



Steve Derrick (ARL) volunteers his time at this year's science fest.

The Tribune

1st Quarter 2016



Students Win Big at 2016 Science Fest

The Austin Energy Regional Science Festival, commonly known as simply Science Fest, is one of Texas' largest regional science fairs with almost 3,000 students from 3rd through 12th grade. At TyRex, we are proud to be part of the many engineers, scientists and professionals who volunteer with this program to help encourage the students who will become the next generation of our technology community and to reward their innovative research. This year, two TyRex companies - Austin Reliability Labs (ARL) and Digital Light Innovations (DLi) - each offered a student internship or scholarship of \$2,500. Parker Whitehead of Vista Ridge High School took home the ARL scholarship for his biomedical project, 'Functional 3D Printed Bone.' The DLi scholarship, meanwhile, went to Raaghav Bageshwar of College Station High School for his microbiology project, 'Probing the Oligomeric Structure of the TatBC Complex of the Twin-Arginine Transport Pathway.' Needless to say, with the innovative thinking displayed through these projects, the technology community of the future is in good hands!

Each February, students whose projects won their schools' science fairs (as well as some special home school entries) bring their winning projects to the Science Fest at Palmer Events Center for a chance to advance even further. Winning Junior/Senior Division projects advance to the Texas Science and Engineering Fair, Best of Fair Senior Division projects



Parker Whitehead takes home the ARL scholarship for his amazing project!

advance directly to the Intel International Science and Engineering Fair, and four projects focusing on applied engineering, sustainable energy, or environmental engineering advance to the I-SWEEP International Olympiad.

TyRex family members have supported the Science Fest individually for many years, but the company proudly became an official Silver-level sponsor for the first time in 2015. Eight members of the TyRex Family volunteered as judges for this year's competition.

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President's Message

Andrew Cooper, President of TyRex Group, Ltd.



It now begins to sound redundant to suggest it was a busy first quarter of 2016 for the TyRex Technology Family. Better said, it was just another fun, fascinating productive company, community and employee (who are residents of both company and community) quarterly experience.

Embodying this experience is TyRex's Founders Day, which is an annual celebration of community and the TyRex Technology Family. This year marks TyRex's 21st year in business. Can you believe it? TyRex at 21 – WOW! That seems like a long time. By the way, speaking of time – take a look at the anniversaries for the first quarter on page seven of this newsletter. Notice all of the employees celebrating 10 or more years with our companies. TyRex is very blessed to have so many dedicated employees who continue to be part of our family. In fact, I am told by professional HR people that this is quite the exception.



Jorge Alejo (SabeRex) is recognized for 10 outstanding years of service.



During the TyRex Founders Day celebration, my partner of 21 years, John Bosch, Jr., and I laid out our future vision for TyRex. John stated that a true vision must be accompanied by detailed directions along with specific accountabilities and responsibilities to ever have a chance to reach for the stars. John also renewed our TyRex motto that successful business is achieved through a series of interlocking personal commitments, resulting with achieving the distinction of "Business Singularity."

Our future vision ... *TyRex 2016 AND Beyond*, includes 2016 cost reductions from every employee, financial stability for each and every TyRex entity followed by growth sourced from preserved capital (i.e., cost reductions) and organic resources. This 2016 TyRex fight song will allow TyRex to "share success" with its family to the tune of 10 percent of pre-tax profits while growing revenues and investing in new technology.



The TyRex Technology Family gathers to celebrate Founders Day.

In terms of ... *AND Beyond*, TyRex is now elevating itself from a very worthy service provider to becoming an engineering innovation leader - focusing on technology using light. TyRex's business focus will be to expand on its existing six (6) types of light and five (5) technologies. Light and Technology hold a very important place in TyRex's future, which will be illuminated by its technology and have its very innovative, creative and caring community heart warmed by its support of RecognizeGood.



John & Andrew light the way to TyRex 2016 *AND Beyond*!

