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# THE TYREX TECHNOLOGY FAMILY TRIBUNE

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

## FEATURE ARTICLE

Reina Wiatt started her eighth year with the Tyrex Technology Family in October of this year. She is a hard-working and dedicated employee of the Megladon Manufacturing Corporation and she continues to exemplify what it means to be "truly" involved in your community.

Reina has done an excellent job in representing the "Diamond Discipline" of Community Citizenship according to Andrew Cooper, TyRex President. John Bosch, Jr., Andrew Cooper, Kevin Alwell and John Culbert all presented the award to her earlier this year at her 50<sup>th</sup> birthday party.



True TyRex Spirit of Community Citizenship

The award was named after her to publicly recognize her many community involvements. She has worked closely with Brentwood Elementary School, AISD, Safe-Place and the Austin Children's Shelter. Megladon works throughout the year to provide community service to their ongoing community partners including Zavala Elementary and the Rock Rodeo in addition to those listed above.

Reina's formal background is in accounting and tax. She is a noted author and writer and has had several articles published in national magazines. She started participating in community service projects from the time she was a child.

"My parents said it is incumbent upon each and every person to make a positive contribution to their community. Tyrex treats charity as more than making indifferent monetary contributions to an organization. At Tyrex, we provide goods and services to help those less fortunate and work side by side with people to help them improve their quality of life. This is consistent with the ancient belief that charity meant performing acts of righteousness or fairness, not magnanimous or pretentious monetary contributions by the very wealthy," said Reina.

Her involvement in community projects will continue to be an asset to the Tyrex Technology Family.

**Charity means performing acts of righteousness or forgiveness,  
according to ancient belief.**

## 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)  
[www.siliconserv.com](http://www.siliconserv.com)  
[www.deatonengineering.com](http://www.deatonengineering.com)

### Tyrex Learning Foundation

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

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Austin, TX 78758  
Telephone # (512) 615-4610  
<http://www.tyrexmfg.com>

## PRESIDENT'S MESSAGE



2005 has proven to be another exciting year for the TyRex family, and we can see even greater accomplishments for 2006. I would like to take this opportunity to thank all those who work hard to make the TyRex Technology Family **SPECIAL**, and pass along to all of you, our wishes for a safe and enjoyable holiday season that we're about to enter.

Let's take some time to reflect on what we've done in 2005 that is especially meaningful. First, we re-invigorated the TyRex Learning Foundation (TLF); and the newly acquired staff is making great strides in transforming this function into a reality. Especially noteworthy, we expect to start offering TLF modules in January 2006. Sherry DiGiovanni is the new editor. Look for great TLF products.

In addition, we've added David Holt and his staff at Silicon Services to the TyRex family in 2005; the company's expertise in device programming services certainly make them valuable towards our focus to provide more services that align with our customer's requirements.

Finally, we'll tell the IT world our story through the National Retail Federation Tradeshow in New York (January 15-18). Our new Administrative Assistant for Public Relations, Jenny Buchanan, has been working the BIG SHOW staff to make sure we occupy a prime location, and with the SabeRex staff to create a terrific presentation and experience for our customers.

In another area, our shining stars, Judy Rock, Reina Wiatt and Kevin Alwell have certainly proven their value to the TyRex Technology Family. Judy's work in eliminating inefficiencies in our security badge process will produce long-lasting gains for us. Reina and Kevin's contributions to the SabeRex Sales and Use tax audit became yet another example of how the Family pulls together for the benefit of all. I'm proud of all involved.

I'm also very proud of our folks who make things happen outside of the work environment. We've planned our Thanksgiving and our Yuletide parties and activities; we're highly involved in community and charity events; you can see the details of the work our folks do, and how you can assist in our newsletter story.

And finally, please take a moment to read the feedback section. We're always happy to receive praise from our customers whether they are our commercial partners or people we support in our charitable work. It's always good to hear from each of you.

As I look back on 2005, I can smile at all the accomplishments we've made. 2006 should prove to be just as exciting—it's through your efforts and expertise that the TyRex family enjoys such successes.

