metal Industries. By having "Metal" singular and "Industries" plural, the organization would encompass women from all phases of the industry. Assistance from legal counsel ensured compliance with California state laws. June 3, 1981, the organization was incorporated in the State of California. July was the first official membership meeting and these seven women, now the Board of Directors led by Betty Pearson as President (1982-1984), pursued membership.

By April of 1982, AWMI felt strong enough to present itself to the entire industry and dispel the idea of "yet another woman's group." They sought a speaker who would command a large audience and someone who supported AWMI's concept and ideas. Mr. F. Kenneth Iverson, President and CEO of Nucor Corporation, was invited to speak at that first Industry Dinner. The meeting was successful and established AWMI as an association that would provide high quality, interesting programs to our membership.

Growth

Word spread to Southern California and that same year; the Los Angeles Chapter was formed. As members spoke with customers and suppliers across the United States, the desire to form chapters spread quickly. Heidi and Betty visited some of the interested areas and in 1983, the Chicago, Houston, and New York Chapters were born.

As the Association grew, it became apparent that the National Board of Directors would have to be separate from the founding chapter. This was accomplished on April 24, 1984, when Brenda West (1984-1986) accepted the responsibility of National President.

In 1985, the five existing chapters' boards of directors recognized that they needed to network in person to meet the challenges encountered with the normal growing pains of a national association. This led to the first National Board Conference held in Oakland, California. At that first conference, thirty-five board members representing all five chapters worked on the first draft of AWMI's Bylaws, discussed the structure and function of the National Board, and charted a plan for membership development.

The following year, 1986, the boards met in Chicago to ratify the AWMI Bylaws and create the Policy and Guideline (P&G) Manual. The leadership voted on and accepted

a new membership category--Sustaining Associate. This membership category encompassed those women not eligible under Regular membership requirements and allowed interested men the opportunity to participate in AWMI's structured programs. In addition, the boards initiated a commemorative item program, approved a calendar-year dues structure, and began to discuss the relocation of the National Headquarters. Members from the Los Angeles Chapter agreed to assume the National leadership, and Marge Corwin (1986-1990) was appointed National President.

By the end of 1987, six more chapters were started in Wisconsin, Minnesota, Cleveland, Pittsburgh, Dallas/Ft. Worth, and Connecticut. Serving on the National Board of Directors were women from the Los Angeles, New York, and Oakland Chapters. That year, the annual National Board Conference was held in Los Angeles. Collection of membership renewal dues began on a national level.

In 1988, Houston hosted the National Conference. The Association implemented dues split between National and the Chapters; the Regions were proposed; discussion began on an All-Member Conference; and Board position networking was held for the first time. That year, three new chapters opened: Philadelphia, South Florida, and Atlanta.

During 1989, members received the first AWMI Membership Directory, National fund-raising efforts began, and Regions were approved. The first five Regional Directors were Susan Ferns, Pat Gardner, Mary Henderson, Mary LaGuardia, and Olga McDermott. Barbara Lewis replaced Pat Gardner shortly after the October Conference because of a job transfer. Wisconsin hosted the 1989 National Conference and was the first chapter to incorporate an optional mill tour into the conference format. At the conference, AWMI inaugurated a Continuous Membership Service Award Program and held Regional networking sessions. Detroit, Boston, and the Carolinas joined the AWMI Chapter ranks in 1989; AWMI now had a total of seventeen Chapters. Maggie Galvin, National Expansion Chair, played a key role in expansion activities and successes during AWMI's first decade.

In 1990, Pat McCracken (1990-1993) was elected National President. That year, the National Headquarters moved to a different location in Southern California and AWMI hired a part-time office administrator. The Association purchased the first items for its National Video/Education Library. St. Louis and Portland became part of the organization and 105 Board Members gathered in "Steel Town" Pittsburgh for the National Board Conference. At the 1990 Conference, the original Oakland Chapter officially changed its name to San Francisco Bay Area Chapter. It was voted to have the President of each Chapter be the official Chapter delegate to the National Board. A Chapter-participant panel discussed "Fund raising."

