



The Tribune

1st Quarter 2020

Profit, Purpose AND Family



TYREX[®]
GROUP, LTD.

The Dino Museum Expansion

As we all know, dinosaurs are near and dear to our hearts here at TyRex. Our name was derived with inspiration from the giant Tyrannosaurus Rex who ruled during the Jurassic Era. Aside from the elementary-age son of DLI's Neftali Santos, John Bosch, Jr. might have the most knowledge of any of us when it comes to dinosaurs - which explains his passion for collecting all sorts of preserved fossils and artifacts from this era.

If you've ever been to our facility, we're certain you've been drawn to one of our display cases showing off prehistoric items ranging from ancient bear skulls to woolly mammoth hair.

The TyRex Dino Museum unveiling was a celebration - all companies came together to "ooh" and "ahh" as John read aloud the stories behind each piece. The latest unboxing includes prehistoric bear teeth, fossilized imprints of fish from 150 million years ago, and VERY rare Paleocene bird skulls found inside Moroccan phosphate deposits! Come visit us - the future of technology, with a healthy dose of the past.



Coach's Corner

John Bosch, Jr., Principal and Partner at TyRex



My father was a Kansas farmer and, like most ranchers and farmers of the high plains, a traditional entrepreneur. He farmed and ranched his way without much intervention to his decision-making process. Prices for grains and livestock was mostly set by a form of free enterprise system that left only the variables of seasonality, timing and basic supply and demand on a national level to determine optimized return on invested capital. Decision-making in the heartland of America was mostly basic-user, fundamental logic.

However, the one thing I remember most about my farmer father's entrepreneurial business decision-making process was it was a laborious and time-consuming process. The most basic of decisions took days, weeks, and even months. Over and over my dad would talk about the decision to be made, discussing the variables, and the consequence of his decision. I mention his decision because it would be his as he shared it with no one else, not even my mother or me. I always knew the question was coming, and I increasingly dreaded the anticipation of the question. The exchange would go something like this:

"Son, do you think I should sell this year's calves next week or keep them until spring?"

"Dad, I don't know."

"Why not?" he would respond, "Don't you want to grow up and take over the farming and ranching operation?"

Hoping to defer this question to a later date I would respond, "Do you really want to know my opinion, and don't you already have your mind made up?"

"Go ahead." he would respond.

"Okay, I would begin. It would seem to me that the current price of cattle is a little depressed."

I would continue in a very clinical business like manner to discuss the expected average weight gain per day compared to the cost of feed to produce the weight gain, making assumptions on to long-term weather forecasts, etc.

His usual response began, "Let me tell you why you're wrong."

After what seemed to be the length of a college lecture, I would respond, "If you knew what you were going to do, why did you ask me for my opinion?"

"Well," my dad would say, "I just wanted to see if you were making any progress on your ability to make accurate and correct business decisions." In his words, had I gotten any smarts. Suffice to say, the pain of decision-making has changed from my days on the farm growing up in Kansas. What hasn't changed are the separate and distinct models and structure that define and distinguish traditional entrepreneurship from Professional Entrepreneurship.

Post Script: Since I left home to go off to college, I have talked to either my mom or dad pretty much once a week. When I talk to my dad, we always talk about his farming and cattle. Just last week, he asked my opinion about whether he should sell his wheat. His response to my answer, suggest these "smarts" he has talked about still continue to elude me.

Post Post Script: My dad has since passed away without ever believing I had developed my decision-making to an accomplished level. I never returned to run my dad's Kansas farm.

Excerpt from Streetsmart MBA® Module O-1: Fundamentals of Professional Entrepreneurial Business Decision-Making



2020 Say Thanks, Austin!



RecognizeGood's 10th annual Say Thanks, Austin Closing Ceremony winner was Julie Webb, a top food rescuer for Keep Austin Fed who has "rescued" over 150,000 pounds of surplus food to bring to our neighbors in need. Say Thanks, Austin is an annual event that presents the Austin area with a unique opportunity to say thank you to the selfless Legendary individuals that go above and beyond in Central Texas! Over 100,000 votes came across - some in other states and continents! Nominate someone to be a RecognizeGood Legend on their website today: recognizegood.org

Photonics West

The DLi team attended SPIE Photonics West, the world's largest photonics technologies event. This year, our partners at Shanghai Optics welcomed us into their booth where DLi showcased the 3DLP9000 Light Engine and our partners at TERA-print were awarded the prestigious Prism Award in the Life Sciences category. Congratulations to all involved!



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 Founders Day 2020



TyRex was founded in 1995 in a small cubicle with the dream of building a world-class organization that, founded on sound business and ethical principles, would last 50 years and beyond. 2020 marks the 25th anniversary and halfway point to making Andrew and John's vision come true. As we celebrated Founders Day this year, this huge milestone was commemorated and celebrated. There were many laughs as they both told us stories over the years - the lessons that they have learned and the amazing people they have gotten to meet and watch grow. We are excited to see what the next 25 years will hold!

