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March 20

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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 19th through early AM on March 20th. ENJOY!

**HAPPY BIRTHDAY TO ALL!**

## Improvement Idea Winner

By Scott Wagner, Plant Mgr.

**Congratulations! Vindon Griffin Jr.**, who is a Furnace Operator in the 300 Group on 1st Shift, is the Improvement Idea winner for the month of February.



Vindon's idea is to fabricate lightweight aluminum shields to use on our baskets in furnace 392. The shields we currently have are steel and are heavy and awkward to handle. We will fabricate two sets so we can improve loading and utilization.

A total of 15 improvement ideas were submitted in the month of February. Others contributing ideas were **Brian Wingate** with 4 ideas, **Gregory Smith** and **Michael Jackson** with 2 ideas each, and **Evelyn Chmielewski**, **Ray DeHaven**, **Michael Davis**, **Robert Feldman**, **Tom Felder**, and **Keith Bannon** with 1 idea each. Thank you, everyone, for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, March 19, at 3:10 PM in the Induction area. Vindon will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Everyone has an equal chance, so it could be you!

Write your improvement ideas down on a piece of paper and drop them in the box outside of door of the Production office. You might be the next one spinning the Rex Wheel of Chance!

## Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of January was **Kris Hunsicker**, Heat Treat Supervisor for the "A" shift. Kris, along with Cory Hunter, Chuba Blaze, Richard Harris, Gregory Smith, Gregory Bruno, and Vindon Griffin Jr., who also put in improvement ideas in January, received a "Thank You" pin and a \$5 lottery ticket.



Kris Hunsicker (right), the Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Since Kris was not available, we had Ray DeHaven draw a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Nancy Gardner**, Human Resource Administrator. Nancy won a reward of \$75 on her spin.



Nancy Gardner (right), the Employee Appreciation winner, and Scott Wagner, Plant Manager, wait to see what she won on her wheel spin.

Slips were drawn from a bucket that contained the names of all Rex employees. Five names were drawn and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Vernell Donaldson**,

**Sid Heflin**, **Chris Constable**, **Maria Monje**, and **Victor Lopez**.

When **Kris** took his spin the next day, he won a reward of \$250.

Out of all the correct guesses submitted for **The Rex Riddle**, one name was drawn to receive a \$5 instant lottery ticket. That winner was **James Forbes**.



James Forbes (left), was the riddle winner.

For refreshments everyone enjoyed some cookies, fresh oranges, and free hot beverages from the vending machine.

Please try to join us at next month's spin. Anyone's name could be picked as the monthly Employee Appreciation winner. It could be you! Then you'd have an opportunity to take a spin the Rex Wheel of Chance!



Scott Wagner, Plant Manager, hands out "Thank You" pins and lottery tickets to Cory Hunter and Chuba Blaze, who submitted improvement ideas for the month of January.



Sandy Zigon (28 yrs) receives her anniversary gift from Scott Wagner, Plant Mgr.



Sid Heflin (left), Chris Constable (left), Maria Monje (left), and Victor Lopez (left) were the lottery ticket winners.

## Rex Big Annual Wheel of Chance Spin

By Scott Wagner, Plant Mgr.

The Eighth Year of our Improvement Idea Program has come to a close and we had our Big Annual Wheel of Chance Spin on Monday, February 20. There were three different Wheel of Chance spins. We had several volunteers pick the winner's name for each spin, and Scott Wagner, Plant Manager, congratulated each winner after each one took their spin.

Spin #1 is for any employee who submitted at least four improvement ideas in 2011. Twelve employees qualified for this drawing. They are: **Chuba Blaze** (13), **James Koester** (13), **Cory Hunter** (11), **Evelyn Chmielewski** (6), **Kris Hunsicker** (6), **Brian Wingate** (6), **Gregory Bruno** (5), **Nancy Gardner** (5), **Gregory Smith** (5), **James Forbes** (4), **Vindon Griffin Jr.** (4), and **Michael Jackson** (4). **Kris Hunsicker** was the winner of the drawing, and he was rewarded with \$1,000 on his spin.






Spin #2 is for all employees who were Monthly Winners in 2011. If they won two times, their names will be placed in the container two times. There will be seven employees in this drawing, and one will have his name in four times and two others will be in twice. Those employees are: **Kris Hunsicker** (4), **Vindon Griffin Jr.** (2), **Gregory Bruno** (2), **Raymond DeHaven**, **Michael Jackson**, **Yao Kangni Soukpe**, and **James Koester**. **James Koester** was the winner of this drawing, and he gained a reward of \$750 on his spin on the wheel.



