

The Tribune

1st Quarter 2019

Profit, Purpose AND Family



TYREX[®]
GROUP, LTD.

Austin Regional Science Festival: The TyRex Family Volunteers!

We proudly sent representatives from six companies in our technology family to help with judging the Junior and Senior projects at the 2019 Austin Energy Regional Science Festival.

Neftali Santos, a DLI representative and volunteer judge for the 6-8 grade level projects, said that the vast range of content, complexity, and execution displayed by the presentations was very impressive. "One 7th grader was dressed for success in a suit and tie," he says, "and I was absolutely blown away by his presentation. Many kids just read directly off their board, but this young man was well prepared with a thorough knowledge base and conversational approach." The purpose of this student's experiment was to determine the optimum color and fabric to use in order to best keep warm in cold weather. Neftali says that hearing the motive behind the project was truly inspirational. The boy's grandfather lost a toe due to frostbite and his goal was to optimize cold weather gear to prevent that kind of thing from ever happening again, especially to military service personnel serving in colder environments.

Needless to say, this particular student project was the one Neftali called his favorite. "It is very meaningful to have the opportunity to encourage the next generation of scientists and engineers. I encouraged this student to keep

up the great work, especially in mathematics because it is the language of the universe. Become fluent, and your out-of-the-box thinking will skyrocket, making difficult concepts in other subjects much easier to comprehend." Neftali looks forward to participating in next year's event!

TyRex has supported the science fair for several years with volunteer judges, corporate financial donations, and in-kind services as well. This year, along with our Silver Sponsorship we also sent 15 volunteer judges – the most in the history of our partnership – as well as presented a special award, connecting winning student projects with industry job shadow experiences.



Bob and Neftali making tough decisions at the 2019 science fair

CEO's Message

Andrew Cooper, CEO of TyRex Group



As the leader of the TyRex Technology Business Family, I continue to be so proud of the Tribune. This edition is no exception, as it so very concisely and clearly presents nearly every major characteristic and core business value elements that define a "*Special* by Design" 21st business century entity.

Profit, Purpose **AND** Family

Profit: Profits define and drive business sustainability, as covered in TyRex's Annual Founders Day 2019. It's the beginning of TyRex's 25th year in the technology business, and all but two completed years have been profitable. That is so necessary for TyRex to remain business independent and to be able to define its own roadmap of business success, working so hard as a unified group of technology businesses and family members to define collective self for the remainder of the 21st Business Century.

Purpose: Our TyRex business family purpose connects to our community responsibilities, as presented by our impressive participation in this year's Austin Energy Regional Science Festival. Didn't this event used to be a little science fair?

TyRex's sponsorship and support of RecognizeGood remains strong, with numerous leadership and individual family members' time and personal commitment, as illustrated by this year's 2019 Ethics in Business Alumni Reception. As RecognizeGood's Ethics in Business program expands into a business and community ethics movement, be assured the TyRex leadership and individual family members will provide the time and energy to support this very special program.

AND: This grand AND speaks to the synergistic effect of combining profitability and business purpose with a business family that seeks the status of "Business (Family) Singularity of ONE."

Family: Our TyRex Family is not only special, but is continually in pursuit of purposeful employment. Take a look at the many TyRex employee birthdays, anniversaries and acknowledgements. What a special employee spotlight on Mike Bobrowski! WOW! Spotlight employee features like Mike's can be found on the TyRex Family Album, TyRex's own version of a business family's Facebook - a program whose purpose is to better connect TyRex family members with ongoing communications.

What speaks most about TyRex's emphasis on family and family values is its employee milestone anniversaries, where 40% have 8 or more years of seniority and service to the TyRex business family. A special congratulations to John Sansoucy, Rich Burgess and Phuong Nguyen for reaching their 19 year anniversaries, and a very special congratulations to Judy Rock on reaching 20 years.

And finally, in my opinion, one of the major elements of continuous business success - which does not receive its deserved publicity - is LUCK. At TyRex, luck receives much notoriety and is present in many unique and extremely visible ways. As my co-founder and partner John Bosch, Jr. understands, a business family who truly believes they are "lucky" has a greater recognition of business opportunities being in the Right place, at the Right time with the Right technologies surrounded by the Right people, the four (4) R's that are recipients of a business luck company culture.



