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Free Coffee Day!

To celebrate those employees with Birthdays in December (See Birthday Listing on page 3), there will be free coffee from the vending machine starting early AM on December 15 to early AM December 17.

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to Greg Smith for being the Improvement Idea winner for the month of November.

Greg's idea is to put support bars or loops on the salt water burn-off tank used to evaporate the water that collects in the 118 wash station. This will allow the tank to be positioned in the 127 salt tank without the crane. This does two things. It frees up the crane and also would allow movement of the furnaces up and down the line.



There were a total of three improvement ideas submitted in the month of November. Greg, Michael Townsend, and Keith Bannon each submitted one idea. Thank you all for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on **Monday, December 15** at 3:10 PM in the Induction area. Greg 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'd 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 of the Production office door. You could be taking a spin on the Rex Wheel of Chance!

Monthly Winners

By Scott Wagner, Plant Manager



Ray Souder, October's Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for October was **Ray Souder**, a material handler on first shift. Ray won a \$200 award on his spin.

Keith Bannon, Greg Bruno, Derek McAlarney, and Tim Plaughter also submitted Improvement Ideas in October. They each received a "Thank You" pin and \$5 lottery ticket.



Derek McAlarney and Keith Bannon receive their thank you pins and lottery tickets from Scott Wagner for submitting Improvement Ideas in October.



Alex Rutkowski, Monthly Employee Appreciation winner, spins Wheel of Chance.

The lucky winner of "Monthly Employee Appreciation" was **Alex Rutkowski** who won a \$125 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Tom Felder, Trevor Levonski, Derek McAlarney, Greg Smith and William Warburton** each received a \$5 instant lottery ticket. **Ray Souder** 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.

For refreshments we all enjoyed snacking on an assortment of cookies and free hot drinks from the vending machine.



Employees celebrating anniversaries received their gifts from Scott Wagner. From left: Vindon Griffin (11 yrs), Fred Cherezov (7 yrs), James Forbes (17 yrs), and Derek McAlarney (3 yrs). Others who celebrated anniversaries but not pictured are: Art Hurt (7yrs.) and James Stewart (2 yrs).

If you have the time, please come to 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!



Tom Felder gets his lottery ticket from Scott Wagner.



Tips for Safe Winter Driving

Winter – burrr – besides the dark and cold this time of year, there's also bad weather that usually means ice and snow. Who among us hasn't experienced a wheel gripping, snail crawl home on slick roads? Since we all have to tough it out until spring, here are some tips from driving experts to get you and your families safely through winter.



1. Removing all snow and ice from your car before starting to drive is not only safe, it's a Pennsylvania law. Driving with only a small amount of the windshield cleared, limits your visibility. Additionally, the snow and ice left on your car can blow off while you are moving and could hit another car or a pedestrian.
2. Slow down! It's best to reduce speed by 50 percent in snowy conditions. Double the distance between you and the car in front of you. An easy calculation is four car lengths for every 10 mph.
3. Keep a light touch on the controls. Smooth operation is the key to keeping control in slippery situations. Nervousness can lead to a hard clench of the steering wheel, which can result in loss of control. Consciously loosen your grasp or stretch your fingers from time to time to help prevent that iron grip.
4. Keep your gas tank near full to avoid ice in the tank and fuel lines.
5. Know how to recover from skids. When braking on a slippery road, it's all too easy to "lock up" your wheels by stepping on the brakes too hard. If you start to skid, find a distant focal point in front of you and gently steer your car in that direction. Your body will automatically adjust to that movement. Then slowly accelerate out of the skid. Don't brake even though that is the tendency.
6. Keep your tires in good condition and properly inflated. Cold weather reduces tire pressure, so check and adjust frequently. Tire tread depth should be at least 1/8 of an inch. Purchase a good set of snow tires for extra protection.
7. If you get stuck, stay in your vehicle. Stay warm and wait for assistance. Make sure that your exhaust pipe is clear of any obstructions, including snow and ice; if you don't, carbon monoxide gas could build up inside the vehicle.
8. Pack a winter travel safety kit. Include a cell phone, an ice scraper and brush, a tow rope, cat litter (for use as a traction aid), blankets, a good flashlight, and a can of lock de-icer. (Never use hot water on glass or locks –it will refreeze and create a bigger problem.)



Yearly Work Anniversaries

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

Over 10 years
Maria Monje (15 yrs)
Thomas Felder (29 yrs)

You will receive your annual gift at the monthly spin.



Rex Heat Treat retiree Dottie Eckert continues her travels. She's pictured here at the Grand Ganyon in Arizona where she recently spent three weeks boating and hiking. "I'm still physically able to have my kind of fun," says Dottie of her enthusiasm for adventure.

NEW EMPLOYEE WELCOME

Say hello to three new Rex Heat Treat employees:



Jeremy Hayhurst - Furnace Operator, 3rd Shift (11-3-14)
Bernadette Hoffman - Accounting Clerk (10-28-14)
William Warburton - Furnace Operator "B" Shift (10-24-14)



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

6 **Sharlrey Dubisette**
 19 **Sean Mallon**
 25 **Yao Kangni Soukpe**
 26 **Maria Monje**



DID YOU KNOW?

