

Inside this issue:



<i>United Way Campaign Begins</i>	2
<i>Holiday Goodies Exchange</i>	2
<i>A Little Humor</i>	3
<i>Birthdays In December</i>	3
<i>Did You Know?</i>	3
<i>Service Anniversaries</i>	3
<i>Christmas Tree Tips</i>	4
<i>Safety Slogans</i>	4

Free Coffee Day!

To celebrate those employees with Birthdays in December (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on December 13th through early AM on December 14th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Johnathan Rex, Plant Mgr.

Congratulations! Richard Harris, Inspector in Quality Control for 3rd Shift, is the Improvement Idea winner for the month of November.

Rich's idea is to modify and expand the Inspection area to better support the kind of jobs we've been getting. There have been more and more large parts coming through our operations and material handling in the Inspection area has become increasingly difficult.



A total of 13 improvement ideas were submitted in November. Others contributing ideas were **Kris Hunsicker** and **Cory Hunter**, with 3 ideas each, **James Koester**, with 2 ideas, and **Gregory Smith**, **Ray DeHaven**, **Evelyn Chmielewski**, and **Chuba Blaze**, with 1 idea each. Thank you, everyone, for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, December 13, at 3:10 PM in the Induction area. Rich will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Why not join us and see what happens. You could be the next lucky person spinning the Rex Wheel of Chance.

Write down your ideas for improvements here at Rex and drop them in the box outside of the Production office. Perhaps your idea will be voted the winner and you'll have an opportunity to spin the Rex Wheel of Chance.

Monthly Winners

By Johnathan Rex, Plant Mgr.

Our Improvement Idea winner for the month of October was **James Koester**, Supervisor for 3rd Shift. Jim along with Nancy Gardner, Gregory Smith, and Chuba Blaze, also submitting ideas in October, each received a "Thank You" pin and a \$5 lottery ticket.



Jim Koester, the Improvement Idea winner, was not available. Brandon (left) took his spin for him and waits to find out the result.

Jim, since he is our Supervisor for 3rd Shift, was not able to be at the spin. Instead we asked Brandon Reynolds to draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Frank Rapine**, a Lab Technician in Quality Control. When Frank took his spin, he won a reward of \$125.



Frank Rapine, the Employee Appreciation winner, waits for the wheel to stop to see what his reward will be.

Since **Jim Koester** could not be there, Brandon took his spin on the wheel for him and won a reward of \$100.

We had Frank draw slips from a bucket that contained the names of all the people who work for Rex Heat Treat. Five names were drawn and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Peter Kropff**, **Victor Carrasquillo**, **Ron Makos**, **Vindon Griffin Jr.**, and **Vernell Donaldson**.



Johnathan Rex, Plant Manager, hands out "Thank You" pins and lottery tickets to (from left) Chuba Blaze and Nancy Gardner, who also submitted ideas in October.

We had an assortment of cookies, sticky buns, apple Danish, and fresh Clementines for refreshments, along with free hot beverages from the vending machine.

Join us at next month's spin to see if your name is drawn as the next Employee Appreciation winner.



On hand to receive their Anniversary gifts from Johnathan Rex were (from left) Nancy McKinney (32 yrs) Barry Fox (21 yrs), James Forbes (13 yrs), Vindon Griffin Jr. (7 yrs), and Fred Cherezov (3 yrs). Unable to be there was Earl Rieffanaugh (4 yrs).



Johnathan Rex, Plant Manager, hands out lottery tickets to (from left) Pete Kropff, Victor Carrasquillo, and Vindon Griffin Jr.

United Way Campaign Begins

By Evelyn Chmielewski & Sarah Mansuetti, Co-Chairs

You should be receiving your United Way packet along with this issue of the newsletter. The campaign here at Rex will run from December 6 through December 16. Please read all the information carefully.

Remember we mentioned bringing some fun to this year's United Way Campaign? To make things a little more interesting, we are going to have various games that you can participate in to earn points toward prizes. We are still gathering prizes, but an example of some of them are: a multi-tool with pliers and 8 other blades, home-baked pies, Rex polo shirt, a robotic digital travel alarm clock, a zipped binder, a gym bag, a fleece blanket, a gold necklace, tee shirts, a Swiss Army knife with compass, and a clock radio with CD and an attachment for you MP3 player—you can wake up to your favorite CD or to music from your MP3 player.