Cruz Orozco shows Andrew some pointers on 3D printed jewelry.



Westwood High School students enjoyed a half-day TyRex job shadow.

TyRex Employee Spotlight

Michael Bobrowski - Technical Sales Consultant at Megladon



Mike Bobrowski is a master of many arts. A creator and an engineer, he's a true entrepreneur, adventurer, and self-starter. His diverse career background has taken him deep down multiple distinct paths – and they've all come together now in his role as a technical sales consultant for Megladon. Mike has an expansive technical knowledge base founded primarily on online, self-directed learning and reading through technical manuals. He left San Jose State University before finishing his Management Information Systems degree to launch his own social media marketing business, providing full-time web development for some big name clients.

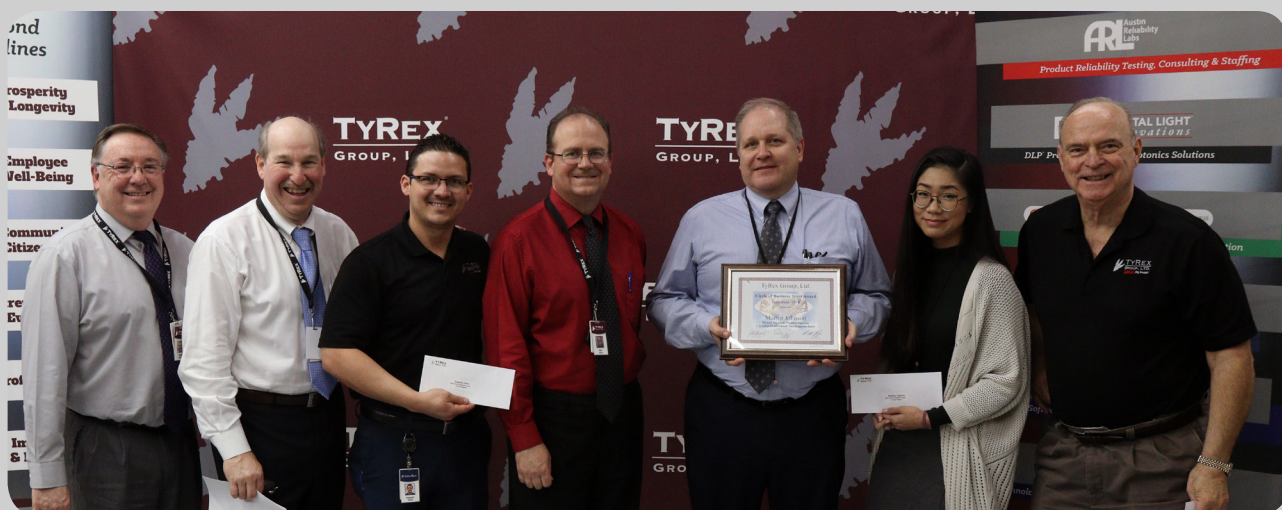
He actually lived as a “digital nomad” in the city of Chiang Mai for five years – working from a laptop, exploring breathtaking landscapes and tribal villages from atop his motorcycle without a tour guide, although he speaks very little Thai. Football (soccer) is the second-most popular sport in the region – behind Muay Thai kickboxing – and yet not covered in-depth anywhere inside the region. While exploring Southeast Asia Mike also worked to start a sports news company in Bangkok. He spent the better part of a year alongside a team of five, taking a football (soccer) site from concept to soft launch before his Singapore-based investors eventually backed out of the project.

In his spare time, Mike loves to repair computers and tinker with electronics. He also enjoys exercising his thrift store acumen, collecting vinyl while exploring new music. According to Mike, “Austin is a great town to find thrift store treasures - it's an opportunity to learn about niche markets of collectors.” This year, he wants to use that acumen for good – he plans to take a more active role in giving back to the community by working with thrift stores, especially the store run by no-kill animal shelter Austin Pets Alive, to help them maximize their return on donation items of high value.

