



Q3 2013

TYREX TRIBUNE

Arctos Assembly • Austin Reliability Labs • DLi • DLi Visual Concepts • iRex Custom Cable • Megladon • SaberData • SabeRex

COMPANY NEWS

Home Run Porch changes the way SabeRex plays the game

As a way of encouraging Entrepreneurship at Every Level, one of the core TyRex Diamond Disciplines, SabeRex has implemented an exciting new program. The Home Run Porch program provides incentive for employees to take initiative in achieving their companies' goals. It encourages teamwork, communication and growth. The program was kicked off in traditional SabeRex style, with a Baseball Outing on August 9, where teammates and their families were treated to a night of homers and fly-balls as the Round Rock Express hosted the Salt Lake City Bees. Though our home team was not victorious, the SabeRex team left a winner, and a good time was had by all.

The Home Run Porch is an innovative program designed to "build a strong financial foundation" leading to economic prosperity and business longevity, both notable aspects of SabeRex's core business principles. By encouraging employee initiative, and improving the communication between departments, employees and their leaders, the program will enable growth from the ground up.

The SabeRex team is comprised of each SabeRex division, and headed by a team manager who is considered the TEAM Captain. Success is measured directly in monthly net profit, and increased revenue. The goals for the success of the SabeRex

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Andrew Cooper is the Chief Executive Officer of the SabeRex Group and partner and president of TyRex.

PRESIDENTS MESSAGE

SabeRex's Home Run Porch is something really Special by Design. The basic concept reduces the financial complexities of a company to a level nearly every SabeRex employee is capable of quickly understanding. Each product group that reaches a break-even status receives in baseball terms a walk. Lose money and you are out. Every \$10K of monthly profit equals one base. For example \$10K equals a single, \$20K equals a double, \$30K equals a triple, and \$40K or more equals a home run.

Now the fun part starts here as each group is arranged in a batting order determined by the SabeRex Managers. After every group has batted, the number of runs scored is recorded. Zero to ten (0 - 10) runs are possible each month with seven (7) or more runs representing significant company prizes and incentives. The real special part of the program's design is that it encourages other SabeRex product group TEAM members to take an interest in the other SabeRex groups and hopefully assist them in obtaining their most effective and efficient production and financial monthly preferences, i.e. SabeRex company TEAM

work. Monthly scoring updates to follow.

We welcome two (2) new additions to the TyRex Technology Family! Hope Hogberg and Penny Stout recently joined our family. Great additions!

iRex has really found a special non-profit organization to support in P.E.T. Austin. There are over 28 million people in the world in need of mobility from the loss of their lower limbs. The average P.E.T. recipient spends on average of six (6) hours per day on their P.E.T. and I'm told each P.E.T. has an average life expectancy of over ten years. Keep up the production, iRex! Anyone interested in learning more about this organization should visit the website **www.P.E.T.austin.org**.

It is soon to be the holiday season and a time to reflect on the things we have to be thankful for. I believe as you review and read this edition of the TyRex Tribune you will come to believe as I do that we should begin Recognizing the Good in our companies, communities and their residents i.e. our TyRex family members and "Say Thanks" today and every day forward.

