



Volume 23 • Issue 2

Leading the Way In Electronics



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Dave's World DECEMBER, 2025

With apologies to Charles Dickens, it was the best of years, it was the worst of years.

By almost every metric, 2025 was spectacular.

We added 11 people to our team in 2025 and it has never been stronger. Not just bigger, but better. Our manufacturing area does not tend to get the easy stuff but we do get the more complicated builds with critical end use environments. Our manufacturing team, led by Mark & AJ, along with Norma and her quality team, make sure we are doing things right and meeting or exceeding what our customers expect. Caroline and her Analytical Lab team got stronger through new people and new capabilities. Diana, Jason, and Michelle continue to grow our Training Services by continuing to support and grow our team of the best instructors in the business. Chuck and his Training Materials group continue to support trainers literally all around the world (now up to 52 countries). If you get the idea that I'm proud of this group (and the unmentioned names that support them every day), then my message came across as intended.

We're big on celebrations at STI. We celebrate holidays, anniversaries, birthdays and other things that just need celebrating. (Today is National Brownie Day!) In 2025, we had two major celebrations. In April, we had a big event with our customer and lots of dignitaries celebrating the successful deployment of the 1,000,000th Night Vision Goggle (power supplies all built here at STI). In September, we celebrated a major milestone in successful implantations of CCM (Cardiac Contractility Modulation) for patients suffering with heart failure. We are beyond proud to be part of this effort. In both events, we heard stories of the products we build saving or improving lives and the criticality in their use. I think it is important for us to always realize that what we build is important for people we will never meet and not just a circuit board that needs to have parts soldered on it. I am very proud to have customers that believe the same.

Last week was the most difficult in our 43-year history. Two of our team members passed away on the same day. Pam Whalen had been with us 20+ years in our manufacturing inventory control area. She was always the life of our celebrations and won many of our "dress up" contests. She always had a smile on her face, even as her health deteriorated over the past couple of years. Marzette Shepard was only with STI for a little less than a year as a test technician, but his smile and attitude quickly won us all over. He was a proud



David Raby

President/CEO draby@stiusa.com

6-year Army Veteran and had quickly made himself an integral part of our team. Pam and Marzette will both be missed and always remembered as part of STI's Team. People will fill their positions, but they'll never be replaced.

I'm not a believer in astrology or numerology but I grew up playing various sports and always wore 44 when I could in honor of Jerry West and Hank Aaron and always considered it my lucky number. Next year will be STI's 44th year. Is it going to be lucky for STI? I'm not nearly smart enough to know that right now but I am optimistic that the combination of the Team we have here and all the processes we've put into place and the optimistic customers who are all forecasting significant growth. Our conservative sales forecast for the year is showing more than 30% growth in 2026 and almost that much again in 2027. In other words, our 44th year should be at least as much fun as the first 43. Thank you for making it all possible!

PS. Speaking of 44 years. Please note our group photo in our Christmas card and note that we've now gotten better looking for 43 consecutive years. That's going to be a difficult streak to continue.

David Raby
President/CEO











Today, we honor the lives of Pam Whalen and Marzette Shepherd, two valued coworkers and cherished friends who left us on December 4, 2025. Their presence, kindness, humor, and dedication touched everyone around them.

Their absence is deeply felt, but their impact remains. In our work, in our stories, in the small moments that bring them back to mind, they continue to be with us.

Pam and Marzette, we will remember you!

Some words speak directly to the heart, and these feel especially fitting:

Remember Me

To the living, I am gone, To the sorrowful, I will never return, To the angry, I was cheated, But to the happy, I am at peace, And to the faithful, I have never left.

I cannot speak, but I can listen, I cannot be seen, but I can be heard, So as you stand upon a shore gazing at a beautiful sea, As you look up on flower and admire its simplicity, Remember me.

Remember me in your heart: Your thoughts, and your memories, Of the times we loved. The times we cried. The times we fought, The times we laughed, For if you always think of me, I will never have gone. -Margaret Mead





SCLOSE and PERSONAL

Interview with Carmen Cruz Meet Carmen

Job Title: Inventory Clerk

How long have you been part of STI Electronics? 4 months What do you do for STI? Verify kit parts, Keep an update log on excess material Just For Fun

Tell us about your family. My parents have been happily married for 59 years, which has been a beautiful example of love and commitment. I come from a big family with four siblings, and I've been blessed with two wonderful children of my own. I'm also a proud grandma to an amazing grandson who brings so much joy to my life.