The Second Decade

AWMI commemorated having completed its first decade by returning to its roots - Oakland, California - for the 1991 Conference. History was re-lived when Mr. F. Kenneth Iverson, Chairman and CEO of Nucor Corporation, addressed the first-ever National Industry Dinner held in conjunction with the 10-year National Conference. Mr. Iverson paid tribute to the founders of AWMI and acknowledged the 1,032-person AWMI

Membership as a sign of the growth and maturity of the metal industries. Joining him as keynote speaker before approximately 300 AWMI members and guests was Cecilia Danieli, President of Danieli & Co., a worldwide equipment designer and manufacturer of steel mill equipment.

AWMI celebrated its 10th birthday recognizing the nine members who qualified for 10-Year Continuous Service Awards and by selling a number of First Decade Commemorative Items. Special standardized plaques were added as a choice to the previously approved logo pin for continuous service recognition. Plaque standardization was approved for all Special Recognition/Accomplishment plaques given in the future on both Chapter and National levels. Regular Membership qualification was broadened to include processors, finishers, and freight companies and warehouses whose primary customer base engaged in at least 50% metal commodities. Baltimore opened as AWMI's 20th Chapter.

By the 1992 Conference in New York, AWMI Regions had been firmly established. Regional boundaries were realigned to create four regions instead of five, and four Regional Boards were in place. National disbursed funds into the Regional treasuries. For the first time, both Regional Meetings and an open forum were part of the conference agenda. "Quality Educational Meetings for Members" was the Chapter-participant panel topic. National study committees were formed in 1992 to review nominating procedures and prerequisite qualification requirements for the National Board. Birmingham became AWMI's 21st Chapter.

Jean Schultz (1993-1994) was elected National President in 1993 along with a truly "National" Board of elected Officers and Directors hailing from seven different Chapters. This created new logistical challenges. Since many of the National Board members were now from states other than California, the National Headquarters was moved to a smaller office in Southern California with no office administrator, and teleconference National Board Meetings ensued. The Atlanta Chapter hosted the 1993 Conference. Membership was the 1993 Conference focus and the newly developed "Get Acquainted with AWMI" program was introduced as a powerful membership tool. Proposals and a motivational speaker were new Conference elements in 1993. Seattle was welcomed as AWMI's 22nd Chapter.

Moving Forward

Year after year, step by step, AWMI and its members were gaining industry recognition and acceptance, especially as women's careers in the metal industries were maturing and expanding. In 1993 and 1994, Association leaders confronted the necessity to expand and intensify AWMI's service to its members. AWMI was determined to more fully implement its commitment to increase the stature, professionalism, and success of its members in the metal industries now and into the 21st Century.

In the fall of 1994, the Western Region hosted the National Conference in Phoenix, Arizona. This was the first time the Association held a Conference in a city where we did not have a local chapter. The theme was "Back to Basics" and emphasized AWMI's purpose, structure, and service to members. At the 1994 Conference, the chapters voted to accept the fiscal responsibility for their chapter stationery and printing expenses, which previously had been provided from the National budget. This made funds available in the

National budget for AWMI to hire Clarion Management Resources, a professional association management firm, to provide administrative and clerical assistance for the National leadership level of AWMI in implementing programs and services for members. Regular Membership qualifications were expanded in 1994 to include women employed by publication companies, which are a minimum of 50% metals-related, and membership surpassed 1,300. A calendar fiscal year was adopted for Chapters, Regions, and National, including January through December terms of office at all levels. Updating Association National Bylaws, including the integration of Regions, was a major project in 1994, leading to ratification of the new National Bylaws in 1995.

In 1995, under the leadership of Susan Ferns (1995-1996), newly elected National President, the National Headquarters was moved to Alexandria, VA, where the management firm was located. With a management firm in place to handle the minutia of details in running a large association, AWMI leadership was able to fine-tune both the nationwide structure and the flow of communication within the organization. A goal was set to increase the Association membership to 1,500 in 1995 and to 2,000 in two years. All board members were challenged to find the vision for tomorrow, just as the founders did in 1981.

1995 was a transition year for AWMI's National leadership to learn how to utilize the services of the professional association management firm most effectively, and how to work in tandem with them for the benefit of the entire Association. The Minnesota Chapter hosted the fall Conference and evidence of the benefits of the association management firm was apparent. A discouraging note that year was the closing of the South Florida Chapter. There simply were not enough interested parties in the area to keep it going.

Teamwork

For AWMI to accomplish its broad mission and responsibilities to its members, AWMI leaders from all levels - Chapter, Regional, and National - must work together as a team and focus on member programs and services. An ongoing challenge for AWMI has been to increase its professionalism to gain more industry recognition and support.

