

# MEMA Original Equipment

Automotive Supplier Business and Employment Situation  
Joe Zaciek, Senior Manager, Research and Industry Analysis

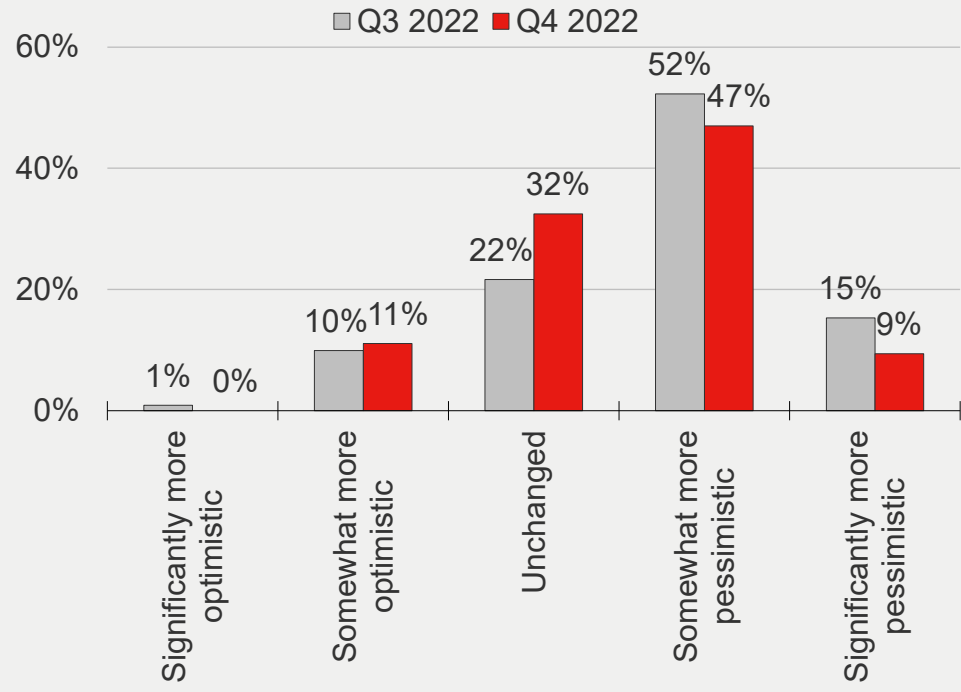
MEMA Original Equipment

January 11, 2023

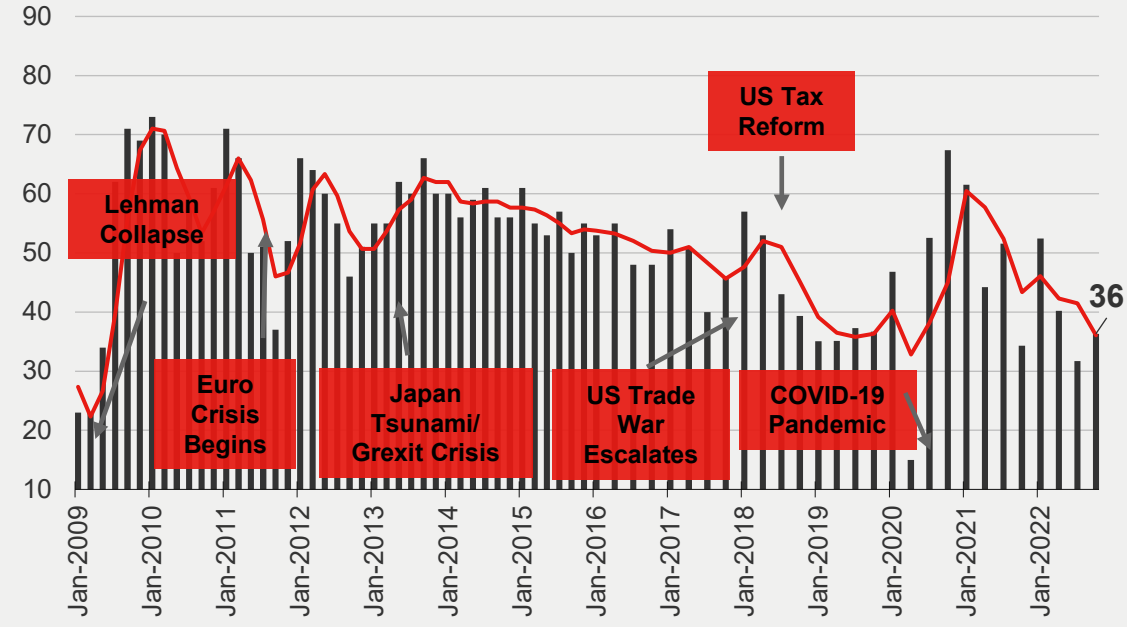
# MEMA OE Supplier Barometer: Q4 2022 Results

Describe the general twelve-month outlook for your business. Over the past three months, has your opinion become...?

