

# THE TYREX TECHNOLOGY FAMILY TRIBUNE

## TYREX MEGLADON

- FEATURES
- PRESIDENT'S MESSAGE
- TYREX TECHNOLOGY NEWS
- TYREX UNIVERSITY
- MANAGER'S VISION
- LATEST NEWS
- COMING EVENTS
- TYREX HAVING FUN
- HUMAN RESOURCES UPDATE
- COMMUNITY CITIZENSHIP
- FEEDBACK

### FEATURE ARTICLES

#### **TyRex Technology Family**

**Expands Again!** TyRex Group, Ltd has recently expanded to a 69,000 square foot facility at 10605 Delta Drive. The entire VCAD Division and the Electronics Group have moved their operations to this new location. The facility offers additional space and more room

for expanding our manufacturing capabilities. Although this move was laborious, our VCAD and Electronics teams conducted a smooth transitional move without disrupting operations at all. Thanks to all our employees for their commitment to this transition. We look forward to new opportunities in 2001.



**Deaton Engineering Joins TyRex Technology Family:** We are pleased to welcome our newest addition to the TyRex Technology

Family- Deaton Engineering located in Georgetown, TX. It is a full service mechanical engineering company established in 1991 and is composed of a diverse group of Texas licensed Professional Engineers, engineers, designers and technical staff. Deaton Engineering provides services to support many fields of industry. Visit their website at [www.deatonengineering.com](http://www.deatonengineering.com).



**Two New Companies Spin Off:** The Tyrex Technology Family is pleased to announce the recent spin off of the Custom Cable Division into their own company. They will now be doing business as iRex Group, Ltd. In addition, the Electronics Division has become their own company. They will now be doing business as the SaberRex Group, Ltd.

### GENERAL INFORMATION

**Visit TyRex on the Web**  
[www.tyrexmfg.com](http://www.tyrexmfg.com)

**Visit Megladon Manufacturing**  
[www.megladonmfg.com](http://www.megladonmfg.com)

**Other TyRex web sites:**  
TyRex Technology Incubator Center  
[www.tyrexincubator.com](http://www.tyrexincubator.com)

TyRex Capital Group  
[www.tyrexcapital.com](http://www.tyrexcapital.com)

TyRex Entrepreneurial University  
[www.tyrexu.com](http://www.tyrexu.com)

## PRESIDENT'S MESSAGE

2001-The Journey Continues:  
Striving to Be SPECIAL, Not just SUCCESSFUL in 2001!



To our employees and TyRex Partners, let me acknowledge you for a great 2000. To our newest TyRex Family Member, Deaton Engineering, welcome to TyRex's Special Journey. To our vendors, thank you for your commitment to our success. And to our customers, may we grow our working relationship more closely in the year 2001. And to ALL the TyRex Technology Family, let me pledge a personal commitment to your success in 2001.

Let me share with you the challenges, goals and visions that will be the landmarks and benchmarks of our 2001 Continued Incredible TyRex Journey, which is "Built to Last by Investing in People!"

- \* Become the first Continuous Technology Development Process Company in the world.
- \* Develop Technology Partnerships with multiple large technology companies with sophisticated marketing channels.
- \* Exceed \$60 million in year 2001 revenues with continued profitability.
- \* Complete our Globalization Plan to include Global Procurement and Global Manufacturing Matrix with World Wide production capabilities.
- \* Introduce our "Extensive, All-Inclusive Product Engineering Services" to our existing high tech community and customers.
- \* Geographically expand our marketing and service capabilities to Dallas, Houston, and 2-3 other U.S. Cities in 2001.
- \* Elevate 1-2 TYREX Divisions to Company status.
- \* Elevate 2-3 TYREX Product Groups to Division status.
- \* Establish a TYREX Employee Level II "Value Add" Program to include career advancement training, family support initiatives and employee community citizenship projects.
- \* Continue to improve our TYREX Culture to an acknowledgement of "exciting, rewarding, challenging and FUN for all of our employees!
- \* Expand the number of TYREX Community Citizenship Programs to include thirty charity-sponsored events.
- \* Establish additional domestic and international TYREX Global "Bridges and Lifelines".
- \* Establish the TYREX Technology Family Global Social Principals.
- \* Develop the TYREX Entrepreneurial University beyond the TYREX Partnering Program to include programs to support The TyRex Partners and employee career training at all levels of the organization.

