

STI ELECTRONICS NEWSLETTER

INNOVATING TECHNOLOGY. POWERING TOMORROW.

INSIDE THIS ISSUE



TECHNOLOGY INNOVATIONS

Explore our latest advancements in training and manufacturing.



INDUSTRY INSIGHTS

Expert perspectives on emerging trends shaping the electronics industry.



STI NEWS & EVENTS

Company updates, training resources and engineering services.




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Stay Connected!



Dave's WORLD

Insights & Updates from the **President's Desk!**

APRIL, 2026

Hi Dad,

I get told regularly about how proud you would be of STI Electronics now. I think, and hope, those people are correct but just wanted to catch you up on where we are.

You and Mom retired in August of 2014 and you left us here on earth in June of 2017. Some days that seems so long ago and sometimes it seems like yesterday. Your reputation and presence are felt every day at STI to the point where people who have come along since you've been gone still feel like they knew you. I'm proud of that. Your legacy and memory lives on at STI and throughout the industry.

You'd be proud that we still have 21 people that were here when you were. Randy is still doing great things 38 years after you saw something in him in California. Diana is still doing all the things,

mostly behind the scenes, to make STI work from day to day, and also to keep me generally pointed in

the right direction. Mark is still doing amazing things and carrying on your legacy of making sure our technology is advancing, and quality never dips while our customers' products continue to increase in complexity. AJ, there's still nobody else like him, runs the manufacturing floor and its 3 SMT lines (yes 3!) and I'm pretty sure he could build a satellite with a couple of pieces of gum, some fishing line, a sock, and

a fishhook. And I'm fairly certain it would work. Bobby and KP are still running SMT lines in a manner you would approve. James is still taking care of customers and continues to be in the running for the

world's most likeable human. Training continues to do great things with a very talented team of instructors. Frank is still the constant for almost 26 years now although I'm sure you've heard him from Heaven. Roger takes excellent care of your building. Donna makes sure everyone is greeted with a smile. Christy, Chuck, Michelle, Edna, Katrena, Sue, Earlene, Jeff, Lisa, and Cornelia continue to do their part to make STI what it is today.

You'd also be proud of the new people we've brought in. I believe we have our most talented group of young people since back in the Jason and Casey days. You'd love being around them and I really do see

"Our future is being built by the people we invest in today"



David Raby

President/CEO

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Dave's Take

Tech is always evolving. Stay curious and enjoy the ride!

our future being bright with them.

You'd be proud of STI and where we are today. Revenue will be more than double this year from when you were last here. Seventy plus families now depend on STI so it does have to be run like the real business it is, but I think and hope we still feel like the family company you helped create. We have customers in all 50 states and 52 countries. We still celebrate milestones every chance we get. Everyone that starts work here is still warned, "we eat a lot."

You'd be proud that your scholarship at Calhoun Community College now makes it easier for 3 people per semester to attend college. Some of the recipients would not have been able to attend at all without the scholarship. We've also started a scholarship at Auburn that will begin helping Engineering students from Madison and Limestone Counties in a couple of years.

You'd be proud that we now have a voluntary weekly prayer session which is new but important to us. It is another way for us to laugh together, cry together, and support one another. We've lost some people along the way and that is painful.

You'd be proud, but not surprised, that Mom is still a Rock Star. She does everything she can to support STI. I don't know if she realizes how much advice I ask for and receive from her. Her strength and values do not waiver. Everyone expects to see her at each of our luncheons and celebrations. She is making fewer cookies than in the past but has earned that right (and we require a lot more cookies now!) You'd be proud of Sheila, but again not

surprised. She's my rock that tries to keep me (and STI) headed in the right direction and makes me have a very good explanation if I'm not. She does a lot of behind the scenes work at STI and also has done a tremendous job growing her non-profit which helps kids that need a chance.

And don't let me get started on your little princess. Dr. Ashley Raby is now 28 and I still think well on her way to running the world as we always said she would (and we'd all be better off if she did). She excels at helping kids in her day job but also volunteers to help people who really need a helping hand every opportunity she has after work and on weekends. I couldn't be prouder of her, and I know you would be too.

