

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>NATIONAL ASSOCIATION OF MANUFACTURERS' 401(K) SALARY DEFERRAL PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>003</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1985</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>003</u>	1c Effective date of plan <u>01/01/1985</u>	
1b Three-digit plan number (PN) ▶	<u>003</u>				
1c Effective date of plan <u>01/01/1985</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>NATIONAL ASSOC. OF MANUFACTURERS OF THE UNITED STATES OF AMERICA</u> <u>733 10TH STREET NW</u> <u>SUITE 700</u> <u>WASHINGTON, DC 20001</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>13-1084330</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>202-637-3000</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>813000</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>13-1084330</u>	2c Plan Sponsor's telephone number <u>202-637-3000</u>	2d Business code (see instructions) <u>813000</u>	
2b Employer Identification Number (EIN) <u>13-1084330</u>					
2c Plan Sponsor's telephone number <u>202-637-3000</u>					
2d Business code (see instructions) <u>813000</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/16/2021	LINDA KELLY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	237
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	138
a(2) Total number of active participants at the end of the plan year		6a(2)	135
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	102
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	237
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	237
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	237
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2J 2G 2K 2T 2F 2R			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE A (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan NATIONAL ASSOCIATION OF MANUFACTURERS' 401(K) SALARY DEFERRAL PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 NATIONAL ASSOC. OF MANUFACTURERS OF THE UNITED STATES OF AMERICA	D Employer Identification Number (EIN) 13-1084330	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	038517	237	01/01/2020	12/31/2020

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	4611722
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	3488715

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b	Balance at the end of the previous year	7b	3499676
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c	Additions: (1) Contributions deposited during the year	7c(1)	190085	
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)	94797	
	(4) Transferred from separate account.....	7c(4)	158447	
	(5) Other (specify below)	7c(5)	1987892	

▶ **LOAN REPAYMENTS MISCELLANEOUS IN TRANSFERS IN**

(6) Total additions	7c(6)	2431221
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	5930897
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e Deductions:

	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	666262	
	(2) Administration charge made by carrier.....	7e(2)	200	
	(3) Transferred to separate account.....	7e(3)	17173	
	(4) Other (specify below)	7e(4)	635540	

▶ **LOAN INITIATIONS MISCELLANEOUS OUT TRANSFERS OUT**

(5) Total deductions	7e(5)	1319175
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	4611722
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Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2020
		This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan NATIONAL ASSOCIATION OF MANUFACTURERS' 401(K) SALARY DEFERRAL PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 NATIONAL ASSOC. OF MANUFACTURERS OF THE UNITED STATES OF AMERICA	D Employer Identification Number (EIN) 13-1084330	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
PRUDENTIAL RETIREMENT INSURANCE AND
06-1050034

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 37 38 50 64	NONE	48002	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

GLOBAL RETIREMENT PARTNERS LLC

47-1411118

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	25000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

<div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div>		<div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020					
A Name of plan NATIONAL ASSOCIATION OF MANUFACTURERS' 401(K) SALARY DEFERRAL PLAN				B Three-digit plan number (PN) ▶ 003	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NATIONAL ASSOC. OF MANUFACTURERS OF THE UNITED STATES OF AMERICA				D Employer Identification Number (EIN) 13-1084330	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: DRYDEN S&P 500 INDEX FUND					
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.					
c EIN-PN 06-1050034-123		d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3488715		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar		

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>NATIONAL ASSOCIATION OF MANUFACTURERS' 401(K) SALARY DEFERRAL PLAN</u>	B Three-digit plan number (PN) ►	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>NATIONAL ASSOC. OF MANUFACTURERS OF THE UNITED STATES OF AMERICA</u>	D Employer Identification Number (EIN) <u>13-1084330</u>	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	
(2) Participant contributions.....		1b(2)	
(3) Other		1b(3)	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	
(2) U.S. Government securities		1c(2)	
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	
(B) All other.....		1c(3)(B)	
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	
(B) Common		1c(4)(B)	
(5) Partnership/joint venture interests		1c(5)	
(6) Real estate (other than employer real property)		1c(6)	
(7) Loans (other than to participants).....		1c(7)	
(8) Participant loans		1c(8)	230502
(9) Value of interest in common/collective trusts		1c(9)	
(10) Value of interest in pooled separate accounts		1c(10)	3615967
(11) Value of interest in master trust investment accounts		1c(11)	
(12) Value of interest in 103-12 investment entities		1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	26257060
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	3499676
(15) Other.....		1c(15)	

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	33603205 39528269
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	33603205 39528269

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	1609290
	(B) Participants	2a(1)(B)	1421397
	(C) Others (including rollovers).....	2a(1)(C)	219738
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	3250425
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	14703
	(F) Other	2b(1)(F)	94797
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	109500
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	331326
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	331326
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		539763
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4648624
c Other income	2c		1
d Total income. Add all income amounts in column (b) and enter total.....	2d		8879639

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	2880357	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2880357
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other.....	2i(4)	74218	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		74218
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		2954575

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		5925064
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: JOHNSON LAMBERT LLP

(2) EIN: 52-1446779

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		3000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

<div>A Name of plan NATIONAL ASSOCIATION OF MANUFACTURERS' 401(K) SALARY DEFERRAL PLAN</div>	<div>B Three-digit plan number (PN) ▶ 003</div>
<div>C Plan sponsor's name as shown on line 2a of Form 5500 NATIONAL ASSOC. OF MANUFACTURERS OF THE UNITED STATES OF AMERICA</div>	<div>D Employer Identification Number (EIN) 13-1084330</div>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

<div>1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....</div>	<div>1</div>	<div>0</div>
<div>2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 22-1211670</div> <div>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</div>		
<div>3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year</div>	<div>3</div>	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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<div>4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?</div> <div>If the plan is a defined benefit plan, go to line 8.</div>	<div>☐ Yes ☐ No ☐ N/A</div>
<div>5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</div>	
<div>6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)</div>	<div>6a</div>
<div>b Enter the amount contributed by the employer to the plan for this plan year</div>	<div>6b</div>
<div>c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....</div>	<div>6c</div>
<div>If you completed line 6c, skip lines 8 and 9.</div>	
<div>7 Will the minimum funding amount reported on line 6c be met by the funding deadline?</div>	<div>☐ Yes ☐ No ☐ N/A</div>
<div>8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?</div>	<div>☐ Yes ☐ No ☐ N/A</div>

