

THE TYREX TECHNOLOGY FAMILY TRIBUNE

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

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GENERAL INFORMATION

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www.tyrexmfg.com
www.megladonmfg.com
www.saberex.com
www.irexmfg.com
www.tyrexservices.com

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

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2433 Rutland Dr. #100
Austin, TX 78758
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<http://www.tyrexmfg.com>

FEATURE ARTICLE

The TyRex Technology Family and the TLF Sponsor UT Competition Prize In November, the TyRex Technology Family and the TyRex Learning Foundation were cosponsors of a third-place prize for the 2004 International Idea to Product (I2P™) Technology Competition. This competition was started on the University of Texas campus in 2001 and draws competitors from across the globe. The goal of the I2P™ Competition is to promote “unique product ideas, with clear market demand, that use innovative technologies.”

The TyRex Innovation Award was given to two University of Texas—Austin students, Nathan Calvert and Avi Kumar; Scott Nettles advised. Their submission was for VoicePeer, a peer-to-peer wireless telephony service targeted to the 3 billion people worldwide who lack access to reliable telecommunications. The phones themselves act as the network, so cell towers and traditional wire line technology are not necessary and infrastructure costs are significantly reduced. Congratulations and best of luck to this talented team!

The award ceremony and luncheon was attended by TyRex Technology Family Partners John Bosch Jr. and Andrew Cooper, as well as Jim Hoover and Bill McCormick of IDM Partners.



**Be sure to check out the TyRex Culture and Community
Citizenship sections for great staff photos!**

PRESIDENT'S MESSAGE



As 2004 is coming to a close, I was truly inspired by the high level of activity and dedication toward the TyRex Diamond Disciplines, which you can clearly see in this edition of the *TyRex Technology Family Tribune*.

The TyRex Diamond Disciplines provide the balance and continuity that creates the opportunity to develop a special type of company with depth and longevity.

All four of the Diamond Disciplines (Economic Prosperity, Entrepreneurship, Employee Well-Being, and Community Citizenship) are represented in this newsletter.

Economic Prosperity: A new record was set by the addition of 19 new TyRex Technology Family associates this past quarter. The SabeRex BGA Group has significantly expanded their capacity by incorporating new equipment and additional space. TyRex Services has also increased their capabilities through the construction of three new walk-in thermal chambers.

Entrepreneurship: The TyRex Learning Foundation (TLF) is clearly on the 2005 roadmap for success. The feature article depicting the TLF's interaction and support of the 2004 International Idea to Product (I2P™) Technology Competition is just one piece of the TLF puzzle.

Employee Well-Being: Obviously, with all of the smiles, something must be going on! Need I say more than a pie in the face? How is it that we ran out of supplies when it became Rich's turn? All of the Thanksgiving lunches were another opportunity to say thanks to our TyRex associates.

Community Citizenship: As you scan the *Tribune*, the pages are full of terrific stories. TyRex is proud to participate in and support 38 individual youth charity organizations.

In closing, I trust you all can see the tremendous impact the Diamond Disciplines play in defining the culture of a SPECIAL company.

I truly wish all of the TyRex Technology Family members a happy and joyous holiday season. The new year has many great things in store for all in 2005.

Andrew Cooper
TyRex President and Partner III

TYREX LEARNING FOUNDATION

The Year in Review The TyRex Learning Foundation (TLF) completed its identity in early 2004 by formalizing its mission statement and sourcing its true inspiration and business purpose. Toward the end of 2004, it began to find its voice in the world of Professional Entrepreneurial education and business support.

Several individual significant events occurred in 2004. They include the establishment of a permanent headquarters on the campus of Texas A&M University, the sponsorship of UT's Idea to Product (I2P™) Technology Competition, and the establishment of many significant business and educational partnering relationships.

The TLF is poised for an early 2005 expansion of its educational programming, operating sites, and entrepreneurial business support capabilities, along with an expanded number of TLF partnering affiliates. Interest, excitement, and anticipation are running high for the TLF in 2005.

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 promote professional entrepreneurial business and education with advanced technology applications for improving (1) the transfer of technologies, (2) medical communications, (3) business, industrial, and medical training, (4) the marketing of technology products, and (5) the education of Professional Entrepreneurs®.

SHINING STARS

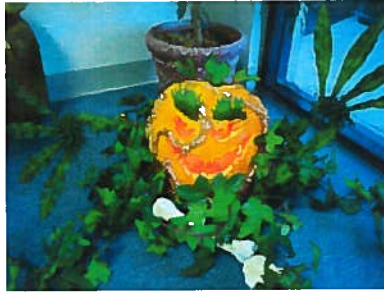


SabeRex Nashville Operations Manager Jeff Browning oversees the company's production operations in Nashville (including the facilities at Eagle and APL) and supervises

SabeRex Failure Analysis technicians across Mexico and the United States. Per SabeRex Nashville General Manager Jim Schwan, "SabeRex Nashville and the entire TyRex Technology Family is fortunate to have such a dedicated and driven employee who truly lives up to the ideals of TyRex and is constantly striving for the success of our customers and our employees." Thanks for all your hard work, Jeff!

