



NEWSLETTER



MERRY CHRISTMAS

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A Special Message
Merry Christmas



Dave's World

By: David Raby

December, 2017

STI Electronics is now 35 years old! In looking back, it's easy to say that no two years have been the same and I doubt that will change in the next 35 years. Overall, 2017 was a good year. Our overall sales will be up 20% but that is just part of the story.

We received our AS9100:2016 certification. This was the result of a tremendous amount of work by some dedicated employees over the past several months. It symbolizes our ability and commitment to building the highest quality products for our customers. It also allows us to compete or team in business sectors previously not considered.

We added a new Fisherscope X-Ray XDAL 237 dispersive X-ray fluorescence (EDXRF) system to increase our capabilities in our Material Failure Analysis Lab. The Fisherscope X-Ray has allowed us to perform additional non-destructive testing and greatly improved our efficiency. Being able to complete the analysis quicker allows us to give our customers better response times.

Our new website came on line (www.stielectronicinc.com). It provides more information and is easier to navigate. As you know, websites are always a work in progress but we believe the new format and features will make navigation easier and more efficient. We've made it easier to shop for training, training supplies and register for classes from your computer. Our online product sales are up over 40% and online registration for classes is up even more.

It was an exciting year for our employees. Mel Scott, previous Director of Quality, and Jonnie Johnson, Systems Design Engineer, both retired with almost 30 years at STI between them.



Contact Information:
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Mel Scott accepting a certificate from Dave Raby.

Jonnie is working a part time schedule to help finalize some projects and to help mentor some of our new engineers. Ann Duncan and Diana Bradford each celebrated their 20th anniversaries this year while Roger Hammonds and Michelle Moring each celebrated their 10th. Chris Cosgray (previous Quality Engineer) was promoted to Director of Quality. We also reorganized the personnel in Manufacturing, capitalizing on some previously under utilized talents. We added 10 new employees while maintaining our existing employees. We now have 22 people who have been with STI 10+ years.



Dave & Jim D. Raby

improvements in our building. All should be done by Christmas break but if you stop by before then, please excuse our progress.

by Dad. All (Gideon's International, St. Jude's Children's Hospital, Michael J. Fox Parkinson's Research) do great work but I'm particularly proud of the Jim D. Raby Scholarship at Calhoun Community College. We've been giving away scholarships for several years but this year's contributions in memory and honor of Dad will significantly increase the scholarship awarded in the future. This scholarship is given to a student in advanced manufacturing that needs financial help to continue in school. Dad was passionate about helping others and would be so proud that this scholarship is able to continue. Thank you again for all that contributed including one pledge for a relatively large contribution that will be made annually for each of the next five years. This scholarship is always open for contributions so if

Of course the biggest news was the loss of Dad in June. Thank you for the outpouring of support during that time. It is hard to put into words how much that meant. While I think about him every day, it is nice to still hear his name mentioned around the office frequently. We are in the process of making a memory wall about Dad including his awards and achievements from both the early days of NASA and from China Lake in the hallway of STI. I am personally looking forward to showing that off very soon.

I want to also thank those of you that made financial contributions to one of the four charities requested



Jonnie Johnson accepting a certificate from Dave Raby.

We were very fortunate that our Houston classroom survived Hurricane Harvey with very little damage. Most of all we are thankful that our employee, Julio and his family were also unharmed.

We are currently in the middle of some major remodeling/



you'd ever like to help, please contact me and I will get the information to you.

One thing I really noticed this year is that I attended way too many funerals. I was in New York this past weekend for Dick Johnson's wonderful memorial service. Dick would have been 90 this month. He was the 2nd generation owner/president of Hexacon Electric Company. He and Dad were good friends and our families

remained close. Kathi, or daughter #2 as she is known to friends and family, has followed in her Dad's giant footsteps and runs Hexacon today. Kathi and I have called each other "brother" & "sister" since the very early 1980's but never knew how much we would have in common.

