

# THE TYREX TECHNOLOGY FAMILY TRIBUNE

TYREX  MEGLADON



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## FEATURE ARTICLES

### Welcome New Human Resource Director



TyRex has recently hired Scholley Bubenik as the Human Resource Director. Scholley will be interacting with all TyRex employees to facilitate employee relations, TyRex culture initiatives and communication processes with Administaff. "I am looking forward to getting acquainted with all employees of the TyRex family. I will be visiting each location in the immediate future, however, please feel free to contact me at 512-637-5190."

### 4 Fronts Scientific Technology Group

STG - 4 Fronts, LTD is the scientific arm of Megladon Manufacturing that will concentrate its efforts on Fiber Optic research and development.

4 Fronts is housed in the TyRex Incubator Building located at:

4501 Spicewood Springs Road Suite 1040  
Austin, TX 78759  
(512) 527-0101

Website: <http://www.tyrexincubator.com>



Dr. Robert Mays  
Senior Scientist and President  
STG - 4 Fronts

## 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 websites:  
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**

In June the TyRex Technology Family achieved some major milestones. Megladon Manufacturing Group, Ltd. and the Electronics Division of TyRex Group, Ltd. each achieved \$1 million in revenue for the month of June. These achievements although significant in their own right, in my mind create a validation for TyRex's business models and philosophies, which underscore TyRex's fundamental commitment to relationships with our customers, our vendors, our employees, and the communities in which we reside. We as a TyRex Family can strengthen our relationship with our customers by improving and enhancing the relationship with our vendors, employees and communities. We are committed to our customer's success and the individual successes of our customers' employees. So join me in a salute to the Megladon Manufacturing Group and the Electronics Division revenue achievements, major TyRex milestones, which underscore the fabric (relationships) that binds the TyRex Family together!



I would like to also acknowledge an additional TyRex Technology Family milestone with the opening of the STG Four Fronts Technology Group, Ltd. (a Megladon Manufacturing Group and TyRex Technology Group Incubator Fiber Optics Research Partnership). This partnership is hopefully the first of many scientific technology research partnerships with TyRex Technology Family Partners.

Additionally, I am very proud to announce the addition of Scholley Bubenik, TyRex's Human Resource Director. Scholley is a very accomplished, capable HR Administrator, who in her short time has shown her dedication to advancing and expanding the relationship between TyRex and its employees.

Clearly, TyRex's E-Spirit continues to reach out into new communities and new markets validating the power of an Entrepreneurial Dream while underscoring TyRex's cultural commitment to successful relationships with our customers, vendors, employees, and communities.

## **TYREX TECHNOLOGY NEWS**

### **TyRex - A Technology "Time to Market" Company**

The TyRex Technology Family continues the process of developing a technology "Time to Market" Company. The addition of the TyRex Technology Incubator Center, which now includes a fully functional fiber optics research group headed by Dr. Bob Mays and supported by TTI's Dr. Ray Atilano are significant pieces to TyRex's Technology processing structure. TyRex anticipates improvements in its existing technology manufacturing and service capabilities as well as adding new technology research capabilities in the future. These additions along with continuous development and improvement in our existing technology capabilities will further our cause towards developing technology partnerships with our customers.



# **TYREX ENTREPRENEURIAL UNIVERSITY**

## **Partner Qualities**

The TyRex Entrepreneurial University is TyRex's Management Development Program and is closely associated with TyRex's Partnering Program. Candidates for TyRex's Partnering Program are selected on technical background, experience, etc. however, primarily they are determined by an individual's desire to run ones own company, by their determination to succeed, and the creativity to envision a successful company. These qualities along with the combined abilities to clearly articulate a vision, share the dream with individual team members, and the wisdom and guidance of exceptional leadership will ensure successful TyRex partners.

TyRex's Entrepreneurial University will be on-line in August and available to all interested parties. Course schedules and TyRex Partnering Advancement Criteria will be available in the fall.

## **MANAGER'S VISION**

### **John Culbert-President and Partner, Megladon Manufacturing**

Create a company with annual revenue in excess of \$1 billion USD whose name is recognized as a global innovator and manufacturer of quality, high-tech products with customers in more than 100 countries. The development of Megladon will rely on strong relationships with every employee, supplier, customer and community in which we reside. Our stability and longevity will come from encouragement of creativity at every level, development of leaders to preserve our culture and mentoring of committed entrepreneurs.

## **LATEST NEWS**

### **Megladon Manufacturing**

Megladon's Fiber Optics Product Group has been split into two groups:

**International Optics Group  
Fiber Products Group**

The Fiber Products Group is headed by Jesse Phillips, while the International Optics Group will be headed by Les Robinson. **Good Luck to Both Groups!**

## **COMING EVENTS**

### **From Judy Rock**

#### **Back To School Clothes**

Over the next 2 weeks TyRex employees will again be assisting with this program. Shopping lists are provided to us for 6 school age children, and this year the ages range from 6 to 10. A week's supply of clothing is purchased along with one pair of shoes and a backpack. This is a most rewarding activity!

