



The Tribune

2nd Quarter 2020

Profit, Purpose AND Family



TYREX[®]
GROUP, LTD.

Staying together while apart

Just like the rest of the business community, TyRex has been impacted by the COVID-19 pandemic. Between leadership meetings, town hall discussions, advice from experts and continual safety updates, our business family is continuing to adapt as an ethical business in a changing landscape.

As our "Volunteer to Work" staff members are spread out across our facility, TyRex has been working hard to keep everyone in good spirits and connected with the many working from home. As Zoom meetings have become "the norm," we have leaned on the platform for interactivity during monthly celebration events.

We have gotten creative! Our monthly birthday and work anniversary celebrations keep adding fun twists and turns, from birthday card selfies to the creation of a TyRex orchestra featuring an epic saxophone solo by Neftali Santos of DLI. We used a robot telepresence (named TeleRex) to deliver breakfast tacos safely to everyone on Cinco De Mayo for as close to contactless delivery as we could get!

We kept spirits high with a costume and coloring contest that all staff could compete in. For Easter, we replaced our egg hunt tradition with another virtual game as we carefully selected which eggs we hoped would be one of the rare "golden eggs." In all, TyRex was able to give away \$10,000 in prizes to TyRex business family members with another \$3,000 going back to our community through Start-Up Kids Club, Florence's Comfort House, SAFE Austin, and All Together ATX.



"The Meg" makes a triumphant return to dish out socially distanced encouragement.

CEO's Message

Andrew Cooper, CEO of TyRex Group



The challenges and responsibilities of keeping our business family members healthy and our TyRex Technology businesses open, financially and functionally healthy, and continuing to be business strong during the coronavirus crisis

My partners Matt Ache and John Bosch, Jr. have discussed many times how the coronavirus (COVID-19) has affected every aspect of our personal and business family lives in the form of a filter, accompanying each question or decision and requiring an immediate underlying risk assessment.

At TyRex, an early May COVID-19 outbreak required the TyRex leadership to study the virus and come up with a game plan to protect our TyRex Business Family. I would like to share our plan in the form of an overview with you. It may surprise you!

PLEASE READ "TYREX CORONAVIRUS PLAN(S)" ON PAGE 3



TeleRex, the delivery dino-bot. Thanks to pilot Sterling Steves!

In closing, I would like to make three points:

1. Any successful COVID-19 plan absolutely has to have an equal focus on external to the facilities and access to the facilities to achieve COVID-19 best practices.
2. Control all aspects of access to the facility
3. Communicate in multiple ways, openly and honestly, to connect every individual employee to the Business Family's plan to Survive, SUCCEED, and then Grow, to be prepared to expand as soon as the Coronavirus (COVID-19) curtain of crisis and uncertainty rises.

And finally, work tirelessly on educating every business family member on their individual responsibilities, especially those responsibilities outside the facilities on behalf of their personal and business families AND communities.

TyRex Coronavirus Plan(s):

(1) Internal to the Technology Boulevard facilities.

- Five (5) zones, with marked floor borders, each with their own entrance, fully-functional restrooms and assigned specific breakrooms. No crossing boundaries without leadership approval.
- Social distancing at work spaces six (6) feet apart wherever possible
- Multiple video internal training programs. Must-see TV.
- Only staff and production personnel who have signed a "volunteer for work" (VFW) agreement are allowed in the facilities
- Constant cleaning, then more cleaning.
- Weekly professional level cleaning
- Telepresence "robot" (named TeleRex) delivers mail and documents between boundary zones
- AND masks. New masks furnished daily. No exceptions to working without a mask.
- Hand sanitizer stations and bottles distributed everywhere
- Very limited access to the facilities for service providers, vendors and visitors
- Virtual zones for visitors, limited to no human contact in the facilities (depending on the visitor's negative test for COVID-19), except for their TyRex business host. All facility protocols will be followed by any such visitors and conditions agreed to in writing.

