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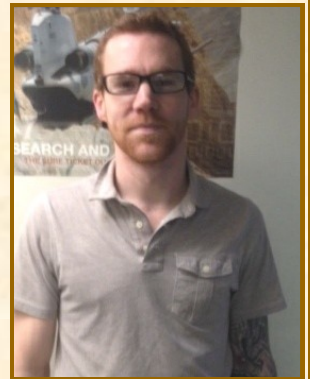
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Free Coffee Day!

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 December 14 through early AM on December 16.

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to Frank Rapine, Pyrometry Technician, for being the Improvement Idea winner for November. There were eight improvement ideas submitted in November. In addition to Frank's winning idea, Ray Souder submitted three ideas, and Ricky Banyai, Jim Forbes, Robert Forbes and Nancy Viola submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Frank's idea is to inspect all the equipment and control panels to identify the ones where identification labels are missing and get them properly labeled. We need to make sure that they are all labeled correctly. Many are missing labels. In some cases control panels are not marked with which furnace they control. Some panels have switches and indicator lights without labels on them.

The next Improvement Idea spin will be held on Monday, December 14 at 3:10 pm in the Induction area. Frank 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 16, 2016, noon

Monthly Winners

By Scott Wagner, Plant Manager

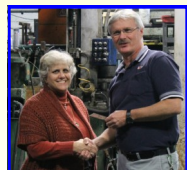


Rob Forbes, October Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for October was **Rob Forbes**, Furnace Operator "A" Shift. Rob won a \$100 award on his spin. There were three Improvement Ideas submitted in October. In addition to Rob's winning idea, **Joe Carr** and **Greg Smith** submitted one idea each. They all received a "Thank You" pin and \$5 lottery ticket.



Greg Smith is congratulated by Scott Wagner for his October improvement idea.



Nancy Viola, Rex Riddle winner, is congratulated by Scott Wagner.

The lucky winner of "Monthly Employee Appreciation" was **Bernadette Hoffman** who won a \$75 reward on her spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Ricky Banyai**, **Jim Brough**, **Mike Evans**, **Bob Feldman**, and **Mike Santiago** each received a \$5 Instant lottery ticket. **Nancy Viola** was the **Rex Riddle** winner and she, too, received a \$5 lottery ticket. Several employees at the spin were celebrating an anniversary and received an anniversary gift from Scott Wagner, Plant Manager.



Bernadette Hoffman, the Monthly Employee Appreciation winner, is congratulated by Scott Wagner.



Ricky Banyai receives his lottery ticket from Scott Wagner. Other winners not pictured: Jim Brough, Mike Evans, Bob Feldman, and Mike Santiago.

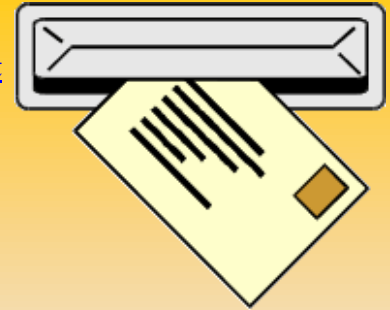
For refreshments, we all enjoyed snacking on an assortment of cookies and fruit and there was free coffee for everyone. Please come to next month's spin to see if your name is the one picked to be the Monthly Employee Appreciation winner. Then you will have an opportunity to take a spin on the Rex Wheel of Chance.



Employees celebrating anniversaries are from left: Derek McAlarney (4 yrs), Jeremy Hayhurst (1 yr), Fred Cherezov (8 yrs), Vindon Griffin (12 yrs). Not pictured: Jim Forbes (18 yrs), Art Hurt (8 yrs), and Jim Stewart (3 yrs).

SOMETHING BRAND NEW IS COMING TO YOUR MAILBOX IN JANUARY!!

In compliance with The Patient Protection and Affordable Care Act, (also known as ObamaCare), this coming January, you will be receiving two (2) **COMPLETED** health insurance related **TAX FORMS** in the mail. Please do not throw these forms away. You will need them when you file your 2015 Income Tax return.



Form 1095 B

This form will be completed and mailed directly to your home from your health insurance carrier. Please note: A COPY of this form is NOT supplied to your employer. Therefore, no one but the health insurance carrier can provide a second copy should you happen to misplace your original form. Of the two forms being mentioned, this one will be the most important one to you because it is your proof that you had Health insurance coverage during the 2015 Tax year. Keep in mind, that you will get this form from every carrier who provided you coverage in 2015.

Form 1095 C

This form will be completed by your employer as proof that Rex Heat Treat offered you health insurance coverage, providing that you qualified for this benefit.

If you need further clarification about these forms, please see Nancy Viola in Human Resources.



Olde Time Christmas in Jim Thorpe, PA

If you want to get into a holiday spirit and take a little road trip with the family, a great nearby destination is Jim Thorpe, Pennsylvania. This historic, picturesque town is only about an hour and a half ride from Lansdale area.



During the first two weekends in December, the town celebrates the holiday season with a full schedule of events starting with a Christmas Tree Lighting Ceremony on Friday December 4, 4 - 7 pm. The stunning old time architecture of the town will be covered in Victoria holiday decorations, and strolling carolers and musicians will entertain visitors. The kids can ride the town's historic train with Santa, and the local opera house will offer a Bach and Handel Chorale Christmas Concerts. That is all in addition to 36 shops, boutiques, and galleries, 12 restaurants, a Santa Workshop where you can make your own crafts, and a Gingerbread House contest.

