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Free Coffee Day!

To celebrate those employees with Birthdays in March (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on March 18th through early AM on March 19th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner By Johnathan Rex, Plant Mgr.

Congratulations! **Kris Hunsicker**, the Heat Treat Supervisor for "A" Shift, is the Improvement Idea winner for the month of February.



Kris's suggestion is to fabricate a rack, like the one we use for a plate customer, with 4 slots instead of the 3 in the current design. This rack will be used at furnace 330 and will make loading and unloading much faster and easier.

A total of 5 improvement ideas were submitted in February. Others contributing ideas were **James Forbes** with 3 ideas and **Tom Felder** with 1 idea. Thank you, everyone, for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Thursday, March 18, at 3:10 PM in the Induction area. Kris will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Every Rex employee has an equal chance of being that lucky person. Come and join us to see what happens. Perhaps you'll be the lucky person spinning the Rex Wheel of Chance.

Do you have some ideas for improvements here at Rex? Write them down on a piece of paper and drop it in the box outside of the Production office. Who knows—you could be the next Improvement Idea winner and have your 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 January was **Cory Hunter**, who is a Furnace Operator in the 100 Group on 2nd shift. Cory along with James Forbes, Kris Hunsicker, and Chuba Blaze, also submitting ideas in January, each received a "Thank You" pin and a \$5 lottery ticket.



Cory Hunter (left), the Improvement Idea winner for January, prepares to spin the Rex Wheel of Chance, then Johnathan Rex, Plant Mgr., congratulates him on his reward.

Before Cory took his spin on the Rex Wheel of Chance, we had him draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Montserraté "Mike" Santiago**, Furnace Operator in the 600 Group on 2nd shift. Mike took his spin and won a reward of \$50.



Mike Santiago, (left) the Employee Appreciation winner, is congratulated by Johnathan Rex, Plant Mgr.



Johnathan Rex, Plant Mgr., hands out "Thank You" pins and lottery tickets to Jim Forbes, and Chuba Blaze, who also submitted ideas in January.

We also had Cory 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, Sharley Dubisette, Don Wiggins, Earl Rieffanaugh, and Michael Jackson.**



Tom Felder and Earl Rieffanaugh were 2 of the lucky lottery ticket winners.

When **Cory** took his spin, he won a reward of 1/2 Day Vacation plus \$150.

We had an assortment of cookies, mini brownie bites and fresh Clementines for refreshments and free hot beverages from the vending machine.



Sandy Zigon (26 yrs.) was on hand to collect her anniversary gift from Johnathan Rex, Plant Manager. Also celebrating an anniversary were Greg Bruno (5 yrs.), Don Wiggins (14 yrs.), and James Koester (15 yrs.)

Please try to join us at next month's spin if you can. Maybe you'll be the next lucky Employee Appreciation winner and have your chance to take a spin on the Rex Wheel of Chance.

Sarah Mansuetti, Team Captain, took a moment to encourage people to join Team Rex as they once again participate in the Susan G. Komen Race for the Cure, which takes place on Mother's Day, May 9, 2010. Last year's team was 25 members strong. Please consider signing up! (See Page 2)



Rex Big Annual Wheel of Chance Spin

The Sixth Year of our Improvement Idea Program came to a close, and we had our Big Annual Wheel of Chance Spin on Monday, February 8. There were three different Wheel of Chance spins. Since she wasn't qualified to be in any of the drawings, Nancy Gardner volunteered to pick the winner's name for each spin. As the winners were chosen, Johnathan Rex, Plant Manager, congratulated each one.



Spin #1 was for any employee who submitted at least four improvement ideas in 2009. Eleven employees qualified for this drawing. They were: **Cory Hunter** (17), **James Forbes** (15), **Chuba Blaze** (10), **Earl Rieffanaugh** (10), **Vindon Griffin Jr.** (8), **Kris Hunsicker** (8), **Frank Rapine** (8), **Gregory Smith** (7), **Terry Copenhaver** (5), **Sharlrey Dubisette** (5), and **Tom Felder** (5). **Cory Hunter** (left) was the winner of the drawing, and he was rewarded with 1 Day Vacation plus \$350 on his spin.



Spin #2 was for all employees who were Monthly Winners in 2009. There were seven employees in this drawing, and one had his name in three times and another was in twice. Those employees were: **Frank Rapine** (3), **Yao Kangni Soukpe** (2), **Sharlrey Dubisette**, **Chuba Blaze**, **Terry Copenhaver**, **Kris Hunsicker**, and **Victor Carrasquillo**. **Terry Copenhaver** (left) was the winner of this drawing, and he gained a reward of \$400 on his spin on the wheel.