(2) External to the facilities.

- the one whose importance may surprise you!

- Request to work form home (WFH) workforce (when possible). Not a surprise!
- Working hard to keep these employees connected with the effective support of the VFW group, informed about the company's direction and continued / developing COVID-19 programs.
- **Educational videos / documents on how to take care of yourself outside your home. The associated personal and business family individual responsibilities outside your home or work facilities**
- Weekly check-ins for the WFH group, monitoring their equipment needs and continued connection to the business family, i.e. overall WFH employee well-being
- Mental health forums and independent access to counseling
- Vacation protocols with COVID-19 safety guidelines
- Buy-back program for employees' accrued vacation (over 80 hours)
- Internal / External Business Family Events and Fun Functions - monthly birthday / anniversary celebrations, plus other monthly fun activities
- (Hardest one.) Educating employees on their individual responsibilities away from the TyRex facilities or home. Every TyRex business family member has a responsibility to themselves, to their personal family, to their business family members and to their communities. It's an equation!

Risk to myself, my family,
my business family and
my community

==
==
(with or without a mask)

Value of the reward from activities
outside my home - vacation travel, and
other fun, enjoyable community activities

** at present the exposure from vacations are believed to be the #2 COVID-19 risk to the TyRex Business Family*

(3) Access to the facilities.

- Every TyRex Extended Business Family member has received a negative COVID-19 test. No TyRex worker or worker classification exception.
- For the three largest zones, employee temperature is taken upon entry by a SnapXT robot. Soon we may consider facial recognition. Other zones perform self-check temperature screening along with voluntary use of a pulse oximeter to screen oxygen level in the blood, heart rate, etc.
- Reminders to use hand sanitizer before entering, then often after entering.

Megladon's Expert Writer

COVID-19 has forced each TyRex entity to work together efficiently and effectively. Through this, we have gotten to see Jace Waechter's talents shine as he has written many expert pieces for Megladon - breaking down their vast knowledge and expertise in the fiber optic community.

Head to Megladon's website to read his pieces on:

- How to clean fiber optic connectors for optimal performance
- The quickest solution for contaminated fiber connectors
- The difference between UPC & APC connectors



Commemorative Concordia Cornerstone



TekRex's latest case study comes from Concordia University. This local university was in need of a special commemoration gift for its upcoming centennial anniversary. University leaders wanted a replication of an original cornerstone on the campus to serve as a reminder for key funders and stakeholders. The high cost of injection molding steered the university towards 3D printing for their end product.

After a few iterations and presentations of samples to the Concordia team, the right color and texture were replicated with a specialty, stone-like, European PLA filament. By creating a flat surface in the center of the cornerstone, we were able to utilize our partner pad printing company to complete the pad print without losing adhesion.

In the end, the research and design by TekRex provided a highly-customized, high-quality, and cost-effective 'wow' factor for university supporters to commemorate its 100-year anniversary. Head to TekRex's website for the full recap!



Taking the Ethics in Business Awards Virtual



As we have all been impacted by COVID-19, government and safety regulations forced our team to turn RecognizeGood's largest event, the 18th annual Ethics in Business Awards, to a virtual platform. Through many ups and downs, the TyRex Family came together to pull off one of our best and most anticipated events yet. We would like to give a big thanks to everyone who worked hard to make sure this event could happen in a time where being an ethical business has never meant more. We are so proud to live in Central Texas surrounded by so much good!

This year's award recipients were:

Large Business: Texas Mutual Insurance

Mid-size Business: DISCO

Small Business: Puracy

Nonprofit: Thinkery

Individual: Blake Absher, Truist

2021 Ethics in Business nominees are now being accepted! If you've seen an individual, nonprofit, or company go above and beyond to demonstrate respect and fairness, head to our website and tell us about their ethical business!



Kudos & Acknowledgments



Thumbs up for social distancing!



