



NEWSLETTER

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*With our deepest gratitude
we would like to*
THANK YOU
and wish you a
MERRY CHRISTMAS
& Happy New Year

www.stiusa.com

261 Palmer Road, Madison, AL 35758
Tel: (256) 461-9191 • Fax: (256) 461-9566



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2019 Year End Review



Dave's World

By: David Raby

December, 2019

After 37 years in business, you would think one year would look like another but that definitely wasn't the case for STI Electronics in 2019. Because of the unprecedented growth in Huntsville we had more turnover this year than I can remember. Combine this with a record low unemployment rate and it makes for a stressful situation. We lost some very talented employees to some of our neighbor organizations. I always hate to see employees leave but we responded by doing some major reorganizing and taking our time to find the right individuals to fill the vacant job roles. The result I believe makes STI stronger and better on every level than we've ever been before. We've also been able to promote several people internally with some following a natural progression and some moving between departments for other types of positions which I believe are good for everyone. It isn't always easy to make these changes and promotions happen in a small company so I'm thankful this was all able to work this year.

This was also the year that Magnalytix was unveiled to the world. Magnalytix is a joint venture between STI Electronics and KYZEN that has been in the



works for several years. The preliminary plans were literally drawn up on a napkin over dinner one night. It has certainly been fun to watch the development over the last couple of years.

Magnalytix provides real time SIR testing on your production floor. It is designed to provide the objective evidence required in the revised J-STD-001 but more importantly to provide you with more knowledge of your process and overall product reliability than ever before. The product is great and working with the fine folks at KYZEN has been tremendous. I look forward to this growing in 2020 and beyond.

STI's sales were up in 2019. (Thank you!) We didn't have a record growth



Contact Information:
David Raby
President/CEO
draby@stiusa.com

percentage but I'm fine with slow and steady. Our INC 500 days had all kinds of growing pains. We are poised to capitalize on several opportunities in 2020 and I am confident we'll have another good year. Our training centers in Alabama, Indiana, and Texas remain busy. Our analytical lab continues to help solve problems for companies all around the world and our contract manufacturing floor continues to produce hardware at quality levels we've never achieved before. (And they were good before.)

You'll also note looking at our group photo that as a group, we've gotten better looking for the 36th consecutive year.





STI has always tried to give back to our community and our industry. This year we've participated in a couple of different food drives for great local causes. We were fortunate to help with our industry's (and selfishly our own) future by hosting middle school and high school student's introduction to manufacturing and soldering through IPC's Project Owl. We also hosted a high school chapter of Women in Engineering students in their own soldering and manufacturing



program. STI had the opportunity to host 3 high school interns in our engineering department during 2019 and expose them to multiple engineering disciplines. We are excited to see where their future takes them. STI, along with Rod Howell, Libra Industries, and Indium Solder committed to endowing the SMTA's JoAnn Stromberg Scholarship and we're

