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Free Coffee Day!

To celebrate those employees with Birthdays in November (See Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on November 17 to early AM November 18. **HAPPY BIRTHDAY TO ALL!**

Improvement Idea Winner

By Scott Wagner, Plant

Congratulations to Ray Souder, a material handler on first shift, for being the Improvement Idea winner for the month of October.



Ray's idea is to drill a couple holes into the wrap machine platform and make up pins to put into the holes. When light loads are placed onto the wrap machine, the tension from the plastic wrap pulls the skid and work off the platform. This could become a safety issue for the person operating the equipment and could also damage the parts. This is in addition to the time spent getting a second person to help or to hand wrap. By inserting the pins, we can secure the skid or bin and easily wrap the parts. When the job is completed, the pins can be easily removed.

There were a total of ten improvement ideas submitted in the month of October. Ray submitted four ideas, Derek McAlarney submitted three ideas, and Tim Plaughter, Keith Bannon, and Greg Bruno 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, November 17** at 3:10 PM in the Induction area. Ray 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.



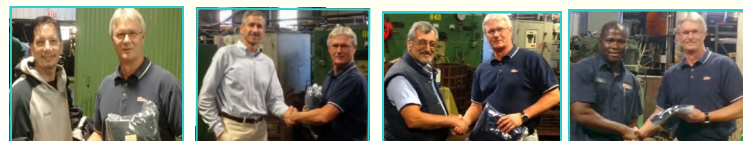
Sandy Zigon, the Employee Appreciation winner, is congratulated by Scott Wagner, plant manager.

Our Improvement Idea winner for the month of September was **Tom Felder**, an Inspector on first shift. Tom was on vacation and will do his spin when he returns. **Sharlrey Dubisette** and **Keith Bannon** also submitted Improvement Ideas in September. They received a "Thank You" pin and a \$5 lottery ticket.

The lucky winner of the "Monthly Employee Appreciation" was **Sandy Zigon**, traffic manager. Sandy won a \$75 reward on her spin.

Five names were drawn from a bucket that contained the names of all Rex employees. Don Wiggins, Derek McAlarney, Ray Souder, Ray DeHaven, and Vindon Giffirin each received a \$5 instant lottery ticket. Robert Feldman was the **Rex Riddle** winner and he too, received a \$5 lottery ticket.

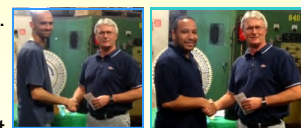
Several employees at the spin were celebrating an anniversary and received an anniversary gift from Scott Wagner, Plant Manager. For refreshments we all enjoyed snacking on an assortment of cookies and free hot drinks from the vending machine.



Employees celebrating anniversaries received their gifts from Scott Wagner. From left: Chris Sholly (20 yrs), Chris Constable (14 yrs), Bill Attieh (18 yrs), and Yao Kangni Soukpe (8 yrs). Others who celebrated anniversaries but not pictured are: Kris Hunsicker (20 yrs), Jim Brough (26 yrs), and Paul Moss (2 yrs).



Sharlrey Dubisette and Keith Bannon receive their Thank You pins and Lottery Tickets from Scott Wagner, for submitting Improvement Ideas in September.



Derek McAlarney and Vindon Griffin Jr. collect their Lottery Tickets from Scott Wagner.

If you have the time, please come to next month's spin to see if your name is the one picked to be the next Monthly Employee Appreciation winner. Then you would have an opportunity to take a spin on the Rex Wheel of Chance!



Brandon Reynolds enjoys Spin Day refreshments

Hiking Hawk Mountain



Hawk Mountain in Berks County is one of the most beautiful outdoor recreational areas in eastern Pennsylvania. Located near Allentown, this Blue Mountain ridge is part of the Appalachian Mountain chain. The area includes 13,000 acres of protected private and public land, including the 2,600 acre Hawk Mountain Sanctuary.



If you ever have a hankering to get away to the peace and quiet of nature, Hawk Mountain Sanctuary would be the ideal destination. The hiking trails and overlooks offer spectacular views and provide one of the best places in the northeast to view the annual autumn hawk migration. North Outlook, the easiest and most popular hiking trail, is a gradual 45-minute ascent to a breathtaking vista where on a clear day, one can see hawks gracefully gliding over miles of tree tops. Fall colors that peak during late October enhance the splendor with a sweeping backdrop of red and gold.

Hawk Mountain Sanctuary, the world's first refuge for birds of prey, started during the Great Depression with amateur ornithologist Richard Pough. In 1929, Pennsylvania's Game Commission paid \$5 for each dead hawk. Pough, a recent college graduate living in Philadelphia, was one of the growing number of conservationists opposed to this widespread movement to kill predatory birds.

Pough heard of a place called "Hawk Mountain" and visited. He saw gunners shooting hundreds of passing hawks for sport. He gathered all the carcasses lying on the forest floor and took photographs of the senseless carnage. Pough's photographs were eventually seen by a New York Conservation activist Rosalie Edge.

Mrs. Edge came to Hawk Mountain and leased 1,400 acres. She installed a warden on the property and the shooting stopped immediately. The next year Mrs.



