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[www.tyrexmfg.com](http://www.tyrexmfg.com)

Visit Megladon Manufacturing  
[www.megladonmfg.com](http://www.megladonmfg.com)

TyRex Capital Group  
[www.tyrexcapital.com](http://www.tyrexcapital.com)

TyRex Entrepreneurial University  
[www.streetsmartmba.com](http://www.streetsmartmba.com)

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# THE TYREX TECHNOLOGY FAMILY TRIBUNE

TYREX SERVICES ♦ MEGLADON  
IREX ♦ SABEREX  
DEATON ENGINEERING

## FEATURE ARTICLES

### TyRex Technology Family Announces 2002 Management Changes

Jay Strawn, former Senior Division Manager of TyRex Services, was recently promoted to President of TyRex Services Ltd. TyRex Services provides a complete range of services to manufacturing and e-commerce customers that include basic assembly, onsite warehousing, storage capabilities, depot testing and repair, and integrated services such as kitting and fulfillment. "My promotion to President is a realization of a long time personal goal. 2002 is going to be an exciting challenge. I look forward to meeting it head on," Jay Strawn, President.



Steve Savage was recently named Division Manager of the SabeRex Electronics Division. Steve will be heading up this division, which specializes in technology rollout solutions for the retail industry and pre-production service for large manufacturers. The Electronics Division provides procurement, warehousing, integration, logistics, and project management for retail and manufacturing companies. "I am very excited and grateful for the continued opportunity with SabeRex/TyRex. I would like to thank Thomas, Andrew, and John for the coaching and mentorship they have provided over the past few years," Steve Savage, Division Manager.



Scholley Bubenik was appointed Director of Human Resources for the TyRex Technology Family. Scholley will lead the 2002 TyRex Entrepreneurial Family Relationship initiatives, which include employee well-being programs that will create a sense of "family" by strengthening employee involvement and understanding of the company's mission. This, in turn, will provide an opportunity to share in the entrepreneur and company's dreams, and develop the cultural family relationship connectivity of all TyRex family employees. "I am truly excited about these initiatives because I believe these programs will provide a new and successful framework not only for TyRex, but for other companies to use in engaging all employees in the success of the organization," Scholley Bubenik.



## PRESIDENT'S MESSAGE:

### *2001 In Review*

2001 was a difficult year for the TyRex Technology Family. The technology downturn and subsequent restructuring, the September 11 events, and the death of our employee, Greg Villarreal, were all dramatic and tragic events never experienced by TyRex. The positive side of 2001 was TyRex's reaction to these extreme adversities. TyRex remained true to its core principles and philosophy, and verified and confirmed these values. TyRex's cultural commitments to longevity, profitability, and customer relationships, and our unique partnering program were proven to be sound and efficient during these troubled times.



In 2001 TyRex effectively reduced its overhead 50% without missing a customer ship date or losing a customer. This reduction allowed us to continue our monthly profitability of 49 consecutive months. Meanwhile, we increased our banking line of credit for 2002 with Comerica Bank by 50%, allowing us more opportunity for growth in 2002.

### *2002- The Future*

My partner, John Bosch, and I believe the future for entrepreneurial-thinking companies and TyRex is now! Technology is a long term industry with tremendous growth. However, the way businesses must deal with technology products in this fast-paced market must dramatically move towards innovative thinking by entrepreneurial-driven companies that feature speed, flexibility, and creativity within a cultural framework directed towards building and maintaining key relationships both within and outside the entrepreneurial companies.

In 2002 the TyRex Technology Family will feature three new 21st Entrepreneurial Business Century Programs:

1. TyRex Entrepreneurial University's Web-centric On-line School for professional entrepreneurs, featuring TyRex's Partnering Programs.
2. TyRex's Technology Interchange, a concept that champions entrepreneurial innovation by providing high-speed technology development.
3. TyRex's Entrepreneurial Family Relationship Program, an innovative and cultural concept connecting employees, entrepreneurs, customers, entrepreneurial companies, and communities.

Andrew Cooper  
TyRex President and Partner II

Our 2002 goal is to connect the technology products of innovators with large O.E.M. markets by providing state-of-the-art technology processing speed from applications engineering through product prototyping to global manufacturability, with speed, flexibility, and creativity: completing the process with product distribution and warranty repair services.

## MANAGER'S VISION:

**Scholley Bubenik, Director of Human Resources:**

My dream is to establish a new and innovative Human Resource Design based on the Entrepreneurial Family Relationship Concept, which will support the strategic vision and core principles of the TyRex Technology Family. As a strategic manager, I envision leading human resource initiatives that will take TyRex companies into the 21st century. The HR Department is planning new programs that:



**Inspire employees at every level by including them in the mission and vision of the entrepreneur and company's dream.**

**Connect all employees throughout the companies by strengthening relationships through improved communications infrastructure.**

**Communicate to employees of all levels that they play special roles in assuring TyRex Technology Family's success of longevity and profitability.**

**Provide a vehicle for entrepreneurs to share their dreams and the company's dream with all team members.**

These programs are intended to create a culture that promotes a sense of "family," where employees understand they belong and share in the success of the company.