### Current Supplier Outlook (Share of Respondents)



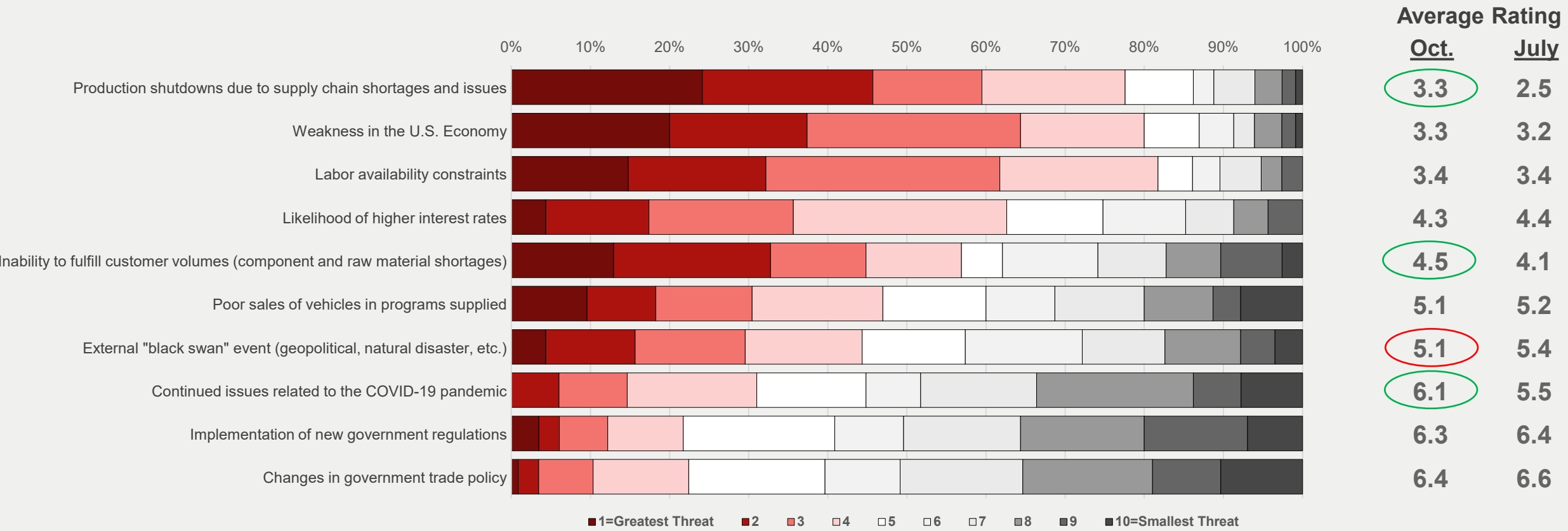
### Supplier Barometer Index: (SBI and 6m Average)



The 12-month outlook for the fourth quarter reflects continued pessimism as concerns persist over production shutdowns and the inability to fulfill customer volumes.

# MEMA OE Supplier Barometer: Industry Threats

Describe the general twelve-month outlook for your business. Over the past three months, has your opinion become...?



