

Inside this issue:



<i>Happy Retirement, Virginia!</i>	2
<i>Getting to Know You!</i>	2
<i>Birthdays in October</i>	3
<i>Did You Know?</i>	3
<i>Service Anniversaries</i>	3
<i>A Little Humor</i>	3
<i>The Rex Riddle - #29</i>	3
<i>Common Sense and Accident Prevention</i>	4
<i>Fire Prevention Week—October 6-12</i>	4

Free Coffee Day!

To celebrate those employees with Birthdays in October (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on October 28th through early AM on October 29th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to **Michael Townsend**, a Furnace Operator on second shift in the 600 Group, for being the improvement Idea winner for the month of September.



Mike's idea is to install a stop onto the loading table where the parts are placed to begin the milling and inspection process. Right now there is nothing keeping the parts from rolling onto the table. This could be dangerous when the table is moving. As the parts being processed get larger and heavier, it could become a safety risk, and also a risk to damage the equipment or the customer's part.

There were a total of **6** improvement ideas submitted in the month of September. Michael submitted 2 ideas and **Robert Forbes, Ray DeHaven, Gregory Smith, and Gregory Bruno** each submitted 1 idea. Thank you for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, October 28, at 3:10 PM in the Induction area. Mike will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Perhaps your name will be the one drawn.

If you have an idea for an improvement at Rex, write it down and drop it into the box outside of the Production office. If yours is the winning idea, you'll have the opportunity to take a spin on the Rex Wheel of Chance!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of August was **Michael Townsend**, a Furnace Operator on second shift. Mike, along with Nancy Gardner, who also put in improvement idea in August, received a "Thank You" pin and a \$5 lottery ticket.



Michael Townsend (right), the Improvement Idea winner, is congratulated by Scott Wagner, Plant Mgr.

Michael Townsend drew a name for the "Monthly Employee Appreciation" reward. That lucky winner was **John Moss**, a Maintenance "A" Mechanic in the Maintenance Department. John won a reward of \$75 on his spin.



John Moss (left), the Employee Appreciation winner, is congratulated by Scott Wagner, Plant Mgr.

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. Those 5 lucky winners of lottery tickets were **Robert Feldman, David Brough, Ted Smith, Sarah Mansuetti, and Michael Evans**.

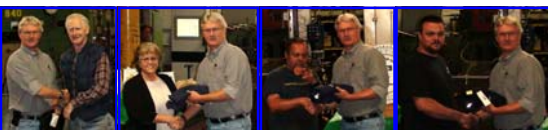
Out of all the correct guesses submitted for **The Rex Riddle**, one name was drawn to receive a \$5 instant lottery ticket. That winner was **Theresa Scargill**.

When **Mike** took his spin, he won a reward of \$100.



Theresa Scargill (left) was the riddle winner.

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



Sid Heflin (58 yrs.), Nancy Gardner (7 yrs.), Adrian Rivera (5 yrs.), and Michael Townsend (1 yr.) receive their anniversary gifts from Scott Wagner. Also celebrating an anniversary was Alex Rutkowski (1 yr.).

Join us at the spin next month to see if your name gets picked to be the next Employee Appreciation winner! Then you'd have a turn on the Rex Wheel of Chance!



Robert Feldman, David Brough, Ted Smith, Sarah Mansuetti, and Michael Evans receive their lottery tickets from Scott Wagner, Plant Mgr.

Happy Retirement, Virginia!

Thank you, Virginia, for 54 years of dedicated service to Rex Heat Treat!

Hired in July of 1959 as a stenographer-typist at the age of 23, Virginia's starting salary was a whopping \$62.50 per week. Through the years of service here at Rex Heat Treat, she had several different jobs. For instance, in 1961, Virginia was moved to the Sales Department as an assistant for the Sales Manager. Her job consisted of taking shorthand and typing up quotations. This promotion earned her a raise to \$70.00 a week. In 1966, Virginia became the secretary for both Walter Rex, the founder of our company, and the company's vice president at that time. She earned yet another raise, bringing her to \$95.00 per week. When John Rex became the president in 1973, Virginia continued on as his secretary. It was in 1984 that Virginia assumed the duties in the Pricing and Billing Department where she remained until her retirement. In this department, Virginia dealt with mountains of paperwork, continuous price changes, and learning and using computer billing systems.