## TYREX ENTREPRENEURIAL UNIVERSITY:

T.E.U. classes will be offered on-line this year. Manuel Gonzalez, Web Designer, David Adwokat, Network Manager, and John Bosch, TyRex Partnering Coach, are teaming together to develop a T.E.U. Web-centric University and the Streetsmart MBA™ Program.

The new class schedule for 2002 includes the following topics:  
*TyRex Partnering Program* (for Product Supervisors)  
*TyRex Financial Partnering Program* (for Financial Partners)  
*Special Event: Visioning, Aligning, and Planning an Entrepreneur's Dreams* (open to all)  
*Employee Skill Development:* Schedule TBA

## TYREX TECHNOLOGY NEWS:

### Development of TyRex's Technology Interchange:

TyRex is pleased to announce the development of the TyRex Technology Interchange, a concept that addresses the needs of entrepreneurial innovators in the competitive 21st Business Century. This unique program features partnering with O.E.M.'s who have strong market distribution systems in the technology industry. These market partnerships provide the market access for the technology products developed by our entrepreneurial innovator partnerships. The Technology Interchange is a web based design linking innovative technologies to accessible markets via high speed processing tracks.

## LATEST NEWS:

**Megladon Patent:** The Megladon Group, Ltd. is awaiting final verification for a Core Process Patent on their "Hardened Lens Contact" (HLC) process. This process is unique to the fiber optic industry because it provides enhanced connectivity with higher performance. The hardened lens formed during Megladon's unique process (patent applied) is scratch and dust resistant and more robust than any assembly on the market today, providing longer life and improved handling features. Benefits of this new technology are higher performance and a durable solution that requires no retrofit of existing optical transceiver connectors. Megladon's team includes a chief scientist who is a PHD Physicist and has conducted fiber optic research for more than thirty years. The team also consists of a diverse group of former government lab, military, and university physicists that span the globe.

The HLC is only one of Megladon's new evolving technologies in the fiber optic industry. Megladon has recently completed the prototype stage and is set for production of its newest test equipment, the Optical Frequency Domain Reflectometry (OFDR), which can be used in conjunction with the HLC.

For additional information contact:: John Culbert 512-491-0006  
[www.megladonmfg.com](http://www.megladonmfg.com)

## TYREX TOONS:



OPEN WIDE



Movie star Mike



Santa Bill



# TYREX HAVING FUN

## Employee Holiday Parties:

Each TyRex entity scheduled separate holiday parties for its employees. Gift exchanges, games, prizes, and refreshments were provided. Some of the parties included a visit from the special guest, Santa, or could it have been Steve Savage? The parties were a great way to end the year with fellow co-workers.









# HUMAN RESOURCE UPDATE

## Benefit Contact Information

United Healthcare Medical Member Services: 1-866-873-3902

[www.uhc.com](http://www.uhc.com)

United Healthcare Dental: 1-877-816-3596

Vision: VSP 1-800-877-7195

Cigna Life Insurance: 1-800-231-1193

Educational Assistance: 1-800-242-8893 ext.3772

Cigna Disability: (both short & long term) 1-800-362-4462

401K: 1-800-835-5095

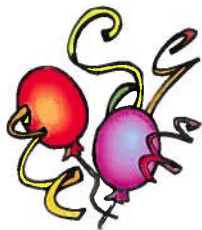
401K (Spanish): 1-800-587-5282

Administaff Benefit Specialist: Cherry Green 1-888-917-9038

## Administaff Employee Assistance

Log onto [www.administaff.com](http://www.administaff.com) today to view the **Employee Service Center** where you can access your payroll information, obtain frequently requested forms or contact Administaff Services Providers regarding questions or services.

Get started today by creating your account. Select the **Employee Service Center** on the Administaff website listed above. Follow the screen prompts to create an account and select a personal user name and password.



## HAPPY BIRTHDAY

### January

Bobby Holland-1  
Rich Burgess-2  
Tu-Anh Pham-4  
Edith Cabrera-10  
Melissa Pelletier-14  
Keith Cargill-25  
Rick Hoots-28  
Jill Murrell-29  
Ed Limehouse-30  
Eric Estep-31

### February

Jackie Townsend-2  
Troy Page-3  
Chad Sharpe-3  
Alvarita Guevara-19  
Attila Horvath-20  
Jeff Walton-24  
Lilia DeLeon-24  
Carlos Mojica-26

## WELCOME TO THE TYREX FAMILY

Shi Fields  
Douglas Manning

Jeffrey Mays  
Joe Rocha



### Congratulations

Tony Rea & Martha Daniel were engaged Jan. 2nd. Wedding plans for late May or early June.



### Congratulations to TyRex Parents

Jay and Kristin Strawn on the birth of their daughter, Savanna Jaye, born December 26. 7lbs 12 oz.

## UPCOMING EVENTS:

### Food Bank Volunteer Day

TyRex will be assisting at the Capital Area Food Bank once again on March 9th. Please contact Steve Beckett at [sbeckett@tyrexmfg.com](mailto:sbeckett@tyrexmfg.com) if you can help us with this community service project.

