

A Passionate Advocate of Innovation in Manufacture  
of Precision Plastic Components

# RAMblings

RAM, Inc. Quarterly Newsletter Q2:2023



[raminc-cisco.com](http://raminc-cisco.com)



RAM, Inc.

## Engineered Plastic Molding and Tooling

ISO 9001 | AS9100

Our mission at RAM, Inc. is to provide our customers with quality products on schedule and within budget. Customer satisfaction provides the ongoing foundation of RAM's success.

## Upskilling & Reskilling: One of Businesses Top ROI

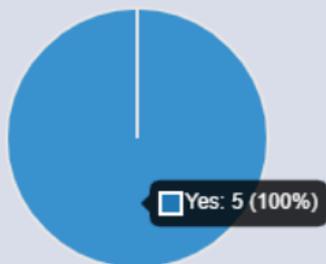
Upskilling in the workforce involves improving existing employees' skills and abilities in an effort to help them advance in their current role and careers within the organization. Reskilling involves training staff for various jobs within the organization. With an increase in technology entering the workplace across all industries it is vital that employees and their organizations adapt as they look to build and improve skills that are in constant demand. Upskilling and Reskilling is achieved through training and other types of learning and

development processes. It is reported by the World Economic Forum's Future of Jobs Report that by 2025 half of all employees will need upskilling/reskilling due to the uptick in technology and automation.

Societal and economic changes have had a direct impact on employees' work preferences, customer needs, and job opportunities. These direct impacts have made it essential for industry leaders to close the gaps through upskilling and reskilling their employees.

The benefits an employer reaps from upskilling/reskilling staff has positive ripple effects that reach to the core of what employees want. Employees want to feel valued by their employer and to have a career that gives them opportunities to advance and deepen their knowledge while creating a workplace that is interesting and challenging. So not only does upskilling/reskilling improve morale it also increases productivity by establishing an environment that promotes flexibility and adaptability through professional and personal development. Employees that are satisfied in their career cultivate a better company culture which is viewed by jobseekers viewing your organization as an employer of choice.

# RAM EMPLOYEE TRAINING SURVEY RESULTS



**ARE YOU WILLING TO PARTICIPATE IN FUTURE TRAINING CLASSES ORGANIZED BY THE COMPANY?**

**DID YOU FEEL SUPPORTED BY YOUR MANAGER?**



Upskilling/re-skilling strategies incorporated at RAM are:

1. Focus on the skills as incorporated into the language of the business. - What is the primary objective and goal of this training?
2. Share knowledge through various options such as on the job training, one-on-one, self-paced learning, outsourced classroom training, job-

shadowing, etc. – Think of your employees and how training will be best facilitated and received.

3. Offer Internships/Apprenticeships to attract nontraditional hires who can become dedicated employees with custom skills. A diverse workforce with outside perspectives brings new and innovative solutions to the team.
4. Partner with education institutions to prepare existing and new team members for in-demand skills.



***“Partnership is critical to the success of Texas State Technical College. Serving businesses like RAM, Inc. is our purpose, and we welcome and desire to continue to build on this as we offer technical vocational education***

***for which there is a demand in the State of Texas.” States Andy Weaver, Provost of Texas State Technical College, West Texas.***

***“Sharing similar values helps support our future missions together; as an organization our values are Excellence, Accountability, Service, and Integrity which is almost an exact mirror of RAM, Inc’s values.”***

RAM has invested in our Operating Team through Leadership and Teamwork training through Cisco College and Geometric Dimensioning and Tolerancing training (GD&T) through Texas State Technical College. These investments have added to our operating team’s effectiveness and adds value within our Continuous Process Improvement initiatives.



CEO, Richard Williams explains molding technology on RAM, Inc's, 750Ton machine to TSTC Chancellor, Mike Reeser and TSTC team members.



RAM INC.

**SPRING EMPLOYEE QUARTERLY LUNCHEON: (left to right) Richard Williams, Mike Turtle, Tanner Ramsey, Wendy Beam, Keaton Casey, Tracy Reeves, Gabe Anaya, Ceresa Jackson, & Shelby Boyd**

RAM, Inc. employees were able to spend time together as we recognize and celebrate their contributions, hard work, and dedication. Employees heard from CEO, Richard Williams as well as sharing a delicious Texas BBQ meal together. RAM, Inc. Owner and Founder, Diann Morris was also able to be a part of this special occasion. Quarterly prizes were also awarded to some lucky employees.



