

# SCHIPPERS & Crew, Inc.

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E L E C T R O N I C S M A N U F A C T U R I N G S E R V I C E S



*Bert Schippers,  
our Founder and CEO, today.*

## Hey, Nineteen!

As we approach the end of our teenage years in business and look forward to our 20th anniversary in 2010 we reflect upon the growth and change of the last few years. We've expanded our SMT and lead-free capacity as well

as our test and inspection throughput. We've installed new ERP software to help us organize and co-ordinate all areas of the shop. And there's more coming up in the next year to make our 20th anniversary even bigger.

Schippers & Crew was founded in 1990 by husband and wife Bert Schippers and Lynne Hoverson. Bert had an electronics background and Lynne had a business and bookkeeping background. Starting with just a small wave solder machine, they have steadily built up machinery and personnel by producing high quality electronics assemblies backed by the best customer service.

Here are some fun facts about Bert, Lynne and Schippers & Crew that you may not be aware of:

- The original "Crew" was Lynne's three teenage children. Her daughter, Vicki, is still a key part of team, running HR and administration.
- Our original logo was a Viking ship with a circuit board drawing on the sail—playing on the name Schippers & Crew. In fact, the name Schippers means "Skipper" in Dutch. A Skipper is the person who "equips" the ship.
- Bert was collecting clipped leads for over 10 years to create a massive art project. Boxes and boxes built up. He finally gave up the idea when we needed the space and instead collected a hefty recycling fee on the scrap metal.
- Our previous building on Aurora Ave N was not an ideal

location for electronics manufacturing. It was mostly on the second floor and disjointed. We knew it was time to move when we were up to 30 employees and only had 3 toilets.

- Bert bought a soft-serve ice cream maker on eBay and for nearly 4 years served ice cream to employees and visitors on sunny Friday afternoons.
  - Schippers & Crew employees earn longevity awards for working here. Five years earns dinner for two at a fancy restaurant. Ten years wins a shopping spree at a nearby mall. And 15 years wins a weekend trip for 2 to Las Vegas! Last year our longest-term employee took the Vegas trip and stayed at the Venetian hotel.
  - Being in Ballard (the fishing capital of the Northwest) with a name like Schippers & Crew we are often mistaken for a fishing company. When job applicants walk in with this misconception—instead of having fingers fit for assembly they have knit caps, heavy coats and calloused hands fit for the Alaskan fishing industry.
  - With the name Schippers & Crew we also get mistaken for a shipping company. Telephone solicitors just can't seem to understand why we don't need much in the way of shipping supplies.
  - Bert was born in Holland but his family immigrated to the US when he was one year old. Lynne was born in Seattle but her parents had immigrated from South Dakota during WW II.
  - Bert recently installed a ping pong table for employees to play during lunch time and after work. After several weeks of casual competition, Bert ranks at the top of all employees. He's looking for new challengers, so drop by if you're in the neighborhood.
- What's coming up in the next year for our 20th anniversary? Stay tuned for more equipment, a party for the crew and a big open house for everyone.

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## Newsflash! Schippers & Crew Increases Lead- Free Capacity

The demand for lead-free assembly has increased since we began to offer the service in 2006. Just this month we've added a new lead-free wave solder machine to our team of lead-free equipment. This will increase our capacity for lead-free through-hole assembly significantly, while still maintaining our high standards of quality.



**Who is that rock star?** See picture on page 1.

# TAX Humor

“What’s the difference between an overzealous tax auditor and a rottweiler?  
Answer: “A rottweiler eventually lets go!”

A dollar saved is bound to be taxed.

Q. What is the difference between a terrorist and a tax inspector?

A. You can negotiate with a terrorist.

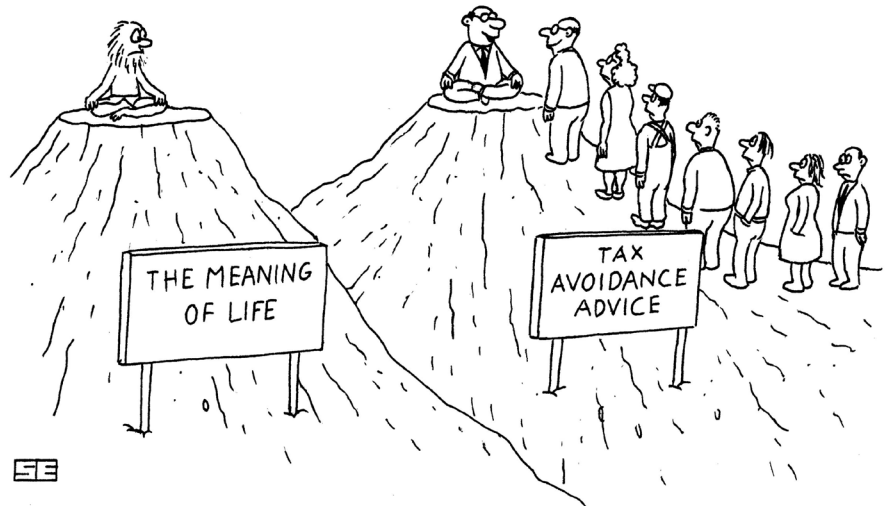
Q. What’s the difference between a tax adviser and an angry bull?

A. The tax adviser charges more.

Golf is a lot like taxes --  
you drive hard to get to the green and then wind up in the hole.

One of the great blessings about living in a democracy is that we have complete control over how we pay our taxes ... cash, check or credit card.

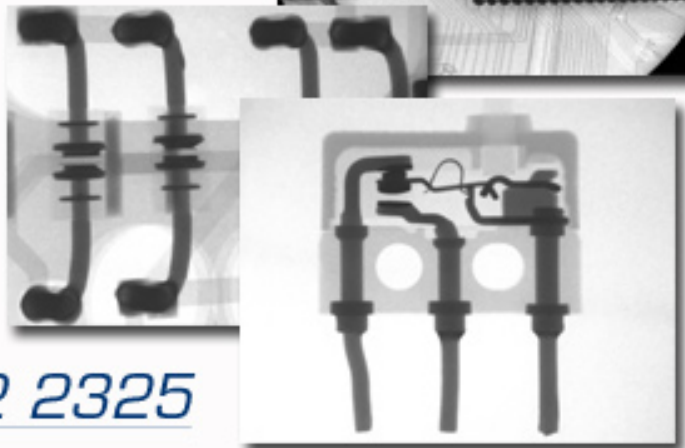
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**Who Is This  
Rock Star?**  
(answer inside)

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## New Definitions

**Compromise:**

The art of dividing a cake in such a way that everybody believes he got the biggest piece.

**Conference Room:**

A place where everybody talks, nobody listens and everybody disagrees later on.

**Dictionary:**

A place where success comes before work.

**Diplomat:**

A person who tells you to go to hell in such a way that you actually look forward to the trip.

**Etc.:**

A sign to make others believe that you know more than you actually do.

**Miser:**

A person who lives poor so that he can die rich.

**Office:**

A place where you can relax after your strenuous home life.

**Politician:**

One who shakes your hand before elections and your confidence after.

**Smile:**

A curve that can set a lot of things straight.

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