**Andrew Cooper**

## TYREX LEARNING FOUNDATION

The planned 2005 expansion of The TyRex Learning Foundation's (TLF) operating sites, educational programming, and entrepreneurial business support capabilities is quickly becoming a reality.

Our operating sites include office space, conference facilities, and computer server capability at Texas A&M University's Research Park. The servers provide internet access and videoconferencing capability so that we'll be able to bring together some key players in a visual chat room setting. Some may include inventors, academicians and business managers. With this we will be able to provide global access to the TLF website. We also established office space at the Rutland facility where we are developing the TyRex Entrepreneurial Institute Professional Entrepreneur® modules. We expect to begin teaching these in January 2006. Through the internet, we'll initially be able to teach professional entrepreneurship at the Austin, Nashville, Bentonville and Winston-Salem locations; eventually-- worldwide.

We're also actively developing the TLF Incubator/Intern (I<sup>2</sup>) initiative in which we'll hire two students with technical backgrounds who desire to be entrepreneurs, mentor them, and allow them to develop their business acumen through market development of selected Information Technology products.

The final key initiative in this triad is the development of the Multiple Marketing Channel (M<sup>2</sup>C) Business Plan. This is a comprehensive development of the important steps in the marketing process that will raise business managers' probabilities of success in the competitive global 21<sup>st</sup> century business environment.

These three initiatives form the basis for a solid Streetsmart MBA® and Professional Entrepreneur® education. The TLF has more exciting projects in the development and in the planning stages - watch for announcements in future newsletters.

In addition, George Mihalcik, [gmihalcik@tyrexmfg.com](mailto:gmihalcik@tyrexmfg.com), 615-4631, is now the Executive Director and Sherry DiGiovanni, [sdigiovanni@tyrexmfg.com](mailto:sdigiovanni@tyrexmfg.com), 617-4717, joined the TLF as our Editor. She brings a wealth of internet and publishing expertise to the TLF.



The TyRex Learning Foundation is a non-profit 501(c)(3) organization. It is the TyRex Technology Family signature non-profit.



## FAMILY OF COMPANIES

# Silicon Services



### History of the Company

Silicon Services was acquired by TyRex Services, Ltd. on August 1 of this year. Silicon Services, Ltd. was founded April 1, 2003 by David Holt, and two other partners. After successfully operating for 2 1/2 years, it was felt the company needed to partner with a larger, more diversified company in order to succeed at a higher level.

Having known John Bosch for many years, and after receiving valuable business advice and direction from John during the formation of Silicon Services, David felt TyRex was a logical entity in which to partner. After a relatively short period of discussions with Brian Crowell about business and entrepreneurial vision, it was determined that a shared vision existed which could be the foundation for a long-term business partnership.

### Key People

David Holt continues as the President, with chief responsibility of moving forward with a successful sales plan and overall vision for the company. After successfully completing the acquisition of Silicon Services, Brian Crowell now works daily with David to help develop Silicon Services into a viable "Built to Last" enterprise. In doing so Brian is achieving one of his personal goals to be a coach and mentor to help someone else learn what being a TyRex Professional Partner® is about.

Also from TyRex Services, Marc Carlson serves as David's financial partner. Marc is providing a much needed financial rudder for Silicon Services during these critical early stages of financial development. As with all of TyRex's business groups, Andrew Cooper has been there from the beginning to provide the support and direction to create sales energy for Silicon Services.

### What Does the Company Do?

Silicon Services focuses on its core competency as a provider of *device programming* services. Device Programming is a process of "embedding" customer specific "code" into an integrated circuit (IC), often referred to as a *programmable chip*. Most circuit boards have one or more programmable devices on it. The programmed chip functions as "embedded code" or "firmware" which represents a critical part of the function and processing done by the board. The BIOS on your PC, which makes your computer "boot up" is an example of embedded code. Because this function basically takes place at the silicon level, the name - Silicon Services - was chosen to reflect the company's key business function.