In appreciation of her years of service, Virginia received a beautiful wooden rocking chair from John Rex, at a small reception on August 30. John Rex spoke of how, through the years, Virginia has always adapted and adjusted to many changes, going about her job responsibilities consistently and calmly. In so many ways, Virginia has been the perfect employee. She did all kinds of jobs, practically never missed a day of work, rarely ever complained about anything, was always even-tempered and without drama, was totally reliable, dependable, and remarkably adaptable. Virginia was more than just an employee; she was part of the fabric that makes up this business. She has lived through the ups and downs of the business with strength and dedication and a great attitude.

We will all miss Virginia's pleasant smile and personality and wish her all the best for a long and happy retirement!

Getting to Know You!



Our featured employee this month is **Chris Kent**, a Furnace Operator in the 600 Group on third shift. Chris worked for us first as an agency employee through Lafayette Personnel Services and then was hired as a Rex employee in January 2012.

Chris was born in Allentown, Pennsylvania and has two sisters. He presently resides in Glenside. Chris just recently got married on September 1. Chris and Rebecca Lynn, who married a year after meeting on the dating website Christian Mingle, had a big wedding with over 265 guests helping them celebrate. Congratulations, Chris and Rebecca!

Chris' hobbies and interests include soccer, baseball, hockey, fishing, XBOX, and movies. He and Rebecca enjoy going out to eat, seeing a good movie, and going to the mountains. And what really makes Chris happy is when his sports teams are winning.

Chris' favorite seasons are the fall and winter. He's a cooler weather fan and it's nicer then for outdoor activities. The holidays he likes best are Thanksgiving and Christmas. These are the biggest family holidays and he LOVES to eat! Chris enjoys great food—the taste, smell and flavor.

One of Chris' favorite foods is lamb. Some of his favorite places to eat out are Churracuria Platforma (a Brazilian steak house in New York), Lowry's Steakhouse (Dallas, Las Vegas, Los Angeles), Five Guys (gotta love a good burger), and pizza restaurants (non-chain places).

If Chris had to describe himself in just three words, he says "carefree, energetic, and a bull in a China shop" would be a good description. And at the end of his workday on third shift, Chris likes to eat, play XBOX, watch a movie and then eat again!

If he ever won the lottery, Chris would love to travel the world nonstop for about 3 years, then come home for a year and then do it again and again. He has already been to 27 different countries, and his goal is to visit every country before he dies. A favorite place that he has already been is Machu Picchu in Peru.



Chris! Thanks for sharing! You must have some very interesting travel stories to share.

We are certainly happy to have Chris here as part of the team at Rex Heat Treat.

HAPPY BIRTHDAY!

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

- 1 Sandy Zigon
- 2 Michael Townsend
- 9 Tim Plaucher
- 15 Johnathan Rex
- 22 Chris Kent
- 26 Andy Venezia

Yearly Work Anniversaries

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

1 to 5 Years

- Paul Moss
- Nathan Hamilton

6 to 10 Years

- Yao Kangni Soukpe

Over 10 Years

- Chris Constable (13)
- Bill Attieh (17)
- Chris Sholly (19)
- Kris Hunsicker (19)
- James Brough (25)



You will receive your annual gift at the monthly spin.

A LITTLE HUMOR

A couple went to the movies, and the husband sat in an aisle seat because it feels a little roomier. Just as the feature was about to start, a baby boomer from the center of the row got up and started working her way out.

"Excuse me, sorry, oops, excuse me, pardon me, gotta hurry, oops, excuse me."

By the time she got to the couple, the husband, who was trying to look around her and becoming a little impatient said, "Couldn't you have done this a little earlier?"

"No!!" the woman said in a loud whisper, "The **TURN OFF YOUR CELL PHONE PLEASE** message just flashed up on the screen and mine is out in the car."



DID YOU KNOW?



"Trick or Treat for UNICEF" started in 1950 in Philadelphia. A group of young trick-or-treaters, accompanied by their pastor, collected \$17 for children-in-need overseas. The money was sent to UNICEF and an American tradition was born.

According to Irish legend, Jack O'Lanterns are named after a stingy man named Jack who, because he tricked the devil several times, was forbidden entrance into both heaven and hell. He was condemned to wander the Earth, waving his lantern to lead people away from their paths.



Vampire bats really do exist, but they are not from Transylvania. They live in Central and South America and feed on the blood of cattle, horses and birds.

Halloween candy sales average about 2 billion dollars annually in the United States. Chocolate candy bars top the list as the most popular candy for trick-or-treaters with Snickers #1.



The Rex Riddle - #29



I go in dry and come out wet.
The longer I'm in, the stronger I get.

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

- What has a course but never studies?
- What has two banks but never needs money?
- What has a mouth but never utters a word?

