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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 17th through early AM on March 18th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to **Robert Forbes**, a Furnace Operator in the 100 Group on 1st Shift, for being the improvement Idea winner for the month of February.

Robert's improvement idea is to install a housing or bracket on 118 for the cross bar/split bar, similar to how 116 is set up. This would prevent the bar from going too far, and it also wouldn't be able to come out unless you angled the bar upwards. This could potentially save money from loads being lost and damaged.



There were a total of 3 improvement ideas submitted in the month of February. Besides his winning idea, Robert contributed 1 other idea. The other improvement idea was submitted by **Frank Rapine**. Thank you for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, March 17, at 3:10 PM in the Induction area. Robert will be drawing the name of one lucky employee for the "Monthly Employee Appreciation" spin. You never know! It could be you! Then you'd get your turn to take a spin on the Rex Wheel of Chance.

If you have an idea for an improvement here at Rex, write it down and drop it into the box outside of the Production office door. You might have the winning idea and then you'll be spinning the Rex Wheel of Chance!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of January was **Monserate "Mike" Santiago**, a Furnace Operator in the 600 Group. Mike, along with Michael Townsend, James Forbes, Howard Schimmel, Yao Kangni Soukpe, and Jeremy Raudenbush, who also put in improvement ideas in January, received a "Thank You" pin and a \$5 lottery ticket.



Mike Santiago (right), the Improvement Idea winner, is congratulated by Scott Wagner.

Mike drew a name for the "Monthly Employee Appreciation" reward. That lucky winner was **James Stewart**, a Furnace Operator in the 500 Group. James won a reward of \$50 when he took his spin on a later date.



James Stewart (right), the Employee Appreciation winner, is congratulated by Scott Wagner.

Mike drew 5 names from a bucket that contained the names of all Rex employees, and the winners each received a \$5 instant lottery ticket. The 5 lucky winners of lottery tickets were **James Koester, John Moss, Sarah Mansuetti, Robert Feldman, and Tim Plaughter**.



Mike Townsend, Yao Kangni Soukpe, Jim Forbes, and Jeremy Raudenbush receive their "Thank You" pins from Scott Wagner, Plant Manager.

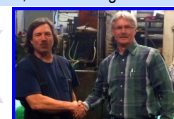
Out of all the correct guesses submitted for the **Crossword Puzzle**, one name was drawn for a \$5 lottery ticket. That winner was **Yao Kangni Soukpe**.

When **Mike Santiago** took his spin, he won a reward of \$150.

Yao Kangni Soukpe (left) was the crossword puzzle winner.



Sandy Zigon (30 yrs.) and Ricky Banyai (1 yr.) were on hand to collect their anniversary gifts from Scott Wagner. Also celebrating an anniversary were James Koester (19 yrs.), Don Wiggins (18 yrs.), Gregory Bruno (8 yrs.), and Michael Evans (2 yrs.).



For refreshments everyone enjoyed an assortment of cupcakes, cookies, and free hot beverages from the vending machine.

Come to next month's spin to see if you could be the lucky Employee Appreciation winner and get your opportunity to take a spin.



Sarah Mansuetti, Robert Feldman, and John Moss collect their lottery tickets from Scott Wagner.

Rex Big Annual Wheel of Chance Spin

By Scott Wagner, Plant Mgr.

Our Tenth Year Anniversary of the Improvement Idea Program was certainly a good year for improvement ideas. I'm sure the winners of the Big Annual Wheel of Chance Spins will agree. This year we changed things up a bit. We decided to change the first wheel spin to include everyone who submitted an improvement idea. We did this to include everyone who submitted ideas. After all, every idea is important. It is participation that we want to acknowledge and encourage. With that said, I'd like to congratulate everyone for participating and submitting great ideas last year. I encourage everyone to continue to think of improvements and submit them.

Congratulations to this year's wheel spin winners!

Spin #1 was for every employee who submitted an improvement idea in 2013. Twenty-two employees qualified for this drawing. They were: **Michael Townsend (13), Raymond DeHaven (6), James Forbes (6), Brian Wingate (5), Gregory Bruno (5), Gregory Smith (5), Nancy Gardner (4), Derek McAlarney (4), Evelyn Chmielewski (3), Sharlrey Dubisette (3), Robert Forbes (3), Sarah Mansuetti (3), Thomas Felder (2), Robert Feldman (2), Trevor Levonski (2), John Moss (2), Yao Kangni Soukpe (2), Keith Bannon (1), Sid Heflin (1), Art Hurt (1), Paul Moss (1), and Monserrate "Mike" Santiago (1).** **Derek McAlarney** was the winner of the drawing, and he was rewarded with \$400 on his spin.