Take a really good look at our group photo. Without a doubt, this is the 34th consecutive year we've gotten

collectively better looking. Thank you for your support in 2017 and before. We have big plans for 2018 and I am looking forward to working with each of you.

Dave



Engineering Services

TEAM STI - THE EMPLOYEES WHO MAKE A DIFFERENCE!

Contact Information:

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VP, Engineering Services

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What a year! 2017 will go down as a very good year for STI's Manufacturing and Engineering Division. We added more capability in our SMT production lines as well as enhanced our Fischerscope XRF XDAL with both dry and wet sample capabilities. We have added new people and added more equipment to each production department. You will hear all the great things by department but I want to thank my direct reports and their staff for a great year.

Increasing capabilities is an exciting time but produces a unique set of challenges. A tremendous amount of work and effort goes into making sure everything runs seamlessly and the customer does not see any slip in quality or on-time delivery. Thanks to great people, we are able to grow our business without our customers feeling any growing pains. Knowledgeable employees are the key. Finding good employees that are dedicated and well informed are the essential ingredients to successful businesses and to the

ability to grow. STI has a lot of talented and hard working employees and I want to say thank you for your efforts in 2017.

Equally important, is our customers and it is a two way street. One must have good and knowledgeable customers which make for a good partnership and business relationships. Thanks to all our STI CUSTOMERS FOR A STRONG 2017. Without your business and development opportunities we would not have been able to have a successful year. This again is a two way street and we are cognizant of the need of adding capabilities to continue to meet your future requirements and needs.



STI'S QUALITY AND MANUFACTURING 2017 END OF YEAR REVIEW

2017 has been a STRONG year for the Quality and Engineering/Manufacturing groups here at STI Electronics with the addition of people, equipment, and capability. We have added capability in Quality and Manufacturing with key personnel additions and the acquisition of new equipment. Growth in equipment and personnel are essential ingredients for success and enhanced capability. TEAM STI is our mantra that we all wear because as we grow we are stronger as a whole than we are as individuals or operating departments. Team STI is made up of



a cross functional team or TRIAD Manufacturing/Engineering/Quality with support from Marietta's Analytical Lab. The analytical and materials lab supports all departments and divisions of STI.

STI's quality, manufacturing, and engineering departments work seamlessly together with support from planning, logistics and procurement and the ever important Analytical / Materials Lab to insure products are built correctly and delivered to the customer correctly and on -time. Thus the Team STI "Mantra and Quality First" themes are met and are realized daily.

STI's manufacturing department added new capital equipment in 2017 as well as upgraded software on all equipment to insure capability and traceability. STI goal is to continue to add the equipment and software pieces needed to keep STI on the production edge capability wise and traceability wise. We are excited about our capital equipment purchases and vendor support as we continue the continuous improvement objectives set forth by customers and the industry. Success lies in having the right people and skill set along with the right capital equipment to meet the needs of our customers.

Angela and her staff make up Team STI – Planning and Logistics and Procurement, which are our

customer interface and the start of all orders inside STI. Everything starts with them and ends with them and she stands ready with her staff to help assist and get your orders into the process. Call Angela Boyd at 256-705-5519 for any of your STI needs.



Marietta and her staff make up TEAM STI – Analytical Lab, which aids and insures we are building products correctly. They have all the cool toys that allow us to see

solder connections that are under components or inside the PCB itself. They can also tell if something is dirty at the ionic level or what happened inside the packaged IC. They are an integral part of TEAM STI that works quietly and efficiently behind the scenes to not only insure we are building consistently and repeatable hardware on the manufacturing floor, but also provide failure and material analysis services to a broad array of customers all over the world.





If you have not yet had the chance to see our setup in the Analytical Lab, you have missed out! The analytical lab has approximately quadrupled in size from our old facility. We have added a Fischescope XDAL XRF machine capable of analyzing both wet or dry samples for elemental composition and concentration levels or plating thicknesses by element.

