

THE TYREX TECHNOLOGY FAMILY TRIBUNE TYREX SERVICES ♦ MEGLADON IREX ♦ SABEREX DEATON ENGINEERING

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GENERAL INFORMATION

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TyRex Learning Foundation
www.tyrexlearningfoundation.org
www.streetSMARTmba.com

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FEATURE ARTICLE

SabeRex Nashville Reorganization: The new year brought new excitement to the SabeRex PCB Nashville team. Beginning March 1, SabeRex PCB Nashville will become three (3) separate product lines: (1) Rework and Assembly, (2) Failure Analysis (FA) Group, and (3) PCB Repair.

The Rework and Assembly Product Line moves to the Nashville affiliation but remains under the leadership and management of Trent Ryan. Rework and Assembly currently has operations in both Nashville and Austin.

The FA Group will be lead by Jeff Browning, Operations Manager. Jeff has great expansion plans for this new group.

Tony Rea (*pictured right*), SabeRex's PCB Nashville team leader and TyRex Product Group Manager and Partnering Candidate, continues to do an outstanding job. His management team of Jim Schwan, Amy Johnson, Nicole Batson, Dawn Riggleman, and Rick Hoots all should be congratulated on their hard work and business accomplishments.



Says Rea, "With this new business structure and our accomplished management team, the Nashville PCB Group is taking this challenge head-on and is looking forward to accelerated growth in 2004 and beyond."

Good luck to the SabeRex Nashville Team in 2004!

Be sure to check out the Upcoming Events section for information on Community Service and Company Activities.

PRESIDENT'S MESSAGE

I guess it was timely that someone would ask the question "What is the TyRex Technology Family?" during our 2004 business planning review time.

During the last three years of economic recession for the high-tech industry, the majority of our focus has been on finding new technology service markets, maintaining a healthy financial picture, employee jobs, and, quite honestly, concentrating on our basic business viability.

The 2004 New Year brings with it three humble but important TyRex facts of (1) never losing money in any of our nine completed years of operations, (2) having absolutely no debt, and, most of all, (3) a bright and growing brighter business future.

So here are my top 10 reasons that will define TyRex Technology Family in 2004 (in no order of importance):

- (1) It is a technology family of companies where every employee can come and grow with us.
- (2) We are problem solvers dedicated to our customers' success.
- (3) TyRex Partners and aspiring Partners are first of all business and sales leaders who can articulate a large, inspiring, and, most of all, shared vision with each of their employees and team members.
- (4) We are dedicated to the concept of Professional Entrepreneurs®, staged, independent leadership featuring the triangle of entrepreneurial training (on-the-job training, classroom education, and quality coaching/mentoring).
- (5) We are committed to community citizenship, especially the children. We are community residents with long-term commitments, not just community renters.
- (6) We have a caring heart for each of our employees.
- (7) We seek long-term relationships with customers, vendors, employees, and surrounding communities – relationships that define the cornerstones of our business foundation.
- (8) We are builders of companies ("Built to Last"). We are committed to being in business for 50 years and building strong business foundations.
- (9) We are professional entrepreneurial companies who are risk assessors, not risk takers.
- (10) And, lastly, we possess the "Spirit of TyRex" – a sharing of professional entrepreneurial business spirits in an ever-competitive 21st Business Century.

Andrew Cooper
TyRex President and Partner III

TYREX LEARNING FOUNDATION

The TyRex Learning Foundation (TLF), a Texas non-profit corporation located in the Research Park of Texas A&M University, College Station, is a concept and technology development incubator and facilitator, fostering exclusive, secure voice, video, and data communications on technology networks with an entrepreneurial spirit.

Primary TLF Initiatives

- ◇ **MedTrek:** An Exclusive Medical Technology & Communications Network
- ◇ **EdTrek:** An Exclusive Distance Learning Educational Network
- ◇ **EntreTrek:** TLF's Exclusive Technology Transfer Network
- ◇ **MarkeTrek:** A 21st Business Century Marketing of Technology Products and Ideas Network
- ◇ **TrainingTrek:** An Exclusive 21st Business Century Marketing of Technology, Business, Medical and Industrial Training Network

For additional information, contact Evelyn Sher at 615-4316. The TLF is a non-profit organization located in the Research Park of Texas A&M University. Its mission is to (1) promote distance professional entrepreneurial education as well as develop applications for improving (2) the transfer of technologies, (3) medical communications, (4) business, industrial, and medical training, and (5) the marketing of technology products.