Part III	Amendments
----------	------------

<div>9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....</div>	<div>☐ Increase ☐ Decrease ☐ Both ☐ No</div>
--	--

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

<div>10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?</div>	<div>☐ Yes ☐ No</div>
<div>11 a Does the ESOP hold any preferred stock?</div>	<div>☐ Yes ☐ No</div>
<div>b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)</div>	<div>☐ Yes ☐ No</div>
<div>12 Does the ESOP hold any stock that is not readily tradable on an established securities market?</div>	<div>☐ Yes ☐ No</div>

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2020
v. 200204

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

Audited Financial Statements and Supplemental Schedule

National Association of Manufacturers' 401(k) Salary Deferral Plan

*Years ended December 31, 2020 and 2019
with Report of Independent Auditors*

Audited Financial Statements
and Supplemental Schedule

National Association of Manufacturers' 401(k) Salary Deferral Plan

Years ended December 31, 2020 and 2019

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Report of Independent Auditors

Board of Directors
The National Association of Manufacturers
Washington, D.C.

We have audited the accompanying financial statements of National Association of Manufacturers' 401(k) Salary Deferral Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the National Association of Manufacturers' 401(k) Salary Deferral Plan as of December 31, 2020 and 2019, and the changes in net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2020 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

A handwritten signature in black ink that reads "Johnson Lambert LLP". The signature is written in a cursive, flowing style.

Vienna, Virginia
August 20, 2021

National Association of Manufacturers' 401(k) Salary Deferral Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2020	2019
Assets		
Investments, at fair value	\$ 34,643,902	\$ 29,873,027
Guaranteed income fund, at contract value	4,611,722	3,499,676
Notes receivable from participants	<u>272,645</u>	<u>230,502</u>
Net Assets Available for Benefits	<u>\$ 39,528,269</u>	<u>\$ 33,603,205</u>

See accompanying notes to the financial statements.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Statements of Changes in Net Assets Available for Benefits

	Years ended December 31,	
	2020	2019
Additions		
Interest and dividend income	\$ 440,827	\$ 483,148
Net change in fair value of investments	<u>5,188,387</u>	<u>5,435,767</u>
	5,629,214	5,918,915
Contributions:		
Employee	1,421,397	1,380,434
Employer	1,609,290	1,577,553
Rollovers	<u>219,738</u>	<u>124,380</u>
	<u>3,250,425</u>	<u>3,082,367</u>
Total additions	8,879,639	9,001,282
Deductions		
Participant distributions and withdrawals	2,880,357	2,791,952
Record-keeping/surrender charges	<u>74,218</u>	<u>24,284</u>
Total deductions	<u>2,954,575</u>	<u>2,816,236</u>
Change in net assets available for benefits	5,925,064	6,185,046
Net Assets Available for Benefits		
Beginning of year	<u>33,603,205</u>	<u>27,418,159</u>
End of year	<u>\$ 39,528,269</u>	<u>\$ 33,603,205</u>

See accompanying notes to the financial statements.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements

Years ended December 31, 2020 and 2019

A. Description of the Plan

The National Association of Manufacturers' 401(k) Salary Deferral Plan (the Plan) was established in January 1985 in order to provide additional savings incentive and retirement security for eligible employees of the National Association of Manufacturers (NAM), the Plan administrator or Plan sponsor. The Plan is a defined contribution plan covering all eligible full-time employees of NAM. Employees may begin to contribute to the Plan the first day of the month following their respective hire date, which is defined as their entry date. Employer contributions are not available until six months after the employee is eligible to participate. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The following description of the Plan provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

Contributions

Participants are allowed to contribute up to 25% of their annual compensation into the Plan subject to the annual limitations imposed by the Internal Revenue Code (the Code). Employees are eligible to begin elective deferrals, ranging from 1% to 25% the first day of the month following date of hire. The first day of the month following six months from the employee entry date, NAM will begin making matching contributions to elective deferrals. Employer matching contributions are 100% of the first 3% of compensation contributed by the employee, and 50% of the next 2% contributed. Additional amounts may be contributed at the option of NAM's management.

All regular full-time and regular part-time employees hired after December 31, 2006 are considered special participants in the Plan. Effective the first day of the month after six months of employment, a 4% non-elective 401(k) employer contribution will be deposited each payday in these employees' accounts. Effective January 1, 2015, all plan participants hired before December 31, 2006 became eligible for the 4% non-elective 401(k) employer contribution.

Effective January 1, 2015, as a result of a Plan amendment, eligible participants who were accruing benefits in the Plan as of December 31, 2014 are provided an additional non-elective contribution. The additional contribution is calculated as a fixed percentage of the eligible participant's compensation for the Plan year based on the eligible participant's age and service points as of January 1, 2015. The additional non-elective contributions were made for 5 plan years beginning January 1, 2015 and ending December 31, 2019.

The Plan provides for immediate vesting of contributions and investment income. Termination of employment, death, retirement, permanent or total disability, or extreme hardship may result in lump sum distributions of participant balances.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

A. Description of the Plan (Continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum of \$50,000 or 50% of their vested account balance. Loan transactions are treated as a transfer from (to) the investment funds to (from) the loan fund. Loan repayments cannot exceed five years from the date of the loan for a general purpose loan or ten years from the date of the loan for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through monthly payroll deductions. There are \$272,645 and \$230,502 of loans outstanding as of December 31, 2020 and 2019, respectively.

Effective January 1, 2020, as a result of a Plan amendment, the Plan expanded the definition of a financial hardship for hardship withdrawals, and updated the requirements for a hardship distribution to be deemed necessary. With the amendment change, the definition of financial hardship was expanded to include burial and funeral expenses, expenses for the repair of damage to a participant's principal residence, and expenses and losses incurred by a participant on account of a disaster in a federally declared disaster area. The amendment removes the requirement that contributions be suspended in the event a participant takes a hardship withdrawal, and requires the participant to represent that they have insufficient cash or other liquid assets reasonably available to satisfy the need brought on by the financial hardship.

Payment of Benefits

On termination of service due to death, disability or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or a qualified pre-retirement survivor annuity. A participant who terminates employment for any reason other than death, disability or retirement shall be entitled to receive their vested account in a lump-sum amount.

Investment Options

Participants may elect to direct their contributions to the Guaranteed Income Fund, pooled separate accounts, and various mutual funds offered by the Plan.