“Before now, I wouldn't have pictured myself in sales,” Mike says. “But Megladon is a unique place, where we're motivated to use imagination and not just sell out of a catalogue. You need to have creativity to weave together solutions that others may not think of, and to find solutions for your clients - especially incorporating 3D printing.” Megladon and the overall TyRex company culture have been a good fit for Mike – valuing and developing his passion for learning, his creative intelligence and even his web development skill when building Megladon's online shopping cart!



TyRex Founders Day 2019



At the first of every business year, the entire TyRex Technology Family celebrates its birthday with an annual **Founders Day Birthday Celebration**. Special guests, family members and every TyRex employee gathered yet again in 2019 to honor employees, catch up on all the exciting programs the TyRex companies have continued to develop, and to reaffirm the beliefs that make us a family. Through this event, we acknowledge the Companies, Entities, Associates and Individuals who are representative of the TyRex Technology Family's Vision, Guiding Principles and Diamond Discipline Principles of Business that support our culture and define our business identity. We also received an update on how we continue illuminating the good in our community through RecognizeGood. This Founders Day marks TyRex's 24th year in business!

2019 Founders Day Award Recipients

TyRex Diamond Discipline Awards & Acknowledgments		
Award Category	Award Description	2019 Recipients
Prosperity to Longevity	Company: Consistent Commitment to Profitability	iRex Group, Ltd.
Prosperity to Longevity	Company: Overall Financial Performance	SabeRex Group, Ltd.
Employee Well-Being	Company	Saber Data
Employee Well-Being	Individual	Jeff Walton
Community Citizenship	Company	Austin Reliability Labs
Community Citizenship	Individual	Cynthia Ferrell
Entrepreneurship	Individual	Yolanda Menendez
Professionalism	Company	iRex Group, Inc.
Professionalism	Individual	Jason Dunbar
Imagination & Innovation	Company	tri/REX
Imagination & Innovation	Individual	Tom Sanders & Nathan Bosch

Special TyRex Technology Family Acknowledgments		
Award Category	Award Description	2019 Recipients
Quality	Company	Saber Data
Quality	Individual	Van Nguyen
Circle of Business Trust	Company	Saber Data
Circle of Business Trust	Individual	Martin Johnson, Christian Fredrickson, Pauline Nguyen, Eugenio Justo
Heart of TyRex	Individual	Daniel Hogberg

Special TyRex Professional and Community Partnering Recognition Awards		
Award Category	Award Description	2019 Recipient
Outside TyRex Professional Partner	Individual	Reina Wiatt
TyRex Community Partner	Company	CBS Austin



The 2019 Ethics in Business Alumni Reception

TyRex's signature non-profit organization, RecognizeGood, announces its annual **Ethics in Business Award** finalists each year on CBS Austin's "We Are Austin" show - but not before inviting all past award winners to a reception hosted by Concordia University Texas. This year's alumni reception provided us with a great opportunity to network with like-minded business leaders and share our own example of doing the right thing in our businesses.



TyRex leaders chat with Concordia students about this year's awards



Leaders from alumni Per Stirling Capital Management and Capital IDEA



RecognizeGood Board Member Earl Maxwell address the audience



2019 nominees pose in front of our RecognizeGood background

Jar of Luck Challenge 2019

The TyRex Family celebrates St. Patrick's Day with a **Jar of Luck Challenge!**

Don't forget to pick up all of the lucky pennies you can find and place them in our jar. For decades our founders have picked up every lucky penny they could find, believing that luck is an essential element of our entrepreneurial success. John Bosch, Jr. is still recovering from double hip replacement and needs your help as he is unable to pick up good luck pennies off the ground. John is asking the TyRex Family to collect lucky pennies for the rest of 2019 - 2019 is our year and we need all the luck we can get!



Kudos & Acknowledgments



Gary Wojcik retires after almost 10 years with the TyRex Family



John Sansoucy receives Employee of the Month honors in February



Amanda Paternoster at the 2019 Role Model Fair



Happy Valentine's Day from the TyRex Family!



