

Q&A with Tim Thornton

2016 Winner of the Russell G. Brown Executive Leadership Award

A brief history of nLogic and your role in the company:

nLogic was founded in July 2009 as a divestiture of Torch Systems, a wholly-owned subsidiary of Torch Technologies, after a tightening of federal regulations regarding organizational conflict of interest. The spin-out offered a truly unique opportunity for each employee to own part of the company; including establishment of an Employee Stock Ownership Plan (ESOP) and Incentive Stock Option Plan (ISOP). As founder of the company, I serve as CEO/President with responsibilities including managing the strategic direction and overall operation of the company.

What does nLogic create/sell/support/offer?

nLogic is an employee-owned, small business that is the “provider-of-choice” to government and industry customers in the aerospace, defense, and civil sectors. Core competencies include systems engineering, software life cycle, modeling and simulation, test and evaluation, logistics, information technologies, and cybersecurity. nLogic is headquartered in Cummings Research Park with operating locations in eight other states.

What has been nLogic’s greatest achievement?

nLogic has achieved significant revenue growth while maintaining profitability despite recent challenges in government contracting. nLogic not only survived in this environment, but thrived, by implementing many innovative business techniques as reflected in our revenue growth from \$21M in 2015 to \$31M estimated in 2016 to \$40M projected in 2017. This achievement is a testament to the hard work, dedication and professionalism of our employer-owners.

Tell us more about yourself:

I have more than 30 years of technical, management, and marketing experience supporting government and industry customers. I founded nLogic and serve as CEO & President. Prior, I was founder and President of Torch Systems, a wholly-owned subsidiary of Torch Technologies, and was Vice President for Davidson Technologies. I currently serve on the boards of the Chamber of Commerce of Huntsville/Madison County; Better Business Bureau; Huntsville Association of Small Businesses in Advanced Technology; and Army Space and Missile Defense Association. I have a Master of Science in Electrical Engineering and Bachelor of Science in Electrical Engineering from The University of Alabama in Huntsville with Summa Cum Laude honors.

What are your goals for nLogic over the next 10 years?

Growth at nLogic is not an accident; it is driven by our annually updated Strategic Plan that establishes company goals, objectives, and timeline. Our revenue goal is to exceed \$100M annually within the next 10 years. nLogic will develop new niche products

to complement our services. Our company will continue to support the nations’ most challenging, technologically advanced programs. We will pursue bids with agencies outside of Huntsville to enhance our diversification goals. nLogic will continue to recruit and retain employees by offering generous fringe benefits including incentive and ESOP ownership. It is a long range goal to create significant wealth for our employees.



L-R: nLogic’s Tim Thornton receiving the 2016 Russell G. Brown Executive Leadership Award from Jeff Gronberg, deciBel Research.

What did winning this award mean to you?

I was truly honored to be selected as the winner of the chamber’s 2016 Russell G. Brown Executive Leadership Award. This award is clearly the hallmark of success for small businesses in a community that is nationally recognized for economic growth. Huntsville provides a unique environment for high-tech enterprises to thrive and the employee-owners of nLogic are most appreciative of the impact this award will have on our future growth.

Any advice for other small businesses?

Persistence is half the battle to success – “just show up and follow through”. Your tenacity & ability to overcome barriers/adversity are critical. Value ethics and integrity ahead of revenue & profits. Reward your employees with competitive fringe benefits & ownership opportunities. “Give back” to the community. “Pay-it-forward” by mentoring other young entrepreneurs.

Has being active in the Chamber been impactful?

The chamber has been a valuable partner to enable our business growth, by providing training services for me personally and also our staff members; numerous opportunities to network and expand professional connections in the local community; and a mechanism to market our company to customers. It promotes our company through awards, digital marketing, their website, *Initiatives* magazine, and other events. ■