Some of Silicon Services customers include OEM's like Dell Computer and IBM, and contract manufacturers (CM's) like Solectron, Celestica and Plexus. The customer ships Silicon Services "blank chips" along with a master copy of what the customer wants programmed into the part. In turn, Silicon Services produces a prototype, which the customer approves for production. Production orders of the programmed chip are then produced and shipped according to the customer's needs. Silicon Services currently operates out of the Rutland facility and is certified to the current ISO 2000:9001 quality standard. The Silicon Services team looks forward to working and growing with the TyRex Technology Family.

## SHINING STARS



Judy Rock

Our first of three Shining Stars is Judy Rock. Judy is a prized possession of the Tyrex family. She takes on multiple responsibilities that she is not required to, but does so in order for SabeRex to be as much of a success as it possibly can be. She has shown exemplary employee behavior by staying until 7:30PM on a Friday to verify that a terminated vendor turn-in keys and security badges, as SabeRex was no longer using their services. She also researched alternative vendors to do a job at the best price even though it is not her area that the vendor services.

She even brought in candy for Halloween to make the employees of SabeRex smile, and get their chocolate fix at the same time. There are so many things Judy "takes care of" that it's easy to overlook and assume it is one of her duties. **She is a true SabeRex Team Player.**



Reina Wiatt and Kevin Alwell

The next two shining stars are a pair, Kevin Alwell and Reina Wiatt. Without having any direct SabeRex responsibility, they both gave 110% help in the SabeRex Sales and Use Tax audit. The duties they undertook were up to and including, enjoying the dubious privilege of sorting through many mislabeled, dirty, hard-to-get-to boxes in an area of the SabeRex warehouse that is so user challenged it has been labeled the "dungeon". Because of their assistance and the incredible work of many SabeRex employees, including but not limited to Dory Meyer and Kathy Karp, SabeRex was assessed a "WOW" to John Bosch on a letter from the State telling SabeRex we were liable for NO ADDITIONAL TAXES!

**Without Kevin and Reina's knowledge and assistance, this accomplishment would have been a "near to impossible" result!**



## HUMAN RESOURCE UPDATE

### 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 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.

### Employee 401k Matching Program

# 401k

The Tyrex Technology Family currently has 47 people taking advantage of the 401k Matching Program. In just 2004, Tyrex contributed a total of \$24,000 to the employees participating in this very advantageous program. In an effort to increase participation, we would like to further explain how the Employee 401k Matching Program works; in hopes of enhancing employee understanding of this wonderful opportunity. The Matching is defined as 100% of the first 1% of the employee's 401k contribution. Examples are listed below to clarify.

Example 1: If the employee makes \$30,000 and is signed up to contribute 10% of set monthly income, the first 1% or \$300 would be matched.

Example 2: If the same employee contributes 1% of their total annual income, their 401k contribution would be \$300. Tyrex will match that \$300 contribution, in effect doubling the employees 401k.

## HAPPY BIRTHDAY

### November

6 - Judy Rock  
8 - Tri Nguyen  
10 - Brian Crowell  
10 - Sherry DiGiovanni  
14 - George Ayad  
16 - Jose Flores  
21 - Nely Cueva  
23 - Kelly Robason  
28 - Julie Kelly  
30 - Phuong Nguyen

### December

3 - Danny Villegas  
10 - Kerisa McCarn  
20 - Dyron Dixon  
24 - Nick Luna  
25 - Mary Pham  
26 - Tam Luu  
27 - Jim Mitchell



### WELCOME TO THE



Kristelle Bretherick  
Jenny Buchanan  
William Chandler  
Dwight Dankworth  
Sherry DiGiovanni  
Richard Enriquez  
George Mihalcik  
Jim Mitchell  
Antonio Pena  
Deciderio Perez  
Frank Restina

## TYREX CULTURE

### BBQ @ Technology

Kenney Rector, the Receiving and Shipping Supervisor at SabeRex Delta, and Walt Atkinson BBQ'd 100 chicken halves for the entire Delta facility for lunch in August. This was at no cost to the company except for the sodas. Kenney purchased and cooked the beans, Walt purchased and assisted in BBQ'ing the chickens and made the cole slaw. They started cooking at 4:45 a.m. and fed everyone starting at 11:30 a.m. The only requirement made by Kenney and Walt was that the managers served their employees before they ate. John, Andrew, and Thomas were all there to help as well.