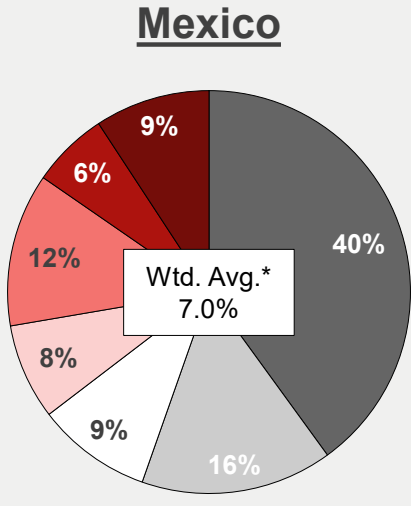
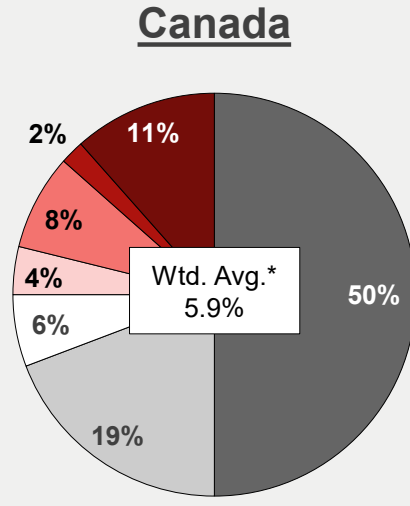
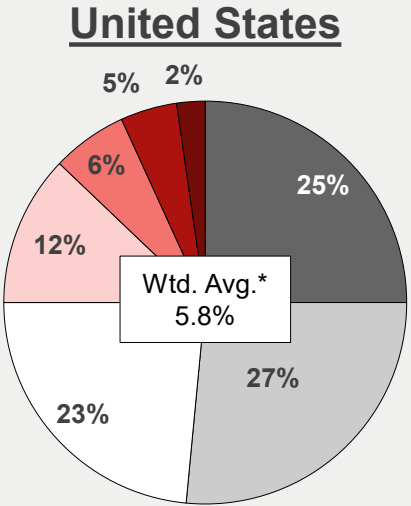
The 12-month outlook for the fourth quarter reflects continued pessimism as concerns persist over production shutdowns and the inability to fulfill customer volumes.

# Employment Issues: Regional Voluntary Turnover

Estimate your year-to-date 2022 monthly voluntary turnover rates for salary and hourly personnel.

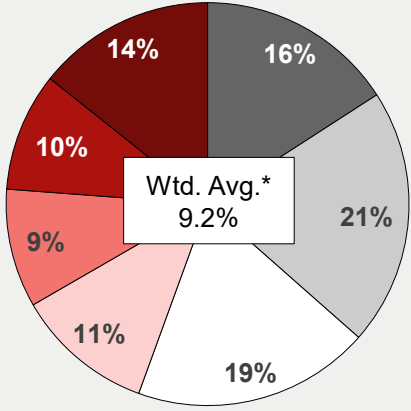
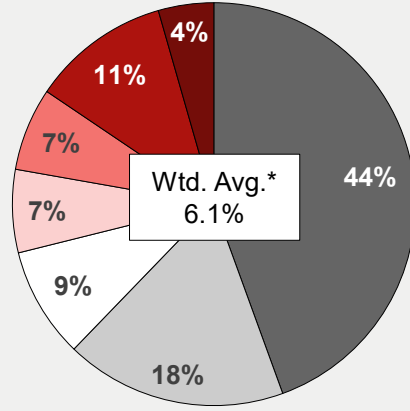
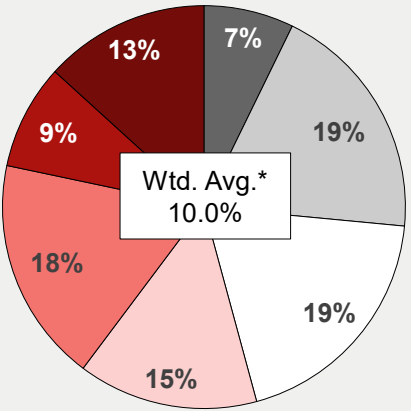
## Salaried Workers

- Less than 2.5%
- 2.5 - 5%
- 5 - 7.5%
- 7.5 - 10%
- 10 - 15%
- 15 - 20%
- More than 20%



