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# THE TYREX TECHNOLOGY FAMILY TRIBUNE

**TYREX SERVICES/DLI ♦ MEGLADON  
TYREX ENGINEERING SERVICES  
TTI ♦ IREX ♦ SABEREX  
SILICON SERVICES ♦ SABERDATA  
DEATON ENGINEERING ♦ RF SCIENTIFIC**

## HEADLINE NEWS

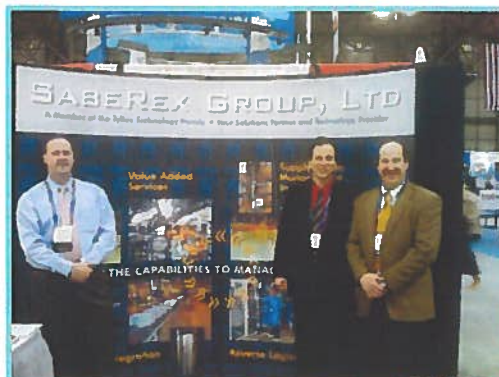
### NRF BIG SHOW 2008

For the fifth consecutive year SabeRex exhibited at the National Retail Federation BIG SHOW in New York, January 14-15, 2008. This show lends retailers the opportunity to streamline and improve every aspect of their business, whether they're searching for ways to improve logistical problems, assistance with IT upgrades, or improve their in-store designs, they're sure to find a solution at the BIG SHOW.

SabeRex was on hand to offer their full suite of capabilities to the retail market. SabeRex supports their retail customers through years of experience and knowledge gained working in this particular industry sector.

Representatives from SabeRex's locations in Austin and Nashville attended the show (see picture below). Andrew Cooper, CEO, Brian Scandariato, Strategic Sales Executive, and Bill Brainerd, SabeRex – Nashville Regional Sales Manager.

SabeRex envisions a unique opportunity to work with retailers and help them solve what problems they may be facing in their supply chain today.



*Pictured Above:* (from left to right) Brian Scandariato, Bill Brainerd, and Andrew Cooper at SabeRex's booth exhibiting at the NRF BIG SHOW 2008.



*Pictured Above:* Times Square in New York.

## GENERAL INFORMATION

**Visit TyRex Companies  
on the Web**

[www.tyrexmfg.com](http://www.tyrexmfg.com)  
[www.meglardonmfg.com](http://www.meglardonmfg.com)  
[www.saberex.com](http://www.saberex.com)  
[www.irexmfg.com](http://www.irexmfg.com)  
[www.dlinnovations.com](http://www.dlinnovations.com)  
[www.siliconserv.com](http://www.siliconserv.com)  
[www.deatonengineering.com](http://www.deatonengineering.com)  
[www.saberdata.com](http://www.saberdata.com)

### **TyRex Learning Foundation**

[www.tyrexlearningfoundation.org](http://www.tyrexlearningfoundation.org)  
[www.streetsmartmba.com](http://www.streetsmartmba.com)

**TyRex Group, Ltd. Corporate Office**  
**12317 Technology Blvd. Suite 200**  
**Austin, TX 78727**  
**Telephone # 512.835.1200**  
**[www.tyrexmfg.com](http://www.tyrexmfg.com)**



## PRESIDENT'S MESSAGE



This edition of the TyRex Technology newsletter is especially special to me. All of the activities underscore our commitment of time and energy devoted to the other four TyRex

Diamond Discipline guiding principles, besides our business commitment to economic prosperity.

The holiday events so vividly described in this edition and it bring out our extraordinary commitment and high energy to employee well-being, community citizenship, professionalism, and of course (Professional) entrepreneurship. These four TyRex Diamond Disciplines require the extra effort that is so necessary to move a company as a united group of employees beyond financial success to the goal of becoming **SPECIAL**. To achieve this status a company must have a very special culture unified by common commitment and purpose. Truly, the TyRex companies are striving to be...

**Special** *by design*

And finally, talk about extraordinary TyRex people (see employee feature). The bear wrestling is something, but the hair style is beyond imagination. Thanks Rick for sharing your extraordinary experience! Great story.