SHINING STARS



Robert Half International's New Continuing Professional Education Series featured Megladon's Reina

Wiatt Reina gave a one-hour speech entitled "Understanding the Nexus Spiderweb: The New Role for the 21st Century Entrepreneur" on January 15. "Doing business in the new global village via the Internet is presenting enormous challenges for all businesses," said Reina. "Training classes are an excellent tool to impart important information that will help prevent businesses from incurring significant tax exposure." TyRex Corporate's John Bosch and Megladon's John Culbert were in attendance and spoke highly of the event.

TYREX FAMILY OF COMPANIES

Second Patent Approved for Megladon Group, Ltd.: Megladon recently received a Notice of Allowance from the US Patent and Trademark Office on patent application 10/167,071 filed June 11, 2002. All 20 claims submitted have been allowed. Megladon's first patent pertained to thermal shaping of optical fibers; the second describes the how and why behind the technology. Says Megladon President John Culbert, "This is an exciting time for Megladon and the TyRex Continuous Technology Process. A special thanks goes to Ken Brooks and Dr. Bob Mays for their continued efforts in this endeavor."



SabeRex – Bentonville Expands Staff: SabeRex - Bentonville recently hired three temporary employees on a permanent basis. Pictured from left to right are Richard Egan (Warehouse Manager), Lori Houston (Administrative Assistant) and Matt Marchese (Computer Technician). According to Operations Manager Kelly Robason, "We are extremely pleased to have Richard, Lori, and Matt on the SabeRex team. Their leadership, work ethic, dedication, and innovation have proven to be key factors in the success of SabeRex – Bentonville."

UPCOMING EVENTS

Valentine's Day Celebrations: The TyRex Technology Family plans to hold a variety of company-sponsored events in celebration of Valentine's Day on Friday, February 13. Details to be announced.

Austin Science Fun Day is a free annual event held at the Texas Memorial Museum that features presentations by local students and educators, interactive booths, and science activities for the whole family to enjoy. iRex Group participates every year with its time and presence, and the gang would love to see you there on Saturday, March 6. Interested in volunteering? Contact Matt Ache at 615-4321.

Capital Area Food Bank: This March, Judy Rock of TyRex Corporate will head up the Capital Area Food Bank Food Drive and associated company-wide Food Sculpture Contest. Start setting aside non-perishable items and making your design plans now! Participate with both your time and canned goods.

Nashville Harvest Food Bank: SabeRex – Nashville is planning to hold their annual food drive for the Nashville Harvest Food Bank this spring. Look for more information in the coming months. Get the spirit of TyRex Community Citizenship and get involved.

SafePlace Easter Baskets: Dottie Daggett of iRex Group coordinates this event to bring some much-needed cheer to the children who live at the Austin SafePlace Domestic Violence and Sexual Assault Survival Center. This spring, put your creativity to work and enter the company-wide Basket Judging Contest. Details to come.

TYREX HAVING FUN

Holiday Parties 2003





HUMAN RESOURCE UPDATE

Welcome to the TyRex Family

Jessica Beck
Liem Nguyen
Jeffery Browning
Donna Malmberg
Kenneth Rector Jr.
Rudy Puente
Richard Egan
Joe Baumgartner

Marc Carlson
Lan Pham
Shannon Sharp
Matthew Marchese
Leticia Serrato
Angelita Melgoza
Lori Houston

Happy Birthday



January

2 - Rich Burgess
4 - Tu-Anh Pham
5 - Rudy Puente
9 - Gene Leath
14 - Melissa Pelletier
21 - Abdi Mohamed
28 - Rick Hoots
31 - Eric Estep

February

2 - Jackie Townsend
12 - Carlos Meneses
15 - Charles Rosales
19 - Alvarita Guevara Sanchez
24 - Jeff Walton