## Hourly Workers

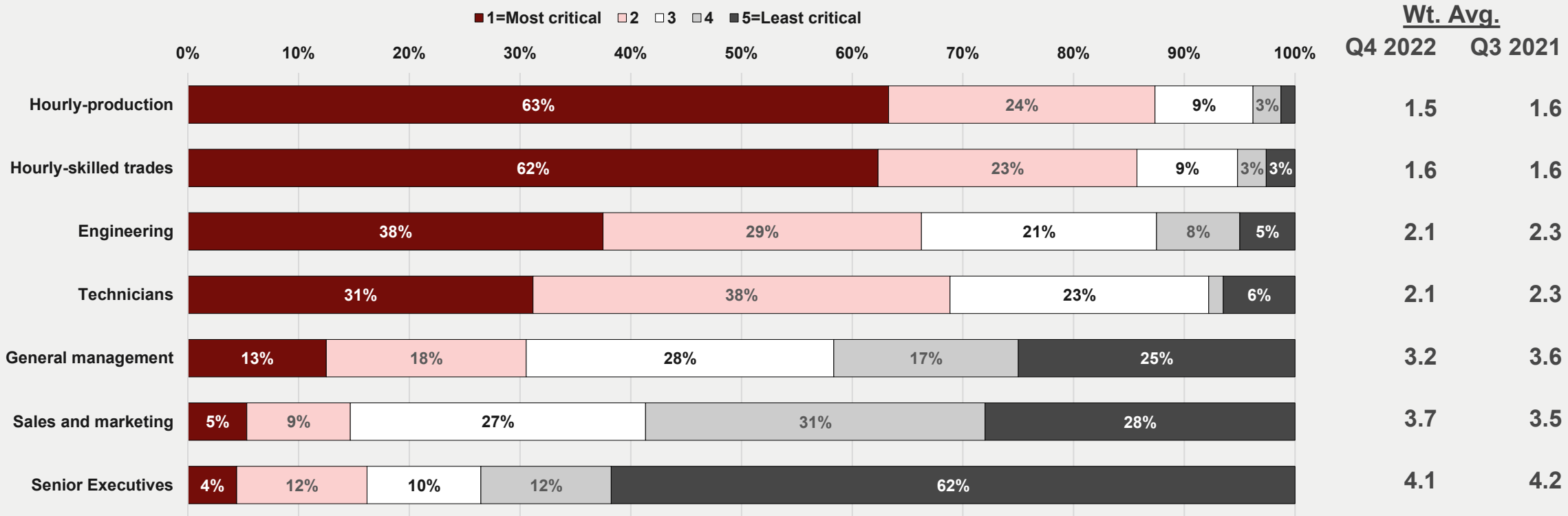
- Less than 2.5%
- 2.5 - 5%
- 5 - 7.5%
- 7.5 - 10%
- 10 - 15%
- 15 - 20%
- More than 20%



Weighted average assumes the mid-point of each range, >20% = 22.5%

# Employment Issues: Labor Acquisition in the U.S.

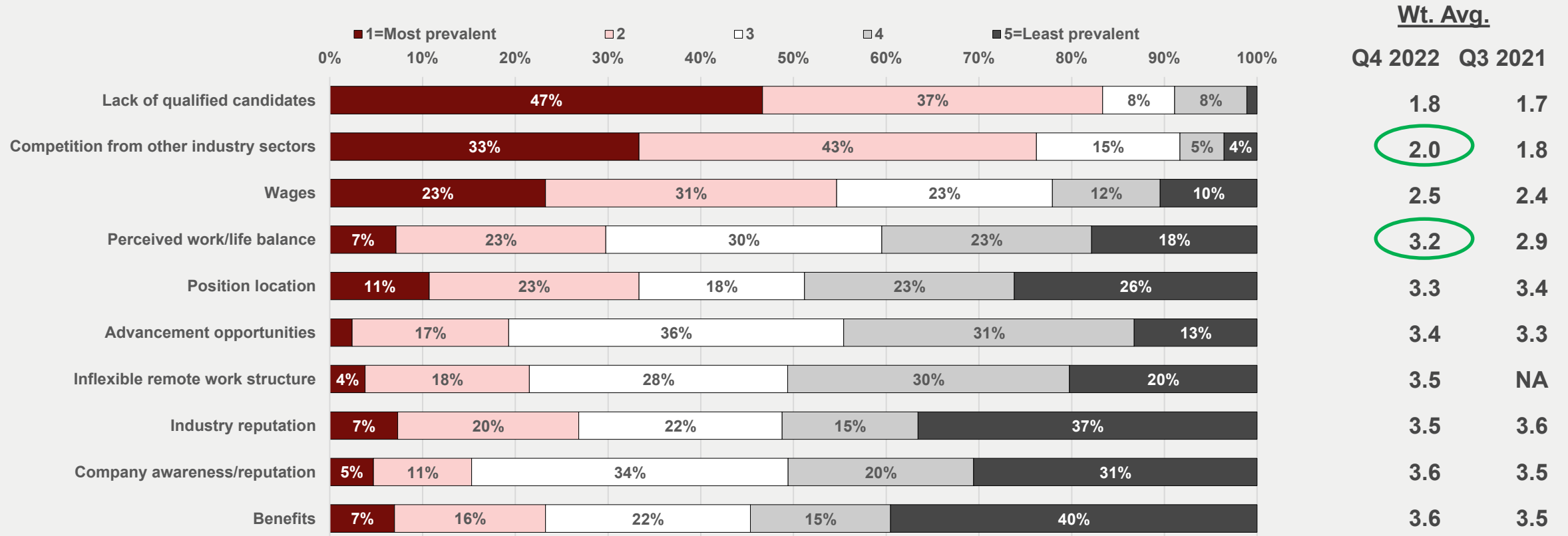
Based on current open requisitions, rate each of the following job classification and positions (most critical to least critical) where you have HR shortages.