**Andrew Cooper**  
Principal & Partner  
TyRex Technology Family

## LETTER FROM THE EDITOR

### *To the TyRex Technology Family:*

I hope that all of you are off to a great start in 2008. A new year brings new and exciting opportunities for business and personal growth. It's important to take advantage of both.

On a personal note, since beginning work at TyRex in 2005 I've held a commitment for donating items to SafePlace. I continue to do this today. I have baskets set up at all SabeRex - Austin locations to collect toiletry and miscellaneous items that employees are willing to donate. Please consider donating, as all donated items to SafePlace are extremely appreciated.

I would like to also say thank you to the individuals who helped to contribute to this issue of the TyRex Tribune:

<i>Joe Ferrado</i>	<i>John Bosch Jr.</i>	<i>Reina Wiatt</i>
<i>Carlos Mojica</i>	<i>Andrew Cooper</i>	<i>Barth Lawhon</i>
<i>Dottie Heitsche</i>	<i>Judy Rock</i>	<i>Kerisa McCarr</i>
<i>Sarah Bruskwitz</i>	<i>Paul Johnson</i>	<i>Kim Lewis</i>
<i>Rich Burgess</i>	<i>Brenda Alexander</i>	<i>Scott McGregor</i>
<i>Daniel Thompson</i>	<i>Eric Estep</i>	<i>Kevin Alwell</i>
<i>Matt Ache</i>	<i>George Mihalcik</i>	Sincerely,
		<b>Jenny Buchanan</b>

## THE TYREX TECHNOLOGY FAMILY WELCOMES...

**Quang Luong** - SabeRex, Software Developer  
**Kevin Moran** - Saber Data, President & Partner  
**Paul Holguin** - Megladon, Quality Manager  
**Eric Plapp** - SabeRex Technical Services, FA Technician

## ANNOUNCEMENTS

### SabeRex - Erlanger, KY



The pumpkin carving/ decorating contest results for Erlanger (from left to right):  
**1st place:** "Mardi Gras" Pumpkin (Maria Del Carmen Andres) \$50  
**2nd place:** "Witch Holding Pumpkin" (Amy Case) \$25  
**3rd place:** "Demented Face" (Paul Johnson) \$10

### SabeRex Customer Satisfaction Results for 2007

The following are the results of returned surveys during 2007. Everyone exceeded the goal of 80% customer satisfaction for each quarter of 2007:

	Q1	Q2	Q3	Q4
Electronics Division:	98%	89%	89%	92%
PCB Group:	94%	90%	95%	94%
DTR Group:	85%	84%	86%	88%

*Congratulations to all the groups for a job very well done!*



# HUMAN RESOURCE UPDATE

## January

- 2 Rich Burgess
- 4 Daniel Hogberg
- 4 Tu-Anh Pham
- 5 Ruben Medina
- 5 George Mihalcik
- 12 Kristie Waid
- 13 Steven Thompson
- 14 KC Bordonaro
- 15 Becky Bell
- 16 Nidia Torres
- 21 Dwight Dankworth
- 21 Abdi Mohamed
- 23 Joshua Thomas
- 24 Eric Plapp
- 31 Eric Estep



## February

- 1 Tam Hoang
- 2 Denzil Hamm
- 3 Dustin Fugate
- 6 Maira Jaimes
- 6 Sonia Roberts
- 17 Brigette Arias
- 21 Craig York
- 24 Jeff Walton
- 26 Carlos Mojica

**HAPPY  
BIRTHDAY TO...**

## SHINING STAR



### DWIGHT DANKWORTH

*"Cosmic Shooting Star"*

Nominated by:

Daniel Thompson & Kerisa McCarn

Dwight Dankworth has gone above and beyond as the project manager for the Buffalo Technology project. His

expertise has been instrumental in aligning all areas of this intense project. His long hours and commitment is what SabeRex is all about. - *Daniel Thompson*

