

# THE TYREX TECHNOLOGY FAMILY TRIBUNE

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

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## PRESIDENT'S MESSAGE

### TyRex Economic Recovery

Like a close competitive football game, a company in a long recessionary economy, the fourth quarter is a "gut check" time. Our fourth quarter even has the holiday season to navigate. Holiday times present a difficult business continuity climate in good times and become even more treacherous in an economic turned down.



In December, The TyRex Technology Family will have completed five consecutive years of monthly profitability which included sixty months of commitments from our employees, customers, vendors and business friends. Maintaining the consistency of profitability and conservative financial philosophies required a united effort of every employee whose efforts have not gone unnoticed.

TyRex's high tech recession is close to completing a second year cycle. Hopefully it is time for our TyRex economy to change course and in 2003 be redirected to a more positive course of expansion and growth. With renewed optimism I believe the first quarter of 2003 will begin TyRex's economic recovery which will provide new technology opportunities for the TyRex family of technology companies and their employees.

During the meantime each of us must stay focused through the holiday season and must maintain a strong work ethic committed to our everyday detailed task. Be advised there is a light at the end of the tunnel and better times in 2003 are surely to follow in the new year.

## 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.tyrexservices.com](http://www.tyrexservices.com)

**TyRex Entrepreneurial University**  
[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>

## MANAGER'S VISION

Rich Burgess,  
Product Supervisor



With the end of this year nearing our focus is on 2003, and with 2001-2002 behind us the Custom Cable Group is positioned to grow. We restructured internally in 2002 and repositioned ourselves in the local and national markets. In 2003 we plan to build on our strong foundations and allow us to expand into several other satellite markets such as Houston, Dallas and Phoenix. We have identified our competitors who have fallen during this economic downturn and captured new customers and regained previous ones. I envision iRex expanding our Flash (Prototype) and overseas capabilities. We plan to link our customers' concepts to mass production, using the global resources iRex/TyRex has and is continuing to develop. Custom Cable will continue to develop our 21st Century Continuum by providing international shared support with our overseas partners. iRex Custom Cable Group will become the leader in TyRex cross-marketing program, by working with the other entities to identify customers who may have a cable opportunity.

## TYREX

### SabeRex's Project Manager, The Dashboard, Continues to Attract New Customers:

SabeRex Electronics Division Manager, Steve Savage, is pleased to report that The Dashboard Project has been successfully implemented with several customers and is expanding its market base to include new industries.

The Dashboard is a project management web-based tool designed to provide real-time access to project information. The Dashboard attracts companies deploying systems or P.O.S. terminals to multiple locations. This web-based tool is valuable because it provides the details a customer needs to confirm whether their project is on schedule. Other valuable features include real-time access to inventory levels, schedule status, configuration reports and progress and POD information.

Another success factor of the Dashboard is the 24/7 feature which allows customers access to the information at all times without having to call or page someone in order to retrieve critical information. "The Project Management Dashboard has brought great value to SabeRex and our customers since its inception. We look forward to expanding the functionality in 2003," said Steve Savage, Division Manager.

## TYREX ENTREPRENEURIAL UNIVERSITY

T.E.U.'s 10 week Product Supervisor series concluded this month. Twenty three employees participated in the class series with eighteen graduating. The classroom courses included ten modules covering topics of sales and marketing philosophies, basic manufacturing controls and reporting, company culture, the importance of community citizenship and Product Supervisor leadership. The classes were presented by various TyRex managers who facilitated insightful and sometimes passionate discussions. Participants were able to download the course material from T.E.U.'s intra-company website prior to attending class. Employees in Nashville participated through the video conferencing system via the internet. Below is some of the feedback we received from the class participants:

*A valid educational tool needed to excel. . .*

*Extremely informative and enjoyable. . .*

*Effective coaching tool. . .*

*I have used this information to inspire and help others. . .*

*Great opportunity for cross-functional discussions. . .*

*Most useful in my day to day activities. . .*

*I learned what TyRex is really about and their commitment to employees.*

*Necessary tool to develop our management structure. . .*

The next class series will target TyRex's financial partners and their accounting teams. T.E.U. plans to schedule a short class series to begin in December. If you are interested in attending this series, please visit the website at [www.tyrextechfamily.com](http://www.tyrextechfamily.com)

TyRex Entrepreneurial University and Streetsmart MBA™ programs are about developing Professional Entrepreneurs™ with a full and complete understanding of entrepreneurial business over a five (5) year program. TyRex's Triangle of Entrepreneurial training combines on-the-job training with coaching and mentoring from successful entrepreneurs and a classroom curriculum connecting the three entrepreneurial P's- Philosophies, Principles and Practices.