Andrew Cooper  
President and Partner II  
TYREX Group, Ltd.



Dr. David Booth and Tim Milam

## TYREX TECHNOLOGY INCUBATOR NEWS

### Timothy Milam joins the TyRex Technology Family

Timothy will become the RF Scientific Technology Group, Ltd's Product Group Manager for wireless technology. Along with Dr. David Booth, they will form the nucleus of this scientific and engineering group. Initially the RF group will concentrate on antenna design and engineering for wireless PDA's and electronic devices. The RF Group will be located in the TyRex Technology Incubator Center at the 4501 Spicewood Springs Rd. facility. Telephone # (512) 527-0101.



## TYREX ENTREPRENEURIAL UNIVERSITY

Congratulations to the first graduating class of the TyRex Entrepreneurial University. Graduates of the fall/winter class include David Armistead, Bill Benker, Rich Burgess, Dottie Daggett, Manuel Flores, Jerry Harshman, Brun Latta, Brian Nesuda, Michael Ouille, Areland Stone, and Lewis Wald. The graduates completed a ten-week course, Introduction to Entrepreneurship, which featured the step-by-step analysis of a start up business, defining the entrepreneur as an business leader and strategic visioning.



## MANAGER'S VISION

### **Lewis Wald, Production Supervisor, Integrated Service Group**

My group's vision is to extend the TyRex cooperate vision of Full Manufacturing Services with emphasis on Integrated Services through program management, supply chain management, kitting and fulfillment. Our goal is to increase our annual revenues and to reduce the time-to-market cycle through aggressive program management. My team is committed to providing world-class client service through our partnering program. Our continued growth and long-term stability will be dependent upon the core values we instill in our employees as well as the relationships we cultivate with the community, our vendors and our customers.

## LATEST NEWS

### Megladon Class 8 Clean Zone:

"Are you looking for a place to wear your smock and booties and fit in? Tired of all the pollution yet interested in the cleanliness of glass? Megladon on Wells Branch is the place to be. This past November, the production for the Fiber Products Group moved into a Class 8 Clean Zone. Known not only for it's reputation as a place to have good clean fun, this new facility puts Megladon's Fiber Group at the front of the new Clean Act Frontier. John Culbert and Jesse Phillips have taken proactive measures to insure the success and quality of all fiber products we assemble. Feel free to arrange a visit with Jesse, Fred or Matt. We will be happy to give a guided tour of the facility. We are all excited at the growth of the Fiber Product Group, as well as all of the groups in the TyRex Technology Family." Matt Conkey, Megladon Fiber Products Group.



Megladon Class 8 Clean Zone



## Congratulations To:

Mark McDaniel on his recent marriage to Sandra Vasquez November 13.  
Greg Villarreal on his engagement to Lauren Wiesner. A February wedding is planned.  
Tiffany Terrell on her engagement to Mark Kelly: A wedding date is planned for June 9.  
Tom Comfort on his engagement to Felicia Bond. A May wedding in Scotland is planned.



# TYREX HAVING FUN

Employees of the TyRex Technology Family enjoyed an evening of fellowship and fun at the Holiday Parties in December. Each division hosted a holiday party for their employees that included lots of food, prizes, bonuses, and in some cases a special visit from Rudolf and Santa.



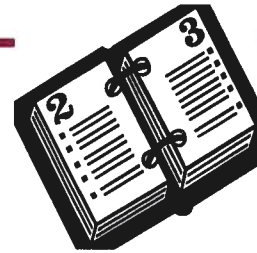




## COMING EVENTS From Judy Rock

### TyRex Technology Family 2001 Holiday Schedule

January 1	Monday	New Year's Day
May 28	Monday	Memorial Day
July 4	Wednesday	Independence Day
September 3	Monday	Labor Day
November 22	Thursday	Thanksgiving Day
November 23	Friday	Day after Thanksgiving Day
December 24	Monday	Christmas Eve Day
December 25	Tuesday	Christmas Day



Mark your  
calendars!!  
The TyRex

Technology Family  
Company Picnic is  
scheduled for  
Saturday, September  
29th at Shady Springs  
Party Barn. Watch for  
updates.

