



sun microstamping technologies

DEPENDABLE AND VALUE-ADDING

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SPECIAL POINTS OF INTEREST:

- Look back at 2010 what a year!
- Happy Holidays
- Remember Sun is shutdown 12/24/10 thru 1/3/11

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# What's New at Sun Microstamping

2010 has been quite a year at Sun Microstamping Technologies and we are excited to see what 2011 has in store for our Industry and our Company! As this year comes to a close we look back over the last 12 months at the many challenges, successes and improvements around Sun. This year has provided Sun's "A Team" numerous moments to let their talent shine and they all

rose to the occasion. I am proud to be a member of such a hard working dedicated team and look forward to the growth of this team as we move into 2011.

In the December Newsletter Edition I like to look back on what has happened over the course of the year. Here is a quick recap of a very eventful 2010 at Sun Microstamping

## A Letter from the CEO

Here is what the CEO had to say over the course of this year.

**After our strongest December for years**, January is following the same trend. Sun's bookings going into the first quarter of 2010 look very encouraging, so far the year is off to a great start! Also our Mexico Operation is gearing up for a 20% sales increase over 2009. **As we start the new decade Sun has a team of employees and stakeholders that has the competence, experience and continuity to deliver dependable service and the skills to add value to all our customers. "Bring on the Decade!"**

Sales in January, February and March are going to be compared to the same period in 2008. Although, at Sun we are generally optimistic, it is still not clear how sustainable the "rebound" is. Along with most of our industry the speed of "rebound" has caused us to be under resourced in some areas of our business. Sun is moving quickly to address these areas of concern by initiating a local and national recruiting campaign. In recruiting Sun is being very selective to ensure that we only recruit people who will strengthen Sun's "A Team" and will also practice our com-

pany values of Respect, Integrity and Accountability.

It's hard to believe that the first quarter of 2010 has come and gone! Sun beat its first quarter Budget in both sales and profit. Also, this month 50 members of Sun's "A Team" attended a Think Tank exercise at the Collaborative Labs of St. Petersburg College. We were split into two teams of 25 and spent a day brainstorming on how to improve our service to our customers. It was very informative and a new experience for many of us. As a result Sun has stepped up its in-house training in every department. **With the increased training and all the "brainstorming" it is certainly an exciting time to be working at Sun.**

The summer is off to a "hot" start, not only is the temperature "heating up" in sunny Florida so is the demand from our customers. Sun has rededicated itself to be a dependable and value adding supplier to all our customers, new and existing. Sun's dependability initiative is well under way, particularly the staff training. We are very proud of the GM award. It is a major milestone in our company's history and a building block for our bright future. **Sun not only received the new program award, we were also put onto GM's advanced program award list, that is reserved for companies' that can supply GM with "state of the art" technology.**

**Happy  
Holidays!**

The August Newsletter highlighted the GM visit the CEO wrote. We are very excited to welcome Six General Motors engineers this week at Sun. They are visiting to see the first production parts for the battery interconnect system developed by Sun. The program was officially kicked off in the beginning of June less than twelve weeks ago! There are 14 Stampings, 4 Molding processes, an automation welding system, cooling finishes and an electrical tester for continuity and hi-pot that produces a bar code label if the part passes the test. **Sun's "A Team" is very proud to have brought this program in ahead of time and on budget.**

Together Sun has been focusing on utilizing 2010 as a reconstruction year for improvement's company wide, as we work together to pull the Company from survival mode. Next month we are taking on our biggest challenge and

improvement yet, a new management system. **This will enable us to achieve our end goal and vision for Sun Microstamping Technologies to be a company with zero defects.**

During the last several weeks in November I have been visiting customers throughout North America discussing upcoming business and making sure we are meeting expectations as a supplier partner. I also went to Europe where I visited several customers in the UK, Portugal and Estonia.

