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Free Coffee Day!

To celebrate those employees with birthdays in February (see Birthdays on page 4), there will be **free coffee** from the vending machine starting early AM on Monday, February 26 through early AM Tuesday, February 27.

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to **Jim Forbes**, Maintenance "A" first shift, for being the Improvement Idea winner for January. There were six improvement ideas in January. Besides Jim's winning idea, he also submitted a second idea. Paul Moss submitted two ideas, and Trevor Levonski and Ray Souder submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Jim's winning idea is to purchase an eight foot A-frame platform ladder. This will make many jobs much easier and safer. We need to be able to work on maintenance repairs as well as racking work on the 100 line in a safe manner. Climbing above the indicated safe height on a ladder is a serious risk. No matter how skilled or agile you may be, it's not worth taking the risk of injury. All ladders have safety labels indicating the maximum safe height to climb for that ladder. Safety is everyone's job!!!

The next Improvement Idea spin will be held on Monday, February 26, at 3:10 pm in the Straightening area. Jim 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 FEBRUARY IMPROVEMENT IDEAS IS FEBRUARY 21, 9 A.M.

Monthly Winners

By Scott Wagner, Plant Manager



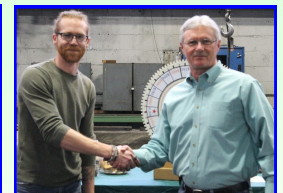
Scott Wagner congratulates Chris Hainey for being the December Improvement Idea winner and the Grand Winner of the Annual Spin. Chris submitted the most winning Improvement ideas in 2017.

Our Improvement Idea winner for December was **Chris Hainey**, Furnace Operator, third shift. Chris won \$200 on his spin. In addition to his winning idea, Chris submitted five other ideas. He was the only person who submitted ideas in December. Chris was also the Annual Spin Grand Winner with three winning ideas submitted in 2017. On that spin, he won \$500.

Other Annual Spin winners were **Frank Rapine** who won \$400 on his spin, and **Mike Townsend** who won \$250. Congratulations to all the Annual Spin winners.



Scott congratulates Mike Townsend who won Spin #1 in the Annual Spin. Names of every employee who submitted an Improvement idea in 2017 are in this drawing.



Scott congratulates Frank Rapine who won Spin #2 in the Annual Spin. Names of employees who were monthly winners in the Improvement idea competition are in this drawing.



Scott presents lottery tickets to this month's winners: (top left to right) Ricky Banyai, Sid Heflin; (bottom left to right) Adrian Rivera and Zoe Rex. Bernadette Hoffman also won but is not pictured.

The lucky winner of January's "Monthly Employee Appreciation" was **Theresa Scargill**, who won \$150 on her spin. Five names were drawn from a bucket that contained the names of all Rex employees **Ricky Banyai, Sid Heflin, Bernadette Hoffman, Zoe Rex** and **Adrian Rivera** each received a \$5 lottery ticket. **Kris Hunsicker** was the Rex Riddle winner and he, too, received a \$5 lottery ticket. Employees celebrating January anniversaries will receive their anniversary gifts next month from Scott Wagner, Plant Manager.



Theresa Scargill gets a hardy handshake from Scott for being January Employee Appreciation winner.

For refreshments, we all enjoyed free coffee, cookies and fruit. Please come to next month's spin to see if you are picked to be the Monthly Employee Appreciation winner. Then you will have an opportunity to take a spin on the Rex Wheel of Chance.

REX HEAT TREAT CELEBRATES 80TH ANNIVERSARY

BY JOHN W. REX, PRESIDENT



Rex Heat Treat Headquarters in Lansdale, Pennsylvania

Rex Heat Treat was started in 1938 by J. Walter Rex and Elmer Erb in a two-car garage in Lansdale, Pennsylvania. The business grew rapidly during the time of World War II with a high demand for the heat treating services of various metal parts for aircraft, guns and various hand tools.

After the war ended, the partnership of Rex and Erb also ended and the Company became known as J.W. Rex Company. In addition to the needs of peacetime products, there was a growing need for advanced military projectiles. J. W. Rex Company, with the talent of its president, J. Walter Rex, became recognized as a major resource for heat treating and eventually manufacturing of military ordnance shells for the Army and Navy. The business expanded again during the Korean War with increased manufacturing of ordnance components.

In the late 1950's, after a series of expansions at the original 3rd Street site, fifteen acres were purchased five blocks away on 8th Street, Lansdale, PA. Construction began in 1958 with the goal of consolidating the various businesses in one large building. A 10,000 sq.ft. commercial anodizing facility was built first with 26-foot long tanks. (This is the area now occupied by the 600 line bay.) At the same time, a 10,000 sq.ft. automated paint shop was built to handle the painting of the military ordnance product manufactured by Rex. (This area became the induction department and maintenance shop.) The last section to be added to the new building project was a 30,000 sq.ft. heat treating division that was located between the anodizing and paint buildings.

As the Company remained active in the defense technology, a need was identified to heat treat rocket motor cases. Thus, a unique and specialized 20-foot vertical gantry furnace system was built to heat treat Minuteman and Polaris missiles. This system utilized salt quench technology to minimize distortion. The very first Minuteman solid propellant three stages came together at the Rex facility in the early 1960's.

At the same time, commercial and ordnance heat treating capabilities were added to the facility. In 1963, a building expansion of 15,000 sq ft. was added behind the existing heat treat building to accommodate the anticipated need for even larger missile systems. A 10-foot diameter by 30-foot high vertical gantry furnace was constructed along with salt and tempering capabilities. Titan missile cases were heat treated for Curtiss Wright and Westinghouse. Unique tempering fixtures were designed to maintain roundness. Manufacturing capability was also developed to manufacture shear spin missile cases.