## HUMAN RESOURCES UPDATE

From Scholley Bubenik, HR Director



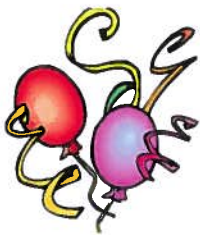
**TyRex Store**

**Tyrex Launches Employee Rewards Program/ A Special Rewards Program for Our Special Employees.** The purpose of our Special Rewards Program is to recognize the employees of our TyRex Technology Family for their outstanding performance and service to our organization. Employees receive points each month based on their division goals, individual and team performance. These points can then be used to purchase merchandise from the TyRex store, which is located on our intranet site: [www.tyrextechfamily.com](http://www.tyrextechfamily.com). Please browse our site in the Human Resource Department for the latest information.



### **The TyRex Store News:**

The TyRex Group, Ltd now joins the e-commerce business with the debut of the The TyRex Store. Our store contains merchandise such as TyRex Technology Family T-Shirts, Denim shirts, Polo Shirts, Caps and other promotional items. Once employees have earned enough points through the Employee Rewards Program, they can begin purchasing items on-line. To purchase items online contact our Human Resource manager, ScholleyBubenik at [sbubenik@tyrexmfg.com](mailto:sbubenik@tyrexmfg.com) or visit our website at [www.tyrextechfamily.com](http://www.tyrextechfamily.com)



## Happy Birthday

### January

Rich Burgess-2  
 Kathryn Penrod-3  
 Tu-Anh N Pham-4  
 Jeff Schitter-7  
 Bob Grimes-14  
 Melissa Pelletier-14  
 Leslie Robinson-22  
 Evelyn To-27  
 Richard Hoots-28  
 Jill Murrell-29  
 Patty Pratt-31

### February

Jackie Townsend-2  
 Lee Young-7  
 Sally Sullivan-8  
 Adriana Sanchez-12  
 Mario Casillas-14  
 Steve Yoho-16  
 Alvarita Guevara-19  
 Jesse Phillips-19  
 Attila Horvath-20  
 Ricardo Alvarez-21  
 Norma Alvarez-22  
 Jeff Walton-24  
 Lilia Quintero-24  
 Carlos Mojica-26

## Welcome to the TyRex Family

Bill Adkins  
 Ralph Brickell  
 Ashley Crawford  
 Jean Fisher  
 Veronica Gallardo  
 Michael Giovan  
 Attila Horvath  
 Cisto Jaime  
 Rosetta Ludden  
 Jeff Schitter  
 Greg Villarreal  
 Phat Vu

# Benefits

For information about your benefits call this hotline:

1-800-303-9611

Medical: PPO -Aetna US Healthcare: 1-800-262-5505

Medical: HMO -Prudential Healthcare: 1-800-621-2645

Dental: 1-800-262-5505

Credit Union 1-800-877-8828

401(k) Plan 1-800-835-5098

401(k) Spanish 1-800-587-5282

**New Computers with Internet Access:** These computers have recently been installed in employee lunchrooms as a information vehicle to access Administaff Assistant for benefits information and the TyRex Technology Family Intranet site. These computers allow all employees the opportunity to access information through the technology wave. Thanks to Byron Childress, Rich Burgess, Carlos Mojica, Anny Boykin and Brian Nesuda for assisting in the installation and Internet hook-up.

## COMMUNITY CITIZENSHIP



**Big Brothers/Big Sisters:** Tony Rea led the Nashville PCB Group to team up with the VCAD group to sponsor a food drive for Big Brother/Big Sisters. Employees donated items during the two-week drive and Electronic and VCAD corporate donated an additional \$550 for the cause. The food was distributed in baskets with turkeys and delivered to people in need for the Christmas holidays. "My congratulations to all who helped make this event happen." Tony Rea, Product Group Supervisor.



**Christmas Bureau 2000:** TyRex Group employees adopted four families this year through the Austin Christmas Bureau which serves as the local clearing-house for families in need. We provided 21 children and 5 adults (1 Grandmother) -- with food so that they could prepare themselves a holiday meal. Each child received toys and clothing. The families who received our donations were very thankful and the children were extremely excited about the gifts they were getting. These families would not have had any Christmas enjoyment or happiness if not supported by companies and individuals (such as us) who support this program.

