

# THE TYREX TECHNOLOGY FAMILY TRIBUNE

**TYREX SERVICES ♦ MEGLADON  
IREX ♦ SABEREX  
DEATON ENGINEERING**

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## GENERAL INFORMATION

Visit TyRex Companies  
on the Web

[www.tyrexmfg.com](http://www.tyrexmfg.com)  
[www.megladonmfg.com](http://www.megladonmfg.com)  
[www.saberex.com](http://www.saberex.com)  
[www.irexmfg.com](http://www.irexmfg.com)  
[www.tyrexservices.com](http://www.tyrexservices.com)

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

**TyRex Group, Ltd. Corporate Office**  
2433 Rutland Dr. #100  
Austin, TX 78758  
Telephone # (512) 615-4610  
<http://www.tyrexmfg.com>

## FEATURE ARTICLE

### Community Citizenship Remains Embedded in TyRex's Culture:

Although the economy may have faltered for 2002, the spirit of community service in the TyRex Technology Family of Companies certainly did not slow down. 2002 proved to be a very successful year for the TyRex community service projects. In 2002 the TyRex companies sponsored a variety of fundraising and volunteer activities to benefit organizations that primarily serve the youth in the Austin, Texas and Nashville, Tennessee communities. Although the final community service report has not been completed, preliminary findings depict the following:

Number of non-profit organizations served- 29

Number of TyRex Employees who chaired these activities-17

Estimated volunteer hours- 1,600

Estimated cash contribution level-\$40,000+.

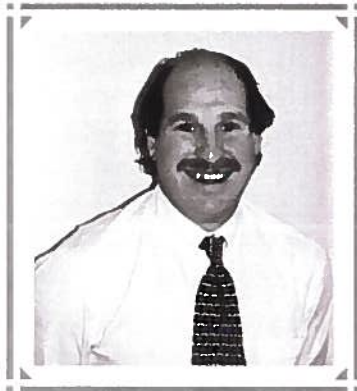
The community Citizenship Activities were ongoing throughout the year and included volunteering at the Austin Science Fun Day, Super Soccer Day, sorting food at the Capital Area Food Bank and assisting with the assembly of the charity calendars. Donations included contributions of Easter baskets to Safe Place, funds to build and maintain a soccer field in North Austin, canned food for the Capital Area Food Bank and Harvest Food Bank, Back to School Clothes for 40 Austin children, Thanksgiving meals, Christmas toys and food, school supplies to Brentwood Elementary School as well as numerous donations to the other nonprofit community agencies TyRex supports.



iRex presents a check for \$1,000 to Cook Children's Medical Center in Fort Worth, Texas as part of the Racing For Kids Project. iRex donated over \$5,000 in 2002 to the Racing for Kids Project.

## PRESIDENT'S MESSAGE

As we enter 2003, it is a time to reflect on our past accomplishments and renew our commitment to the TyRex Diamond Disciplines—Economic Prosperity, Entrepreneurship, Employee Well-Being and Community Citizenship. In order to maintain the status of “SPECIAL” we must sustain the balance within our Diamond Disciplines. I anticipate that 2003 begins our economic recovery while providing a platform for the development of entrepreneurial spirit. TyRex will continue its commitment to employee well-being with the expanded and revised rewards and recognition program and numerous activities planned for 2003. A solid core of the TyRex Cultural Competencies will continue to be its Community Citizenship programs. Last year the TyRex Technology Family of Companies and its employees excelled in the community “Spirit of TyRex” through their involvement and support of the various Community Citizenship projects. The TyRex Community Citizenship Programs’ success was twofold. First, TyRex employees from all levels of the organization united together to provide assistance to various organizations during this unstable economic time. Through their united efforts we witnessed employees, vendors and customers building stronger relationships while developing and implementing projects that benefited the community, especially our youth. We witnessed individuals developing trust, respect and mutual appreciation through these community service efforts during a time of uncertainty. Secondly the communities benefit substantially from these projects through the numerous hours of volunteer work and monetary donations raised for the twenty-nine youth community organizations throughout the Austin, Nashville and surrounding areas. The collective participation of employees from the various cross-sections of the TyRex companies presented a clear representation of TyRex’s exceptional energy level, which will be imperative to 2003. I commend all employees, vendors, customers and professional organizations for their contribution to the success of the TyRex Community Citizenship Programs.



