

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

GENERAL INFORMATION

Visit TyRex on the Web
www.tyrexmfg.com

Visit Megladon Manufacturing
www.megladonmfg.com

Other TyRex websites:
TyRex Technology Incubator Center
www.tyrexincubator.com

TyRex Capital Group
www.tyrexcapital.com

TyRex Entrepreneurial University
www.tyrexu.com

FEATURE ARTICLES

Megladon Conducts Training Classes in Vietnam

Les Robinson, Megladon International Optics Group, conducted a two-day training session for employees in Ho Chi Minh City. Some of the best and brightest of Danny Mah's employees attended this session featuring fiber optic theory and assembly. "We had a few employees that understood English and translated for me, however I discovered I could communicate most effectively through drawing and writing because all the employees could read and write English", Les Robinson.



**TyRex Expands Operations in
Nashville** TyRex VCAD and Electronics Divisions have expanded their operations in Nashville. In September the divisions moved into an 18,000 square foot facility. The new facility is almost four times larger than our previous facility. " We are very excited about the new facility in Nashville. It allows us to service our existing customer base and gives us room to grow. I would like to thank Steven Yoho, Tony Rae, Ronnie Barber, and Melinda Burris for their outstanding work. These employees worked diligently with Thomas Hardt and myself to paint the new space and prepare it for the move. Andrew Cooper was instrumental in ensuring the manufacturing floor was painted and organized for production. This team transitioned our move so that it was seamless to our customers. We have a wonderful facility that I am very proud of and look forward to showing our customers." Sr. Division Manager, Jay Strawn.



PRESIDENT'S MESSAGE

Having visited Vietnam and our overseas operations, I recognize that TyRex Group, Ltd. needs to expand our global strategies to include a set of global social principles. Our global success rests on the development and implementation of these social principles. One of these principles is the ability to listen and to learn from our operations located afar. Our international partners can stimulate innovation and assist the TyRex Technology family with new market areas. There is much to learn from their synergies. Another principle is to respect local cultures so that we can effectively establish international relationships and tailor our global processes to these local cultures. We must recognize that different cultures require different policies and procedures, administration and rules of conduct. However the true challenge is to implement cultural diversity while maintaining TyRex core principles. We must ensure that local coordination occurs across our divisions and functions. The key to the TyRex Technology Family's success in the global economy is to establish and implement these social principles as we expand our business opportunities in multiple global arenas. We must strive to connect the local culture, business and social principles of these locations with our existing TyRex Culture in order to optimize our relationship.



Andrew Cooper
President and Partner II

TYREX TECHNOLOGY NEWS

Brilliant Physicist Joins The Technology Team

We are pleased to announce that Dr. David Booth has been hired as our first physicist for the Radio Frequency (RF) Technology Group. Dr. Booth's graduated from the University of Texas and has worked extensively in the RF field. His most recent interest has been with the digital wireless communication industry. Currently Dr. Booth is working on some very innovative projects in this field. We will be reporting on these in upcoming newsletter editions. The RF Scientific Technology Group is sponsored by TyRex's Electronics Division and managed by Thomas Hardt.

TYREX ENTREPRENEURIAL UNIVERSITY

Classes are now in session at the TyRex Entrepreneurial University. These classes are designed to provide an understanding of the multiple complexities of a business. Currently fourteen of our inspiring entrepreneurs are attending the sessions. The class series has featured defining the entrepreneur as an individual, strategic visioning, and the step-by-step analysis of a start up business. In the upcoming weeks the marketing aspects which include corporate strategic marketing, sales forecasting, determining the sales energy required to be successful, and sales leadership topics, will be discussed.

MANAGER'S VISION

Bill Benker-Product Line Supervisor of Telecom and Networking Products, Communication Division of Megladon Manufacturing Group, Ltd.

My vision is to build a company with annual global sales in excess of 50 million US Dollars within 2-4 years. I plan to facilitate a company infrastructure that will provide focused attention to our customers in order to meet their needs in a timely manner. I will continually look at ways to expand our products and services in the market place while utilizing the synergy of the TyRex Technology Group to broaden our sales and marketing efforts.

