



The Tribune

4th Quarter 2020

Profit, Purpose AND Family



TYREX[®]
GROUP, LTD.

Drive-Through Holiday Event

We all know the tale of Santa Claus and the hoops that he jumps through annually to make sure that each child receives presents from their wish list and that holiday cheer is effectively spread - with the help of some Christmas magic and a team of reindeer. No one outside of Santa himself takes this role as seriously as our very own John Bosch, Jr. With the ongoing COVID-19 pandemic regulations threatening to halt the fun, John set out to gather his own "Santa's helpers" led by Keith Smith, George Ayad and Amy Bosch in order to create an event like no other TyRex event before.

As the time crept up closer and closer to the party, brake lights were lit up red, horns were honking with excitement, as we all sat in line eager to see what surprises were in store. Hundreds of employee cars lined Technology Boulevard waiting to enter the drive thru experience - some entering the parking lot for the first time since we opened remote work back in March! Greeted in with a warm welcome by traffic officer Martin Johnson, the magic quickly began. Several tables were set up, layered

with gifts, and a team of friendly TyRex Family members led by Matt Ache and Rich Burgess were eager to hand out gifts. There were six stops total and each table created a path wrapped around our building leading to the next table - and at each stop there were new goodies awaiting. George Ayad set up strings of lights, dinosaur inflatables, and catchy tunes to make it really feel special and set a holiday vibe.

Prizes were raffled off at the very end of the drive through, with items ranging all the way from Yeti coolers and tablets to drones and cash! "This was the first drive through I've ever entered where I didn't end up losing money," videographer Patrick Newman said. Thank you so much to everyone who came together and helped plan, set up, and accomplish another great TyRex Family event. After a year like we experienced, it meant so much to be able to briefly and safely come together and lift holiday spirits while we showered our employees with love! May you all have a happy and safe holiday season and an even merrier new year.

Coach's Corner

John Bosch, Jr.

Coach, Mentor and TyRex's Visionary



Today is New Year's Day. I waited until today, January 1, 2021, to write this message so I could officially look back, calendar-wise, and reflect on 2020. In addition, I can now compose and share my 2021 business and personal resolutions while concluding the publication with my vision of the TyRex Family's future.

2020 - what a challenging and personally stressful 12 months, where each month took as much energy and effort as a full calendar business year.

Early on, TyRex leadership developed its priorities in this manner. First, focus on keeping the entire TyRex business family healthy. Second, ensure every employee receives a paycheck - especially during the holiday season. Third, keep the TyRex business doors open for business. As professional entrepreneurial business we never wavered from these stated priorities.

A special THANK YOU to each and every TyRex leader, manager and family member who gave it their all. I personally calculated this to take 140% of normal business energy effort and TEAM spirit.

We did a number of monthly programs and multiple holiday programs to let our TyRex business family know that TyRex cares, and that each of our business family members are appreciated more than they know. It is my very special hope that our leadership succeeded. If we did, please let them know. They would appreciate the acknowledgment.

Our motto in 2020 was **survive, succeed, AND GROW!** We achieved all three, but it took everything we had and more - i.e., lots of luck.

2021 TyRex New Year's Resolutions:

1. Fight the COVID-19 virus every day until TyRex and our communities have complete victory. Hopefully very soon - in early 2021.
2. Maintain TyRex Entities' Business Foundation in revenues and profit while directing considerable assets to TyRex Continual Technology Programs with its 3D printing foundation for developing and connecting to intelligent "smart" manufacturing.

3. TyRex strives to become an evergreen business achieving another 25 years in continuous business
4. As a business family we embrace, in practice and in principle, the following:
 - Evolutionary Technology Thinking with iMindSMSET and TyRex "New Box" THINKING - not just "out of the box" thinking
 - A culture that embraces the singularity of ONE business family with a single heartbeat
 - We share success as a TyRex business family with a long-term, business sustainable commitment
 - As a TyRex family we continue to work on supporting our community needs as a high priority and business family commitment

John's Personal 2021 New Year's Resolutions:

1. Work daily, and to the best of my abilities, to make every member of the TyRex family **healthy, wealthy, and wise**, or two out of three (requires teamwork with outstanding TyRex leadership)
2. Spend more time coaching, mentoring, and instructing and Professional Entrepreneur® business practices and principles.
3. Worked on my health by swimming 3-4 miles a week
4. Staying committed to my communities and doing good. Helping RecognizeGood to achieve its Evergreen status.

Visions of TyRex's Business Future 2021 AND Beyond:

1. As a TyRex Business Family we learn to think differently, allowing TyRex to stay business competitive and technologically relevant
2. 3D printing achieves TyRex business foundation status, connecting to intelligent "smart" manufacturing practices
3. TyRex becomes acknowledged as the center of 3D Printing Knowledge business world, sharing our knowledge by building strong business industry relationships moving towards long-term future business technology partnerships with the underlying principles of **Trust, Respect AND Mutual Appreciation.**



Standing Up for Texas Public Schools



TyRex was recently honored by the Texas Association of School Boards for our engagement within Leander ISD. It has been nothing but a pleasure working with the students at Vista Ridge High School's business incubator program, sharing our excitement and passion for STEM and 3D Printing. We encourage others to look into Standing Up for Texas Public Schools and find out how you can support and educate local students.

