



As we enter 2025 I have given much thought regarding our corporate theme for this year. I have thought about what is important to Envision Tech as an organization to succeed and what we want to project. I pondered what pillars would make us better this year and what would allow us to stand out from our competition. I thought about conversations with customers and what they like about doing business with Envision Tech and what they need in a supplier. I have settled on the acronym **PAQ**. Here is what **PAQ** means.

Productivity:

Productivity is the efficiency of producing goods and/or services. It's a measure of how much output is generated with a given amount of inputs.

In 2023 we averaged 287 production hours/week. 2024 we saw a slight decline to 283 hours weekly. This doesn't mean we did not have some improvements. Some areas of the shop saw considerable improvements in production hours such as the VF2/Robojob area was up considerably, just over double for example. Productivity not only has to do with hours but coming up with innovative ways so that we can process parts in less set-ups. Reduction of cycle times and reducing operations is also a way we can improve productivity. I want to personally challenge each of you to consider what you are doing every day and to look for a better way to do what is being done. Work smart not hard. Two years ago our theme was "Doing more with less" and that still applies. Productivity for us as a whole means delivering our customer's product when we said we would. On-time delivery is a very big deal to our customers and it should be a very big deal to each of us individually.

Accountability

Being responsible for your actions, behavior and performance. To take ownership of tasks and delivering results.

Essentially say what you will do and do what you say. Your word and work ethic are very important. Without each of you being accountable Envision Tech falls apart. Whether we are talking about attendance, productivity performance or quality, it all matters. Each of those components build upon each other to deliver results. Same for Envision Tech corporately. Each of us must accept responsibility for our own actions and not kick the can to somebody else. We give our word to our customers that we will deliver a quality product on-time and at a competitive price. Once we commit to that there is no going back.

Quality

Without a high level of quality nothing and I mean NOTHING else matters. Corporately we have made large investments to guarantee our customer's an exceptional level of quality. As you know internally we have stepped up our quality expectations. Letting things slide is not our SOP (standard operating procedure) and it takes each of you being present and focused on the responsibilities you are given each and every day to ensure that you are operating at a high level of excellence.

In conclusion we are looking for each of you to commit to being part of our PAQ. Commit to finding new ways to improve productivity. Be accountable to your fellow team members by saying what you will do and doing what you say. Be known for the high level of quality you produce. These three pillars will guide you to success within our walls at Envision Tech and will drive our company to a new level of success.

TJ Baur

President

Envision Tech Inc

Celebrating 47 Years of Envisioning

"Productivity - Accountability - Quality"

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