

## Inside this issue:

Pin-in-paste	2
New Plant General Mgr	2
Articles	3

## About SigmaTron International

SigmaTron International (NASDAQ:SGMA) is a full service EMS provider with a network of manufacturing facilities in the United States, Mexico, China and Vietnam.

We focus on companies who want highly customized service plus a scalable global manufacturing footprint.

We serve a diversified set of markets which include: industrial, consumer and medical/life sciences customers. Our quality certifications include ISO 9001:2015, ISO 13485:2016, IATF 16949:2016 and AS9100D. We are also International Traffic in Arms Regulations (ITAR) registered.

## Corporate Engineering Team Sees a Changing of the Guard

Tom Musser has been promoted to the position of Corporate Director of Business Development, Technical Sales and Service. In that role, he will be assuming the responsibilities previously handled by Jerry Johnson, who has retired.



Tom Musser

“I’m pleased that we are able to have a strong transition between two outstanding members of our engineering team. Jerry Johnson has done an wonderful job leading our Design Engineering Services group. While

in the short term Tom will focus on the engineering services we currently provide a limited number of our customers, longer term he will be expanding engineering offerings to other areas of the Company, as we evolve our vision for product development and test support,” said John Sheehan, SigmaTron International’s President.

Tom previously served SigmaTron’s engineering services team as Director of Product Management. He earlier served as a program manager. He was earlier associated with Chamberlain, Emerson Appliance Control and Texas Instruments in a variety of management and engineering positions.

He received a Bachelor of Science degree in electrical engineering from Bucknell University.

## Chihuahua, Mexico Facility Diversifies Business Base

SigmaTron International’s facility in Chihuahua, Mexico has added its first two automotive programs. The first program involves a trailer light control and the second involves an automotive light control.

The program involving a trailer light controller printed circuit board assembly (PCBA) has completed its Production Part Approval Process (PPAP) and was approved for full production in January. The program is currently shipping 5,000 units per month with volumes scheduled to ramp to 9,000 units per month by year-end.



*The Chihuahua facility’s investment in state-of-the-art SMT equipment and industry-specific certifications is attracting a broader base of customers.*

The second program involving two automotive lighting control PCBAs has started production in January with a deviation pending implementation of planned materials engineering change order (ECO).

## Pin-in-Paste Process Has Multiple Advantages

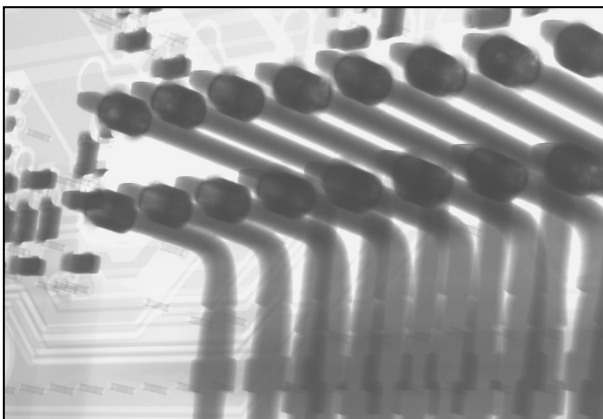
SigmaTron International's facility in Chihuahua, Mexico takes an innovative approach to processing some of its mixed technology printed circuit board assemblies (PCBAs). While most PCBAs today are entirely SMT, some products require limited use of through-hole parts in cases such as connectors, where a more robust solder joint is needed.

While wave soldering can be utilized as a high volume soldering solution, this adds extra handling, an additional process step and an additional thermal cycle.

The team in Chihuahua has developed



**Automated optical inspection (AOI) is critical to monitoring the the pin-in-paste process.**



**X-ray inspection is used to validate pin-in-paste process assumptions.**

a pin-in-paste process which eliminates these issues by soldering through-hole components in the same reflow process utilized for the SMT parts. The process was originally developed to support appliance-related customers utilizing low temperature solder pastes with bismuth requirements and is now being utilized for some automotive products.