Edge opened the Sanctuary to the public as a place to see the beauty of these birds of prey. She later purchased the acres and Hawk Mountain Sanctuary was incorporated in 1938.



Today the Sanctuary serves as a world class research center, a learning facility for all ages, and a wildlife sanctuary open to the public year round. To learn more about the hiking trails and educational programs visit www.hawkmountain.org.

Did you know? Pros and Cons of Getting a Flu Shot

Pro

- ◆ Best way to prevent contracting and spreading influenza. As confirmed by the Center for Disease Control.
- ◆ This year's vaccine offers three times the protection. The vaccine contains three protective virus strains
- ◆ Many opportunities and places to get the vaccination.
- ◆ There is a new nasal option if you don't like injections.



Con

- ◆ Not foolproof – You can still get the flu.
- ◆ Not for people allergic to eggs or sensitive to mercury. Vaccine is cultivated inside chicken eggs and a small amount of mercury is added as preservative.
- ◆ Protection not immediate. It takes two weeks to be effective.
- ◆ There can be side effects. Soreness and swelling at injection site that disappear in a day or two.



Yearly Work Anniversaries

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

1 to 5 years

Derek McAlarney (3 yrs)
James Stewart (2 yrs)

6 to 10 years

Fred Cherezov (7 yrs)
Arthur Hurt (7 yrs)

Over 10 years

James Forbes (17 yrs)
Vinden Griffin Jr. (11 yrs)

Apologies to two omitted **October** Anniversaries: Kris Hunsicker (20 yrs)
Christopher Sholly (20 yrs)

You will receive your annual gift at the monthly spin.

Thanksgiving Gratitude



Be thankful that you don't
have everything you desire.

If you did, what would you look forward to?

Be thankful when you don't know something.
It gives you the chance to learn.

Be thankful for the difficult times.
During those times you grow.

Be thankful for your limitations.
They give you opportunities for improvement.

Be thankful for each new challenge.
It will build your strength and character.

Be thankful for your mistakes.
They will teach you valuable lessons.

*Gratitude can transform common days into
thanksgivings, turn routine jobs into joy, and change
ordinary opportunities into blessings.*

William Arthur Ward



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

8 Monserrate Santiago

11 Ron Makos

13 Joseph Carr, Jr.

16 Theresa Scargill

17 David Brough

The Rex Riddle - #40



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



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 an-
swers to receive a \$5 instant lottery ticket.

Answer to Last Month's Riddle

Bound in a book..but you can't read me.
I am struck and played but not musically.
A tiny fire glows in the night; Use me to
make heat and light. What am I?

Answer: A book of matches



EYE SAFETY AT WORK

According to Prevent Blindness America, more than 700,000 Americans injure their eyes at work each year. Luckily 90% of all workplace eye injuries can be avoided by using proper safety eyewear.

Some common causes of eye injuries at work include flying objects such as bits of metal and glass, tools, particles, chemicals, harmful radiation and any combination of these and more.

By knowing the hazards that are present in your workplace, you are better equipped to identify the safety eye protection required for your job.

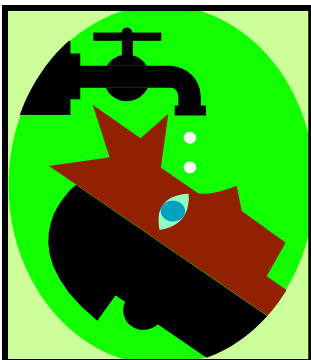


- ◆ If you are working in an area that has particles, flying objects, or dust, it's advisable to wear safety glasses with side shields.
- ◆ If you are working with chemicals, wear goggles.
- ◆ If you are working with welding, lasers, or fiber optics, there are special purpose safety glasses, goggles, face shields, and helmets specifically designed for those tasks.

First Aid:

Here at Rex Heat Treat there are two large eye wash stations in the plant — one is located outside the Lab, the other is upstairs in the Lab. Several smaller wall-mounted stations are located throughout the plant. Please become familiar with all these stations.

- ◆ Eye contact with chemicals-- immediately flush the eye with water or any drinkable liquid. Hold the eye under a faucet or shower or pour water into the eye using a clean container. Keep the eye open and as wide as possible while flushing. Continue flushing for at least 15 minutes. Do not bandage the eye.
- ◆ Specks in the eye – Do not rub the eye. Try to let the tears wash the speck out or use an eye wash. Try lifting the upper eyelid outward and down over the lower lid. If the speck does not wash out, keep the eye closed, bandage it lightly and seek medical help.
- ◆ Blows to the eye – apply a cold compress without putting pressure on the eye. Crushed ice in a plastic bag can be taped to the forehead to rest gently on the injured eye. In cases of pain, reduced vision, or discoloration (black eye), seek emergency medical care. Any of these symptoms could mean internal eye damage.



- ◆ Cuts and Punctures of the eye or eyelid -- Do not wash out the eye with water or any other liquid. Also do not try to remove the object that is stuck in the eye. Cover the eye with a rigid shield without applying pressure. The bottom half of a paper cup can be used. See a doctor immediately.

In all cases, seek medical help as soon as possible. It only takes a second for an injury to occur. Your eyes are a precious commodity. Prevention and protection are their best defense.