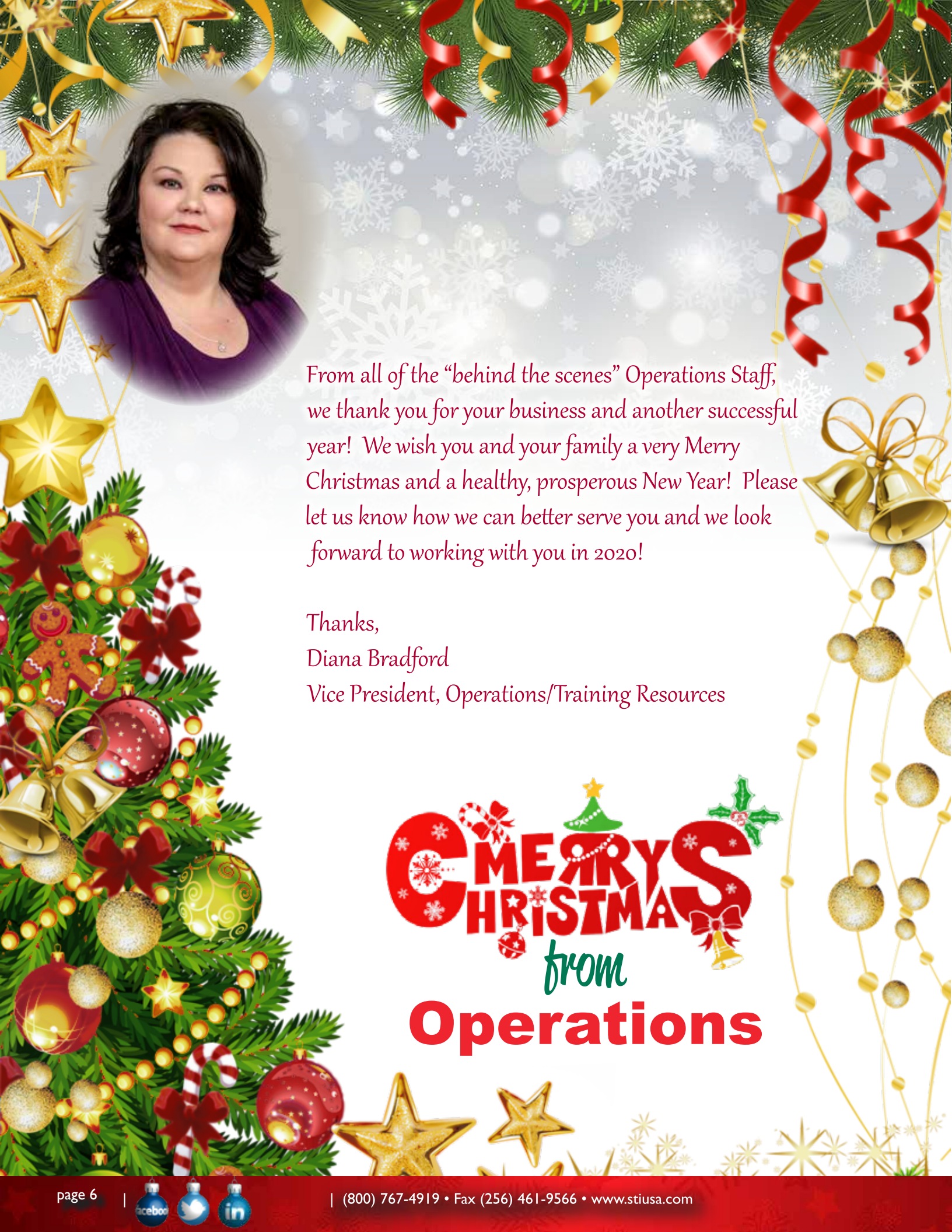
a founding sponsor of the Creating Entrepreneurial Opportunities (CEO) program in Madison and Madison County. Additionally, thanks to generous donations, the Jim D Raby Advanced Manufacturing Scholarship at Calhoun Community College continues to grow and provide opportunities for people who wouldn't be able to attend school without it. I'd always like to do more but I think we've had a pretty good year.

On a personal level, I can't complain at all about 2019 other than it went by rather quickly. From my daughter's college graduation (with more cords than I knew existed) and a good first semester in graduate school, to a couple of golf trips, a basketball Final Four, a trip to Omaha for the College World Series, an exhausting Iron Bowl win, a meeting at the White House that included the President and Vice President, and 4 out of 4 good results from follow-up visits from 2018's cancer diagnosis. Some of my favorite moments from 2019 were hearing from you that I was helpful in convincing you to have your medical tests done. Please continue to do this going forward. I was also able to visit many of you and every day I get to come to work with a great team. Life is good.

I'm extremely thankful for your support this year and wish you the best throughout the holidays and the new year. Please let me know if there is anything we can do to help.







From all of the “behind the scenes” Operations Staff, we thank you for your business and another successful year! We wish you and your family a very Merry Christmas and a healthy, prosperous New Year! Please let us know how we can better serve you and we look forward to working with you in 2020!

