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TYREX CULTURE

**GENERAL
INFORMATION**

**Visit TyRex Companies
on the Web**

www.tyrexmfg.com
www.meglodonmfg.com
www.saberech.com
www.irexmfg.com
www.dlinnovations.com
www.siliconserv.com
www.deatonengineering.com
www.saberdata.com

TyRex Learning Foundation

www.tyrexlearningfoundation.org
www.streetsmartmba.com

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**THE TYREX
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**TYREX SERVICES/DLI ♦ MEGLADON
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SILICON SERVICES ♦ SABERDATA**

HEADLINE NEWS

Trade Show January

Several of the TyRex companies began the year by attending or exhibiting at one of the many trade shows taking place across the country. Andrew Cooper and Eric Estep attended The National Retail Federation's Big Show 2009 in New York. Megladon continues to spread the word about their innovative HLC® SCRATCHGUARD™ fiber optic products at the BICSI Winter Conference in Orlando Florida, and DLI exhibited along with Texas Instruments at the Photonics West Expo that took place in San Jose California.

**DLi Exhibits, and Gives Presentation
at SPIE Photonics West**



Digital Light Innovations attended the SPIE Photonics West conference with Texas Instruments in San Jose, CA in January. SPIE Photonics West includes the entire spectrum of light-driven technologies and attracts researchers and product developers from around the world. Attendance was an astounding 18,000 strong and included a wide variety of academia, industry, and private researchers. Attendees from DLI included James Scogin, David Smith, Eric Tanner, and Erin Taylor.



A full day of the conference presentations were dedicated to MEMS (Microelectromechanical Devices) technology with many presenters identifying advancements and advantages of applications by utilizing the TI DLP technology. David Smith presented on the advantages of incorporating DLP technology into long standing traditional lithography application spaces in a paper titled, "Development of MOEMS technology in maskless lithography". This paper focused on the cost reduction and throughput enhancements associated with using DLP technology in "maskless lithography" in which traditional masks are no longer used and are replaced by digital masks. *Read the abstract of this paper on their website: www.dlinnovations.com/articles*

PRESIDENT'S MESSAGE



The January/February edition of the TyRex Tribune is always overflowing with special events and activities. December is filled with company holiday season get

togethers, an uptick in community citizenship and the usual scurrying around closing out the financial year and year end customer business events. January comes in with an absolute rush to participate in all the beginning of the year trade shows. With the new year comes the process of approving and then beginning the execution of the new year's business plans. Also we are in the process of implementing new health insurance programs that require immediate action or attention.

So let's talk about the new 2009 year. The general U.S. and world economics are in a serious slump but several TyRex companies are excited and optimistic about their 2009 business. Unfortunately at least one of our companies will be challenged in 2009. Our collective business resolve is to; 1) remain very strong financially, and 2) double our #1 Diamond Discipline commitment to remain consistently profitable from the individual product groups on up to the consolidated TyRex Technology Family, then to strategically position each entity to view 2009 as a year of recessionary business opportunity.

I believe our Five Diamond Disciplines of 1)Economic Prosperity 2) Employee Well-Being 3) Community Citizenship 4) Entrepreneurship (at every level of employment) and 5) Professionalism will be the cultural glue that holds our business family together during the challenging economic times. Our commitment to profitability provides the business' long-term viability as well as providing the greatest care for the most employees. Our commitment to relationships and partnering with our customers, vendors, outside professionals, and employees, (our Circle of Business Trust philosophy) along with a lot of hard work while making consistently good and timely business decisions will be the key. These initiatives, along with a little luck and some divine guidance will see us through to the next business upturn.

May each of you have a prosperous and happy 2009 New Year!

Andrew Cooper
Principal & Partner
TyRex Technology Family

Community Citizenship

Samaritan Counseling Center of Austin



John Bosch & Judy Rock presented the initial funding for the Samaritan Acknowledgement Program to Nancy Blaich, Executive Director.

The TyRex Technology Family in partnership with the Samaritan Counseling Center of Austin began a very special internet based social networking program designed to acknowledge Samaritan acts of kindness and charity and become a continuous fundraiser for the SCC and their non-profit community youth organizations. Hopefully the program will lift the spirits of the participating communities. Watch for more details in the next newsletter.

Mark Your Calendars

February Events

Administaff 2009 Benefits Presentation	Feb. 5
Founder's Day Celebration	Feb. 6
Valentine's Day Party	Feb. 13
2009 Open Enrollment for Medical Benefits Deadline	Feb. 16

Contact Judy Rock x4741 for more information

March Events

Star of Texas Rodeo	Mar. 13-28
St. Patrick's Day Party	March 17
Blood Drive	March 26

Headline News

Megladon's HLC®, A Big Hit At BICSI

**2009
BICSI Winter Conference**
January 19-22, Orlando, Florida

John Culbert and Scott Fairbairn of Megladon attended the 2009 BICSI Winter Conference and Exhibition, a telecommunications industry trade show held in Orlando in January. Megladon is now a corporate member of BICSI which is an important, nationally recognized organization in all aspects of the telecommunications industry. Megladon has become recognized as an important innovator in the technology of fiber optics. "The industry is really starting to see the value that Megladon's HLC® SCRATCHGUARD™ fiber optic cables can bring to this industry", said Scott Fairbairn, Megladon's Channel Development Specialist.