The first game is in your packet, along with some candies to use as markers when you play it. Please follow the instructions and don't open the other envelopes for the game until instructed to. You will receive **10 points** when you turn in your game sheet after you complete the game. This will give you a good start

to earning points toward the prizes.

Other games we may have are a Photo Scavenger Hunt, Bowling, Bean Bag Toss, Ladder Ball, Bingo, and whatever else we can dream up. There will be two opportunities to play games to earn points—Friday, December 10, and Monday, December 13. Hopefully this will give everyone a chance to participate. December 13 is going to be a busy day with the Holiday Goodies Exchange, the Improvement Idea Spin, and the United Way Game Day all taking place. We will also be selling 50-50 chances during the campaign.

When you play each game, you will earn points—depending on how well you do. We will keep a tally of points earned by each person. The points record will be on the bulletin board, so that each person can see how they are doing. At the end of our United Way campaign, prizes will be available to those with the highest point totals. The person with the highest total points will have first choice of the prizes available. The person with next highest point total will then get their choice of prize, and so on, until the last prize is taken. In the event of tied points, names will be drawn one at a time to determine who gets first choice of the prizes.

Participating in a game will require a donation of just \$1.00. This is how we will raise additional money—besides our regular outright donations and campaign pledges—for the community agencies supported by the North Penn United Way. We can help keep these agencies open and available to those in need in our community by taking part in these United Way games.

We will also be taking donations of non-perishable food items for the local food cupboard, which will earn you **5 points** for each item you bring. Participating in the "Penny Wars" will earn you **5 points**, and the people on the winning team will earn **20 points** each—so bring in those pennies! If you participate in the "Candy Jar Guess", you will earn **5 points**, and the winners of the candy-filled jars will earn **20 points** each.

Another way you can earn points is by increasing the amount of your United Way pledge from what it was last year, which will give you **25 points**, and new contributors to the United Way will also earn **25 points**. So if you have never made a donation to the United Way, please consider doing so this year. And . . . if you turn in your pledge/donation form by December 6 or earlier, you will earn **10 extra points**.



So, as you can see, there will be many opportunities to earn points. And remember—to have an early choice of the prizes available, you will need to earn as many points as you can!

GOOD LUCK, EVERYONE!



The Holiday Goodies Exchange will take place on Monday, December 13, and Tuesday, December 14, in the employee lunchroom. Please join us for this annual sharing of goodies. Bring in your treat at the start of your shift and check out what others have brought to share. Whether you make it or buy it, whatever you choose will be appreciated and enjoyed. There will be free hot beverages from the vending machine both days.

Come share in the Good Will and good treats!



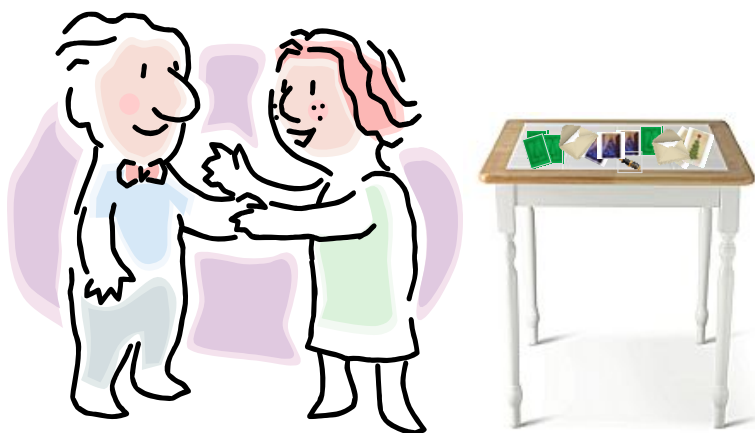


ISHING YOU EVERY
HAPPINESS THIS
HOLIDAY SEASON AND
THROUGHOUT THE
COMING YEAR



A LITTLE HUMOR

Sharon wondered if she could get her husband Ted to address holiday cards, as she had so much to do. She arranged everything he needed, then hopefully pulled up a chair and said, "Come on, Dear, let's get these out of the way."



Ted glanced at the array on the table, turned away and went into the den, only to return moments later with a high stack of cards, stamped, sealed, and addressed.

"They're last year's," he said. "I forgot to mail them. Now let's go out to dinner and relax. You've been working too hard."

