

# THE TYREX TECHNOLOGY FAMILY TRIBUNE

TYREX SERVICES > MEGLADON  
TYREX > SABEREX > SILICON SERVICES >  
TYREX ENGINEERING SERVICES >  
DEATON ENGINEERING

## FEATURE

PRESIDENT'S MESSAGE

TYREX LEARNING  
FOUNDATION

COMMUNITY CITIZENSHIP

UPCOMING EVENTS

SHINING STAR & TYREX  
TOON

TYREX EASTER BASKET  
CONTEST

TYREX FAMILY OF COMPANIES

TYREX EXTENDED FAMILY

TYREX CULTURE

FEEDBACK

## FEATURE

# BIG NEWS!



## Welcome To The Family -- Erlanger, KY

## 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)

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



We've staked our  
claim and now  
we're rolling out  
the red carpet for  
our new facility.





## PRESIDENT'S MESSAGE



### What makes TyRex **SPECIAL**?

This newsletter offers all the clues.

- (1) **Economic Prosperity**
- (2) **Employee Well-Being**
- (3) **Community Citizenship and**
- (4) **Entrepreneurship (i.e. Professional Entrepreneurship at every level of customer service.)**

All of the clues one needs to determine what makes TyRex **SPECIAL** are found in this issue of the TyRex Tribune. This newsletter offers all four clues: **economic prosperity, employee well-being, community citizenship and entrepreneurship**. Each of these areas represents a focal point of TyRex's Diamond Disciplines business philosophy.

**Economic Prosperity**, the first of the four TyRex Diamond Disciplines is underlined in the front page by SabeRex's new facility in Erlanger, KY. Congratulations SabeRex on your geographical growth and expansion.

As you can clearly see in this edition of the TyRex Tribune, there is a lot of cookin' within the TyRex Technology Family of Companies. Rumor has it that there is a competitive unofficial catfish cooking contest, but they were all big winners in my eyes. All of the companies are experiencing a strong resurgence of business and forging new strategic relationships. The TyRex Technology Family of Companies continues to demonstrate the very essence of the Diamond Disciplines, which foster our "Built to Last" philosophy.

The continued growth of the company can be seen vividly by several significant events displayed in this issue and directly attributed to the company's economic prosperity. These key events include the recent newly hired family members, a milestone employee ten year anniversary and new facility openings. All of this activity represents a strong financial rudder and commitment to economic prosperity.

It is hard to determine whether **Employee Well-Being** is defined by Jim Mitchell's bunny nose and St. Patty's hat, but holidays with people like Jim who bring a special spirit.

I am particularly proud of the **Community Citizenship** events that have taken place as we continue to be responsible corporate citizens and deepen our roots. From the significant amount of food that was donated to the realization of Rocks dream, the TyRex Technology Family continues to support and strive to make a difference.

**Professional Entrepreneurship** at every level is exemplified by the writings of Reina Wiatt, the letter from our customer praising Dave Welty and the SabeRex Electronics team as well as the article in the TyRex Learning Foundation section. But, most of all Professional Entrepreneurship can be found in the various St. Patrick's Day events or in the Easter Egg Hunt photos where you can identify TyRex managers serving and acknowledging their employees. It is the balance between each of the Diamond Discipline Principles that has provided the foundation for TyRex's growth, prosperity and most of all, its longevity through the various up and down business cycles.

Speaking of longevity, it is with great pleasure that we acknowledge our first ten year employee. Tim Thomas is the first Non-TyRex partner to reach the ten year milestone. I am personally grateful for Tim's contribution and regard Tim as being an outstanding employee, having Professional Entrepreneurship standards, as well as being a friend.

On a personal note, my sincere appreciation to my partners John Bosch, Jr., Thomas Hardt, Matt Ache and John Culbert for there continued support, coaching and drive to chase the dreams by developing a family of companies that invests in people. I hope each of you reading this newsletter can source the strength of our organization, the quality and commitment of our people and the warmth within their heart to make our company and community a better place to work and live.

Andrew Cooper

## TYREX LEARNING FOUNDATION

### "Theory to Practical Applications"

The TyRex Learning Foundation in the second and third quarter of 2006 is concentrating on developing aspiring Professional Entrepreneurs® with SabeRex's Electronics Division. Currently, The TyRex Learning Foundation is working with five aspiring SabeRex partners, several SabeRex Financial Partners and other SabeRex professionals with the development of their new product lines.

TyRex Learning Foundation business management application are directly related to developing the aspiring Professional Entrepreneur's® vision, business planning, risk assessment and operational decision-making in real business situations.

John Bosch, Jr., TyRex Founder, Chief Learning Officer and TLF Board Member is assisting with the program.



