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Free Coffee Day!

To celebrate those employees with Birthdays in January (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on January 24th through early AM on January 25th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Johnathan Rex, Plant Mgr.

Congratulations! Gregory Smith, a Furnace Operator with the 100 Group on 3rd Shift, is the Improvement Idea winner for the month of December.



Greg's idea is to replace the clips we use to hold shop orders with magnets so that replacing the broken clips will no longer be an issue.

A total of 3 improvement ideas were submitted in the month of December and all 3 were from Greg Smith. Thank you, Greg, for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, January 24, at 3:10 PM in the Induction area. Greg will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Why don't you join us to see what happens. Your name could be drawn and you'd be the next lucky person spinning the Rex Wheel of Chance.

If you have some ideas for improvements here at Rex, write them down on an Improvement Idea form, or just a piece of paper, and drop them in the box outside of door of the Production office. Your idea could be the one voted the winner and then you'll have an opportunity to take a spin on the Rex Wheel of Chance.

Monthly Winners

By Johnathan Rex, Plant Mgr.

Our Improvement Idea winner for the month of November was **Richard Harris**, Inspector in Quality Control for 3rd Shift. Rich along with Cory Hunter, Kris Hunsicker, James Koester, Evelyn Chmielewski, Ray DeHaven, Gregory Smith and Chuba Blaze, also submitting ideas in November, each received a "Thank You" pin and a \$5 lottery ticket.



Ray DeHaven (right) picks the Employee Appreciation winner.

Since Rich Harris could not be at the spin, we asked Ray DeHaven to draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Vindon Griffin**, a Material Handler in Shipping and Receiving. When Vindon took his spin, he won a reward of \$125.



Vindon Griffin (left), the Employee Appreciation winner, is congratulated by Scott Wagner, Prod. Mgr.



Richard Harris (right), the Improvement Idea winner, is congratulated by James Koester, HT Supervisor.

We also had Ray DeHaven 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 **Tom Felder, Mike Davis, Nancy Gardner, Keith Bannon, and Kris Hunsicker.**

Richard Harris took his spin on a later date and won a reward of 1/2 Day Vacation plus \$150.

Please join us at next month's spin. Perhaps your name will be drawn as the next Employee Appreciation winner and you'll have your opportunity to spin the Rex Wheel of Chance.



Scott Wagner, Prod. Mgr, hands out "Thank You" pins and lottery tickets to Cory Hunter, Ray DeHaven, Evelyn Chmielewski, and Chuba Blaze who submitted ideas in November.



Scott Wagner, Production Manager, hands out lottery tickets to (from left) Nancy Gardner, Tom Felder, Mike Davis and Keith Bannon.

United Way Campaign Ends

By Evelyn Chmielewski & Sarah Mansuetti, Co-Chairs

Our United Way Campaign here at Rex Heat Treat has come to an end. Because of the generosity of those who participated, we were able to meet our \$3,000 goal and raise a total of **\$3,126.56** for local health and human service agencies right here in our community. Thank you, everyone who was able to contribute.



As an extra little fundraiser—just like last year—we conducted “**PENNY WARS**”. Names were drawn at random to form 4 teams, and the names of each person were attached to their team’s bottle. A total of \$40.56 was raised. The winner of the Penny Wars was **Team #3**. Members of the team were **Rafael Abreu, Chuba Blaze, Dave Brough, Victor Carrasquillo, Evelyn Chmielewski, Terry Copenhaver, Ray DeHaven, Richard Harris, Sid Heflin, Kris Hunsicker, Victor Lopez, Earl Rieffanaugh, and Chris Sholly**. WAR results were Team #1 with \$5.77, Team #2 with \$13.81, Team #3 with \$19.26, and Team #4 with \$1.72.

We also repeated our candy jar guess. There were 3 jars of different candies and whoever guessed closest to the actual amount of candies in each jar, won that jar of candy. The actual count of the candies in the jars were: Jar #1 - 105 starlight mints, Jar #2 - 156 Hershey kisses, and Jar #3 - 1,084 M & M’s. The winners were: Jar #1 - **Ray DeHaven**, who guessed 106; Jar #2 - **Rafael Abreu**, who guessed 175; and Jar #3 - **Ray DeHaven**, who guessed 1,076. A big **THANK YOU** to all who took part.



Participants earned points toward prizes by participating in the Penny Wars and Candy Jar Guess, by playing various games on Game Days (bingo, photo scavenger hunt, ball toss, etc.), turning in their pledge form early, increasing their donation to the United Way, becoming a first-time contributor, and for donating non-perishable food items.

The winner of our 50/50 drawing was Vindon Griffin Jr. Some of the winners of the United Way prizes are shown below:



Vindon Griffin Jr.



Terry Copenhaver



Frank Rapine



Victor Lopez



Evelyn Chmielewski



Rafael Abreu



Ray DeHaven



Sarah Mansuetti



Tom Felder



Teugie Askew



David Brough



Yao Kangni Soukpe



Nancy Gardner



Walt Bates

Unfortunately, we were not able to get photos of all our prize winners. Other winners were Scott Wagner, Jim Brough, Sid Heflin, Chuba Blaze, Richard Harris, Chris Sholly, Kris Hunsicker, Earl Rieffanaugh, and Victor Carrasquillo.

Thank you to everyone who helped make our United Way Campaign a big success!

A LITTLE HUMOR

On New Year's Eve, Marilyn stood up in the local pub and said that it was time to get ready. At the stroke of midnight, she wanted every husband to be standing next to the one person who made his life worth living.