**Thank you for reading and I wish everyone a very happy holiday season.**

**Kind Regards,  
Bryan Clarke**

## 2010 at a Glance

**Here are a few of the highlights of 2010 at Sun Microstamping Technologies.**

December 2009 was so busy that we only went into a partial shutdown to keep our customers running. Many of you I am sure, remember the North Eastern Blizzard of 2009. Sun has a number of customers in the North East and this Blizzard was hitting them the week Sun was going into the partial Christmas shutdown. Our customers needed to receive their parts before we went into shutdown. One customer in particular, we had made a promise that we would deliver the parts in time for them to manufacture their parts for their customer. However, when the Blizzard hit all airports in the region shut down. We were unable to get the parts delivered on Friday as promised and could not get the parts in until Sunday morning when the airports re-opened and the customer had to ship Monday afternoon. Some roads were still closed early Monday morning and the parts had to be delivered before they fired their machines up at 6am so they could ship on time. It was beginning to look like Sun would be unable to keep their promise but, our "A Team" was unwilling to give up. So after a few calls we were able to find a courier willing to deliver the parts even if he had to use his snowmobile to get

the shipment to the customer. The parts were delivered via snowmobile just in time for our customer to ship to their customer on time.

The biggest news in the February Newsletter was the progress Sun's Mexican Division was making. We reported Sun's Mexico Division had a prosperous year in 2009 and was steadily growing. More of Sun's customers are requesting for their parts to be manufactured in Mexico to realize localization of the Mexican market and to capitalize on Sun's Mexico Division skills and capabilities. Sun Mexico is constantly improving their system processes and quality standards. Q4 of 2009 they shipped over double what they had shipped the previous 3 quarters. With this huge increase in sales and production, their quality stayed strong and they achieved a **"Zero PPM" for Q4 of 2009**. This is an incredible accomplishment to ship zero products with defects for a very busy quarter.

In March we reported having a very busy February and forecasted to ship even more than February in March! As the demand increases so does Sun's need to increase our manpower to ensure quality products shipped on time to our valued customers.

**Continued on page 3.....**

## 2010 at a Glance continued.....

Sun is currently adding to our “A Team” and has launched a recruitment drive to grow the team as well as our business. Also, Sun conducted a series of surveys last month. We are taking this information and creating goals for 2010 to address weaknesses in the company and a way to capitalize on our strengths to create a stronger foot hold as a value adding Stamping and Molding Company.

Sun adds value to our customer’s product through innovative design solution, engineering experience, technical expertise and our team’s ability to make the impossible happen. This survey set the ground work for the next step in making our company stronger and ensuring growth over this next year. The majority of the Company is going to be involved in a “Think Tank Exercise” where we will create a plan on how to attain our desired future goals in regards to brand image, customer service, communication, quality, dependability, on time delivery and unifying the company to work as one entity for a common goal.

April has been a great month at Sun Microstamping Technologies. This month, Sun launched a new customer program that utilizes a new “proprietary process” created in house. This demonstrates Sun’s ability to grow with our customers and we are also working towards forming stronger partnerships with our suppliers. Due to the overwhelming material shortages and everyone in the industry needing the raw material yesterday, Sun feels it is imperative to work towards forming a stronger partnership with our suppliers. This month we have also been taking a closer look at how Sun will become a stronger Company. We have identified certain areas that could be more efficient. We have done some brainstorming as a Company and have outlined some action plans to help us meet our 2010 goals.

**The biggest news in June was we have reached our goal of becoming a Tier 1 Supplier to the Automotive Industry, a great accomplishment for us, being previously Tier 2 & 3 Automotive supplier.** The Sun management team attributes our success to the hard work of our employees and the entire companies’ focus on their 2010 goal of creating a stronger company during this reconstruction year. Not only has Sun achieved the opportunity to be a Tier 1 supplier the project is also cutting edge technology in the Automotive Industry and an “Eco-Friendly” program.

The Automotive Industry still accounts for the largest percent of our business and we are thrilled to be working as a Tier 1 supplier to GM. The new program is a component for the Second Generation Full Electric car that GM is manufacturing in 2011. The program launched in-house at Sun this month with full production not scheduled to start until next year. This “Eco-Friendly” car will have lower emissions and a smaller carbon footprint than conventional automotive.