## LATEST NEWS

**TyRex and Megladon Sponsor Ride On Center For Kids, (R.O.C.K.) Rodeo:** Megladon Group, Ltd. and TyRex Group, Ltd. sponsored the ROCK Rodeo on November 17 in Georgetown. Megladon provided funds again this year to be used towards the cost of the rodeo T-shirts and trophies for the children. TyRex provided customized calendars to distribute to the children and volunteers, which contained photos of the children in the organization. R.O.C.K. is a non-profit hippotherapy, therapeutic riding program devoted to the special needs population of Williamson and surrounding counties. Currently the organization provides services for sixty children.



## UPCOMING EVENTS

**Thanksgiving Luncheon** The following groups are planning a Thanksgiving luncheon for the employees:

TyRex Services- November 27  
Engineering Services- November 26  
Megladon- November 26  
SabeRex- November 22  
iRex- November 25  
Corporate- November 26



**Holiday Parties:** Groups are busy planning the holiday parties for 2002. Below are the scheduled events:

SabeRex- Dec. 7  
TyRex Services- Dec. 14  
Megladon- Dec. 14  
Engineering Services- Dec. 14  
TyRex Corporate- Dec. 14  
iRex- Dec. 14



## SHINING STARS

This section features some of the TyRex Employees and their outstanding work.

**iRex:** The iRex Eagle has been busy in flight over the months of July and August. The eagle is awarded to dedicated and successful team members for their exceptional work. Here are the recipients from the last time iRex reported:

Tony Loera and the Custom Cable Production floor for their constant vigilance in increasing production margins.

Tony Loera for a superb job of taking care of the DRL Project and for completing crucial bids.

Rich Burgess for his diligence in providing great management information.

The iRex Management "Team Custom" for developing an internal inventory process that will eliminate future inventory "swamp" issues.

John Sansoucy (from the Bidding Team) for thanks in bringing in bids that will keep them busy for many nights.

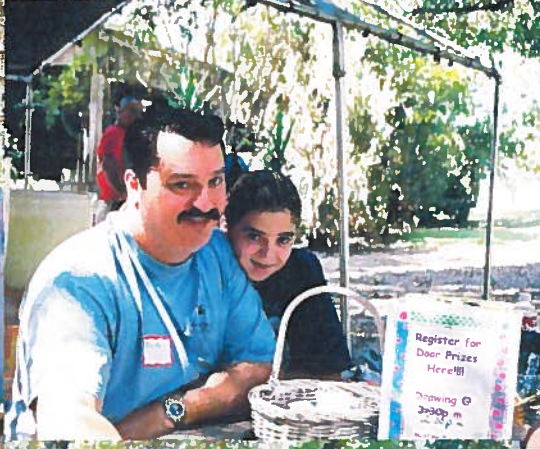
Jill Murrell (via videoconferencing over the internet) for her success of winning a major project.

Dottie Daggett for reducing freight costs.

Melissa Pelletier for recognition of taking on extra work and completing the monthly reporting without errors.

**Megladon-** Congratulations from John Culbert, Megladon President, to Ida Lopez, Cynthia Parker and Reina Wiatt for their recent employment anniversary.





# TYREX HAVING FUN- Company Picnic

Employees enjoyed the onset of fall at the Company Picnic on September 28th at Shady Spring Party Barn. This was a time for employees to share with their families the spirit of TyRex and for TyRex to show its appreciation to the employees and their families.



The Nashville employees also enjoyed family fun at the company picnic at Centennial Park in Nashville.



## 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.



Congratulations to Trent and Jennifer Ryan on the birth of their daughter, Kira Lynn, born September 21.

Congratulations to Bill and April Dickerson on the birth of their son, Trevor Bryant born October 16.