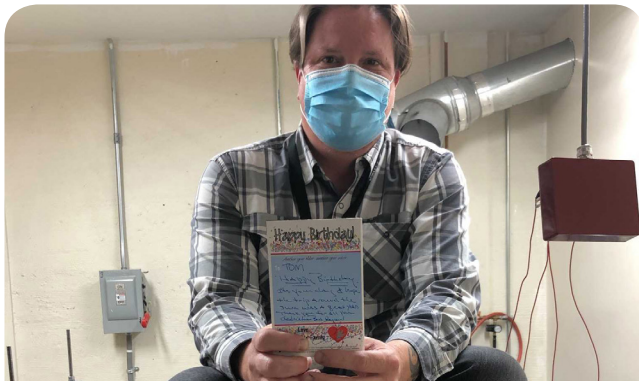
Celebrating 3D Printing success virtually!



Award-winning coloring sheet from Maria Munoz.



Geno feeling EGGcited as he searches for the lucky golden egg this Easter.



The possibilities are endless when you get to spend your birthday in a product reliability lab!



Alicia Zarate poses with Señor Roboto and his Cinco De Mayo taco delivery.



Jazzing up our birthday celebrations with Neftali on the saxophone!



Patrick Newman enjoying his digital birthday card while working from home.

Employee Milestones

Birthdays

APRIL

6..... Irene Gamez (Arctos)
 9..... Joel Solis (Megladon)
 12..... Lee Tate (DLi)
 16..... Nancy Gonzales (iRex)
 23..... Suleica Jimenes (iRex)
 23..... Jason Dunbar (DLi)
 23..... Hoang Lu (SabeRex)
 24..... Karol Sue Smith (ARL)
 30..... Mercedes De Paz (Arctos)
 30..... Miguel Barrera (SabeRex)

MAY

2..... Maria Moreno (iRex)
 13..... Hortencia Hernandez (Megladon)
 13..... Maricela Aguilar (Megladon)
 14..... Mike Bobrowski (Megladon)
 16..... Maria Jaimez (iRex)
 19..... Denny Hean (iRex)
 24..... Ted Neil (TyRex)
 24..... Matt Ache (TyRex)
 31..... Mike Hammock (Megladon)

JUNE

4..... Eugenio Justo (SabeRex)
 6..... Rick Jennings (SabeRex)
 6..... Tom Sneath (ARL)
 7..... Elizabeth Martinez (iRex)
 11..... Patrick Newman (TyRex)
 12..... Lisa Martin (TyRex)
 12..... Karolyn Knaack (TyRex)
 15..... Marie Mattson (iRex)
 19..... Jorge Alejo (SabeRex)
 24..... Frank Washington (TyRex)

Happy Birthday!

Employee of the Month

APRIL Ted Neil (TyRex)

MAY Alicia Silvan (Megladon)

JUNE Jackie Wang (iRex)

Congratulations!

Anniversaries

APRIL

1..... Satwinder Kahlon7 Years
 11..... Martha Castillo Barron4 Years
 22..... Joel Coffman.....7 Years
 25..... Mike Bobrowski4 Years

MAY

3..... Hortencia Hernandez 10 Years
 13..... Jace Waechter..... 1 Year
 15..... Leanne McGee3 Years
 17..... Larry Legler3 Years
 20..... Rachel Langham..... 1 Year
 20..... Josh Spence..... 1 Year
 24..... Elisa Rodriguez..... 16 Years
 30..... Keith Smith 13 Years

JUNE

3..... Matt Ache 24 Years
 7..... Lee Tate 10 Years
 8..... Eugenio Justo 5 Years
 8..... Le-Thu Ngo 5 Years
 12..... Jason Dunbar..... 12 Years
 13..... George Ayad 15 Years
 15..... Maricela Aguilar..... 5 Years
 22..... James Pelley 5 Years

Happy Anniversary!



Spreading Tyrex Family love to our employees working from home!



We can't wait to reunite with everyone!



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)
(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