The BICSI organizational community has confirmed this, saying, "HLC is one of the hottest new technologies hitting the market", according to industry expert Frank Bisbee of Wireville.org, and publisher of the *Heard on the Street* industry newsletter.

At this conference Megladon was invited to make a presentation at the BICSI regional meeting taking place in Houston in February. This meeting features some of the most influential experts in the southern region. Attendees will consist of BICSI-RCDD, design and spec engineers, architects, and technical installers. "The long term goal will be to have our HLC products become a standard specification in future communications projects using fiber optics", according to Megladon President, John Culbert, "The contacts and relationships developed at this trade show represent a giant step forward for Megladon in reaching our goal of developing a national distributor network for our fiber optic cables and products".

MEGLADON®
MANUFACTURING GROUP, LTD

SabeRex Attends the NRF, "Retail's Big Show"



NRF 98TH ANNUAL CONVENTION & EXPO
Convention: January 11-14, 2009 www.nrf.com/annual09
Jacob K. Javits Convention Center, New York City
EXPO + DESIGN STUDIO: January 12-13, 2009

RETAIL'S BIG SHOW:
Inspiration starts here.



For the first time in several years, Saberex did not exhibit at the NRF, National Retailers Federation Trade Show. Andrew Cooper and Eric Estep attended the show in New York City in January. "Attendance was low this year as compared to years past, according to Eric Estep, Saberex Electronics Product Group Manager. "We made the right decision not exhibiting. This gave us more time to get around the show and meet new contacts, and have more in depth conversations with some very large retail organizations".

One meeting in particular was very productive. "We had an excellent opportunity to visit with a large insurance company. They explained to us how they believe in focusing on business relationships, and they are looking forward to seeing our partnership continue to grow" according to Eric, "that meeting made the entire trip a success.

Saberex provides a variety of forward logistics services to the retail industry including IT technology, Point-of-Sale, and other customized business technology solutions.



COMMUNITY CITIZENSHIP

Toys R TyRex



The holiday season seems to bring out the generous nature in people, and TyRex employees demonstrated this quality with some very successful programs. With the Rockdale Christmas Round-Up, Cynthia Ferrell of Megladon coordinated efforts to donate toys and food for 380 families. These gifts went to families who's children otherwise might not have had any gifts this year. *(left and right photos)* Through the Christmas Bureau, Tiahra Laughlin and the SabeRex Electronics Group helped brighten up the Christmas season for a family of five teenage boys in a foster home. The gifts included toys, bikes, clothes, games and mp3 players, and even household items for the foster parents, and a \$100 HEB gift card. *(center photos)*



Winter Clothing Drive

Megladon sponsored a very successful clothing drive over the past few months. These donations will benefit SafePlace, an organization that provides shelter and assistance for victims of domestic violence. www.safeplace.org



SafePlace
CALL US 512-267-SAFE

Megladon's Tracy Stark, Paul Holguin, & Reina Wiatt with their donations

Food Drive Success!

Employees of TyRex companies came through again, donating 427 pounds of food items in our most recent food

drive coordinated by Judy Rock. These items benefit the Kid's Café Program.

The food donations equate to 341.6 meals! Kid's Café provides well-balanced meals to children in low

income neighborhoods in 1600 locations across the country. The Capital Area Food Bank operates 31 Kid's Cafés in the Central Texas area.



Company News

SabeRex Quality Portal

SabeRex Quality Department has created a new quality portal located on the SabeRex intranet site. <https://portal.saberex.com/Quality/default.aspx>

The primary purpose for the Quality Portal is to increase and improve quality related communications with employees.

The portal has many capabilities including:

1. Providing employee access to quality, safety, and employee manuals.
2. Provide employees access to work instructions, job aids, forms, etc.
3. Approve quality documents
4. Process quality actions such as CAPA, Supplier Evaluation Approvals, MRB, etc.
5. Preventive Actions, post ideas for process improvement.
6. Quality Issues

For questions contact the SabeRex Quality Team
Terri Ryan, Corporate Quality Manager
Joe Ferrado, Quality and Safety Manager
Lisa Risinger, Quality Supervisor

A New Space for Silicon Services



Since moving their operation to Technology Blvd. Silicon Services has had to share space with Saberex. When a separate space became available they moved in. Silicon Services now enjoys their own dedicated space for production and programming. It also provides additional privacy and security. With only one day of down time, Lisa Valadez and Daniel Benjarano moved the entire production area without the help of movers. Silicon Services offers Device Programming services. www.siliconserv.com

ADMINISTAFF

Benefit Contact Information

United Healthcare Medical Member Services:
866-873-3902 / www.myuhc.com

United Healthcare Dental: 877-816-3596
www.myuhcdental.com

Vision: Vision Service Plan 800-877-7195
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: Sharon Slonaker
512-231-4531

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

Administaff Recruiting Consultants:
1-877-MY-HIRES myhires@administaff.com

BIRTHDAYS

Happy Birthday to...

