Our Year in Motion

2025 Annual Review

Accelerate Growth & Deliver Excellence

Dear Team and Valued Customers,

As we reflect on the past year, I am filled with gratitude and pride, not only in what we've accomplished together, but in the spirit with which we've achieved it.

2025 was a year of remarkable growth and progress. Our business remains strong, with a robust pipeline and expanding partnerships across defense, aerospace, medical, and consumer sectors. We've continued to deliver turnkey automation solutions that empower our customers to thrive.

Our success is built on the foundation of our values:

- *Customer Engagement:*
  Every project reflects collaboration and shared success.

- *Professional Image and Continuous Self-Improvement:*
  These values guide our disciplined, cohesive team and drive excellence in precision engineering.

- *Opportunity Based on Merit, Asset Preservation, and Community Service:*
  These principles shape our growth, investments, and positive impact in Connecticut and beyond.

To our team:
Thank you for your passion, expertise, and dedication. Your commitment to innovation has transformed challenges into opportunities and delivered solutions that exceed expectations.

To our customers:
Thank you for your trust. Your confidence fuels our creativity and strengthens us to deliver on-time, high-quality solutions tailored to your needs.

We are well-positioned for the future.
Our mission, to power customer success through innovative automated solutions and advanced manufacturing, remains our guiding star. With our expanded Windsor facility and a dynamic team, we will continue to anticipate evolving needs in automation, motion control, and laser technology.

I extend my sincerest appreciation to everyone who has contributed to JT Automation's success this year. As President, I am honored to lead such a talented, solutions-driven team. **Together, we will uphold our values, accelerate growth, and deliver excellence in the year ahead.**

Here's to our shared success in 2026.

Warm regards,
Ryan Lombardini

Ryan Lombardini
President

Who We Are

Our Mission

We power customer success through innovative automated solutions and advanced manufacturing. We specialize in complex project management, innovative solutions, and building synergies between our team, world-wide partners, clients, and community.

Our Core Values

- Customer Engagement
- Professional Image
- Continuous Self Improvement
- Opportunity Based on Merit
- Asset Preservation
- Community Service

Our Journey

In 2016, JT Automation was founded as a dedicated OEM (original equipment manufacturer) leveraging the proven expertise of Joining Technologies in laser applications. As our customer base grew so did our operations and, in 2023, we moved from East Granby, CT to Windsor, CT increasing our production footprint by 500%.

In 2025, we worked in over 11 industries including medical, cosmetics, aerospace and defense, home goods, and electronics.

Since our founding, we have expanded our capabilities to help manufacturers move from manual processes to smart, automated solutions for applications other than laser automation. From start to finish, JT Automation works closely with customers to meet their specific needs, building innovative, turnkey systems that improve efficiency, quality, and consistency paving the way for our customers to continue their own business growth and success.

Leading with Excellence

President
Ryan Lombardini

Ryan joined JT Automation as an intern in 2016 while studying electrical engineering, robotics, and mechatronics after working as a lead assembly and service technician for a laser glovebox manufacturer. In 2018, he advanced to sales engineer and then vice president of sales and marketing. In 2021, he became president. With more than 10 years of experience in custom laser equipment manufacturing, Ryan's visionary leadership and industry network continue to drive JT Automation's growth and innovation.

