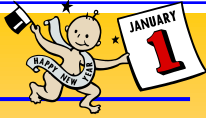


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Free Coffee Day!

To celebrate those employees with Birthdays in January (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on January 26th through early AM on January 27th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to Jeremy Hayhurst, furnace operator- third shift, for being the Improvement Idea winner for December.

Jeremy's idea is install lighting on the bottom of 110 & 120 furnaces. Before a quenching operation, you can turn the lights on to see much better ensuring the parts are quenched safely and completely. This will greatly improve visibility and reduce the risk of an interrupted quench.



There were seven improvement ideas submitted in December. In addition to Jeremy's idea, Ray Souder submitted three ideas, and Sharley Dubisette, Mike Townsend, and William Warburton submitted one idea each. Thank you all for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on **Monday, January 26** at 3:10 PM in the Induction area. Jeremy 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 Mgr.



Greg Smith, the Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for November was **Greg Smith**, an A shift furnace operator. Greg won \$250 award on his spin. Keith Bannon and Michael Townsend also submitted Improvement Ideas in November. They each received a "Thank You" pin and \$5 lottery ticket.

The lucky winner of "Monthly Employee Appreciation" was **Keith Bannon** who won a \$50 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Chris Jacobine, Robert Forbes, Nancy Gardner, Sean Mallon, and Ray DeHaven** each received a \$5 Instant lottery ticket. **Bernadette Hoffman** was the **Rex Riddle** winner and she, 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 the large assortment of holiday goodies brought in to share. There were also free hot and cold beverages for everyone. 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.



Mike Townsend and Keith Bannon receive their "Thank You" pins and lottery tickets from Scott Wagner.



Bernadette Hoffman, Rex riddle winner, is congratulated by Scott Wagner.



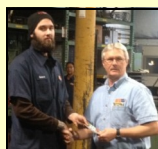
Keith Bannon, Employee Appreciation winner, is congratulated by Scott Wagner.



Tom Felder (29 yrs) and Maria Monje (15 yrs.) receive their anniversary gifts from Scott Wagner.



Chris Jacobine, Rob Forbes, Nancy Gardner, and Sean Mallon collect their lottery tickets from Scott Wagner.



Adrian Rivera, Yao Kangni Soukpe, Keith Bannon, Mike Davis, Sharley Dubisette, and Maria Monje are rewarded for perfect attendance. Included but not pictured: Ray DeHaven and Don Wiggins

JANUARY DREAMIN' OF WARM AND SUNNY PLACES

You gaze out your frosted window at a gray gloomy mess of a day. Ugh....three more months of this weather. You sigh and think...it would be so nice to escape to some tropical retreat where the sun is warm and bright, where clear turquoise water laps at your feet, and the smell of coconut and pineapple fills the air. Is it Florida, Mexico, Aruba? No matter. Let's do a little January dreamin' about some warm and sunny places.

Sanibel Island, Florida

A short drive from the Fort Myers International Airport over the Sanibel Causeway brings us to this barrier island that extends into the Gulf of Mexico. During peak tourist time- January through April - temperatures range from a sunny daytime 75 degrees to 55 degrees at night. Sanibel Island boasts renowned natural sandy beaches that attract visitors from around the world. Due to the shape of the island, many rare seashells collect on its shores. The "Sanibel stoop" describes the position of shell hunters combing the beaches for salty treasures.



One of the natural beaches on Sanibel Island

Besides soaking up the sun on beautiful beaches, you can also fish, golf, bike, hike, play tennis. The island's 508 hotels offer diverse beach front amenities for every budget and taste. The Sanibel Lighthouse, the island's most famous landmark at the eastern end of the island, has guided seafarers since 1884. Another main attraction is the 6,400 acre J.N. Ding Darling National Wildlife Refuge and Bird Sanctuary, world famous for providing a protected habitat to over 245 species of birds.

Cancun, Mexico

Waters off Cancun house the world's second largest barrier reef making it an ideal destination for scuba divers and snorkeling enthusiasts. A strategically planned tourism project started in 1974, transformed Cancun from a fisherman's island surrounded by virgin forest and undiscovered beaches into the second hippest Mexican resort next to Acapulco. Today Cancun's attractions run the gamut from beautiful beaches, world class restaurants and shops, sports of every sort, and dozens of clubs and bars at the heart of Cancun's rocking night life. If you crave a more cultural experience, there are side trips to "the architectural zone" approximately a two and a half hour drive from Cancun. Here you can tour the meticulously restored Chichén Itzá, one of the monument wonders of the archaeological world with its columned structures and warrior images that date back to 495 AD.



Kukulcan pyramid, one of the ancient structures of the Chichen Itza monument near Cancun, Mexico

Aruba Dutch ruled Aruba has the most sunny days of any Caribbean island. Its year round average temperature of 82 degrees, is cooled by refreshing tradewinds and low humidity. Thanks to the tradewinds, Aruba ranks as a world-class destination for windsurfing and kitesurfing. It is also recognized as one of the top shipwreck diving sites in the Caribbean.