In 1996, AWMI's 15th year, AWMI planned its first All-Member Conference to expand AWMI's service to its members as well as its visibility within the metal industries. AWMI benefited and individual growth resulted as all members of the leadership team worked in unison for almost two years to prepare for the 1996 All-Member Conference in Baltimore, Maryland. Additionally, the American Metal Market presented its first-ever supplement on an association.

The 27-page supplement, which came out during the All-Member Conference, was informative and enlightening. It provided much-needed national recognition and publicity for AWMI. 1996 also saw record membership growth. The goal of 1,705 members was surpassed with a phenomenal growth rate. That year, retirees from our industries were voted in as a new membership category. Two chapters opened in 1996 under the direction of Patti Moore, National Membership Chair, and Sandi Jagodzinski, Expansion Chair: the 22nd in Rockford, Illinois, in April; and the 23rd in Toronto, Canada, in November. Now that AWMI had a Chapter in Canada, from that point on, we became known as an International organization.

International Beginnings

Jody Pitts (1997-1998) was elected International President for the two-year term beginning January 1, 1997. 1997 was a year of changes and growth within AWMI. Great strides were made towards reaching our goals of becoming self-funded and achieving 100% company support of members. The first two National education programs were held at mills in the Northeast and Central Regions. The programs were day-long tours/application training seminars and were rated successful by participants. A proposal to add a fifth region and re-align the Central and Northeast Regions was approved at the April International Board of Directors Meeting. 1997 also saw the ratification of new Chapter Bylaws and a change in the membership eligibility policy to include consultant services that have a client base of at least 50% metal-related industries.

The October 1997 Board conference was hosted by the Southern Region and was held in Houston, Texas. The focus of the conference was on education with four speakers interspersed throughout the program to provide inspiration and education for the attendees. The Second All-Member Conference "Metals into the Millennium" was held in Chicago in November 1998. A tremendous variety of exciting speakers were presented. Among the speakers was Cecilia Danieli who addressed the 10th Anniversary Dinner in California. Seminars and training were a highlight of this exciting conference.

1999 brought the election of Sandi Jagodzinski (1999-2000) to International President. The fall Conference was held in Portland in November. The theme of the Conference was "New Directions: Metals in the 21st Century." It was a resounding success with over 150 attendees. Columbus opened as AWMI's 25th Chapter.

Planning for the New Millennium

In 2000, a strategic planning committee was formed to create a bold, new vision for AWMI. The Strategic Plan was unveiled at the 2001 Leadership Conference in March by new President Sue Utton (2001-2002) at the Renaissance Hotel in Cleveland. Our mission was clearly defined as **AWMI is an international professional organization dedicated to promoting and supporting women in the metal industries.** Four "Cornerstone" goals were identified in support of our mission: Grow Educate, Network and Mentor. The Chapters were charged with developing a Chapter strategic plan to support the International Board Strategic Plan. The structure is now in place to focus AWMI efforts at all levels of the organization. Also in 2000, the Connecticut Chapter and the Boston Chapter merged to create a stronger, unified chapter – the New England Chapter.

In 2001, AWMI began a year-long celebration of our 20th anniversary culminating in the February 2002 Association International Conference (AIC) at the Coronado Springs Hotel at Disney World. AWMI's leadership recognized the opportunity to strengthen our organization through alliances with other metal organizations. Agreements were signed with the Steel Service Center Institute (SSCI), American Society for Metals (ASM), and National Association of Aluminum Distributors (NAAD), which enhanced AWMI's reputation in the metal industries. It also allowed AWMI to provide educational opportunities for our members through our affiliated organizations and opened our meetings and events to members of SSCI, ASM, and NAAD.

Challenges

2001 was a year of struggle for the metal industries, AWMI, and the world. Twelve metal companies filed for bankruptcy protection including Bethlehem Steel, the third largest carbon steel producer in the United States. Acme Steel announced they were suspending operations due to high import levels and depressed steel prices. AWMI chapters across the country were affected by the metal industry financial losses with reduced membership and attendance at meetings and events. On September 11, 2001, terrorist attacks in New York City and Washington, DC left an indelible mark on all of us.