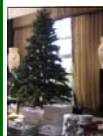
Happy Birthday

Employees celebrating a birthday in **December** are listed below. Let's wish them a happy day.

- 6 Sharley Dubisette
- 15 Christopher Snyder
- 25 Yao Kangni Soukpe
- 26 Maria Monje

Did You Know?

Before the widespread use of the Gregorian calendar, Christmas was actually celebrated on January 6th. Many countries, including Ireland, honor this original date by celebrating Little Christmas, known in Irish as Nollaig Bheag, on the 6th. The Irish also refer to the day as Women's Christmas, a time when men traditionally take over the household duties, giving their wives a "day off".



The Twelve Days of Christmas are considered by many to be the days leading up to December 25th. Some religious historians, however, believe these days actually represent the time between December 25th and January 6th. The conclusion of those days is celebrated with a feast on the Eve of the Twelfth Night, as popularized in the Shakespeare play. In the U.K., the Yule Log is burned for all twelve nights following Christmas Eve, and then, on the 6th, the Christmas tree and other decorations are taken down. In fact, it is considered bad luck to leave up the tree past the Twelfth Day.

In Spain, the Netherlands, Belgium, Germany and much of Latin America, January 6th is celebrated as Three King's Day, commemorating the visit by Melchor, Gaspar and Balthazar to the baby Jesus. In Northern Europe and Germany, Drie koningen features children caroling from door to door, dressed up as the Three Kings.



Yearly Work Anniversaries

The following employees are celebrating their Work Anniversaries in **December**

Over 10 Years

- Maria Monje (11)
- Andy Veneziaie (22)
- Tom Felder (25)



You will receive your annual gift at the monthly spin.



Christmas Tree Tips

For many people, decorating the Christmas tree is a favorite part of the holiday. The National Safety Council offers some safety tips to make sure a mishap doesn't spoil your holiday season.



Christmas Trees

- ☞ A real tree can add to the spirit of Christmas by filling your home with beauty and the scent of pine. But a real tree can also pose a fire hazard. Each year, more than 400 residential fires involve Christmas trees and tragically nearly 40 deaths and 100 injuries result from those fires.
- ☞ Try to select a fresh tree by looking for one that is green. The needles of pines and spruces should bend and not break and should be hard to pull off the branches. On fir species, a needle pulled from a fresh tree will snap when bent, much like a fresh carrot. Also, look for a trunk sticky with sap.
- ☞ Cut off about two inches of the trunk and put the tree in a sturdy, water-holding stand. Keep the stand filled with water so the tree does not dry out quickly.
- ☞ Stand your tree away from fireplaces, radiators and other heat sources. Make sure the tree does not block foot traffic or doorways.
- ☞ If you use an artificial tree, choose one that tested and labeled as fire resistant. Artificial trees with built-in electrical systems should have the Underwriters Laboratory (UL) label.

Tree Lights

- ☞ Only use indoor lights indoors (and outdoor lights only outdoors). Look for the UL label. Check lights for broken or cracked sockets, frayed or bare wires, or loose connections. Replace or repair any damaged light sets.
- ☞ Also, use no more than three light sets on any one extension cord. Extension cords should be placed against the wall to avoid tripping hazards, but do not run cords under rugs.
- ☞ Turn off all lights on trees and decorations when you go to bed or leave the house.

Tree Ornaments

- ☞ Always use the proper step stool or ladder to reach high places.
- ☞ Read labels before you use materials that come in jars, cans and spray cans.
- ☞ Never place lighted candles on a tree or near any flammable materials.
- ☞ Avoid placing breakable tree ornaments or ones with small, detachable parts on lower branches where small children or pets can reach them.
- ☞ Do not hang popcorn chains and candy canes on the tree when small children are present. They may think that other tree ornaments are also edible.

SAFETY SLOGANS



SMOKE DETECTORS MAKE GOOD STOCKING STUFFERS.

SANTA LIKES A CLEAN CHIMNEY—SO DO FIREMEN.



DURING THIS HOLIDAY SEASON, REMEMBER YOUR ABC's . . . ALWAYS BE CAREFUL.



PUT SAFETY INTO ACTION—THE WISHBONE WILL NEVER REPLACE THE BACKBONE.

ICE AND SNOW—PLEASE TAKE IT SLOW!