Aruba's Arikok National Park

Aruba offers two diverse sides. The seven-mile expanse along the west coast offers wide shaded expansive public beaches, turquoise water, quiet retreats and water sport meccas. Beaches along the windward coast are more secluded and undeveloped. Coves carved out of limestone, inlets formed by pounding waves create a craggy desert terrain. Nearly 20% of Aruba (approx 7,907 acres) is a designated National Park home to a long list of animal species and plant life. Vacationers visit Arikok National Park for the dramatic landscapes.

Well, that's our brief tour. Sorry to bring you back to our Lansdale winter. Dust off your snow shovel and keep January dreamin'.

Happy Birthday

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

8	Michael Sweney
9	Robert Forbes
10	Keith Bannon
12	Richard Harris
13	Ricky Banyai
15	Frank Rapine
25	Ray DeHaven
27	Michael Davis

Yearly Work Anniversaries

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

1 to 5 Years

Joseph Carr (2 yrs)

Chris Kent (3 yrs)

6 to 10 Years

Ray DeHaven (8 yrs)

Sharlrey Dubisette (8 yrs)

Frank Rapine (10 yrs)

Over 10 Years

Monserate Santiago (17 yrs)

David Brough (41 yrs)

You will receive your annual gift at the monthly spin.

Happy New Year!! 2015



DID YOU KNOW?

The holiday hoopla is over and now retailers prepare for the "big return." According to some online pollsters, the following items are the most common returned gifts.

- * Music videos and DVD's - very subjective taste. What is enjoyable to one may be earplugging for another.
- * Video games - inappropriate or too violent for the kids who received them.
- * Household appliances - Guys: your significant other would have appreciated jewelry over a toaster oven.
- * Clothing - either the wrong size or not the right color or taste of the receiver.
- * Toys - that semi-automatic water pistol is not appropriate for any age child - especially for a three year old. Yikes! Aunt Gertie is soaking wet.
- * Miscellaneous - this head-scratching category is reserved for any gift you don't want and will never use. What were they thinking?

RETURNS



The Rex Riddle - #42?

I have no voice and yet I speak to you. I tell you of things in the world that people do. I have leaves, but am not a tree. I have pages but am not royalty. I have a spine and hinges but I am not a man or a door. I have told you all, I cannot tell you more.

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

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?

Answer: A snake

Germs: The invisible enemy

Germs love the workplace. There isn't a better place to spread their menace especially in winter when doors and windows are closed tight. In this environment, they can spread quickly from one person to another causing sickness and productivity losses. There are many types of germs (viruses, bacteria, parasites, fungi) that cause many types of illnesses including the common cold or flu. According to the Centers for Disease Control and Prevention, millions of Americans miss work each year due to health problems. However, the battle with germs can be won if we take some simple precautions.

Hand Hygiene

Hand washing is number one on the CDC's list of preventions. Wash your hands often and thoroughly before eating, after using the toilet, before, during and after preparing food, after touching something that could be contaminated such as trash, a cleaning cloth, drain or soil. When your hands are dirty, do not put them in your mouth or near your eyes and nose. Wash your hands when they look dirty and more often if someone in your home is sick.

Wet your hands and apply liquid, bar, or powder soap. Rub hands together vigorously for at least 20 seconds. It takes that long for the soap and scrubbing action to dislodge and remove stubborn germs. Rinse hands well under running water and either hot air dry your hands if that is available or use a paper towel. Toss the paper towel in the trash when done. If soap is not available, use an alcohol based wipe or gel. Keep it handy. If you shake hands with anyone, touch a high traffic door knob or any other object that is used by a lot of people, squirt some of the alcohol based gel into your hands after each contact.



Stay Home If Sick!

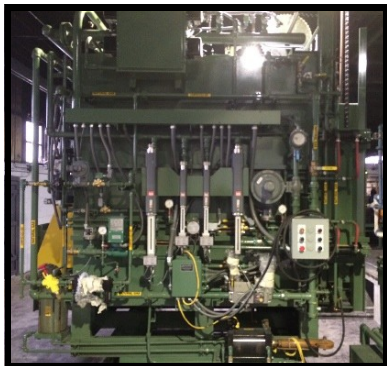
If you have a cold or flu and are oozing from every orifice...stay home! The best way to spread illness is to contaminate your fellow workers through sneezing and coughing on or around them. If you are sick, cover your mouth and nose with a tissue when coughing or sneezing. Then toss that tissue in the trash.

Clean Common Areas

Unclean lunch rooms are germ havens. As a common courtesy, clean up after yourself after each use. Be sure all table and counter tops, utensils, coffeemakers, microwaves and any other kitchenware are cleaned with antibacterial dish soap after each use. Never leave food in the refrigerator for long periods of time. Take food home daily or weekly to keep the fridge clear of spoiled foods. Wash your hands before eating.



New Salt Quench Line at Lansdale Plant



A new salt quench line has been delivered to Rex Heat Treat, Lansdale to increase capacity and efficiency of operation. The line consists of a high heat furnace, salt quench tank with removable burner tubes and a salt cooling system, extended reach charge car, two stage heated wash and a preheat/draw furnace. The furnace line is a continual improvement design from our original design in the processing of ADI as well as other materials. It has the highest efficiency gas burner system available. Salt temperatures can be changed up or down with less loss of furnace hours between quenches. "The investment in this line and the ability to expand it when needed, will allow us to continue to be competitive and profitable while maintaining our high quality standards," says John Sherman, Rex Heat Treat Vice President.