During 2002, AWMI continued to struggle, as did many companies in the metal industries. Many more companies closed their doors and AWMI was faced with a still- declining membership. AWMI was averaging a loss of two hundred members per year. The Atlanta Chapter closed. This downward trend caused AWMI to reevaluate its mission and goals, focusing on retention rather than growth. With the closing of Atlanta and the slow economy, the need for a Chapter Assistance Team (CAT) became evident. Maureen Webb, Vice President, became the chair and the team was off to a busy start.

Pam Edmiston (2003-2004) was elected International President with her two-year term beginning January 1, 2003.

With the economy continuing to be soft, companies being bought and members continuing to lose jobs, the new President and Board faced many challenges. The International Board put a positive spin on this downward trend in the industry and fought back. It might have become smaller, but AWMI maintained its strength in the industry and survived. AWMI changed the Sustaining Member category to allow men to vote and have all the privileges of a regular member, except for serving on the Board of Directors.

As hard as the CAT team worked, they were unable to keep the Northern Illinois Rockford Chapter open and it was closed due to lack of participation.

New Frontiers

During 2004 the economy stabilized and so did AWMI. In 2004, the Executive Board presented a new membership category to the Board of Directors. Corporate Membership was born to provide incentive for larger companies to increase their AWMI membership at a reduced rate. This new category was offered with the 2005 dues renewals.

AWMI's International Conference was hosted by the Western Region at the new Gaylord Texan Resort in Grapevine, Texas. The focus of the conference was on education and the new frontier of the metal industries. The hit of the conference was the educational session product breakout with panelists, representing and discussing four different metal types: stainless, carbon, aluminum, and red metals.

The CAT team worked hard in 2004 to keep the Houston and New England Chapters alive. Once again, due to lack of participation and interest, the team was unable to keep the Chapters viable and they were closed.

However, AWMI ended 2004 on a positive note. With the new corporate membership category, AWMI 2005 dues renewals were received in record numbers. What a way to end a year!

A Half Decade

Over half of the first decade of the "Oughts" passed and AWMI continued to grow, albeit not as quickly as in the heady Nineties. Much of the growth in 2005 and 2006 was attributed to the Corporate Membership program; the inaugural goal was not only met in the first quarter, but also doubled by the second!

In 2005, expansion plans, on hold for so long, were re-introduced to the International agenda and the Association discussed potential markets for the Expansion Committee to target. The Expansion Committee decided on the Quad Cities and Memphis, Tennessee. By May 2006, both provisional chapters met all requirements for full chapter status in 2007 including full board membership, minimum membership goals, commitments to calendar items, and working capital. For the first time since 1999, AWMI opened not one, but two new Chapters!

The Association continued to promote the goals of AWMI by hosting the 2005 fall Leadership conference in Tucson, Arizona. During the conference, our newly updated website was reintroduced thanks to generous donations from Nucor and US Steel. The restructured website, with improved navigability, more timely information, and interactive tools to aid leadership in doing their jobs, was an immediate success.

Celebrating and Reflecting - A Quarter Century Later

In January 2005, Victoria Zanutto (2005-2006) was elected International President.

Two thousand-six marked AWMI's quarter century, which was celebrated throughout the year in all chapters and was capped by our return to the Gaylord Texan for our fall International Conference. What a remarkable feat for our association! We met and then surpassed membership goals in the first half of the year. Corporate membership proved an effective way to facilitate sustained growth for our Association. We reestablished expansion plans and targeted more markets for provisional chapter growth. Each year our chapter volunteers offer better educational programs, timely subject matter, and experienced, high-quality speakers.

Despite these achievements, many challenges faced AWMI in terms of retaining and growing membership, raising funds for our conferences, and maintaining our purpose. The AWMI founders had a vision and made those dreams become reality. As woman's careers in the metal industries are maturing and expanding, AWMI's current leadership must do the same. Today's leaders hold a burden of accountability to the pioneer leaders of yesterday to look to the future. AWMI must provide stronger programs than ever before to help its members develop new skills and abilities to compete in the workplace. AWMI must also address technology issues, communication skills, international business issues, and a host of other arenas to support its members' continued successes.

AWMI Takes another Big Step

While reviewing our historical accomplishments and challenges, as well as our strategic plan, the leaders of AWMI recognized we had outgrown our management firm of eleven years. After a carefully thought-out six-month search process, the transition to our new management firm, Talley Management Group, was executed.