**Andrew Cooper**  
TyRex President and Partner III

## TYREX UNIVERSITY

TyRex Entrepreneurial University Teaches Community Citizenship Competencies: The concepts and philosophies related to community citizenship is a core cultural commitment that is included in the T.E.U. curriculum. Interesting to note in the charitable giving equation is that we receive more that we give in the relationships between our communities and TyRex. Community citizenship at TyRex is a means to developing employees and managers relationship foundations. It is a training tool used to develop the “Spirit of TyRex” in each employee and is the vehicle T.E.U. uses to develop our manager’s “caring heart” for their employees. **In summary, community citizenship provides a proving ground for developing the cultural characteristics of the TyRex Technology Family of Companies.**

## LATEST NEWS

TyRex Revises Rewards and Recognition Program for 2003: TyRex’s Employee Rewards and Recognition Program has broadened its definition and placed greater emphasis on the TyRex Diamond Disciplines. The Employee Rewards and Recognition Program recognizes employees



participating in the success of TyRex as an integral part of the TyRex Special Culture. The TyRex Rewards and Recognition program has been expanded to place importance on a TyRex Culture committed to quality production and service, exceptional work ethic, positive team contribution and community service. Employees receive points each month based on their performance in these areas and can redeem these points to purchase items in the TyRex Store.

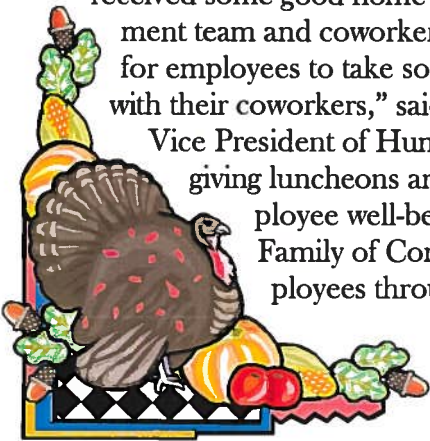


New items such as the ones pictured here (stadium blankets and long sleeve women and men twill shirts) have been added to the store merchandise. New company jackets were also purchased in December and distributed as part of a special request from the employees. To obtain additional information visit our website at [www.tyrextechfamily.com](http://www.tyrextechfamily.com).



# TYREX CULTURE

**Sharing Food, Sharing Thanks:** The management team of the TyRex Technology Family of Companies provided a special Thanksgiving lunch for the various entities. Some groups enjoyed a catered meal of turkey and dressing while others received some good home cooking from the management team and coworkers. "This was a special time for employees to take some time to enjoy fellowship with their coworkers," said Scholley Bubenik, Senior Vice President of Human Resources. The Thanksgiving luncheons are only one of many employee well-being activities that the TyRex Family of Companies provide for the employees throughout the year.



**TyRex Culture Training Initiative:** Each month new information regarding the TyRex Culture will be distributed via our website at [www.tyrextechfamily.com](http://www.tyrextechfamily.com) and on special announcement posters in the Company Break Rooms. Employees can then participate in The TyRex Culture Quiz to earn additional points in the Rewards and Recognition Program.



## SHINING STARS



This section features some of the TyRex Employees and their outstanding work.

**TyRex Services:** Temporary Employees received coffee mugs as part of the Value Card Program welcoming gift.

**iRex:** The iRex Eagle is an award presented to employees for their exceptional work and commitment to the company. During December Maria Jaimez, Angelita Melgoza and Elena Duran received recognition for taking the lead when Product Supervisor, Rich Burgess was out ill. These employees supervised the floor operations, instructed new temps, reviewed quality and provided trouble spot awareness to the management team. It was their unflagging determination and job knowledge that led the team through the week. Congratulations team!



**Megladon-** Congratulations to Reina Wiatt, for her recent publications, "The Complexities of Taxing e-commerce" January/February edition of The Edge, A publication by American's Society of Women Accountants and "Sales Tax Streamline, A New Federalized Tax Code" January edition of BNA.