"He came to us from another world (Erlanger, KY) to brighten ours here in Austin, TX." From day one he rolled up his sleeves and jumped right in. He has continued to hone his do-or-die project management skills, taking it all in stride. He typifies the Electronics Division staff!" - *Kerisa McCarn*

## ADMINISTAFF

### Benefit Contact Information

**United Healthcare Medical Member Services:**

866-873-3902 / [www.myuhc.com](http://www.myuhc.com)

**United Healthcare Dental: 877-816-3596**

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

**Vision: Vision Service Plan 800-877-7195**

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

**Cigna Life Insurance: 800-231-1193**

**Educational Assistance: 800-242-8893 ext. 2404**

**401K: 888-401-5273**

**Benefit Questions: Administaff Benefit Contact Center**

866-715-3552

**Administaff Human Resources Specialist: Sharon Slonaker**

512-231-4531

**Administaff Sr. Account Liaison: Lisa Bales**

512-231-4524

**Administaff Recruiting Consultants:**

1-877-MY-HIRES

[myhires@administaff.com](mailto:myhires@administaff.com)

## Employee 401k Program Updates

**Good news!** TyRex is now offering to match employee 401k contributions to 100% of the first 2% contributed by the employees.

# 401k

Also, as of January 1, 2008 participants in the Administaff 401k Plan will be able to make Roth 401k contributions in addition to regular pre-tax contributions. You can change your contribution elections to include Roth contributions by accessing your account online or by telephone.

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

Toll Free: 1-800-465-3800

## Employee Assistance Program Updates

Optum® Care24SM integrates elements of traditional employee assistance programs, work-life services, and health information lines with a wealth of other resources. Optum Care24 provides confidential support, counseling, customized resources and referrals, along with practical information on hundreds of work and home life topics at no cost to you.

Call the Optum Care24 toll-free number at 866-402-0003 to speak with nurses and master's-level counselors and other professional specialists to help you develop a plan of action to address your concerns. If necessary, Care24 can refer you to additional resources. No matter what your age or stage in life, Care24 can help you.

*The unlimited telephone support offers:*

- An audio library of more than 1100 topics (580 in Spanish).
- Adult and elder service information, including retirement, financial planning, support services, aging, sudden illness or disability and more.
- Child and family services information related to pregnancy, adoptions, parenting, special needs, college assistance and more.
- Financial services, covering budgeting/cash flow, debt repayment/credit issues, retirement planning and more.
- Legal services, covering personal/family law, civil/consumer issues and criminal matters. Speak with an attorney (either face-to-face or by telephone); attorneys offer a 1/2-hour free consultation and a 25% discount off usual and customary fees.

*Access Optum Care24 online for:*

**Live Nurse Chat:** The Internet with an interpersonal touch. Chat one-on-one with an Optum professional, co-browse the Web with a professional, receive Web pages upon request, or request a callback at your convenience. This service is available any time you need it - 24 hours a day every day. To access Live Nurse Chat, click here and enter your name, age and gender, and follow the instructions.

**Health Forums:** Your personal health information center. Take advantage of a comprehensive reference library, online discussion groups, live chat sessions with professionals and much more.

**Live and Work Well:** Find a wealth of everyday resources, including information on childcare, elder care, school and summer camps, legal documents and will kits, and much more. You may access the Live and Work Well site by clicking here.

All services are completely confidential.



## EMPLOYEE FEATURE

### A TyRex employee with an amazing story to share...



Bear Fighter

Article from Mid-October 1977 Meridian Star (newspaper):

*Richard Guthrie, 5'8", 160lb Meridian, MS resident celebrated his 19<sup>th</sup> birthday Tuesday afternoon by out-wrestling a 8'3", 650lb Alaskan Brown Bear at the Mississippi-Alabama State Fair, winning \$1000 for his efforts. Mr. Guthrie, who had tried unsuccessfully to defeat the wrestling bear managed by professional wrestler Gorgeous George, threw & pinned the bear in about 1 minute, 40 seconds. He said that he often wrestles with his Newfoundland dog, Brutus, which is "built somewhat like a bear", and "I've been reading about animals – all kinds – since I was in kindergarten." He said bears have basically two weak points: "Bears do not have a good sense of balance when on their backs" and "they have relatively poor vision". He said "Since fast movements tend to upset bears, I made sure I moved slowly." Mr. Guthrie is recognized as the first person to have wrestled and beaten this bear who had been in hundreds of public matches including 2 appearances on Johnny Carson's Tonight Show wrestling NFL stars.*