This year's Rockefeller Center Christmas tree stands 85 feet tall and weighs 13 tons. The Norway spruce was cut down Wednesday, November 5 from a farm in Bloomsburg, Pa., 155 miles west of Manhattan.



The tree will feature 45,000 LED lights and a large Swarovski star on top. It will be illuminated for the first time during a ceremony December 3 and can be viewed until January 7.

When it's all over, the tree will return to Pennsylvania and be used to build Habitat for Humanity homes, reports Rachel Drosdick-Sigafoos, who owns the farm and donated the tree.

The Rex Riddle - #41 ?

It has plenty of backbone,
 but doesn't have a leg.
 It peels like an orange,
 but it comes from an egg.
 What is it?

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.

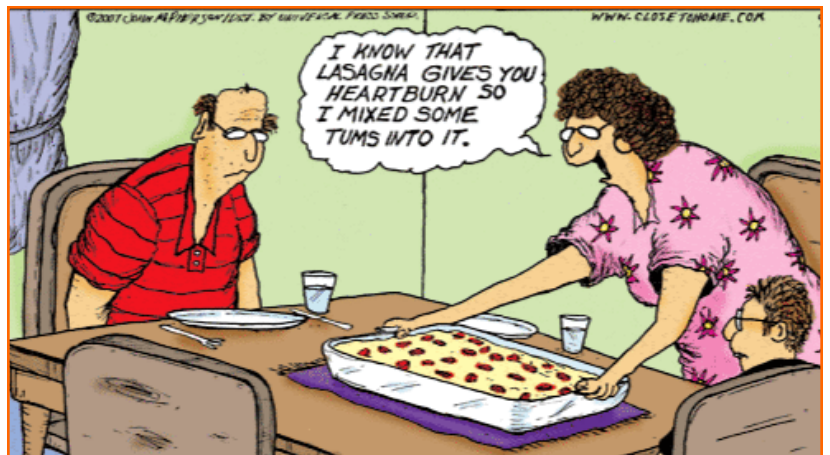
One name will be drawn from all the correct answers to receive a \$5 instant lottery ticket. Can you figure out the riddle?

Answer to Last Month's Riddle

A 6ft tall magician held a water glass over his head. He let it drop to the carpet without spilling a single drop of water. How was he able to drop the glass from a 6ft height and not spill any water?

Answer: The glass was empty

HOLIDAY OVEREATING TIP





Holiday Goodies Exchange

The Holiday Goodies Exchange will take place on Monday, December 15 and Tuesday, December 16 in the employee lunchroom. Please join us for this annual sharing of good things to eat. Bring your treat at the start of your shift and check out what others have brought to share. Whether you bake it or buy it...no matter. Whatever you choose will be appreciated and enjoyed. There will be free hot beverages from the vending machine both days.



Come share in the Good Will and Good Treats!



DECEMBER DAYS "OFF THE GRID"

We are all familiar with the usual December holidays Chanukah, Christmas, and Kwanzaa. However, there are some other December days that are interesting and fun to note.

December 5: Repeal Day -- Passage of the 21st Amendment to the United States Constitution on this date in 1933 marked the end of Prohibition. The 18th Amendment to the Constitution had been ratified on January 20, 1920 enabling the enforcement of Prohibition. Many people believed that alcohol was the root cause of many social ills in America – particularly drunkenness, crime, mental illness and poverty.

The Woman's Christian Temperance Union promoted Prohibition on a national scale. They believed it would protect families, women and children from the effects of alcoholic abuse. Unfortunately, that was not the case. The ban on alcohol did little to improve the social conditions of the country or to reduce crime. Instead, crime increased as racketeers got into the business of making and selling alcohol. The popularity of the 18th Amendment waned as more and more people sought its repeal – culminating on Repeal Day December 5, 1933. Let's drink to that...responsibly, of course.

Real December Holidays

- ◆ **Chanukah** – Begins at sundown on Tuesday, December 16 and ends Wednesday, December 24
- ◆ **Christmas** – December 25
- ◆ **Kwanzaa** – Begins Friday, December 26 and ends Thursday, January 1, 2015.

December 12: Poinsettia Day --These beautiful flowers are a well-recognized symbol of Christmas. Poinsettia Day was officially declared by an Act of Congress to honor Joel Roberts Poinsett, who died on December 12, 1851. Poinsett was the first Ambassador to Mexico and brought the colorful plant back to his Greenville, N.C. plantation where he grew it and gave away plants to his friends as gifts.

According to Mexican folklore, a poor little girl had nothing to bring to church for Christmas. On her way to church, she picked some plants by the side of the road. As she entered the church, the leaves at the tips of the branches turned into bright, brilliant red flowers. Yes – Poinsettias.



December 23: Festivus – This fictitious holiday was created by scriptwriter Daniel O'Keefe for an episode of the Jerry Seinfeld television show, a popular off-beat sitcom that aired in the late 1990's. It was supposedly celebrated by Kramer, one of the show's wacky characters. Elements of Festivus include an unadorned aluminum poll as its symbol, and a dinner featuring meatloaf as the main course. After dinner guests participate in a "Feats of Strength" competition, then in an "Airing of Grievances" where guests exchange accusations and tell each other how disappointed they are over what the other person did or didn't do during the past year. Humm fun?