"The pin-in-paste process is easier to control. It requires a good stencil design and the right lead-to-hole ratio. We utilize 3D SPI and x-ray to control the filling of the holes when setting up the process, and 3D SPI and AOI to monitor the manufacturing process," said Alvaro Grado, the Chihuahua facility's Manufacturing Engineering & Quality Manager.

## Román Rodelo Named Tijuana, Mexico Plant General Manager

Román Rodelo has been promoted to Plant General Manager of SigmaTron International's facility in Tijuana, Mexico. He joined SigmaTron as the



**Román Rodelo**

facility's Production Manager in 2011. He was earlier associated with Muramoto Sumitronics and Panasonic in various production management positions in Mexico. While at Panasonic, he spent six months training in Japan. He trained in Thailand while with Muramoto Sumitronics.

"Román has over 26 years of experience in production management and quality systems. He is also skilled at working in multicultural environments, which can be critical given the diversified customer base our Tijuana

facility serves. I feel he will be an asset to our facility in this new role," said Raj Upadhyaya, Executive Vice President, SigmaTron West Coast Divisions.

Román received a degree in industrial and quality systems engineering from the Culiacan Technological Institute, in Culiacan Sinaloa, Mexico. He is a Six Sigma green belt and certified in Lean manufacturing. He also is certified in leadership training.



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## SigmaTron Featured in Multiple Industry Articles

SigmaTron International's team regularly publishes articles in industry publications such as **Circuits Assembly** and **Electronics Sourcing**. Links to several recent articles are provided on this page.

Links to all recent articles are provided on our website: [News | Sigmatron International \(sigmatronintl.com\)](http://News | Sigmatron International (sigmatronintl.com)).

Articles and whitepaper sortable by key word topic and/or date are also provided on our blog: [News, Events and Best Practices Tips from SigmaTron International](http://News, Events and Best Practices Tips from SigmaTron International)

### The Benefits of Internal Benchmarking

Published 01 November 2023  
By Alan Tucker

Looking within the organization can yield unexpected benefits. Benchmarking is an integral part of any continuous improvement strategy. There are typically three types of benchmarking: cross-industry, competitive and internal. Cross-industry benchmarking looks at similar processes in different industries and then delivers the target for the benchmark because it helps companies identify processes and systems not widely used in their industries. One example is Southwest Airlines benchmarking NASCAR pit crew performance. Competitive benchmarking looks at data from competitors. The challenge is that direct competitors are not likely to share all the level details with a cross-industry benchmarking exercise, and given the similarity of processes, the best-case improvement is then only a goal, not an end result.

Internal benchmarking can take two forms. In the first form, processes and systems are benchmarked to best-in-class manufacturing standards to target areas of improvement. In the second form, different facilities of a company are benchmarked to find improvements based on differences in processes and systems.

Sigmatron is increasing its use of internal benchmarking and facilities each focus on the industries and customer requirements that they serve. For example, its Mexico and China operations typically run higher-volume products which often only justify specialized equipment, tooling or processes not as well developed in operations serving lower volumes. One of the most common benchmarking activities involves equipment acquisition. As facilities consider upgrading equipment systems, they look at other facilities to better understand the options and experience with the equipment they are looking at. This includes the learning curve associated with new technologies while providing more control on how the equipment operates as a result of new equipment. For example, when one of SigmaTron's facilities was adding rigging to retrofit process, it benchmarked other facilities to determine whether rigging tasks at a generation unit made more sense.

Benchmarking can be virtual or onsite. The virtual process examines metrics, and the onsite process enables a team to view the operations they are studying. The increase in internal benchmarking has brought a switch from virtual benchmarking to onsite visits. Virtual benchmarking typically utilized a prepared questionnaire, and while it saved on travel expenses, the downside was that just gathering data lived in the questionnaire. Improvements that weren't specifically asked about weren't mentioned in the response.