# RAM INC.

## **RAM, INC. Announces Signing Life of Program Contract with Parker Aerospace for Javelin Missile Components**

Research and Advanced Methods (RAM), Inc., a 30+ year company specializing in high precision aerospace and defense manufacturing, today announces the signing of a Life of Program (LOP) Indefinite Delivery Indefinite Quantity (IDIQ) contract with Parker Aerospace, a division of Parker Hannifin Corporation to supply multiple sub-assembly parts for the Javelin Missile Control Actuation System. RAM, Inc. has been a Sub-tier supplier to the Javelin Joint Venture program since 1994 manufacturing flight control and sub-assembly mechanical thermoplastic and alloy parts for the Javelin Missile system.

[Full Press Release](#)

## **CONNECTION TO EDUCATION**



RAM is a proud member of the Big Country Manufacturing Alliance working to support stability and growth of manufacturing in the Big Country. The BCMA is a cross-sector partnership between Industry, Education, Workforce and Economic Development. The BCMA works to educate students in the Big Country about careers in manufacturing.



Wylie HS Students come out to visit and tour RAM, Inc.

RAM, Inc. Participates at WOW (World of Work) Career Exploration Fair

Tarleton University Engineering students visit and tour RAM, Inc.



## DID YOU KNOW ABOUT RAM

### Education Reimbursement

RAM, Inc. provides reimbursement to employees and their families pursuing higher education.

# RAM INC.



## **Comanche Senior Receives Scholarship from Big Country Manufacturing Alliance and RAM, Inc.**

Big Country manufacturing Alliance (BCMA) is pleased to announce the selection of Allison Morales as one of six area students to receive a scholarship for fall 2023 in partnership with RAM, Inc.

[Full Press Release](#)

# RAM INC.



(Left to Right) Melissa Flores, Diann Morris and Frasier Bussell.

## **RAM Inc. Owner, Diann Morris Awards two Cisco High School Graduates with Scholarships**

Melissa and Fraiser are both members of the National Honors Society and were very active in community service throughout their time in high school. Frasier plans to attend Tarleton after he receives his associates degree from Cisco College. Then he plans to attain his Master's Degree and pursue a career in Real Estate. Melissa plans to attend Nursing School after she receives her associates degree from Cisco College. Eventually she hopes to become a traveling nurse and volunteer in foreign countries.

## **Letter from the CEO**



### **Personal Career Development**

In our conversations regarding personal career development, we use terms such as basic education, post-secondary education, upskilling, reskilling and on

the job training. These terms seem to get lost in our conversations and somehow become less meaningful as we work day by day. The terms seem generic and summary in nature and I thought I would offer a few personal experiences and conclusions I have drawn from my nearly 60 years of personal career development – something I call working.

I grew up on a large wheat farm in Kansas and of course worked for my father from the time I can first remember. I started working fields on a John Deere 4010 tractor when I was 8, but my first paying job outside of our family farm was in the summer of 1966 at age 10 working for a family friend running a tractor 8 hours per day for \$0.50 per hour. By the end of that summer, I was given the honor of planting wheat because (as the farmer friend said) “his rows are straight”. It seems that straight rows – that can be seen from the road – are a point of pride for many farmers.

I continued to work, mostly for local farmers through grade and high school. In 1971 I was plowing a field for a different farmer. Early morning at the start of the day he cautioned me that at about 2:00pm I would be near the center of the field where he pointed out that there was a tree stump. He told me that I needed to be very careful not to hit the tree stump. I was 15 at the time and surely had things on my mind other than a tree stump and so, of course, I awoke from my daydream when I ran the front of this farmer’s brand-new tractor right into the tree stump. This collision broke the entire front carriage off the tractor. While walking 4 miles to the farmer’s home I was consumed with worry that he would be angry, but even more concerned that he would tell my father. When I explained what I had done, the farmer did not show his anger, but only said he would buy the parts, but I would have to fix the tractor when the parts came in. He did not tell my father about my mistake but allowed me to tell him. That conversation ended with – “well son, you have to fix the tractor and you won’t get paid for the time to do so, plus you will work for free until the cost of the parts are covered.” It took the rest of the summer to pay off this debt. This was not the first or last time I made a mistake and broke a piece of expensive equipment. I got fairly good at equipment repair....and ultimately, my father seemed to always assign me the most critical farming functions with the most expensive equipment – even though I was the youngest worker on the team.

