

NOTE™

YOUR MANUFACTURING PARTNER

Exciting News...

Meet Karen Heath, NOTE Windsor's new Managing Director!



At the end of 2021 we marked the end of an era at NOTE Windsor as Neil Owen left us and moved into his new role within NOTE Group.

Karen has over 20 years' experience within the electronics industry starting her career within distribution at Macro SEI. Karen joined NOTE Windsor Ltd (then Speedboard) in 2007 gaining experience in various departments within the company, including working for NOTE Group Central Sourcing who are based in Sweden, before returning to NOTE Windsor as Managing Director.

We caught up with Karen in the New Year as she started her new role:

"I am honoured to take on the mantle of Managing Director at NOTE Windsor. The senior leadership team at NOTE Windsor have been part of the set up here for quite some time, so the strategy will continue as we move into this new chapter. I intend to guide the site at NOTE Windsor moving at the right pace, in the right direction, to work closely with our long-term partners and potential customers.

I will work closely with the senior leadership team overseeing the Key Account Management for our current customers. I will visit all our customers to ensure we are working for them, receiving the right opportunities, and delivering what is expected of us.

The first step I will be taking in my new role will be to contact you, our loyal customers - so expect a phone call within my first few weeks to arrange a visit and a chat!

Growing the site in Windsor is also a primary objective as we will be looking to add some key customers in the coming year.

Outside of work, I enjoy football and rugby union, although currently being a fan is more frustrating than fun. I am also a keen, albeit amateur golfer and spend most of my weekend out on a course trying to reduce my handicap. This year, I was introduced to the thrill of British Super Bikes and was privileged to be allowed in the Yamaha garages at trackside. The noise of the bikes was exhilarating, and I cannot wait for the new season.

I am looking forward to working with you and meeting you soon."

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ALSO IN THIS ISSUE ...

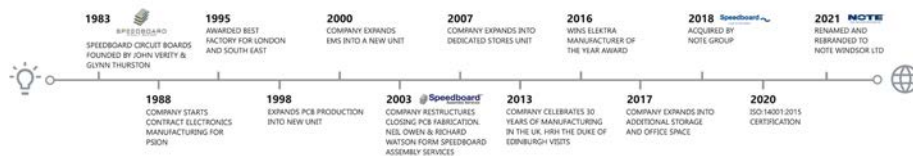
NOTE Windsor: A New Chapter • Supply Chain challenges • Investment in new machinery • Paul Barlow • Paul Watson



NOTE Windsor: A New Chapter

Having joined the NOTE Group in November 2018, we have steadily integrated ourselves over the last 3 years. We are delighted we have now formally changed our name to NOTE Windsor Limited. It's the end of an amazing era as Speedboard and getting used to our

change of name will take time but it's the beginning of new, exciting times as we embark on the next phase of our growth, continuing to build on what we have already achieved and strengthen our market position – which is good for our customers, suppliers and employees.



Supply chain challenges continue

The pressure on material supply continues to be our biggest issue. During the height of the pandemic, the consumption of chips required in computers and various electronic devices dramatically increased as people were stuck at home. On top of this, the supply chain had its problems with fires in Japan at one of the major chip suppliers, winter storms affecting both Texas and Intel and in Taiwan a major drought. This, with global lockdowns which closed chip production facilities, coupled with shortages in work force due to Covid-19 restrictions and regulations had a major effect on the market supply.

Transportation capacity issues are still an issue. The lack of containers cannot satisfy current shipping demands. There are some measures underway to resolve the problem, but realistically we will not see the global container shortage returning to normal for the coming months. It is also predicted that contract

freight rates will remain high through 2022, the overall market is tightening with extended lead times. This is caused by several factors, such as renewed uncertainty around the global pandemic, the Suez Canal blockade, transportation and packing issues, extreme weather conditions and container shortages.

Whilst we have seen some signals that some lead times are reducing, this is only in small market segments and technology, latest market information is that we should expect extended lead-times and allocation to continue through to the end of 2022. We have been requesting all our customers to place firm orders out to the end of 2022. For those who can, we are now asking for orders through to the end of 2023.

