



RAM INC.

News

Summer/ Fall
2020

RAM Celebrates TWC Small Employer of the Year Award



News Release December 11, 2020 from Texas Workforce Commission. Research Advanced Methods Incorporated (RAM Inc.) was named Small Employer of the Year at the Texas Workforce Commission's (TWC) 24th Annual Texas Workforce Employer Awards held virtually this year on December 9th. RAM Inc. was nominated by Workforce Solutions of West Central Texas and chosen as the Small Employer of the Year from among three exemplary finalists, out of 21 small employers nominated. All nominees were recognized for contributions to their community's workforce through innovation and collaboration with their Texas Workforce Solutions partner.

RAM's focus on creating a diverse, talented and empowered workforce is an essential component of their success. What is unique is their strong investment in leadership training of their current workforce and their strong focus on leadership and technical training for the emerging workforce. Their "Bottom-up Innovation" model actively promotes innovation and leadership at all levels of the company based on the belief that all team members contribute value that is essential for success.

"Congratulations to RAM Inc. for their exemplary work among their peers, and for strengthening the community by creating opportunities for Texans to obtain and maintain good jobs," said TWC Chairman Bryan Daniel. "Small Businesses like Ram Inc., play an important role in developing a quality workforce that's eager and willing to contribute to the community."

The company has grown from a few employees and one small building to multi-building plant with sophisticated equipment capable of producing precision customized products used in the aerospace, healthcare and energy industries across the globe. All staff at RAM, Inc. are eligible to receive training and financial support for continuing education and participate in quarterly safety and leadership training. Investing in their employees promotes individual professional growth and ensures the company remains agile to meet customer demand, from addressing market changes to cutting edge technological advances.

"By offering training opportunities to each and every employee, RAM Inc. continues to grow and remains competitive on a global level," said TWC Commissioner Representing Labor Julian Alvarez. "Promoting innovation and leadership at all levels reinforces the message that all team members contribute value and are essential to success."

RAM Inc., a 30-year-old, woman-owned company founded on innovation and excellent customer service, is a sole source manufacturer of critical defense articles and precision components used in energy, healthcare and aerospace industries worldwide. (continued on page 2)

"I am convinced that each person has a creative "self" that, when connected to others that foster creativity, will find extraordinary value personally, and as a team."

Richard Williams, CEO, RAM Inc.

**Delivering
Excellence
Through
Engineering,
Quality,
And
Customer
Service**

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TWC Employer of the Year Award (continued)

Due to RAM's leadership, the company's workforce grew in 2020 by 35% from 46 to 63 employees, creating a \$14 million economic impact locally. Perhaps most important to workers, RAM Inc. offers a pathway to quality careers in the high-tech aerospace industry minus the traffic and congestion.

"Congratulations to RAM Inc. on receiving this award which recognizes their innovation and leadership as a leading Texas employer in their community," said TWC Commissioner Representing Employers Aaron Demerson. "Small businesses are the backbone of our Texas economy and Ram Inc. is a prime example of why Texas continues to lead the nation as the #1 state in the country to do business."

Please use this video link for an overview of the RAM, Inc award submission: <https://streamable.com/3n5vjh>

Celebrating the Community of Cisco, Texas



Since 1990, RAM, Inc and its owner Diann Morris, have done many things to support the local community. As an employer in a city with a population less than 3,800, RAM, Inc realizes they must not only be an excellent workplace, but must also cultivate their future workforce. Each year, RAM provides scholarships for students graduating from Cisco High School. In addition, RAM supports local charities by having the employees choose where the company funds are directed each year. In 2019, RAM purchased and donated a fine art statue to the City of Cisco in celebration of the 100 year anniversary of the first Hilton Hotel, which opened in Cisco in 1919. This year, RAM constructed the "Welcome to Cisco" sign which is located near the city limits. This sign will welcome everyone driving into Cisco near the RAM property on Hwy 183.