I'm happy. We have people here that I trust and I'm able to work a few less hours and do some fun traveling (this year was Antarctica, although Sheila, the smart one, would not let me bring home a penguin). I'm volunteering at places that I believe in and that is satisfying. Multiple people outside of STI have noticed us over the last few years and offered to buy us for more money than either of us ever thought we'd see. I've listened to some of them but have decided that I don't think I'd be as happy without STI, so I don't have any plans to make that jump.

You, Mom, and I started something 44 years ago that is still something to be proud of.

I miss you every day and thank you for letting me come along for this ride. I'm proud to be your son.

Dave



President/CEO



Did You Know?



STI supplies customers in all 50 states and 52 countries.



Did you know that even a tiny contamination at the microelectronics level can cause a full system failure long before it ever reaches the field? That's why inspection at the board level matters as much as design.



Did you know our training services include IPC certification courses as well as specialized space- and NASA-level soldering programs designed to meet the highest industry standards?

STI Snapshot



44

Years in Business
(Founded 1982)



71

Team Members
and Growing



100%

Commitment to
Quality & Reliability

Stronger TOGETHER



One Team. One Purpose. Endless Impact.



DIFFERENT
Strengths.

SHARED
Vision.

STRONGER
Together.



BEHIND EVERY SUCCESS IS
an amazing team.

Every day, they show up, collaborate, problem-solve, support one another, and go the extra mile. It's the dedication, passion, and teamwork that make our company a place we're proud to be.

Thank you to our team for being the heart of everything we do.

We are lucky to have you.



ONE TEAM

We support and uplift each other.

ONE PURPOSE

We work with intention and pride.

ENDLESS IMPACT

Together, we make a difference.

Here's to our team, our journey, and all that's ahead!



Ben Cole

Time at STI: 1 Month

Test Technician

Get to Know Ben!

- **Hobbies:**
I like being outdoors, doing odd jobs around the house, and enjoy any live sporting or music event.



Q&A

Q: *What's your favorite thing about working at STI?*

A: *Very family and team-oriented, you're not just a random employee within the company.*

Final Thoughts

I worked for 6 years as a Firefighter, and I get overly excited about anything related to the University of Kentucky or any Nashville sports team.

Family & Pets

Originally from Kentucky, I moved to Nashville and met my wife. She is originally from Alabama. We got married in 2024, and we have been in the Huntsville area for one year.

I have two dogs; a 4 year old Bernese Mountain Dog named Goose and an 8 year old Border Collie named Meeko.

CORE VALUES

STI Electronics, Inc., a full-service organization providing training services, training materials, analytical/failure analysis, prototyping, and contract electronic manufacturing.

Mission Statement

STI's mission is to provide electronic contract manufacturing, solution-based engineering, analytical services and training resources to the electronics industry.

Quality Policy

STI will consistently provide products and services that meet or exceed the requirements and expectations of our customers as well as industry standards.

Continuous Improvement

STI relentlessly pursues continuous improvement and excellence in projects, products, processes, and services, and defines success as getting it right the first time.

Committed to Excellence in Electronics Manufacturing & Services

Celebrating Our Team!

★ EMPLOYEE ANNIVERSARIES ★

Behind every milestone is a story of dedication, growth, and quiet excellence. We have several employees celebrating STI Anniversaries during the 1st half of the year. We are proud to recognize the individuals whose years with STI reflect not just time, but impact—through their commitment, teamwork, and the trust they've built with both colleagues and customers. Each anniversary represents a chapter in our shared journey, and we are grateful for the experience, integrity, and heart they bring to our company every day.