Judy Rock celebrates 20 years with the TyRex Family in February



Phuong celebrates 19 years with SabeRex in March

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!

**CONNECT
WITH US TODAY**



visit any of our company websites to connect with us on social media today

Employee Milestones

Birthdays

JANUARY

2..... Rich Burgess (iRex)
4..... Daniel Hogberg (Megladon)
5..... Jorge Moguel (DLi)
7..... Merlin Leon (iRex)
8..... Olga Pluzhnikova (Saber Data)
14..... Kumcha Bordonaro (SabeRex)
15..... Ivan Cruz (SabeRex)
15..... Satwinder Kahlon (Saber Data)
22..... Alicia Zarate (Megladon)
24..... Alma Valadez (Megladon)
25..... Joel Coffman (TyRex)
25..... Bertha Ruvalcaba (iRex)
26..... Larry Krupicka (SabeRex)
26..... Martin Johnson (TyRex)
30..... Kristen Puckett (SabeRex)

FEBRUARY

1..... Josh Snoddy (iRex)
6..... Sonia Roberts (SabeRex)
6..... Leanne McGee (iRex)
15..... Chantal Robinson (TyRex)
17..... Laura Perez (iRex)
17..... Biata Ofer (Saber Data)
18..... Daisy Valadez (Megladon)
21..... Noemi Sanchez (Megladon)
22..... Juan Marmolejo (ARL)
24..... Jeff Walton (SabeRex)
28..... Martha Castillo Barron (iRex)
28..... Jon Roesch (ARL)

MARCH

5..... Ronneece Hall (iRex)
8..... Raquel Diaz (Megladon)
9..... Maria Ramos Reyes (iRex)
21..... Liliana Silva (iRex)
25..... Jesica Juarez (Megladon)
25..... Grant St. Clair (TyRex)
26..... Dan Chambers (SabeRex)
29..... Hilda Melgoza (iRex)

Anniversaries

JANUARY

1..... John Bosch, Jr. 24 Years
1..... Andrew Cooper 24 Years
2..... Josh Snoddy 1 Year
9..... Kumcha Bordonaro 13 Years
9..... John Craghead 1 Year
15..... Jeannie Phipps 1 Year
17..... John Sansoucy 19 Years
24..... Rich Burgess 19 Years
24..... Karol Sue Smith..... 2 Years
29..... Steve Anderson 1 Year
29..... Ted Neil 1 Year
29..... Robert Waguespack..... 1 Year
30..... Suleica Jimenes..... 2 Years
30..... Biata Ofer 2 Years
30..... Joel Solis 2 Years

FEBRUARY

1..... Yi Zhang 1 Year
2..... Rick Jennings 13 Years
12..... Mike Hammock..... 1 Year
15..... Judy Rock 20 Years
17..... Nadia Alvarez 5 Years
20..... Henry Shepard 2 Years
26..... Larry Krupicka 6 Years
27..... Marie Mattson 5 Years
27..... Kenny Rector 5 Years
28..... Yolanda Menendez..... 8 Years
28..... Sonia Roberts..... 14 Years
28..... Ray Wells..... 8 Years

MARCH

2..... Danny Ross..... 4 Years
5..... Denny Hean..... 12 Years
5..... Phuong Nguyen..... 19 Years
6..... Jorge Alejo..... 13 Years
10..... Amy Bosch..... 4 Years
17..... Martin Johnson..... 5 Years

Happy Birthday!

Happy Anniversary!



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 Joel Coffman, Amanda Paternoster, Patrick Newman, Jade Hoxie and Grant St. Clair.
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:
CoAd360.com

CoAdvantage Employee Service Center (available 24/7)
(800) 868-1016 • data@coadvantage.com

Aetna Medical

(800) 704-7287 • aetna.com

MetLife Dental

(800) 942-0854 • metlife.com

MetLife Vision

(855) 638-3931 • metlife.com

Mass Mutual 401K Retirement Plan

Enrollment, Rollovers & Statements
(800) 743-5274 • retiresmart.com