Another successful Leadership conference, once again at the Gaylord Texan in Grapevine, Texas, was concluded in November 2006. Terry Miller (2007-2008) was elected to the International Presidency. Eight of our founding members attended the 25th anniversary conference and saw just how far their vision in 1981 had grown. Their dream of offering a place for professional, career-oriented women in the metal industries was realized. They were overwhelmed with AWMI's accomplishments.

Jacque Cech (2009-2010) became our next International President. These were a unique two years in that unemployment figures rose, and the economy softened to depression status throughout our country. Although AWMI membership numbers dropped, the decrease was significantly less than that of other professional associations. What was lost in quantity was gained in quality of members. Many members remained loyal and paid their own dues if their companies were struggling. These times happen, they do not stay, and we became stronger for the experience. During this time, our Mentoring Program expanded and reached out to more members through the Mentor-of-the-Month program that was introduced in the fall of 2009 and is still evolving. The fall of 2009 also brought about the addition of our first media sponsor and strategic partner, SteelOrbis, an e-marketplace and content provider that offers relevant news on the steel industry and steel trading from one sole source.

Leading the industry by example, AWMI also changed its bylaws to allow Sustaining Members to serve on our boards. Our 2009 Leadership Conference was held in San Diego with Dan DiMicco, Chairman, President and CEO – Nucor Corporation as our keynote speaker and a tour of General Dynamics NASSCO, the only major ship construction yard on the west coast of the United States. We presented our first Cornerstone Award to Nucor Corporation at our opening dinner.

Tucson, Arizona was our conference site for 2010 with Vicki Avril, President and CEO, TMK Ipsco as our keynote speaker. Ms. Avril spoke of the opportunities available at each step in her career and spoke about the positives of opening doors, presenting challenges to be met and growth to be achieved. This year also brought about our participation in METALCON, an international metal construction industry show, giving us more name recognition and the opportunity to reach new members.

Strengthening Leaders for 30 Years

In January 2011, Sian Marcone (2011-2012) began her International Presidency. It was now time to update and consolidate the Association's Strategic Plan with definable goals and timelines. Strengthening our presence in the metal marketplace is our goal going forward as we move into the Association's third decade pursuing our goals to Grow, Mentor, Network and Educate our members throughout the United States and Canada. Offering learning opportunities, the chance to network, to mentor (and be mentored) and grow personally and professionally are the commitment of AWMI's leadership to its

members. We have established a solid foundation over the last 30 years. That foundation will sustain us into the future and provide better educated and well-informed members in the metal industries.

Into the Future

With the help and support of the Central Region, in 2012 AWMI celebrated the opening of the Cincinnati/Northern Kentucky Chapter. Regional funds were assigned to an account at Headquarters. AWMI was able to participate in the following industry trade shows in 2012: SBB North America, METALCON and PMA's Women in Manufacturing Symposium. Through our members' companies, we were able to display our brochures at the following trade shows: ISRI, Offshore Technology Conference and AIST. This participation gave us greater credibility and visibility in our members' many industry associations.

To strengthen our Association, the board voted to consolidate the Los Angeles and Northern California Chapters into the California Chapter in 2013; the Policy and Guideline Manual received a major update; and our International and Chapter Bylaws underwent a legal review. The Association voted to accept our International Past Presidents as lifetime members (a new membership category) with the hope that they will more actively participate in local and international activities as well as participate in a Presidential Advisory Council.

The city of Denver, Colorado was the site of AWMI's 2012 Annual Conference where the keynote speaker was Lisa Pauley, Senior Vice President of Human Resources & Administration at Ball Corporation. Ms. Pauley shared not only the business side of her experience but also personal insights of a long-term employee at the same company.

Membership approached 1,100 during 2012 and, at the Denver Annual Conference, a new trophy award (Membership Cup) was announced for the chapter that meets the criteria set by the Executive Committee along with adding a Student Member classification to enable us to accept student members and mentor them for their future in the metal industries. As a result of increased membership and a healthy budget, the International Board of Directors also voted to have Headquarters absorb the cost of Continuous Service Awards to our members. To keep up with the times, the Association has established a presence in the Social Media arena. AWMI is currently on both Facebook and LinkedIn.

At the Annual Conference in Denver, we unveiled a new AWMI promotional video that will appear on the AWMI website's main page. This, along with a complete update of the AWMI website, should serve us well as we move forward.