Spin #2 was for all employees who were Monthly Winners in 2013. If they won two times, their names were placed in the container two times and so forth. There were seven employees in this drawing. Those employees were: **Michael Townsend (3), Sharlrey Dubisette (2), Brian Wingate, Robert Forbes, Sarah Mansuetti, Keith Bannon, and Monserrate "Mike" Santiago.** **Sharlrey Dubisette** was the winner of this drawing, and he gained a reward of \$400 on his spin on the wheel.



Spin #3 was for the **Grand Prize Winner**, the employee who submitted the most winning ideas in 2013. That employee was **Michael Townsend**. His spin resulted in a \$1,000 reward!



Improvement Idea Update

By Scott Wagner, Plant Mgr.

We had a lot of improvement ideas in 2013—all good—and many still need to be implemented. Many of the ideas related to safety and improvements to help us do our jobs more efficiently. Some were to improve moral and help us to know a little more about our coworkers.

Keep the ideas coming in 2014. Your idea could be a monthly winner and will certainly help us to become a better company. Below are a few of the ideas we were able to implement last year.



Thanks to everyone for participating. Keep up the good work.

- Added a guardrail to the platform at the top of the ladder on 110 furnace to make it safer for the Operator when setting the thermocouple.
- Put a step on the side of the table on 680 furnace where the parts come out of the quench. This gives the Operator a safer place to stand when looking down into the oil to see the trays and pull the parts out of the oil.
- We now have a "Get to Know You" feature in the newsletter. This gives us a chance to get to know our coworkers a little better.
- Constructed a door shaver to use to shave bricks down on furnace doors. This will reduce the time needed to shave bricks down from about an hour to five to ten minutes.
- Added a catwalk between the two platforms on top of 680 furnace. This will allow Operators to move from one platform to the other safely when they need to check if the burners are lit on both sides.
- Added more counterweight to the back freezer lid to keep it open when an Operator or Material Handler has to add or remove parts from the freezer.
- Installed a ladder to the catwalk on 680 furnace for easier and safer access for the Operator.

Happy Birthday

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

11	Trevor Levonski
18	Brandon Reynolds
19	Alex Rutkowski
26	Chris Constable

Yearly Work Anniversaries

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

1 to 5 Years

Robert Forbes

6 to 10 Years

Vernell Donaldson

Over 10 Years

Michael Davis (13)

Scott Wagner (19)

Michael Sweney (28)

You will receive your annual gift at the monthly spin.

Did You Know?

In 1928, Cedric Gibbons, chief art director at Metro-Goldwyn-Mayer, needed a model to help him design the look for a trophy. Famed Mexican actress and Hollywood star Dolores del Rio (who would go on to marry Gibbons) knew of the perfect guy: Her friend, Emilio. Although he was initially and understandably hesitant to strip down and pose with a large sword, Emilio Fernández eventually gave in, giving us the look of the Academy Award. The trophy was eventually and officially nicknamed the "Oscar" in 1939, but it could very well be called the "Emilio." The statuette is a knight holding a crusader's sword, standing on a reel of film. The film reel features five spokes, signifying the five original branches of the Academy (actors, directors, producers, technicians and writers).



Emilio "El Indio" Fernández, (March 26, 1904 – August 6, 1986) the model who posed for the naked knight holding a sword now known worldwide as

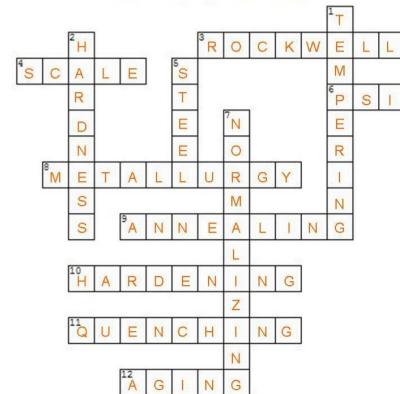


"Oscar", was born in Coahuila, Mexico in 1904. Fernández worked as a screenwriter, actor, and director in both the Mexican and American film industries. Some of the classic films he's worked on were 1947's *The Fugitive*, 1964's *The Night of the Iguana*, and 1974's *Bring Me the Head of Alfredo Garcia*. The "El Indio" nickname was due to the fact that his mother was a Kickapoo Indian.

Answers to last month's crossword puzzle.