Students Win Big at 2016 Science Fest

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Steve Derrick, lab manager at ARL, first volunteered last year and wound up working with a committee from the U.S. military helping select a project with potential military application for a special award. He enjoyed the experience so much that he signed up for the same assignment this year. "My favorite part of helping out at Science Fest is working with the people in my group," Steve admits. "Working with those folks makes the science fair great fun for me." Stephanie Martinez, also of ARL, agrees that the experience is all about the people you meet. "I really liked meeting and interacting with the high school students about their projects," she said. "Listening to their presentations, seeing their passion for their topic of choice and hearing how they recognized a problem and designed a solution to solve it was my favorite part."

Experienced or not, judging can be tough - many of this year's TyRex volunteers evaluated more than 15 projects apiece! That might seem overwhelming for one afternoon, but Jason Dunbar and Miguel Barrera of DLI remember a couple of their favorites. "Seeing the excitement in each student's eyes and hearing how proud they were to talk about their project was great," Jason reflects, "but the coolest project was 'The Effectiveness of Combination Therapy of Chronotropic Agents on the Heart Rate of *Daphnia magna*'". Miguel recalls both a project and a student that made an impact on him. "One of the projects that stuck with me had to do with cochlear implants," he recalled. "I asked the student how he came up with the idea, and he said that his sister was deaf and required them." Both would recommend signing up as a judge to anyone. "I would tell anyone who is thinking about volunteering in the future to go ahead and give it a try," Miguel encouraged. "You have a chance to meet other judges from all over Austin, and you get to see some projects that just leave you in awe!"

Saber Data's Director of Development Satwinder Kahlon has a special connection to science projects like the ones he evaluated. "I saw my kids go through a similar program and it absolutely helped them in significant ways," he explained. "My wife and I were coaches for their teams. Now, I can at least volunteer and support these students - on company time on Thursday and on my own time on Saturday. I see it as helping build young scientists. We want to see more and more students participating and helping build their interest in science, and that requires some coaching and encouragement. Even this small amount of time spent with the students encourages them in a big way."

Lisa Martin echoes his sentiment. "This is one of the best uses of my time," she laughed. "I get far more out of this event than it requires of me." TyRex President Andrew Cooper adds, "It was incredibly energizing to be around so much creative positive thinking and endless possibilities. Clearly this younger generation is exploring creative solutions to existing problems and are focused on making a difference."

That energizing effect wasn't only felt by Andrew. "Young people have a problem solving mindset which tracks very different than the one I have," says TyRex principal John Bosch, Jr. "It was refreshing to get this insight into how problem solving will be conducted in the very near future. Also, I am absolutely sure I can take away some very valuable knowledge that will help me with my current business practices." John was also struck by the character of the students he was able to interact with. "I have read in the media a good deal about the quality of character and core values of the Gen Z's," he says. "The Science Fest confirmed to me that there are sufficient numbers of this generation who have their heads on straight. This generation will be 'good to go' when it is their time to take the helm."

DLi at Photonics West 2016

DLi attended the **2016 SPIE Photonics West Conference** at the Moscone Center in

San Francisco! Photonics West is the largest photonics and laser conference in the world and is a medium for the latest products, tools, and applications for your research or business needs.

DLi showcased the LabVIEW(TM) addition to their Bundle Suites and introduced new Optics Modules for the DLI6500, SuperSpeed, DLI41xx

Bundles and Discovery D4100 development kits. Along with showing off their products and capabilities, they were eager to meet customers and colleagues in the optics industry.



Justin Lemon & Jorge Moguel showcase the new DLI products.