We Are Grateful For...

In a year filled with chaos, we asked our staff to sit back and reflect on what they were grateful for to share for a Thanksgiving project. The response was overwhelming, with over 100 responses! We're thankful for our staff, their health, another successful year in business, and so much more.

Agrodecida Porque tengo
Salud, Vida, trabajo
Y Sobre todo X mi familia
Gracias dios



Melissa

I am thankful for my beautiful children and all of the healthy, wealthy Blessings we've enjoyed throughout this chaotic year. I'm thankful for my work family & their support through COVID19 & 2020.



OPA

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**

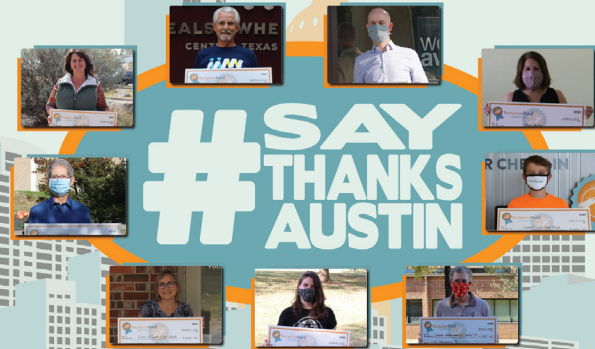


2021 Say Thanks, Austin is HERE!

Nine volunteer legends.

Thousands of thank-you's.

Infinite lives touched.

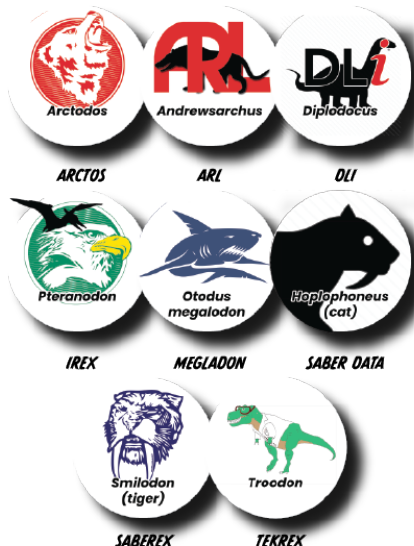


Tell the world about someone who changed yours at recognizegood.org

What a year for RecognizeGood! The team successfully pivoted the Ethics in Business Awards to a virtual platform in June and then went straight into tackling Legend ceremonies. This year, we accomplished NINE different Legend ceremonies - the safe way. Events were held in parks, within a trusted and limited nonprofit building, and one even happened in a Cabela's parking lot. GOOD could not be stopped this year and it's only pushing forward as we prepare for our Say Thanks, Austin campaign. We encourage you all to head to recognizegood.org and read the incredible stories of our 2020 legendary volunteers and the amazing organizations they put their heart and soul into. Voting will open January 4th and end on January 29th - we can't wait to count your votes!

From 3D Printing to Screen Printing

HAPPY



DINOWEEN



Like every holiday at TyRex, we go big. If there isn't a dinosaur pun involved, what's the point? Thank you to Sonia Roberts of SabeRex for screen printing these memorable t-shirts for us this Dinoween!

Models: Sonia Roberts and John Bosch, Jr.



TyRex: Built to Last

How do you ensure your company survives 3 recessions and a global pandemic? You make sure it's built to last from the very foundation.

TyRex began in a small cubicle in 1995. Founded by John Bosch, Jr. and Andrew Cooper, with the dream of building a world-class organization that, founded on sound business and ethical principles, would last 50 years and beyond. The general business philosophies can be tied to a book by Jim Collins and Jerry Porras called "Built to Last" and it remains the foundation of our business, employee relations, and the community we serve. Over 26 years later, that dream is alive and well. From our uncompromising commitment to quality and customized solutions for the entire life cycle of your product to our lasting relationships with our business partners, **TyRex is a company built to last.**