Vice President of Sales & Marketing
Chad Dorsey

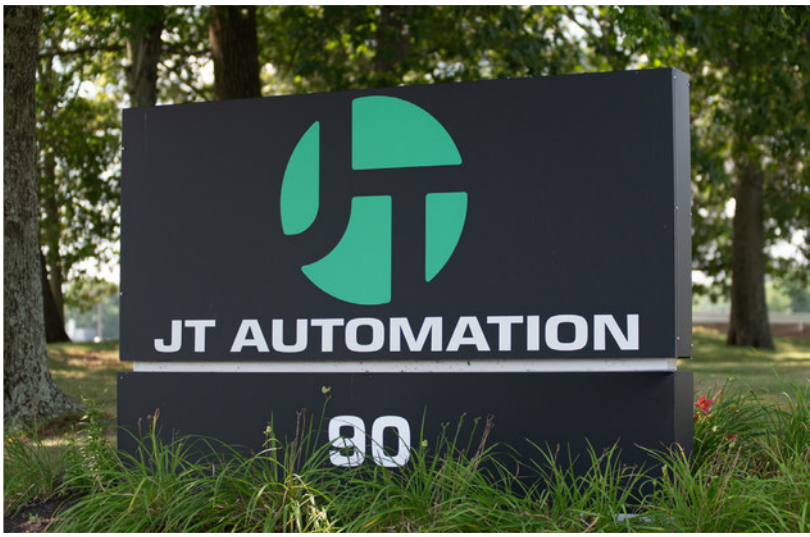
After joining American Cladding Technologies in 2015, JT Automation's sister company, Chad developed a rare blend of shop-floor understanding, process expertise, and commercial leadership, advancing into process development and technical sales before being recruited to JT Automation as a sales engineer. With a background in custom capital equipment and advanced manufacturing systems, Chad's technical and commercial clarity deliver solutions and long-term customer partnerships.

Chief Technology Officer
Scott Boynton

Scott began at Joining Technologies, JT Automation's sister company, in 2003 as an intern before earning a B.S. in manufacturing engineering technology from Rochester Institute of Technology's Honors Program and a M.E. in computer and systems engineering from Rensselaer Polytechnic Institute. Scott played a pivotal role in launching the company's Laser Cladding Department. His leadership contributed to founding JT Automation in 2016 where he served as president until 2021.

Service Manager
Glenn Levesque

Glenn has a B.S. in electrical-mechanical engineering technology from Rochester Institute of Technology. He is currently enrolled at University of New Haven pursuing an M.B.A. in general business management. In 2015, JT Automation hired Glenn as a systems engineer. He completed several $1+ million projects and generated vital control libraries. In 2022, Glenn was promoted to service manager.



On Site

We moved into our 33,364 sq. ft. Windsor, CT facility in 2023, bringing all departments under one roof—including sales, marketing, purchasing, inventory, spare parts, service, engineering, and manufacturing. The facility features a dedicated lab for prototyping and idea development, as well as low- and high-bay areas for building and testing custom machinery such as automated laser robotics, glovebox systems, and laser cutting stations. The high bay includes a dock for efficient loading and unloading of robots and machines ready for delivery.

As our team continues to grow, we are renovating to create a new home for our service team, add offices for our engineering managers, and improve the overall layout and flow. We offer facility tours which highlight our engineering and design areas, electrical and mechanical build spaces, and system integration bays where custom automation systems are assembled and tested. Guests will also get a look at our collaborative, hands-on work environment and learn how our team partners with customers to design, build, and support automation solutions.

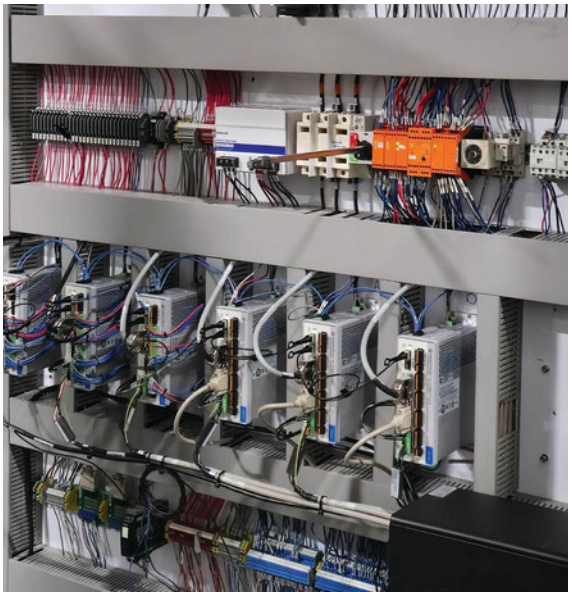
What We Do

Specialties
- Advanced laser welding systems
- MIG/TIG welding solutions
- General automation equipment design and manufacturing

Expertise
- Comprehensive application support
- Process optimization
- Reliable, long-term performance
- End-to-end life cycle support—including spare parts, preventative maintenance, and technical troubleshooting

Retrofitting
In 2025, we branched our Retrofit Team out of our Service Department to increase our capacity and serve customers more effectively.