Similar to the events that he wrestled in, Rick noted that typically only very large and physically strong men would attempt the challenge - thinking there was a chance to out-muscle the bear. As "bears combined skeletal and muscle structures result in pound-for-pound ~3x the strength of a human, 300lb+ guys were being tossed around like dolls when trying to wrestle the bear down". Rick's approach was more along the lines of studying how the bear reacted with the trainer, concentrating on calming the bear, and redirecting the inertia of the charges. That's not to say that he didn't come out of the match with quite a few bruises and scrapes along with the prize money. Human/bear wrestling competitions are now banned in most states due to PETA & USDA efforts in response to frequently reported harsh training practices.

*~ If you are a TyRex employee and would like to share one of your stories or pictures, please email Jenny Buchanan at the email address listed on the front and back of the Tribune.*

## EMPLOYEE APPRECIATION

In a letter sent to Paul Johnson, Operations Manager for the SabeRex-Erlanger, KY location, two special employees are acknowledged for their efforts.

Dear Paul,

*Logitech strives constantly to meet or exceed our customer's expectations. It is this philosophy that we do our best to instill in our suppliers. With this in mind it is clear to Logitech that SabeRex embraces the same philosophy.*

*Here is a concrete example of which SabeRex should be proud. A recent requirement by Dell required Logitech to ship 76 RMA Bluetooth Cordless Desktop units to a total of 8 locations (1 domestic and 7 international). This required retesting of RMA units, preparation of applicable PPID and DSP numbers and careful preparation of shipping documentation. This was an unusual request combined with a sense of urgency from Dell. Several of your employees, Justin Hamm and Craig York reacted in a timely and accurate manner and were very helpful with their efforts getting the material ready to ship.*

*Logitech appreciates your customer oriented business strategy and we are looking forward to a continuing productive relationship. Thank you for a job well done.*

Regards,  
**Dennis Everman**  
Quality Manager, Customer Satisfaction  
Logitech, Inc.



Pictured Above: (From left to right)  
Craig York and Justin Hamm

## COMMUNITY CITIZENSHIP

### The 2<sup>nd</sup> Annual Buddy Oney Toy Run Benefiting "CHRISTMAS ROUND-UP"

Sponsored by: Barth Lawhon, SabeRex Quality Manager

Buddy Oney was one of the most caring individuals, giving to the people of the community year round. This ride is organized by the "Bad to the Bone" Motorcycle Club in honor of Buddy. They continue the tradition and give generously to the children of our community during the holiday season in Buddy's memory. The toy run was held on Nov. 30th and Dec. 1st. Barth would like to thank TyRex and John Bosch Jr. for donating to the toy run.



Pictured Above: Jan Cansler and Barth Lawhon  
sitting with all the donated toys.



# COMMUNITY CITIZENSHIP

## Thanksgiving Food Drive

Sponsored by Scott McGregor

Scott McGregor, the mastermind behind all of TyRex's video media, sponsored a Thanksgiving food drive. He collected items at all SabeRex-Austin locations and donated them to Annie's Way in Round Rock.

*"I would like to thank everyone who helped us make the Thanksgiving Food Drive a success. Your donations helped many families and individuals in need."*

*Thanks again,  
Scott McGregor*



## SabeRex Electronics Division - Austin Christmas Bureau 2008

By: Kerisa McCam



We encountered a couple of Christmas blessings this year...

We were able to deliver Christmas presents to a total of ten people in two single-parent families. What a joy and an honor to act as Santa's representatives.

From a personal standpoint, I was able to share the Christmas Bureau story with my husband who works for a company headquartered in Cupertino, California.