In the late 1960's, with declining availability of missile type business, the Company developed tooling to heat treat Chinook Helicopter spars measuring 30 feet long for Vertol in Philadelphia.



Aerial view of the Lansdale plant

Rex Heat Treats Celebrates 80th Anniversary — cont'd



Rex Heat Treat plant in Bedford, Pennsylvania

In 1973, John W. Rex, son of J. Walter Rex, took over the operation of the Lansdale facility and identified a changing marketplace and the need to modify the focus of the business. The painting and anodizing divisions were closed to allow the business to focus on heat treating. By then the building had expanded to 90,000 sq.ft. of area and a major equipment expansion allowed the business to move into the growing commercial heat treating market of the area. The business continued to process military and aircraft parts and adapted the high quality requirements of those industries to the more available commercial work. The business was recognized to be a quality leader.

In 1980, Boeing in Seattle, Washington, contracted with Rex to heat treat hydrofoil foils and struts for a high-speed boat it was developing. Processing the large stainless steel products at 1900° F and maintaining dimensional stability offered new challenges. After processing many of these parts, the Company was recognized in 1981 by Boeing and the National Small Business Administration as the “National Small Business Subcontractor of the Year.” Rex is the only commercial heat treater to have ever earned this distinction.

Between 1978 and 1980, the Company expanded into Florida and Georgia to service metal working industries that were moving south as a fad of the times. However, in 1985 it was decided to refocus Company resources and talent into the Lansdale operations. Over the next 15 years, the Company reorganized and focused the Lansdale operations and developed heat treating equipment to service the growing oil drilling industry.

In 1999, the Company changed its name to Rex Heat Treat - Lansdale, and in January 2000, the business expanded with the building of a 30,000 sq.ft. facility in Bedford, Pennsylvania. Rex Heat Treat - Bedford was far enough geographically from Lansdale to develop new markets in an area with excellent transportation access. The facility was equipped with new batch oil, polymer and salt quench heat treating capabilities.

In 2005, the Company expanded again into Anniston, Alabama, with the acquisition of an existing 25,000 sq.ft. commercial heat treating facility. Operations were modified to provide only specialized salt quenching heat treating capabilities. Rex Heat Treat - Alabama is about 90 miles west of Atlanta and services a variety of foundry operations producing austempered ductile iron.

In 2012, Rex Heat Treat - Bedford facility was doubled in size to 60,000 sq.ft. to accommodate additional equipment for increasing customer demand. The business has partnered with several manufacturing facilities to do unique heat treating services particularly in the rock drilling industries.

In 2017, Rex Heat Treat – Lansdale began a multiyear expansion of capital equipment to support the increasing demand of major customers and to develop new unique heat treating capabilities to continue to define the facility as a high quality heat treat supplier in aerospace and commercial heat treating industries.



Rex Heat Treat plant in Anniston, Alabama

With the addition of Johnathan Rex, a third generation Rex, the business is dedicated to remaining a privately operated business and continues to identify and seek opportunities in the commercial heat treating market that allow for the expansion of unique process capabilities and special quality services.



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

2 Jim Forbes
11 Jim Brough
20 Ray Souder

REX RIDDLE #79

How much dirt is in a hole that measures two feet by three feet by four feet?



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:

If a rooster laid a brown egg and a white egg, what kind of chicks would hatch?

Answer: Roosters don't lay eggs



Yearly Work Anniversaries

The following employees are celebrating their Work anniversaries in February:

1 to 5 Years

Ricky Banyai (5 yrs)
Ray Souder (4 yrs)

6 to 10 Years

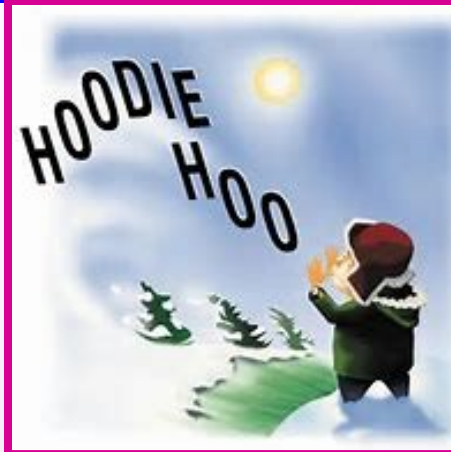
Mike Evans (6 yrs)

Over 10 Years

Greg Bruno (12 yrs)
Jim Koester (23 yrs)
Don Wiggins (22 yrs)
Sandy Zigon (34 yrs)

You will receive your annual gift at the monthly spin.

DID YOU KNOW?



In researching February holidays, I came across a listing for Hoodie Hoo Day celebrated every year on February 20. What the heck is Hoodie Hoo Day? This has to be a joke. Not exactly.

This unofficial holiday was created by a guy called Roy Thomas who was raised in Hatboro and currently lives in

Lebanon, PA. He's a radio personality, voice-over artist, and occasional actor.

He and his wife have created over 80 copyrighted "special days" that are listed in Chase's Calendar of Events, an annual publication that lists special events, holidays, federal and state observances, historic anniversaries, and more unusual celebratory traditions.

According to holidayscalendar.com, Thomas created Hoodie Hoo Day as a way for winter weary people to prepare for spring. It's approximately one month before spring. On February 20, people are encouraged to go outside, raise their arms skyward and yell "Hoodie Hoo" on the top of their lungs. On this special day, Thomas also suggests that people wear crazy hats, order spring seeds for their gardens, and go to a flea market and buy a piece of used furniture. What?

Some of the other holidays created by Thomas and his wife include Bathtub Party Day, Answer Your Cat's Questions Day, Wave All Your Fingers at Your Neighbor Day, Blah, Blah, Blah Day, and the ever popular Wonderful Weirdos Day – which could be Roy Thomas' very own special day.