During my last year of high school, I got a job at a large department store called ALCO (similar to Walmart) that was opening in a town close to our home. I was initially hired to build display racks and unload freight, working on weekends. The week before the store opened, there was a rush to finish the sales floor and management asked for volunteers to work extra hours. It just happened that a few days before this request, I was suspended from school for a week (for skipping school) and so I was available to volunteer to work the entire week and work overtime (late into the evening) to help ensure the opening went well and the store presented well. During this week, I worked alongside upper store and corporate management. Within a few weeks after opening I was given a promotion with responsibility for coordinating returned merchandise and working closely with the company’s corporate buyers and suppliers. Upon graduation from high school a few months later I was promoted to sporting goods department manager.

The work lessons I take from these experiences are:

### **Bring Value**

When we bring value to our customer, leader, teacher, friend, spouse, or anyone we engage with, we will be rewarded. Working to find what is desired or needed and working to deliver this is a basic mindset that results in personal career development. In my experience it is the most influential component of career development. It could be called “customer service” or “problem solving” or more generally “soft skills”, but in my mind best described as bringing value. It seemed to me that farmers want their fields to look good – straight rows look good.

### **Own Mistakes**

Mistakes are human – everyone makes them. We often are fearful of the consequences of mistakes, and we don’t “want” to have to manage the push back. Something wrong happened, it was my error and yet, if I own it, confess and work diligently to correct the error I will find a deepened relationship. I often say “pain is good” as it is in these times of “pain” that we grow and get better. My experience has taught me the mistakes we make are pointed opportunities to prove our character and practice resilience. In doing so, we build relationships in the realization that we are all human. I have found our best can follow our worst.

### **Show Up**

Showing up is an intentional act which is both physical and mental. Am I engaged in what I am doing or just physically there, but not engaged intellectually? Am I working to understand what is most important and working to bring that with me? I need to be in the presence of the team and engage to capture not just the nuance of what is required or needed, but also to build relationships. In my experience, showing up – being present – when work is done is one of the best ways to bring value to the team. ...not showing up almost always results in being asked to leave.... I often use a sports metaphor and ask my team.... “Are you here to sit on the bench – or are you here to play? We may be showing up, but not engaged in playing – so we sit on the bench. Or we show up – both physically and intellectually and therein bring our whole self and find our career advances.



Dick Williams

CEO

---

## **CELEBRATIONS**

Join us in celebrating our Employees and Accomplishment here at RAM, Inc.



### WORK ANNIVERSARIES

Jackie Melton 29 Years  
Tracy Reeves 15 Years  
Richard Williams 13 Years  
Dustin Williams 11 Years  
Terry Myers 10 Years  
Floyd Cotton 6 Years  
Tanner Ramsey 6 Years  
Daniel Drews 5 Years  
Ceresa Jackson 4 Years  
Gabe Anaya 4 Years  
Verna Chadwick 4 Years  
Darrell Hilsinger 3 Years  
Rebecca Lowry 3 Years  
Trey Wilson 3 Years  
Shelby Boyd 1 Year



### HAPPY RETIREMENT

**Richard Williams, CEO, RAM, Inc. shares well wishes and delicious cake with RAM retiree, Teresa Boyd.**

Teresa came to work at RAM in August of 2019, spending a majority of her time in the Deburr department.

Teresa shared a warm thanks to her team members at RAM during her retirement celebration, stating that she would miss seeing individuals at RAM, but was excited about her next chapter.

RAM wants to extend a special congratulations to Teresa on her retirement!

### CONGRATULATIONS

**Deanna Gryder receives acknowledgement as RAM, Inc. Delegated Source from Parker Aerospace.**

“Deanna has successfully achieved the completion of the Parker Aerospace Delegated Source Inspection program, earning the title of Delegated Source Inspector (DSI) for RAM, Inc. on behalf of Parker Aerospace. This is a significant



responsibility as a DSI, requiring her to separate herself from RAM and dedicate her focus to Parker during DSI activities. This responsibility is crucial for RAM and Parker to effectively produce conforming parts on time and meet the Javelin program production volumes.” - Daniel Drews, RAM, Inc. Quality Manager

## Noteworthy News



### **Aerojet gets \$215 million to boost production of solid rocket motors used in Weapons for Ukraine**

The Defense Department has agreed to provide Aerojet Rocketdyne \$215.6 million to expand its rocket propulsion manufacturing facilities in order to speed up production of missiles for Ukraine, the Pentagon announced April 14.