TyRex Events

TyRex ... Coming of Age

At the first of every business year, the entire TyRex Technology Family celebrates its birthday with the annual **Founders Day Birthday Celebration**. Special guests, family members and every TyRex employee gathered yet again in 2016 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 and individuals who are representative of the TyRex Technology Family's Vision, Guiding Principles and Diamond Discipline Principles of Business that support our culture as well as character, and define our business identity. We also receive an update on how we continue illuminating the good in our community through RecognizeGood. **This Founders Day marks TyRex's 21st birthday and coming of age!**

"Built To Last" & "Built To Work" by Investing in GOOD People. We Built the Right TEAMS!

TyRex Diamond Discipline Awards & Acknowledgments		
Award Category	Award Description	2016 Recipients
Prosperity to Longevity	Company: Consistent Commitment to Profitability	Digital Light Innovations
Prosperity to Longevity	Company: Overall Financial Performance	iRex Group, Ltd.
Prosperity to Longevity	Division: Overall Financial Performance	iRex Custom Cable Group
Employee Well-Being	Company	Digital Light Innovations
Employee Well-Being	Individual	Keith Smith
Community Citizenship	Individual	Joel Coffman
Community Citizenship	Company	Megladon Mfg. Group, Ltd.
Entrepreneurship	Individual	Cynthia Ferrell
Professionalism	Company	Megladon Mfg. Group, Ltd.
Professionalism	Individual	Yanelly Medina
Imagination & Innovation	Company	Saber Data
Imagination & Innovation	Individual	Yolanda Menendez

Special TyRex Technology Family Acknowledgments		
Award Category	Award Description	2016 Recipients
Quality	Company	SabeRex Group, Ltd.
Quality	Individual	Denny Hean
Circle of Business Trust	Company	Austin Reliability Labs
Circle of Business Trust	Individual	David Rahe
Professional Partnering	Individual	Jo Baylor, CAPTA

RecognizeGood Community Partner Award		
Award Category	Award Description	2016 Recipient
TyRex & RecognizeGood Community Partner	Organization	John Rudd, Personal Energy Transportation (PET) - Austin



TyRex employees and guests shine their lights at Founders Day.



John Rudd accepts the Community Partner Award.

Community Citizenship

Technology Boulevard Donation Day

Since 2002, TyRex has hosted mobile blood drives through the Blood Center of Central Texas. These drives have resulted in nearly 1,000 pints of donated blood, *each capable of saving up to 3 lives*. This blood is vital for children and adults living with cancer, having surgery, surviving a car accident or recovering from other illnesses and injuries. As a company who truly believes that we are residents of our community and not merely renters, TyRex does its best to set an example for socially responsible business and corporate citizenship. True to the TyRex spirit of innovative technology, we embrace the opportunity to experiment with new ways to connect our business partners, customers and vendors with charitable organizations like the Blood Center who make our community thrive. In an effort to forge an even stronger connection with the community alongside our professional neighbors on Technology Boulevard, for the first time ever TyRex expanded its first mobile blood drive of 2016 to become something more - a Technology Boulevard Donation Day.

Based on the belief that everyone has something to give, a Donation Day lets everyone in the neighborhood participate in making our community stronger by inviting donations of not only life-saving blood, but food, clothing, and more. At the first Technology Boulevard Donation Day, TyRex invited Goodwill Central Texas, Capital Area Food Bank of Texas, and Austin Humane Society to join the Blood Center in taking donations for the afternoon. Those who may have been ineligible to donate blood were still able to give back in other ways, ranging from peanut butter and canned vegetables to cat and dog food, from old clothes and books to cash. Representatives from both Goodwill and Austin Humane Society joined us onsite to greet neighbors and talk about what their organizations are doing in our community. The supportive response from our Technology Boulevard neighbors was inspiring, as dozens gave back in whatever way they could and returned to their workday with that wonderfully positive feeling that only comes from giving selflessly. Each of the four nonprofits represented were excited to participate and have already made plans to join us for the next Donation Day in May.



Allie and Betty enjoy hanging out at Donation Day.



Lots of childrens books being donated to Goodwill.



Devan Flores (TyRex) donates bags of clothes to Goodwill.