Jim Thorpe, PA was founded in 1818 as Mauch Chunk, an Indian name derived from the term *Mawsch Unk* (Bear Place) in the language of the native Munsee-Lenape. Historians believe the name referred to Bear Mountain, an extension of Mauch Chunk Ridge that at one time resembled a sleeping bear. The town was renamed Jim Thorpe in 1953 in honor of Olympic medal winner, James Francis Thorpe.

Titled as one of the Most Beautiful Small Towns in America, Jim Thorpe is filled with historic landmarks including the Old Jail Museum, Mauch Chunk Museum, the Asa Packer and Harry Packer Mansions, the Old Mauch Chunk Train Station and Mauch Chunk Opera House. Nearby biking, skiing, white water rafting, and hiking make Jim Thorpe a town for all seasons.



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

- 6 Sharlrey Dubisette
- 19 Sean Mallon
- 25 Yao Kangni Soukpe
- 26 Maria Monje

REX RIDDLE 53?

A bookkeeper noticed there were two consecutive double letters in the word *balloon*. She found other examples such as *woolly* and *spittoon*. Then she tried to think of a word with three consecutive pairs of double letters. She couldn't think of any. **Can you?**

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 ticket.

Answer to last month's riddle:
 Hiding within, there can be 28.
 More or less build the pearly gate.
 Holes inside, filled with gold.
 Silver bridges can these guys hold.
 Strong and sturdy are these chaps.
 Clean them up, or else porcelain caps.
Answer: Our teeth

Yearly Work Anniversaries

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

Over 10 Years

Tom Felder (30 yrs)

Maria Monje (16 years)

You will receive your annual gift at the monthly spin.

Holiday Humor



Happy Hanukkah



Happy Kwanzaa



Merry Christmas

Holiday Prayer

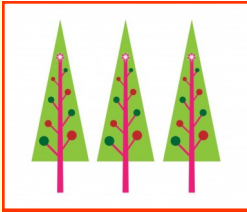
Dear God:

My prayer for this coming year is for a fat bank account and a thin body.

Please don't mix them up like you did last year. Amen



HOLIDAY GOODIES EXCHANGE



The Holiday Goodies Exchange will take place on Monday, December 14 and Tuesday, December 15 in the employee lunch room. Please join us for this annual sharing of good things to eat. Bring your treat at the start of your shift and check out what others have brought to share.

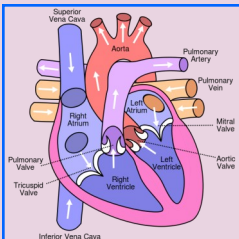
Whether you bake it or buy it...no matter. Whatever you choose will be appreciated and enjoyed. There will be free hot beverages from the vending machine both days.

Come share in the Good Will and Good Treats!

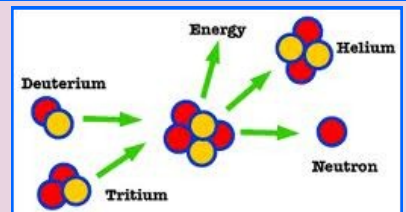


The Darndest Things Happen in December

December 2, 1942 — First Nuclear Chain Reaction. On this day, Enrico Fermi, the Italian-born Nobel Prize-winning physicist, directs and controls the first nuclear chain reaction in his laboratory beneath the bleachers of Stagg Field at the University of Chicago, ushering in the nuclear age.



December 3, 1967 — First human heart transplant. On this day, 53-year-old Lewis Washkansky received the first human heart transplant at Groote Schuur Hospital in Cape Town, South Africa. Washkansky, a South African grocer dying from chronic heart disease, received the transplant from Denise Darvall, a 25-year-old woman who was fatally injured in a car accident. Surgeon Christiaan Barnard, who trained at the University of Cape Town and in the United States, performed the revolutionary medical operation.



December 9, 1980 — Smallpox eradicated. Smallpox is an acute contagious disease caused by the variola virus. It was one of the world's most devastating diseases known to humanity. It was declared eradicated in 1980 following a global immunization campaign led by the World Health Organization.



December 14, 1947 — NASCAR was founded. In 1947, a group of businessmen led by Bill France Sr. met in the rooftop bar of the Streamline Hotel in Daytona Beach, Fla., to write out the rules for the then-chaotic group of dirt track races born from the days of running moonshine in Prohibition. The National Association for Stock Car Auto Racing emerged a few months later. Today NASCAR is one of the most popular sports in America.



December 17, 1903 — Wright Brothers first flight. Orville Wright piloted the first powered airplane 20 feet above a wind-swept beach in North Carolina. The flight lasted 12 seconds and covered 120 feet. Three more flights were made that day with Orville's brother Wilbur piloting the record flight lasting 59 seconds over a distance of 852 feet.



December 28, 1895 — First movie theater. The world's first commercial movie screening took place at the Grand Cafe in Paris. The film was made by Louis and Auguste Lumiere, two French brothers who developed a camera-projector called the Cinematographe. They screened a series of short scenes from everyday French life and charged admission for the first time.