Tell us about your pets. I don't have any pets of my own, but my boyfriend has a dog that I spend a lot of time with. He's a great companion, and I've definitely grown attached to him.

Do you have a favorite place to visit? One of my favorite places to visit is my parents' home in Florida, there's nothing like relaxing and spending quality time with them. I also just love being on vacation in general. Puerto Rico holds a special place in my heart. It's where I was born and it's deeply connected to my roots.

What's your favorite type of music/song/artist? I enjoy all types of music, but I especially love Spanish music—it connects me to my culture.

What is your favorite movie or TV show? I enjoy watching funny sitcoms, they're a great way to relax and laugh after a long day. I'm also a big fan of Wheel of Fortune; it's a classic that never gets old!

What's your favorite meal/food? My favorite meals are anything my mom cooks, there's just something special about her food that makes it comforting and delicious every time

Tell us about any hobbies that you enjoy. I enjoy taking walks and being in nature. It helps me relax, stay active, and appreciate the beauty around me.

What is your favorite motto or quote that summarizes your approach to life? My favorite quote that guides my approach to life is from Jeremiah 29:11 — 'For I know the plans I have for you,' declares the Lord, 'plans to prosper you and not to harm you, plans to give you hope and a future.' It reminds me to trust in God's timing and purpose, even when the path isn't always clear.

What's one fun thing to know about you? I'm a bit of an adrenaline junkie. I have been skydiving, on a hot air balloon ride, and enjoy rollercoasters! I love a good thrill and trying new experiences.

What's your favorite thing about working at STI? The growth I've experienced in such a short amount of time. I've done mechanical assembly in the past, but the work at STI is different—it's challenged me in new ways and given me the opportunity to keep learning and expanding my skills.

What is your favorite non-profit to support and why? My local church through tithing. It's an act of faith for me, allowing me to contribute to the ministry and the work of spreading God's love and helping those in need.













HAPPENINGS Congratulations



During the second part of 2025 we have had several anniversaries to celebrate. We would like to congratulate each one on achieving this anniversary with us! They have all worked hard for this accomplishment and we truly appreciate their dedication.



Diana 28 Years



Mark 25 Years



Donna 26 Years



Chuck 20 Years



Michelle 18 Years



Bobby 17 Years



Edna 16 Years



Katrena 15 Years



K.P. 15 Years



Sue 12 Years



Jeff 12 Years



Lisa 12 Years



Travis 10 Years



Sharon 8 Years



Joel 8 Years



Troy 8 Years















Teresa 8 Years



James 7 Years



Robert 7 Years



Shawn 7 Years



Kaven 6 Years



Yolanda 6 Years



Caroline 6 Years



Kim 6 Years



Robbie 6 Years



Jean 6 Years



Robert 4 Years



Norma 2 Years



Tammy 2 Years



Jenny 2 Years



Briannah 1 Year







As the holiday season is upon us, I wanted to take a moment to extend warm wishes to you and your loved ones. On behalf of the entire STI Operations family, we send heartfelt greetings.

May this Christmas bring joy, peace, and cherished moments to you and your family. We appreciate the trust and partnership you have bestowed upon us throughout the year, and we look forward to serving you with the same dedication and excellence in the coming year.

If you have any questions, concerns, or if there's anything we can do to enhance your experience with us, please don't hesitate to reach out. Your satisfaction is our top priority.

Thank you for being a valued part of STI Electronics, Inc. Wishing you a Merry Christmas filled with love, laughter, and the warmth of the holiday spirit.

Thanks,

Diana Bradford

Vice President, Operations/Training Resources





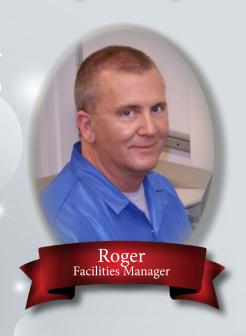
















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Tin Plating

Tin plating has been used in manufacturing processes for decades because of its multiple benefits. It is used in electronics due to corrosion resistance, solderability, increased reliability, and enhanced conductivity. Tin plating, however, can pose a risk for tin sulfation when exposed to a sulfur rich environment.

Tin plating can start the oxidation process when exposed to air and if not protected, can lead to surface discoloration and leave the plating vulnerable to other contaminants such as sulfur. In the electronics industry, sulfur is a common contaminant of concern. Sulfur can be present in automotive environments, industrial plants, and even in the packaging material. Cardboard packaging can be manufactured using sulfur compounds and as a result, sulfur outgassing can occur which can contaminate exposed tin-plated parts. This can also be an issue for materials with exposed silver or copper finishes and proactive measures should be taken to protect those materials.