2020 Founders Day Award Recipients

TyRex Diamond Discipline Awards & Acknowledgments		
Award Category	Award Description	2020 Recipients
Prosperity to Longevity	Company: Consistent Commitment to Profitability	iRex Group
Prosperity to Longevity	Company: Consistent Commitment to Profitability	Arctos Assembly
Prosperity to Longevity	Division: Overall Financial Performance	SabeRex Group
Employee Well-Being	Company	Saber Data
Employee Well-Being	Individual	Lisa Martin
Community Citizenship	Company	iRex
Community Citizenship	Individual	Robert Zawadski
Entrepreneurship	Individual	Dan Chambers
Professionalism	Company	SabeRex
Professionalism	Individual	Marie Mattson
Imagination & Innovation	Company	Meglodon
Imagination & Innovation	Individual	Wade Bateman, Hortencia Hernandez, and Danny Ross

Special TyRex Technology Family Acknowledgments		
Award Category	Award Description	2020 Recipients
Quality	Company	iRex
Quality	Individual	April Gurney
Circle of Business Trust	Company	iRex
Circle of Business Trust	Individual	Rich Burgess
Our Heart of TyRex	Individual	Cynthia Ferrell

Special TyRex Professional & Community Partnering Recognition Awards		
Award Category	Award Description	2020 Recipients
Outside TyRex Professional Partner	Individual	Greg Skelton
TyRex Community Partner	Individual/Company	Start-Up Kid's Club



Planting Seeds

TyRex prides itself in it's community involvement, especially when it comes to aspiring STEAM (science, technology, engineering, arts, and math) youth! We felt so lucky this year to be involved with so many great events that showcase the talent of our future engineers.



This year we had the pleasure of being a sponsor at Construct3D, an academic 3D Printing and Digital Fabrication conference. We showcased many of our 3D printing projects created at TyRex - including our pay it forward, gratitude coin!



TyRex has been working with Start-Up Kids Club for 2-3 years now and each year we grow in passion for what they do! We got to be a part of their Pitch Year! contest in which youth pitch their ideas to a panel of judges. It was so inspiring to witness their creativity!



Community Robotics team "Howdy Bots" stopped by our facility early this year to showcase one of their latest bots. Their inclusive team of builders and eagerness to face a challenge impressed our teams at Austin Reliability Labs and SabeRex!



Satwinder Kahlon listening to a student explain his project at the annual Austin Energy Regional Science Festival. It is one of Texas' largest science fairs, and we have been lucky enough to send our staff to participate as judges for many years.

Kudos & Acknowledgments



February was officially "Sonia Month" as we celebrated her birthday, work anniversary AND named her Employee of the Month!



The iRex team (and Cate Diaz) helping set up in City Hall for RecognizeGood's Say Thanks, Austin 2020 event



There are always laughs to be had at our Birthday and Anniversary parties



A rose by any other name would never smell as sweet as Wade Bateman.



Happy Valentine's Day to the ladies of Megladon!



The Bosch family posing at Say Thanks, Austin!



So LUCKY to introduce Tom Sneath to our ARL team on St. Patrick's Day!



After 20 years, we finally have proof that John and Rich like each other!

Employee Milestones

Birthdays

JANUARY

2..... Rich Burgess (iRex)
 4..... Daniel Hogberg (Megladon)
 14..... Kumcha (KC) Bordonaro (SabeRex)
 15..... Satwinder Kahlon (Saber Data)
 21..... Elvira Sienna (Megladon)
 22..... Alicia Zarate (Megladon)
 25..... Bertha Ruvalcaba (iRex)
 25..... Joel Coffman (TyRex)
 26..... Larry Krupicka (SabeRex)
 26..... Martin Johnson (TyRex)

FEBRUARY

1..... Josh Snoddy (iRex)
 6..... Leanne McGee (iRex)
 6..... Sonia Roberts (SabeRex)
 17..... Laura Perez (iRex)
 18..... Daisy Valadez (Megladon)
 21..... Noemi Sanchez (Megladon)
 24..... Jeff Walton (SabeRex)
 28..... Martha Castillo Barron (iRex)

MARCH

5..... Ronneece Hall (iRex)
 8..... Raquel Diaz (Megladon)
 9..... Maria Ramos Reyes (iRex)
 21..... Liliana Silva (iRex)
 25..... Jessica Juarez (Megladon)
 26..... Dan Chambers (SabeRex)

Happy Birthday!



Can you believe it has been 20 years since John Sansoucy and Rich Burgess joined the team at iRex?!

Anniversaries

JANUARY

1..... Andrew Cooper 25 Years
 1..... John Bosch, Jr. 25 Years
 2..... Josh Snoddy 2 Years
 9..... John Craghead 2 Years
 9..... Kumcha (KC) Bordonaro... 14 Years
 15..... Jeannie Phipps 2 Years
 17..... John Sansoucy 20 Years
 24..... Karol Sue Smith..... 3 Years
 24..... Rich Burgess 20 Years
 28..... Wade Bateman..... 1 Year
 29..... Ted Neil 2 Years
 30..... Joel Solis 3 Years
 30..... Suleica Jimenes 3 Years

FEBRUARY

1..... Yi Zhang 2 Years
 2..... Rick Jennings 14 Years
 12..... Mike Hammock..... 2 Years
 13..... Jackie Wang..... 1 Year
 17..... Nadia Alvarez 6 Years
 20..... Henry Shepard 3 Years
 26..... Larry Krupicka 7 Years
 27..... Marie Mattson 6 Years
 28..... Sonia Roberts..... 15 Years
 28..... Yolanda Menendez..... 9 Years

JUNE

2..... Danny Ross..... 5 Years
 5..... Denny Hean 13 Years
 5..... Phuong Nguyen..... 20 Years
 6..... Jorge Alejo..... 14 Years
 10..... Amy Bosch..... 5 Years
 17..... Martin Johnson..... 6 Years

Happy Anniversary!

Employee of the Month

JAN Karan Dodia (Saber Data)

FEB Sonia Roberts (SabeRex)

MAR Ted Neil (TyRex)

Congratulations!



TYREX[®]

GROUP, LTD.

Family of Technology Companies



Arctos



Austin
Reliability
Labs



Digital Light
Innovations



iRex



Meglodon



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:
CoAd360.com

CoAdvantage Employee Service Center (available 24/7)
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