Customer Success: A customer's 12-year-old machine had been "legacied" by the vendor, leaving their Aerotech A3200 motion controller and five-axis CNC system without ongoing support. Partnering closely with them, we upgraded the entire platform to Aerotech's latest Automation1 system. Our Retrofit Team migrated all programs and parameter files, installed new hardware and motors and updated cables. Afterwards, their older machine became fully modernized and operated like new. With Automation1 expected to remain serviceable for at least the next 25 years, the customer effectively future-proofed their equipment while gaining improved performance and long-term reliability.



Automated Solutions
From manual setups to fully automated systems, we design and build custom solutions tailored to your exact needs.

Advanced Welding Solutions
High-quality welds delivered with speed and precision—while minimizing manual labor and reducing process variability. Our specialized systems support laser welding, cutting, ablation, MIG, TIG, and a wide range of additional processes.

Hermetic Sealing Systems (Glove Box)
A sealed, controlled environment for precision laser processing in sensitive applications such as reactive materials or contamination-free conditions.

Professional Image and Presentation
A disciplined, cohesive team of highly skilled engineers—driven by precision, expertise, and a commitment to excellence. We bring clarity, organization, and innovation to every project, reflecting the highest standards in engineering and professionalism.

Post-Process Automation
Precision deburring, inspection cleaning, and part verification. Speed, consistency, and easy integration into any production line.

Software & Data
Innovative solutions like CAD-to-path programming and SCADA integration, built to work seamlessly with any control system across all manufacturing platforms.

Innovation in Motion

Our goal is simple: reduce risk during the build, shorten startup time, and keep lines running with less downtime. We focus on designing automation that is easier to launch, easier to run, and easier to support long after install.

Processes & Data

Last year, we leaned further into modular system design, reusing proven building blocks where it makes sense and customizing parts as needed. This speeds delivery, keeps documentation cleaner, and simplifies upgrades. We also expanded sensor use and data capture to verify key steps and make troubleshooting easier.

Reducing Unknowns

We increased early testing to avoid surprises late in the project. When a process has unknowns, we push to prove it early with sample trials and clear pass fail criteria. This data gives everyone a clearer target before we commit to the full build and reduces last minute changes that can delay acceptance.

Improvements

Robotics: Stronger programming standards and commissioning tools for faster debug and smoother handoff.

Software: Clearer alarms and easier fault tracing so maintenance teams can find the root cause faster.

Safety: Smarter zones, interlocks, and access points so systems are safe without being difficult to service.

Staying Ahead

Anticipating customer needs by building scalable, supportable systems ready for what's next. We enable faster changeovers, better repeatability, and greater cycle visibility, going beyond problem-solving to elevate our customers' capabilities.

Safety & Quality, Built-In

Our customers rely on us to deliver automation systems that perform reliably in real-world production environments, and that trust starts with how we protect our people, our processes, and our work.

Safety You Can Count On

JT Automation follows a Lockout/Tagout Program to ensure equipment is properly shut down and secured during maintenance, troubleshooting, and system integration. This approach minimizes risk, protects our team, and ensures work is completed safely.

We also invest in electrical safety training for all of our controls engineers and manufacturing technicians as well as select mechanical engineers. This safe work practice creates a culture where safety is second nature and potential issues are addressed before they become problems.

Quality Ensured by Peer Review

Accountability and attention to detail form the foundation of our quality commitment. Every control panel build follows a defined quality control process that includes peer review and formal sign-off. Before a panel leaves our facility, it is reviewed by another qualified team member to verify wiring accuracy, layout, labeling, and overall workmanship.

UL Certification in Progress

As part of our continued commitment to the highest industry standards, we are actively working toward UL certification. This process strengthens our internal procedures for healthcare safety, business processes, system certification, and more. Pursuing UL certification reinforces our focus on protecting our customers, their teams, and our own employees.

Investing in Our Team

Onboarding Improvements

With continued growth comes the need for strong onboarding, and in 2025, we placed a renewed focus on improving the onboarding experience for all staff, including the design engineering team.

New employees benefited from the introduction of a "lead, support" design engineering model. This approach pairs newer design engineers with more experienced team members, allowing them to learn both the process and common pitfalls involved in designing fully custom automated solutions.

