



## **Twenty Years Before the Mast: A Celebration of Collaboration!**

As a contrast to Richard Henry Dana's *Two Years Before the Mast* (1840) where he protested the treatment of the sailors, my goal for the twenty years of Silicon Forest Electronics (SFE) was to enlighten and enrich the lives of our "SFE sailors". In turn, they have given their best, and I thank each and every one, current and past, for their contribution. Without this crew of the "best employees on earth", Silicon Forest Electronics would have been just a dream, and quite possibly a shipwreck! Thank you!

For twenty years, Silicon Forest Electronics has been much like a child growing up. We have gone through all of the typical growth phases; baby's first steps, run before you walk, a few broken bones, recovery, puberty, and finally as a fully functioning adult. The development of Silicon Forest Electronics has sailed some rough seas (economic down times) and found some very pleasant harbors (great customers who are a pleasure to work with). Our crew continues to grow in their skills and learn as technology moves forward at a breakneck pace. Keeping up with technology, rapid-fire demands of our customers, and pulling other customers out of the swirling and tumultuous ocean keeps our crew's growth alive and exciting. Our pace isn't meant for everyone. Not everyone can embrace the rate of change and respond to constant challenges. But this crew CAN! I am very proud of my SFE team!

Our mission is to be a "positive and profound impact" on our employees, customers, suppliers, and community stakeholders. To that end, we make all efforts to leave a relationship or connection in better condition than we found it when we first encounter them. Although this mission statement was developed later in our business life, it has been at the essence of Silicon Forest Electronics from the beginning. We had not the maturity to be able to articulate it in the early years.

"Impact" is a two-way street. We leave lasting impressions on those we touch. At the same time, those that are a part of Silicon Forest Electronics also leave a lasting impact. I cannot write this without a reminder of those who worked at Silicon Forest Electronics and succumbed to health issues that brought their time to a close much too soon. Please remember with me; Danny Moa, Doug Lybarger, Melinda McGahan, Eileen Westbrook, JoAnn Forster, and John McBride. We pray that each is finding their Peace and are now pain-free.

On the more joyful side are those leaving a lasting impact who have passed through and retired; Lori Mc Bride, Valerie Nichols, Bonnie Holubutz, Lynda Musgrove, and Carol Johnson. Your contributions are many and enduring. Thank you. For those who have come to Silicon Forest Electronics and moved on to new positions, thank you for your contributions. Although not here today, your contributions are also many and enduring. I hope that our investments in your education, training, and SFE culturalization is reaping benefits for each of you as you move through new opportunities. Without all of these people, Silicon Forest Electronics would have been just another dream and never found reality. Thank you for your service to our cause.

Today's employees (twelve-year average tenure) are the heart and the soul of Silicon Forest Electronics. They are committed and dedicated to "go the extra mile" for customers, co-workers, friends, and community. The culture of SFE is theirs as they embrace their version of "making a positive and profound" impact. They are the best team and leader could have the pleasure of coaching and direct, Silicon Forest Electronics' "secret sauce" is the people, the attitudes, and the culture they bring to impact our world. Thank you for your constant and dedicated service!



## **Twenty Years Before the Mast: A Celebration of Collaboration!**

Our customers are analogous to the “seas that we ply”, thank you as well. The seas of customer relations are some of the hardest to navigate. Together we have accomplished a lot. Ten of our “top 15” customers have been doing business for more than ten years each. As customers, you have a choice, and we are pleased that you continue to choose Silicon Forest Electronics. Thank you to not just our top 15 but all of our customers, past, present, and future. Without you, we do not have a business.

Our supply chain support has a long service record as well. Many were part of the supply chain from day one and remain as part of our top 10 suppliers. As with our business, the seas have been rough, and these suppliers have survived and grown with us. Growth in technology and making good business decisions are the hallmark of our supply chain. Thank you for your support.

Last, but not least, are our community partners. Our local trade organizations of Pacific Northwest Defense Coalition (PNDC), Southwest Washington High Tech Council (SWHTC), Association for Unmanned Vehicle Systems International (AUVSI) & the Pacific Northwest Aerospace Alliance (PNAA) are our “go-to” support groups for our relevant industries. We hope that our contributions to their successes have been much more than just paying our dues. We have served other community partners in education with Clark College, Vancouver School District, Evergreen School District, Partners-in-Careers, and the Center of Excellence for Aerospace & Advanced Manufacturing. We have created life-long friendships and connections while providing support to our favorite charities, Medical Teams International, and the Giving Closet. We continue to support the evolving programs of each of these community organization.

Thank you all for your contributions to the success of twenty years at Silicon Forest Electronics. Without each of you and your support, we would not have survived. I appreciate it from the bottom of my heart.

Thank you,

***Frank Nichols***

*CEO/Founder/President*

[frank@si-forest.com](mailto:frank@si-forest.com)