



The Tribune

4th Quarter 2019

Profit, Purpose AND Family



TYREX[®]
GROUP, LTD.

TyRex Family Annual Holiday Party

Thank you so much to everyone who came out and celebrated with us at our annual holiday party at Dave and Buster's. We're entering our 25th year of business and are so appreciative of each and every member of our business family. The holiday party is a great way for us to bring the whole family together, kick back, relax, and raffle off some prizes to say thanks.

So what did people walk away with? Inflatable hot tubs, chainsaws, drones, and of course, cold-hard cash - just to name a few!

"I told my wife we should bring the bigger car, just in case we won a flatscreen tv," copywriter Henry Shepard said just hours before winning a 55" TV in the raffle event.

We are so excited to enter our 25th year of being a company. The growth we've seen and the impact we've been able to make in our community while providing purposeful employment to so many truly drives us each day. Due to your bright ideas and

hard work, we've been able to be a profitable company and expand further than we could have ever imagined. The power of technology, 3D printing, and reliable business partnerships are what will help us keep moving forward.

We are halfway to our goal of being a 50-year company, and we couldn't do it without each each of you reading. We cannot wait to see all that 2020 - and the next 25 years - will have in store for us together!



CEO's Message

Andrew Cooper, CEO of TyRex Group



Recently, **Andrew Cooper** was interviewed by Olivia Meyers, a junior at Westwood High School, as part of a class project. From TyRex's Jurassic beginnings to its current Bright Ideas program helping shape the future, Andrew has enjoyed every step of the ride. Here are some of our favorite questions from her interview.

Q: How did you come together with your partner, John Bosch?

AC: "Before I met John, I was really interested in creating a company that was built to last – I'd written the initial part of a business plan for the company, and what it really showed me was what I didn't know. I needed to find somebody who could complement my strengths and my weaknesses – someone who understood the financial components, who had the strategic business acumen, and who really had an understanding of the importance of the financial levers that you have to have with timely information that allow you to drive a company forward. I didn't have any of that. I knew how to make money – I knew how to sell and market and all of those things. But I really didn't understand the financial levers that I had to have at my controls. That's when I met John Bosch, who complemented my strengths and weaknesses really well. And finding that perfect business partner is a challenge, but once you find it, that just makes life a whole lot easier."



Andrew leading a tour of high school students through the factory.

Q: What's been the key to your success?

AC: "When I started this business with John, everybody said to focus on one thing, and we focused on many things. I'm a dyslexic learner, so I learned very differently – and a professional entrepreneur will surround themselves with like-minded individuals and has to be willing to take their constructive criticism and go forward as opposed to the traditional entrepreneur who says, 'This is my company, and you're not going to tell me how to run it.' I think you have a higher probability of success in learning from others. And the one constant over 25 years has been change. We've walked away from millions of dollars of business, because of our evolution over the years. But we're still here, and a lot of those companies that were giving us advice when we started are no longer around. Because they just did one thing and refused to change, expand, and grow."

Q: What's it like to be an entrepreneur?

AC: "It can be scary. You have to make tough decisions. And it can be intimidating! But over 25 years, I've finally gotten to a point where I can sit in front of a really big customer and make a really big ask. I used to wonder if we were good enough to ask for more business – was I good enough? But I would say that I'm at a point where I'm comfortable that yes, we are. And as an entrepreneur you're always reassessing and reevaluating – and maybe that's the key. To always try and get comfortable with getting outside your comfort zone. I've been living there for a long time!"

We thank Olivia for her time with Andrew, and we're excited to have this interview as a lasting memory of the first 25 years at TyRex – here's to the next 25!

Employee Milestones

Birthdays

OCTOBER

3..... Nadia Alvarez (iRex)
 4..... Lethu Ngo (Megladon)
 5..... Carlos Gomez (ARL)
 17..... Bob Zawadzki (SabeRex)
 21..... Oscar Ortiz Jaimes (Arctos)
 22..... Bill Brainerd (TyRex)
 22..... John Sansoucy (iRex)
 25..... Elisa Delgado de Rodriguez (iRex)
 29..... Cynthia Ferrell (Megladon)

NOVEMBER

8..... Amy Bosch (DLi)
 14..... George Ayad (TyRex)
 14..... Larry Legler (ARL)
 20..... Marcolfa Sandoval (iRex)
 22..... Sterling Steves (iRex)
 25..... Scott Wilson (TyRex)
 28..... Veronica Hernandez (iRex)
 30..... Phuong Nguyen (SabeRex)

DECEMBER

1..... Irma Baltazar (iRex)
 5..... Veronsky Don Bernard (Megladon)
 9..... Danny Ross (iRex)
 13..... Lucy Rivera (iRex)
 16..... Zainab Hanoon (ARL)
 21..... Maria Aviles (Megladon)
 25..... Yi Zhang (SabeRex)
 26..... Victoria Contreras (iRex)
 29..... Janani Iyer (TyRex)

Happy Birthday!



Lisa Martin getting her certificate for 15 years with TyRex.

Anniversaries

OCTOBER

18..... Lisa Martin 15 Years
 23..... Robert Zawadzki..... 2 Years

NOVEMBER

1..... Christian Fredrickson 3 Years
 5..... Amanda Paternoster 1 Year
 12..... Sterling Steves 1 Year
 15..... Patrick Newman 2 Years
 18..... Miguel Barrera..... 6 Years
 27..... Morgan Humburg 2 Years
 30..... Kevin Alwell 21 Years

DECEMBER

12..... Scott Wilson..... 8 Years
 13..... Jeff Walton 20 Years
 27..... Carla Carrasco..... 2 Years

Happy Anniversary!