Updated Process

We also strengthened our internal design review process, creating opportunities for others, including the technology team who are our most experienced engineers, to provide feedback and guidance within our fast-paced design cycle.

Training Opportunities

We increased our emphasis on professional development by encouraging our controls engineering staff to pursue manufacturer-led training for new technologies. This included a focused effort toward becoming a UL508A-certified panel manufacturer—a milestone we expect to achieve in Q1 2026. Beyond technical roles, newly appointed management staff were supported in attending leadership training to aid their growth as their responsibilities evolved.

These investments in our people continue to deliver value to both the organization and our employees. Team members gain skills, confidence, and career momentum, while JT Automation strengthens its internal expertise and bench of talent. Consistent with our company core value of "opportunity based on merit," 2025 was a standout year, highlighted by the internal promotion of Alex Herren to Project Manager (*pictured center*) and Ryan Jones to Controls Engineering Manager (*pictured center left*).

Collaborative Advantage

Many automation companies must outsource the fabrication of customer-specific parts for their machines. Limited in-house applications labs, or reliance on third-party vendors often add cost, time, and complexity to the process.

Our advantage is different.
Through our close collaboration with sister company Joining Technologies, we effectively operate with access to one of the largest applications labs in the U.S. When a new part is needed, we can have it in production within minutes. Often, a prototype is completed by the next day, allowing our engineers to continue designing and refining custom automation systems without delay.

This integrated resource significantly shortens development timelines, reduces costs, and keeps proprietary information secure—no third parties required.

Our parent company, Joining Industries, understands that growth strategies are not always linear and often shift over time. Our flexible, adaptive approach is designed to support those changes. Whether you need an outside partner to manufacture your designs, bring production in-house, or leverage a combination of both, JT Automation and Joining Technologies work together to deliver custom solutions.

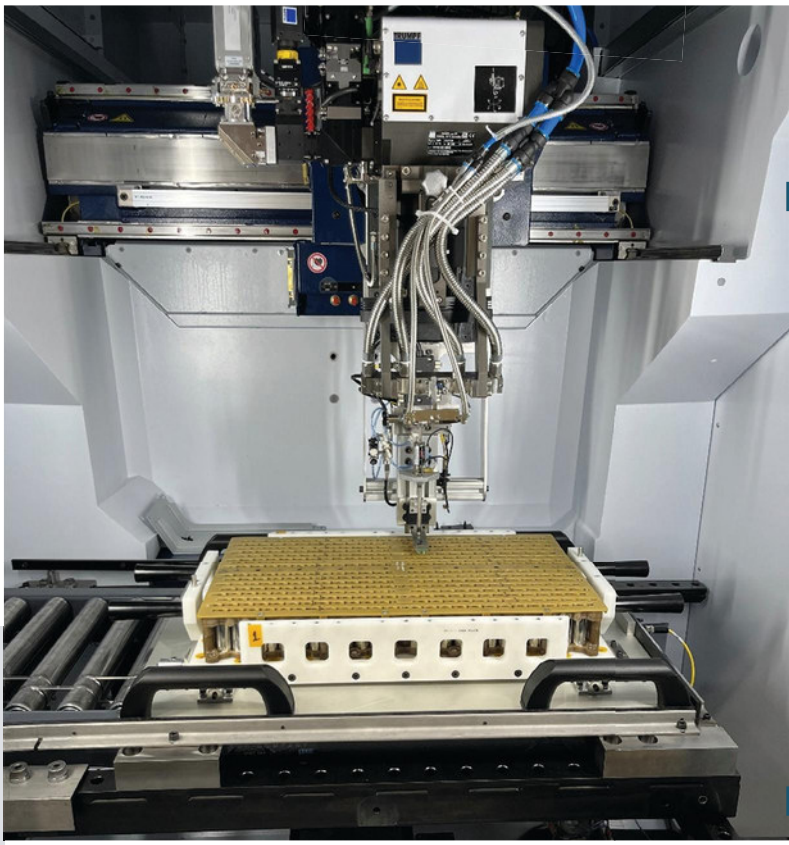
> “... we effectively operate with access to one of the largest applications labs in the U.S.”

Customer Experience & Success

Your Growth Starts Here

From the first conversation, the goal is to remove uncertainty from a complex manufacturing project. We capture requirements, prove the process, lock down scope, and then deliver with clear milestones. The same team that helps define the process remains engaged through commissioning and ramp.