The Guaranteed Income Fund is an investment contract designed to provide money market-like liquidity and preservation of principal. Principal and interest is fully guaranteed by the issuer.

Beginning in 2019, the Plan offers an investment option in a pooled separate account managed by Prudential.

Mutual funds are composed primarily of funds that invest in bonds and domestic and international equities.

The Plan provides that participants may change their investment fund selection at any time.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

B. Summary of Significant Accounting Policies

Basis of Accounting and Use of Estimates

The Plan's financial statements are prepared on the accrual basis of accounting. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent Events

The Plan has performed an evaluation of subsequent events through August 20, 2021, which is the date the financial statements were available to be issued and has considered any relevant matters in the preparation of the financial statements and notes.

Investment Valuation and Income Recognition

Investments in the Guaranteed Income Fund are fully benefit responsive (see Note D) and are stated at contract value in accordance with GAAP. Contract value is the relevant measurement for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

The pooled separate account is recorded at fair value determined by multiplying the number of participation units credited to the account by the current participation unit value. The participation unit values are adjusted to reflect the investment results of the underlying investments in the separate account.

As described further in Note C, the Plan's investments held in mutual funds are stated at fair value. Net realized gains and losses on security sales are determined using the average historical cost of investments. Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest is accrued when earned.

NAM has processes and controls in place within the finance department to ensure that fair value is reasonably estimated. NAM is the Plan administrator and sets the valuation processes for Plan assets with oversight from management. Additionally, the Investment Committee of NAM reviews the investments on a quarterly basis with a third party investment advisor and Prudential. Valuation processes are reviewed on an ongoing basis and are revised as needed based on changes in market conditions.

Benefits

Benefits are recorded when paid.

Administrative Expenses

A significant portion of the administrative expenses of the Plan are paid by NAM.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

C. Investments and Fair Value Measurement

The Plan's estimates of fair value for financial assets are based on the framework established in the Fair Value Measurement accounting guidance. The framework is based on the inputs used in valuation and requires that observable inputs be used in the valuations when available. The fair value accounting guidance includes a hierarchy based on whether significant valuation inputs are observable. In determining the level of the hierarchy in which the estimate is disclosed, the highest priority is given to unadjusted quoted prices in active markets and the lowest priority to unobservable inputs that reflect the Plan's significant market assumptions.

The three levels of the hierarchy are as follows:

Level 1 Fair Value Measurement

Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets traded in active markets that the Plan has the ability to access. The fair value of mutual funds is based on quoted net asset values of the shares held by the Plan at year end.

Level 2 Fair Value Measurement

Inputs to the valuation methodology include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, inputs other than quoted prices that are observable for the asset for substantially the entire period and market-corroborated inputs.

Level 3 Fair Value Measurement

Valuations based on models where significant inputs are not observable. The unobservable inputs reflect the Plan's own assumptions about the inputs that market participants would use.

The following is a summary of the Plan's investments classified within the fair value hierarchy as of December 31, 2020:

<u>Class of Security</u>	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 31,155,187	\$ 31,155,187
Pooled Separate Accounts (NAV)(1)	-	3,488,715
Total	<u>\$ 31,155,187</u>	<u>\$ 34,643,902</u>

The following is a summary of the Plan's investments classified within the fair value hierarchy as of December 31, 2019:

<u>Class of Security</u>	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 26,257,060	\$ 26,257,060
Pooled Separate Accounts (NAV)(1)	-	3,615,967
Total	<u>\$ 26,257,060</u>	<u>\$ 29,873,027</u>

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

C. Investment and Fair Value Measurement (Continued)

(1) In accordance with GAAP, investments measured at fair value using net asset value (NAV) per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value presented in the tables above are intended to permit reconciliation to the amounts presented in the statements of net assets available for benefits.

The following tables set forth a summary of the Plan's investments reported at NAV as of December 31, 2020 and 2019:

Fair Value Estimated Using Net Asset Value per Share as of December 31, 2020:

<u>Pooled Separate Account</u>	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Dryden S&P 500 Index Fund	\$ 3,488,715	None	Immediate	None

Fair Value Estimated Using Net Asset Value per Share as of December 31, 2019:

<u>Pooled Separate Account</u>	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Dryden S&P 500 Index Fund	\$ 3,615,967	None	Immediate	None

D. Investment Contract with Insurance Company

The Plan participates in a fully benefit-responsive contract issued by Prudential Retirement Insurance and Annuity Company (Prudential). The contract is affected directly between the Plan sponsor and Prudential. Prudential maintains the contributions in a general account. The contract is included in the financial statements at contract value as reported to the Plan by Prudential.

Under the Prudential contract that supports this product, participants may ordinarily direct permitted withdrawals or transfers of all or a portion of their account balance at contract value within a reasonable timeframe. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Prudential is compensated under this contract when the general account investment returns exceed the guaranteed credit rate stipulated in the contract.

In the event of discontinuance of the contract, the contract value would be paid within 90 days or in rare circumstances, contract value paid over time. In addition, there are no events that allow the issuer to terminate the contract or which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time. The repayment of principal and interest credited to participants is a financial obligation of the issuer.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

D. Investment Contract with Insurance Company (Continued)

The Plan administrator has not established reserves against the contract value for credit risk of the contract issuer or otherwise.

E. Plan Termination

Although it has not expressed any intent to do so, the Plan sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the participants' accounts will be distributed as soon as possible.

F. Related Party and Party in Interest Transactions

Certain Plan investments are shares of mutual funds, the pooled separate account, and a guaranteed investment contract managed by Prudential. Prudential is the insurance company and recordkeeper of the Plan and; therefore, these transactions with Prudential qualify as party in interest transactions. Prudential Bank & Trust, FSB is the trustee of all non-Prudential Retirement investments and outstanding participant loans. Participant loans also represent transactions with parties-in-interest. Fees incurred by the Plan for the investment management services are included in net change in fair value of investments, as they are paid through revenue sharing, rather than a direct payment. The Plan pays certain recordkeeping fees and the Plan sponsor pays directly any other fees related to the Plan's operations. Additionally, personnel and facilities of NAM have been used to perform administrative functions for the Plan at no charge to the Plan.

G. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated September 25, 2017, stating that the Plan, as amended and restated effective December 18, 2015, is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, it is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the determination letter, the Plan sponsor and the Plan's tax counsel believe that the Plan is designed, and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code and that, therefore, the Plan continues to qualify under Section 401(a) and to be tax exempt as of December 31, 2020. Therefore, no provision for income taxes is included in the Plan's financial statements.