Spin #3 was for any employee who submitted at least one approved idea that was fully implemented in 2009. Thirteen employees qualified to be in this drawing. Those employees were: **Cory Hunter**, **James Forbes**, **Chuba Blaze**, **Frank Rapine**, **Earl Rieffanaugh**, **Vindon Griffin Jr.**, **Gregory Smith**, **Sharlrey Dubisette**, **Mike Santiago**, **Yao Kangni Soukpe**, **Tim Plaucher**, **Victor Carrasquillo**, and **Keith Bannon**. **Mike Santiago** (left) was the winner of this drawing. His spin resulted in a \$500 reward.



Groups of Rex employees gather to see who the lucky winners of the Annual Spin will be and what reward each of them will receive.

Congratulations to the three big winners of the annual spin—Cory Hunter, Terry Copenhaver, and Mike Santiago—and thank you to all those employees who submitted improvement ideas in 2009. Your great ideas have been responsible for many changes here at Rex Heat Treat that improved work efficiency, enhanced employee safety, or helped trim down company expenses—among other things. Please continue to let us know your ideas for improvements. We really do appreciate your input!



Team Rex



Team Up.
Drive Donations.
Empower the Cure.

Mother's Day • Sunday, May 9, 2010 • Philadelphia Museum of Art
Opening Ceremonies: 6:30 AM • Race: 8:15 AM

Team Rex is forming again for the 2010 Susan G. Komen Race for the Cure to help raise money for breast cancer research. The race will be held once again on Mother's Day, which is May 9, 2010, starting at 8:15 a.m. It's a great day to spend with your family and friends.

Thank you to Rex Heat Treat for sponsoring Team Rex again this year. The registration fee for you and immediate family members will be taken care of. If you are interested in joining Team Rex, signup sheets are posted on the bulletin boards. Please sign up for the team by March 31, 2010. See Sarah Mansuetti (X221), Team Captain, if you have any questions. Once you put your name down on the bulletin board signup sheet, don't forget to fill out a Race Entry Form and turn it in to Sarah so that she can have you officially registered on the team.

Bring your friends, your family and yourself on May 9, 2010 and show your support for your mothers, sisters, grandmothers, wives, daughters, aunts, cousins, friends and neighbors by helping to raise money for breast cancer research.

If you are unable to participate, please show your support with donations to Team Rex! You can donate to any member on Team Rex or Team Captain, Sarah.

Last year 25 Team Rex members enjoyed a beautiful Mother's Day morning helping to raise money for this very worthy cause.



A LITTLE HUMOR

A young woman sat in her stalled car, waiting for help. Finally, two men walked up to her.

"I'm out of gas," she purred. "Could you push me to the gas station?"

The men readily put their muscles to the car and rolled it several blocks. After a while, one looked up, exhausted, to see that they had just passed a gas station.

"We just passed a station! How come you didn't turn in?" he yelled.

"Oh, I never go there," the girl shouted back. "They don't have full service."



Happy Birthday

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

3 Vindon Griffin
26 Chris Constable

"For every minute you are angry you lose sixty seconds of happiness."

Ralph Waldo Emerson

Did You Know?

The word "**sabotage**" is derived from a French word for shoe. In France, a sabot is a kind of heavy boot or shoe worn by workmen. During the Industrial Revolution, when machine-driven mills were first introduced in France, workers displaced from their jobs by these automata would throw their shoes into the gear mechanisms, wrecking the engines and thus sabotaging the business.



The word "**fiasco**," meaning a failure, is derived from the ancient Italian art of glass blowing. If a Venetian glass blower made a mistake while creating a fine, delicate bottle, the ruined vessel was turned into an ordinary drinking flask, which is known in Italian as a fiasco.

"Doesn't ring a bell" - Old-fashioned carnivals and amusement parks featured shooting galleries, in which patrons were invited to test their marksmanship by shooting at a target – often with a bell at the center. If something was right on target, it rang the bell. Similarly, to say that something "doesn't ring a bell" means that it doesn't strike any "target" (evoke any response) in your mind.



"Put on your thinking cap" - In previous centuries, it was customary for judges to put a cap on before sentencing criminals. Because judges were respected thinkers, it was referred to as a "thinking cap."

Daylight Saving Time begins on March 14. Don't forget to turn your clocks ahead one hour before you retire for the evening on Saturday, March 13.



It's a good idea to change the batteries in your smoke detectors at this time, too.

Yearly Work Anniversaries

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

1 to 5 Years

Chris Snyder

Chuba Blaze

Vernell Donaldson

5 to 10 Years

Michael Davis



Over 10 Years

Scott Wagner (15)

Michael Sweney (24)

You will receive your annual gift at the monthly spin.