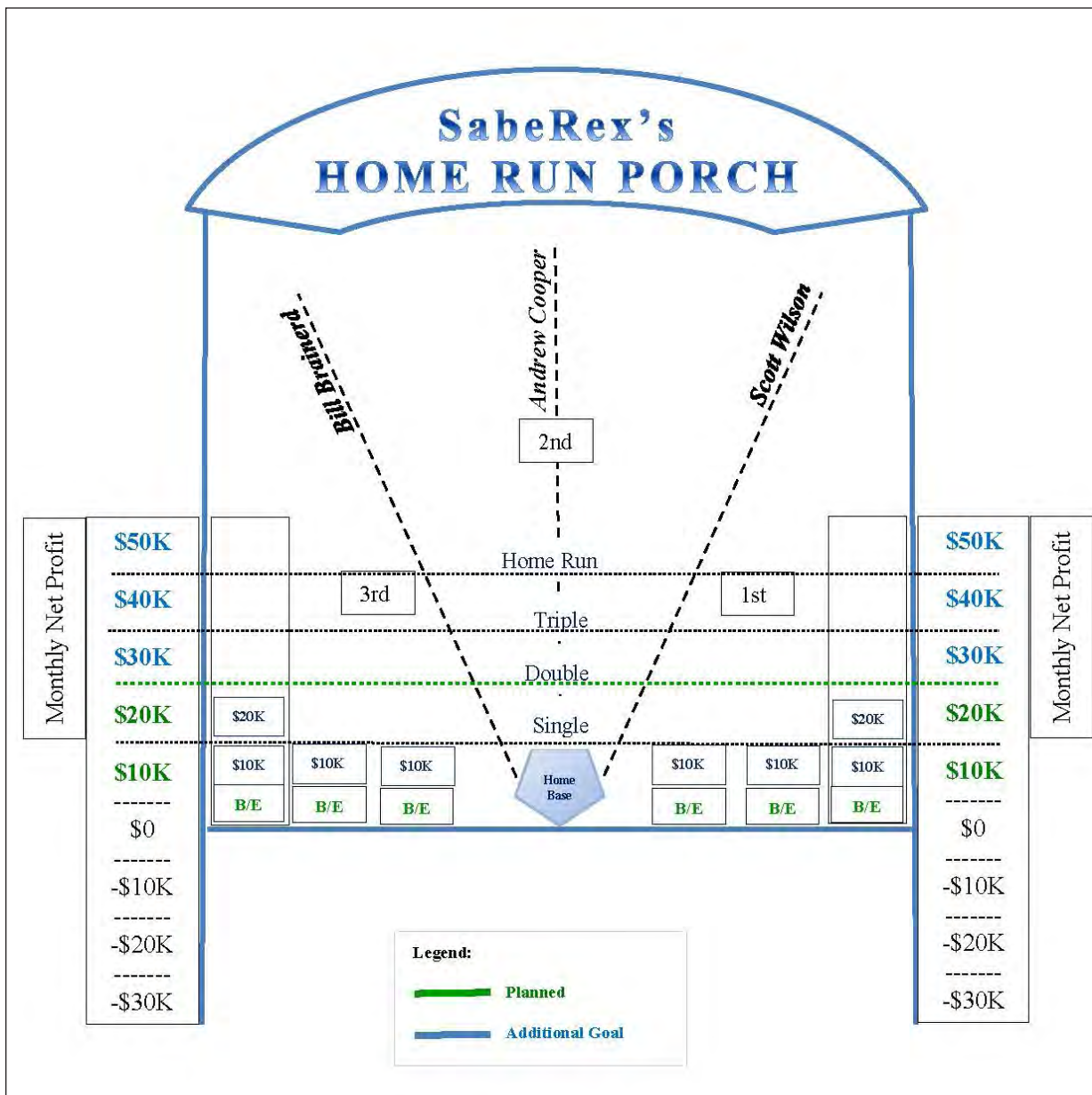
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team are outlined as “Keys to Winning”. The success of the program lies in our ability to establish solid product group financial foundations, staying in the game by remaining profitable, and waiting on the Home Run Pitches delivered to the SabeRex Sales TEAM.

We achieve success by exercising the SabeRex Mantra, (1) TEAM

WORK, (2) LEADERSHIP and (3) ENTREPRENEURSHIP (at every position).

The SabeRex Home Run Porch is a fun way for employees to increase their sense of ownership in the success of the company, by knowing the score, and building a company that truly is SPECIAL BY DESIGN.





FEEDBACK

Dear John,

I acknowledge the generous Pay it Forward gift your foundation gave to Personal Energy Transportation Austin (P.E.T. Austin) on behalf of Mr Thomas R. Perkins. This tribute is an example of how business can elevate the spirit of community by recognizing good deeds and promoting good in our businesses and the community. The gift that Mr. Perkins has paid forward to Personal Energy Transportation Austin will help build three wheeled hand peddled carts (like the one pictured above) for those living without mobility around the world.

May God's Blessing be with you,

Jim White

Dear George,

Thank you for the \$1,000 donation through RecognizeGood's Legends award in honor of Ruby Zgabay. All of us at Ausin Partners in Education were impressed by the ceremony and the wonderful tributes to one of our outstanding volunteers. Ruby is such an extraordinary person and it was so heartwarming to hear her story and her response. Thanks for including us on that special day!

Best,

Debbie R. Pringle

EMPLOYEE MILESTONES



April Gurney celebrates 10 years with Megladon

WHAT'S HAPPENING NEXT

Upcoming Events

- 10-29 Pumpkin Decorating Contest
- 11-26 TyRex Thanksgiving Lunch
- TBD Company Holiday Parties

Birthdays

- 10-2 Gary Wojcik
- 10-4 Lan Pham
- 10-22 Bill Brainerd
- 10-22 John Sansoucy
- 10-23 Christina Tobar
- 10-25 Elisa Delgado de Rodriguez
- 10-29 Cynthia Ferrell

10-30

Scott Dewald

11-3

Stephanie Martinez

11-4

Trey Hall

11-6

Judy Rock

11-6

David Zuniga

11-10

Brian Crowell

11-14

George Ayad

11-25

Scott Wilson

11-30

Phuong Nguyen

11-30

Robert Fears

12-2

Robert Thomas

12-12

Rosa Escamilla



groups... **ONE FAMILY**

SHARING SUCCESS

2 Groups. ONE Family... and Family Lasts

In this highly competitive world, success depends in large part to the customer's positive interaction with the sales force and the positive customer service that supports the sales staff. The 2 Groups ... 1 Family ...and Family Lasts program brings out the positive aspects viewed in our daily activities and inspires the larger family. Positive interactions infect us making us do more for our customers and co-workers. Performance improves, interactions improve, and this drives improvement in customer satisfaction.