Source: Spacenews.com



### **Ospreys from Hawaii join Marine Corps rotational force in Darwin, Australia**

Ten Marine Corps MV-22B Ospreys have arrived in Australia's Northern Territory as part of a 2,500-strong rotational force, the Marine Corps said Tuesday (May 2nd).

Source: Stripes.com

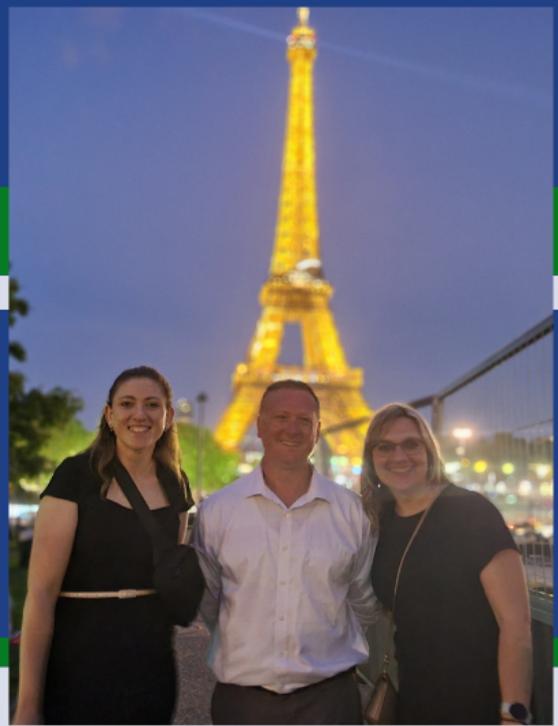
RAM, INC. works to serve and protect our customer, vendors, family and friends. Our newsletters do not include outside embedded links to ensure we maintain high cybersecurity standards and best practices.

# RAM DEBUT AT PARIS AIR SHOW '23

Team members from RAM's Program Management Team, Danielle Rogers, Mike Lewis, and Marissa Ransted debuted at the Paris Air Show in partnership with the Texas Economic Development & Tourism Office of the Governor. RAM was one of 12 Aerospace and Defense companies showcased at the Texas Pavilion.

RAM Team members spent the week meeting with existing customers, making connections with potential customers, and learning more about up-and-coming trends and technologies emerging in the aerospace and defense industry.

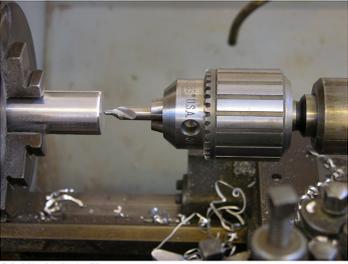




Full Press Release

# PARTNER WITH RAM

Our team of highly skilled engineers and technicians are experts in design, tooling, and production. We work closely with our customers to understand their needs and develop solutions that meet their exact specifications. Our attention to detail and quality control ensures that every part we produce meets the highest standards.



### RAM Engineering Tools

SolidWorks



### RAM Engineering Services

ASTM Testing  
Material Testing



### RAM Product Services

Injection Molding

PC-DMIS-CMM  
SolidWorks Plastics  
Module  
CAMWorks

Tensile Testing  
Mechanical Testing  
Reverse Engineering  
Mold Flow Analysis  
Tool Design  
Component Design  
Consultation  
Metal-to-Plastic Design  
coordination  
Cost reduction  
initiatives

Vacuum Form Molding  
Compression Molding  
Thermoforming  
Dedicated Assembly  
and Deburr Areas  
Ultrasonic Welding  
CNC Machining for 4th &  
5th Axis

Engineering

Quality

Manufacturing

---

## HELPFUL LINKS

[RAM, INC. WEBSITE](#)

---

[ABOUT RAM, INC. VIDEO](#)

---

[A MESSAGE FROM RAM, INC. CEO](#)

---

### RAM, Inc

808 E 6th St, Cisco  
Texas 76437 United States



You received this email because you are a vendor, customer, or valued partner. To remove your contact information from future news. click below.

[Unsubscribe](#)