Moving Forward

In January 2013, Tamela Olt (2013-2014) started her International Presidency. The city of Country Music, Nashville Tennessee was host to our 2013 Annual Conference. The conference kicked off with some optional events—tours of the Country Music Hall of Fame and the Jack Daniels facility, followed by dinner at the famous Ms. Mary Bobo's. Thursday was to include a tour of Nissan but unfortunately, the bus broke down and we were unable to complete the tour. The day continued with leadership training and finished with our opening reception and dinner featuring Leslie Shuman, Director of Operations Readiness, Alcoa, as our keynote speaker. Friday was packed with multiple presentations

including Ronne Froman, retired Admiral US Navy, our metals panel, and an automotive supply chain panel. We finished Friday off with an optional event enjoying the culture and music of Nashville. Our leadership meetings closed out the conference on Saturday. We started reviewing our P&G and By-Laws to update them with our International Past President's assistance. This will be an ongoing process to keep these documents current.

Our 2014 Annual Conference was kicked off on Wednesday, November 12, with optional events which included a walking tour of Savannah, our host city. Thursday offered a full day of educational events including an extremely exciting and informative tour of the Port of Savannah. Dr. Leslie Joyce, Sr. VP & Chief People Officer of Novelis Inc. was our keynote speaker at our opening reception / dinner. Prior to Dr. Joyce's presentation, we were honored to present our Cornerstone Award to SSAB Americas. Friday started with an enlightening and entertaining economy presentation by Chris Kuehl, Economist, Armada Corporate Intelligence. If anyone can make an economy presentation interesting, it is Chris. We hosted a new technologies panel this year Scott Condreay, Senior Manufacturing Engineer, SAPA Extrusions North America; Gabriela Felipe, Management Systems Manager, Gerdau; and William Fristad, Business Development, Metal Coil, Henkel Corporation, shared their companies' latest innovations with all in attendance.

Donna Peters (2015-2016) took over as our International President on January 1, 2015. The Loews Ventana Canyon Resort in Tucson Arizona welcomed us in 2015 as this was the site for our Annual Conference. Each year, AWMI renews its commitment to developing leadership skills and providing educational, mentoring, and networking opportunities to those in the metal industries. Our Annual Conference provides these opportunities to our members that attend. On Thursday, we started this conference off with an exciting educational tour at the ASARCO Grupo Mexico copper mine followed by an educational workshop that featured Elizabeth McCormick and her P.I.L.O.T. Leadership training. Amanda Van Dyke, Chairman of Women in Mining, was our keynote speaker at our opening reception / dinner. Mr. Phil Dalrymple of Northwest Shippers was presented with our First Making a Difference Award. We started Friday's schedule off with Breakfast Roundtables focusing on several areas of AWMI Leadership Development. We presented a metals panel where representatives from SAPA Extrusions North American, Timken Steel and Nucor Steel discussed new advancements in metallurgy including aluminum along with carbon, alloy, and specialty steels. Quite a few of our attendees finished Friday off by joining us on an optional jeep tour of the desert that concluded with a BBQ dinner in the desert. It was an awesome, unique event. As always, Saturday was dedicated to the leadership with regional and international board meetings.

Once again, Orlando was the host city for our 2016 Annual Conference. We have previously held our conference there in 2002 and 2008. It is always a great city to visit. Our attendance at the Annual Conference continues to increase each year which we hope indicates that we are providing the type of programs that bring our members value for their AWMI membership. We started off with an exciting, educational, optional tour of the Kennedy Space Center finishing with us having lunch with an astronaut. Thursday afternoon Anne Phelan of Merrett Davies offered us insights to overcoming three (3) mistakes that are often made by professional women. We hosted our opening reception and dinner on Thursday evening with Heidi Brock, President & CEO of The Aluminum Association as our keynote speaker. This year we structured the Leadership Development Roundtables so that attendees could participate at several tables to broaden their scope

of learning. We did something a little different this year as we hosted two (2) panels on Friday morning which offered our attendees a view from Washington focusing on current legislative trends that impact our industry and the trends, challenges, and opportunities being faced in the Aerospace & Automotive Industries. We closed out Friday afternoon, we two great sessions where Joan Fox from Eagle Inspiration discussed customer loyalty and Rosemary Coates with Reshoring Institute updated us on the status of reshoring efforts in North America.