He in turn did some checking on what type of give-back-to-the-community organizations his company works with. They were excited to hear of the Christmas Bureau and now have plans to make this one of the community programs on the 2008 calendar here in Austin and maybe other locations, including their California home office. It was very helpful for my husband to see how the program works up close when we actually delivered the gifts to one of the families. I don't know who was more surprised at the outcome – the family or my husband and I.

The Spirit of Giving is not only about opening your wallet and donating your time. It is also about sharing the meaning of what the Christmas Bureau is able to do for so many. We shouldn't wait for December to share the message of hope and optimism.

# TYREX CULTURE SABEREX-ERLANGER THANKSGIVING LUNCHEON



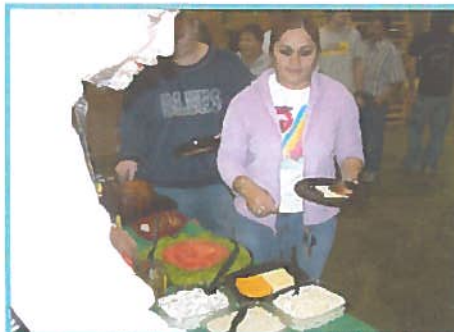
*Pictured Above: Food spread.  
Pictured Below: Paul, Araceli, and Amy.*



*Pictured Above: Paul giving Maria her first prize check.  
Pictured Below: Chow line.*



*Pictured Above: Paul giving Amy her second prize check for her entry in the pumpkin carving contest.*



*Pictured Left: Craig York getting his fill. Craig was also one of the Erlanger employees recognized for his outstanding work done for Logitech.*



# SABEREX-DELTA THANKSGIVING LUNCHEON



*Pictured Above:* Tiahra Laughlin and Kerisa McCarn (background) helping to set up for lunch.

*Pictured Below:* Rich Fulmer addressing the employees.

*Pictured Right:* Tanner McFaddin, caught in the act of chewing.



*Pictured Below:* Daniel Hogberg (blue shirt).



*Pictured Above:* Ron Thornton, Strategic Sales Executive for SabeRex-Electronics Division.



*Pictured Above:* The whole Delta group gathering together.

*Pictured Right:* The good ole boys, (from left to right) Bill Kimberly, Rich Fulmer, and Dwayne Stephens.





# SABEREX-TECHNOLOGY TURKEY DAY 2007



*Pictured Above: Ron and Barth "taking a crack" at setting up.  
Pictured Below: John saying "Happy Thanksgiving".*

## Thanksgiving

*Pictured Below: Guessing the area is under surveillance by the turkey.*



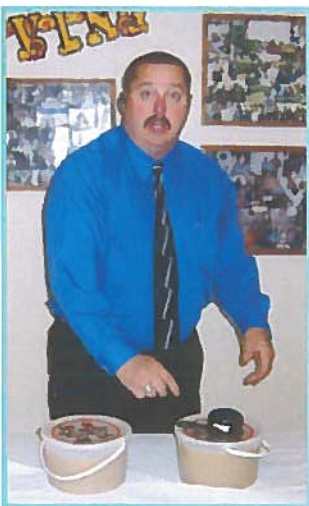
*Pictured Above: Managers serving the employees.  
Pictured Below: Jeannie Wood setting out dessert.*



**AREA UNDER SURVEILLANCE**



*Pictured Above and Below: SabeRex-Austin all gathered together to celebrate Thanksgiving.*



*Pictured Left: As the saying goes, "like a deer caught in the headlights!" (Barth Lawhon).*



*Pictured Right: Andrew is known for having great holiday spirit and not shy when it comes to wearing that spirit on his head.*





## MEGLADON HOLIDAY PARTY



Megladon spent their holiday party at the Brick Oven Restaurant. They enjoyed good food, door prizes, and the group picture at the end of the evening.



