



NEWSLETTER

Volume 18 • Issue 4 • December, 2020

MERRY
Christmas
happy new year



www.stiusa.com

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Wishing you a very
MERRY CHRISTMAS



Merry Christmas

Happy New Year



W.D. Drail

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Basic Cable/Harness Course

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Merry Christmas

Dave's World

December, 2020

As you've probably heard, 2020 has been an odd and stressful year. I mentioned last year that we've never had any two years alike and 2020, our 38th year, definitely kept that streak alive.

I'm very proud of the way STI has come through the year. We came into the year with big plans but in March turned to survival mode. Since that time, Diana and her team (especially Jean and Roger) have implemented all recommended safety policies/procedures/tools and then improved upon many of them over time. We've maintained our normal in person operations/schedules. We've kept our entire team together (thank you PPP!). And while all of that was the morally "right thing" to do, we're finally back to the point where it is also the business "right thing" to do.

Our Training department is operating at full speed again as both students and instructors are able to travel again and we are all working

David
Raby

President/CEO



on the pent-up demand. We've also become adept at a variety of online courses which will probably continue long after we're through this year. We've started a couple of new classes including a hands-on entry-level cable and harness class. Our training supplies slowed down for a couple of months but are now back to being used worldwide for employment screening, initial training, certification training, recertification training, and skills upgrades.

Our Manufacturing is also back at full speed. Mark and his team continue to find ways to build complicated products efficiently and reliably. We've built more medical products this year than ever before and expect that to grow exponentially over the next few years. Our Failure Analysis lab continues to help companies from all over the world solve problems and while they slowed down for a short time in the Spring, they never went away.

STI team members had 1 wedding, 2 babies, and several grand babies this year. It has been fun to see the joy each one brings.

We lost 3 former employees this year that meant a lot to STI over the years. Ira Craft, Joyce Donaldson, and Mel Scott all passed away in 2020. Their contributions are not forgotten and they will be missed.

Personally, I've had a good year. I've picked up some new hobbies and lost about 20 pounds. I'm on 3 non-profit and 1 for profit boards and enjoy all of them. My cancer checkups have been 99% good although that 1% keeps me on a quarterly follow-up schedule. (Get your tests done! Most cancer can be beaten if you catch it early.)

Sheila and I "celebrated" our 25th anniversary by not getting to go on a trip we had been looking forward to but we know a 26th (or 27th) anniversary trip will be just as special. Sheila continues to operate a non-profit that supplies stocked backpacks to students at our local schools. Ashley is in her 2nd year of graduate school, living a mile from campus but taking most of her classes online and continuing to make me proud of everything she does. I've now slept 270+ consecutive nights in my own bed

which I'm sure is a personal record. And while I miss traveling and seeing people and places, I'm blessed to have a great home, wife, and dog to be "stuck" with. (I hope they feel the same after 270+ nights. I'm pretty sure the dog does.) Mom is also doing great and has sewn and given away close to 3,000 masks.

Also, I call your attention to our group photo where you will notice that we have gotten better looking for the 37th consecutive year. (Sometimes masks help.)

Thank you for your support in 2020 and previously. We couldn't do any of this without you and we look forward to doing it together for many years to come.

I wish you, your families, and your businesses a Merry Christmas and a happy, healthy, and prosperous 2021!

David Rabuy



UP CLOSE and PERSONAL



Meet Scott

Accounting Manager

How long have you been part of STI Electronics, Inc.? **Since April, 2019**

What do you do for STI? **Manage the day to day accounting functions**

Just For Fun

Tell us about your family. **I have two sons Jackson (14) and Benjamin (11)**

Tell us about your pets. **I live with a cat.**

Do you have a favorite place to visit? **If I had to choose a favorite place to visit it would be the beach.**

What's your favorite type of music/song/artist? **Any thing live, I enjoy live music.**

What is your favorite movie or TV show? **Full Metal Jacket, of course.**

What's your favorite meal/food? **I like a real good juicy hamburger.**

Tell us about any hobbies that you enjoy. **I enjoy taking the boat out to the lake.**

What is your favorite motto or quote that summarizes your approach to life? **Just have fun and don't be so serious all the time. And I tell my boys "Don't be Dumb!"**

What's one fun thing to know about you? **I like building lamps out of iron pipe and other items.**

What's your favorite thing about working at STI? **I have been accepted as part of the team since day 1. That makes you feel good about the place that you work.**

What is your favorite non-profit to support and why? **Toys for Tots, all kids need to have a Christmas**

Anything else you'd like to share with your team members? **I am a huge Patriot and an Auburn Tiger!**





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 2021!

