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Free Coffee Day!

To celebrate those employees with birthdays in November (see Birthdays on page 3), there will be *free coffee* from the vending machine starting early AM on November 16 through early AM on November 17.

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to Robert Forbes, Furnace Operator, "A" Shift, for being the Improvement Idea winner for October. There were three improvement ideas submitted in October. In addition to Robert's winning idea, Joseph Carr and Greg Smith submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Robert's improvement idea is to make a split bar for the old 126 oil wash station. This would be used to hang a load or even an empty rack. Finding a free spot is often a problem when work has to stay racked while waiting for test results or for a free furnace. We currently put work in the pits or 118 which just delays things when we need them for a job. The extra place will reduce the time spent shuffling around the work.

The next Improvement Idea spin will be held on Monday, November 16 at 3:10 pm in the Induction area. Robert 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 will 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 the Production office door. You could be the next winner taking a spin on the Rex Wheel of Chance.

DEADLINE FOR NOVEMBER'S IMPROVEMENT IDEAS
Wednesday, November 18, 2 p.m.

Monthly Winners

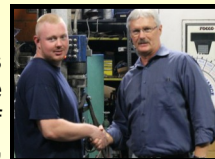
By Scott Wagner, Plant Manager



Mike Townsend (left) and Derek McAlarney are congratulated by Scott Wagner, Plant Manager, for their September Improvement Ideas. Mike's was the winning idea. Both received Thank You pins and lottery tickets.

Our Improvement Idea winner for September was **Mike Townsend**, a Furnace Operator in the 600 Group, second shift. Mike won a \$200 award on his spin. There were four Improvement Ideas submitted in September. Mike submitted three of the ideas and Derek McAlarney submitted one. They each received a "Thank You" pin and \$5 lottery ticket.

The lucky winner of "Monthly Employee Appreciation" was **Jeremy Hayhurst** who won a \$50 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Sharley Dubisette, Kris Hunsicker, John Moss, Chris Sholly, and Greg Smith** each received a



Jeremy Hayhurst is congratulated by Scott Wagner for being the Monthly Employee Appreciation winner.

\$5 Instant lottery ticket. **Jim Forbes** 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 there was free coffee 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.



Lottery ticket winners from left: Sharley Dubisette, Kris Hunsicker, Chris Sholly, and Greg Smith. All are congratulated by Scott Wagner who presented them with their lottery tickets.

Then you will have an opportunity to take a spin on the Rex Wheel of Chance.



Employees receiving anniversary gifts from Scott Wagner included from left Chris Constable (15 yrs), and Chris Sholly (21 yrs). Others celebrating but not pictured: Bill Attieh (19 yrs), Jim Brough (27 yrs), Bernadette Hoffman (1 yr), and Yao Kangni Soukpe (9 yrs).

A New Furnace for Special Metal Processing

By Chris Constable, Sales Manager

One of the things that makes our operation unique in the heat treating industry is our capability to meet the processing demands for Solution Treating special materials. Most specifications for Solution Treating the titanium alloy 6AL-4V, for example, require this material to be quenched rapidly. In some cases this “quench delay” is as short as four seconds. With our unique vertical Gantry design, we have been able to meet these specifications for years and it has been a huge value to us as we compete for business in the Aerospace and Medical markets. As we continue to grow our business in these areas, we have made a move to offer even more.



The new 140 Furnace at Rex Heat Treat Lansdale.

Our new 140 furnace will give us the ability to process smaller batch jobs at a more economical rate and it will also take some of the workload from our large Gantry line. This furnace will be capable of meeting the quench delay requirements as well as the NADCAP requirements for Pyrometry.

We have done our market research and have potential customers interested in trying this. We will work closely with them to assure we can meet the material properties for their critical Aerospace and Medical applications.



ABOVE AND BEYOND

By Greg Bruno, Production Manager

Jeremy Hayhurst, 100 line operator on 2nd shift, made a simple improvement to the work area that helps him and all the other operators. He nailed some nails into a box used for Spacers for the purpose of hanging tools. Now Jeremy and the other operators will always know where the tools are and have easy access to them. This creative “peg board” for the tools eliminates wasted time looking for specific tools and organizes the work space.

This may seem like something small, but small things like this multiplied many times will help transform Rex into a smoother operating, more efficient company. We want to thank Jeremy for taking the initiative to go above and beyond. We hope things like this continue to happen around the entire plant and we'll spotlight them in this new Above and Beyond feature.





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

8	Monserate Santiago
11	Ron Makos
13	Joe Carr
16	Theresa Scargill
17	Dave Brough

REX RIDDLE 52?

Hiding within, there can be 28.
 More or less build the pearly gate.
 Holes inside, filled with gold.
 Silver bridges can these guys hold.
 Strong and sturdy are these chaps.
 Clean them up, or else porcelain caps.
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.

Answer to last month's riddle:

I can be long, or I can be short.
 I can be grown, and I can be cut.
 I can be painted, or left bare.
 I can be round, or square.