#### **Austin Blood & Tissue Center**

TyRex is hosting a volunteer blood drive. Date: August 3, Thursday Place: TyRex VCAD Parking Lot  
Time: 2:00 PM - 5:00 PM. Please call Doray at 445-4758 to sign up. Deadline - July 28th.

## **Golf Tournament**

The charity golf tournament has been set for August 19th at the Blackhawk Golf Course. The organization that is the beneficiary of this tournament is the Austin Soccer Development Group. It is a great organization in the Austin community that provides long lasting support for our local youth; and currently provides services for 1500 local children.

## **Super Soccer Saturday**

This fundraiser benefiting the North Austin Soccer Alliance (NASA) is scheduled for August 26th at St. Louis Catholic Church on Burnet Road. Volunteers Needed!!! Those of you who signed up at the Christmas party will be contacted.

## **Company Picnic**

This event has not been forgotten!! The date has been set ... Sunday afternoon September 24th at Westlake Beach. Formal announcements to be posted within the next couple of weeks. Festivities will include face painting, carnival games, sack races, water balloon toss, Hula Hoop competition, children's musician, volleyball/water volleyball just to name a few. A pinata, snow cones, soft drinks and lunch will round out the day.

Abilene Picnic - To Be Announced

Nashville Picnic - August

## **Sales Kick Off 2001!**

The TyRex Technology Family Sales Kick-off 2001 will be held in Austin on October 19,20, and 21. More details later.

## **TYREX HAVING FUN**

### Rutland Drive Car Wash



The Custom Cable Division joined forces with the Electronics Division to wash 70+ cars on Friday, June 16th. What a way to cool off - washing cars, trucks, and even a motorcycle; and enjoying an ice cream treat!

## **HUMAN RESOURCES**

### Human Resource Initiatives - Scholley Bubenik

**Employee Handbook:** The employee handbook is in the final revision and should be distributed in the next few weeks followed by a Spanish version.

**Administaff:** Administaff, a TyRex employee partner, will continue to conduct regular human resource functions such as new employee enrollment, payroll and benefits. Each location will continue to employ a human resource administrator to assist employees with these functions. I will, however, be working closely with Administaff to gain a better understanding of their functions and to develop a system that is more user friendly

- \* Addiction and recovery (alcohol & drugs, concerns about others, prevention)
- \* Work (employee effectiveness, work stress)
- \* Disability

Spanish speaking operators are available at LifeWorks. You can also access LifeWorks through the Administaff assistant on-line for a more thorough list and description of the services. ([www.administaff.com](http://www.administaff.com))

## COMMUNITY CITIZENSHIP

### TyRex Community Citizenship In Action

#### **Austin Children's Shelter**

The Electronics Division pulled together and collected approximately 300 children's books, which were then donated to the Austin Children's Shelter. This organization provides quality services to abandoned, abused and neglected children. Thanks to all of you for making this donation possible!!



#### **Capital Area Food Bank**

On Saturday, June 24th, TyRex employees (and family members) reported for sorting duty at the Food Bank. The morning shift volunteers were Lewis Wald, Randy Black, Joe & Pat Baumgartner, Steve & Cheryl Beckett, and Kevin & Rose Ann Alwell. Afternoon volunteers were Tim, Cheryl, Sarah and Trevor Thomas, Reina Wiatt, Dave Knieriem, and Lewis Wald. I was there all day and can truly attest to the hard work that goes in to this effort. There's more than cans and boxes to be sorted!!! We had the pleasure of sorting frozen foods, mainly meats. Needless to say, I didn't have chicken for dinner that evening!!! The Tim Thomas family took care of the boxed food products, and other miscellaneous food items. All in all, several thousands of pounds of food items were processed that day. Judy Rock.



for accessing their services. I look forward to discussing your ideas and concerns regarding this process and would appreciate any feedback.

**Administaff Benefits Hot Line: 1-800-303-9611 X-5911**

A social security number is required when calling. They will be able to answer questions regarding your individual benefits and provide you with other helpful numbers.

# Benefits

For information about your benefits call this hotline.  
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

**Welcome To The TyRex Family!**

Francisco Alvarez  
Terry Belden  
Guadalupe Figueroa  
Lisa Graham  
Robert Mays  
Chrystine Kelly-Newton  
Laurie Reaves  
Cornelius Smith

Victor Balque  
Scholley Bubenik  
Debbie Floyd  
Bonita Larue  
Jill Murr  
Sandy Oswalt  
David Rose  
Lewis Wald

Ronald Barber  
Gary Canova  
Randi Fuller  
Flora Maknotiva  
Scott McLeod  
Larry Parks  
Jason Segna  
Enrique Ybarra

Wilhelm Benker  
Natividad Castelan  
Thomas Hall  
Maria Martinez  
Charlotte Mielke  
Jesse Phillips  
Nick Sumrell

**HAPPY BIRTHDAY!**

**July Birthdays**

Richard Ward-4  
Dottie Daggett-5  
Marina Yeh-6  
Kim Davis-13  
John Bosch- 14  
Miriam Sagredo-15  
Joyce Desautels-15  
Robert Lindley-21  
Andy Kopp-24  
Francisco Alvarez-28