Support is structured around quick access to the right people. Customers have a point of contact for coordination and escalation, applications and engineering support for process questions, and service coverage for troubleshooting and on site needs. Consumables guidance and recommended spares are provided so maintenance teams are not guessing under time pressure.



Did you know?
We have a dedicated Spare Parts Team! Our team works with each customer to provide the exact spare parts needed for each machine and serve as a key resource and support partner:

- Provide parts quotes upon request
- Supply detailed spare parts and consumables lists for every machine, including recommended inventory based on criticality to ensure maximum uptime
- Help customers identify and clarify parts when questions arise
- Stock high-volume parts for quick turnaround times
- Deliver prompt, responsive customer service for all inquiries

Our goal is to keep your equipment running smoothly by providing convenient and easy spare parts solutions.

Contact us at spareparts@jtautomation.com or 860-784-1967.

Scan the code to watch our team in action.

Discovery and Intake

Step 1

DESIGN
We review parts, joint requirements, acceptance criteria, throughput targets, facility constraints, and safety requirements.

DELIVER
Output is a documented scope, known risks, and a plan for process trials.

Process Development and Feasibility

Step 2

DESIGN
We run trials to establish a workable process window, identify sensitivities, and define what must be monitored.

DELIVER
Output is a recipe strategy and inspection approach that can be built into automation.

Concept and Design Review

Step 3

DESIGN
We align on layout, material flow, operator interaction, data needs, and serviceability.

DELIVER
Output is a final concept with control architecture, safety approach, and documentation expectations.

Build, Integration, and Debug

Step 4

DESIGN
We assemble, wire, integrate, and debug the cell with clear fault states, interlocks, alarms, and recovery steps.

DELIVER
Output is a system that runs consistently and is serviceable in the field.

Factory Acceptance and Training

Step 5

DESIGN
We execute an acceptance plan tied to the defined criteria and train operators and maintenance.

DELIVER
Output is a demonstrated result with a punch list and a stable release to ship.

Installation and Support

Step 6

DESIGN
We support site readiness, installation, and bring up with a focus on predictable ramp.

DELIVER
Output is an installed system that meets the site acceptance criteria and transitions cleanly to production.

Aftermarket Support

Step 7

DESIGN
We provide remote troubleshooting, onsite service when needed, preventative maintenance support, and spare parts guidance.

DELIVER
Output is faster recovery when issues occur and a clearer path to sustaining uptime.

Customer Success: Double Capacity
Our customer began this project with one TLC 5030 (*pictured above*) and within about a year added a second cell to double the system capacity. Through a custom engineered controls system, we integrated a 450 pound capacity robot to accept material requests from either TLC 5030.

The robot first checks that the needed material is available in its rack and extends a drawer with a stack of the required stock, up to 5000 pounds. The top sheet is picked up with a vacuum system and weighed to check for stuck sheets. Laser sensors measure its exact location and then the sheet is placed on the cutting table of the TLC 5030 with millimeter accuracy. Custom clamps secure the sheet and the robot clears the cell, which closes the door automatically behind it and starts the cutting process.

When the process is complete, the laser requests that the robot unload it. The end of arm custom tooling reconfigures automatically to allow the cut sheet, parts still tabbed in, to be scooped up with a four-pronged fork fixture. They are then carried to an output table and laid neatly on top of the existing stack. A new sheet loads immediately and the cycle repeats. Periodically, the operators may open the access door to the output table, temporarily pausing the robot, to remove the completed stack of parts or load fresh stock.

Watch this robot in action on our YouTube channel youtube.com/@JTAutomation-90 or scan the QR code below.

Customer Success: Hermetically Sealed

A manufacturer required repeatable laser sealing of sensitive components in a controlled atmosphere. Key risks were contamination control, consistent seal quality, and have operators run without drifting from the validated recipe.

JT Automation approach

We defined acceptance criteria, then built around environmental control and process stability. Development set a parameter and which variables were locked or operator selectable. The design reduced variability and enforced the correct sequence.

What we delivered

An enclosed glovebox laser sealing cell with controlled atmosphere management, guided operator workflows, and recipe driven operation.