Heat Treating Terms

Complete the crossword below



Created on TheTeachersCorner.net Crossword Maker

Across

3. A method used to determine hardness
4. Oxide formed on metal by heating in air
6. Pounds per square inch
8. The science of metals
9. Heat treatment to soften metallic materials
10. Heat treat process to increase hardness by heating and cooling
11. Rapid cooling from elevated temperature
12. Changes in properties of certain aluminum alloys occurring at ambient temperatures after a heat treatment

Down

1. Process used to decrease hardness and increase toughness and ductility
2. Ability of metal to resist penetration
5. An alloy of iron and carbon
7. Process used to undo previous heat treating results

The Rex Riddle - #32



At night they come without being fetched.
By day they are lost without being stolen.

What are they?

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?

A LITTLE HUMOR

Everyone knows Murphy's Law: "Anything that can go wrong will..." Here are some other Laws you may not have heard!

Lorenz's Law of Mechanical Repair: After your hands become coated with grease, your nose will begin to itch.

Anthony's Law of the Workshop: Any tool, when dropped, will roll to the least accessible corner.

Lowery's Law of Home Repair: If it jams, force it. If it breaks, it needed replacing anyway.

Beach's Law: Interchangeable parts aren't.

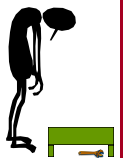
William's Law: There is no mechanical problem so difficult that it cannot be solved by brute strength and ignorance.

Lane's Law of Supply and Demand: The one item you need is always in short supply.

Cannon's Karmic Law: If you tell the boss you were late for work because you had a flat tire, the next morning you will have a flat tire.

Norman Einstein's Law: If it's stupid but it works, it isn't stupid.

Col. Murphy's Law of Combat: Never forget that your weapon was made by the lowest bidder!



Dauphin, PA's Statue of Liberty

If you are ever traveling toward State College on Route 322 from Harrisburg, you'll pass close by the Dauphin Narrows of the Susquehanna River—and if you look quickly, you can get a glimpse of a 25 ft. tall replica of the Statue of Liberty sitting on top of an old stone piling from the demolished Marysville Railroad Bridge.

The original replica was built by a local lawyer and activist-artist named Gene Stilp on July 2, 1986 as a lark to celebrate the original Statue of Liberty's centennial in the 1980's. It was made of venetian blinds and stood 18 feet tall. It brought a smile to many motorists, standing out there in the middle of the river. It was destroyed in a windstorm in the 1990's. People missed it, so Stilp and some friends decided to build a more durable replacement of wood, metal, and fiberglass, which is 25 ft. tall. They moved it onto the piling by helicopter and lashed it down securely with cables. This patriotic example of folk art is one of the many curious attractions in Pennsylvania.



Shift Work

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Humans are predominantly day animals. We are controlled by an internal "body clock" that controls hormone release, blood pressure and body temperatures. These, in turn, tell us when it is time to sleep. If you work a swing shift, for at least part of your shift, you are probably fighting off your body's natural instinct to fall asleep. If you work a graveyard shift, you are most certainly fighting your body to stay awake. It is hard to permanently adjust to these unusual hours. Once they no longer need to be worked, your body will revert to its more natural sleep/awake cycle. You know it is tough. But you can adjust, and here's how!

- ✓ **Establish a bedtime routine.** You will need your family's help in keeping the noise down and the darkness needed to fall asleep. Ear plugs or droning fans will help block the noise. Good heavy curtains, shades or eye patches can help provide the darkness. On days off, get 3 to 4 hours of sleep that overlaps the time you sleep during the work days. Do not rely on afternoon naps. You need a good seven hours of uninterrupted sleep. Do not rely on pills. They can cause dependence.



- ✓ **Avoid caffeine within five hours of bedtime.** Also, avoid alcohol. Alcohol can make you sleep lighter and less restful. Shift workers tend to sleep 2 to 3 hours less than others as it is. A word of caution: Minimal amounts of alcohol and minimal amounts of sleep add up to a major deterioration in performance. Someone sleeping 5 hours a night and drinking only one can of beer is as impaired as someone who drinks 6 cans after a full night's sleep.

- ✓ **Eat nutritious foods.** Avoid fried food and those that are hard to digest. Take a regular lunch period and avoid sugary snacks. One study has found that shift workers have higher blood cholesterol levels even if they eat the same as day workers. If this is the case, you may have to work harder to maintain health and fitness.



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Daylight Saving Time begins on Sunday, March 9. Don't forget to set your clocks ahead one hour before you go to bed on Saturday, March 8.

It's a good time to change the batteries in your smoke detectors and CO detectors.

MARCH
17!

ON ST. PATRICK'S DAY
EVERYONE IS IRISH!