Dave
44 YEARS



Randy
38 YEARS



Sheila
30 YEARS



James
28 YEARS



Frank
26 YEARS



A.J.
23 YEARS



Christy
21 YEARS



Chuck
21 YEARS



Michelle
19 YEARS



Roger
19 YEARS



Sue
13 YEARS



Cornelia
12 YEARS



Travis
11 YEARS



Janie
10 YEARS



James
8 YEARS



Melissa
7 YEARS



Scott
7 YEARS



Kaven
7 YEARS



Debra
7 YEARS



Earlene
6 YEARS



Brian
3 YEARS



Jeff
3 YEARS



Gina
3 YEARS



Tammy
3 YEARS



Suzanne
2 YEARS



Jason
2 YEARS



Josh
2 YEARS



Edrick
2 YEARS



Felicia
2 YEARS



Justin
1 YEAR



Gregg
1 YEAR



Carmen
1 YEAR

Do you have a question?
Do you need information?

CHAT
with us online!



We are dedicated to enhancing customer satisfaction and building strong customer relationships for both external as well as internal customers regardless of divisional or department lines.



Certifications/Capabilities

AS9100D/ISO 9001:2015 • ISO 13485:2016 • ITAR REGISTERED
Cage Code 1JX07 • System for Award Management (SAM) Registration
NIST 800-171 Compliant • Joint Certification Program (JCP) Registration (DD 2345)
IPC J-STD-001/IPC-A-610 • Qualified Manufacturers Listing (QML)
IPC J-STD-001 Space and Military Addendum Qualified Manufacturers Listing (QML)
IPC 1791 Qualified Manufacturers Listing (QML)
Approved on DOE (Department of Energy) MASL
IPC Authorized Training Center • IPC Distributor

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2D X-ray Measurements Using Pixels

X-ray Measurement is a great tool for validation of spacing in mechanical assemblies.

When performing non-destructive 2D x-ray analysis on product, measurements are sometimes needed to determine if the product meets the required specifications. X-ray software will typically allow for measurements to be made in pixels. Pixel measurements are related to the image's resolution and dimensions. On a standard computer image, a pixel-to-inch conversion can be done using the display's PPI (pixels per inch) that is available in the display settings. However, for some software, that conversion is not accurate and the software only provides pixel measurements. In this case, we must find another solution for determining the pixel to inch conversion.

To closely estimate a pixel to inch conversion, a known inch measurement needs to be used. This can be done

by using a ruler / scale where the individual tick marks can be visualized in x-ray (Figure 1). When looking to estimate a pixel to inch, it is essential that all parameters in the x-ray software stay consistent. This includes the location and height of the point of interest in the x-ray. For instance, if the point of interest in the x-ray is 1" from the floor of the x-ray stage, then the ruler used as reference also needs to be at that same height / plane and under all the same software parameters. In Figure 1 we can see that 1/32" is estimated to be 90 pixels. Once that estimation has been made, we can determine that 1" is around 2880 pixels for our software at the set parameters and now we can measure the point of interest on our samples (Figure 2). Because this technique is unique to the set software parameters and the location of the sample in the x-ray, it is important to obtain a new reference measurement for each new sample set.



Caroline Anthony, Ph.D.

Analytical Lab Manager

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mmcmeen@stiusa.com

or

Caroline Anthony

canthony@stiusa.com

for more information.

1/32 or 0.03125 in
90 pixels

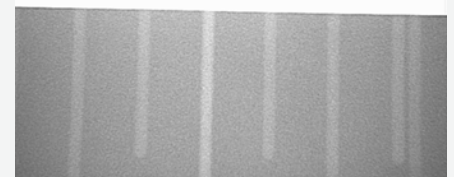


Figure 1. Reference measurement

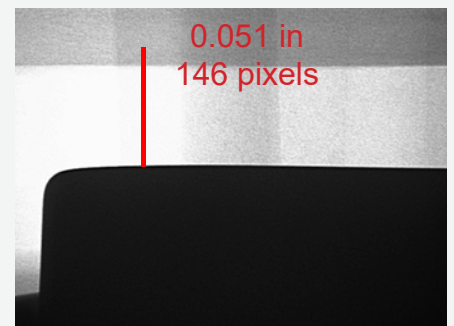


Figure 2. Sample Measurement – inches measured using reference measurement

TRAINING UPDATES



Jason Appleton

Training Services Manager

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In 2025, IPC announced several major initiatives planned for implementation in 2026. One of the most significant changes is the organization's rebranding from IPC to GEA (Global Electronics Association). This transition reflects GEA's strategic goal of expanding its presence and influence across European and Asian electronics industries.