Call Marietta Lemieux at 256-705-5531 for your analytical and materials analysis needs.

TEAM STI “Stands ready to serve your needs in 2018.”

If you haven't been to STI in 2017, come visit, we would love to show you our new additions and capabilities. Thanks for your support and business in 2017! We look forward to growing our relationship with each one of our customers in 2018. From our family to yours: “Have a safe and happy holiday season”. See you in 2018.



WE WISH YOU
A
MERRY
CHRISTMAS
SEASON'S GREETINGS

Training Materials

2017 has been a very busy year for Training Materials. While still shipping all of our existing products we introduced the new IPC 7711/7721 ADVANCED REWORK & REPAIR kit that was specifically designed for the revision C training program. Our solder training kits continue to be the most popular kits in the industry due to our thorough design process.

Our revised website went live in June with a much easier customer interface for online orders: <http://stielectronicsinc.com/product-category/training-resources/>

The majority of Training Materials products that get shipped from our facility are in the form of soldering training kits. Of course, selling thousands and thousands of training kits doesn't just happen without the right people. Our core team has over 40 years of service at STI collectively. Their attention to detail and focus on product quality has resulted in very high customer satisfaction.



For those customers who have more questions or like to talk to a real person, our customer service team is standing by. Julia Adamczyk and Kelli King have been cheerfully assisting our

customers with their orders for years. They can answer all the difficult questions, help with billing issues and expedite orders when needed.



As the Kit Room Lead, Chuck Callahan has been directing most of the daily operations for Training Materials. This includes inventory control, packaging and shipping of product. Even with our vast product offerings, Chuck is able to coordinate the orders ensuring that out of the thousands of parts, only the right parts make it in the designated kits.



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Roger Hammonds is also kept busy in the kitting area packing and sealing thousands and thousands of parts each year. Both Roger and Chuck prepare the orders for fulfillment in our shipping department.

Last, but not least, is Donna Taylor. In between breaks answering the phones and signing in guests in our front lobby, Donna stays busy kitting individual parts.



All our Training Materials team members would like to thank you for your continued patronage and extend our wishes for a wonderful Christmas and a happy New Year to you and your family.



STI is offering
an end of year
special of 10%
off the regular
price for our
Advanced
Rework and

Repair kits when the orders are
placed through our online store.

Use coupon code:

7711kit

with the following links to place an order
online:

[Tin-Lead 405-2875](#)

[Advanced-Rework-Repair-Certification-Kit-Tin-Lead](#)

[Lead-Free 405-2874](#)

[Advanced-rework-repair-certification-kit-lead-free](#)

Or Call
Customer Service
and talk to one of our friendly team
members
about your order.

800-858-0604



[**www.stielectronicsinc.com**](http://www.stielectronicsinc.com)