Thanks,

Diana Bradford

Vice President, Operations/Training Resources



WE WISH YOU

a very

**MERRY
CHRISTMAS**

AND

Happy New Year

From

OPERATIONS





Christy
Executive Assistant



Sheila
Corporate Secretary



Donna
Receptionist



Erick
Job Cost Analyst



Scott
Accounting Manager



Robbie
Marketing Coordinator



Roger
Facilities Manager



Jean
Facilities Maintenance



From all of us in Training Services, 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! We look forward to working with you in 2021!

Thanks,

Pat Scott

Training Services Manager

HAVE A VERY
Merry
CHRISTMAS

HAPPY NEW YEAR

From

TRAINING
SERVICES



Frank
Lead Master Instructor



Michelle
Customer Service Manager



Julio
Training Ctr. Manager, TX



Robert
Master Instructor



Travis
Master Instructor



Melissa
Customer Service Rep.



Martin
Master Instructor

MERRY CHRISTMAS

HAPPY NEW YEAR



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:
Mark McMeen
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Manufacturing**
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Engineering Services

Engineering Services Division Year End Review 2020

Team STI – The Employees Who Make a Difference! Even During a Pandemic!

What a year! – 2020 Pandemic!
(COVID-19) (Coronavirus) will go down as a very “Unusual and Historic” year for STI’s Engineering Services Division as well as for humanity. The year started with such hope and expectation with January and February booming with business growth and then learning about this COVID-19 in March. Nobody could have foreseen a global pandemic that would see businesses shutter and stop as the world comes to grip with a virus with no vaccine or medicines to aid those that caught this disease in the beginning. Everybody faced the unknown and

developed plans to adjust to a new norm with no prior precedence both in their personal lives as well as at the business level. STI’s Engineering Services Division was considered an essential manufacturer to the DOD and our employees and managers developed new business practices to ensure our ability to meet our production requirements as well as meet the new norms for social distancing, masking and cleaning protocols. We were fortunate to have no loss of life although a few of our employees have been affected by the virus. I want to thank my staff and their staff for staying the course and working hard thru uncertain times and embracing their responsibility to continue to deliver product and services to our clients. Thanks to great EMPLOYEES we are able to maintain our business without disruption and ensure our customers received their products and services on time. Knowledgeable employees are the key, and finding good employees that are dedicated and knowledgeable are the essential ingredients to successful businesses even during a Pandemic. STI has a lot of talented and hardworking employees and I want to say “Thank You” for your efforts in 2020.

Equally important is our customers and the KEY ROLE THEY PLAY IN OUR

Equally important is our customers and the KEY ROLE THEY PLAY IN OUR SUCCESS. One must have good and knowledgeable customers which make for good partnerships and business relationships. Thanks to all of the STI CUSTOMERS for their business and support during the 2020 Pandemic! Without your business and development opportunities we would not have been able to have a successful year.

We at STI are cognizant for the need of adding capabilities to continue to meet your future requirements and needs. As businesses ramp back up to full production in 2021 after the release of new Covid-19 vaccines, STI stands ready to serve your production and engineering requirements. Even during the 2020 pandemic, STI Engineering and Manufacturing had two major accomplishments- we helped one client design and build a new medical device that included the integration of hybrid microelectronics inside a rigid flex smt assembly. This is a major accomplishment because it is a new medical product that has the potential to serve a part of the population that does not have a medical solution for their problem. More on this success in 2021. The second one involved our sister company Magnalytix and its new product that went from 40 channels to 80 channels in capability for SIR measurements as well as being designed into a modular configuration for better aesthetics' and smaller footprint utilization.

It is all about our approach in Team STI and the employees who make a difference at STI! Please reach out to them if you need anything: Manufacturing / Engineering / Analytical Lab

I WANT TO TAKE A MOMENT AND LIST OUT ALL THE KEY PERSONNEL THAT MAKE UP TEAM STI. Some are familiar faces of the past as well as a couple new additions which add greater capability to STI Engineering and Manufacturing teams. If you need them or have questions, call and speak to them because they make TEAM STI.