As part of this global outreach effort, GEA will begin rotating one of its two major annual events overseas. Historically, the organization has hosted Apex in the Spring and Builds in the Fall, both within the United States. Beginning this year, Apex will remain in the U.S., while Builds will be held in France, increasing accessibility for international participants and strengthening global engagement.

You may be wondering how these changes will affect your day to day work. The answer is: they will not. GEA has confirmed that all existing document titles and designations will remain unchanged. For example, IPC J STD 001 will retain its current name, and certifications will continue to display the IPC designation. Altering these names could have created significant contractual and compliance challenges, so maintaining continuity was a deliberate decision.

Changes to Certification Programs

IPC also announced upcoming modifications to its certification programs, specifically the removal of the hands on portion of the courses. Beta testing for this new structure is still underway, and the updated module is expected to be released between late this year and early next year. Once released, organizations will have nine months to transition to the new curriculum.

Under the new format, certification courses—such as CIS training for J-STD-001—will consist solely of instructional slides followed by module exams. This change is expected to reduce course duration from the current five days to approximately three days.

To support skills assessment, IPC plans to introduce an optional evaluation course, potentially offered for an additional fee. This assessment will be a timed exercise in which participants receive a kit and work instructions. An evaluator will review the completed work and upload scores for each section. Participants will receive a certificate indicating their performance level (e.g., Novice, Expert). This evaluation is not a pass/fail certification but rather a tool for measuring practical skill proficiency.

IPC emphasized that certification courses were never intended to serve as training programs. Going forward, it will be the responsibility of individual companies to ensure their employees receive appropriate hands on training—whether they are new to the industry or experienced hardware builders.

"STI offers the training and curriculum development your company needs to stay competitive and prepared."

ONLINE TRAINING

✓ Register Now

At STI Electronics, knowledge doesn't stay still—and neither do we. Our Online Training platform makes it easier than ever for individuals and teams to build skills, stay current with industry standards, and grow confidently in their roles, all from wherever work happens.

Designed with flexibility and real-world application in mind, our courses combine expert instruction with practical, job-ready content. Whether you're onboarding new employees, refreshing core competencies, or advancing specialized expertise, STI's Online Training delivers learning that fits your schedule and your pace.

Because when training is accessible, consistent, and engaging, excellence becomes the standard—not the exception.

In addition to our classroom and on-site training courses, STI offers on-line training and remote testing for the following IPC lecture based Certification/Recertification courses:

- IPC-A-610 Certified IPC Trainer (CIT) and Certified IPC Specialist (CIS)
-Standard required for class
- IPC/WHMA-A-620 CIT and CIS
-Standard required for class
- IPC-A-600 CIT and CIS
-Standard required for class

Note: Currently hands-on courses are not available for on-line training or remote testing for CIT's or CIS's.

The Certified Subject Matter Expert (CSE) on-line courses are also available for

- IPC-A-610, IPC/WHMA-A-620, IPC-A-600, IPC-7711/7721 and J-STD-001
-Standard required for class

Exams that are required for these courses can now be proctored remotely using IPC EDGE.

Leading the Way In
Electronics

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Ensure Mission-Critical Reliability with the IPC-A-620 SPACE Kit

Designed for high-reliability and aerospace applications, STI's IPC-A-620 SPACE Kit provides hands-on, standards-based training tools to certify operators to the IPC/WHMA-A-620-Space Addendum. With realistic assemblies and precision workmanship samples, this kit is ideal for teaching and demonstrating requirements for cable and wire harness assemblies in space and military environments.

Enhance Your Training with the Optional Hands-On Kit

Take your IPC-A-620 certification to the next level with STI's Optional Hands-On Kit. Designed to complement classroom instruction, this kit provides practical experience with real-world components and assemblies. It's the perfect tool for reinforcing workmanship standards and mastering inspection criteria for space and high-reliability cable and wire harness assemblies.

Ready to elevate your skills?

