

Inside this issue:

<i>Yao Kangni Soukpe Promoted to Shift Supervisor</i>	<i>2</i>
<i>Happy Father's Day—June 19</i>	<i>2</i>
<i>June Birthdays</i>	<i>3</i>
<i>June Anniversaries</i>	<i>3</i>
<i>Rex Riddle</i>	<i>3</i>
<i>Did You Know? National Chocolate Pudding Day</i>	<i>3</i>
<i>Bill Attieh's Retirement</i>	<i>4</i>

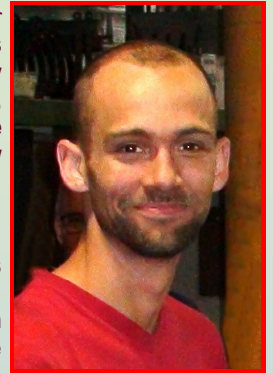
Free Coffee Day!

To celebrate those employees with birthdays in June (see Birthdays on page 3), there will be **free coffee** from the vending machine starting early AM on Monday, June 20 through early AM on Tuesday, June 21.

ENJOY! **HAPPY BIRTHDAY TO ALL!**

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to **Derek McAlarney, Inspector, second shift**, for being the Improvement Idea winner for May. In addition to Derek's winning idea, there were 12 other ideas submitted in May. **Ray Souder** submitted five ideas, **Brian Wingate** submitted three ideas, and **Terry Copenhaver, Bob Feldman, Trevor Levonski, and Mike Townsend** submitted one idea each. Thank you for letting us know your ideas for improvement here at Rex.



Derek's idea is to have a log sheet to sign off for the Axitom Cut Saw. After the liner, water, and paper have been changed it often foams and overflows. The signoff log would help keep track of and inform people when these things are changed which might help when troubleshooting the machine. It would also serve to make sure the cleaning is being done on a regular basis.

The next Improvement Idea spin will be held on Monday, June 20 at 3:10 pm in the Induction area. Derek 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 JUNE IMPROVEMENT IDEAS
Wednesday, JUNE 15, 2016, noon

Monthly Winners

By Scott Wagner, Plant Manager



Ray Souder, April Improvement Idea Winner, is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for April was **Ray Souder, Material Handler, first shift**. Ray won a \$100 award on his spin. Besides Ray's winning idea, there were 20 other ideas submitted in April. Ray submitted 11 other ideas, **Brian Wingate** submitted six ideas, and **Ray DeHaven, Vindon Griffin, and Alex Rutkowski** submitted one idea each. They all received "Good Idea" pins and \$5 lottery tickets.



From left: Ray DeHaven, Brian Wingate, and Vindon Griffin receive their Good Idea Pins and congratulations from Scott Wagner for submitting Improvement Ideas in April.



Employees from left: Mike Ludwig (1 yr) and Tim Plaugher (26 yrs) receive their anniversary gifts from Scott Wagner. Ron Makos (12 yrs) not pictured also celebrated an anniversary



The lucky winner of April's Monthly Employee Appreciation didn't make last month's newsletter so we're announcing it here. It was **Milton Fedd**, who won a \$50 reward on his spin. May's Monthly Employee Appreciation winner is **Ricky Banyai** who won \$150 on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Terry Copenhaver, Jim Forbes, Chris Hainey, Trevor Levonski, and Brian Wingate** each received a \$5 Instant lottery ticket. **Vernell Donaldson** was the **Rex Riddle** winner and he, 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.



Ricky Banyai is congratulated by Scott Wagner for being the May Employee Appreciation winner.

For refreshments, we all enjoyed cookies and coffee. Please come to the 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.



From left: Brian Wingate, Terry Copenhaver, and Chris Hainey receive their lottery tickets from Scott Wagner. Other winners not pictured were: Trevor Levonski and Jim Forbes.

Yao Kangni Soukpe Promoted to Shift Supervisor

Yao Kangni Soukpe speaks four languages. Our newly promoted Shift Supervisor, third shift, is fluent in French, English and two West African dialects. Yao hails from the Togolese Republic in West Africa. Togo, as it is known, was under French rule until 1960 so the country's main language is French. Yao learned English in school and speaks the African dialects of his parents.

Shortly after completing his Masters Degree in Management at Lome University in Togo in 2004, Yao was recruited through a U.S. government sponsored program that enabled him to emigrate and work in this country. He came by himself leaving behind his parents four sisters and five brothers. That was not an easy decision to make but Yao made it and is happy that he did.

Yao joined Rex Heat Treat in spring of 2006. He came to us through the Lafayette Agency. His first job was as a Utility Worker. After only a month, Yao was promoted to Furnace Operator. Over the next 10 years, he has worked and excelled in just about every area of the plant, from Furnace Operator, Straightener, Inspector – up to his current promotion to Shift Supervisor, third shift.



Yao with his family, wife Kayi, and their twin boys John and Michael.

When Yao is not at work – he enjoys spending time with his lovely wife Kayi. She also comes from Togo. Yao was able to bring her here in 2011 when they married. They now have active 3 ½ year old twin boys John and Michael. Yao is also an avid soccer player. Every Sunday, he plays with his team, the Kanleto, which is part of soccer league that competes with other area teams.