WHAT AM I?

Answer: A finger nail

Yearly Work Anniversaries

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

1 to 5 Years

Jeremy Hayhurst (1 yr)
 Derek McAlarney (4 yrs)
 James Stewart (3 yrs)

6 to 10 Years

Fred Cherezov (8 yrs)
 Art Hurt (8 yrs)

Over 10 Years

James Forbes (18 yrs)
 Vindon Griffin (12 yrs)

You will receive your annual gift at the monthly spin.



Being Grateful

At times our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us. **Albert Schweitzer**

Real life isn't always going to be perfect or go our way, but the recurring acknowledgement of what is working in our lives can help us not only to survive but surmount our difficulties. **Sarah Ban Breathnach**

Feeling grateful or appreciative of someone or something in your life actually attracts more of the things that you appreciate and value into your life. **Christiane Northrup**

There are only two ways to live your life. One is as though nothing is a miracle. The other is as though everything is a miracle. **Albert Einstein**

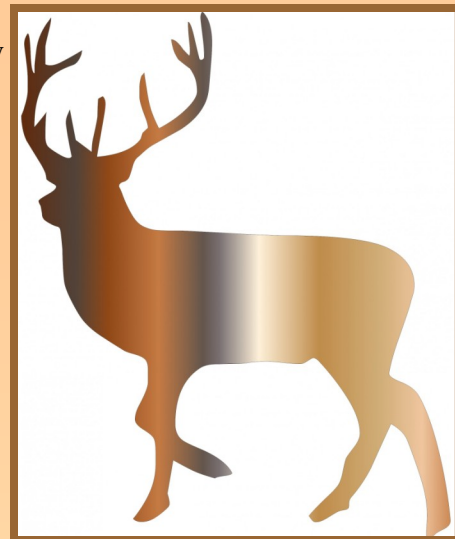


Hunting Safety Tips

If hunting is a sport you enjoy, you know more than anyone that safety is paramount before entering the woods with a loaded gun. Pennsylvania State Law requires that all first-time hunters and trappers, regardless of age, successfully complete hunter/trapper education before they can buy a PA hunting or trapping license. It is also strongly recommended that all hunters enroll in hunter safety classes at least every 10 years. Familiarity with firearms can relax a hunters' caution. Carelessness kills hundreds of hunters every year.

Hunt clubs hold hunters safety classes that teach more than firearm safety. These courses teach hunters how to deal with wounded animals, how to stay safe in the wilderness. They even hold handy courses on topics like mounting treestands safely, what to do when lost, how to survive if wounded, and how to survive an animal attack.

Regardless of the hunt season or your personal preference, there are a few hunting safety rules that apply to all types of hunting:



Gun Safety

Treat every gun as if it were loaded at all times-, even if you are absolutely certain it's unloaded. Keep the gun's action open and only load the gun when you're ready to use it. Never point a gun at yourself or another person. Practice muzzle control -- keep the gun's muzzle pointed in a safe direction. The safest direction is usually toward the ground. Also, keep your finger off the trigger and your gun's safety on until you are ready to fire. Never leave a loaded fire arm leaning against a tree or hanging on a branch.

Target safety

Verify that your target is actually game and not another hunter or a non-game animal. Something moving in the bushes could be a farmer's cow, an outfitter's pack horse, or a lost person. Always sight a firearm before pulling the trigger. You must also be aware of what's between you and your target, as well as what's beyond your target. If you are hunting near a farm or road, consider what might happen if you miss your shot -- or if it goes clean through your target and keeps on going. You should never take a shot unless you are certain that there are no safety risks involved. That might mean you'll miss the opportunity to hit your target once in a while, but it will also help prevent accidents and injuries.

Wear Hunter Orange

You may not be the only hunter out there, so make sure you're visible and identifiable as a human being. Always wear blaze orange -- also known as hunter orange. Ideally, wear an orange vest or jacket as well as a hat. This will help prevent other hunters from mistaking you for game. Another good tip is to carry a flashlight when hunting into the evening hours. A flashlight can help identify you as a human being.

Don't Hunt Alone

Whenever possible, go hunting with at least one partner. Without a buddy, you're left on your own. Something as simple as a twisted ankle can quickly become a life-threatening situation under the right circumstances. It's doubly important to work with a partner if you'll be hunting in unfamiliar terrain. Together, you stand a better chance at navigating through the area. If you enjoy hunting as a solitary experience, at the very least, tell other people when you're going out to hunt. Let someone else know when and where you'll be hunting. You should also establish a time when you'll touch base with someone. Carry a cell phone in hopes that you'll get a signal should you need it.

PA State Law. All first-time hunters and trappers, regardless of age, must successfully complete hunter trapper education before they can buy a PA hunting or trapping license. Go to www.hunter-ed.com/pennsylvania to learn how to register for the free hunting and trapping education programs.