*Pictured Above: John and Nancy Bosch.  
Pictured Below: Megladon group photo.*



## SABEREX-NASHVILLE HOLIDAY PARTY



*Pictured Above: Eric Estep finds himself in Nashville for their holiday gathering. Coincidence....I think not!*



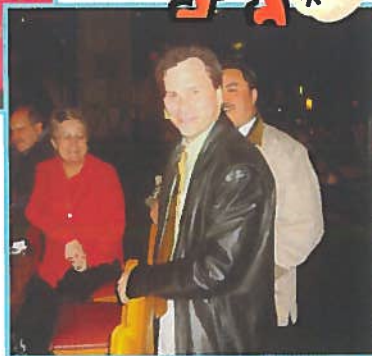
*Pictured Above: The SabeRex-Nashville crew.*



*Pictured Below: Bill Brainerd, extremely excited about the holiday party.*



*Pictured Right: Bill Brainerd, SabeRex-Nashville Regional Sales Manager poses for the camera.*





# SABEREX-AUSTIN HOLIDAY PARTY



December 13, 2007

The 2007 SabeRex Holiday "Shopping Spree" Party was a success, and I believe that everyone who attended really had an enjoyable time. In spite of the balmy weather on December 8th, we truly had a festive and fun time! Each employee was provided points to shop for prizes that included GPS devices, flat panel televisions, and over 900 other gifts.

I want to personally thank you all for your participation and help with the 2007 SabeRex Holiday Party! It would not have been possible without you.....

**Shoppers** - Jeannie Wood, John Bosch Jr., Lisa Martin, Barth Lawhon, George Mihalcik

**Santa Clause** - Joe Ferrado!

**The Meal** - Cooks & Servers: Kenny Rector, Barth Lawhon, Jan Cansler, George Ayad, Lisa Martin

**Planning/Preparation & Set-Up @ the Clubhouse** - Diane Luber, Tiahra Laughlin, Jan Cansler, Raymond Ramos, John Bosch Jr., Brenda Alexander, Andrew Cooper, Robbie Cooper, George Ayad

**Transporting & Setting up the Gifts** - Rick Jennings, Lindsey Jennings, Raymond Ramos, Alberto Ramirez, Roberto Najera, Barth Lawhon, Jan Cansler

**Food Contributions** - Gaylen Washington, George Ayad, Barth Lawhon, Andrew Cooper, Lisa Martin

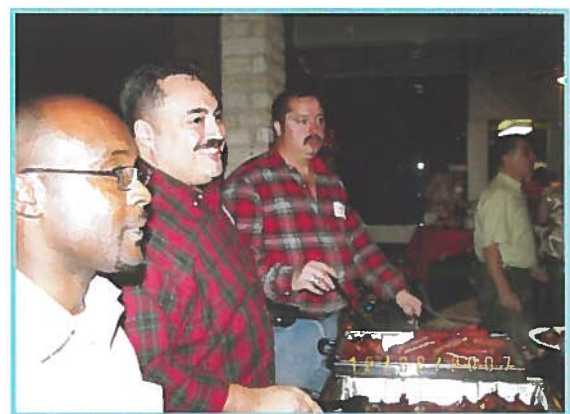
**Employee Shopping Check-out** - Jan Cansler, Robbie Cooper, Sandy Patterson, David Holt, Gaylen Washington, John Pinkosky

**Clean-up @ the Clubhouse** - Almost every single person listed above, including employee spouses, and guests!

And last, but not least, **a very special thank you to John and Andrew** for making the SabeRex Holiday Party possible by being the "wind beneath our wings". Their commitment and hard work every day make possible the success of every SabeRex employee, support TEAM, product group, location, and employee function!



**Merry Christmas and Best Wishes for a Great 2008!** ~ Judy Rock





# SABEREX-AUSTIN CONTINUED





# IREX HOLIDAY PARTY

## iRex Group, LTD. Christmas Celebration

By: Rich Burgess

'Twas the night before end of the month and all thru the facility not a machine was idle, not a station unmanned...and then from the roof top they heard such a clamor – the employees all rushed to see what's the matter, from the window they peered and to their surprise, it was just the Production Manager with more work orders.

iRex Group, LTD. had much to celebrate this year, from their move in June to the large increase in 4<sup>th</sup> quarter business. iRex had a very successful year, culminating in a large number of attendees to their annual Christmas Party, celebrated at one of the local area Municipal Recreation Centers in Austin, Texas. The fireplace all aglow, with angel like music being played softly in the background, the festivities were joyful and triumphant.