# COMMUNITY CITIZENSHIP

## Megladon Continues Partner's in Education Program with Brentwood Elementary:

Megladon Group, Ltd., continues to provide assistance to Brentwood Elementary, an Austin I.S.D. elementary school, by providing materials and supplies for their Character Education Program. Reina Wiatt, Megladon Controller and Barth Lawhon, Quality Manager, purchased and delivered supplies for the painting project of the A.I.S.D. Character Education initiatives. "The school needed supplies such as plywood and paint for the children to use to construct murals depicting the character mottos throughout the hall," stated Reina Wiatt. "We were delighted to contribute to this project." The mission of Partners in Education is to create and foster effective community partnerships that support and enrich student learning and success.

## TyRex Employees Increase Participation Level for the Christmas Bureau Community Citizenship Program:

The Christmas Bureau is a community agency which coordinates the Christmas season donations of toys, gifts and food to families in need in the Austin area. This year the Bureau received 10,000 requests and TyRex employees were able to assist by providing ten families and forty-nine family members food and gifts to brighten their holiday season. Steve Savage, SabeRex Electronics Division Manager, led this community service initiative and successfully recruited fifty-three employees to contribute their time and money to the cause. "I am extremely pleased at the success of the Christmas Bureau Community Service Project," stated Steve, "last year we only provided assistance to four families and had limited participation. I want to thank all of the team captains and the employees who assisted with this project because without their community service spirit, this initiative would not have been a success."

Megladon Sponsors Families for Manos De Cristo: Megladon Group, Ltd. assisted Manos De Cristo, a nonprofit organization who serves the working poor, immigrants, the unemployed, the disabled, and the homeless in the Austin area. At Thanksgiving, Megladon donated food and H.E.B. gift certificates to five families and at Christmas they donated gifts, food, and H.E.B. and Target gift certificates to four families. "It was a pleasure to visit with the families and present them with gifts on their wish list," stated John Culbert, Megladon President. "This project allowed us in a small way to contribute to feeding the hungry and those in need."





**Nashville Groups Spread Holiday Cheer:** Nicole Batson, Nashville PCB, headed up the community citizen events for the Nashville PCB, Electronics and TyRex Services Group. This year the Nashville group collected \$528

from co-workers to purchase gifts for 25 children at the Nashville General Hospital at Meharry and for 12 residents of the Trevecca Nursing Home. The items purchased were toys and clothing items for the children and various gifts for the nursing home residents. "We were pleased to participate in the Nashville



General Hospital Volunteer Program which allows volunteer groups to share their time and resources to help patients and the families have a better quality of life while in or visiting the hospital," stated Nicole.



(Top) Trevecca resident receives gift from Nashville groups. (Bottom) Nicole Batson shops for the children in Nashville General Hospital during the holiday season.

**Holiday Pantry Food Drive:** TyRex Employees in Austin donated 429 pounds of nonperishable food items as part of the Holiday Pantry Food Drive benefiting the Capital Area Food Bank. Judy Rock, TyRex Corporate, chaired this event in December. Judy recruited five team captains to organize the drive in the various TyRex entities and to generate more interest and participation among all employees. Their efforts were rewarded with an astonishing fifty-nine employees participating and generating enough food for 343 meals. "Thanks to the team captains, Davey Douglas, Clarice Burkett, Kelly Fuller, Rod Rodriguez and Lewis Wald for helping produce the results we projected," said Judy, "and thanks to all those who donated items and money to the project."

## Holiday Pantry Food Drive



Congratulations to SabeRex PCB (top); Megladon Group, Ltd. (middle) and TyRex Corporate (bottom) for reaching the 100% Participation Goal for the Holiday Pantry Food Drive





## Benefit Contact Information

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



Congratulations to Kevin and Rose Ann Alwell on the birth of their son, Trevor Reginald, born December 2.