Thanks,
Diana Bradford
Vice President, Operations/Training Resources

CMERRY**S**
CHRISTMAS
from
Operations



Christy
Executive Assistant



Sheila
Corporate Secretary



Donna
Receptionist



Erick
Job Cost Analyst



Scott
Accounting Manager



Robbie
Marketing Coordinator



Roger
Facilities Manager



Pablo
Facilities Maintenance



Jean
Facilities Maintenance



Congratulations

to Pablo Ortiz, Facilities Maintenance, on his much deserved upcoming retirement. Pablo celebrated 10 years with STI in June and he will be greatly missed. We wish Pablo all the best and hope he has many years of health, happiness and doing whatever he chooses.



From left to right: Chuck Callahan, Robert Fornefeld, Pat Scott, Frank Honyotski, Michelle Moring, Julia Adamczyk, and Melissa Huffman
Not pictured: Julio Estrada, Martin Garcia, Patsy Saint, Travis Wease, Ray Cirimele, Earlene Russell

Merry Christmas
from

Training Resources





Pat
Training Services Mgr.



Frank
Lead Master Instructor



Michelle
Master Instructor



Patsy
Master Instructor



Robert
Master Instructor



Julio
Training Center Mgr., TX



Martin
Master Instructor, TX



Travis
Master Instructor, IN



Ray
Senior ISD Specialist



Julia
Customer Service Mgr.



Chuck
Kit Room Lead



Melissa
Customer Service Rep.



Earlene
Kit Room Associate



Contact Information:
Mark McMeen
**VP, Engineering Services/
Manufacturing**
mmcmeen@stiusa.com

Engineering/Manufacturing Services Year End Review for 2019

Team STI - The Employees Who Make a Difference!

What a year! – 2019 will go down as a very “EXCITING” year for STI’s Engineering Service Division. We added capability to our engineering and manufacturing solutions by adding additional skilled personnel as well as equipment and software. I want to thank the Engineering Services Division managers and their staff for a great year.

The addition of Magnalytix SIR Test equipment and box build was a major addition to the STI Engineering/Manufacturing Services Division.
Magnalytix OE-200 is the only SIR

Engineering Services

(Surface Insulation Resistance) Electrical Test Tool designed for the shop floor. Until today, advanced SIR test hardware was only accessible from offsite laboratories. Now, it can sit directly on your shop floor and measure reliability in real time, where you are, when you need it. Sending out and waiting for your SIR tests are now a thing of the past!

We at STI would also like to thank our customers for a successful 2019. Without your business and development opportunities we would not have been able to have a great year.

STI’s Quality and Manufacturing 2019 End of Year Review

A strong year is how I describe our quality, engineering, and manufacturing divisions here at STI. This year our growth and strength is due to key personnel additions and the acquisition of new equipment. Along with these additions we gained our second recertification for AS9100 Rev. D audit. AS9100 is now the foundation of our QMS which will enable us to build some of the world’s more challenging electronics.

Upgraded software and equipment insures more capability and traceability. We are excited about our capital equipment purchases with the support of our vendors. You spoke we listened!

TEAM STI "Stands ready to serve your needs in 2020"

Thanks for your support and business in 2019! We look forward to growing our relationship with each one of our customers in 2020. From our family to yours: "Have a safe and happy holiday season". **See you in 2020.**



*Merry
Christmas!*



Merry Christmas



Engineering Services/Manufacturing



Mark
VP, Engineering Svcs./Manuf.



Joe
Quality Manager



Troy
Systems Engineer



Chris
Manufacturing Manager



Caroline
Analytical Lab Mgr.



A.J.
Prod. Engineering Supvr.



Kelli King
Logistics/Account Manager



James Nicholson
Customer Account Manager



Contact Information:
Pat Scott
Training Services Mgr.
pscott@stiusa.com

Training Services



Year End Review

It's that time of year again to reflect on what has transpired over the last 12 months and what we can look forward to in 2020. This past year Training Services has been working hard providing quality training to a multitude of customers and we look forward to being your trainer of choice in 2020. STI will continue to provide IPC Training courses as well as NASA courses and other electronics manufacturing courses. If you have an idea for a course, please let us know. The current menu of classes available are:

In addition to our busy training schedule this year, STI hosted two Science, Technology, Engineering, and Manufacturing (STEM) events (Project Owl) for the Madison City School system in October and December. These events were sponsored by IPC's Education Foundation and taught by STI's training staff.