In 2017, Carol Chizmar (2017-2018) began her term as International President of AWMI. We were excited to be able to host our Annual Conference in the middle of the Steel industry in Chicago Illinois at the InterContinental Chicago Magnificent Mile. Our program had some strong content that provided our members with the learning opportunities that they have come to expect from our conferences. Our registration numbers were the highest that they have ever been for any previous conference. We were able to host a tour of Central Steel and Wire Company where the attendees were able to see all aspects of metal processing. Edward Lehner, CEO of Ryerson, was our keynote speaker at our opening reception / dinner on Thursday evening. We changed things up this year and instead of offering our Leadership Breakfast Roundtables we had AWMI Leadership Informational Exhibits where attendees were given the opportunity to ask questions and learn more about some important topics including Social Media use for AWMI, Policy & Procedures and other topics that focused on the AWMI Leadership Development. Friday included a keynote presentation by Charlie Straface, Business Unit President, Extrusion North America at Hyrdo and an Economic Outlook from Dr. Donald McNeeley, President and CEO of Chicago Tube and Iron along with two more keynote sessions in the afternoon after our annual business meeting which is held during lunch.

We welcomed our members and guests to the beautiful Don CeSar hotel in St. Pete Beach Florida for our annual 2018 Annual Conference. Even though, the hotel was going through some renovations, they were great hosts. We started the conference off with an optional tour on Wednesday of Chromalloy, worldwide provider of manufacturing and repair services for gas turbine engine manufacturers and operators. We held Leadership Breakout sessions on Thursday morning which gave our members the opportunity to meet with the executive board. We hosted our first "new member / first time attendee" welcoming reception which allowed these attendees to meet the executive board. Our keynote speaker for our opening reception / dinner was Mary Lindsey, Senior Vice President and Chief Financial Officer of Commercial Metals Company (CMC). We had four keynote speakers on Friday that provided us with lots of information regarding their companies along with an update on the economy.

In 2019, we headed back to Texas for our Annual Conference under Sonya Malvick' s (2019-2021) leadership as our International President. After previously hosting our conference in Houston and Grapevine, we decided to head a little further west to San Antonio and enjoy the San Antonio Riverwalk. Our conference program was packed with many educational presentations that focused on our four (4) cornerstones: Educate, Grow, Mentor & Network. On Wednesday, we were able to offer a tour of Toyota Motor Manufacturing Texas plant where the attendees were able to hear and see what goes into the manufacturing of the Toyota Tundra and Tacoma as they roll off the line each day. We were able to go through 2.2 million square feet of their facility. Throughout the tour, our guides pointed out the foundations of the world-renowned Toyota Productions

System, as well as giving us insight to the line side processes of the TMMTX team members. On Thursday, we again hosted our Leadership Breakout Sessions giving everyone the opportunity to meet with the executive board followed by an educational workshop, "Unveil Your Most Powerful Self" with Kailei Carr, CEO of the Asbury Group. Mr. Todd Williams, General Manager, Body Operations (Weld and Press) of Toyota Motor Manufacturing Texas presented "The Ever-Changing Auto Industry" as his keynote presentation on Thursday evening at our opening reception / dinner. As previous years, Friday was jam packed with educational presentations. Chris Kuehl, Managing Director and Co-Founder of Armada Corporate, gave us our annual economy update. After the break on Friday morning, we held a session on Diversity & Inclusion, with speakers, Pauline Johnson, Account Manager, Automotive Sales of ArcelorMittal, and Sonya Wilson of Arconic. Anne Phelan, CEO, and founder of Merrett Davies International LLC, closed out our Friday with her presentation on "Moving from Personal Growth to Team/Business Growth."

Unfortunately, the COVID-19 pandemic hit in 2020 which changed the way AWMI conducted business and offered events to our members across the United States and Canada. Our leadership stepped up to the challenge and thought out of the box. International held several "free" webinars for our members along with a Fall Webinar Series that replaced our Annual International Conference which was canceled for 2020. In September, Katrina Cravy presented "Your Charisma Counts! Learn How to Improve" followed by Don Rheem presenting "Accountability Workshop" in October. We wrapped up the series with Dr. Chris Kuehl presenting "An Economic Update" in November. These speakers were ones that were already scheduled to present at our conference that was to be held in San Diego CA. Throughout the year, our chapters hosted magnificent events either as Zoom meetings or webinars during the pandemic. Some of the chapters joined together to host events. One of the positives that came out of 2020 was members were able to attend events hosted by all our chapters located all the United States and Canada since the events were being held virtually. The leadership of the organization did declare 2020 a Mulligan Year for the elections. No elections were held for the Executive Committee.