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

## 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: Bobby Krejci 512-231-4518**

**Administaff Sr. Account Liaison: Lisa Bales 512-231-4524**

**Administaff Recruiting Specialist: Kristin Huber 512-231-4516**

## 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.

## COMMUNITY CITIZENSHIP

### SabeRex — Austin

Judy Rock held a food drive benefiting the Capital Area Food Bank in March. She would like to thank all of you who contributed your money, time and food. **We were able to make a donation of 361 lbs. of food, which provided 285 meals for those in need.**

### Megladon

Megladon continues to support ROCK Rodeo. They attended the ribbon cutting ceremony for their new riding facility on April 2, 2006 and provided t-shirts and gold medals for the rodeo.

### iRex

iRex participated in the Austin Science Fun Day at Texas Memorial Museum on March 25, 2006. Austin Science Fun Day is held every year on the last Saturday in March and is organized by the Texas Natural Science Center at The University of Texas at Austin. The goal of Austin Science Fun Day is to make science accessible, meaningful, important, and fun for everyone—especially children.



## UPCOMING EVENTS

### Upcoming Events

Megladon Company Fun Day at Austin Parks and Pizza on May 13, 2006.

Megladon Express Baseball Game—  
In the process of being scheduled.

Austin Partners in Education Awards Banquet -  
Salute 2006 on May 3, 2006.

WELCOME TO THE



**Joe Hughes**  
**Thomas Zakrajsek**  
**Jorge Alejo**  
**Liem Dinh**  
**Edith Ilas**  
**Anabel Alfaro**  
**Roberta Gulledge**  
**Denzil Hamm**

## HAPPY BIRTHDAY

### *May*

2 Maria Moreno  
2 Israel Tristan  
4 John Wingard  
5 Jeff Browning  
7 Mark Vasquez  
9 Bobby Lewis  
11 Steve Staten  
14 Michael Little  
16 Maria Jaimes  
16 Laurian Stoicoviciu  
18 Jennifer Buchanan  
18 David Holt  
18 Rosetta Ludden  
24 Matt Ache  
24 Rod Rogriguez  
29 Kevin Brown  
30 Dale Larsen

### *June*

5 Anita Moody  
11 Michael Currier  
11 Nhan Truong  
12 Lisa Martin  
17 Dieu Le  
19 Kristelle Bretherick  
19 Ronnie Lopez  
20 Hao Luu  
28 Kevin Rice



## SHINING STAR & TYREX TOON

# JIM MITCHELL

Congratulations go out to **Jim Mitchell** for being this issues Shining Star.

Jim brings humor and excitement to each holiday event at SabeRex, whether he is handing out bags of lucky charms or passing out Easter eggs, he continues to make SabeRex **SPECIAL!**

Jim was also one of three nominees for the Reina Wiatt Community Citizenship Award for 2005.





# iREX EASTER BASKET CONTEST



**Dottie Heitsche** of iRex had another successful year with her annual community service project. She has been conducting their Easter Basket Contest benefiting the children of Safeplace for six years. Employees of iRex make homemade Easter baskets for the contest and received prizes for 1st, 2nd and 3rd place. Once the contest is over the baskets are delivered to the children of Safeplace. This years judges included Sandi Stordahl and Donna King of Ultra Electronics, Sandy Walker from Force Electronics and Mike Lavine of R.S. Hughes.



Special Guest Judge **Sandi Stordahl** from Ultra Electronics (Below)



1st Place: Naria Lopez (Below)  
2nd Place: Iris Moreno (Left)  
3rd Place: Pam Medrano (Left)





## TYREX FAMILY OF COMPANIES

Reina Wiatt, our resident tax guru and Controller of Megladon Manufacturing Group, has added to her already long list of published articles. Below are excerpts taken from her latest article:  
**Changing Faces in America's Workplace**



Today's workplace offers a unique challenge: **four different generations of Americans working closely together, each with different attitudes, values and life experiences.** All have unique perspectives and talents that comprise the most diverse workforce in U.S. history.

- The Matures (Traditionalists, Veterans) came of age during 1900-1945 and were influenced by the Great Depression and World War II. They value security and expect to work for a single employer. Their work values include respect for authority, trust of hierarchy and strong loyalty to the organization.
- The Baby Boomers (1946-1964) were raised in an era of prosperity and high-achievement. Characterized as "workaholics", they climbed the corporate ladder by paying their dues. They are the largest segment of the workforce and hold the majority of management-level positions. Their defining characteristics are a strong work ethic, excellent networking skills and high level of financial success.
- The Gen Xers (1965-1980) lived through profound economic changes and were the first 'latch-key' children. That independence and a 'no fear' mentality resulted in the creation of new business opportunities including Extreme Sports. They are techno-literate and excellent multi-taskers, but dislike being micromanaged.
- The Nexters (Generation Y, Millennials) were born after 1980. They live in an era of globalization, access to information using the Internet and material wealth. They are the first wireless generation, excellent multi-taskers and prefer to work independently. They want careers that offer personal fulfillment, they expect to work for several employers and they have no strong loyalty to a single organization.

