

Inside this issue:

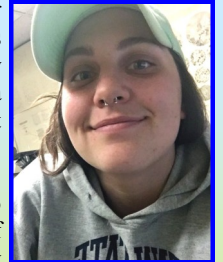
<i>Employee Spotlight: Spencer Freund</i>	2
<i>Holiday Goodies Exchange</i>	2
<i>December Birthdays and Anniversaries</i>	3
<i>Rex Riddle</i>	3
<i>Holiday Greetings and Cartoon</i>	3
<i>Free Holiday Treat for the Whole Family</i>	4

Free Coffee Day!

To celebrate those employees with birthdays in December (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on Monday, December 17 through early AM Wednesday, December 19. ENJOY!
HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to **Zoe Rex, Lab Assistant**, for being the November Improvement Idea winner. There were four Improvement Ideas submitted in November. Besides Zoe's winning idea, **Andy Hiddemen, Ray Souder, and Brian Wingate** submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Zoe's idea is to move a job that we currently process in 350 furnace to an Allcase furnace. This would be more productive and efficient if processed there. We have lance quenching capabilities and possibly running four or five parts per load instead of only the three we run per load in 350 furnace. The Allcase furnaces are natural gas vs. costly electric power, we would have quicker turn around, and the Allcase furnaces are AMS 2750 compliant.

The next Improvement Idea spin will be held on Monday, December 17 at 3:10 pm in the Vacuum Bay area. Zoe will be drawing the name of one employee for the "Monthly Employee Appreciation" spin. Come to the spin to see if your name is chosen. Then you will be the lucky person taking a spin on the Rex Wheel of Chance.

Can you think of an idea for an improvement here at Rex? Just write it down on a piece of paper and drop it into the box outside the Production office door. You could be the next winner taking a spin on the Rex Wheel of Chance.

**DEADLINE FOR DECEMBER IMPROVEMENT IDEAS
WEDNESDAY, DECEMBER 19, noon.**

Monthly Winners

By Scott Wagner, Plant Manager



Trevor Levonski, October Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for October was **Trevor Levonski, Inspector, second shift**. Trevor won \$250 on his spin. **Bob Feldman, Theresa Scargill, Ray Souder, and Zoe Rex** also submitted ideas in October. They all received a "Good Job" pin and \$5 Instant Lottery ticket.



Scott congratulates employees who submitted improvement ideas in October: (top from left): Zoe Rex, Theresa Scargill, and Ray Souder. Bob Feldman, not pictured, also submitted an idea.



The lucky winner of "Monthly Employee Appreciation" was **Frank Rapine**, who won a \$50 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Andy Hiddemen, Shawn Klinger, Brandon Reynolds, Zoe Rex, and Alex Rutkowski** each received a \$5 Instant Lottery ticket. **Bernadette Hoffman** was the Rex Riddle winner and she, too, received a \$5 lottery ticket.



Scott presents anniversary gifts to (top from left): Fred Cherezov (11 yrs), Jim Forbes (21 yrs); (bottom from left): Vindon Griffin (15 yrs), and Derek McAlarney (7 yrs).

Employees celebrating anniversaries received their anniversary gifts from Plant Manager Scott Wagner.

For refreshments, we enjoyed fruit, cookies and free coffee. Please come to next month's spin to see if your name is picked to be the Monthly Employee Appreciation winner. Then you will have a chance to spin the Rex Wheel of Chance.



Scott congratulates Frank Rapine, this month's Employee Appreciation winner.



Scott presents Instant Lottery tickets to this month's winners: Brandon Reynolds and Zoe Rex. Other winners not pictured: Andy Hiddemen, Shawn Klinger and Alex Rutkowski.



EMPLOYEE SPOTLIGHT ON SPENCER FREUND

What is a metallurgist? When asked that question, Spencer Freund, our very own metallurgist, struggled to explain in laymen's language what he does. Simply put his job is to predict how metals are going to react under different heat treating conditions and to evaluate the metals post heat treatment.

It's hard to boil down a complex job, such as a metallurgist, into a brief statement, but Spencer explains a little further by adding that he conducts various tests on metals such as the "decarb test" to determine if the hardness of the surface of a part is the same as the core. His knowledge about metals and their relationship to heating treating, makes him an integral part of our quality assurance process.

Spencer studied Materials Science and Engineering at Lehigh University in Bethlehem, PA. He was in the engineering program and found that he was drawn to specializing in studying the properties of metals. "Ours was the smallest department in the engineering department," he said, acknowledging that metallurgy isn't the most popular of the engineering specialties.

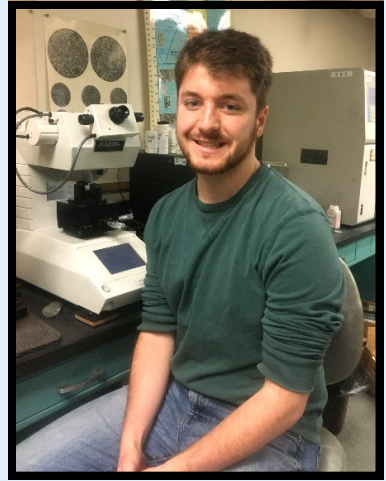
Lucky for Rex Heat Treat, however, Spencer is exactly what we need. He joined the company two years ago and is a valued employee.