### WELCOME TO THE TYREX FAMILY

George Bayro & Carlos Meneses



### HAPPY BIRTHDAY

#### November

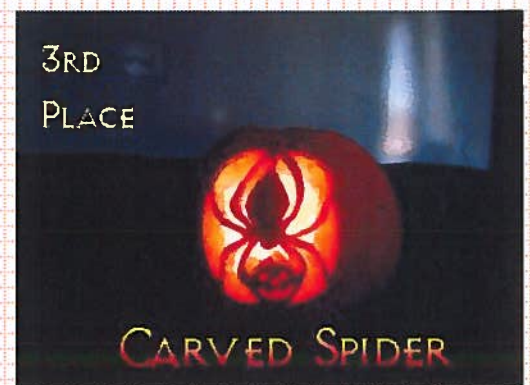
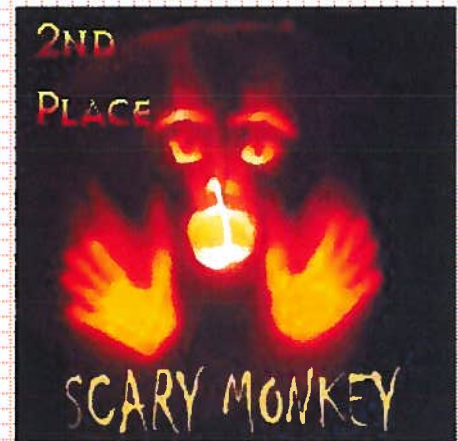
4- Trey Hall  
6- Judy Rock  
7- Leopoldo Jaimez  
21- Jimmy Harrison  
21- Gregg Jackoskie  
30- Phuong Nguyen

#### December

9- Tamaira Burgess  
10- Eric Metzger  
13- Angie Rivera  
13- Donnie Robinson  
23- Mary Pham  
26- Tam Luu

## PUMPKIN DECORATING CONTEST

Congratulations to winners of the employee pumpkin carving contest: Davey Douglas- 1st place, Scholley Bubenik- 2nd place and 3rd Place- Iveth Miranda



Visit the TyRex Employee Web Site at [www.tyrexmlg.com/pumpkincontest/2002entries.html](http://www.tyrexmlg.com/pumpkincontest/2002entries.html) to view the pumpkin decorating entries

# COMMUNITY CITIZENSHIP

**iRex Sponsors Pumpkin Decorating Contest to Benefit Charities.** TyRex Technology Business Friends were invited to participate in a pumpkin decorating contest on October 31st. The proceeds of this event benefited twelve (12) of TyRex's charities that support youth programs. Each entry was asked to select a TyRex sponsored non-profit youth organization and make a contribution which TyRex then matched. Entries could be painted, carved or punctured. The winners were awarded gift certificates to Dave and Buster's. The winners of the Business Friends contest were:

- 1st place - R.S. Hughes
- 2nd place- Administaff, Inc.
- 3rd place- LRJ Staffing

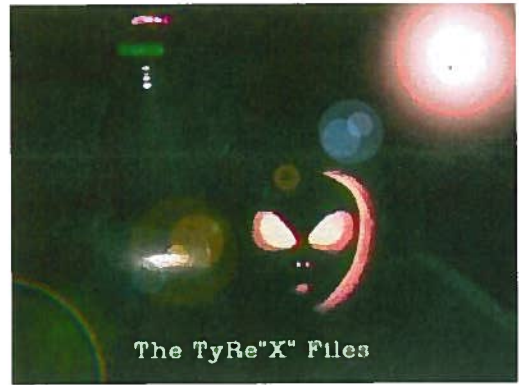
The business friends raised \$1,000 and TyRex matched this contribution bringing the total fundraising amount to \$2,000 . We would like to thank the following business friends for their strong support in this event:

- |  |                        |
|--|------------------------|
| Administaff                                    | ASAP Delivery, Inc.    |
| Avenue Consulting                              | Avnet-Kent Electronics |
| Drenner, Stuart, Wolff, Metcalfe, von Kreisler | iRex Group, Ltd.       |
| FAI Electronics                                | LRJ Staffing           |
| Jose Guerra Inc.                               | MPAQ Electronics       |
| Meglodon, Group Ltd.                           | R.S. Hughes Co.        |
| NEC /Solutions America                         |                        |
| Staffing Solutions                             |                        |

Special thanks to Tarrytown Methodist Church junior and senior highs for providing the pumpkins for this event.