The "Deal or Let's make a Deal" game was interesting, funny, and at times mesmerizing. Matt Ache was awarded his traditional Eagle from the iRex Staff for his continuing mentorship, leadership, and friendship. Rich Burgess was presented with a precisely-calibrated teamwork rowing crew desk unit, a token of Team iRex's appreciation for being a "Great Team Leader".

iRex Group, LTD. is looking forward to the upcoming new year.



Pictured Above: (from left to right) Matt Ache, Rich Burgess, and Fred Salyers.



Pictured Above: Sarah Bruskwitz and Matt Ache. "Don't take the deal, Sarah!"



Pictured Above: Matt receiving his eagle.



Pictured Right: Andrew is presented with a special gift. In the manner of old school TyRex tradition, Dottie frames a napkin with work instructions written by Rich Burgess. A habit he picked up from Andrew long ago.





# FEEDBACK

## From Our Community

SabeRex & Mr. Bosch,

On behalf of the Sarli Family, Linder Elementary would like to thank you for your generosity during the Christmas holidays. The entire family was elated with their gifts! Once again -- thank you!

Sincerely,  
**Mrs. Salinas, *Linder Elementary***

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## From Our Customers

All,

SabeRex bin location accuracy was 99.7% for Dec 14. There were 3 bin location variances that require immediate research and corrective action within 24 hours. I noted that two of these variances appear to be incorrect putaways. Overall, SabeRex has maintained a 99.8% bin location accuracy for December.

I want to acknowledge the outstanding work that SabeRex and our Flextronics team did during the recent Cisco Audit. The audit team was very impressed with the professionalism of the SabeRex group (SabeRex and Flextronics). The Cisco audit team noted that it was very organized with flawless execution. I informed them that SabeRex maintains a bin location accuracy in the area of 99.8-99.9% with zero lost boards! The Cisco Audit Team were impressed with the working relationship between our teams and it was clear that together we had one common goal of maintaining strict controls and accountability of this inventory.

Congratulations to each of you for a job Well Done! I am proud of each of you for your professionalism, technical skills with SAP, and more importantly, your commitment to excellence.

Thanks,  
**John R. Pena, *Flextronics***

Andrew and John,

I wanted to thank you in advance for helping ClearCube ship out some orders which are needed for our year end revenue goals. My team has been working with Bill Kimberly, Zenon Santiago, Scott McNaughton and Daniel Thompson to coordinate some Fibre shipments to one of our military customers tomorrow. Also your team (Suite 200) may also be helping us Monday December 31, 2007 to receive in and ship out the same day another order going to the CDW/Pentagon. I wanted to thank you for the support and help you and your team is providing.

My thanks sent from beautiful downtown Juarez,

**Randy, *ClearCube Technologies***

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## From Our Employees

I want to take a moment to recognize Eric Plapp, Failure Analysis Technician, assigned to WS-1 in North Carolina. Last Thursday I received a call from David San Miguel, FA Engineer, MSI, to assist with managing an excursion with NVIDIA video cards which required reflashing of the chipset. EGL was contracted to perform the rework and SabeRex was asked to oversee the operations in order to drive process and quality issues. We were to provide support in Nashville as well as in Winston-Salem and EGL was scheduled to ramp up Thursday at midday. 32 hours after scheduled ramp up, EGL was still completely incapable of launching the rework, at which time Mr. San Miguel gave me a call and requested permission for SabeRex FA technicians to engage with EGL and perform the ramp up. Within five hours, EGL was ramped up, validated and fully operational, compliments of Eric.

Eric embodies the high quality of expertise, skills and professionalism that has made the Failure Analysis Group and the Winston-Salem operations so successful. Keep up the great work Eric! You have proven yourself a valuable member of the SabeRex Failure Analysis Family.

Sincerely,  
**John Wingard, Product Supervisor, FA Group**  
***SabeRex Group, Ltd.***



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