RAM Services

LASER Scanning

ASTM Testing

Material Testing

Reverse Engineering

X-Ray Testing

Mold Flow Analysis

Tool Design

Component Design

Metal-to-Plastic Design Coordination

RAM Engineering Tools

SolidWorks

SolidWorks Plastics Module

PC-DMIS - CMM

CAMWorks

Digital Vision Inspection System

RAM's 30 Year Anniversary Celebration

RAM, Inc team members celebrated the 30th Anniversary of it's beginning in 1990. Festivities included a dunking booth, an ice cream vendor, relay races, corn hole tournament and a washer tournament. The catered event featured Texas Style Fajitas with all the trimmings.

At noon, the plant gathered for an inspiring tribute to RAM's founder, Diann Morris, along with some long term employees that have been at RAM since the early days. Steve Schooling, as a current board member and early founder, gave employees a glimpse of how things were, as well as Jeb Hudson, Jackie Melton and David Ingram who have all been at RAM for many years. A time capsule from the last anniversary was opened to reveal some interesting items, too.

Each team member received a pure silver coin in celebration of the anniversary, along with many other tokens of appreciation from the RAM CEO, Richard Williams and Owner, Diann Morris.

Winners of the relay races included Lorna Hill, Brittney Odom and David York. Brady Ramsey and Robert Duck won the tournaments with Darrell Hilsinger and Cecelia Jeffreys at a close second place.

Door prizes included large screen TV's, tool boxes, camp chairs, various hoodies, T-Shirts and many more fun and useful items. The team especially enjoyed the dunking booth where the managers, including Richard Williams, CEO let the team take turns throwing softballs to drop them into the water tank.

The RAM team had a wonderful afternoon which will live in memory for many years to come.

[right] Diann Morris, shows her coin to the employees

[middle left] Robert Duck, Mold Dept, waits while Diann Morris throws to dunk him

[[middle right] David York, Mold Dept and Wendy Beam, Engineering Dept, complete their hand off during the relay race

[bottom] RAM Celebration yard sign

All Photos by Gary Stennett, Shop Supervisor



[top left] Richard Williams presents Diann Morris with a Gold RAM Commemorative Coin

[middle left] Betty Nix, Cell Dept, shows her support with a RAM headband

[middle left] Daniel Drews, Quality Manager, drops his egg, while Ceresa Jackson, Cell Dept, cheers him on.

[lower left] Steve Schooling,, Board Member, speaks of RAM's early years.

[upper right] Lilian Calvagna, Assembly Dept, finishes a relay race

[middle right] Lorna Hill, Purchasing and Richard Williams, prepare for their turn in the dunking booth

[bottom] Team members line up for the egg toss competition



A Message From the CEO

RAM INC.

January 2021

Reflecting upon a tumultuous 2020 I am reminded that experience has taught me difficulties and times of change are opportunities to grow, learn and improve. Change is evident all around and we must decide how to respond. Are we able to accept the change and do we understand or know the consequences? Will we accept or reject the change and then will we decide we are willing to engage in action to affect an outcome or result?

Leaders gather data, interpret and take considered action. Leaders engage the debate in order to bring perspective that perhaps otherwise will not be heard – or add their voice to others of like (and opposing) mind to build consensus and support. Without this action, we are merely spectators – without the risk or reward inherent in action.

Within the practical engineering and manufacturing environment we make these decisions every day. Our team is continually confronted with both active and passive change that we work to manage to ensure the end product meets the customer specification – and to ensure our process and ultimate completed product continually improve. There is a conundrum inside this - where we take action as a result of change which action then creates change containing risk and potential reward. It is within this action that risk and reward are found.

For many, the risk of action is simply too high – notwithstanding the fact that inaction is an action in itself but often is perceived as containing lower or no risk. We often ignore the risk of inaction, but it is present nevertheless. Further, inaction can be compared to the batter who will not swing – or who refuses to “step to the plate”. The obvious conclusion is....if you do not swing the bat, you will not hit a home run...

My challenge to our team is to engage in the risk of taking action, to avoid sitting “on the bench” while others “play the game”. Be strong, engage, take calculated risk, measure your results, adjust and take action again. In my experience this is how we find the extraordinary value of innovation and creativity.

