



# The Tribune

3rd Quarter 2019

*Profit, Purpose AND Family*



**TYREX**<sup>®</sup>  
GROUP, LTD.

## TyRex Family 1st Annual Hula Hoop Contest

This September, TyRex threw its first-ever Hula Hoop Contest. Stakes were high for weeks in the break rooms as many competitors practiced the many styles of Hula. With legends like Reina Watt in the building, everyone stepped up their game.

The four styles we competed on were: neck, waist, double arms, and knees. The actual competition was just as exciting and hilarious as you would imagine. Nearly 100 staff members gathered to participate and cheer on their co-workers. With great tunes pumping and a yummy lunch being prepared in the kitchen, it was an all around day of fun.

While some TyRex employees kept it traditional and old-school, some were innovative and played to their strengths. Daniel held it down representing Megladon while Yolanda and Bob partnered together for the double arms competition and took the words a little too literally - yet still comical! Their creative teamwork allowed them to make it further in the competition than anyone would have guessed.

Overall, our winners for each category were:

Knee: Nobody, come on!

Neck: Camila Reyes

Waist: Lana Krasniqi

Double Arms: Amanda Paternoster

Overall Winner: Amanda Paternoster

Congratulations to our winners and to everyone who participated, we can't wait to see our TyRex family members compete again next year!



# CEO's Message

Andrew Cooper, CEO of TyRex Group, Ltd.



I'm always anxious to receive the first hard copy release of TyRex's quarterly newsletter, the TyRex Tribune. Over the years, receiving the first copy of the Tribune has shifted from a personal perspective of how I will wrap up the newsletter with my message to more of a communications tools - to me, from my TyRex Family, letting me know how my family is doing and what cultural community areas we focused on this quarter. In essence, the CEO's message is no long from me, but **to** me. I hope you find this interesting and thought-provoking as TyRex closes in on completing 25 years of business this December 31st.

We work very hard every day to validate our **Profit, Purpose, AND Family** business mission statement, as we are business residents - not renters - in our community. We strive to connect each and every TyRex family member with our community as they themselves are members (or residents) of both the TyRex family and the community. But truly there is more. Joel Coffman's article - *Quietly, the end of an era* - is personally moving, but equally important is the feeling of pride that the article contributes and supports the business purpose enjoyed by every single member of our family.

The email we received from Mark Edwards, Business Development at HISCO after the CTEA Symposium was received as a personal message to me that the collective ambitions of our business family are being achieved in the view of a trusted and respected business partner with whom we share mutual appreciation. Thanks, Mark!

In closing, it's always good to see the smiles on our TyRex family's faces enjoying an

event or experience. As equally important as observed in the pictures below, it's good to take a break from always taking your work seriously. It's obvious I no longer have the hip action to hula, but as a family event we all choose to participate and have a good time - and that's an important element of the TyRex Family!



Bill accepting his EOTM via robot!



Andrew reading an awesome poster-sized printout of a nice follow-up email we received after our CTEA visit.



Grant is VERY impressed by Andrew's moves!

## TyRex hosts the CTEA Symposium

What a pleasure to host the Central TX Electronics Association to show off and discuss the future of the electronics industry! Keynotes from Materials Characterization Services, CTrends, High Tech Design Safety and TyRex itself were joined by 50-60 industry professionals to network and learn and we even received an awesome follow-up email from an attendee:

*Hello, Andrew/Rick & the TyRex team! Your hosting of the CTEA group was top-notch. I enjoyed it thoroughly. I made the trip just for this event, from The Woodlands, and was not disappointed.*

*What a fantastic job on the physical set up, the tour and breaks! Your plant signage and branding is incredible. It's nothing like I remember when I met Rick over 12 years ago while selling BGA rework equipment in a somewhat dusty/dark corner of the shop. What a transformation! Having been in sales for 27 years (some of it at Xetel Corp with Rick Prekup, Greg Caswell, Curtis Hart), I'd say your shop is a salesperson's dream. "Just get the customer in the door" and the team will do the rest, right?*

*The 3D Printing, Bitcoin mining, DLP Design display and other process areas were designed & labeled in such a way that really shows the value, capabilities and experience in each one. And your "dino-coin" concept with real-time value tracking was brilliant. The way you support employee excellence and community development was great to see.*

*As a former President and chapter officer of the Houston Gulf Coast SMTA, I can say the way TyRex showed last week was best-in-class.*

*Sincerely,  
Mark Edwards  
Business Development Manager at HISCO*



*Martin leading the team and giving a presentation at the CTEA Luncheon.*

## 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

## Rawson Saunders Institute Students Visit TyRex



We had a special visit during September by students from the LaunchPad group at the Rawson Saunders Institute. Rawson Saunders is committed to excellence and innovation in education through which bright learners with dyslexia can develop to their fullest potential intellectually, emotionally, and socially.