Due to restrictions that came with COVID-19, we did not award our membership cup in 2020 but we did have the opportunity to congratulate several of our chapters on 2020 accomplishments: Congratulations to seven (7) AWMI chapters for exceeding our overall goal of 75% retention rate for chapter membership in the year 2020!!!

**Cincinnati/Northern Kentucky, Quad Cities, Pittsburgh, Tennessee,
California, Carolinas, & Chicago**

In a challenging year for companies and associations alike the following four (4) AWMI chapters were able to exceed their membership goals for 2020.

Detroit, Pittsburgh, Tennessee, & Texas

A special **CONGRATULATIONS** to **Pittsburgh & Tennessee** for exceeding both above goals!!!

2021 continued with the COVID-19 pandemic offering its share of challenges but AWMI continued to offer magnificent events to our members across the United States and Canada. In March to celebrate International Women's Day, the California, Detroit, and Toronto chapters worked together to host an excellent panel. The panelists were Tamaira Ridgely, US Steel Corporation; Kristen Hammer, Virgin Hyperloop; Tammy Brown, KPMG; and Lisa Marcuzzi, ArcelorMittal Dofasco. The information provided by these strong women was invaluable. We were able to hold our International Conference in Orlando in November and to celebrate our 40th Anniversary. It was great to be back in person. Speaking specifically about the conference, it was just impressive. Everyone was busy from morning to night, but it was well worth it. The speakers were amazing and the material they covered was relevant and immediately helpful. We were particularly excited about the considerable number of first time and new member attendees. A couple of events were the behind-the-scenes tour at Universal Studios, along with the follow-up keynote address by the engineers from Universal, and Chad Sheehan who spoke about his S.A.V.E. Yourself Program. During the behind-the-scenes tour at Universal Studios Islands of Adventures, members were treated to up close looks at the operation and maintenance of roller coasters and other rides at the park. The engineers covered the physics calculations necessary to provide the magnetic propulsion for The Incredible Hulk Coaster®. They also explained how they drain all the water from Dudley Do-Right's Ripsaw Falls® every night for inspection and maintenance. On Thursday, Show Producer Shelby Honea and Engineering Manager Amanda Zielkowski addressed the conference and further explained how much engineering and planning goes into providing a safe yet thrilling experience for park guests.

During an educational workshop, Chad Sheehan spoke to the members about situational awareness and living in a dangerous world. A lifelong law enforcement officer, Sheehan developed the S.A.V.E. Yourself program to train civilians in surviving violent events. Sheehan offered many tips on how to read a situation and react accordingly. Advice ranged from the basic such as pay attention and know where the exits are to more counterintuitive ideas such as not following "the rules" when situations get out of control.

Other valuable programming at the conference included a moderated panel discussing the steel industry, leadership training, and an economics panel. At the conference, it became clear how AWMI mindfully promotes its four pillars – networking, growth, education, and mentorship – for the benefit of all its members. On Friday at our Association's Business Luncheon, AWMI has honored to present our Making a Difference Award to two outstanding supporters of AWMI: Anne Phelan of Merrett Davies International LLC and Dr. Chris Kuehl of Armada Corporate Intelligence.

Due to continued restrictions and challenges that came with COVID-19, we did not award our membership cup in 2021 but we did have the opportunity to congratulate several of our chapters on 2021 accomplishments: Congratulations to twelve (12) AWWI chapters for exceeding our overall goal of 75% retention rate for chapter membership in the year 2021!!!

Columbus, Chicago, Minnesota, Quad Cities, St. Louis, Wisconsin, Mid-Atlantic, Alabama, Carolinas, Tennessee, California, and Portland

Congratulations to the **Mid-West Region** for having all their chapters exceed our overall goal of 75% retention rate for chapter membership in the year 2021!!

In a challenging year for companies and associations, the following seven (7) AWWI chapters were able to exceed their membership goals for 2021.

Cleveland, Columbus, Detroit, Chicago, Quad Cities, Toronto, and Tennessee

A special **CONGRATULATIONS** to **Columbus, Chicago, Quad Cities, and Tennessee** for exceeding both above goals!!!

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