Sun is excited to be involved in the production of this “Eco-Friendly” automotive with leading technology in the industry. As the Automotive Industry follows the trend of constructing “Eco-Friendly” cars to meet the needs and wants of the consumers and the environment, Sun hopes to play a role.

July Newsletter focused on our IT Departments continuing hard work on Sun’s system overhaul that they started last October and are making steady improvements every month. The head of the IT Department, Joe Williams, has been working hard over the past few weeks and even a couple of weekends on creating a new organization system for each department’s network drive to ensure a more user friendly, efficient system. Sun’s e-mail system has also been updated to the newest version of Outlook to ensure the highest level of customer service and efficiency.

Also, all of the Stamping Department completed Level 1 Training and approximately 45% of the Molding Department has completed Level 1 Training. Sun’s management team is creating 3 levels of training for the shop floor to ensure all the employees have the tools and skills to manufacture a quality product. We are empowering the employees to ensure every member of Sun’s workforce is a valuable part of the Company. We are utilizing the philosophy that the Company is only as good as the weakest employee.

**August’s edition marks the year anniversary of the Sun Newsletter.** We are also proud to report July was the highest month of sales since August 2008! This is a great accomplishment. This month has been very busy thus far due to a new first production launch for our Tier 1 Customer. This **battery interconnect board** has 28 components and includes stamping, molding and welding processes in its production. Sun’s team has been putting in long hours and hard work to ensure deadlines are met. The teamwork and dedication has shone through throughout this project. We are excited for the customer’s upcoming visit. In other news, Sun passed our TS Audit with flying colors and Sun’s Mexico Division is launching new products and making advancements to their operation.

As we moved into the fourth Quarter of 2010 the October Newsletter focused on Sun successfully meeting our Tier 1 customer standard. Over the last few months Sun’s “A Team” has been diligently working on the development of a lithium ion battery interconnect board for a Tier 1 customer. This component is made of 28 separate components all manufactured in-house. All the tooling and automation for this project was designed in house. The project utilized every department of Sun including; Design, Engineering, Tooling, Stamping, Molding, Welding, Quality, Finished Component Testing and Program Management.

**Continued on page 4.....**

# Sun's Featured Personalities of the Month

**This year we introduced our readers to;**

- **Edie Williams** – Accounts Payable
- **Diego Herrero** – Sales Application Engineer Mexico Division
- **Tegan Strautmann** – Quality Engineer
- **Greg Fish** – Quality Director
- **Sam Adams** – Product Manager
- **Marilyn Maginnes** – Financial Controller
- **Charlotte Clarke** – Marketing Manager / Newsletter Editor
- **Brooke Clark** – Program Manager



**Keep reading to meet more of Sun's "A Team".**

Visit our new website  
[www.sunmicrostamping.com](http://www.sunmicrostamping.com)

## 2010 at a Glance continued.....

**This project launched on time and far surpassed the expectations of our customer.**

Our level of skill and expertise of the whole team shone through on this project. Because Sun is a small company with a wide range of in-house capabilities and specialties we were able to shine on this project. Sun's workforce from the design engineers to machine operators and everyone in between played a role in bringing this product to launch. **Sun gives our customers the expertise and capabilities of a global manufacturing company and the customer service, drive and commitment of a small manufacturing company.**

The November Newsletter focused on improvements on the shop floor and management training. This month the head of Molding, Stamping and Quality have been working together to improve Sun's 5S standards on the manufacturing floor and other areas. As many of you know 5S stands for; sorting, shining, set-in-order, standardizing and sustaining. This is a lean manufacturing tool to cut waste, improve quality and safety with the goal of increasing productivity. The heads of these departments held themselves accountable and really followed through on their commitment to 5S and showed a strong improvement on the shop floor. This demonstrates Sun's commitment to continuous improvement throughout the business.

**What a year!**

## Sun's Future is Bright

**Thanks to all of our readers for another great year. From Sun's "A Team" we wish you very happy and safe holiday season!**

**Remember Sun Microstamping Technologies will be closed over the Holidays from 12/24/10 – 1/3/10.**

**See you all in the New Year!**