Spin #3 is for any employee who submitted at least one approved idea that was fully implemented in 2011. Eleven employees qualified to be in this drawing. Those employees are: **Chuba Blaze**, **Kris Hunsicker**, **Gregory Smith**, **Cory Hunter**, **Frank Rapine**, **Nancy Gardner**, **Tom Felder**, **James Forbes**, **Terry Copenhaver**, **Michael Jackson**, and **Vindon Griffin Jr.** **Cory Hunter** was the winner of this drawing. His spin resulted in a \$400 reward.

Congratulations to the three big winners of the Annual Spin—Kris Hunsicker, James Koester, and Cory Hunter—and thank you to all those employees who submitted improvement ideas in 2011. 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 what your ideas for improvements are. We really do appreciate your input!

## Six Habits To Help You Focus Better

- 1) **Get Enough Sleep**—Your body doesn't need much sleep. But your mind does. All that happens to you each day is figured out when you sleep. Get enough sleep and your mind is ready for a new day of experiences; don't get enough and it feels foggy. 
- 2) **Stay Hydrated**—You are mostly water. Mostly! If your urine isn't a light yellow or nearly clear most of the time, you are dehydrated. Your brain isn't able to run smoothly without enough water. You're sharper and livelier when you're hydrated.
- 3) **Eat Colorful Foods**—Red, green, orange, blue, pink and yellow. These are just a few of the colors that will give you a sharper mind. Eating mostly white, pale, brown and yellow foods (i.e. bread, rice, spaghetti, meat) doesn't give you the variety of vitamins, minerals and other ingredients needed for a healthy brain and mind. 
- 4) **Exercise**—This is the only proven miracle drug. Give your body a workout and your brain must come along for the ride. Even a short walk has been shown to improve your ability to focus. 
- 5) **Do Nothing at Least Once A Day**—Yes this sounds easy to do and the idea can easily be made into a joke of some sort, but for thousands of years wise people have been encouraging us to take time each day to stop and pay attention to our surroundings and inner feelings. Pick a time, maybe right after you turn your car off in your driveway after getting home from work. Stop and just pay attention to your breathing or what's going on around you without thinking about anything particular. It works because it helps you focus better on what's going on.
- 6) **Watch Yourself and Talk To Yourself on Purpose**—Watching yourself and telling yourself what is going on can help you control your response to strong emotions like anger or fear. For example, if you notice you're feeling angry, by simply saying to yourself, "I'm starting to feel angry." You'll be surprised how much it will help you handle the situation.

### A LITTLE HUMOR

The phone rang. It was a salesman from a mortgage refinance company. "Do you have a second mortgage on your home?"



"No." The female homeowner replied.  
 "Would you like to consolidate all your debts?"  
 "I really don't have any," she answered.  
 "How about freeing up cash for home improvements?" he tried.

"I don't need any. I just recently had some done and paid cash," she parried.

There was a brief silence, and then he asked, "Are you looking for a husband?"

### Yearly Work Anniversaries

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

<u>6 to 10 Years</u>	<u>Over 10 Years</u>
Chuba Blaze	Michael Davis (11)
Chris Snyder	Scott Wagner (17)
Vernell Donaldson	Mike Sweney (26)

You will receive your annual gift at the monthly spin.

### Happy Birthday

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

3	Vindon Griffin
18	Brandon Reynolds
26	Chris Constable



Daylight Saving Time begins on March 11. Don't forget to turn your clocks ahead one hour before you go to bed on Saturday, March 10.

It's a good time to change the batteries in all your smoke and CO detectors, too!

### Welcome Aboard!

**Michael Evans**                      **300 Group**

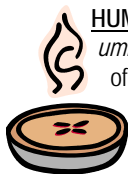


### Did You Know?



**GET THE SACK**—This comes from the days when workmen carried their tools in sacks. If your employer gave you the sack, it was time to collect your tools and go.

**CUT AND RUN**—In an emergency, rather than haul up an anchor, the sailors would cut the anchor cable then run with the wind.



**HUMBLE PIE**—The expression *to eat humble pie* was once *to eat umble pie*. The umbles were the intestines or less appetizing parts of an animal, and servants and other lower class people ate them. So if a deer was killed, the rich ate venison and those of low status ate umble pie. In time it became corrupted *to eat humble pie* and came to mean to debase yourself or act with humility.

**NICKNAME**—This is a corruption of *eke name*. The old word eke meant alternative.

**Safety glasses** are usually made with shatter-resistant plastic lenses to protect the eye from flying debris. Although safety lenses may be constructed from a variety of materials of various impact resistance, certain standards suggest that they maintain a minimum 1 millimeter thickness at the thinnest point, regardless of material. Safety glasses can vary in the level of protection they provide. For example, those used in medicine may be expected to protect against blood splatter while safety glasses in a factory might have stronger lenses and a stronger frame with additional shields at the temples to protect from sawdust, flying wood, or metal. The lenses of safety glasses can also be shaped for correction.



### The Rex Riddle - #12 ?

I am round and I'm fat; I'm the color of black.  
 Under pressure I'm best; it's a matter of fact.  
 In sets of 4, you'll usually find me.  
 Monthly tending suggested to be trouble free.