**August Birthdays**

David Dearing-1  
Kevin Alwell-3  
Kelly Attaway-3  
Areland Stone-6  
Steve Savage-6  
Richard Schlueter-7  
Engelbert Casas-7  
Marina Henderson-12  
Flora Aguilar-13

Ronald Barber-13  
Juana Enriquez-15  
Zane Heitsche-18  
Timothy Thomas-21  
Judith Johnson-23  
Eric Stafford-26  
Paul Hotte-28  
Scott Hitt-30

Michael Yeh -28  
Michael Anderson -30  
Hector Medrano -30

# LifeWorks

**1-877-265-9561**

LifeWorks is an employee assistance program that can help improve the quality of an employee's life both on and off the job. For example if you need help locating child care or purchasing a new home, LifeWorks can provide assistance. This program is free to TyRex employees and offers assistance with everyday concerns such as:

- \* Child care and parenting (child care locator, pregnancy, children's health, parenting tips)
- \* Resources for older adults (home care services, living arrangements)
- \* Financial issues (budgeting, credit, home buying or renting)
- \* Legal matters (divorce, separation, tenant rights)
- \* Emotional well-being (violence & crisis, mental health, relationships)

**Thanks** to all our TyRex Volunteers!  
What a difference you make.



## TyRex Community Citizenship Programs

<u>Organization</u>	<u>Description of TyRex Activity</u>	<u>TyRex Group Ltd. Lead Citizen(s) Name/Division-Group</u>
Tarrytown United Methodist Church	<u>Back-To-School Project</u> Clothing for children	Tom Comfort - Product Group Manager Electronics Division PCB Group
Austin Soccer Development Group/ North Austin Soccer Association	<u>Super Soccer Saturday</u> Teaching Clinics, Soccer Activities, Provide Food/Drinks Fundraiser for scholarships for underprivileged children. (August)	John Culbert - President & Partner Megladon Mfg.
North Austin Soccer Association	<u>TyRex Group, Ltd. Golf Scramble</u> 2000 - August 19th Fundraiser for NASA program Vendor/Supplier donations/sponsor teams	Jay Strawn - Sr. Division Manager VCAD
Austin Area Blood Bank	<u>Blood Drive</u> Employees Donate Blood to help Community Needs	Jay Strawn - Sr. Division Manager VCAD
Capital Area Food Bank	<u>Food Bank Volunteers</u> Volunteer to work at Food Bank to sort food, frozen goods, bread, etc. Saturdays and Thursday evenings.	Judy Rock - TyRex Assistant TyRex Corporate Offices
Racing for Kids	<u>Hospital Kit program</u> Fundraiser program for hospitals	Matt Ache - Sr. Division Manager Custom Cable Division
Safe Place	<u>Special Project</u> Easter Basket contest for Custom Cable employees in concert with Egg Hunt.	Dottie Daggett - Operations Manager Custom Cable Group
Austin Children's Shelter	<u>Special Project</u> Donate children's books.	Thomas Hardt - Sr. Division Manager Electronics Division
Various	<u>Calendar for Charity Sales</u>	John Bosch - Partnering Coach TyRex Corporate
Various	<u>Charity Auctions</u>	John Bosch - Partnering Coach TyRex Corporate
Troop 5 - Boy Scouts	<u>Various</u>	Thomas Hardt - Sr. Division Manager Electronics Division

# FEEDBACK

## From Our Customers

Dear Thomas,

I would like to commend you, Tom Comfort, and the rest of your team at TyRex for really coming through for me in our recent rework emergency. Your expertise and knowledge regarding cleaning procedures was a great asset to me. You have my sincere appreciation for a job well done.

D. Moll, Austin, TX

*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 Friends,

The Austin Children's Shelter is deeply grateful for your group's donation of time and energy to the children. Thank you for your in-kind donation of children's books valued at \$250 to the Austin Children's Shelter.

J. K. Quinn

Development Director

Dear Mr. Cooper,

Please allow me to express Linder's appreciation for your work with the Boy Scouts. The computer donated to Linder Elementary will definitely be put to good use. We appreciate the contribution of your time and expertise in promoting this service project.

C. Garcia-Lemke

## From Our Employees

I would like to recognize the whole Advanced Assembly Group management team (Jeff Walton, Marina Henderson, Jimmy Harrison, Chrystina Kelly-Newton, and Dave Knieriem) for going above and beyond expectations to achieve a record month in not only revenue but an increased gross margin. This was accomplished by teamwork and these people made it happen.

Andy Kopp

Product Group Manager

Advanced Assembly Group

Dear Friends at TyRex,

As a new employee at TyRex, I just wanted to thank everyone for your kindness and helpfulness. Each one of you have welcomed me and provided me with a supportive network. I appreciate the enthusiasm and commitment that you share and I am very happy to be part of the TyRex family. I look forward to being a part of your team.

Scholley Bubenik

Human Resource Director

*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)*