There are multiple options to help protect tin plated part from tin oxidation and sulfation occurring. These options can include adding steps to the plating process such as adding 10% lead to the tin plating bath, adding a conversion dip with chromate or cadmium, including a bright dip which is a high acid dip used to clean the surface and slow down oxidation, or adding other dip steps like calcium hydroxide to protect the plating. When considering additions to the plating process, it is always important to also consider secondary operations, including soldering and reflow, that could be impacted by these additions. Another important step that can be included to protect tin-plated parts involves the packaging of the materials. Since cardboard packaging can have potential sulfur outgassing, it can be necessary to add a protective layer between the materials and the cardboard. Using sealed bags to secure the tin-plated parts can help protect the parts from sulfur outgassing through shipping and storage. Tin oxidation and sulfation can lead to discoloration and the color can help in identifying potential root causes. Oxidation of tin from air can lead to a dulling of the tin plating, and yellow/gold discoloration can be due to plating process issues such as improper rinsing or poor plating quality. Black discoloration of tin plating can be a sign of corrosion and issues with the plating processes, such as contamination.



Figure 1. Early signs of sulfation



Figure 2. Tin plating treated to prevent sulfation

Please contact Mark McMeen mmcmeen@stiusa.com or Caroline Anthony, Ph.D. canthony@stiusa.com for more information.





Warmest greetings from the training team at STI Electronics, Inc.! As we celebrate the joyous season of Christmas, our Training Resources Division extends heartfelt wishes to you and your loved ones. May this festive occasion be filled with moments of happiness, love, and togetherness. We appreciate your commitment to growth and learning throughout the year, and we look forward to continuing our journey together in the coming year. Wishing you a Merry Christmas and a prosperous New Year filled with success and new opportunities.

Thanks,

Jason Appleton

Training Services Manager









Training Services

Contact Information: Jason Appleton Training Services Manager jappleton@stiusa.com

STI Training Services Department Update

IPC Rebranding – Transition to Global Electronics Association

IPC has announced a rebranding initiative that is currently active. While the IPC logo will continue to appear on key standards documents—such as IPC-7711/7721, IPC-A-610, IPC/WHMA-A-620 and its space addendum, IPC-A-600, and J-STD-001 with its space addendum—all other materials will transition under the new name: Global Electronics Association (GEA). This change reflects IPC's evolving global identity and its commitment to broader industry representation.

IPC Builds – Transition to Global Markets

2025 marked the final year for IPC Builds events held in the United States. Moving forward, these events will be hosted internationally, with a focus on Europe and

Asia. The shift is part of IPC's strategy to engage new markets and incorporate broader industry input from around the globe. This transition will provide a fresh platform for increased international participation and collaboration across the electronics manufacturing community.

IPC's 2026 Certification Model Update:

IPC (GEA) is set to launch its revised course structure by late this year or early next. While the format will still include traditional slide presentations, written tests, and certifications, a major shift is coming to the practical component. For example, in the J-STD-001 course, the familiar "hands-on" training will be replaced by a new "evaluation" model. Students will receive a kit and detailed work instructions, then complete assigned tasks within a set timeframe. After each section, they'll submit their work to a certified evaluator, who will assess it and upload the results to IPC's website. Instead of a pass/fail outcome, each student will receive a credential that reflects their performance ranking. This evaluation will be billed as a separate course from the certification course, and while evaluators must be certified for their role, they won't be required to hold a certification to any IPC standards.

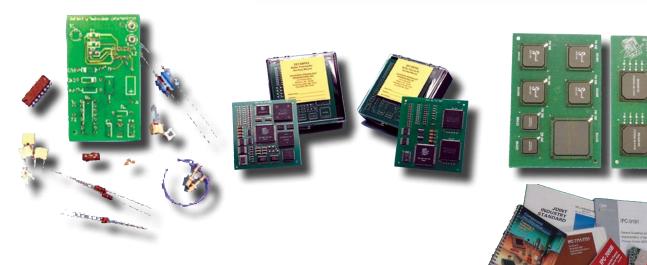
Visit STI's website at www.stiusa.com to check on upcoming classes.





Standardized training kits - IPC, NASA, commercial and even company unique programs. Full-line of dummy/non-functioning components.

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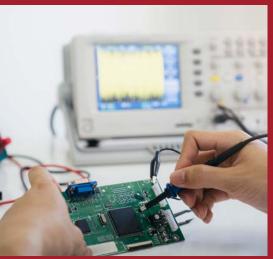


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