

# THE TYREX TECHNOLOGY FAMILY TRIBUNE

## TYREX SERVICES ♦ MEGLADON IREX ♦ SABEREX DEATON ENGINEERING

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### 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)

**TyRex Learning Foundation**  
[www.tyrexlearningfoundation.org](http://www.tyrexlearningfoundation.org)  
[www.streetsmartmba.com](http://www.streetsmartmba.com)

### FEATURE ARTICLE

**Matching 401k Program Launched :** Great news for 2004! Beginning January 1, every employee in the TyRex Technology Family will be eligible for matching funds in their 401k plan.

According to TyRex Group President Andrew Cooper, "It is an enormous accomplishment for the TyRex Technology Family to begin matching employee 401k contributions in light of the recent high-tech economic recession. This is truly an acknowledgement to our dedicated employees and to TyRex's continued prosperity."



In addition to the 100% match of up to 1% of the employee's wages (see example), TyRex will pay a special bonus for each new employee who signs up and commits 3% or more of their wages to the 401k plan.

#### Matching 401k Employee Contribution Example

Employee Salary	\$30,000
Employee Contribution %	3%
Annual Contribution	\$900 (3% of \$30,000)
TyRex 100% Matching up to 1%	\$300 (1% of \$30,000)
Total Employee Annual Contribution	\$1,200 (\$900 + \$300)

#### \$250 Sign-Up Bonus for First 60 Days

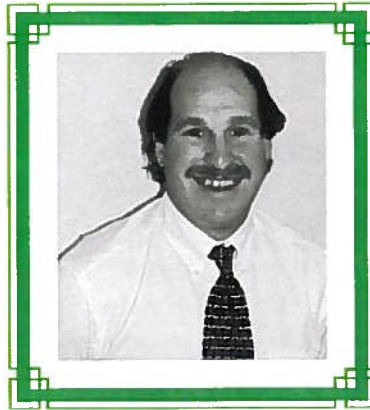
Interested TyRex Technology employees, please contact your entity's HR representative or Judy Rock (615-4313, [jrock@tyrexmfg.com](mailto:jrock@tyrexmfg.com)) at TyRex Corporate.

Be sure to check out the Upcoming Events section for information on Community Service and Company Activities.

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

## PRESIDENT'S MESSAGE

As I read this newsletter draft these few days before Thanksgiving, I feel compelled to reflect on the many things the TyRex Technology Family has to be thankful for. It is a reflection of what makes TyRex SPECIAL and not just successful.



A special thanks for:

p1: Every dedicated and committed employee. The matching 401k plan is a major milestone in TyRex's journey!

p2: John Bosch's TLF initiative. What an incredible vision for TyRex and gift for global entrepreneurship.

p2: For iRex and SabeRex's recognition (Shining Stars) for a special effort to make their customers successful.

p4-5: All the many TyRex Community Citizen Programs – at last count, there were 29 programs with individual TyRex participation. Not just a financial contribution, but real, personal involvement as well.

p6-7: The personal families of our employees and their support. Your support will never go unnoticed.

p7: TyRex employees having fun as a family.

This TyRex Technology Family Tribune especially reconfirms TyRex's Diamond Disciplines of (1) economic prosperity, (2) entrepreneurship, (3) employee well-being, and (4) community citizenship. It is what makes TyRex SPECIAL and not just successful. A special thanks to everyone!

Happy holidays!

**Andrew Cooper**  
TyRex President and Partner III

## TYREX LEARNING FOUNDATION

**TyRex Entrepreneurial Institute (TEI) Product Group Manager Classes Continue:** The fourth series of Product Group Manager modules began in November. Areas of special interest include planning for sales success, the need for boundaries, strong bidding and estimating programs, and managing freight costs.

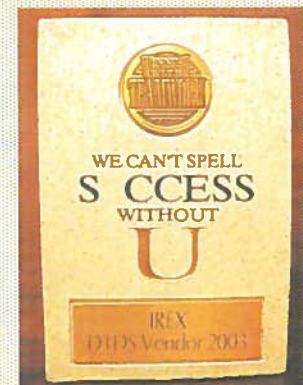
**Financial Partnering Series Resumes:** The Financial Partners have also been participating in and, in some cases, helping to formulate the accounting modules offered by the TEI.