CONTINUOUS IMPROVEMENT
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Strengthening our team



We are pleased to announce the appointment of Paul Barlow, to the new role of Production Manager.

Paul used to work in a Paint Ball Centre before graduating from University with an Electronics degree. He joined us in 2011, being promoted to Test Supervisor in 2014 and has been promoted to Production Manager in 2021.

Much of Paul's day is spent checking on progress on the shopfloor and liaising with our customer facing teams. Those who know Paul, will know he's a natural organiser and problem solver. Planning manufacturing within contract electronics manufacturing requires great attention to detail, the ability to deal with complex challenges, specific customer requirements and constant moving goalposts.

Paul has achieved and earned this promotion based on merit, hard work and commitment – it is a real success story for Paul and NOTE Windsor.

Continued investment in new machinery

We pride ourselves on ensuring that continuous improvement underpins everything we do and to achieve this we continued to make significant investments in new machinery during 2021, with a new SMD line, reflow oven and DEK NEO Horizon screen printing machine in addition to brand new additional ERSA Selective Solder line, doubling our capacity in through hole.



The equipment gives NOTE Windsor the manufacturing capabilities to continue to deliver consistently high-quality, whilst PCBs get increasingly complex. It gives us stable processes, reproducible parameters and ensures high standards when it comes to quality costs and delivery performance.

Our latest SMD line is more efficient, more accurate and more flexible. The line is configured with; an ASM DEK NeoHorizon 03 ix with Hawkeye paste inspection, three ASM D Series SiPlace Pick and Place robots, an Erska Hotflow 3/14E 7 zone reflow oven and Nutek handling throughout. This investment marks the start of our upgrades to all 4 SMD lines at NOTE Windsor.



Riddle

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What kind of room has no
doors or windows?

We have more new machines on order for delivery this year, as we continue to invest and make improvements. Watch this space!

Neil Campbell (left) and Martin Howard(right)

Long service anniversaries

We are extremely proud of our staff at NOTE Windsor and have many employees who have been with us for over two decades. Their dedication ensures that our customers receive the highest levels of customer service, and we are very grateful for their commitment to our business. We have recently celebrated several long service anniversaries:

Ravdeep Sidhu, Andy Thwaites, Sophie Duwensee-Abraham, Teddy Fernandes and Kate Morris have all celebrated 5 years and **Anil Seth** celebrated 10 years' service. **Leonard Hughes, Vinod Jilka, Rod Martinez and Avtar Sahdra** all celebrated 15 years with NOTE.

In November, **Martin Howard** and **Neil Campbell**, in our Engineering team, both celebrated 20 years' service.

That's an impressive 135 years combined service! Thanks to our team for all their continued hard work, loyalty and commitment.

Welcome to Paul Watson



Paul Watson joined our team in Windsor in June 2021 as Quality and Compliance Manager. Paul's biggest project for 2022 is gaining a new certification: ISO 13485 which specifies requirements for a quality management system where an organisation needs to demonstrate its ability to provide medical devices and related services that consistently meet customer and applicable regulatory requirements. Whilst also working towards ISO 45001 Health and Safety Management Standard, an international standard for health and safety at work, helping to provide a structured framework for ensuring a safe and healthy workplace.

After spending a few years in the UPVC windows, doors and conservatory industry, making use of

his love for DIY, and being made redundant twice Paul decided to make a life changing decision to make something of the work life he had left and has not looked back. Paul spent almost 10 years at Airbus building Satellites, working on multi-million-pound projects, working his way from a Technician to Senior Manufacturing Engineer with experience in Six Sigma (Green belt), lean manufacturing and using 3D software Catia V5 and inventor, and before he left worked on the ESA Mars rover which is due to be launched in 2022. The last couple of years Paul has spent as a Manufacturing/ Production Engineer for a housing developer and an electronics company.

Riddle
Answer

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A mushroom