The positive improvements energize the workers and eventually it becomes a culture. The culture accelerates the company to more efficient operations, which accelerates the cost efficiency, and increases the customer satisfaction. The customer recognizes the effort and this positive reinforcement makes us want to do better than we've done before.

It is amazing to see this process at work. When you walk into the entrance you are greeted by a message board with a positive quote for the day. We've generated a board to track the good efforts seen daily by employees. A scroll was setup for employees to verbalize the good efforts that they have seen and various boards are available to display the positive pictures of all efforts.

One message written by Bob on our scroll thanking Jill for the extra help given to understand a process sparked John to enlist Bob to help him out on a community program with his talent. Multiple people were energized by the positive experience and the process was accelerated due to the more in-depth understanding. One acknowledgement of a good effort resulted in multiple good accomplishments both for the company and for the community effort!

Active TyRex Supported Community Service Organizations and Projects

Capital Area Food Bank
Cooks Children's Hospital
Blood & Tissue Center (Texas)
Safe Place Women's Shelter
Big Brothers & Sisters - Austin
Austin Children's Shelter
Double File Elementary School
Caritas of Austin
WATCHDOGS
Marc Run
R.O.C.K. - Ride-on Center for Kids

Thorndale Elementary school
Brentwood Elementary school
AISD Back to School Clothes (MHMR Program)
Safeplace - Clothing for Kids
Coats for Kids - Austin
Warm Coats and Warm Hearts
Foundation for the Homeless
Rockdale Brown Santa/Buddy Oney
Manos de Cristos - Thanksgiving & Christmas Dinners

Austin Christmas Bureau
CAFB Kids' Café Program
BookSpring
Round Rock Youth Baseball
Samaritan Counseling Center
Boy Scouts of America
Ducks Unlimited - Greenwing
St. David's Foundation Scholarships
P.E.T. Austin

COMMUNITY CITIZENSHIP

Megladon sends kids back to school prepared

Last month, Cynthia Ferrell of Megladon led a back-to-school drive for the students of Gause Elementary School, of Gause, TX. By all accounts, the drive was a big success, and the supplies received will go a long way in making the school year just a little brighter for a number of students. Donations were collected from Megladon,

iRex, SabeRex and TyRex, and are greatly appreciated. There are too many people involved in this program to thank, so on behalf of Gause Elementary, thank you all for your generosity and commitment to the education of the youth in this beautiful community we call home.



Megladon collected a great deal of back to school supplies to be donated to local kids

WELCOME TO THE FAMILY

Employees welcome new members into the fold



Daniel and ... Hogberg welcome their daughter, Hope.
Born July 26.



Ryan and Tisha Stout welcome their daughter,
Penelope Quinn. Born June 25

EMPLOYEE MILESTONES

October Milestones

Rene Guardiola, 2 yr
Gary Wojcik, 4 yrs
Dwayne Stephens, 8 yrs
Lisa Martin, 9 yrs
Sally Torres, 12 yrs
Reina Wiatt, 15 yrs

November Milestones

Brandon Herrera, 1 yr

Tom Sanders, 7 yrs

Robert Thomas, 8 yrs

Carlos Mojica, 9 yrs

Cisto Jaimes, 13 yrs

Kevin Alwell, 15 yrs

December Milestones

Scott Wilson, 3 yrs

Paul Holguin, 6 yrs

Jeff Walton, 14 yrs



RecognizeGood®

www.RecognizeGood.org



Join the RecognizeGood Movement - On Your Smartphone

The mission of RecognizeGood is to become The Voice for Socially Responsible Business. One of the ways we try to unite the community with the businesses in which they reside is to encourage individuals to recognize the people dedicated to making our community a better place. Today it's easier than ever to Tell The World About The Person That Changed Yours. With the new RecognizeGood Mobile App, you can thank the special individuals who touch your lives every day. From the biggest good deeds to the smallest gestures, you

can share with everyone just how these amazing people have contributed to your lives and the lives of those around us.

We all know at least one of these extraordinary, ordinary individuals, and now you can share them with the world. The RecognizeGood (all one word) app is currently available in the Apple App Store, and will be available soon for Android devices. Turn your mobile device into a portable loudspeaker - a tool to shout your recognitions from the rooftops.