This issue was recently illustrated in a benchmarking trip that used a five-person cross-functional team from the ECV facility in Elk Grove Village, IL, facility to one in Aurora, Mexico. One of the areas being evaluated was selective soldering. The Aurora facility's high-volume environment had used a fan export in solder paste design, and its team has been designing ECV solder paste to requirements specified by ECV's fan.

While in the facility, the team realized Aurora solder paste had additional balling driven by pop-cake that wasn't incorporated in their paste design. The Aurora paste design used a pop-cake to minimize the spread opportunity. Additionally, some Aurora paste had been modified to meet the printed circuit board assembly (PCBA) fan from the inventory. ECV had also modified some of its paste to deal with the issue in confirmed testing, but the Aurora paste design represented an improvement they hadn't considered.

The team included both technical and managerial resources. Teams composed exclusively of technical personnel tend to focus on production processes and equipment. Expanding the team to include managerial resources enables better analysis of non-value-added but necessary processes, such as planning and release of fan from the production to potential improvements. Quality practices were also reviewed. The Aurora facility's higher volumes make it difficult to achieve and focused on inspection efficiency. Operation check the work of the previous station as an integral part of the process. Additionally, acceptable quality level (AQL) data are utilized to determine sampling plans, and in some cases, specialized short-term inspection operations are set up to address specific issues.

Similarly, a recent off-site meeting of ECV enabled personnel from other facilities to look at ECV processes. While not designed as a formal benchmarking effort, the four general discussions that will likely lead to further internal benchmarking efforts among facilities.

Multi-facility manufacturing operations benefit from focused internal benchmarking efforts. In some cases, this benchmarking may drive improvements in similar processes. In other cases, this benchmarking may create strategic partnerships where a facility opened up an area such as tooling design that can help other facilities and be able to justify investment that capability internally. Onsite benchmarking enables teams to view improvements they are not likely to have been cognate looking for. It also breaks down silos that can develop when different facilities have different areas of expertise.

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### Continuous Improvement and Mass Inspection

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By Herman Sagredo

Automating inspection in secondary assembly operations. One of the first lessons in quality management is the difference between quality assurance and quality control. Quality assurance focuses on eliminating defect opportunities before they occur, while quality control focuses on inspection strategies that eliminate defects before they escape the factory. There is universal agreement that quality assurance is more cost effective than quality control. Lean manufacturing principles are based on a quality assurance focus. That said, use of automated inspection equipment has been growing dramatically in recent years because increasingly tight and complex in-printed circuit board assemblies (PCBA) is driving the need to a blended quality management control approach that includes mass inspection.

Over the past 18 months, SigmaTron International's facility in Tlaxiama, Mexico, has been exploring the best way to automate inspection and integrate the captured data into real-time corrective action throughout its entire PCBA assembly process. In July 2022, FICMEX (CIRCUITS ASSEMBLY) initiated "Go to Industry 4.0 Approach to Integrating 3-D AOC into an SMT Line," showcasing the journey of integrating industry 4.0 capabilities in a Lean Six Sigma framework in this facility's SMT area. Once that phase was completed, implementation of 3-D AOC capability began in secondary assembly work cells. This typically secondary assembly operations include soldering labels and components such as resistors which can be tedious, adding labor cost and placing QR labels.

Unlike the SMT area where PCBAs handling, assembly and inspection operations are inline and automated, secondary assembly operations include manual and manual processes plus manual handling during travel among work cells. This stage of the process introduces a higher potential for variation and associated defect opportunities, particularly in complex PCBA. Identify volumes are as the volumes on many part numbers. The goal of utilizing 3-D AOC for mass inspection following secondary assembly was to implement a long-term 100% inspection process for every product. Initially, two 3-D AOC machines have been installed in the secondary assembly area to focus on complex products with low yields. Defective parts of products had been analyzed. PCBAs showing low yields in secondary assembly are referred to 3-D AOC inspection to better determine defect root causes and implement corrective action. When results show desired improvement levels, new products develop for continuous improvement action are referred to inspection.

The project implementation team included a Six Sigma Black Belt, a failure design/continuous improvement technician, an SPC/AOC program/continuous improvement technician, an AOC technician associated with quality assurance and a project administrator who is also a continuous improvement assistant.