Answer: A river

Common Sense and Accident Prevention

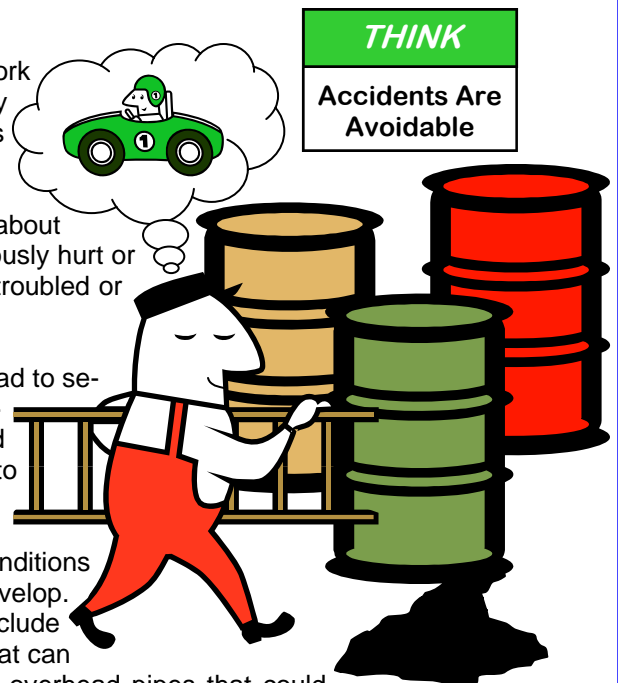
www.toolboxtopics.com

Generally speaking, we are not *born* with common sense, we *acquire* it throughout life. Actually, common sense is really common experience—we learn about life from others' experiences as well as our own. Awareness of your environment, self-preservation and concern for your fellow workers are all factors in good common sense. Contrary to popular opinion, all workers can prevent themselves from getting hurt. The easy way to avoid pain is to observe how others have taken risks and been injured, rather than learning the hard way—from your own injury. That's common sense!

The experts say at least 80% of industrial accidents are caused by unsafe acts on the part of employees. It is up to *you* to be aware of your work environment and follow safe work practices. By avoiding unsafe acts and practicing common sense, your work will go smoother, with less chance for accidents.

Statistically, most accidents are caused by unsafe acts, including:

- **Being In A Hurry** - Sometimes there is more concern for completing a job quickly instead of safely. Take time to do a good job *and* a safe job.
- **Taking Chances** - Daring behavior or blatant disregard for safe work practices can put the whole work team at risk. Follow all company safety rules and watch out for your fellow employees. Horseplay is never appropriate on the job and can lead to disciplinary action.
- **Being Preoccupied** - Daydreaming, drifting off at work, thinking about the weekend and not paying attention to your work can get you seriously hurt or even killed. Focus on the work you are paid to do. If your mind is troubled or distracted, you're at risk for an accident.
- **Having A Negative Attitude** - Being angry or in a bad mood can lead to severe accidents because anger nearly always rules over caution. Flying off the handle at work is potentially dangerous. Keep your bad moods in check, or more than one person may be hurt. Remember to stay cool and in charge of your emotions.
- **Failing To Look For Hidden Hazards** - At many jobsites, work conditions are constantly changing. Sometimes new, unexpected hazards develop. Always be alert for changes in the environment. Hidden hazards include spilled liquids that could cause slips and falls; out-of-place objects that can be tripped over; unmarked floor openings one could step into; low overhead pipes that could mean a head injury; and other workers who don't see you enter their hazardous work area.



Remember to stay alert for hazards, so you won't become one more accident statistic: You *can* do a quality job without rushing. Maintain a positive attitude and keep your mind on your work. This is just common sense—something smart workers use!



"Prevent Kitchen Fires"—that's the message of this year's Fire Prevention Week

Cooking is the leading cause of home fires and home fire injuries. U.S. Fire Departments responded to an estimated annual average of 156,600 cooking-related fires between 2007-2011, resulting in 400 civilian deaths, 5,080 civilian injuries and \$853 million in direct damage.

- Two of every five home fires start in the kitchen.
- Unattended cooking was a factor in 34% of reported home cooking fires.
- Two-thirds of home cooking fires started with ignition of food or other cooking materials.
- Ranges accounted for the 58% of home cooking fire incidents. Ovens accounted for 16%.
- Children under five face a higher risk of non-fire burns associated with cooking than being burned in a cooking fire.
- Microwave ovens are one of the leading home products associated with scald burn injuries not related to fires. Nearly half (44%) of the microwave oven injuries seen at emergency rooms in 2011 were scald burns.
- Clothing was the item first ignited in less than 1% of home cooking fires, but these incidents accounted for 16% of the cooking fire deaths.