H. Concentrations

The Plan's investments held in Prudential funds represent 25% and 26% of the Plan's total assets as of December 31, 2020 and 2019, respectively.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

I. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statement of net assets available for benefits.

COVID-19 Risks and Uncertainties

In March 2020, the World Health Organization declared a pandemic related to the rapidly spreading coronavirus (COVID-19) outbreak, which has led to a global health emergency. The pandemic has generated significant uncertainty in the global economy and volatility in financial markets. The Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impact on the Plan and its sponsor, participants and vendors. As such, COVID-19 could have a material adverse effect on the Plan's financial position in the future. The ultimate duration and impact of the COVID-19 outbreak on the Plan's financial position cannot be reasonably estimated at this time.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

EIN: 13-1084330, Plan : 003

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Date	(d) Cost	(e) Current value
*	Prudential Retirement	Guaranteed Income Fund	-	\$ 4,611,722
*	Prudential Retirement	Dryden S&P 500 Index Fund	-	3,488,717
	T. Rowe Price Funds	T. Rowe Price Equity Income Fund I	-	754,542
	T. Rowe Price Funds	T. Rowe Price Growth Stock I	-	4,299,461
	American Funds	American Funds American Balanced Fund R6	-	1,867,439
*	Prudential Mutual Funds	Prudential Total Return Bond R6	-	1,681,810
	MFS	MFS Mid Cap Value R6	-	658,212
	Invesco Advisers, Inc.	Invesco Small Cap Growth Fund R6	-	998,987
	Invesco Advisers, Inc.	Invesco Developing Markets Fund R6	-	188,978
	Ivy Funds	Ivy Mid Cap Growth Fund N	-	649,731
	Vanguard	Vanguard Small Cap Index	-	1,359,594
	Vanguard	Vanguard Mid Cap Index Fund	-	1,028,623
	Vanguard	Vanguard Total Stock Market Fund	-	603,851
	American Century	American Century Real Estate Fund R6	-	208,102
	Allianz Funds	AllianzGI Technology	-	1,139,536
	Pimco Fund	Pimco Income Fund	-	317,916
	American Funds	American Funds EuroPacific Gr R6	-	2,047,297
	American Funds	American Funds Fundamental Investors R6	-	952,052
	American Funds	American Funds 2020 Target Date Fund	-	1,013,801
	American Funds	American Funds 2025 Target Date Fund	-	1,083,426
	American Funds	American Funds 2030 Target Date Fund	-	803,287
	American Funds	American Funds 2035 Target Date Fund	-	4,582,157
	American Funds	American Funds 2040 Target Date Fund	-	1,233,980
	American Funds	American Funds 2045 Target Date Fund	-	1,820,952
	American Funds	American Funds 2050 Target Date Fund	-	812,630
	American Funds	American Funds 2055 Target Date Fund	-	969,976
	American Funds	American Funds 2060 Target Date Fund	-	78,845
*	Notes Receivable from Participants	Interest rate: 4.25 - 6.5%; Maturing 2021 - 2030	-	272,645
		Total		<u><u>\$ 39,528,269</u></u>

(d) Cost information omitted as all investments are participant directed.

*Represents a party-in-interest as defined by ERISA.

Audited Financial Statements and Supplemental Schedule

National Association of Manufacturers' 401(k) Salary Deferral Plan

*Years ended December 31, 2020 and 2019
with Report of Independent Auditors*

Audited Financial Statements
and Supplemental Schedule

National Association of Manufacturers' 401(k) Salary Deferral Plan

Years ended December 31, 2020 and 2019

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Report of Independent Auditors

Board of Directors
The National Association of Manufacturers
Washington, D.C.

We have audited the accompanying financial statements of National Association of Manufacturers' 401(k) Salary Deferral Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the National Association of Manufacturers' 401(k) Salary Deferral Plan as of December 31, 2020 and 2019, and the changes in net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2020 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

A handwritten signature in black ink that reads "Johnson Lambert LLP". The signature is written in a cursive, flowing style.

Vienna, Virginia
August 20, 2021

National Association of Manufacturers' 401(k) Salary Deferral Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2020	2019
Assets		
Investments, at fair value	\$ 34,643,902	\$ 29,873,027
Guaranteed income fund, at contract value	4,611,722	3,499,676
Notes receivable from participants	<u>272,645</u>	<u>230,502</u>
Net Assets Available for Benefits	<u>\$ 39,528,269</u>	<u>\$ 33,603,205</u>

See accompanying notes to the financial statements.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Statements of Changes in Net Assets Available for Benefits

	Years ended December 31,	
	2020	2019
Additions		
Interest and dividend income	\$ 440,827	\$ 483,148
Net change in fair value of investments	<u>5,188,387</u>	<u>5,435,767</u>
	5,629,214	5,918,915
Contributions:		
Employee	1,421,397	1,380,434
Employer	1,609,290	1,577,553
Rollovers	<u>219,738</u>	<u>124,380</u>
	<u>3,250,425</u>	<u>3,082,367</u>
Total additions	8,879,639	9,001,282
Deductions		
Participant distributions and withdrawals	2,880,357	2,791,952
Record-keeping/surrender charges	<u>74,218</u>	<u>24,284</u>
Total deductions	<u>2,954,575</u>	<u>2,816,236</u>
Change in net assets available for benefits	5,925,064	6,185,046
Net Assets Available for Benefits		
Beginning of year	<u>33,603,205</u>	<u>27,418,159</u>
End of year	<u>\$ 39,528,269</u>	<u>\$ 33,603,205</u>

See accompanying notes to the financial statements.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements

Years ended December 31, 2020 and 2019

A. Description of the Plan

The National Association of Manufacturers' 401(k) Salary Deferral Plan (the Plan) was established in January 1985 in order to provide additional savings incentive and retirement security for eligible employees of the National Association of Manufacturers (NAM), the Plan administrator or Plan sponsor. The Plan is a defined contribution plan covering all eligible full-time employees of NAM. Employees may begin to contribute to the Plan the first day of the month following their respective hire date, which is defined as their entry date. Employer contributions are not available until six months after the employee is eligible to participate. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The following description of the Plan provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

Contributions

Participants are allowed to contribute up to 25% of their annual compensation into the Plan subject to the annual limitations imposed by the Internal Revenue Code (the Code). Employees are eligible to begin elective deferrals, ranging from 1% to 25% the first day of the month following date of hire. The first day of the month following six months from the employee entry date, NAM will begin making matching contributions to elective deferrals. Employer matching contributions are 100% of the first 3% of compensation contributed by the employee, and 50% of the next 2% contributed. Additional amounts may be contributed at the option of NAM's management.

