

TAMLYN ANNOUNCES THE RETIREMENT OF LONGTIME COMPANY LEADER TOM TAMLYN



The CEO and chairman ends a distinguished 40-year career, helping lead the family-owned company from a small regional business to a respected global leader in building product manufacturing.

Miguel Gonzales, the current president and COO, succeeds Tamlyn in a long-planned transition.

STAFFORD, TX (December 16, 2022) – TAMLYN, one of the nation's largest family-owned and operated building products manufacturers, today announced chief executive officer and chairman Tom Tamlyn will retire at the end of the year, capping an illustrious 40-year tenure. He will be succeeded by current president and chief operating officer, Miguel Gonzales, a 25-year veteran of the company. His position as chairman of the board will be assumed by Rusty Tamlyn, the eldest of the Tamlyn brothers.

Tamlyn's four-decade run is marked by a remarkable record of company growth, innovation and domestic and global market expansion. Today the company's lineup of aluminum trim, ventilation products and building envelope solutions are the basis of design for many residential, multifamily and light commercial projects and is widely specified by architects, engineers, general contractors and installation contractors worldwide.

It wasn't always that way. Tom Tamlyn's father, Ron Sr., started the company in 1971 in the family's backyard shed. "Dad had no money. No products. No customers. No momentum. Nobody to help him, nothing," Tamlyn recalls. "Total sales the first year? \$3,500."

Those difficult early years left an enduring impression on the younger Tamlyn. In the mid-1980s, for example, the collapse of the nearby Houston housing market threatened the company's survival. The elder Tamlyn recruited his son into the business, asking him to help expand TAMLYN to the more economically robust Austin/San Antonio market. "He told my brother Ron Jr. and I to keep the company afloat for two or three years until Houston came back. It proved to be a winning strategy," Tamlyn remembers.

In 1990, at the age of 33, Tamlyn was promoted to president. The young leader's initial goals were modest: "I told dad I wouldn't let the company fail. I think I did okay," he says.

That humility and respect characterizes Tamlyn's focused, determined approach. Gonzales knows it well, having worked alongside him in product development and sales roles throughout his TAMLYN career. "Tom is very, very detail-oriented. He is all about consistency and persistence," Gonzales says.

Tamlyn and Gonzales worked together to differentiate the company's products, creating the catalyst for TAMLYN's expansion. "Selling a commodity doesn't generate profits. So we changed that recipe. We developed specialized products," Tamlyn said. Tamlyn also devoted time to expanding awareness for those products and the TAMLYN brand.

"I had a customer tell me, 'There's no way I can't buy from Tamlyn. Just look at all these boxes. Tom keeps sending me stuff!'," Gonzales said. "Tom likes to send product samples in TAMLYN-branded boxes to dealers, architects, designers, general contractors, just about everyone. Hundreds a day. Everybody knows the TAMLYN name."

The next chapter of Tamlyn's life will retain a limited role with TAMLYN as a special advisor to the president and a board seat. But mostly, he plans to travel with his wife, volunteer, perhaps rekindle trumpet playing and take time for a movie or three.

"I'm looking forward to watching Miguel and the team run the company," Tamlyn said. "I'd like to see them make TAMLYN 10 times or 100 times the size we are now."

The process of helping transform a small, family-run business into a respected manufacturing leader generates more than its fair share of life lessons. Here are six principles of success from Tom Tamlyn:

- 1 Never be complacent.** "Someone once said only the paranoid survive. I always tell my people, 'Never be complacent.' The minute you start thinking a winning streak is going to last forever, you're dead."
- 2 Prize good people.** "I work with amazing people. They make it look easy. When I look back on my parents, I wonder, how did they do it? It's so hard starting on your own."
- 3 Be nimble.** "Construction isn't like a dentist's office. A dentist knows there will be 30 patients today. Thirty tomorrow. Thirty patients the day after that. With construction you might have 30 today, 15 tomorrow and five or 45 the next day."
- 4 Focus on your customers.** "Success comes when you take care of customers. You listen. You learn. You take time to do all the little things right."
- 5 Protect your bottom line.** "Maintain margins regardless of the volume ordered, impose strict credit control and never accept verbal purchase orders."
- 6 Welcome risk.** "Customers tell us what they want. Either we say yes and manufacture it, or somebody else says yes and beats us to it. We must take chances."

ABOUT TAMLYN TAMLYN[®] is celebrating over 50 years of excellence in the building supply industry! In May 1971 Ron Tamlyn, Sr. and his wife Jean borrowed \$800 and began the company in a small shack in the backyard of their modest home in Bellaire, Texas. TAMLYN remains family-owned and operated to this day. Our history is one of quality, innovation, and proven performance. TAMLYN manufactures Xtreme Trim[®] for fiber cement and XtremeInterior[®] for drywall and panel applications, TamlynWrap & a complete moisture management system, roofing products and structural metal products. TAMLYN is dedicated to providing quality products, competitive prices, and excellent customer service.