**Notes from TLF President John Bosch:** The TyRex Learning Foundation (TLF) and its subsidiary, the TyRex Entrepreneurial Institute (TEI), are planning major initiatives for 2004 utilizing video conferencing over the Internet in the areas of distance professional entrepreneurial education (Streetsmart MBA®), distance medical networks (telemednet.org™), and building an entrepreneurial technology transfer network (entretrek.org™). Look for details next issue.

For additional information, contact Evelyn Sher at 615-4316. The TLF is a non-profit organization located on the campus of Texas A&M University. Its mission is to promote distance professional entrepreneurial education and develop applications for improving the transfer of technologies.

## SHINING STARS

**iRex Group and SabeRex Recognized:** On November 17 in Kansas City, both iRex Group and SabeRex were awarded with plaques from AMC Theater's DTDS Division in recognition of their support for AMC's latest theater roll-out project. Congratulations!



# TYREX FAMILY OF COMPANIES

**2003-2004 Holiday Schedule:** With the holidays and the New Year rapidly approaching, the following schedule should come in handy. The TyRex Technology Family provides eight paid holidays each year, seven firm and one floating.

## Remaining 2003 Holiday Schedule

Christmas Day (Thursday, December 25)  
Floating Holiday (Friday, December 26)



## 2004 Holiday Schedule

New Year's Day (Thursday, January 1)  
Floating Holiday (Friday, January 2)  
Memorial Day (Monday, May 31)  
Independence Day (Monday, July 5)  
Labor Day (Monday, September 6)  
Thanksgiving (Thursday, November 25)  
Day After Thanksgiving (Friday, November 26)  
Christmas (Friday, December 24)

# UPCOMING EVENTS



**Holiday Pantry Drive for Kids' Café:** Judy Rock of TyRex Corporate would like to encourage Austin members of the TyRex Technology Family to participate in the food drive for the Kids' Café. The Kids' Café Program, operated by the Capital Area Food Bank, confronts childhood hunger by providing food to existing after-school programs. This program provides essential evening meals several nights a week to children in low-income neighborhoods who do not receive well-balanced evening meals.

During the week of December 8, food collection boxes will be available at both the Rutland Drive and Delta Drive locations. Participants will be awarded 10 points credit at the TyRex Company Store. Please be sure to register your donation with:

Melissa Pelletier & Ida Lopez, Rutland Drive  
Lesley Erwin, Delta Drive  
Rod Rodriguez, Engineering Services

**Austin Children's Shelter Gift Drive:** Each holiday season, Megladon receives a list of needed items (food, toys, clothing, etc.) from the Austin Children's Shelter and purchases \$500 worth of goods. If you are interested in making an additional contribution to this very worthy cause, please contact Reina Wiatt at 615-4311.

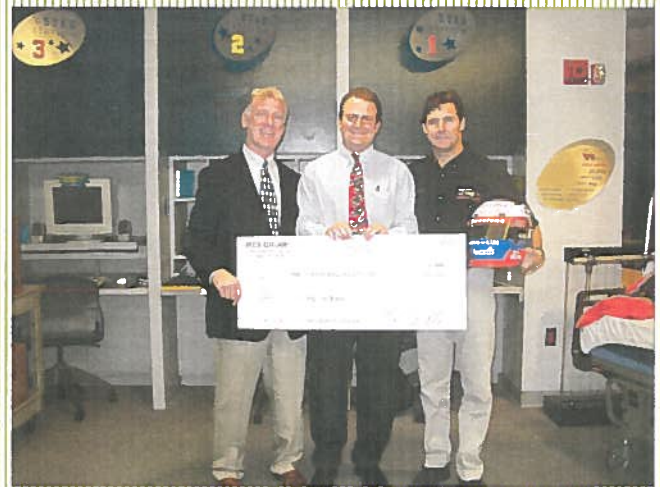
**SabeRex Nashville Angel Tree:** SabeRex Nashville plans to participate in the Angel Tree Program, decorating a tree with cardboard angels bearing wishes from under-privileged children in the community. Stop by and help to make a child's wish come true this holiday season.