Outcome

The customer achieved a more stable sealing process by controlling both the environment and workflow. Support remained active after installation with remote troubleshooting, onsite service options, and planned spares guidance.

Customer Success: Laser Cell Delivery

Manufacturer needed a high power laser integration which required stable thermal performance and a supportable layout across installation constraints.

JT Automation approach

We included cooling and service planning as part of the delivery approach, aligning cell layout assumptions, utility requirements, and maintainability needs early so commissioning was not delayed by infrastructure surprises.

Solution Highlights

- Early utility and cooling requirement definition
- Site readiness confirmation before shipment
- Post install ramp support to stabilize production

Outcome

Smoother commissioning and fewer startup delays by controlling the non laser issues that commonly derail laser projects, with a clearer long term maintenance path.

Customer Success: Uptime & Consistency

A producer of strip materials needed a faster, more consistent splice process to reduce downtime and remove operator dependent variation. They also needed a safety approach suitable for a production environment and a system that could be supported quickly when faults occurred.

JT Automation approach

We built the splice process around recipe based control so the joint is produced from stored parameters rather than manual adjustment. We emphasized fault clarity and diagnostics so the maintenance team can recover quickly without trial and error.

What we delivered

An automated laser cutting and welding splice cell with controlled sequences, interlocked safety enclosure, and operator interface designed for repeatable operation.

Outcome

The customer improved splice consistency and reduced time lost to stop start events tied to manual steps. Service supported sustained uptime through remote support, field service, and spare parts coverage.

Customer Success: Reduce Rework

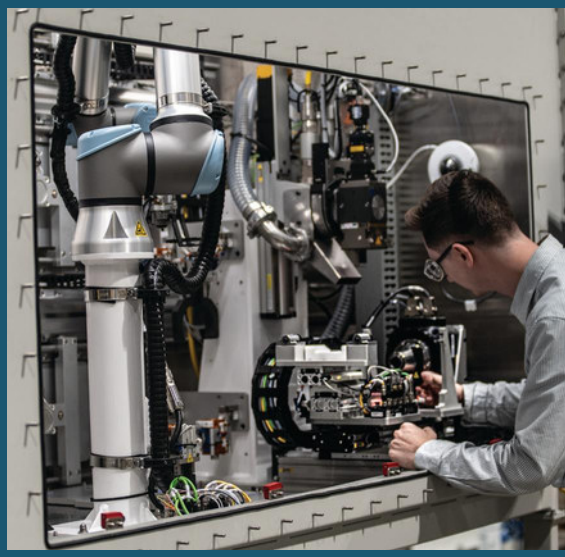
Customer needed consistent TIG weld quality on production parts while reducing operator variability and rework. Manual TIG performance depended heavily on technique, and the process was sensitive to joint fit up, heat input, and torch angle, creating inconsistent results and slower throughput.

JT Automation approach

We delivered a robotic TIG welding cell designed to control the critical variables that drive TIG quality. The system standardized part location and repeatability, maintained consistent torch path and parameters, and incorporated a defined process window aligned to the customer's acceptance criteria. The cell was designed for safety, serviceability, and future expandability to support additional part numbers.

Outcome

More consistent welds, reduced reliance on operator technique, faster troubleshooting, and more predictable production. The standardized process also lowered rework risk and created a scalable foundation for additional parts.




EXPORT AWARD
JT Automation

Our Year in Numbers

JT Automation's year in numbers reflects more than growth, it tells the story of innovation, collaboration, and delivery. From systems designed and tested to customers supported and industries served, each metric represents the expertise of our team and the trust of our partners. Together, these numbers highlight a year of measurable impact and continued momentum. Thank you to our team members, partners, suppliers, and customers for being part of our journey. We're grateful for your support and look forward to new opportunities with you.

22,298 Total Project Hours: The equivilent of over 2.5 years

14,784 Engineering Hours: Equivilent of over 1.5 years

250+ Pairs of Socks Donated to The Gray House Charity

100% Acceptance Test Success

59% Reduction in Lead Time Variance and Project Delays

44 Customers Served

16% Reduction in Average Lead Time

11+ Industries Served

10 New Team Members

1 Export Award: New to Market from the Connecticut District Export Council for the success of our first export to Mexico.

