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## FREE COFFEE DAY!

To celebrate those employees with Birthdays in February (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on February 16 through early AM on February 17. ENJOY!

**HAPPY BIRTHDAY TO ALL!**

## Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to Ray Souder, a material handler on first shift, for being the Improvement Idea winner for January.

Ray's idea is to put a drip pan or diverter pan under the water heater mounted along the wall in the shipping area. When or if it leaks, water could get on customer parts causing rust damage and potential claims to the company. Preventing the water from being able to get on the customers parts will minimize the risk of damage.



There were three improvement ideas submitted in January. In addition to Ray's winning idea, he also submitted a second idea, and Greg Smith submitted one idea. Thank you both for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, February 16 at 3:10 PM in the Induction area. Ray will be drawing the name of one employee for the "Monthly Employee Appreciation" spin. The Annual Spin will follow the monthly spin. Come to see if your name is chosen! Then you'd be the lucky person taking a spin on the Rex Wheel of Chance.

## Monthly Winners

By Scott Wagner, Plant Mgr.



Jeremy Hayhurst, Improvement Idea winner for December, receives his thank you card and lottery ticket from Scott Wagner.

Our Improvement Idea winner for December was **Jeremy Hayhurst**, furnace operator-second shift. Jeremy won a \$250 reward on his spin. Three ideas from Ray Souder and one idea each from Michael Townsend and Sharlrey Dubisette were also submitted in December. They all received a "Thank You" pin and \$5 lottery ticket.

The lucky winner of "Monthly Employee Appreciation" was Chris Constable, sales manager, who won a \$50 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Art Hurt, Derek McAlarney, Jim Stewart, Mike Townsend** and **Ricky Banyai** each received a \$5 Instant lottery ticket. **Nancy Gardner** 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.



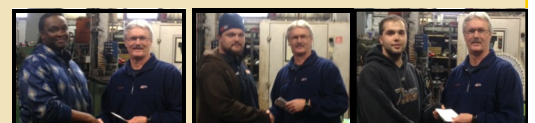
Chris Constable, Employee Appreciation winner, is congratulated by Scott Wagner.

For refreshments, we all enjoyed snacking on an assortment of Girl Scout cookies and two large bags of apples. There was also free coffee for everyone. Please come to next month's spin to see if



Lottery ticket winners from left Ricky Banyai, Derek McAlarney, and Mike Townsend are congratulated by Scott Wagner. Other winners not pictured: Art Hurt, and Jim Stewart.

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.



Sharlrey Dubisette, Mike Townsend, and Ray Souder receive their thank you cards and lottery tickets from Scott for submitting Improvement Ideas in December.

## Coming Attraction: Big Annual Wheel of Chance Spin!



The 11th year of our Improvement Idea Program has come to a close and it soon will be time to reward all those employees who submitted their improvement ideas in 2014. There was a total of 83 improvement ideas. Our Rex Big Annual Wheel of Chance Spin will take place on Monday, February 16, 2015, in the Induction area, after the monthly spin. There will be three different Wheel of Chance spins.

**Spin #1** is for every employee who submitted an improvement idea in 2014. Names will be placed in the container for each improvement idea submitted. Twenty-two employees qualified for this drawing. One name will be drawn at random for a spin on the wheel.

**Spin #2** is for all employees who were the Monthly Winners in 2014. If they won two times, their names will be placed in the container two times and so forth. There will be eight employees in this drawing. One name will be drawn at random for the spin.

**Spin #3** is for the Grand Prize Winner, the employee who submitted the most winning ideas in 2014. In the event of a tie, a name will be drawn.

Each employee can only win one chance at a spin. If the same employee's name is drawn again after already winning a spin, then another name will be drawn. Reward values for all three spins will range from \$250 to \$1,000.

Thank you all for your great ideas for improvement here at Rex. Good luck at the Annual Spin. Please come to witness this annual event and offer your congratulations to the lucky winners.



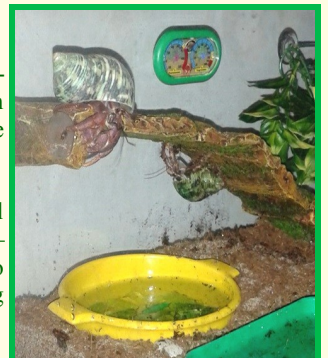
## Valentine's Day Shell-a-va Love



Mr. Krabs lucked out when Vindon Griffin, Order Entry/Customer Service Tech, bought him on the Wildwood boardwalk July 4<sup>th</sup> weekend four years ago for his daughter Jordyn. Normally, hermit crabs like Mr. Krabs die shortly after their novelty wears off and because most people have no idea how to care for them.

That's not the case for Mr. Krabs now a big handful of a hermit crab happily thriving in a temperature controlled 20-gallon habitat with two hermit crab buddies Larry and Nemo. "I had no idea that my \$15 purchase would become such an expensive undertaking," laughs Vindon. "We couldn't let him die or suffer due to our neglect. That's not who we are," he notes of his family's emotional and financial investment in their hermit crab pets.

At first they kept Mr. Krabs by himself in his original wire and plastic cage. After researching hermit crabs at several online sites, they learned he needed a proper tank and the right accessories, including temperature and humidity – control gauges to ensure the proper 70-80 degree temperature in the tank. They also learned what hermit crabs like to eat. "They eat what we eat...vegetables, fruit, cooked meat," says Vindon. They also like eggshells so after morning eggs – the crab trio gets the shells.



*Mr. Krabs enjoying the good life*



*Vindon III, Vindon the dad, and Jordyn Griffin with Nemo*

One fact, in particular, led to adding Larry in 2012 and Nemo in 2013. "Although they are called hermit crabs, they are highly social and in their natural habitat there are huge populations involving many generations," says Amanda Griffin, Vindon's wife, who plays a big part in caring for Mr. Krabs, Larry and Nemo.