They received a full factory tour as our team showed them the highlights of the day-to-day life in the many TyRex companies. Our CEO, Andrew Cooper, who also lives with dyslexia, was very inspired by the young future entrepreneurs. He wanted to show them that anything is possible and passed along inspiring words during their visit.

When we at TyRex repeat the motto, "You don't have to be a genius to think like one," it means we don't look at the world, or at our work, the same way everyone else has looked at it in the past. For students with dyslexia, this is already the case! Being able to bring this fresh outlook is not a restriction but a huge advantage when you have the right perspective!

We hosted another bean bag tossing contest at this Independence Day. For weeks, you could hear everyone practicing for the event, eager to win some prize money. Nathan and Daniel hit the grill and fed over 100 employees as we all gathered to celebrate our country's 243rd birthday!



*Sterling was feeling patriotic and got into costume to match the theme.*



*Congratulations to our bean bag toss winners!*

## TyRex Hosts Quarterly **TECHNOLOGY<sup>BLVD</sup>** Donation Day

TyRex would like to thank all our Technology Boulevard neighbors for joining us at our third Donation Day in 2019. We set records as 22 folks from TyRex alone donated blood! We also pulled together 280 pounds of goods for Goodwill Central TX, 643 food items for the food pantry and 349 back-to-school items for Partners in Education Foundation!

iRex separately worked together to help donate backpacks for those in need and partnered with the West Austin Rotary to help give back for the third year in a row. Together, they were able to give back 26 backpacks to students.

### *Quietly, the end of an era*

Earlier this year, we recognized a man named Jim Scott. Jim's charity – the Austin chapter of a national organization called Mobility Worldwide – makes hand-cranked wheelchairs for people in developing countries who don't have the use of their legs, and Jim has played a part in building close to 1,000 of these life-changing devices over the course of 25 years and change. Jim is well into his nineties at this point, and yet still faithfully gives his time and talent to helping put a handful of these wheelchairs together each week.

Most of the time, I find out about a volunteer going above and beyond for others by way of a conversation with a charity or some media mention, but I actually see Jim doing it with my own eyes because most of his service takes place 15 feet from my office. Both as a simple charitable favor and as a corporate social responsibility experiment, our parent company donated around 200 square feet of space to Mobility Worldwide several years ago – this space is where Jim works.

Jim rarely says much, but today after he'd put about an hour of work in he walked to my office and lightly knocked. "I'm about to assemble the last wooden chassis. Could I get you to help me?" he asked. Of course I'm always happy to help but this seemed odd to me – Jim never needs help! As we walked back to his workspace it clicked – I knew that these wheelchairs were switching to a long-awaited plastic model, so this was quite literally the last wooden model the organization would ever make. We worked in silence for about ten minutes and then we were done. I helped him sweep up, he shook my hand and then he left. No fanfare, no applause – just quietly the end of an era for this incredible gentleman.

I'm sure Jim will find other ways to continue to help the organization he cares so much about, and I know he believes the new model of wheelchair will be better. But after I realized what I'd just been a part of, and remembered I'm in the business of recognizing great examples of goodness, I wanted to share this one quiet moment.

*Joel Coffman*  
**Executive Director of RecognizeGood**



*Jim and Joel posing with the final wooden mobility cart.*

# Kudos & Acknowledgments



Karan's hips definitely do not lie as he participates in the Hula Hoop Contest.



Nathan always takes his job helping grill for our 4th of July cookout seriously.



Ted hosting another successful 3D Design class.



Big hugs shared as Cynthia celebrates 19 years putting up with us!