Chris Cosgray – Manufacturing Manager
256-705-5536

Joe Schrenk – Quality Manager

A.J. Oramas –
Production Engineering Supervisor

Jeff Light – Front End Engineering/
Microelectronics

Joe Schrenk – Quality Manager

Erin Lewis – Quality Assurance Engineer

Engineering Department

Troy Moore – System Design Engineer

Collin Langley - Electrical Engineer

Katrena Faddis – Test Engineer

Jonnie Johnson –
System Design Engineer

**TEAM STI “Stands ready to serve your
needs in 2021”**

Sharon Sanchez – Process Engineer

From our family to yours, “Have a safe and
happy holiday season”.

Analytical / Materials Lab

Caroline Spencer PHD. –
Analytical Lab Manager

Brittany Turner MS Chem. –
Analytical Lab Chemist

Planning / Logistics / Procurement

Kelli King
Logistics/Customer Account Manager

Randy Baumgarden – Procurement

SALES / Business Development

James Nicholson –
Customer Account Manager

As we embrace a new 2021 with renewed hope in our ability to overcome the pandemic of 2020 and the distribution of new vaccines to mitigate and control Covid-19, my hope is for a return to a new normal where we all prosper and find success in each of our businesses. This year will go down in history as a defining year but we will all have grown in wisdom and in confidence that we can overcome adversity personally as well as a globally in dealing with new challenges that may lie ahead. Thanks for your support and business and we look forward 2021 with renewed business growth and optimism.





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

IPC/WHMA-A-620 “Space Applications Electronic Hardware Addendum”

Training Services

There have been some questions lately about the 620 Space course. Our customers have asked why the space course is not available to Revision D. IPC has stated that the 620D space training materials will not be available until the first quarter of next year. The 620C-S training is revision specific to Revision C of the base document. So if you require certification or recertification in the upcoming months make sure to register for the correct course.



January/February Course Dates:

IPC/WHMA-A-620C Space CIT/CIS Recertification Course
January 27-29, 2021

IPC/WHMA-A-620C Space CIT/CIS Certification Course
Feb 1-5, 2021

New Course Coming Basic Cable/Harness Course

STI is currently developing a Basic Cable/Harness Course. This course is designed for individuals with little to no experience in Cable/Harness building. This course provides the technical background along with hands-on labs to familiarize the student with the basic information needed to take more advanced classes like

- **Introduction**

- Welcome and Introduction

- **Safety Requirements**

- Tools and Equipment Overview

- **Common Terms and Definitions**

- American Wire Gauge (AWG)
- Circular Mil Area (CMA)
- Conductor
- Stranded Wire
- Solid Wire
- Insulation

- **Fundamentals of Crimping**

- Wire Preparation
- Wire Stripping
 - Mechanical Stripping
 - Use and Care
 - Thermal Stripping
 - Use and Care
 - Insulation Stripping Lab
- Wire Tinning
 - Soldering Iron/Solder Pot
 - Wire Tinning Lab

- **Crimped Contacts**

- Types
 - Stamped & Formed Contact
 - Machined Contacts
 - Color Codes
- Crimped Tool Usage
 - Tool Set-Up
- Inspection
- Pull Test
 - Overview
 - Procedure

IPC/WHMA-A-620 CIS Certification courses. Currently, many of these students are jumping into the IPC courses without the necessary background making it difficult to successfully complete the course. Here is a preview of the upcoming course:

- **Crimping Lab (Hands-On)**

- Crimping of Contacts to Stranded Wire
- Inspection of Samples
- Pull Test of Samples/Documentation of Findings

- **Wires and Terminals**

- Insulation Clearance
- Terminals (Turret, Bifurcated, Pierced, Hook, Solder Cups)
 - Wrap Requirements
 - Materials
 - Solder, Flux, Cleaning Materials
 - Solder Requirements
 - Inspection (Birdcaging, Nicked Wires...)
- Wire and Terminal Lab (Hands-On)

- **Written Examination**

Coming Soon





Merry Christmas

We would like to express our sincerest appreciation for the trust you have placed in us and best wishes for the holidays.

We will be closed
December 24th and 25th