In setting up the system, the implementation team utilized Gage R&R (GRR) studies for repeatability and reproducibility using the Automotive Industry Action Group's acceptability definitions. Cp and Cpk ratios were also calculated to measure the process capability against requirements of the customer (COC) standards and requirements, ensuring machine programming reflected the failure modes identified by the customer on the products under study. Once control limits were established, programming parameters were established for each PCBA to assess acceptability based on IPC-A-610 and customer requirements. The programming process offered from the SMT setup in the number of datasets required. Setting up the 3-D AOC program validation database for SMT required 16 datasets, while secondary assembly required 27 datasets for the initial products under study, as well as the SMT area setup. There is a methodology for utilizing trends tracking in continuous improvement activities. Data are available in real-time to correct trends immediately and can also be viewed monthly for more detailed trend analysis. The 3-D AOC machines continue to learn as they analyze trends.

Two Kaizen events were held to improve initial implementation outcomes related to fishing. Analysis of initial fishing indicated that the fishing design to locate fiducials did not have enough support for the solder side of the PCBAs and was causing board warpage. The failure design was modified to include additional support. Additionally, the initial fiducial design did not make it easy enough for operators to easily identify correct fiducials. To counter this, 5S principles were implemented that suggested future storage by product in custom-designed storage carts.

Since implementing mass inspection, customer report card data show a four 50% improvement in yields in the inspected areas. Use of 3-D AOC instead of manual inspection is also yielding inspection time on complex PCBA while improving accuracy of defect detection. SigmaTron's team is working with the customer on design for inspection (DFI) suggestions to further improve yields in PCBAs with manufacturing issues contribute to lower yields. The result is a strong partnership with customer that focuses on improvement in quality assurance as a result of data derived from their COC.

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### In-House Fixture Fabrication

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By Herman Sagredo

Leveraging additive manufacturing technology to mitigate proof production. One thing OEMs universally agree on is that none of them likes non-recurring engineering (NRE) charges. Implemented as part of mass production (MP), however, custom tooling, fixtures and jigs can eliminate direct opportunities by reusing process variation that could otherwise occur when those issues can't be resolved through product design changes. This is also a good tool when a production team identifies the need for a pop-rye, or similar prototyping solution, later in a product's lifecycle.

The concept of pop-rye was developed by SigmaTron as part of the Toyota Production System (TPS). When applied, the resulting process improvement eliminates a specific defect. Its focus on simplicity is its strength, as that simple form is often the best solution for small variations in the manufacturing process. Simple fixes are also easy to rapidly implement and encourage production operator involvement in the pursuit of product perfection. That said, when fixtures are procured through third parties, the cost may exceed the benefit.

The Lean Six Sigma team at SigmaTron International's facility in Tlaxiama, Mexico, decided to investigate ways to reduce tooling-related NRE costs by developing in-house 3-D printing and computer numerically controlled (CNC) machining capability. In 2022, they initiated a DMADV (Define, Measure, Analyze, Improve and Control) effort to determine necessary equipment and the labor effort on investment of the fixtures they added.

The facility now has 3-D printers, two CNC-controlled routers and the software tools necessary to design and fabricate a range of fixtures. In the first seven months of 2023, designing and fabricating fixtures internally has generated cost savings of almost 20% over the costs had the fixtures been purchased from external suppliers.

In addition to lowering tooling-related NRE costs as programs are ramping up, the lower cost of this in-house capability has made it possible to expand use of disposable tooling for pop-rye identified in Kaizen events. Improvement opportunities are identified by Lean Six Sigma-trained personnel in regular Gemba walks through the production area. The facility's industry 4.0 AOC inspection capability, which covers both SMT and secondary assembly operations, is also helping identify quality trends where a pop-rye fixture solution would eliminate a defect opportunity.