Spencer is unique in other ways, too. He casually mentioned that in his spare time he's a runner. A colleague hearing his humble admission added that Spencer ran the 26.2 mile Philadelphia marathon on November 18. That is true. He ran non-stop and finished in 4 hours 28 minutes. "I'm not the fastest runner but I set a goal for myself to finish in under four and a half hours and I beat that goal," Spencer says proudly. He diligently prepared for the marathon over several months. "I would do one long run on the weekends and two short runs during the week."

In addition to being a goal oriented athlete, Spencer is avid board game enthusiast. He hosts informal weekly board game nights for his friends at his Glenside apartment. His favorite game -- Settlers of Catan. Spencer also enjoys video games, hiking and traveling.

On a softer side -- Spencer is a cat guy. He adopted a totally blind kitten by the name of Radar. "My sister rescues cats and I wanted one -- and so I got Radar." Radar's six months old and notes Spencer, "has absolutely no idea he's blind. He runs and plays like any sighted cat."

Spencer will be heading home for the holidays to his hometown of Southbury, Connecticut where he will visit his parents, older brother and younger sister.



Holiday Goodies Exchange

This year's Holiday Goodies Exchange is scheduled for Monday, December 17. The goodies are available in the employee lunch room all day and into the evening so that each shift has something good to eat.

Employees are asked to bring a dessert or entrée to share. All the treats are displayed on holiday decorated lunch tables. The variety is overwhelming: crock pots filled with meatballs and sausages, cold cuts, salads of every description, pies and cakes, platters of cookies, homemade sweets. There is something delicious for everyone. The company supplies free cold sodas and coffee from the vending machine.



Whether you bake or buy your treat -- it doesn't matter. Whatever you bring will be appreciated and enjoyed. Just come share in the good will and good food.





Employees celebrating December birthdays are listed below. Let's wish them a happy day.

6 Sharlrey Dubisette
25 Yao Kangni Soukpe
26 Maria Monje

REX RIDDLE #89

Who can shave
25 times a day
and still have a
beard?



To submit your guess for The Rex Riddle, take a slip out of the folder in the rack in the Production Office, fill it out, and drop it in the box outside of the Production Office door. Guesses will be taken until the morning of the monthly spin. One name will be drawn from all the correct answers to receive a \$5 instant lottery

Answer to last month's riddle:
Can a man legally marry his widow's sister
in the state of Pennsylvania?

Answer: No. because he's dead.

Yearly Work Anniversaries

Work anniversaries in December:

1 to 5 Years

Folly Agbo (2 yrs)
James Stanton (1 yr)

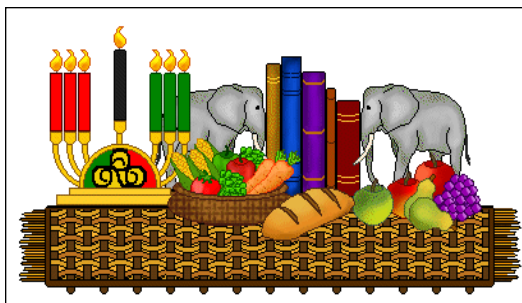
6-10 Years

Over 10 Years

Tom Felder (33 yrs)
Maria Monje (19 yrs)

Employees receive their annual gifts at the monthly spin.

Merry Christmas



Free Holiday Treat for the Whole Family

The Wanamaker Building in downtown Philadelphia has been running free Christmas shows for nearly 100 years, and the Macy's Department Store that now occupies the lower floors continues that tradition in grand style. Even before entering the building, stop to view Macy's festive window decorations that showcase well-known Christmas scenes.



One of Macy's many festive holiday window displays in the Philadelphia store.



Macy's Center Court Christmas Light Show with over 10,000 LED lights.

In the building's center court, visitors can view the impressive 21-minute Christmas Light Show with over 100,000 LED lights. As though touched by a magic wand, the colors flash and change while the Enchanted Fountains rise and fall to the accompaniment of Christmas music. If you visit Monday through Saturday for the 12 p.m. show, you can also hear a live performance on the Wanamaker Organ, the world's largest, functional pipe organ.

Built by the Los Angeles Art Organ Company for the 1904 St. Louis World's Fair, the Wanamaker Organ now has 28,500 pipes, which are equal to the abilities of three symphony orchestras. It's a National Historic Landmark valued at over \$57 million.

Christmas festivities continue on Macy's third floor with the Dickens Christmas Village. Macy's acquired this display when Philadelphia's Strawbridge & Clothier store closed. Numerous animated figures depict scenes in Dickens' "A Christmas Carol" (1843). Attendants dress in period costumes and sometimes carolers sing from the organ console loft. Children have an opportunity to sit on Santa's lap, design a personalized teddy bear, and browse at the Christmas gift shop on Holiday Lane.

Macy's Christmas entertainment runs from November 23 to December 31. Check the store's website for show times. There is covered public parking under the Wanamaker Building with elevators leading to the street level.



The celebrated Wanamaker Organ with 28,500 pipes equal to three symphony orchestras.