TYREX CULTURE

iRex Great Pumpkin Festivities Employees from all of the Austin TyRex Technology Family companies participated in the annual iRex-sponsored Great Pumpkin Contest. Kenny Rector of SabeRex won first place with his mouse-eating skeleton; Kevin Alwell of TyRex Corporate placed second with his evil plant; and Luke Mitchell of SabeRex placed third with his *Wild Thing* carving. Special thanks go to RS Hughes; TTI (Rod Trueter); Reina Wiatt and John Culbert of Megladon; Sager (Jan Mogonye); and Bantam Electronics, who donated a grand total of \$325 for the event. This amount was matched by TyRex funds and distributed to the Austin Children's Shelter, the Ride On Center for Kids (ROCK), and SafePlace. What a success!



iRex Halloween Carnival On Saturday, October 30, iRex staff members and their families cut loose at their own private Halloween Carnival and Cookout. The kids had a great time jumping in the moonwalk; testing their skills at the ring toss, balloon dart throw, and fishing pond; and competing in a costume contest. Adults got in on the fun too with a cakewalk and bingo competition. Perhaps the most anticipated event of the day was the opportunity to throw a pie in the face of your "favorite" iRex staff member for a \$1 donation (all proceeds went to charity). Andrew Cooper, Dottie Daggett, Rich Burgess, and Tim Thomas deserve a round of applause for being such good sports! Thanks to everyone who helped make this event such a great success!

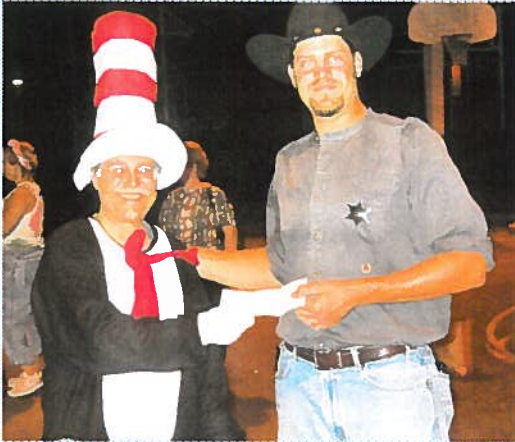


Companywide Thanksgiving Celebrations Employees at each TyRex Technology Family location (Austin, Bentonville, and Nashville) sat down and shared a lovely Thanksgiving luncheon with one another. Pictured at right is SabeRex Nashville's General Manager Jim Schwan carving the turkey for employees.

Employees in Nashville really got into the holiday spirit and coupled the event with a food drive for the Second Harvest Food Bank of Middle Tennessee. Due to strong employee participation, they were able to donate a hefty 344 pounds of food for this very worthy cause. Congratulations!



COMMUNITY CITIZENSHIP



SabeRex Electronics Division Members Participate in Halloween Festival In October, members of the SabeRex Electronics Division (and their families) participated in “Nightmare on Dittmar Road,” a community Halloween event for kids. Pictured at left, Production Manager Dave Welty (dressed as the “Cat in the Hat”) presented Dittmar Recreation Center Program Specialist Lucas Massie with a check for \$250. This money was used to expand the program, including purchasing Halloween candy and the rental of an air jumper. Over 200 families attended the event. Special thanks to Dave, Product Group Supervisor Eric Estep, and Production Supervisor Patrick Swagerty!

New Soccer Field Dedicated The Austin Soccer Development Group (ASDG) dedicated a new soccer field at the intersection of Mopac and 183. TyRex President Andrew Cooper and Corporate Controller Kevin Alwell were in attendance at the ceremony.

The City of Austin gave the ASDG permission to use the space, and State Farm Bank, TyRex Group, Ltd., and Concordia University raised the funds necessary to build and maintain the field. The field will be shared by the North Austin Soccer Alliance, the River City Rangers, and Concordia University.



SabeRex Electronics Division Sponsors Little League Baseball Team This fall, the SabeRex Electronics Division sponsored the Eagles, a Little League baseball team coordinated by the South Austin Dittmar Recreation Center. Product Group Supervisor Eric Estep volunteered as head coach and lead the team to victory for all but one of their games! SabeRex provided team uniforms, an end-of-season party and trophies for the players. Great work and congratulations on your winning season!

TyRex Services Sponsors Flag Football Team

This fall, TyRex Services sponsored the Knights, a flag football team run by the West Austin Youth Association (WAYA). The group of third- and fourth-grade boys had a great time and really enjoyed participating in the eight-game season and playoffs. According to Division Manager Brian Crowell, who was also one of the team's coaches, getting to play "under the lights" at night was one of the biggest thrills of the season for the boys.



Megladon Sponsors ROCK Rodeo Megladon Group, Ltd. partnered with the Ride on Center for Kids (ROCK) again this year for their annual ROCK Rodeo. ROCK is a non-profit organization that provides hippotherapy (horse therapy) and therapeutic riding programs to special-needs children. This is the fifth year that Megladon has been a sponsor for the event, providing T-shirts and trophies for the children. Megladon also created and produced 2005 calendars for ROCK to distribute in order to raise funds.