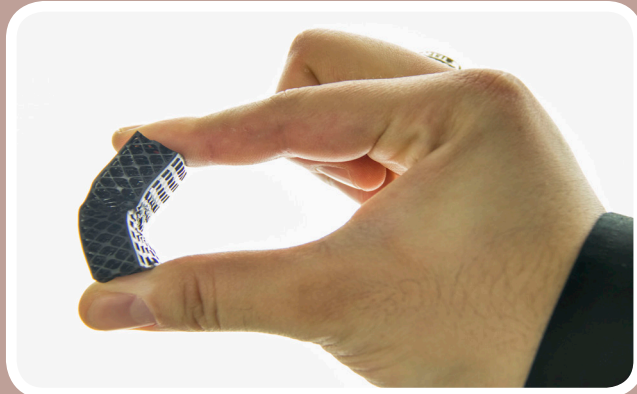
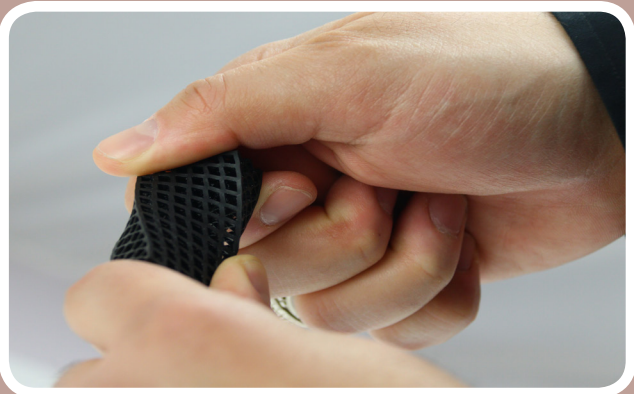


One of the first ever TyRex meetings! See any faces you recognize?



Dream team John, Andrew, and Matt paving the way for TyRex's future.

Feelin' Like a Million Bucks



TyRex's trio of 3D printing "technical initiators" are the TekRex team on design, ARL on testing and SabeRex's production printing. Matched with Carbon 3D print technology, we can produce products that look, feel, and function better than the rest. Through the combination of Carbon's printers and software, textures and finishes once thought impossible such as:

- Complete Design Control: Complex, Unmoldable Geometries
 - Security: Protection over Intellectual Property
- Go Fast with Higher Perceived Value and Higher Performance

Come feel the difference for yourself – book a live virtual factory tour.

Kudos & Acknowledgments



Every now and then, we hire someone during their birthday month and double the celebration!



Maricela has been a force for good at Megladon. Thank you for your leadership this year!



The award winning pumpkin from our annual competition - "Little Shop of Horrors" by April Gurney.



Undefeated Halloween costume champion Sterling Steves, inside his inflatable "Dino Skeleton" costume.



***No real turkeys were harmed in the process of Turkey Bowling.



At TyRex, we write our Christmas letters to Santasaurus.



Denny helping set up before the big Drive Through Holiday event!



The fullest our parking lot has been this year - lines wrapped around the building waiting for the holiday fun to begin.

Employee Milestones

Birthdays

OCTOBER

- 4..... Le-Thu Ngo (MGD)
- 5..... Carlos Gomez (ARL)
- 17..... Bob Zawadzki (SRX)
- 21..... Oscar Ortiz Jaimés (ARC)
- 22..... Bill Brainerd (TRX)
- 22..... Matt Lovelace (ARC)
- 22..... John Sansoucy (IRX)
- 25..... Elisa Delgado de Rodriguez (IRX)
- 29..... Cynthia Ferrell (MGD)
- 29..... Yolanda Menendez (ARC)

NOVEMBER

- 8..... Amy Bosch (TRI)
- 11..... Monica Alvarado (MGD)
- 14..... George Ayad (TRX)
- 14..... Larry Legler (ARL)
- 22..... Sterling Steves (IRX)
- 28..... Veronica Hernandez (IRX)
- 30..... Phuong Nguyen (SRX)

DECEMBER

- 1..... Irma Baltazar (IRX)
- 5..... Deyse Bueno (MGD)
- 5..... Veronsky Don Bernard (MGD)
- 9..... Danny Ross (IRX)
- 16..... Zainab Hanoon (ARL)
- 25..... Yi Zhang (SRX)

Happy Birthday!



Cheers to another year of Amanda! Keep up the great work at iRex.

Anniversaries

OCTOBER

- 3 Years..... Bob Zawadzki (SRX)
- 16 Years..... Lisa Martin (TRX)

NOVEMBER

- 2 Years..... Amanda Paternoster (IRX)
- 2 Years..... Sterling Steves (IRX)
- 3 Years..... Patrick Newman (TRX)
- 4 Years..... Christian Fredrickson (TKRX)
- 7 Years..... Miguel Barrera (SRX)
- 22 Years..... Kevin Alwell (TRX)

DECEMBER

- 1 Year..... Veronsky Don Bernard (MGD)
- 1 Year..... Frank Washington (TRX)
- 3 Years..... Carla Carrasco (SD)
- 21 Years..... Jeff Walton (SRX)

Happy Anniversary!



Jeff Walton, circa 1980. You're welcome!

Employee of the Month

OCTOBER..... Yolanda Menendez (ARC)

NOVEMBER..... Maricela Aguilar (MGD)

DECEMBER..... Laura Perez (IRX)

Congratulations!



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, and Morgan Humburg.
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