## **Charity Calendar Project**

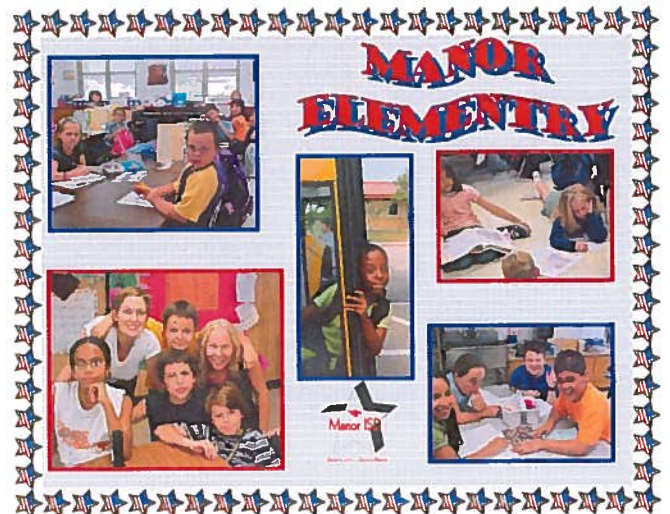
The Charity Calendar Project is a community service project which involves creating a customized calendar for local organizations benefiting the youth in the Austin area. The organizations sell the calendars for \$5 to \$10 dollars each and are able to raise funds for their program. The Calendar Project has grown tremendously from its inception three years ago. The project began in the fall of 2000 by Scholley Bubenik, Sr. Vice President of Human Resources. "The first year we distributed 500 calendars for four organizations and we are pleased to announce that this year we are working with six organizations and will donate 2,000 calendars. **We are estimating that the organizations will raise between \$10,000—\$12,000 through this project,"** reported Scholley. The organizations participating in this year's event are: Folklorico Ballet de Texas; East Williamson County Special Olympics; Kealing Middle School, Ride On Center for Kids (R.O.C.K.); Manor Elementary School and Taylor Middle School.



Above: First Place- R.S. Hughes

Center: Second Place- Administaff

Below: Third Place- LRJ Staffing



Charity Calendar for Manor Elementary School

# FEEDBACK

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

## From our community

Dear Scholley,

The charity calendar project has been nothing but beneficial to our school this year. Our 4th-5th grade Gifted and Talented/Advanced Learner students have taken on this project.

From the beginning of the school year, they began collaborating on planning the digital photography, the calendar layout, advertising, budgeting where the funds raised will go (Manor charity, community project, field trip?), and all within a reasonable deadline.

I've witnessed a greater sense of collaboration, team planning, school spirit, awareness across grade levels, and support among students and staff. Our campus is fortunate to work with TyRex on this product, and will continue to look forward to it each year.

Thanks! Rachael  
Manor Elementary

## From our customers

Mr. Cooper,

I wanted to take a moment to highlight the outstanding service and support that we received from Trent Ryan throughout our NEMA assembly project.

During the project, Trent consistently exhibited a tireless work ethic and "can-do" attitude regarding every conceivable phase. No matter what was asked of him, the answer was always the same... "We can do that, no problem." His professionalism and commitment to satisfying our needs greatly ensured the success of this project.

It is no secret that our customer created numerous curveballs and last second scenarios during the project. Each and every time I presented these scenarios to Trent, they were all handled 100% to our customer's satisfaction. Trent even supervised production on a Saturday, something I am sure most employees wouldn't agree to do.

The ability demonstrated by Trent to supervise and assist on this project ultimately led to its tremendous success, and has assuredly led to the promise of future business for us with this customer. It is my sincere hope that we have the ability to work with Trent and TyRex again on any such future projects.

Regards,  
Michael B., Senior Account Manager

## From our employees

Thanks To Manny Gonzales for his outstanding work and assistance with designing the website for the pumpkin carving and decorating contest. Manny was instrumental in the success of the project for his timely posting of the pumpkin entries, taking photos and creative design. I appreciate his hard work.

Rich Burgess  
Product Group Supervisor, iRex