"Your response was overwhelming and the feedback I have received was that you all benefited greatly from the joy of giving and truly experienced the joy of the Christmas season. I thank each and every one of you who participated and hope you all had a wonderful holiday. Because of this project's success, TyRex Group will definitely plan to do this again next year, perhaps on an expanded basis with one family for each Product Group. Happy New Year and thanks to all," Steve Beckett, Strategic Account Executive.



Donations collected for Christmas Bureau



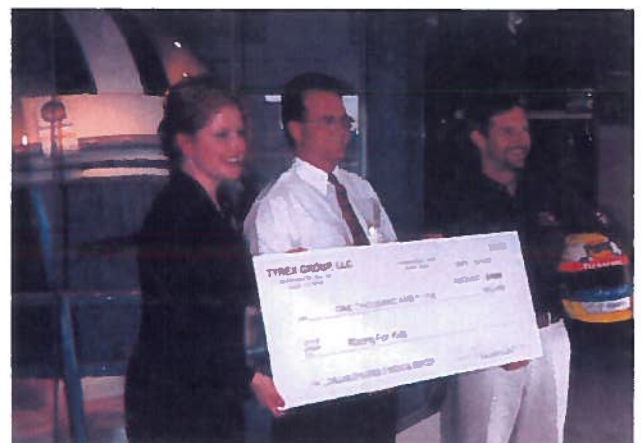
**Community Charity Calendars:** The TyRex Charity Calendar event is only one of many of TyRex's community citizenship projects. The goal of this project is to financially support local youth organizations. TyRex donated customized calendars to the organization for them to sell. All proceeds collected are directly allocated to the organization. The participating organizations were the East Williamson County Special Olympics, T.H. Johnson Elementary School and the Ride On Center For Kids.



East Williamson County Special Olympics

**Racing For Kids:**

In October, Matt Ache, Randy Black, and Rich Burgess along with the Racing for Kids sponsored NASCAR driver, Robbie Buehl, made a visit to Parkland Hospital Pediatrics in Dallas. A check was presented to the hospital from the Custom Cable Division as well as gift packets for the children made up of items donated by the Custom Cable employees such as color books, toys, and reading books. It was a very rewarding visit for all involved. In March or April Custom Cable will be holding another fundraiser for this charity.



Racing For Kids

# FEEDBACK

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

## From Our Community

Dear Tom, (Lonsdale)

The rodeo that Megladon participated in for our children is still being talked about. Several Moms have cried telling me how positively it impacted their children. The stories about the trophies your organization donated are the most touching. Most of the children have never received a trophy before and they have indeed treasured them. Some of the children have actually slept with their trophy and one child asked for two because he has two homes. The goal of honoring the students and families in our program was accomplished. Thank you so much for your support with this event.



**ROCK Ride On Center For Kids**

Nancy O'Meara  
ROCK

## From Our Employees

The VCAD Fulfillment Group has added two new customers with ongoing programs. Both customers are extremely pleased with the smooth program transitions and high level of customer service. Kudos to Lewis Wald, Areland Stone and the Fulfillment Production Team for their commitment to the TyRex Technology Quality Standard.

Tiffany Terrel,  
Account Sales Representative



**ROCK Rodeo  
Participant**

## From Our Customers & Vendors

Dear Tom Comfort,

Thank you for your efforts on 11/22/00 tracking down almost 2000 PC boards. Our customer was very happy with the service. Your continued cooperation and friendly service is very much appreciated. Knowing that TyRex will take care of our requirements takes a load off my mind. I have been able to count on your staff to perform as committed and to accept changes without question and with a cooperative attitude despite extremely busy work schedules.

Sincerely,  
Doug S.  
Technical Support Engineer.

*We enjoy hearing from you the TyRex Technology Family. Send an email to [corporate@tyrexmfg.com](mailto:corporate@tyrexmfg.com) if you would like to identify someone or something outstanding within the TyRex family.*

*If any of our customers, vendors, employees, or friends would like to receive The TyRex Technology Family Tribune, please email your postal address to [corporate@tyrexmfg.com](mailto:corporate@tyrexmfg.com)*