Ways to Revive Your 401k

By Michael Sweney, Controller

Contributions to retirement plans last year were limited in part due to investor's fear. A 401k is still a good investment, and there are some moves that can help to rejuvenate yours.



2009 was a banner year for the S&P 500 Index. With a 25% return on investment, it was one of the best years in the past century. Not all investors were celebrating though. Investors were nervous after the crash of 2008, and many avoided completely or limited what they contributed to their 401K retirement plans. Still others moved their retirement funds into bond and cash funds, which were stable but did not give the boost that the stock market did. When the market started to rally after the lows in early March 2009, not many investors had the full allocation in stocks that would give them the maximum return. Most investors were too afraid to get back into stocks, so they missed out on the best run in a decade.

For most working Americans, the 401k program is the only way to add a sizeable chunk to their retirement nest egg. You can't beat being able to set aside pretax money and, in many cases, get a percentage of your savings matched by your employer. To add to the 401k program, Rex Heat Treat has a Defined Contribution Plan where the Company funds a percentage of each employee's wages.

Since 401k funds are paid out of pretax dollars, as an investor you are earning a free return equal to your tax rate. If you put \$1,000 pretax dollars into a 401k, you would only take \$750 out of your paychecks, if you paid at a 25% tax rate, \$850 out of your paychecks if you paid at a 15% tax rate.

The general opinion on 401k advice is to: 1) Always try to contribute as fully as possible, or at least up to the percentage of your income that the company will match. It's just plain free money. 2) You should make diversified investments in stocks and bonds.

To revive your 401k, consider the following:

Know what your company's match policy is – During the recession to save money, some companies limited their matches or cut them out altogether. Many of those same companies are reinstating their matching-funds policies for 2010. Rex Heat Treat did not eliminate or reduce matching funds.

Know your real asset allocation – As an investor you should know your overall asset allocation by including all invested assets. This would include any IRA's, taxable accounts, and side investments like real estate or gold. Your 401k and Defined Contribution plan is fundamental part of the whole picture. Most 401k plans let you make a number of free transfers among investments per year. Take advantage of this and shift things around to get your total asset allocation where you want it to be. You need to have at least 60% of your total asset allocation in stocks if you are under age 40. You have plenty of time until retirement to gain those higher returns from stock and weather the potential for an off year. If you are only 10 years away from retirement, you need to put the lion's share of your investment into fixed-income assets or blended mutual funds that expose you to corporate and municipal bonds as well as US Treasury bonds.

Know your fees – The 401k funds in your plan don't all charge the same fees. Some may be much cheaper than others. Usually the cheapest funds will be index funds, like those offered by Vanguard. Vanguard funds usually have expense ratios of 0.5% or less per year. Specialty funds can have expense ratios of 1.5% or higher per year. That really eats into your returns when you add it up for several years.

Know your contribution limits – Usually 401k contribution limits rise gradually each year to keep up with inflation. The 2010 contributions limits will be the same as last year's, however, because according to the IRS, we have no inflation. Those limits were \$16,500 for those under 50 and \$22,000 for those 50 and over. If you can take advantage of the catch-up provision for those over 50 and contribute an extra \$5,500, you should do so. The pretax boost is too good an offer to pass up.

Don't chase performance – We all probably spent some time in the past month looking at the performance results of our 401k plans; it's just curiosity. But many are tempted to shift investments into the best performers from the last year. Don't do it! Just because a particular fund did well in 2009, its success is not guaranteed in 2010. Chasing performance can set you up for disappointment, and studies of mutual fund managers have proved this to be true. Just stick to a plan where you decide where you want to be invested then choose the cheapest fund that gives you the investment exposure you're looking for. The prediction is that the U.S. economy will continue to recover this year and that inflation will be tame. It is also predicted that the dollar will remain at lower levels compared with other currencies. These predictions create a pretty good atmosphere for U.S. large-cap stocks that can be found in a simple S&P 500 index fund.

If you are happy with the performance last year of your 401k and Defined Contribution plan, just stay informed and proactive so you can have another productive year. If you missed out on recent gains, just remember that you can't get it all back in a day. Stay on the path of measured investment.

NOTE: All of the above is just general investment advice. Your best course of action should be based on your individual circumstances.

SAFETY SLOGANS:

KNOWING CPR CAN SAVE A LIFE. SAFETY—A SMALL INVESTMENT FOR A RICH FUTURE.

BE ALERT, BE AWARE, BE ALIVE. DON'T PUT YOUR LIFE ON THE LINE—THINK SAFETY.