All regular full-time and regular part-time employees hired after December 31, 2006 are considered special participants in the Plan. Effective the first day of the month after six months of employment, a 4% non-elective 401(k) employer contribution will be deposited each payday in these employees' accounts. Effective January 1, 2015, all plan participants hired before December 31, 2006 became eligible for the 4% non-elective 401(k) employer contribution.

Effective January 1, 2015, as a result of a Plan amendment, eligible participants who were accruing benefits in the Plan as of December 31, 2014 are provided an additional non-elective contribution. The additional contribution is calculated as a fixed percentage of the eligible participant's compensation for the Plan year based on the eligible participant's age and service points as of January 1, 2015. The additional non-elective contributions were made for 5 plan years beginning January 1, 2015 and ending December 31, 2019.

The Plan provides for immediate vesting of contributions and investment income. Termination of employment, death, retirement, permanent or total disability, or extreme hardship may result in lump sum distributions of participant balances.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

A. Description of the Plan (Continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum of \$50,000 or 50% of their vested account balance. Loan transactions are treated as a transfer from (to) the investment funds to (from) the loan fund. Loan repayments cannot exceed five years from the date of the loan for a general purpose loan or ten years from the date of the loan for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through monthly payroll deductions. There are \$272,645 and \$230,502 of loans outstanding as of December 31, 2020 and 2019, respectively.

Effective January 1, 2020, as a result of a Plan amendment, the Plan expanded the definition of a financial hardship for hardship withdrawals, and updated the requirements for a hardship distribution to be deemed necessary. With the amendment change, the definition of financial hardship was expanded to include burial and funeral expenses, expenses for the repair of damage to a participant's principal residence, and expenses and losses incurred by a participant on account of a disaster in a federally declared disaster area. The amendment removes the requirement that contributions be suspended in the event a participant takes a hardship withdrawal, and requires the participant to represent that they have insufficient cash or other liquid assets reasonably available to satisfy the need brought on by the financial hardship.

Payment of Benefits

On termination of service due to death, disability or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or a qualified pre-retirement survivor annuity. A participant who terminates employment for any reason other than death, disability or retirement shall be entitled to receive their vested account in a lump-sum amount.

Investment Options

Participants may elect to direct their contributions to the Guaranteed Income Fund, pooled separate accounts, and various mutual funds offered by the Plan.

The Guaranteed Income Fund is an investment contract designed to provide money market-like liquidity and preservation of principal. Principal and interest is fully guaranteed by the issuer.

Beginning in 2019, the Plan offers an investment option in a pooled separate account managed by Prudential.

Mutual funds are composed primarily of funds that invest in bonds and domestic and international equities.

The Plan provides that participants may change their investment fund selection at any time.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

B. Summary of Significant Accounting Policies

Basis of Accounting and Use of Estimates

The Plan's financial statements are prepared on the accrual basis of accounting. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent Events

The Plan has performed an evaluation of subsequent events through August 20, 2021, which is the date the financial statements were available to be issued and has considered any relevant matters in the preparation of the financial statements and notes.

Investment Valuation and Income Recognition

Investments in the Guaranteed Income Fund are fully benefit responsive (see Note D) and are stated at contract value in accordance with GAAP. Contract value is the relevant measurement for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

The pooled separate account is recorded at fair value determined by multiplying the number of participation units credited to the account by the current participation unit value. The participation unit values are adjusted to reflect the investment results of the underlying investments in the separate account.

As described further in Note C, the Plan's investments held in mutual funds are stated at fair value. Net realized gains and losses on security sales are determined using the average historical cost of investments. Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest is accrued when earned.

NAM has processes and controls in place within the finance department to ensure that fair value is reasonably estimated. NAM is the Plan administrator and sets the valuation processes for Plan assets with oversight from management. Additionally, the Investment Committee of NAM reviews the investments on a quarterly basis with a third party investment advisor and Prudential. Valuation processes are reviewed on an ongoing basis and are revised as needed based on changes in market conditions.

Benefits

Benefits are recorded when paid.

Administrative Expenses

A significant portion of the administrative expenses of the Plan are paid by NAM.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

C. Investments and Fair Value Measurement

The Plan's estimates of fair value for financial assets are based on the framework established in the Fair Value Measurement accounting guidance. The framework is based on the inputs used in valuation and requires that observable inputs be used in the valuations when available. The fair value accounting guidance includes a hierarchy based on whether significant valuation inputs are observable. In determining the level of the hierarchy in which the estimate is disclosed, the highest priority is given to unadjusted quoted prices in active markets and the lowest priority to unobservable inputs that reflect the Plan's significant market assumptions.

The three levels of the hierarchy are as follows:

Level 1 Fair Value Measurement

Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets traded in active markets that the Plan has the ability to access. The fair value of mutual funds is based on quoted net asset values of the shares held by the Plan at year end.

Level 2 Fair Value Measurement

Inputs to the valuation methodology include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, inputs other than quoted prices that are observable for the asset for substantially the entire period and market-corroborated inputs.

Level 3 Fair Value Measurement

Valuations based on models where significant inputs are not observable. The unobservable inputs reflect the Plan's own assumptions about the inputs that market participants would use.

The following is a summary of the Plan's investments classified within the fair value hierarchy as of December 31, 2020:

<u>Class of Security</u>	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 31,155,187	\$ 31,155,187
Pooled Separate Accounts (NAV)(1)	-	3,488,715
Total	<u>\$ 31,155,187</u>	<u>\$ 34,643,902</u>

The following is a summary of the Plan's investments classified within the fair value hierarchy as of December 31, 2019:

<u>Class of Security</u>	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 26,257,060	\$ 26,257,060
Pooled Separate Accounts (NAV)(1)	-	3,615,967
Total	<u>\$ 26,257,060</u>	<u>\$ 29,873,027</u>

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

C. Investment and Fair Value Measurement (Continued)

(1) In accordance with GAAP, investments measured at fair value using net asset value (NAV) per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value presented in the tables above are intended to permit reconciliation to the amounts presented in the statements of net assets available for benefits.