**Holiday Parties:** TyRex Technology Family employees will be celebrating the season at a number of company-sponsored events. Megladon, TyRex Engineering Services, and TyRex Corporate plan to celebrate December 13 at 7 p.m. Others to be announced.



## COMMUNITY CITIZENSHIP

**iRex Group, Ltd. Partners with Racing for Kids Program:** On October 9, iRex President Matt Ache and TyRex Account Executive Angela Sneed visited the Cook Children's Medical Center in Fort Worth, Texas and presented the facility with a check for \$1,000. This event was planned in conjunction with Racing for Kids, a charitable organization that uses the "increasing popularity of motorsports to focus public attention and funding on the health care needs of children." National Spokesperson and IRL Driver Robbie Buhl (pictured below, far right) was also on hand for the event. Says Ache, "iRex Group is so glad to be a part of these hospital visits with Racing for Kids. It is so rewarding to go to the hospitals, hand out our goodie bags, and see the smiles on all the kids' faces."



**Meglodon's Thanksgiving Outreach:** Meglodon joined forces with Caritas of Austin to help feed the hungry on Thanksgiving Day. Company Controller Reina Wiatt coordinated the event, providing dinner for five local families as well as some staples to last beyond the holiday.

**SabeRex Nashville Food Drive:** SabeRex Nashville participated in the Second Harvest Food Bank, collecting food for the needy from the last week of October through the first week of December.

**Megladon and TyRex support the ROCK (Ride on Center for Kids) Rodeo.** John Culbert of Megladon was on hand at the November 2 ROCK Rodeo picnic as the week of events drew to a close, and he was able to observe firsthand just how much our contributions are appreciated by the children and supporters involved with this very worthy program.

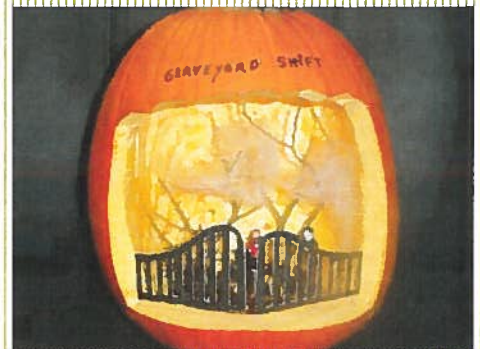
Executive Director Nancy O'Meara and the folks at the Ride On Center for Kids "would like to thank Megladon Manufacturing Group, Ltd. and TyRex Group, Ltd. for their support for the past four years in supporting our Rodeo week and picnic, through their donations of T-shirts, medals, trophies, and calendars to honor our students and families!"



**"Great Pumpkin" Contest and Halloween Festivities:** TyRex Technology Family members celebrated Halloween with an annual luncheon and pumpkin-decorating contest. The "Great Pumpkin" contest winners were as follows:

- 1<sup>st</sup> place: Sally Torres, TyRex Services (left)
- 2<sup>nd</sup> Place: Judy Rock, TyRex Corporate (center)
- 3<sup>rd</sup> Place: Bobby Lewis, SabeRex Nashville (right)

We would like to extend a special thanks to our top corporate contributor RS Hughes, who contributed \$100 to the Austin Children's Center in conjunction with this event. These funds will be matched by the TyRex Group, Ltd.



## HUMAN RESOURCE UPDATE

### Administaff 2004 Benefits Program

On Wednesday, December 10, 2003, Administaff Benefits will be available to discuss the following topics:

- (1) TyRex 401k Program, (2) Open Enrollment, and
- (3) Benefit Changes for 2004.

## WELCOME TO THE TYREX FAMILY

David Molesworth  
Ronald Ryan

David San Miguel  
Lou Moray

## HAPPY BIRTHDAY



### November

- 6 - Judy Rock
- 7 - Polo Jaimes
- 10 - Brian Crowell
- 16 - Andrew Kalnasy Jr.
- 21 - Jacob Flores
- 21 - Jimmy Harrison
- 21 - Gregg Jackoskie
- 23 - Kelly Robason
- 30 - Phuong Nguyen

### December

- 10 - Eric Metzger
- 13 - Donnie Robinson
- 25 - Mary Pham
- 26 - Tam Luu

## Benefit Contact Information

United Healthcare Medical Member Services: 1-866-873-3902  
[www.uhc.com](http://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](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.