- J-STD-001 CIT and CIS Certification and Recertification
- J-STD-001 Space Addendum CIT and CIS Certification and Recertification
- IPC-A-610 CIT and CIS Certification and Recertification
- IPC/WHMA-A-620 CIT and CIS Certification and Recertification
- IPC/WHMA-A-620 Space Addendum CIT and CIS Certification and Recertification
- IPC-A-600 CIT and CIS Certification and Recertification
- IPC-7711/7721 CIT and CIS Certification and Recertification
- NASA-STD-8739.4 Operator/Inspector Certification and Recertification
- NASA-STD-8739.1 Operator/Inspector Certification and Recertification
- Basic Soldering
- ESD
- Lead Free Soldering
- BGA Rework



The first workshop was attended by Bob Jones High School and Liberty Middle School students.



The second workshop attendees were from Bob Jones High School Society of Women Engineers student organization.



The Project Owl workshop started by introducing students to components and the identification of the components used on the assembly.



The students then moved onto placement of the components in the correct location and orientation on the board.

All students were then given demonstrations on how to assemble and solder the assembly by STI's Master



IPC Trainers Frank Honyotski, Michelle Morring and Patsy Saint.

Finally, the students used the

open source software, "Arduino" to test the finished assemblies.

Each student was able to take a completed, tested, and functional assembly with them.



STI is proud to work with industry partners in raising awareness of opportunities in the electronics industry and introducing the next generation of engineers, technicians, and more to our industry!



As we look back on 2019, the Training Services Department would like to thank all of our customers, friends and business associates for making it a very enjoyable and prosperous year. We look forward to what 2020 will bring.

Happy Holidays from STI's Training Services Department.





A Word from IPC...

Engineering is not something taken lightly here in Madison and Huntsville, AL and it is no different for the Madison City School system. In addition to the various classes, teachers reach out to companies and colleges to give students opportunities to see engineering in the real world. This past week students from Liberty Middle School and Bob Jones High School went on a field trip that introduced them to Project OWL. The trip was hosted by STI Electronics. Project OWL, run by IPC, is a project that exposes and engages high school students in soldering, circuitry design and coding, and careers in electronics. STI Electronics, based here in Madison, is an organization whose common goal is to provide support through products and services in the field of electronics

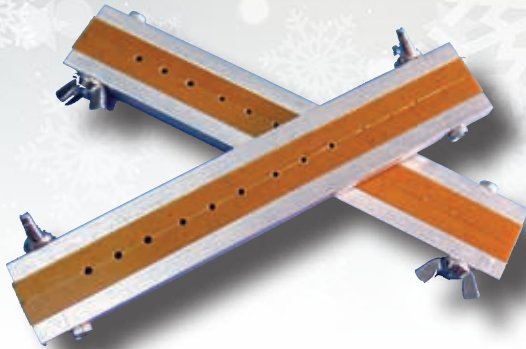
manufacturing. Students were provided with circuit boards and parts as well as a training session from professional trainers at STI Electronics. They had the chance to learn about what each component to the circuit board does and how to place and solder their board. After the training session, students were provided lunch and talked to a panel of engineers that work for STI. I asked students that attended the field trip what their favorite part of the field trip was, and the majority agreed soldering the board.

Why is it so important for students to get these opportunities? MCS Career Coach Kaleb Owens said, "It is important to make these collaborations happen because students must get exposure to

career areas while they are still in high school. This exposure will hopefully allow them to make a connection between their current curriculum and their future career. If students can connect these two things, they are very likely to find a productive post-secondary career pathway."

Charlene Gunter du Plessis, Director of Strategic Partnerships and Programs for Project OWL, explained what drove IPC to provide these opportunities to students. "We want to provide ample opportunities to expose a new generation to the potential of rewarding careers in an industry that requires workers with critical skills. We've pledged to upskill and train American workers with the technical skills they need to be successful in this industry."

BACK IN STOCK



Terminal Holding Block



Wire Holding Fixture



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