Working with Yao over the last 10 years has been a pleasure. Yao's strong work ethic and attention to detail have done well for him and for Rex Heat Treat. I know Yao will apply these same principles to this new challenge as a Shift Supervisor. Scott Wagner, Plant Manager

Happy Father's Day — Sunday, June 19



Father's Day as it's celebrated today in the U.S. originated in 1909 by a young woman from Spokane, Washington. Ms. Sonora Louise Smart got the idea when listening to a Mother's Day sermon at her church. Her mother had died years before in child birth and her father William Jackson Smart, a Civil War veteran, raised the newborn and five other children on his own with love and care. Sonora thought since there is a day to honor mothers, why not create a day to honor fathers.

She began a rigorous campaign to establish a Father's Day celebration. The Spokane Ministerial Association and the local Young Men's Christian Association (YMCA) supported Sonora's cause. As a result Spokane celebrated its first Father's Day on June 19, 1910.

The celebration gained national appeal and the approval of President Woodrow Wilson in 1916, and President Calvin Coolidge in 1924. However, a Presidential Proclamation establishing Father's Day on the third Sunday of June every year wasn't signed until 1966 by President Lyndon Johnson. Then in 1972, President Richard Nixon established a permanent national observance of Father's Day. Mrs. Smart-Dodd died in 1978 at age 96 having seen her idea come to fruition.



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

1	Kris Hunsicker
4	Nancy Viola
7	Brian Wingate
8	John Sherman
18	Don Wiggins
24	Terry Copenhaver
26	James Stewart

REX RIDDLE 59?

What is black when
you buy it?
Red when you use it?
Gray when you throw
it away?

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:

WHAT BELONGS TO YOU
BUT OTHERS USE IT
MORE THAN YOU?

Answer: Your Name

Yearly Work Anniversaries

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

1 to 5 Years

6 to 10 Years

Over 10 Years

John Moss (5 yrs)

You will receive your annual gift at the monthly spin

DID YOU KNOW?

I bet you didn't know that June 26 is National Chocolate Pudding Day. Seriously.

Chocolate pudding as we eat it today was actually invented by an English chemist in the mid-19th century. Alfred Bird created an egg-free custard powder that could be easily made into a sweet and creamy pudding with perfect consistency. Prior to Bird's invention, dessert pudding was actually a moist cake.

Nobody knows who launched National Chocolate Pudding Day (probably a chocolate pudding producer) but what the heck. Most people love chocolate in any form....why not pudding. Enjoy.

NATIONAL CHOCOLATE PUDDING DAY!



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Here Comes Summer



Four high school boys afflicted with summer fever skipped their final exam. After lunch they reported to the teacher that they had a flat tire.

Much to their relief she smiled and said, "Well, you missed an exam today so take seats apart from one another and take out a piece of paper."

Still smiling, she waited for them to sit down. Then she said: "First Question: Which tire was flat?"

Bill Attieh Retires After 20 Years with Rex Heat Treat



Celebrating with Bill from left: Vice President John Sherman, Bill, General Manager Johnathan Rex, Plant Manager Scott Wagner, and Production Manager Greg Bruno.



Bill Attieh, "A" shift supervisor, bid farewell to his Rex Heat Treat family in early May after 20 years on the job. After a long and productive work career, Bill chose to retire. His immediate plans: to travel. This summer, Bill and his wife Nahed, are heading to Australia to visit family, then taking a side trip to Italy. They will be gone for two and a half months. What a great way to launch his retirement.

Bill also looks forward to spending some quality time with his family. He and Nahed have eight children between them.

Bill's early work years included 15 years with Bethlehem Steel where he was promoted to supervisor. When Bethlehem Steel hit hard times, Bill left the company to start a business with Nahed. They ran a busy T-Shirt shop in Allentown for 18 years. On October 21, 1996, he joined Rex Heat Treat.

His first supervisor was Joe Bennett and his first salary was \$8.75 per hour. At his retirement party, General Manager Johnathan Rex, praised Bill's work ethic by quoting some good job reviews that Bill received through the years.

"Bill catches on quickly and is able to determine when to ask for help."
 "Bill is constantly fixing mistakes left by others."
 "Bill takes the initiative to make sure everything is correct and running properly."
 "He continues to teach new employees."
 "Works well with minimum supervision."
 "Excellent job!"

The last good review says it all for a job well done.

Partygoers enjoyed pizza, soda, and cake. Many shared their funny stories about working with Bill, and everyone wished him well.

*Thank you Bill for 20 good years.
 Happy retirement.*



Bill is greeted by a round of applause as he arrives at his retirement party in the employee lunch room. Plant Manager Scott Wagner (left), Sales Manager Chris Constable (rear), and Maintenance Manager Brandon Reynolds (right) are there to welcome him.



Customer Service Technician Vindon Griffin shares a smile with Bill.



Trimmed with a bright sun and rainbow icing, Bill's cake read: Wishing you the best in health and enjoyment in your retirement.



Retirees Walt Bates (left) and Sid Heflin still work for the company part-time. They are enjoying some of Bill's yummy cake.



What's retirement without a golf/fishing/retirement hat, beer mug, and rocking chair. Bill models his retirement gifts.



Production Manager Greg Bruno and Bill share a "bro" moment.



Partygoers ready to help Bill celebrate from left: Traffic Manager Sandy Zigon, Inspector first shift Tom Felder, and Accounting Clerk Bernadette Hoffman.



President John Rex (right) and others await Bill's arrival. Boxes of pizzas are stacked and ready for lunch.