## COMMUNITY CITIZENSHIP

### Adopt a Young Mother

Stevie Granger and Laura Combs from the Technology Location have volunteered on behalf of SabeRex to help Ms. Elaine Ward with the Garza Teen Mentoring Group. Stevie and Laura will go shopping for baby and toddler items needed for the young women once a month and tour the high school with John Bosch within the near future.

Garza Independence High School's Adopt a Young Mother program caters to young teenage mothers who are working toward getting their education/diploma while pregnant and or have small children from newborn to three years of age. Garza is a nationally recognized, lighthouse upper level, open enrollment high school, a place "Where Dreams Come True". However, as many of us know, it's expensive to raise children and in addition to the costs of infant and toddler supplies, these young women need to continue their education with the love and support of those who can spare just a few hours a month.

Anyone who wishes to donate time to help can get in touch with Stevie at [sgranger@saberex.com](mailto:sgranger@saberex.com) or by phone at 512-623-4694.

### SabeRex — Austin

Stevie Granger and Judy Rock helped to organize a Blood Drive on Nov. 4<sup>th</sup> for the upcoming holiday season. The donations will help to replenish the disaster relief supply and will benefit those in dire need. The Donor Bus was set in front of Suite 100 at the Technology Location for people to selflessly give their blood to a greater cause. There were approximately fifteen people that participated and thank you to them all.



### SabeRex — Nashville

The wonderful folks at SabeRex in Nashville have been hard at work in trying to benefit their community. They have participated in the March of Dimes Blue Jeans for Babies program by selling t-shirts with the March of Dimes logo in order to raise money for that noble cause. They also held a Hurricane Katrina Drive and had a pickup truck load of food, clothing and hygiene products delivered to the American Red Cross.



### Tyrex Learning Foundation

The TLF has set up collection boxes at all of the Austin locations for the Battered Women's Shelter. Please bring any toiletry items you have collected over the years including freebies from hotels. Donations will be more than appreciated.

## UPCOMING EVENTS

### Social Events



Tyrex Corp. / Megladon Thanksgiving Lunch, Nov. 18,

SabeRex Austin – Thanksgiving Lunch – Date TBD

SabeRex Austin – Christmas Dinner, Dec. 11, 4p – 8p  
@ Reunion Ranch



### Community Citizenship Events

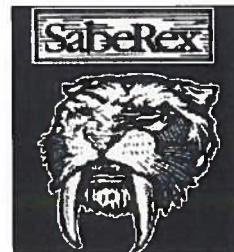


SabeRex Austin  
(DTR Group)  
Coats for Kids Nov. 7 – 18

Austin Christmas Bureau –  
Dates TBD

SabeRex Nashville and  
Bentonville –  
Harvest Food Bank Drive

### Recent and Upcoming Company Strides



SabeRex will be attending the  
National Retail  
Federation BIG SHOW in New  
York, January 15-18





# TECHNOLOGY FACILITY 65,000 SQFT. EXPANSION

## ELECTRONICS DIVISION

### ASSET MANAGEMENT FACILITIES



### PRODUCTION FACILITIES



## TYREX TOONS



Reina Wiatt and Kevin Alwell are pictured here, posing with their Super-Twins cake. They are both celebrating their eighth year with the Tyrex Family. We count them as a great duo and are both extreme assets to the Family of Companies.