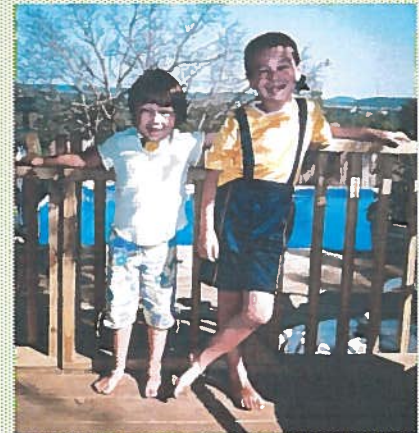
## TYREX CULTURE

Welcome to Boden Rilenn, the third child and first son of Steve and Robin Savage. He was born on September 23, weighing 8 lbs, 8 oz.



Congratulations to Eric and Patricia Estep, as well as proud brother Christian, on the new addition to their family! Erica Irene was born on October 16, weighing 9 lbs, 4 ozs.

Melissa and Chad Pelletier have TWO new members in their family. They recently adopted brother Thomas (age 7) and sister Rachel (age 5). They are very fortunate to have found one another, and we wish them all the best!



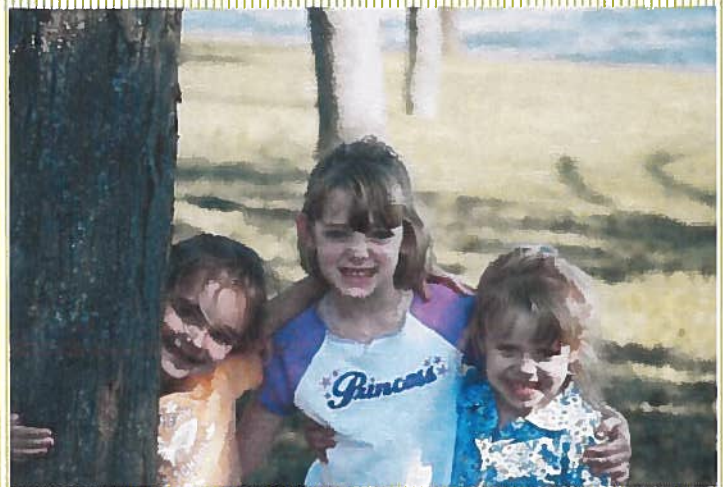
## TYREX TOONS

New uniform ideas for Megladon



# TYREX HAVING FUN

**SabeRex Nashville Family Fun Day:** The SabeRex Nashville Family Fun Day was held on September 27 at the Anderson Recreation Center by the lakeshore. Employees, their families, and even a few customers enjoyed an award ceremony, picnic, live music (including a performance by soldier tech Bobby Lewis), and the ever-popular piñata bashing.



# FEEDBACK

## From our Partners

### iRex Group

*iRex Group was presented with a framed copy of "The Makings of a Successful Alliance" and the following note:*

Hi Matt,

[We] thought that this "The Makings of a Successful Alliance" summed up how we feel about relationship-building. We're pretty sure that you will agree!

Thanks for the opportunity!

Regards,

Ken C., Sales Representative



## From the Community

### Megladon Manufacturing Group and TyRex Group

ROCK has grown since you first sponsored us in 2000! You have played a role in this growth as you have encouraged our students, staff, and volunteers to continue in honoring the individual!

We are thankful for the Megladon and TyRex family and all their support. ROCK ON!

Nancy O'Meara, PT, HPCS  
Executive Director  
ROCK, Ride On Center for Kids  
[www.rockride.org](http://www.rockride.org)

## From our Employees

### To all of our TyRex Community Citizens

It is such a special time of year to be a part of community citizenship events, and this year there are so many in need. I want to thank each of you personally for helping to make TyRex SPECAL and taking care of our communities.

John Bosch Jr.  
Principal and Partnering Coach

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