The following tables set forth a summary of the Plan's investments reported at NAV as of December 31, 2020 and 2019:

Fair Value Estimated Using Net Asset Value per Share as of December 31, 2020:

<u>Pooled Separate Account</u>	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Dryden S&P 500 Index Fund	\$ 3,488,715	None	Immediate	None

Fair Value Estimated Using Net Asset Value per Share as of December 31, 2019:

<u>Pooled Separate Account</u>	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Dryden S&P 500 Index Fund	\$ 3,615,967	None	Immediate	None

D. Investment Contract with Insurance Company

The Plan participates in a fully benefit-responsive contract issued by Prudential Retirement Insurance and Annuity Company (Prudential). The contract is affected directly between the Plan sponsor and Prudential. Prudential maintains the contributions in a general account. The contract is included in the financial statements at contract value as reported to the Plan by Prudential.

Under the Prudential contract that supports this product, participants may ordinarily direct permitted withdrawals or transfers of all or a portion of their account balance at contract value within a reasonable timeframe. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Prudential is compensated under this contract when the general account investment returns exceed the guaranteed credit rate stipulated in the contract.

In the event of discontinuance of the contract, the contract value would be paid within 90 days or in rare circumstances, contract value paid over time. In addition, there are no events that allow the issuer to terminate the contract or which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time. The repayment of principal and interest credited to participants is a financial obligation of the issuer.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

D. Investment Contract with Insurance Company (Continued)

The Plan administrator has not established reserves against the contract value for credit risk of the contract issuer or otherwise.

E. Plan Termination

Although it has not expressed any intent to do so, the Plan sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the participants' accounts will be distributed as soon as possible.

F. Related Party and Party in Interest Transactions

Certain Plan investments are shares of mutual funds, the pooled separate account, and a guaranteed investment contract managed by Prudential. Prudential is the insurance company and recordkeeper of the Plan and; therefore, these transactions with Prudential qualify as party in interest transactions. Prudential Bank & Trust, FSB is the trustee of all non-Prudential Retirement investments and outstanding participant loans. Participant loans also represent transactions with parties-in-interest. Fees incurred by the Plan for the investment management services are included in net change in fair value of investments, as they are paid through revenue sharing, rather than a direct payment. The Plan pays certain recordkeeping fees and the Plan sponsor pays directly any other fees related to the Plan's operations. Additionally, personnel and facilities of NAM have been used to perform administrative functions for the Plan at no charge to the Plan.

G. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated September 25, 2017, stating that the Plan, as amended and restated effective December 18, 2015, is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, it is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the determination letter, the Plan sponsor and the Plan's tax counsel believe that the Plan is designed, and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code and that, therefore, the Plan continues to qualify under Section 401(a) and to be tax exempt as of December 31, 2020. Therefore, no provision for income taxes is included in the Plan's financial statements.

H. Concentrations

The Plan's investments held in Prudential funds represent 25% and 26% of the Plan's total assets as of December 31, 2020 and 2019, respectively.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

I. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statement of net assets available for benefits.

COVID-19 Risks and Uncertainties

In March 2020, the World Health Organization declared a pandemic related to the rapidly spreading coronavirus (COVID-19) outbreak, which has led to a global health emergency. The pandemic has generated significant uncertainty in the global economy and volatility in financial markets. The Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impact on the Plan and its sponsor, participants and vendors. As such, COVID-19 could have a material adverse effect on the Plan's financial position in the future. The ultimate duration and impact of the COVID-19 outbreak on the Plan's financial position cannot be reasonably estimated at this time.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

EIN: 13-1084330, Plan : 003

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Date	(d) Cost	(e) Current value
*	Prudential Retirement	Guaranteed Income Fund	-	\$ 4,611,722
*	Prudential Retirement	Dryden S&P 500 Index Fund	-	3,488,717
	T. Rowe Price Funds	T. Rowe Price Equity Income Fund I	-	754,542
	T. Rowe Price Funds	T. Rowe Price Growth Stock I	-	4,299,461
	American Funds	American Funds American Balanced Fund R6	-	1,867,439
*	Prudential Mutual Funds	Prudential Total Return Bond R6	-	1,681,810
	MFS	MFS Mid Cap Value R6	-	658,212
	Invesco Advisers, Inc.	Invesco Small Cap Growth Fund R6	-	998,987
	Invesco Advisers, Inc.	Invesco Developing Markets Fund R6	-	188,978
	Ivy Funds	Ivy Mid Cap Growth Fund N	-	649,731
	Vanguard	Vanguard Small Cap Index	-	1,359,594
	Vanguard	Vanguard Mid Cap Index Fund	-	1,028,623
	Vanguard	Vanguard Total Stock Market Fund	-	603,851
	American Century	American Century Real Estate Fund R6	-	208,102
	Allianz Funds	AllianzGI Technology	-	1,139,536
	Pimco Fund	Pimco Income Fund	-	317,916
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		Total		<u><u>\$ 39,528,269</u></u>

(d) Cost information omitted as all investments are participant directed.

*Represents a party-in-interest as defined by ERISA.

Audited Financial Statements and Supplemental Schedule

National Association of Manufacturers' 401(k) Salary Deferral Plan

*Years ended December 31, 2020 and 2019
with Report of Independent Auditors*

Audited Financial Statements
and Supplemental Schedule

National Association of Manufacturers' 401(k) Salary Deferral Plan

Years ended December 31, 2020 and 2019

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Report of Independent Auditors

Board of Directors
The National Association of Manufacturers
Washington, D.C.

We have audited the accompanying financial statements of National Association of Manufacturers' 401(k) Salary Deferral Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the National Association of Manufacturers' 401(k) Salary Deferral Plan as of December 31, 2020 and 2019, and the changes in net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2020 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

A handwritten signature in black ink that reads "Johnson Lambert LLP". The signature is written in a cursive, flowing style.