In one case, an inventory was created to cover an unmet urgent need on a printed circuit board assembly (PCBA) used in a harness assembly. Production operators building the PCBAs were confused by the because it looked similar to pads for the harness attachment and was in the same area of the PCB. Once the quality control team was notified, the yield improved from 95% to 100% on the product. The annual return on investment exceeded the cost of the setup by over \$1,000.

In another case, wave soldering had become a production bottleneck due to a shortage of fixtures used to stabilize a capacitor on PCBAs. Lower cost in-house fixture building capability enabled the team to add 20 additional fixtures. Waiting list time per assembly dropped to 1 min from 10 min. The annual cost on investment exceeded the total cost of the fixtures by nearly \$1,500.

In a different example, a manually inserted connector needed to be pressed into a socket on the PCBAs. Manual pressure increased the risk of damage and had a 5 min, 140-lb force intensity designed and fabricated small press tools controlled the pressure, eliminating the damage risk. Talk time on the operation dropped to 30 sec. The annual return on investment exceeded the cost of the presses by over \$2,500.

In addition to quality cost and efficiency improvement, moving to an in-house fabrication option has given the team better control of the tooling design and reducing tooling lead time. The fixtures are utilized in a variety of operations including manual insertion, wave solder, AOC, SMT, test, secondary assembly and final build.

The Lean Six Sigma team is now evaluating ways to better automate the tooling fabrication process. To further attract talent and cost.

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### MAKING SENSE OF EVOLVING SERVICE REQUIREMENTS

Published 17, 2023

Sigmatron International's Alan Abel explains how EMS providers are playing the lead role in helping OEMs manage increasingly complex compliance obligations.

Outsourcing electronics manufacturing used to focus on identifying the best partner in a location providing cost or proximity advantage. Today, manufacturing engineering is only part of that equation.

Electronics manufacturing services (EMS) providers are now expected to provide a complete solution that may include product development assistance, multi-region manufacturing support and post-manufacturing lifecycle support. The supply chain management element equation has expanded to include serving as a consultant for compliance reporting requirements. Growing interest in environmental, social and governance (ESG) practices has expanded the breadth of audits and increased the range of metrics EMS companies must measure.

Regarding outsourcing strategy, it is important to analyze whether projects require an EMS provider capable of delivering a more complete compliance solution. Participants in the project's annual revenues range from \$0.000 to \$0.000. Understanding compliance reporting capability is vital. Some well-established requirements such as the Conflict Minerals reporting requirement of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, CA Prop 65, RoHS, REACH and ECE reporting are well-served by supplier disclosures, third-party databases and reporting requirements. However, initiatives regarding due diligence on sources or actual elimination of raw materials or chemical substance reporting requirements. Growing interest in environmental, social and governance (ESG) practices has expanded the breadth of audits and increased the range of metrics EMS companies must measure.

The Extended Minerals Reporting Template (EMRT) created by the Responsible Business Alliance (RBA) focuses on cobalt and natural mica supply chains. While not required by any regulatory body, it is designed to support due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas by expanding the list of conflict minerals monitored.

The Toxic Substances Control Act (TSCA) as amended by the Frank R. Lautenberg Chemical Safety for the 21st Century Act, has resulted in the US EPA beginning a safety review of a list of 60 chemicals developed in 2014. Under the legislation, the US EPA must now have at least 20 of these chemicals under safety review evaluation at any time. It is determined a proposal presents an unreasonable risk. EPA must mitigate that risk within two years.

Various US states are restricting use of per- and polyfluorinated substances, known as PFAS or forever plastics. The European Chemical Agency (ECA) is also proposing a universal ban on PFAS within the EU by 2020. The list of PFAS has not been fully established and some don't have Chemical Abstracts Service (CAS) numbers. This complicates PFAS reporting.

Sigmatron International uses proprietary software, third-party databases and an Internal Compliance and Sustainability Center team to address customers' reporting requirements. The Center is in Taiwan International Purchasing Office which coordinates disclosure statements to new suppliers as needed. The team also supports customer-driven ESG audits, as needed. A specialized team addresses reporting requirements not well covered in proprietary databases. The team also provides feedback to help design our procurement materials.

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