Welcome to the multigenerational workforce. Nearly 150 million strong and representing age groups from 17 to 70, this workforce creates both conflict and opportunity. Managing this workgroup presents unique challenges, but it can also yield significant opportunities.

Encouraging cross-generational collaboration that teams less experienced workers with older, more seasoned workers offers a way for different age groups to exchange ideas.

Mentorship opportunities are excellent tools to develop new skills and set a tone of inclusion and mutual respect.

This new workforce requires management to communicate with employees on both an individual and group level. By gaining an understanding of what makes each generation unique, management can successfully build strategies to harmonize the diverse generations and benefit from their individual and collective potential.

Progressive organizations that embrace multigenerational diversity enhance the company culture and create competitive advantage. That advantage not only provides solutions to complex business challenges and increases profitability; it creates an enriched, creative working environment for all employees.

## TYREX EXTENDED FAMILY

### CONGRATULATIONS!

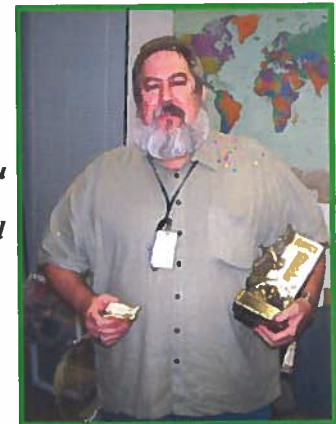
A sincere congratulations go out to new parents Nelly and Eliud Cueva. Nelly, who is an employee of iRex, gave birth to a beautiful baby boy, Hector Cueva, on January 9, 2006. He weighed 8lbs. 6oz. and was 20.5 inches long.



### iRex Celebrates Thomas' 10<sup>th</sup> Year

*Congratulations to Tim Thomas on becoming the first 10-year employee. You truly are something **SPECIAL!!** Thanks for all your hard work!*

*Regards,  
John, Andrew and Matt*



In the history of the TyRex Group, Ltd. Tim Thomas is the first employee who has reached his 10-year employment landmark. Tim started working at TyRex as a contract employee. After about 5 weeks, he was hired as a permanent employee on April 1, 1996 to do bidding and estimating. Tim was one of about 12 employees that manufactured and sold custom cables as TyRex's core competency. Tim's dedication, hard work, and vast knowledge of cable assemblies soon propelled him on to his current position as Vice President of Engineering.

iRex celebrated Tim's 10-year anniversary by hosting a luncheon in his honor. During the event Tim was presented with a plaque of excellence and a monetary award. In reflecting over the past 10 years, Tim had this to say, "It's been a great ten years. I've learned a lot and made a lot of lifelong friends. I want to express my gratitude to my co-workers for making the years as gratifying as they have been. I look forward to the future and I know that we will become even more successful in our endeavors in the years to come. I appreciate the recognition. My thanks to everyone."



# TYREX CULTURE

St. Patrick's Day Pot Luck with Megladon, TyRex Corporate and TyRex Services



  
Good Luck!



*Raising their miniature green plastic mugs filled with M&M's and toasting to celebrate the holiday. SLAINTE! (An Irish toast)*





# TYREX CULTURE

## St. Patrick's Day BBQ at SabeRex—Technology



### St. Patrick's Day Is a SabeRex Special Day!



John Bosch, Jr. (right) expressing SabeRex's Electronics Division acknowledgement of good fortune and luck, based upon the positive elements associated with hard work and dedication to customers success.



May the road rise up to meet you.  
May the wind always be at your back.  
May the sun shine warm upon your face,  
And rains fall soft upon your fields.  
And until we meet again,  
May God hold you in the palm of his hand.  
(Irish blessing framed in picture to the left)





# TYREX CULTURE

## Engineering Services Easter Fish Fry



TyRex's Engineering Services looks for SPECIAL opportunities to say thanks to their employees.





# TYREX CULTURE

## TyRex Services Easter Fish Fry



A HUGE special thanks to Brian Crowell and his group for inviting others out to join the fun. It was a true "Coming Together" of the companies with TyRex Corporate, Megladon and iRex, in addition to the TyRex Engineering Services crew, all in attendance.