Vienna, Virginia
August 20, 2021

National Association of Manufacturers' 401(k) Salary Deferral Plan

Statements of Net Assets Available for Benefits

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	2020	2019
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Total additions	8,879,639	9,001,282
Deductions		
Participant distributions and withdrawals	2,880,357	2,791,952
Record-keeping/surrender charges	<u>74,218</u>	<u>24,284</u>
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Change in net assets available for benefits	5,925,064	6,185,046
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Beginning of year	<u>33,603,205</u>	<u>27,418,159</u>
End of year	<u>\$ 39,528,269</u>	<u>\$ 33,603,205</u>

See accompanying notes to the financial statements.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements

Years ended December 31, 2020 and 2019

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The following description of the Plan provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

Contributions

Participants are allowed to contribute up to 25% of their annual compensation into the Plan subject to the annual limitations imposed by the Internal Revenue Code (the Code). Employees are eligible to begin elective deferrals, ranging from 1% to 25% the first day of the month following date of hire. The first day of the month following six months from the employee entry date, NAM will begin making matching contributions to elective deferrals. Employer matching contributions are 100% of the first 3% of compensation contributed by the employee, and 50% of the next 2% contributed. Additional amounts may be contributed at the option of NAM's management.

All regular full-time and regular part-time employees hired after December 31, 2006 are considered special participants in the Plan. Effective the first day of the month after six months of employment, a 4% non-elective 401(k) employer contribution will be deposited each payday in these employees' accounts. Effective January 1, 2015, all plan participants hired before December 31, 2006 became eligible for the 4% non-elective 401(k) employer contribution.

Effective January 1, 2015, as a result of a Plan amendment, eligible participants who were accruing benefits in the Plan as of December 31, 2014 are provided an additional non-elective contribution. The additional contribution is calculated as a fixed percentage of the eligible participant's compensation for the Plan year based on the eligible participant's age and service points as of January 1, 2015. The additional non-elective contributions were made for 5 plan years beginning January 1, 2015 and ending December 31, 2019.

The Plan provides for immediate vesting of contributions and investment income. Termination of employment, death, retirement, permanent or total disability, or extreme hardship may result in lump sum distributions of participant balances.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

A. Description of the Plan (Continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum of \$50,000 or 50% of their vested account balance. Loan transactions are treated as a transfer from (to) the investment funds to (from) the loan fund. Loan repayments cannot exceed five years from the date of the loan for a general purpose loan or ten years from the date of the loan for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through monthly payroll deductions. There are \$272,645 and \$230,502 of loans outstanding as of December 31, 2020 and 2019, respectively.

Effective January 1, 2020, as a result of a Plan amendment, the Plan expanded the definition of a financial hardship for hardship withdrawals, and updated the requirements for a hardship distribution to be deemed necessary. With the amendment change, the definition of financial hardship was expanded to include burial and funeral expenses, expenses for the repair of damage to a participant's principal residence, and expenses and losses incurred by a participant on account of a disaster in a federally declared disaster area. The amendment removes the requirement that contributions be suspended in the event a participant takes a hardship withdrawal, and requires the participant to represent that they have insufficient cash or other liquid assets reasonably available to satisfy the need brought on by the financial hardship.

Payment of Benefits

On termination of service due to death, disability or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or a qualified pre-retirement survivor annuity. A participant who terminates employment for any reason other than death, disability or retirement shall be entitled to receive their vested account in a lump-sum amount.

Investment Options

Participants may elect to direct their contributions to the Guaranteed Income Fund, pooled separate accounts, and various mutual funds offered by the Plan.

The Guaranteed Income Fund is an investment contract designed to provide money market-like liquidity and preservation of principal. Principal and interest is fully guaranteed by the issuer.

Beginning in 2019, the Plan offers an investment option in a pooled separate account managed by Prudential.

Mutual funds are composed primarily of funds that invest in bonds and domestic and international equities.

The Plan provides that participants may change their investment fund selection at any time.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

B. Summary of Significant Accounting Policies

Basis of Accounting and Use of Estimates

The Plan's financial statements are prepared on the accrual basis of accounting. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent Events

The Plan has performed an evaluation of subsequent events through August 20, 2021, which is the date the financial statements were available to be issued and has considered any relevant matters in the preparation of the financial statements and notes.

Investment Valuation and Income Recognition

Investments in the Guaranteed Income Fund are fully benefit responsive (see Note D) and are stated at contract value in accordance with GAAP. Contract value is the relevant measurement for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

The pooled separate account is recorded at fair value determined by multiplying the number of participation units credited to the account by the current participation unit value. The participation unit values are adjusted to reflect the investment results of the underlying investments in the separate account.

As described further in Note C, the Plan's investments held in mutual funds are stated at fair value. Net realized gains and losses on security sales are determined using the average historical cost of investments. Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest is accrued when earned.

NAM has processes and controls in place within the finance department to ensure that fair value is reasonably estimated. NAM is the Plan administrator and sets the valuation processes for Plan assets with oversight from management. Additionally, the Investment Committee of NAM reviews the investments on a quarterly basis with a third party investment advisor and Prudential. Valuation processes are reviewed on an ongoing basis and are revised as needed based on changes in market conditions.

Benefits

Benefits are recorded when paid.

Administrative Expenses

A significant portion of the administrative expenses of the Plan are paid by NAM.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

C. Investments and Fair Value Measurement

The Plan's estimates of fair value for financial assets are based on the framework established in the Fair Value Measurement accounting guidance. The framework is based on the inputs used in valuation and requires that observable inputs be used in the valuations when available. The fair value accounting guidance includes a hierarchy based on whether significant valuation inputs are observable. In determining the level of the hierarchy in which the estimate is disclosed, the highest priority is given to unadjusted quoted prices in active markets and the lowest priority to unobservable inputs that reflect the Plan's significant market assumptions.

The three levels of the hierarchy are as follows:

Level 1 Fair Value Measurement

Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets traded in active markets that the Plan has the ability to access. The fair value of mutual funds is based on quoted net asset values of the shares held by the Plan at year end.

Level 2 Fair Value Measurement

Inputs to the valuation methodology include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, inputs other than quoted prices that are observable for the asset for substantially the entire period and market-corroborated inputs.

Level 3 Fair Value Measurement

Valuations based on models where significant inputs are not observable. The unobservable inputs reflect the Plan's own assumptions about the inputs that market participants would use.

The following is a summary of the Plan's investments classified within the fair value hierarchy as of December 31, 2020:

<u>Class of Security</u>	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 31,155,187	\$ 31,155,187
Pooled Separate Accounts (NAV)(1)	-	3,488,715
Total	<u>\$ 31,155,187</u>	<u>\$ 34,643,902</u>

The following is a summary of the Plan's investments classified within the fair value hierarchy as of December 31, 2019:

<u>Class of Security</u>	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 26,257,060	\$ 26,257,060
Pooled Separate Accounts (NAV)(1)	-	3,615,967
Total	<u>\$ 26,257,060</u>	<u>\$ 29,873,027</u>

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

C. Investment and Fair Value Measurement (Continued)

(1) In accordance with GAAP, investments measured at fair value using net asset value (NAV) per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value presented in the tables above are intended to permit reconciliation to the amounts presented in the statements of net assets available for benefits.