## TYREX HAVING FUN

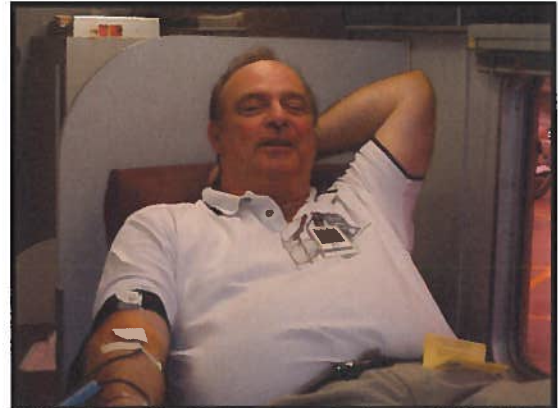
Megladon and the Tyrex Corporate Office Halloween Luncheon -  
Good food, great pumpkins and in the presence of even greater people!



## TYREX GIVING BACK

SabeRex's Technology  
Blood Drive was a  
success, having a total of 15  
people donate their time  
and blood. Thank you to  
those who  
participated.

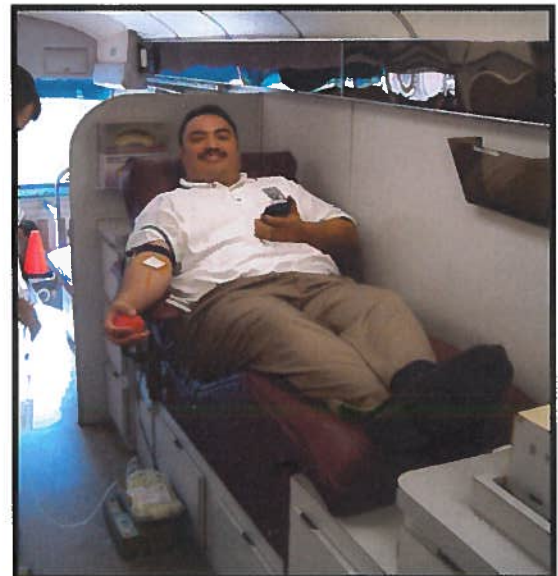
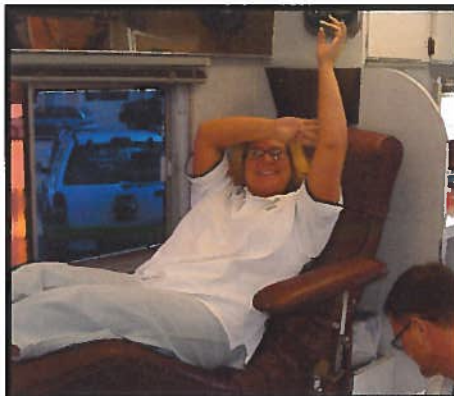
To the Right: Dyron Dixon



Above: John Bosch, Jr. Below: Eric Estep



Above: Jenny Buchanan  
To the Right: Tiara Laughlin



# FEEDBACK

## From The Community

Dear John,

The items donated to Adopt a Young Mother by TyRex are now at Garza High School and will be distributed to the teen parents as quickly as possible.

Thanks to you and SabeRex, these students and their children will have a little more breathing room in their tight budget and, perhaps even more importantly for the long run, will know that their hopes and dreams are supported by the larger community.

Thank you so much,  
Elaine Ward



## From Our Customers

Dear David Holt,

I would like to take a moment to thank you and the staff at Silicon Services for providing excellent service and support! In particular, I would like to thank Lisa Valadez for managing a very quick turn project that allowed us to maintain our aggressive build schedule. Thanks for your flawless execution and on time delivery. Keep up the great work!

Thanks,

Joel Greer  
Dell Inc.  
Engineering Services

## From Our Employees

Reina,

I'm not sure if everyone has had the opportunity to thank you personally for all the hard work you've put in for the SabeRex Team over the past few months, but I would like to take a minute and thank you on behalf of everyone at SabeRex.

Without you, we would've been lost. Your passion, diligence, attention to detail, and intimate knowledge of the tax laws guided us smoothly through our first major sales and use tax audit. We all thank you very much for your support. Once the dust settles, we all realize there are improvements that need to be made "to keep things straight" and we're looking forward to your input and future training so we can meet and exceed your expectations the next time around.

Sincerely,  
Rich Loofe

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