Coats for Kids Drive In November, members of the SabeRex Depot, Testing and Repair (DTR) Group collected jackets to donate to the Junior League of Austin Coats for Kids Drive, a program which distributes warm winter coats to Central Texas children in need. Thanks to a great volunteer effort this year, the Junior League was able to distribute over 29,000 coats to needy kids; Austin TyRex Technology Family members donated 33 coats to this worthy cause. Says DTR Product Group Manager Bill Dickerson, "This was a great turnout for our first time. I really appreciate everyone's help and am looking forward to next year's project."



TYREX TOONS

A&M Alum Loses Bet



Is this what they meant when they said don't take candy from strangers??



The big payback!



HUMAN RESOURCE UPDATE

Welcome to the TyRex Technology Family

Michael Maimbourg
Jerry Waters
Tri Nguyen
Patrick Swagerty
Kevin Brown

Fred Schaab
Lisa Martin
Rich Fulmer
Nhan Truong
Nick Luna

Martin Winfield
Kerisa McCarn
Michael Barrett
Michael Calvert
Brian Wills

Leslie Kidder
Daniel Thompson
Michael Tiller
Israel Tristan
AJ Grogan



*Happy Birthday
to You!*

November

- 6 Judy Rock
- 7 Dante Zelis
- 8 Tri Nguyen
- 10 Brian Crowell
- 16 Jose Flores
- 20 Gregory Mitchell
- 21 Gregg Jackoskie
- 23 Kelly Robason
- 24 Julian Mitchell
- 28 Julie Kelly
- 30 Phuong Nguyen

December

- 5 Mark Beckham
- Daniel Cardenas
- 10 Kerisa McCarn
- 11 Michael Maimbourg
- 15 Patrick Swagerty
- 24 Nick Luna
- 25 Mary Pham
- 26 Tam Luu
- 27 John Reece
- 29 Donna Malmstrom

Benefit Contact Information

Primary Benefit Information Line: 1-866-715-3552
 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 FAMILY OF COMPANIES

Austin BGA Group Relocates The BGA (Ball Grid Array) Group of SabeRex's PCB (Printed Circuit Board) Division is in the process of moving out from the space that they currently share with TyRex Services into a larger area within the same office complex. Both the BGA Group and TyRex Services will need the additional room to meet their 2005 business goals. The BGA Group has purchased a third BGA machine and plans to broaden their services to accommodate the Internet Server Board market. TyRex Services has built a number of thermal chambers and expects to expand their testing services in the year ahead. The move should be complete by early January 2005.



SabeRex Network Administrator Manny Gonzales sets up the new BGA network.



Thermal chambers at TyRex Services

THE TYREX EXTENDED FAMILY

SabeRex Production Supervisor Tam Luu and his wife Nga welcomed their son Andy Tai Cong Luu into their family on November 26. Andy was 8.3 pounds and 20 inches at birth. Congratulations!



PCB Sales Manager Jim Rollins is one of the directors of Austin's Youth Development Camp for Kids, a non-profit organization that uses water sports as a tool to build kids' confidence and independence. In September, the group offered a three-day clinic to local children featuring the current Women's World Barefoot Champion, Rachel George (*pictured far right*).



FEEDBACK

From the Community

TyRex Rework & Assembly

Each year community members, like you, reach new heights of generosity by supporting the Capital Area Food Bank of Texas through sponsoring events and Food & Fund Drives. We are so proud to have SabeRex as a partner in our work to alleviate hunger in Central Texas.

As a result of your effort, the Food Bank was able to provide the equivalency of 81 meals to the working poor, elderly, and children of the community.

In 2003, the Capital Area Food Bank distributed more than 15 million pounds of food and grocery products to our partnering agencies located throughout our region of 21 Central Texas counties. This simply would not be possible without the support of partners like SabeRex.

On behalf of the Food Bank, more than 350 partnering agencies, and the hundreds of thousands of people throughout our region, we would like to thank you for your support. We consider your support to be a vote of confidence in the work we do. Please be assured that we are using your gift in the most appropriate and responsible manner.

Sincerely,
Adrienne Longenecker, Community Events Manager

From Our Employees

Tam Luu, SabeRex Group, Ltd.

Dear Tam:

Your care and concern for your fellow employees was very apparent on the Saturday you helped me. I was working in the accounting office and did not realize the line had shut down and EVERYONE had left. Because you double checked things before locking the gate, you noticed my car. You returned to the building, unlocking/disarming to check for anyone left behind. Because of your carefulness and consideration, I was not LOCKED in the building.

Thanks so much,
Lisa Martin, Corporate Controller

John Ho, SabeRex Group, Ltd.

Dear John:

Please know how much I appreciate you walking from the back line to the front door to make sure the front gets locked up and I get safely to my car. You are every inch a gentleman.

Thanks,
Lisa Martin, Corporate Controller

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