The following tables set forth a summary of the Plan's investments reported at NAV as of December 31, 2020 and 2019:

Fair Value Estimated Using Net Asset Value per Share as of December 31, 2020:

<u>Pooled Separate Account</u>	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Dryden S&P 500 Index Fund	\$ 3,488,715	None	Immediate	None

Fair Value Estimated Using Net Asset Value per Share as of December 31, 2019:

<u>Pooled Separate Account</u>	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Dryden S&P 500 Index Fund	\$ 3,615,967	None	Immediate	None

D. Investment Contract with Insurance Company

The Plan participates in a fully benefit-responsive contract issued by Prudential Retirement Insurance and Annuity Company (Prudential). The contract is affected directly between the Plan sponsor and Prudential. Prudential maintains the contributions in a general account. The contract is included in the financial statements at contract value as reported to the Plan by Prudential.

Under the Prudential contract that supports this product, participants may ordinarily direct permitted withdrawals or transfers of all or a portion of their account balance at contract value within a reasonable timeframe. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Prudential is compensated under this contract when the general account investment returns exceed the guaranteed credit rate stipulated in the contract.

In the event of discontinuance of the contract, the contract value would be paid within 90 days or in rare circumstances, contract value paid over time. In addition, there are no events that allow the issuer to terminate the contract or which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time. The repayment of principal and interest credited to participants is a financial obligation of the issuer.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

D. Investment Contract with Insurance Company (Continued)

The Plan administrator has not established reserves against the contract value for credit risk of the contract issuer or otherwise.

E. Plan Termination

Although it has not expressed any intent to do so, the Plan sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the participants' accounts will be distributed as soon as possible.

F. Related Party and Party in Interest Transactions

Certain Plan investments are shares of mutual funds, the pooled separate account, and a guaranteed investment contract managed by Prudential. Prudential is the insurance company and recordkeeper of the Plan and; therefore, these transactions with Prudential qualify as party in interest transactions. Prudential Bank & Trust, FSB is the trustee of all non-Prudential Retirement investments and outstanding participant loans. Participant loans also represent transactions with parties-in-interest. Fees incurred by the Plan for the investment management services are included in net change in fair value of investments, as they are paid through revenue sharing, rather than a direct payment. The Plan pays certain recordkeeping fees and the Plan sponsor pays directly any other fees related to the Plan's operations. Additionally, personnel and facilities of NAM have been used to perform administrative functions for the Plan at no charge to the Plan.

G. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated September 25, 2017, stating that the Plan, as amended and restated effective December 18, 2015, is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, it is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the determination letter, the Plan sponsor and the Plan's tax counsel believe that the Plan is designed, and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code and that, therefore, the Plan continues to qualify under Section 401(a) and to be tax exempt as of December 31, 2020. Therefore, no provision for income taxes is included in the Plan's financial statements.

H. Concentrations

The Plan's investments held in Prudential funds represent 25% and 26% of the Plan's total assets as of December 31, 2020 and 2019, respectively.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Notes to Financial Statements (Continued)

I. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statement of net assets available for benefits.

COVID-19 Risks and Uncertainties

In March 2020, the World Health Organization declared a pandemic related to the rapidly spreading coronavirus (COVID-19) outbreak, which has led to a global health emergency. The pandemic has generated significant uncertainty in the global economy and volatility in financial markets. The Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impact on the Plan and its sponsor, participants and vendors. As such, COVID-19 could have a material adverse effect on the Plan's financial position in the future. The ultimate duration and impact of the COVID-19 outbreak on the Plan's financial position cannot be reasonably estimated at this time.

National Association of Manufacturers' 401(k) Salary Deferral Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

EIN: 13-1084330, Plan : 003

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Date	(d) Cost	(e) Current value
*	Prudential Retirement	Guaranteed Income Fund	-	\$ 4,611,722
*	Prudential Retirement	Dryden S&P 500 Index Fund	-	3,488,717
	T. Rowe Price Funds	T. Rowe Price Equity Income Fund I	-	754,542
	T. Rowe Price Funds	T. Rowe Price Growth Stock I	-	4,299,461
	American Funds	American Funds American Balanced Fund R6	-	1,867,439
*	Prudential Mutual Funds	Prudential Total Return Bond R6	-	1,681,810
	MFS	MFS Mid Cap Value R6	-	658,212
	Invesco Advisers, Inc.	Invesco Small Cap Growth Fund R6	-	998,987
	Invesco Advisers, Inc.	Invesco Developing Markets Fund R6	-	188,978
	Ivy Funds	Ivy Mid Cap Growth Fund N	-	649,731
	Vanguard	Vanguard Small Cap Index	-	1,359,594
	Vanguard	Vanguard Mid Cap Index Fund	-	1,028,623
	Vanguard	Vanguard Total Stock Market Fund	-	603,851
	American Century	American Century Real Estate Fund R6	-	208,102
	Allianz Funds	AllianzGI Technology	-	1,139,536
	Pimco Fund	Pimco Income Fund	-	317,916
	American Funds	American Funds EuroPacific Gr R6	-	2,047,297
	American Funds	American Funds Fundamental Investors R6	-	952,052
	American Funds	American Funds 2020 Target Date Fund	-	1,013,801
	American Funds	American Funds 2025 Target Date Fund	-	1,083,426
	American Funds	American Funds 2030 Target Date Fund	-	803,287
	American Funds	American Funds 2035 Target Date Fund	-	4,582,157
	American Funds	American Funds 2040 Target Date Fund	-	1,233,980
	American Funds	American Funds 2045 Target Date Fund	-	1,820,952
	American Funds	American Funds 2050 Target Date Fund	-	812,630
	American Funds	American Funds 2055 Target Date Fund	-	969,976
	American Funds	American Funds 2060 Target Date Fund	-	78,845
*	Notes Receivable from Participants	Interest rate: 4.25 - 6.5%; Maturing 2021 - 2030	-	272,645
		Total		<u><u>\$ 39,528,269</u></u>

(d) Cost information omitted as all investments are participant directed.

*Represents a party-in-interest as defined by ERISA.