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*Merry
Christmas*





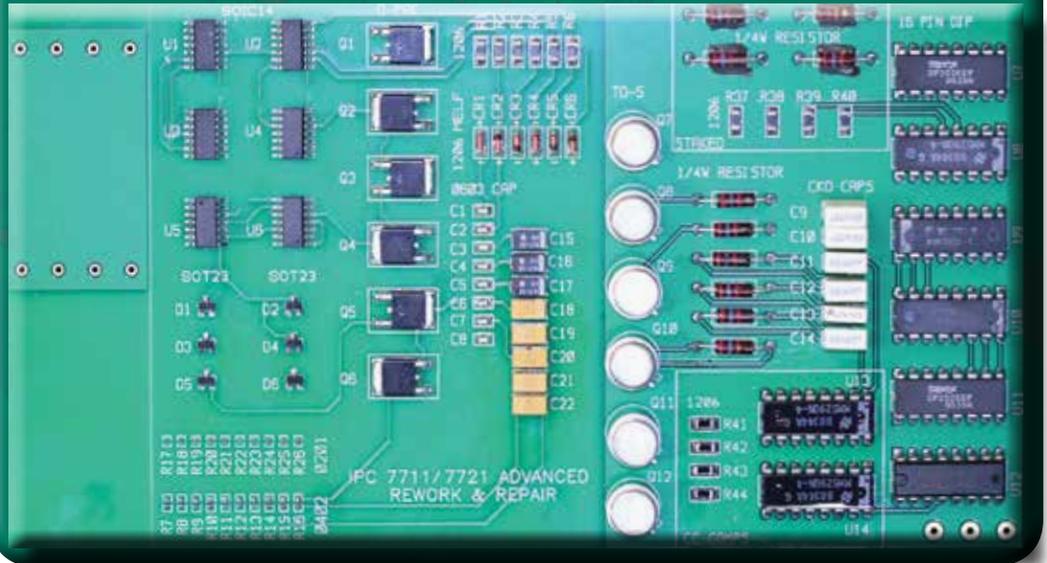
IPC 7711/7721 Advanced Rework & Repair Certification Training Kit

Meets all the requirements for the 7711/7721 Revision C training program and includes many options and special features:

- Optional components: BGAs, SMT Tantalum Caps, 0201 Resistors
- Inner layer and multi-layer repair sections (4 layer board)
- Conformal coating already applied to a section
- Surface conductors already damaged for repair
- Components with adhesive staking

The New IPC 7711/7721 Advanced Rework & Repair Certification Training Kit

Specifically designed for use with IPC 7711/7721 Revision C Training Program



Conformal Coating Section



\$115
Tin/Lead

White Light

Black Light

or

\$127
Lead Free

Call 800-858-0604

and ask for #405-2875 (Tin/Lead) or #405-2874 (Lead-Free)



Training Services

2017



year in review

Contact Information:

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Director of Training Services

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2017 has been a busy year for STI's Training Services Department. We owe our continued success to our loyal customer base and dedicated staff. STI's Training Services Department consists of a strong team of people which include our customer service and training staff.

Our Customer Service staff are always available to help with any training related issues or questions. Most of you who have called STI have talked with Julia Adamczyk, Ann Duncan or Kelli King. We are fortunate to have each one of them on our team. They do a great job coordinating classes, communicating with customers and keeping things running smoothly for the instructor staff and customers.

In addition, STI's Instructor staff are hardworking, dedicated and customer focused. You won't meet a harder working group of people. Most of you who have attended a class at STI know our instructor staff; Frank Honyotski, Julio Estrada, Michelle Moring, Ray Cirimele, Darlene Hoffer, and Travis Wease. We thank you for doing business with STI and we will continue to offer high quality training services and responsive customer service in the years to come.



(Left to right): Kelli King and Julia Adamczyk, Ann Duncan

What's New With IPC Training?

The following specifications have been released along with the updated curriculum in 2017.

- IPC/WHMA-A-620C
 - NEW: Optional hands-on (8 Hrs.) addition to the CIS and CIT courses
- IPC-7711/7721C
- J-STD-001G
- IPC-A-610G

Recently (October 2017) IPC sent out an email titled "New 2018 Requirements for IPC Training and Certification". If you didn't receive the email let IPC know so you can keep up with the upcoming changes. There is going to be a new IPC Required Policy and Essentials Module (certification/recertification) which should be released the second quarter of 2018.



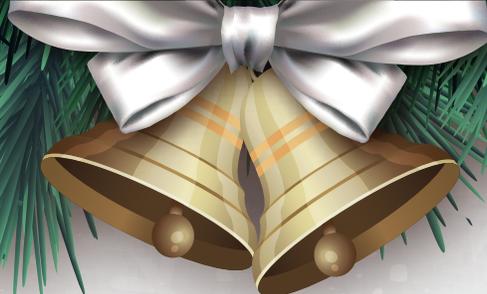
The following information comes directly from the IPC email:

Why is IPC making these changes?