## WELCOME TO THE TYREX FAMILY

Raymond Crist



## HAPPY BIRTHDAY

### January

2-Rich Burgess  
4- Tu-Anh Pham  
10- Edith Cabrera  
14- Melissa Pelletier  
28- Rick Hoots  
30- Ed Limehouse  
31- Eric Estep  
31-Cole Albritton

### February

2- Jackie Townsend  
3- Troy Page  
12- Carlos Meneses  
19-Alvarita Guevara  
24- Jeff Walton  
24- Lilia Quintero

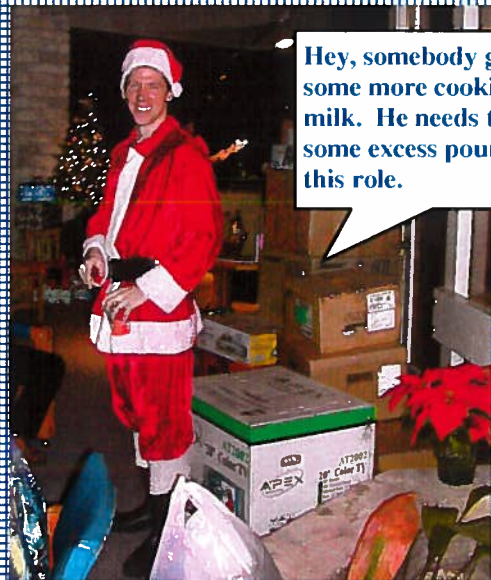
NO, I did not sneak a bite...  
Well, maybe so, but Steve made me do it..



Can you guess who is Santa?  
Email [sbubenik@tyrexmfg.com](mailto:sbubenik@tyrexmfg.com)  
if you want to submit your guess.  
Five points to the first five who guess it right.



Hey, somebody give Santa some more cookies and milk. He needs to add some excess pounds to play this role.





# TYREX HAVING FUN

Employees from the TyRex Family of Companies enjoyed themselves at the holiday parties sponsored by each company. Door prizes, refreshment and many other surprises were part of the evening festivities. Santa and his elves even made an appearance.



# FEEDBACK

## From our community

### John Bosch, TyRex Corporate

Dear Mr. Bosch:

Austin Soccer Development Group, Inc., wishes to thank TyRex Manufacturing Corporation for its generosity. We acknowledge receipt of your generous gift of cash contribution and volunteer work. Your ongoing support of youth soccer is a tremendous benefit to Austin Soccer Development Group and the community.

Dirk B., Board Member, Austin Soccer Development Group

### Nicole Batson, Vicky Green, SabeRex Nashville

Dear Nicole and Vicky,

On behalf of the Administration, staff and patients of Nashville General Hospital at Meharry, we'd like to express our sincerest gratitude for your thoughtful contribution of toys and clothing to help the families who visit our hospital. So many of our patients are uninsured, or underinsured, and do not have the financial means to be able to afford items such as these for their children. Therefore, the gifts your company provided are greatly appreciated.

Sandra H., Director of Community Outreach

## From our customers

### Sally Torres, TyRex Services

Dear Jimmy,

As always, Sally has done an outstanding job this past year. Our volume has increased dramatically with over 50,000 certifications shipped. What a challenge this has been for all of us, yet, Sally continues to meet our goals. Please thank her from all from the Professional Certification Program. We greatly appreciate her hard work and dedication.

Pam, Fulfillment Coordinator

### Eric Estep, SabeRex Electronics

Dear Eric,

Please allow me to take this opportunity to commend you and your team on the outstanding service SabeRex provided on the TKHM Project. Leadership is the key to a successful project. Through your leadership the project achieved a 100% success rate on all of the agreed delivery dates. You demonstrate the kind of project management skills necessary to administer a project of this magnitude to successful completion. Your attention to detail, as well as your willingness to provide the highest level of customer service was the key to the success of the project. It was a pleasure to work with you as a business partner.

Shawne D., Program Manager

## From our employees

To TyRex Family Employees,

The Holiday Pantry Food Drive was a wonderful success! On Saturday, December 21st, I delivered 429 pounds of non-perishable food items to the Capital Area Food Bank. This amount of food equates to 343 meals! Thank you all very much for making this possible with your donations and participation! A special thanks goes out to the following team members for assisting me with this most important Community Citizenship Program: Davey Douglas, SabeRex Rutland; Clarice Birckett, iRex; Lewis Wald, SabeRex Delta Dr.; Kelly Fuller, TyRex Services; Rod Rodriguez, Engineering Services.

Judy Rock, TyRex Corporate



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