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 am a key that cannot open a lock.  
 I live in harmony with many others like me,  
 both black and white.  
 I make a solitary sound when you tickle me.

What am I?

ANSWER: Piano key



## Improvement Idea Update

By Scott Wagner, Plant Mgr.

In closing out the 2011 year for improvement ideas, we have had a good year with many good ideas. Of the 105 ideas submitted, we have already implemented many ideas, and have another 30 plus on the schedule to get done. It's important to remember that although an idea may not be implemented, it is not forgotten. So keep them coming. The ideas have made us safer and more efficient. Some simply make our work environment a little better. No matter how big or small, your ideas matter and we want you to know we appreciate them.

Listed below are a few of the ideas we have implemented.

- Repaired stiff rollers 680/690.
- Modified coil tooling on 100 line.
- Add PA Speaker in blasting area.
- Repair PA Speaker system in general.
- Clean up trash and debris from creek alongside plant.
- Flip grates in pits when doing cleanouts or repairs.
- Make a special tool for inspecting special parts.
- Buy better hand soap.
- Modify 666 oil skimmer.
- Redesign 610 oil overflow pipe.
- Cut new slot for T/C in 380.
- Repair stair treads going to the lunchroom.

**Thanks for a great year of ideas. Let's make 2012 even better.**

## Aluminum - A Modern Metal

By David Brough, Technical Mgr.

As a result of its unique properties, aluminum has been of key importance in many product developments of the past century. Why in only the last 100 years or so? Aluminum is one of the most plentiful metallic elements in the earth's crust (8%). Metallic aluminum was fashioned initially just 200 years ago. A commercial process was not developed until 1886. At that time the Hall-Heroult process was developed to refine aluminum from alumina.



In fact, during aluminum's first century, the metal was so uncommon, it was more valuable than gold by the mid 1800's. It was so precious that aluminum bars were displayed with the French crown jewels during an international exposition in 1855. Fine-tuning of Hall's electrolytic method resulted in a decrease in the price of aluminum ingot from \$4.86/pound in 1888 to \$0.78/pound in 1893.

By the early 1900s, the Wright brothers were looking for a lightweight engine for their aeronautical testing. Finding none, a mechanic from their bicycle shop, Charles Taylor, built a 13-HP engine weighing 150 pounds in just six weeks using only simple tools. The alloy used by Taylor was 92%Al-8%Cu, and lab testing in 1985 determined that it had been heat treated by precipitation hardening to strengthen the crankcase. In spite of this, Alfred Wilm is recognized with developing this heat-treatment process in 1909, leading to the patenting of the Al-Cu alloy, duralumin.

Due to the increasing need to reduce weight, aerospace applications led the way in the development of aluminum and its alloys. These new alloys and forms included clad aluminum sheet, forged bearings, hot isostatic pressed parts and blind rivets. Today's commercial aircraft are almost 80% aluminum by weight. Many new aerospace applications are using composite materials in place of aluminum.

Early automotive development also used a significant amount of aluminum. Aluminum sheet first replaced wood as the body material of choice, although sheet steel soon replaced it. Nevertheless, aluminum was used for the hoods of Model T Fords for many years. World War II and its need for aluminum in military aircraft reduced the accessibility of aluminum for the automobile industry. By the end of WWII, just 12 pounds of aluminum was used in the average American car. Due in part to the energy crisis of the 1970s, the amount of aluminum in automobiles (in pounds) has increased every year for the past 34 years to a total of 330 pounds today. A 6-8% fuel savings is obtained for every 10% reduction in weight by replacing steel with aluminum.

Many industries use aluminum to enhance their products. This includes the mass transit and shipbuilding industries. The S.S. United States, built in 1952 with a lightweight aluminum superstructure, holds the record for the fastest westbound transatlantic crossing. When the Japanese-made bullet trains changed from steel to aluminum structure, they were able to travel more than 30 MPH faster. Space exploration is another area where aluminum is on the cutting edge of technology.



A great American icon is the Airstream trailer. For its entire 70-plus-year history, Airstream has finished its trailers in aluminum. With the help of its manufacturing techniques, widespread testing and the contribution of aluminum, almost 70% of all Airstream trailers are still on the road today—a testament to durability.

Something we take for granted today is the aluminum beverage can. In 1963, the first two-piece, drawn-and-ironed can was produced. That same year, Iron City Beer in Pittsburgh was the first to utilize pop-top technology on 300,000 cans. Royal Crown Cola was the first soft-drink producer to utilize all-aluminum cans in 1964. By 1985, aluminum became the most popular beverage package, and the aluminum bottle can was introduced in 2000. Over 80,000,000,000 aluminum cans are used by Americans each year.



The Aluminum Association and IH magazine are the source of much of the above information.