TYREX FAMILY SPOTLIGHT

Business Technology Group - By Carlos Mojica

I would like to take this time to share with the TyRex family what the **Business Technology Group** (BTG) is about in hopes that you will get a better understanding of just what we do.

What is BTG and what do we offer?

BTG is a Value Added Reseller. Our Value Add is that we offer many different brand names and we can supply the necessary hardware/software solution to fit customer's needs. We work closely with our customers to understand their needs and their fits to be able to offer customizable solutions that will work for them and their budget. We offer our turnkey solutions to companies of all sizes. Our goal is to meet specific needs with a creative and customized technology.

What helps us with aggressive pricing and a comP.E.T.itive edge is that we are registered partners with a few companies which include but are not limited to Dell, HP and NCR and that allows us to go direct, work on pricing and get the right solution for our customers. We helped a customer to move from a white box solution to a Dell solution and populated the new systems with the cards and drives needed and reduced the cost to the end user. To date we refurbish systems that go down in the field and hold the seed stock and ship them out when needed.

We offer our turnkey solutions to companies of all sizes. Our goal is to meet specific needs with a creative and customized technology.

How RecognizeGood can change the face of business



John Bosch Jr.
Principal and
Partner

RecognizeGood and TyRex. I have come to believe and understand that the TyRex Family and RecognizeGood are continuing to grow closer and closer together sharing a single cultural component. It is a place where looking for the GOOD in our companies is becoming part of our daily routine and business life. A place where looking for the GOOD in our families of TyRex companies has begun to take root deep within our company culture and has shown signs of actually inspiring other employees as well as our customers, vendors, and outside professional

organizations to spend a little more of their time focusing on the GOOD that surrounds them. It also encourages them to contribute a little more to the overall company, community, and their residents triangle creating a "shared strength and support" model for all three entities.

This edition of the TyRex Tribune has many examples of the cultural GOOD that exists within the hearts and spirit of the employees of our TyRex Family. I would encourage every reader to look for the GOOD not only in this TyRex Tribune but in the everyday work environment of the TyRex Companies or the work environment you share.



PARTNERSHIP WITH P.E.T. AUSTIN

Personal Energy Transportation (P.E.T.) of Austin exists to improve the lives of individuals suffering from a lack of mobility around the world. By partnering with iRex and the TyRex family at large, P.E.T. Austin has been able to increase their ability to serve these underprivileged communities, and offer not just mobility, but hope, to people across the globe.

P.E.T. is a three-wheeled, off-road wheelchair, operated by hand power. Built by a faith-based, non-profit, volunteer organization, P.E.T.s are delivered at no cost to people in developing countries who have lost the use of their legs due to birth defects, polio, diabetes, spinal cord injuries, landmines or war.

Through this partnership, we are able to help P.E.T. construct 10 additional units per month, as well as providing storage until shipment. P.E.T. provides the equipment, while we work to bring costs of procurement down, provide access to our shipping vendors, and provide a network to help improve efficiency of the entire P.E.T. operation. Our assistance is comprised of employees volunteering before and after work to build these wonderful units. Currently led by iRex, the project is being opened up for volunteers throughout the TyRex family.

This extraordinary project could not have happened without the help of some extraordinary individuals. Working with the founder of P.E.T. Austin, John Rudd, several members of the iRex team help make this possible on a daily basis. Keith Smith utilizes his experience to supervise the builds of the units, while Yolanda Melendez works with Mr. Rudd on planning. Rene' Guardiola and Gary Wojcik have helped to outline the procedure for the builds, to ensure all the volunteers understand the process. Elisa Delgado de Rodriguez coordinates the volunteer schedule. Dottie Heitsche oversees purchasing, and George Ayad has helped to streamline and manage the workspace so that we can produce at maximum efficiency. But no one is more important than anyone else. All the volunteers make this gift of mobility possible, and without them we would be nowhere. From the TyRex Family, thank you to everyone involved.

If you would like to be involved please contact Dottie Heitsche, or talk to any of the team members involved. Your contributions, no matter how great or small, are invaluable to the lives affected by immobility.

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www.recognizegood.org
www.TEiOrg.org



Arctos Assembly

DLi Visual Concepts

MEGLADON



Our Nonprofits



SOI CONTACT INFO FOR TYREX FAMILY MEMBERS

SOI

Access paychecks, benefits, and
online training.
www.soi.com

SOI Customer Care Department

Benefits, payroll, W-2s, COBRA, etc.
M - F 8 a.m. to 8 p.m. ET
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F: (704) 426-1121
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www.TA-Retirement.com

We would enjoy hearing from our TyRex customers, employees, and vendors. If you have something to include in the newsletter, please send an email to rstout@tyrexmfg.com.