LATEST NEWS



Rick Ward

The TyRex Technology Family "One-One Two Thousand and One Sales Kick-Off Program" was held October 26-28th. Megladon hosted the initial kick off meeting at their manufacturing facility. On Friday, an afternoon meeting at the TyRex Technology Incubator Center occurred. On Friday evening, all TyRex professionals and their guests enjoyed an evening of cocktails, dinner and a program by Dr. Will Spong at the Renaissance Hotel. Dr. Spong's program was a musical presentation conveying a message about social principles. The evening was hosted by TyRex partners, Andrew Cooper, John Bosch, Jr., and John Culbert. The sales award dinner was a first for the TyRex Technology Family and was truly enjoyed by all.

Award Recipients

Community Citizenship:	Jay Strawn John Culbert
Million Dollar Achievement:	John Culbert Thomas Hardt
Sales Manager 2000:	Rick Ward
SalesPerson 2000:	John Sansoucy
Partner and Partner II:	Andrew Cooper
Partner:	John Culbert
Senior Division Manager:	Jay Strawn Thomas Hardt Matt Ache
Division Manager:	Tom Lonsdale



COMING EVENTS

From Judy Rock

December 9th: VCAD & Electronics Holiday Party (at our new facility: 10605 Delta Drive)

December 15th: Custom Cable Division Holiday Party (Cat Mountain Clubhouse)

December 16th: Megladon Mfg. Group Holiday Party (Cat Mountain Clubhouse)

Nashville Holiday Party (to be announced)



Congratulations To Our Newlyweds:

Tom Lonsdale and Heather Pierce: November 11

Matt Ache and Heather Ellisor: November 18

TYREX HAVING FUN

Nashville and Austin Company Picnics: The Tyrex Technology family enjoyed a day of fun and festivities at the company picnics. Employees and their families enjoyed the camaraderie, consumed lots of good food and even participated in games, fishing and swimming. The children had an exceptionally good time.



5th Annual TyRex Pumpkin Contest: The pumpkin-decorating/carving contest was a great success. Employees from all of the divisions showed off their creative talents. Thanks to Rich Burgess and his team for heading up this project. The winners received cash prizes. Congratulations to the following winners:

"The Great Pumpkin Competition

1st Place (Team): Megladon

2nd Place (Individual): Scholley Bubenik, Corporate

3rd Place (Individual): Anny Boykin, Megladon



(bottom left) Megladon's Team First Place

(top) Aubyn Fisher

(bottom right) Anny Boykin



HUMAN RESOURCES UPDATE

Happy Birthday

November

2 Hang Hynson
 3 Brenda Mwandishi
 4 Chrystina Newton
 4 Trey Hall
 6 Judy Rock
 21 Jimmy Harrison
 22 Enrique Ybarra
 28 Tiffany Terrell
 30 Phuong Dinh
 Nguyen

December

6 Earl Simmons
 7 Rosa Garcia
 8 David Knieriem
 9 Jake Batt
 9 Tamaira Burgess
 12 Jason Segna
 12 Maria Figueroa
 13 Mary Rivera
 20 Mark McDaniel
 21 Herman Taylor
 23 Amelia Lopez
 24 Leticia Olmos
 24 Roland Hernandez
 24 Yoana Herrera
 25 Mary Pham
 26 Tam Cong Luu
 28 Jerry Harshman
 31 Anny Boykin
 31 Nicholas Sumrell
 31 Sharon Croissant

Welcome to the TyRex Family

Ricardo Alvarez	Cynthia Parker
Bill Booth	Tu-Anh Pham
Keith Brooks	Rebecca Swofford
Matthew Conkey	Tiffany Terrell
Tuan Dang	Evelyn To
Aubyn Fisher	Ryan Trent
Manual Flores	W Lee Young
Roland Hernandez	
Richard Hoots	
Hang Hynson	
Barth Lawhon	
Ida Lopez	
Ronnie Lopez	
Jessica Myer	
Tina Nguyen	

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 Benefits

TyRex has added new benefits for its employees. These benefits are:

Short and Long Term Disability: All full time employees are eligible for this benefit free of cost, when they enroll for medical benefits. (See page 14 in your Benefits Today booklet for additional information)

Education Assistance: Employees can be reimbursed for the following education programs:
\$500 per year for job-related training or
\$1,500 per year for college tuition reimbursement.