### St. Patrick's Day Canned Food Sculpture

The employees of the TyRex Technology Family



will have the opportunity to participate again this year in the St. Patrick's Day Food Sculpture contest. Each year groups in the TyRex family compete for the most creative canned food sculpture. Gift Certificates to Dave and Busters are awarded to the winners and the canned food is donated to the Capital Area Food Bank. Stay tuned for more details on our website at [www.tyrextechfamily.com](http://www.tyrextechfamily.com)

## **COMMUNITY CITIZENSHIP:**

**Austin Christmas Bureau:** Through the Austin Christmas Bureau, TyRex Group was able to locate and assist area families in need during the holidays. Electronic Assembly, iRex, Megladon, SabeRex, and VCAD provided food and gifts for eight families who otherwise would not have had the kind of holiday that most of us take for granted.

The families were most appreciative of the food and gifts we provided. Each delivery was touching and my heart went out to the family I visited. They thanked me over and over and told me that it was the only way they would have a Christmas dinner and gifts for their children. When I left, I was able to see what a difference we made. This is truly what Christmas should be - sharing and celebrating with others less fortunate than we are. It made me wish that we had requested more families to help out. Perhaps we can next year.

Special and heartfelt thanks to all who participated and supported this worthy program.

Steve Beckett  
National Sales Manager  
Megladon Manufacturing Group

**Megladon And Electronic Assembly Help Others During the Holiday Season:** Megladon and Electronic Assembly sponsored many charitable activities for the community this holiday season. Reina Wiatt, Megladon Controller, lead the initiatives which included providing food during Thanksgiving to the Austin Women's Shelter, providing food and toys at Christmas to eight families in the community, in addition to the Christmas Bureau, and providing food and toys at Christmas to the Women's Shelter. Employees representing both groups assisted with the project by wrapping gifts, donating items, and delivering the donations. It was delightful for the Megladon and Elec. Assy teams to bring holiday cheer to many needy families in Austin. I appreciate everyone's help with this initiative," Reina Wiatt.

### **Community Charity Calendar Event**

The Community Charity Event completes this month with 1,700 calendars distributed to the following organizations: Manor Elementary, Taylor Middle School, East Williamson County Special Olympics, Kealing Middle School, Taylor Even Start, R.O.C.K., and McCallum Lacrosse Team. Each group received customized calendars to sell as a fundraiser with the total potential fundraising dollars to reach \$8500.



**Santa Lewis delivers gifts on behalf of the Austin Christmas Bureau**



**Tiffany helps Santa make his deliveries**



**SabeRex and the Boy Scouts rebuilt computers for their community project in December. These computers were then donated to local organizations.**



# FEEDBACK

## From Our Customers and Vendors

### **TyRex Services**

Dear Tiffany and Lewis,

As you know, the past several months has seen an increased volume in certification kits. Sally has worked exceptionally hard to maintain the accuracy of the kits along with meeting shipping schedules. She is always willing to help when confronted with challenges and I greatly appreciate it. Please thank her for making this year so successful.

Sincerely,  
Pam M  
Fulfillment Coordinator

### **SabeRex**

Dear Ronnie:

I just wanted to take a minute to let you and your group know how much we appreciate the work you have done for us. I especially want to thank you personally for your ongoing efforts in representing our company in your Failure Analysis role at our Nashville factory.

Again thanks for the good work. We look forward to our continuing relationship with TyRex.

Sincerely yours,  
Mike S.  
Market Development Manager

## From Our Employees

Carmina Swofford, Loren Stakes, and Melissa Pelletier

Thank you so much for your assistance with the charity calendars this year. With your help assembling the calendars, we were able to deliver over 1,700 calendars to seven organizations. Somehow you managed to work this project between your day-to-day responsibilities. I appreciate your commitment to TyRex and this community service event.

Sincerely,  
Scholley Bubenik  
Director of Human Resources

*We would enjoy hearing from you, our TyRex customers and vendors.  
Send us an E-mail at [corporate@tyrexmfg.com](mailto:corporate@tyrexmfg.com)*

## From Our Community

Dear Friends,

Thank you, TyRex Group Ltd., for your recent gift to the Methodist Mission Home. Because of your generosity, we can continue to make miracles happen. On behalf of our entire staff and the people we serve, please know we are grateful to have friends like you working with us to help make a difference in people's lives.

Again, thank you for your generosity and concern. You are truly helping to make miracles happen.

Warm holiday greetings,  
Layman H.  
Interim Executive Director



## Charity Calendar



East Williamson County Special Olympics Team

*We enjoy hearing from you the TyRex Technology Family. Send an email to [corporate@tyrexmfg.com](mailto:corporate@tyrexmfg.com) if you would like to identify someone or something outstanding within the TyRex family.*

*If any of our customers, vendors, employees, or friends would like to receive The TyRex Technology Family Tribune, please email your postal address to [corporate@tyrexmfg.com](mailto:corporate@tyrexmfg.com)*

*This newsletter was prepared by the Human Resource Department of TyRex Group, Ltd.*