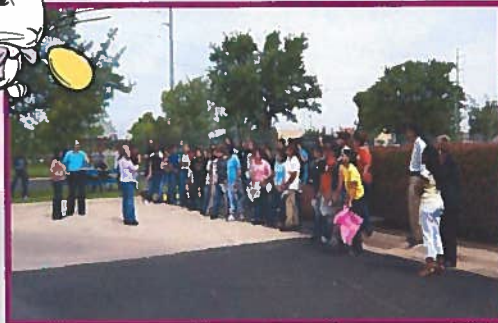


# TYREX CULTURE

## Easter Egg Hunt and Fish Fry at SabeRex—Delta



**Carlos Mojica Strategically Placing Eggs Around Delta**



**SabeRex Employees Lined Up, Anxious to Start the Easter Egg Hunt**



**AND THEY'RE OFF!**



**The Race Continues As They Search for the \$100 Golden Egg.**



**Jeff Walton Found the \$100 Golden Egg (Left) Arthur Devlin Won the \$50 Egg (Right) And Leticia Serrato Also Won \$50 For Collecting the Most Eggs**



**SabeRex leadership serving the TEAM!**



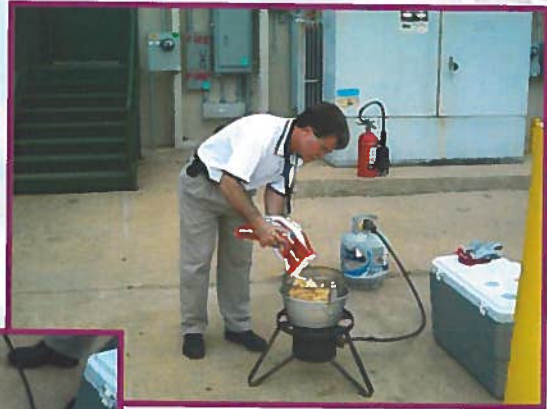


# TYREX CULTURE

## Easter Egg Hunt and Fish Fry at SabeRex—Technology



SabeRex Culture - Managers always serve the TEAM. An acknowledgement of the TEAMS dedication and hard work. (Pictured below)



Employees contribute time and talent showing off their cooking skills to the TEAM! (See above pictures)





# FEEDBACK

## From The Community

Dear Mr. Bosch:

Austin Partners in Education is delighted to notify you that SabeRex Group, Ltd. was nominated for the Rookie of the Year Award by Kierce May, Garza High School/Communities in Schools. Each year Austin Partners in Education invites Austin Independent School District staff and Austin businesses or organizations to nominate those who have done an outstanding job in supporting students and schools in the Austin Independent School District. Each nomination describes your special contribution provided to our schools and students. This event provides an opportunity to recognize your service and commitment to education.

The winners will be announced at the Salute 2006 Awards Banquet on May 3, 2006 at the Palmer Events Center. This is our time to honor the AISD Teachers of the Year and the community partners and individuals such as you, that have provided their generous support to our schools, departments and the district. Congratulations on your nomination, and we hope you will join us at Salute 2006.

Sincerely,  
Benito Ornelas  
Chair, Salute 2006 - Austin Partners in Education



---

## From Our Customers

This letter is to convey my gratitude and appreciation of the job that Dave Welty and his team from the SabeRex Electronics Division completed for our deployment of our Digital Broadcast Systems project.

Our Project was a considerable undertaking that required Dave and his group to be extremely flexible, patient and resilient in getting the job done. We presented them with a set of requirements that they were able to turn around and complete extremely well.

Dave, in particular should be commended for his leadership and responsiveness. He was always accessible via E-mail or phone and he has a can-do attitude that is refreshing in today's workplace. We completely changed an approach on how we were racking and delivering our equipment racks; Dave was able to quickly put together a diagram and an approach for making our project a success. Dave alone would be enough reason to use SabeRex in the future.

All in all, SabeRex fulfilled their promise and provided us a quality product and detailed communication every step of the way. I would highly recommend this group to anyone in the future.

Sincerely,  
Kevin  
Bacon's Media Monitoring Division

---

## From Our Employees

I wanted to take a moment to recognize all my ladies that work out on the floor here at iRex Group, Ltd. They are such a thoughtful bunch. Whenever they have lunches or are celebrating someone's birthday they bring me cake and sodas; they never seem to forget about me. They always either save me a piece of cake or whatever yummy thing it is they have brought for that special occasion. They particularly know of my fondness for their homemade Mexican food (mainly tamales)!! Or, if they have brought one of their delicious lunch spreads they will come and get me so I can fix myself a plate. They bring it to me knowing how busy I am and how hard it is for me to break away from my desk. Most days I don't even leave my desk for lunch and they know that, so for them to do this for me is always a real treat. I believe it is high time that they were noted and appreciated for their caring hearts and for acting with true iRex and Tyrex spirit.

Thank you,  
Dottie Heitsche  
Materials Manager  
iRex Group, Ltd.

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