All classes need to be approved by your supervisor and Administaff. Contact Scholley Bubenik, your Human Resource Director for additional information: 637-5190

Safety First

The safety committee is busy scheduling monthly safety meetings and walk through inspections. Last month we featured preventing back injuries and this month we will feature Hazard Communication Training.

Information will be distributed regarding

- chemicals in the workplaces
- how to recognize, understand and use labels and Material Safety Data Sheets and
- using safe procedures when working with hazardous substances.



How do you know if something is hazardous?

The first place to look is on the container of the substance. There are many different types of labels, but if a chemical is hazardous, the label will tell you. So play it safe. Get in the habit of reading the labels on all containers-and follow all instructions. If you have questions, ask your supervisor or refer to the Material Safety Data Sheets.

VALUE CARD

The TyRex Value Cards have arrived! This is one of our TyRex Rewards Programs created for all regular and temporary TyRex and Megladon employees. The card has the TyRex Group values printed on the front and provides discounts to local businesses listed on the back. The cards are good for one full year. Employees can use the card at any of the businesses on the card for unlimited days until October 10, 2001.



TyRex Group, Ltd Value Card

**TyRex aspires to be special, not just
SUCCESSFUL**

**We value our commitment to our customers.
We stand behind every product we manufacture.
We believe our employees are our greatest assets.
We are involved in making our community better.
Please share our values and COMMITMENTS.**

OPEN ENROLLMENT

November 1-22 is the time to make changes to your health insurance. For example if you want to change from HMO to PPO or add a spouse or child to your coverage, then this is the time of year you can make changes. Please contact your payroll specialist or the TyRex Human Resource Department: 637-5190 for additional information. You will need to complete the Enrollment/ Change Request Form.

If you wish not to make any changes, you do not have to complete any forms during this open enrollment period. Remember that you can enroll in 401(k) at any time after you become eligible as well as add or change your voluntary life insurance.

COMMUNITY CITIZENSHIP

Megladon Partners with R.O.C.K. (Ride on Center for Kids) Megladon participated in a rodeo event for the children in the R.O.C.K. program in Georgetown. R.O.C.K is a non-profit, hippotherapy therapeutic riding program devoted to the special needs population of Williamson and surrounding counties. Megladon employees volunteered at the event and donated money for trophies and Tshirts. A big thanks to Tom Lonsdale and the group at Megladon's Communications Division for their community service.



TyRex Group partners with INSURE A KID: Insure-A-Kid is an on-going community-wide initiative to increase the number of children covered by health insurance in Travis and Williamson counties. It is funded by a grant from the Michael and Susan Dell Foundation to the SETON Healthcare Network and the Texas Healthy Kids Corporation. TyRex and Megladon are partnering with Insure-A-Kid by participating in their outreach program that provides information sessions and enrollment activities at the job site. Last month the TyRex Group participated in three enrollment campaigns.

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 donates customized calendars to the organization for them to sell. All proceeds collected are directly allocated to the organization. Some of the participating organizations are the East Williamson County Special Olympics, T.H. Johnson Elementary School and the Ride On Center For Kids. Employee sponsored organizations are welcome.

FEEDBACK

From Our Community

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

Dear Friendly Supporters,

I just want to thank you for your support and donations for our summer trip to Fiesta Texas. Due to all of your support and donations, we were able to keep children fed, hydrated and having fun all day long. I cannot express to you what a wonderful thing you have done by helping to provide tickets, lunch and water for the children. Thank you for your help in supporting our children's programs.

In Peace,

Melinda Cantu

Director of Children's Services-Safeplace



From Our Employees

Congratulations to Judy Rock for her outstanding work on the TyRex picnic and Sales Kick Off Event. Both events were extremely successful because of Judy's attention to quality and detail. Many times, the people behind the scenes attribute to the overall success of our initiatives.

My sincere appreciation for your hard work and commitment to TyRex.

John Bosch, Jr.

Principal and Partnering Coach

The TyRex Technology Family



From Our Customers & Vendors

Dear Tony Rea,

I would like to say, "Thanks" for your personal attention, on the two jobs you performed for me during our crucial 3rd quarter. I appreciate you going the extra mile to set up, execute the job and report the production numbers to me nightly.

Thanks,

R. Martinez

Quality Engineer

We enjoy hearing from you the TyRex Technology Family. Send an email to 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