January

2 Rich Burgess
4 Tu-Anh Pham
4 Daniel Hogberg
8 Daniel Benjarano
14 KC Bordonaro
16 Nidia Torres
21 Dwight Dankworth
24 Eric Plapp
31 Eric Estep



February

4 Rodney Moore
6 Sonia Roberts
6 Maira Jaimés
6 Thien Nguyen
24 Jeff Walton
26 Carlos Mojica



Delta celebrated the January birthdays in style.

SHINING STARS

Mark Mitchell

Nominated by
Bill Brainerd



I wanted to take a moment to nominate Mark Mitchell for the Shining Star award. Mark's high work ethics shine through in his daily activity supporting my clients. His professionalism is clearly evident and he is very knowledgeable about board assembly and contract manufacturing. His focus on detail provides a sure path to our customer's best success. I am thrilled to have him as part of our team.

Kevin Rice

Nominated by John Wingard

Kevin deployed in December to ramp up a project in Louisville, KY for one of our customers. The kicker was, Kevin was scheduled to have surgery on his arm to remove surgical steel pins and a plate. In order to ensure our success on this customer's product roll-out project, he decided to forego the surgery. Upon his completion of the project he was able to have the surgery and it went well. He is now undergoing 45 days treatment/rehab and reporting to the EG-1 lab on a daily basis. If ever there was a case study for dedication to service and to our customers, this is it.



Thanks Kevin.

Lisa Risinger

Nominated by Joe Ferrado



Lisa Risinger exemplifies Saberex diamond principles. She is there to help with pumpkin carving contest, thanksgiving lunch, holiday parties, whatever is needed.

She is an instrumental member of the Saberex Quality Team. Her candor helps managers see the importance of quality and ensuring we meet customer requirements. Lisa is an example for others to follow, an asset to the Saberex team.



Employee Events

Holiday Parties



Let's Make A Deal!

The iRex folks played their version of the classic game show starring Matt Ache as "Monty", and Rich Burgess as "Jay"



Meglodon celebrated with a White Elephant Gift Exchange Party

TyRex Culture

FUN at the SabreRex Party



FEEDBACK

From Our Community Partners

Dear Cynthia,

Rockdale Christmas Roundup would like to take this time to express our gratitude for the generosity shown by you and your employer, Megladon Manufacturing, this past holiday season. Your donation made it possible for Christmas Roundup to provide over 380 families with food, as well as toys for children who otherwise might not have had any gifts for Christmas.

In this time of economic uncertainty it is so wonderful to know that there are people like you and the employees of Megladon and TyRex that are willing to give unselfishly to others who are less fortunate.

Thanks again and please accept our wishes for a happy and prosperous New Year.

Sincerely,
Rita Juergens
Treasurer, Rockdale Christmas Roundup

From Our Employees

I would like to tell everyone at iRex how thankful I am for the opportunity to work with such a great group of people. Their warm welcome and inclusive attitude was most appreciated. Richard and I had a great time at the iRex Christmas party and appreciated the opportunity to celebrate with our iRex brothers and sisters.

Kathy Karp
Assistant Controller
SabeRex Group

Thanks very much to all of you who donated to the recent TyRex Technology Family Food Drive benefiting the Kid's Café Program at the Austin Capital Area Food Bank. The food donation equates to 341.6 meals!

The real winner is the Kid's Café Program, receiving 427 lbs of nonperishable food and \$46 in employee cash contributions. In addition to the employee cash SabeRex donated \$300 to the food bank.

Judy Rock
TyRex Group, Ltd.

From Our Customers

Great Catch! You saved us a lot of heartache! John.

This email came from one of our customers who had sent in some chips to be used in a board rework. The customer had misidentified the type of chips to be used. Lan Pham, BGA Technician in SabeRex's PCB Group noticed this mistake and alerted the customer immediately. In fact it was the wrong type of chip and catching this mistake saved the customer a great deal of time and money. The correct units were overnight shipped and the job was completed successfully.

Great Job Lan!
Jeff Walton

**We would enjoy hearing from you, our TyRex customers and vendors.
Send us an E-mail at smcgregor@saberex.com**