Click here to sign up for the IPC-A-620 SPACE Certification Class and take your expertise to new heights. [IPC-A-620 SPACE Certification Class](#)

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

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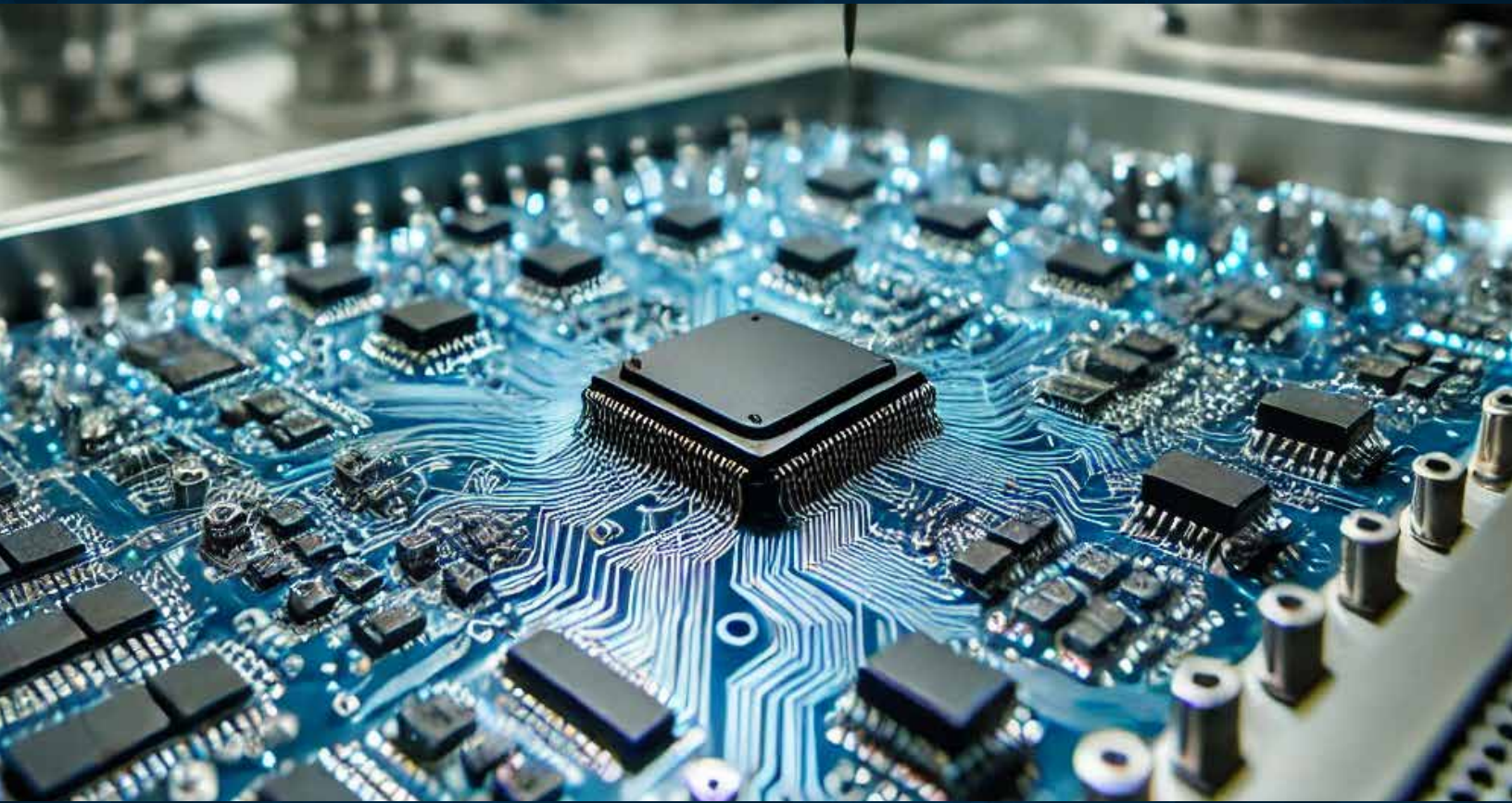


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