Technology Blvd. employees came to save a life and donate blood.

Kudos & Acknowledgments

- Congrats to **Martha Castillo**, newest recipient of the 2 Groups / One Family "5 Who Care" Award! She was identified by the production floor as always willing to help and support volunteering with PET.
- In keeping with tradition, the iRex men passed out roses to all the lovely ladies of the TyRex Family for **Valentine's Day**.
- Megladon's **Cynthia Ferrell** participated in the **10th Annual Buddy Oney Toy Run**, which collected and delivered over \$4,000 worth of toys to the less fortunate children of Rockdale and Milam Counties!
- PET volunteer **Ed Turner** dressed as Santa and stopped in to help build a PET and deliver some holiday goodies at the December Birthdays and Anniversaries Celebration!



Martha (iRex) receives the Employee Who Cares award.



Yanelly and Betty (iRex) admire their Valentine's roses.



Cynthia Ferrell (Megladon) delivers toys at the Buddy Oney Toy Run.



Santa (Ed Turner of PET) delivers holiday goodies and builds a PET.



Sonia Roberts (SabeRex) says deal to Matt Ache's (iRex) cash offer.



Ladies of Megladon enjoying the holiday festivities.

Employee Milestones & Notes

Birthdays

JANUARY

2.....Rich Burgess (iRex)
 2.....Kathryn Que (DLi)
 4.....Daniel Hogberg (Megladon)
 5.....Jorge Moguel (DLi)
 6.....George Mihalcik (RecognizeGood)
 7.....Jenna Perren (Megladon)
 14.....KC Bordonaro (SabeRex)
 15.....Satwinder Kahlon (Saber Data)
 16.....Justin Lemon (DLi)
 23.....Victoria Rosploch (TyRex)
 24.....Alma Valadez (Megladon)
 25.....Joel Coffman (TyRex)
 26.....Larry Krupicka (SabeRex)
 26.....Martin Johnson (SabeRex)
 30.....Kristen Puckett (SabeRex)

FEBRUARY

3.....Yanelly Medina (iRex)
 6.....Sonia Roberts (SabeRex)
 14.....Brandon Herrera (ARL)
 24.....Jeff Walton (SabeRex)
 26.....Jon Roesch (ARL)

MARCH

5.....Ronneece Hall (iRex)
 21.....Cisto Jaimes (SabeRex)

Happy Birthday!

Anniversaries

JANUARY

1.....John Bosch Jr. 21 Years
 1.....Andrew Cooper 21 Years
 9.....KC Bordonaro 10 Years
 17.....John Sansoucy 16 Years
 24.....Rich Burgess 16 Years

FEBRUARY

3.....Rick Jennings 10 Years
 4.....David Rahe 8 Years
 12.....Nadia Martinez 2 Years
 15.....Judy Rock 17 Years
 17.....Fabricio Aleman..... 2 Years
 19.....Yanelly Medina 2 Years
 26.....Larry Krupicka 3 Years
 27.....Kenny Rector 2 Years
 28.....Sonia Roberts..... 11 Years
 28.....Yolanda Menendez..... 5 Years
 28.....Ray Wells..... 5 Years

MARCH

2.....Kathryn Que..... 1 Year
 2.....Danny Ross..... 1 Year
 5.....Marie Harris 2 Years
 5.....Denny Hean 9 Years
 6.....Jorge Alejo..... 10 Years
 10.....Amy Bosch..... 1 Year
 17.....Martin Johnson..... 2 Years
 25.....Phuong Nguyen..... 16 Years

Happy Anniversary!



KC (SabeRex) receives a PET dedication plate for 10 great years.



Rick Jennings (SabeRex) celebrates his 10th year with the TyRex Family.

Follow all of the TyRex Technology Family companies on Social Media!





austinrl.com



dlinnovations.com



irexmfg.com



megladonmfg.com



saberdata.com



saberex.com

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