The supply base continues to struggle to attract and retain employees. This is most acute for hourly production workers and skilled trades.

# Employment Issues: Filling Open Positions

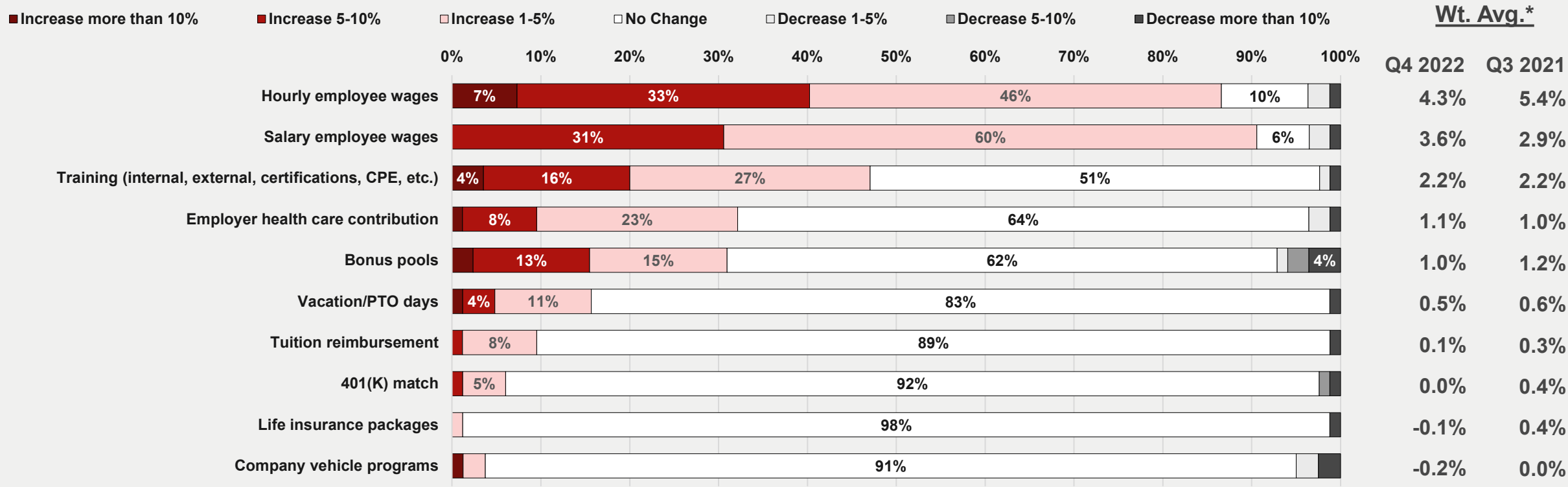
Rate each of the following reasons that you believe prevent you from filling the majority of your open requisitions.



Lack of qualified candidates remains the top hiring constraint as quality labor remains scarce. Competition from other industries and wage demands remain prevalent.

# Employment Issues: Benefits Package Changes

For next year, in the United States identify how your benefit packages are expected to change compared to this year.



\* Calculated as increase/decrease >10% as 12.5%, mid-point of all other ranges

On average, suppliers are budgeting for a 4.3% increase to hourly employee wages next year. Additionally, suppliers expect cost pressure across nearly all other benefit offerings.