## TyRex Trivia Results!



**Q:** Which TyRex Family member appeared in the movie *Apollo 13*?

**A:** Kenny Rector

**Q:** Which TyRex Family Member shared a drink with Bruce Willis?

**A:** Dan Williams



**Q:** What was the name of John Bosch's geologist neighbor whose dream of finding oil inspired John to create training to encourage entrepreneurial dreams?

**A:** Bob P.

# Employee Milestones

## Birthdays

### JULY

1.....Karan Dodia (Saber Data)  
3.....Jackie Wang (iRex)  
6.....Jace Waechter (Megladon)  
9.....Jeannie Phipps (TyRex)  
14.....John Bosch, Jr. (TyRex)  
18.....Rachel Langham (TyRex)  
21.....James Pelley (SabeRex)  
22.....Josh Spence (Saber Data)  
26.....Morgan Humburg (TyRex)  
29.....Beatriz Baldit (iRex)  
30.....Wade Bateman (TyRex)

### AUGUST

1.....Ray Wells (Arctos)  
3.....Angela Roush (SabeRex)  
3.....Kevin Alwell (TyRex)  
3.....Olga Riano (iRex)  
8.....Rick Peloquin (Saber Data)  
22.....John Craghead (SabeRex)  
24.....Kenny Rector (SabeRex)  
25.....Van Nguyen (Arctos)  
27.....Dora Luz Mendoza (Megladon)  
29.....Henry Shepard (TLF)

### SEPTEMBER

1.....Elena Duran (iRex)  
5.....April Gurney (Megladon)  
6.....Carla Carrasco (Saber Data)  
12.....Alex Riley (iRex)  
12.....Nathan Bosch (TekRex)  
13.....Neftali Santos (DLi)  
14.....Alma Gomez (iRex)  
18.....Keith Smith (TyRex)  
24.....David Hernandez (iRex)  
26.....Maritza Beltran (iRex)  
27.....Andrew Cooper (TyRex)

**Happy Birthday!**

## Anniversaries

### JULY

2.....Hoang Lu.....18 Years  
7.....Alma Valadez.....5 Years  
24.....Angela Roush.....13 Years  
25.....Maria Moreno.....14 Years

### AUGUST

1.....Kristen Puckett.....5 Years  
4.....Maria Jaimez.....22 Years  
11.....April Gurney.....16 Years  
20.....David Hernandez.....1 Year  
28.....Lana Krasniqi.....2 Years

### SEPTEMBER

5.....Sarah Juarez.....2 Years  
12.....Nathan Bosch.....3 Years  
13.....Cynthia Ferrell.....19 Years  
15.....Van Nguyen.....5 Years  
15.....Ronneece Hall.....5 Years  
18.....Neftali Santos.....2 Years  
24.....Jon Roesch.....11 Years  
24.....Oscar Ortiz Jaimes.....1 Year  
30.....Maria Aviles.....6 Years

**Happy Anniversary!**

## Employee(s) of the Month

### JULY

Patrick Newman (TyRex)

### AUG

Alma Valadez (Megladon)

### SEPT

Bill Brainerd (SabeRex) and  
Maria Moreno (iRex)

**Congratulations!**



# TYREX<sup>®</sup>

## GROUP, LTD.

### Family of Technology Companies



Arctos



Austin  
Reliability  
Labs



Digital Light  
Innovations



iRex



Megladon



Saber Data



SabeRex



TekRex

### Nonprofit



RecognizeGood<sup>®</sup>  
Illuminating GOOD  
in Our Community

### Associated Entities



Crypto  
Prospectors



RF  
Scientific



Right Stuff  
Marketplace



tri/REX



TyRex  
Learning  
Foundation

### Special By Design<sup>®</sup>

This newsletter is edited by Rachel Langham, Joel Coffman, Patrick Newman, Morgan Humburg 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](mailto: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](http://CoAd360.com)

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

**Aetna Medical**  
(800) 704-7287 • [aetna.com](http://aetna.com)

##### MetLife Dental

(800) 942-0854 • [metlife.com](http://metlife.com)

##### MetLife Vision

(855) 638-3931 • [metlife.com](http://metlife.com)

##### Mass Mutual 401K Retirement Plan

Enrollment, Rollovers & Statements  
(800) 743-5274 • [retiresmart.com](http://retiresmart.com)