Well, it was kind of embarrassing. As the clock struck—the bartender was almost crushed to death.

Happy Birthday

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

- 2 Earl Rieffanaugh
- 8 Michael Sweney
- 10 Keith Bannon
- 12 Richard Harris
- 15 Frank Rapine
- 22 Cory Hunter
- 25 Ray DeHaven
- 27 Michael Davis

Did You Know?



SOBA are Japanese noodles made of buckwheat flour. It is eaten either steeped in a hot broth with various ingredients or cold with a soy-based dipping sauce. On New Year's Eve there is a custom in **Japan** to eat "toshikoshi-soba (year-crossing noodles)" and listen for the sound of the Buddhist temple bells, which were rung 108 times at midnight. The sound of these bells is said to purify the listeners of the 108 sins or evil passions that plague every human being. Because soba is fine and long, people eat them to wish for a long life.

In **Colombia, Cuba** and **Puerto Rico** families stuff a life-size male doll with things that have bad memories or sadness associated with them, and then they dress it up in old clothes from each family member. At the stroke of midnight, this 'Mr. Old Year' is set on fire. This symbolizes burning the past and getting ready to start a happy New Year without bad memories of the past.



While many people in the United States observe New Year's Day on January 1st by throwing parties late into the night on the eve of December 31st, people in **China** celebrate this holiday for several days between January 17th and February 19th, at the time of the new moon. The Chinese called this time of feasting and celebrations Yuan Tan. Lanterns illuminate the streets as the Chinese use thousands of lanterns "to light the way" for the New Year. The Chinese believe that evil spirits roam the earth at the New Year, so they let off firecrackers to scare off the spirits and seal their windows and doors with paper to keep the evil demons out.

In **Scotland**, the New Year is called Hogmanay. On January 11, the first day of the year by the Julian Calendar, in the fishing village of Burghead, the Clavie is lit and carried through the town. The clavie is a bonfire in a cask, which is filled with tar and combustibles. This ritual symbolizes that the old year is burned up and the new one is allowed to enter.



HAPPY NEW YEAR

Cheers to a New Year
and another chance for us to get it right.

Oprah Winfrey

Yearly Work Anniversaries

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

1 to 5 Years

Ray DeHaven
Sharlrey Dubisette

6 to 10 Years

Frank Rapine

Over 10 Years

Monserrate Santiago (13)
David Brough (37)

You will receive your annual gift at the monthly spin.

You're Starting To Skid!



The road is snowy, icy, or just wet, and without warning your car starts to skid. The most unexpected skids occur on wet roads, with what's known as hydroplaning. When this happens, a layer of water between the tires and the road surface reduces the tires' friction and, therefore, their grip. That's the technical stuff: here's how to save your butt.

Resist the natural urge to hit the brakes—you'll be face first in a ditch before you can mutter, Oh #@\$%! Instead, depress the clutch, ease off the accelerator, and simply (and smoothly) steer into the direction of the skid until you've regained control of the car.



In winter conditions, preparation is often the key. If there's snow on the ground or there's a decent chance of ice being on the roads, you should be wearing comfortable footwear at the wheel rather than snow boots, to give you greater control on the pedals. You should also be driving at much slower, safe speed, avoiding any sudden jerky movements and reducing your rate of travel to a retiree's Sunday drive as you approach any bends.

You'll have checked the pressure and tread depth of your tires before venturing out (3 mm tread is OK, less than 2 mm is asking for trouble), and obviously you'll have packed a shovel in the trunk in case you get snowed under, and a nice flask of soup.

Diligent preparation is admittedly a hassle, but at least you'll reach your destination in one piece and with the warm glow of satisfaction that only a good cream of mushroom [soup] can give.

This was a short section from the chapter on "How To Survive a Car Emergency:" in the book *Man Skills, Everything Men Need (or Just Want) To Know*, by Nick Harper. It was included as part of Safety Stuff, an email newsletter from "Richard Hawk Inc. www.makesafetyfun.com

Carbon Monoxide Poisoning

Carbon monoxide poisoning is a silent, deadly killer claiming about 1,000 lives each year in the United States. Such common items as automotive exhaust, home heating systems and obstructed chimneys can produce the colorless, odorless gas. The gas can also be produced by poorly vented generators, kerosene heaters, gas grills and other items used for cooking and heating when used improperly during the winter months.

1. **NEVER** run generators indoors. Open a window slightly when using a kerosene heater.
2. **NEVER** use charcoal to cook indoors.
3. **NEVER** use a gas oven to heat your home.



Symptoms of carbon monoxide poisoning include sleepiness, headaches and dizziness. If you suspect carbon monoxide poisoning, ventilate the area and get to a hospital.

If The Lights Go Out

If you lose electrical service during the winter, follow these tips:

1. Call your utility first to determine area repair schedules. Turn off or unplug lights and appliances to prevent a circuit overload when service is restored. Leave one light on to indicate power has been restored.
2. To help prevent freezing pipes, turn on cold water faucets slightly. Running water will not freeze as quickly.
3. Protect yourself from carbon monoxide poisoning:
 - **DO NOT** operate generators indoors; the motor emits deadly carbon monoxide gas.
 - **DO NOT** use charcoal to cook indoors. It, too, can cause a buildup of carbon monoxide gas.
 - **DO NOT** use your gas oven to heat your home—prolonged use of an open oven in a closed house can create carbon monoxide gas.
 - Make sure fuel space heaters are used with proper ventilation.
4. Keep refrigerator and freezer doors closed as much as possible to help reduce food spoilage.