Behind-the-Scenes

At JT Automation, employee appreciation is a priority, and we make a conscious effort to recognize and celebrate the people who make our success possible. In October, we treated our team to a visit from the OMG Coffee Truck, serving up waffles, coffees, and desserts as a small thank-you for their hard work and dedication.

In December, we continued the celebration with a holiday luncheon catered by Tunxis Grill, bringing everyone together to enjoy great food and time with colleagues. The festivities also included a holiday ugly sweater contest, where winners received gift card prizes and plenty of bragging rights. Employee appreciation is important to us because our people are the foundation of our company, recognizing their contributions fosters a positive workplace culture, strengthens teamwork, and reinforces our commitment to creating an environment where employees feel valued, supported, and motivated to grow.

> “Anyone who’s worked with JT Automation long enough will tell you that no two days are the same, and that’s the best part. Whether it’s a new staff event, a new technology we’re exploring, or a new customer we’re delivering value to, every day brings new challenges and growth for us and everyone we work with.”
>
> —Don Roy, *Program Manager*

> “JT Automation is a fast paced environment that challenges my abilities and provides opportunities to improve and expand my technical abilities. We recently assembled a first build machine in which only three pieces needed to be reworked. There is satisfaction in working a challenge and finding that path to success.”

—Mike Bogue, *Senior Mechanical Systems Engineer* and second place winner of our holiday ugly sweater contest (pictured center).

Giving Back

Community service is one of our core values. Our company is built by community members who care deeply about one another and the places we call home. Some of our team members travel more than an hour to our Windsor location, so “community” for us extends beyond our immediate surroundings to anywhere our employees live and thrive. By supporting our communities, we strengthen the very foundation that makes our company a great place to work.

In 2025, we supported a wide range of community needs, including running a sock drive and participating in educational initiatives for young people in addition to hosting a food drive, organizing a Toys for Tots collection, and launching a special campaign to support employee families directly impacted by Hurricane Melissa with our sister company, Joining Technologies.

> “I was inspired by the incredible mentors I had in the same [high school robotics team] growing up. I know how much of an impact they had on me, and I can only hope to have half that impact on the students I mentor.”
>
> —Alex Herren, *Project Manager*

Read Alex’s full interview about why mentorship makes a lasting impact on both students and professionals alike.
jtautomation.com/mentors

JT AUTOMATION

Celebrating 2016-2026

As we look ahead to our 10-year company anniversary in 2026, it's incredible to reflect on how far we've come and the partnerships that have helped shape our journey.

Reaching this milestone is more than a date on the calendar, it's a celebration of the people, projects, and progress that define who we are. While we're still hard at work behind the scenes, exciting plans are already in the works to mark this occasion in a meaningful way. We can't wait to share more, and we hope you'll be there to celebrate with us.

Scan the QR code to see what we're planning for our celebration or go to jtautomation.com/10-year-anniversary.

10 YEARS

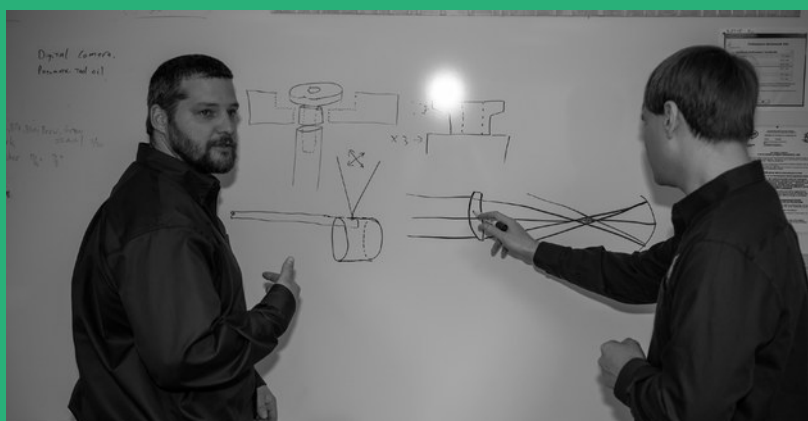
JT AUTOMATION

DESIGN DELIVER REPEAT


KURT

AEROTECH ANT130


TruDisk 1000



JT AUTOMATION

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DESIGN
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