Mr. Krabs was aggressive at first when the new crabs were added. He had to establish his territory. Vindon notes that hermit crabs are very competitive for shells. As they grow, they seek larger and larger shells in which to live. One of his challenges is finding larger shells to plant in the tank so that Mr. Krabs, Larry and Nemo can migrate when needed. He also has to provide the right mossy ground material as hermit crabs like to burrow especially in winter. They can disappear for weeks. "This worries us sometimes when we don't see them. We're always checking on them," he says.

The Griffin children Jordyn, 6, and Vindon III, 4, have learned to be gentle when handling their hermit crabs. They mirror the good example of their parents that all animals need to be treated kindly and carefully.

"I love animals -- my wife calls me the animal whisperer because they seem to respond to me. I hate to think of animals suffering and feel the same way about our hermit crabs," says Vindon. "It costs a lot to maintain them but it's fun to see how they react to a healthy environment." Remarkably -- hermit crabs can live up to 40 years if given proper care

The Griffin family has a membership to the Philadelphia Zoo and puts it to good use. "There are so many ways we share and enjoy information about different kinds of wildlife," says Vindon, "Our hermit crabs are one way to do that up close."

# HAPPY BIRTHDAY!

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

2	James Forbes
9	John Moss
11	James Brough
20	Ray Souder

## Yearly Work Anniversaries

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

### 1 to 5 Years

Ricky Banyai (2 yrs)

Michael Evans (3 yrs)

Christopher Jacobine (1 yr)

Ray Souder (1 yr)

### 6 to 10 Years

Greg Bruno (9 yrs)

### Over 10 Years

James Koester (20 yrs)

Don Wiggins (19 yrs)

Sandy Zigon (31 yrs)

*You will receive your annual gift at the monthly spin.*



**HAPPY VALENTINE'S DAY**

## REX RIDDLE 43?

I can be quick and then I'm deadly,  
I am a rock, shell and bone medley.  
If I was made into a man, I'd make people dream.  
I gather in the millions by ocean, sea and stream,

**What am I?**

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. Can you figure out the riddle?

### Answer to last month's riddle

I have no voice and yet I speak to you. I tell you of things in the world that people do. I have leaves, but am not a tree. I have pages but am not royalty. I have a spine and hinges but I am not a man or a door. I have told you all,  
I cannot tell you more.  
What am I?

**Answer: A book**

## Ever Wonder?



- \* Why you don't ever see the headline "Psychic Wins Lottery?"
- \* Why "abbreviated" is such a long word?
- \* Why doctors call what they do "practice?"
- \* Why lemon juice is made with artificial flavor, and dishwashing liquid is made with real lemons?
- \* Why a person who invests all your money is called a broker.
- \* Why the time of day with the slowest traffic is called "rush hour?"
- \* Why there isn't mouse-flavored cat food?
- \* When dog food is new and improved tasting, who tastes it?
- \* The indestructible black box on airplanes — why don't they make the whole plane out of that stuff?
- \* Why sheep don't shrink when it rains?
- \* Why are they called apartments when they are all stuck together?
- \* If flying is so safe, why do they call the airport the "terminal?"





## Mardi Gras — Fat Tuesday 2015



Mardi Gras is a carnival celebration and holiday that takes place over several days and ends the day before Ash Wednesday. This year Mardi Gras runs from February 13 to 17. Ash Wednesday is Feb. 18, the first day of Lent, approximately 46 days before Easter Sunday.

Although Mardi Gras is basically a Catholic holiday, it has developed into an international celebration. Here in the US, New Orleans and other parts of Louisiana are credited with introducing and maintaining the tradition since it was first introduced by French explorers in the 1700's.

Mardi Gras, French for 'Fat Tuesday', comes from the custom of parading a fat ox through the streets of Paris on Shrove Tuesday as a symbol of the meat fast through Lent. Shrove Tuesday, derived its name from an old practice of confessing one's sins on this day in preparation of the holy Lenten season. The verb 'to shrive' means to confess oneself and receive absolution. The three-day period of Sunday, Monday, and Shrove Tuesday, was known as Shrovetide.

Another explanation is that the French name Mardi Gras comes from the custom of using all the fats in the home before the Lenten fast.

Many New Orleans families organize and stage the enormous Mardi Gras carnival every year. For generations, these families have belonged to "krewes" (the old fashion spelling of crew) or groups, that create elaborate costumes and floats for the many parades, balls, and street parties that take place over several weeks leading up to Ash Wednesday. The "krewes" are responsible for electing "Rex" the annual king of the carnival whose parade is the finale of Mardi Gras.

Floats, bands, colorful marchers, and masked revelers have become associated with the parades. Today there are over 60 organizations who create their own Mardi Gras parades in New Orleans.

The tradition of throwing inexpensive beads from the floats began in the 1920's as a way to give revelers Mardi Gras souvenirs. The traditional bead color scheme: purple, green, and gold holds special meaning as well. Purple represents justice; green symbolizes faith; and gold exemplifies power. As the celebrations have grown larger each year, beads and necklaces now come in every shape and color imaginable. It is not uncommon for members of parade krewes to spend an average of \$800-\$2,000 on beads per parade route.



In recent years the distribution of beads has been equated to rowdy behavior. This has mainly involved men demanding that women show certain parts of their bodies to earn their beads. Many long-time Mardi Gras attendees stress that this mainly happens in the tourist-filled French Quarter and not along the many other city-wide parade routes, where the fun and true purpose of Mardi Gras is maintained and respected.