Best regards,



Dick Williams

CEO

Chief Technology Officer—Dustin Williams



Dustin Williams has been at RAM, Inc for 8 years as Director of R&D. He graduated from UCLA with a Bachelor of Science degree in Mechanical Engineering and from MIT in Cambridge Massachusetts with a Master of Science in Mechanical Engineering.

He worked as a Quality Control Engineer, Director of Operations & Engineering and then as the VP of Operations at Interactive Motion Technologies prior to joining the RAM Team. While at Interactive Motion Technologies Inc, he selected and implemented MISSys MRP and Solidworks Enterprise PDM software packages for increased companywide efficiency. He also lead the company through the annual ISO 13485 audits and through FDA audits. He designed a custom 3 degree of freedom robotic arm assembly for psychophysics research at the University of

Western Ontario which is designed for perturbation and motion tracking of the shoulder, elbow and wrist. He is the author or co-author of numerous articles and lectures relating to Robot Aided medical devices. He also holds several US Patents.

Dustin has brought the level of quality and automation at RAM to a whole new level during his tenure at RAM. As Chief Technology Officer, Dustin will continue this work to continually improve productivity, quality and excellence in manufacturing and provide leadership for future growth and opportunities on the horizon for RAM, Inc

Chief Financial Officer—Nikki Lewis



Nikki Lewis has been at RAM, Inc for 5 years as Controller. She graduated from Angelo State University with a Bachelor of Business Administration degree in Accounting and has worked in banking, financial services, manufacturing and the oil and gas industry.

Prior to joining the RAM Team, Nikki worked at FTS International managing a department with 20 team members. She managed Accounts Payable for over 30K invoices per month and Payroll for 4,000 employees. She was responsible for hiring and training of clerical and professional staff. She managed several major system conversions for her department, coordinated business acquisitions and also divesting of a major business segment.

Since joining the RAM team, she has fully integrated the financial and inventory costing system with the existing manufacturing ERP system. This has improved financial reporting and management reporting which in turn has resulted in better information for business decisions. Nikki also serves as the HR Manager for RAM, where she has worked to continually improve employee engagement and satisfaction.

As CFO, Nikki will seek to improve processes and controls in the Accounting Department and Human Resource Department and prepare RAM, Inc for growth and success in the future.



RAM, Inc is a proud member of the BCMA. Please take a few minutes to view the videos below for more information.

<https://streamable.com/b8km7v>

<https://www.youtube.com/watch?v=W439A6OQDnY>

Big Country Manufacturing Alliance or “BCMA” is a Public/Private Partnership Investing in Next Generation Innovators.

RAM’s investment in BCMA follows our commitment to our Community, STEM Education and Regional Economic Development.

RAM wishes you a peaceful & blessed New Year



Photos from January 2021 Snow at RAM Plant taken by Brittney Odom (Accountant) & Gary Stennett (Shop Supervisor)

Update on impact of COVID-19 at RAM

As of this date – there is no change in or interruption to our operation. Our workforce is fully functioning with no impact from the novel virus. With the changing situation there may be impact in the future and if so we will update our customers immediately.

Our company has taken common sense precautions as below:

- We have restricted travel outside our general area.
- We have limited visitor access to our facility.
- We have given our workforce common sense guidelines to protect our team from the spread of viruses – social distancing, hand washing and others.
- We have initiated aggressive, multiple daily cleaning of common contact surfaces within our plant.
- We have increased our workforce headcount as a precaution against the potential of higher than normal absences.

We have seen no interruption in our raw material supply chain. For the few assembly items sourced outside the US, we are carefully watching for supply interruption and have not experienced any interruption as of this date. Further, we are executing our strategy of increasing raw material inventory purchases to cover planned need through 2021.

RAM has continued operations and our workforce has remained resilient. We are confident the entire supply chain will weather this storm and ultimately learn lessons that will enhance the resilience of our industry.

Please email with any questions regarding our products and services at
sales@raminc-cisco.com

www.raminc-cisco.com

Engineered Plastic Molding and Tooling

A Passionate Advocate of Innovation in Manufacture
of Precision Plastic Components.

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