- Improve the integrity of the certification program
- Ensures legal defensibility of IPC Certifications
- IPC content is covered by IPC – No longer given in the classroom
- Instructors will focus more time on the technical content of the standards
- Builds foundational knowledge of IPC standards globally

CIT		CIS	
Current Program	2018	Current Program	2018
Classroom – IPC Policy and Procedures	IPC EDGE – (IPC Required Policy and Essentials Module)**plus online certification exam (\$85/\$65)	Classroom – IPC Policy and Procedures	IPC EDGE – (IPC Required Policy and Essentials Module)**plus online certification exam (\$85/\$65)
IPC Certification – Online Testing - \$35	Included in IPC Required Policy and Essentials Module Fee	IPC Certification – Online Testing - \$35	Included in IPC Required Policy and Essentials Module Fee
IPC Essential - \$75.00 located on IPC Edge	Included in the new IPC Required Policy and Essentials Module with an overall reduced cost to the trainer of \$45 per user for a member company		Included in the IPC Required Policy and Essentials Module, with a savings of \$45 per student of a member company versus a la carte
Print Test - \$50	Print Test – (\$100/\$80) included are IPC Required Policy and Essential Module plus certification print test	Print Test - \$50	Print Test – (\$100/\$80) included are IPC Required Policy and Essential Module plus
Benefits	Reduced 2 hours of classroom time – Increases focus on technical content – Module can be taken at any time prior to certification		Single sign-on access – consistent delivery of non technical content – reduces classroom time – Increased focus on Technical content in classroom – Can be taken at any time prior to certification

This is a significant change for most, so if you have any questions on the information above please contact the certification help desk.



Merry
CHRISTMAS AND A HAPPY
FROM ALL OF US *New Year*
IN TRAINING SERVICES

Quotes from Instructors:

"We have a diverse group of customers that make us uniquely qualified to meet their needs," said Frank.

"We have the best customers, people are always glad to know we are in Southeast Texas," said Julio.

"The customer base we have is awesome. When we go to facilities to train, our customers treat us like family. This really makes us look forward to going back," said Michelle.

"I enjoy meeting and getting to know each student and helping them meet the goals of the class," said Darlene.

"While working with our customers not only do we as instructors get to help their businesses and employees grow but we have also gained some good friends and friendships in the process as well," said Travis.



2017 YEAR -IN- REVIEW



STI's Houston Training Center

In January 2013 STI ELECTRONICS INC. opened its new Training Center at its current location in Southwest Houston; 9920 West Sam Houston Parkway South, Suite 420. We offer Certification Training Courses for all IPC training programs as well as STI's training courses. We have three class rooms, Class room one is our hard skills class room, we can host a total of 10 students per class, we showcase Hakko Soldering Systems, we teach the STI Basic Solder Training Course, IPC-J-STD-001, IPC-7711/7721 CIT and CIS Certification and soon our very own HMP Soldering Training Course to help our customers that utilize this very unique soldering process. Classroom two we teach IPC-A-610, and WHMA-A-620 CIT and CIS Certification Programs, we can host up to fifteen students in this class, and our class room three which will be outfitted to host our growing audience. I would also like all to know we can conduct all the IPC and STI courses in Spanish for our Spanish speaking community like our wonderful customers in Costa Rica. I am very proud of what STI Electronics Inc., is doing in Texas and the western USA, and I am honored to be a part of this endeavor.

One more thing before I go, we are currently finalizing our 2017 training schedule. We would like to hear from everyone as to what everyone needs and would like to see offered in Houston in 2017. We also will work with companies if the dates shown do not work for them, so inquire about dates if the schedule does not list what's needed. We also conduct training classes at the customer's site.

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Merry Christmas

The end of the year brings no greater joy than the opportunity to express to you season's greetings and good wishes. May your holidays and New Year be filled with joy.


sti
electronics®