Jeff poking some fun as we honor his 20 year anniversary!

Employee of the Month

OCT..... Nathan Bosch (TekRex)

NOV Nancy Gonzales (iRex)

DEC..... Sterling Steves (iRex)

Congratulations!



Kudos & Acknowledgments



Neftali showing McNeil STEM students the power of light technology.



Just a pirate looking to score some treasure in our costume contest!



Can you believe it's been 21 years since Kevin joined our team?!



Getting choked up as we sent Judy Rock off into retirement!



Managers serving food at our Thanksgiving feast.



A creative design from our 3D Printing Contest.



Always laughs to be had at our Birthday and Anniversary celebrations!



GOOOOOOOOOOOOOOOOOOOOOOOAL!

TekRex + Thinkery Bank on 3D Printing

TekRex prototyped and developed 3D-printed piggy banks to be auctioned off for Thinkery's Imaginarium 2019 event! Their STEAM-focused, play-based opportunities help children explore their curiosity and develop creative problem-solving skills. All proceeds from the event benefit Thinkery's mission to create innovative learning experiences that equip and inspire the next generation of creative problem solvers - something here at TyRex, we aspire to do every day.



Follow TyRex Online!

Did you know? The stories from the TyRex Technology Family that you're reading in this very Tribune, along with many other updates and all types of news, can be found on our social media channels! Like, share and connect with all of our companies on Facebook, Twitter, LinkedIn and YouTube - check the bottom of each company homepage for links. Whether you're an employee, customer or business partner, keep up with all things TyRex as they happen!

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TyRex Family's 2019 Community Impact

Thanks to YOU and the community, we were able to break records for donations this year. Know of an organization we can help in 2020? Let your marketing team know!

2019 Donation Results:

1,016 lbs of food to Hope Food Pantry

875 lbs of goods to Goodwill Central Texas

374 books to BookSpring

349 school items for RRISD PIE Foundation

222 laundry kits for Mission Accomplished

148 carts for Mobility Worldwide Austin

73 pints of blood for We Are Blood



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Another spooky Halloween at TyRex has come and past. We enjoyed all of the creativity put into the costumes and the pumpkin carving. The bar gets raised high and higher each year! Congratulations to all of our winners.



Some of these costumes were a real SCREAM!



April posing next to her Up! pumpkin that won first place in our contest.

Bright Ideas 3D Printing Contest Winners!

A big TyRex Family congratulations goes out to all of our winners and runners-up of the first TyRex Family 3D Printing Contest. After months of planning, prototyping and plenty of printing, our outside judges had the difficult task of choosing the best in each category.

Brighter & Better

Improvements on how we do our production work, cost savings, time savings, efficiency savings

Winner: DLi PCB Board Test Fixture (*Miguel Barrera, Cynthia Ferrell, Karan Dodia*)

Runner-up: ToolDex – a tool caddy (*Amy Bosch, Angela Roush, Satwinder Kahlon*)

Brighter Products

New products that we can build, brand and sell at competitive prices

Winner: Megladon Visual Fault Finder (*Oscar Ortiz-Jaimes, Daniel Hogberg, Maria “Fanny” Reyes*)

Runner-up: TyRex Reception Card Holder (*Sonia Roberts, Hoang Lu, Rachel Langham*)

Brighter Markets

Products that can expand our customers project bidding & estimating competitiveness

Winner: TyRex Thinking Box Puzzle (*Martin Johnson, Ronneece Hall*)

Runner-up: Customizable HDMI Covers (*Josh Snoddy, Alex Riley, Juan Marmolejo*)

Products of Value to Business

Products of value that can be printed by nonprofit youth, creating a continuous Business/Community relationship, with proceeds going to the NPO

Winner: Top Water Fishing Lure (*Danny Ross, Wade Bateman, Hortencia Hernandez*)

2nd Place: Low Flow Faucet Aerator (*Morgan Humburg, Carlos Gomez*)

We'd like to thank everyone for participating in the contest and to those of you who walked away empty handed, keep those ideas handy. You never know when the next opportunity to present them might come your way.



Overall 3D Competition Winners: Oscar Ortiz Jaimes, Daniel Hogberg, and Maria “Fanny” Reyes for their project: Megladon Visual Fault Finder

TYREX[®]

GROUP, LTD.

Family of Technology Companies



Arctos



Austin
Reliability
Labs



Digital Light
Innovations



iRex



Megladon



Saber Data



SabeRex



TekRex

Nonprofit



RecognizeGood[®]
Illuminating GOOD
in Our Community

Associated Entities



Crypto
Prospectors



RF
Scientific



Right Stuff
Marketplace



tri/REX



TyRex
Learning
Foundation

Special **By Design[®]**

This newsletter is edited by Rachel Langham, Joel Coffman, Patrick Newman, Morgan Humburg, Frank Washington and Cate Diaz.
If you have news or something you would like to include in this newsletter, please send an email to news@tyrexmfg.com.

BENEFITS CONTACT INFORMATION FOR TYREX FAMILY MEMBERS

CoAdvantage

Benefits Information, View Paychecks, Change of Address, W2 Reprints
& Employee Discounts can be accessed through the employee portal at:
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