Benefit Contact Information

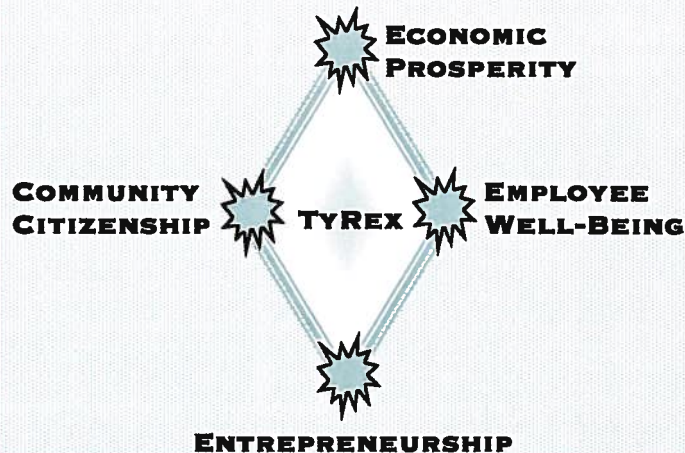
United Healthcare Medical Member Services: 1-866-873-3902
www.uhc.com
United Healthcare Dental: 1-877-816-3596
Vision: VSP 1-800-877-7195
Cigna Life Insurance: 1-800-231-1193
Educational Assistance: 1-800-242-8893 ext.3772
Cigna Disability: (both short & long term) 1-800-362-4462
401K: 1-800-835-5095
401K (Spanish): 1-800-587-5282
Administaff Benefit Specialist: Cherry Green 1-888-917-9038

Administaff Assistance

Log onto 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.

TYREX CULTURE

Please remember each of our
Diamond Disciplines in 2004



TYREX TOONS

Nashville Air Guitar Contest 2003



Who called Security?



COMMUNITY CITIZENSHIP



SabeRex – Nashville Contributions: This past holiday season, SabeRex – Nashville made financial and time donations to two very worthy causes: Big Brothers Big Sisters of Nashville and Walden’s Puddle, a wildlife rehabilitation center for injured and orphaned animals (*such as the red fox, pictured left*). Walden’s Puddle also serves as an educational and wildlife appreciation center for Tennessee citizens.

Meglodon Fulfills Wish List for Austin Children’s Shelter (ACS): Meglodon employees found community citizenship time to purchase every item on the ACS-furnished wish list, including three bicycles, sports equipment, a portable CD player, journals, and more. “Your gifts helped bring holiday joy to children in the Austin area who, because of severe abuse, neglect or abandonment, have found themselves needing protective care,” wrote ACS Executive Director Gena VanOsselaer. “Thank you for showing these children that others care about them.”

TyRex Technology Family Members Partner with the Christmas Bureau of Austin and Travis County, an umbrella organization of community groups and citizens that is dedicated to providing food and gifts to needy families over the holiday season. SabeRex Group, SabeRex Electronics Group–Austin, TyRex Services, and iRex Group banded together in December to help out six local families in need of gifts, food staples, and a little holiday cheer. Great team effort, and thanks to all who participated!

Meglodon Orders Library Books for Brentwood: Meglodon was given a wish list by the Brentwood Elementary Library Staff and was able to order every item included. Please see the back page of the newsletter for a lovely note from Brentwood librarians Kate Slaten and Celeste Pustka. A special thanks to Reina Wiatt.

The Holiday Pantry Food Drive for the Kids Café was held December 8 through 12 in Austin. Local TyRex Technology Family employees collected a total of 281 pounds of non-perishable food! This donation will be used to provide 225 meals to children in low-income neighborhoods who do not receive well-balanced evening meals. TyRex’s Community Citizenship Leader Judy Rock writes, “Thanks to all who participated in this most important program!”



FEEDBACK

From our Customers and Business Partners

SabeRex – PCB – Austin

Jimmy,

As in previous years, Sally has made an important contribution to [our] certification program. Her accuracy in building the certification kits along with timely shipments is very important to our customers' satisfaction. Please let Sally know she is greatly appreciated by all in [our] Certification Department.

Sincerely,
Pam M.
Fulfillment Coordinator

SabeRex – PCB – Nashville

Tony,

[We] would like to recognize John Wingard and Abdi Mohamed for their outstanding support in eliminating the 150-piece backlog that was induced by customer process control issues. John and Abdi displayed excellent customer awareness to [us] and displayed them by working long hours. I would like to thank them for their excellent support and you for having such high caliber employees in support of [our] account.

Sincerely,
Juan T.
Customer Programs Manager

From the Community

Dear Megladon Manufacturing Group,

The Brentwood School Library would like to thank you for your support of our program this year. We appreciate the time that Ms. Wiatt spent searching for books on our wish lists, and were thrilled to receive the books that your company so generously purchased for us. The staff and students here at Brentwood are already using and enjoying these wonderful additions to our collection.

We look forward to working with you in the future as we continue to foster the love of reading and learning here in our library.

Sincerely,
Celeste Pustka and Kate Slaten
Brentwood Library Staff

*We would enjoy hearing from you, our TyRex partners and employees.
Send us an e-mail at tribune@tyrexmfg.com*