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Free Coffee Day!

To celebrate those employees with birthdays in September (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on September 19 through early AM on September 20.

ENJOY!
HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to **Mike Townsend** for being the Improvement Idea winner for August. There were 20 improvement ideas submitted in August. In addition to Mike's winning idea, he submitted a second idea. **Ray Souder** submitted nine ideas, **Brian Wingate** submitted six ideas, and **Tom Felder**, **Chris Hainey**, and **Paul Moss** submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Mike's idea is to build a new support stance in inspection. It should be T-shaped, similar to the one we have now. Instead of having predrilled holes, it will be threaded with a nut to adjust the height. This will greatly improve the way inspection checks larger parts. It will be more exact for what we need and also remove the need for putting things under the stance to get the proper height. This causes the stance to become unbalanced making it unsafe for heavier parts.

The next Improvement Idea spin will be held on Monday, September 19 at 3:10 pm in the Induction area. Mike 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 SEPTEMBER IMPROVEMENT IDEAS
TUESDAY, SEPTEMBER 20, 5 PM**

Monthly Winners

By Scott Wagner, Plant Manager



Ray Souder is congratulated by Scott Wagner, Plant Manager, for being the Improvement Idea winner in July.

Our Improvement Idea winner for July was **Ray Souder**, Material Handler, second shift. Ray won \$150 on his spin. Besides Ray's winning idea, there were 12 other Improvement Ideas submitted in July. Ray submitted a second idea, **Terry Copenhaver** submitted three ideas, **Bob Feldman** and **Paul Moss** submitted two ideas each, and **Jim Forbes**, **Yao Kangni Soukpe**, and **Trevor Levonski** submitted one idea each. They all received a "Good Idea" pin and \$5 lottery ticket.



From left: Terry Copenhaver, Jim Forbes, and Paul Moss are congratulated by Scott Wagner, for submitting improvement ideas in July. Bob Feldman and Trevor Levonski, not pictured, also submitted ideas.



Maria Monje received a \$100 award from Scott Wagner for her Perfect Attendance for the last attendance period.

The lucky winner of "Monthly Employee Appreciation" was **Chris Kent**, Furnace Operator, third shift, who won a \$50 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Keith Bannon**, **Spencer Freund**, **Bernadette Hoffman**, **Mike Santiago**, and **Brian Wingate** each received a \$5 Instant Lottery ticket. **Mike Ludwig** was the Rex Riddle winner and he, too, received a \$5 lottery ticket. Employees celebrating anniversaries received their anniversary gifts from Scott Wagner, Plant Manager.



Mike Ludwig receives a lottery ticket from Scott Wagner for being this month's Rex Riddle winner.



Chris Kent is congratulated by Scott Wagner for being this month's Employee Appreciation winner.



Employees celebrating anniversaries are from left: Keith Bannon (22 yrs), Terry Copenhaver (38 yrs), Brian Wingate (5 yrs). Also celebrating but not pictured: Bob Feldman (5 yrs), Richard Harris (19 yrs), and John Rex (54 yrs).

For refreshments, we all enjoyed snacking on an assortment of cookies. 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.



Scott Wagner congratulates lottery ticket winners from left: Keith Bannon and Brian Wingate. Other winners not pictured are: Bernadette Hoffman, Spencer Freund, and Mike Santiago.



ABOVE AND BEYOND WITH NEW 5S SYSTEM

At the beginning of the summer, Rex Heat Treat introduced the 5S System, a manufacturing tool designed to improve workplace efficiency. By doing this, Rex joined a growing number of international companies implementing this method to achieve greater organization, standardization, and productivity.

Plant Manager Scott Wagner, Production Manager Greg Bruno, and Production Supervisors Jim Brough, Kris Hunsicker, Yao Kangni Soukpe, and Jim Koester, are helping to roll out this program.

The 5S System is rooted in a manufacturing strategy applied by the Japanese after World War II when they had to quickly re-build their economy. They blended American industrial principles with their own cultural instincts for order and efficiency and created an early rendition of the 5S system. When the Japanese factories began implementing this early form of 5S, they experienced unprecedented levels of efficiency, safety and growth that drew the attention of companies around the world.

The term 5S originates from five Japanese words starting with the letter “S.” They are Seiri, Seiton, Seiso, Seiketsu and Shitsuke. Literally translated Seiri means tidiness, Seiton means orderliness, Seiso means cleanliness, Seiketsu means standardization, and Shitsuke means discipline. To tailor the system to U.S. companies, five English terms starting with the letter “S” were substituted to describe each element. They are Sort, Straighten, Shine, Standardize, and Sustain. “Rex has adopted these five words to power our 5S movement,” says Scott.

Here is what each of those qualities means at Rex:

Sort means tidiness. It asks us to go over work areas and throw away trash, clutter, and unrelated materials to create a neat, safe work environment.

Straighten or orderliness is dedicated to helping us find permanent storage locations for every item, tool and piece of equipment then create proper signage to identify their locations.

“This principle alone can eliminate so much frustration by enabling everyone to find the right tool for the job exactly when they need it,” says Greg.

Shine is cleanliness. It requires us to keep the entire workplace clean and for all employees to incorporate basic maintenance duties into their daily routines.

Standardization is the backbone of 5S in that it promotes a standardized way to maintain cleanliness and integrate all the 5S steps into our daily routine.

Sustain is the discipline and commitment to make 5S a way of life.

“The influences of 5S can already be seen on the 300, 600, and 100 lines as well as in the cyclone area,” says Greg.

“We want to roll out this program in small steps so we can build a strong foundation. We will have to invest time for our employees to work on their 5S projects. In the end it will pay great dividends for everybody in terms of a safer and more efficient work environment,” adds Scott.

Implementing the 5S system can provide Rex Heat Treat with both short and long-term benefits. Safer work routines will help reduce workplace injuries and lost work time. Identifying and correcting workplace inefficiencies will help Rex become a leaner, more productive company.



Mike Santiago, Furnace Operator first shift, applies Sort principles to the 300 line.



Here is an example of Straighten in a 300 line storage cabinet where a permanent location has been identified for some parts then labeled.



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

Greg Bruno	10
Art Hurt	22
Mike Ludwig	30

REX RIDDLE

What kind of coat
can be put on only
when wet?

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:

What fruit has been known since
humans invented the
calendar?

Answer: Dates

Yearly Work Anniversaries

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

1 to 5 Years

Alex Rutowski (4 yrs)
Mike Townsend (4 yrs)

6 to 10 Years

Adrian Rivera (8 yrs)
Nancy Viola (10 yrs)

Over 10 Years

Sid Heflin (61 yrs)

You will receive your annual gift at the monthly spin.

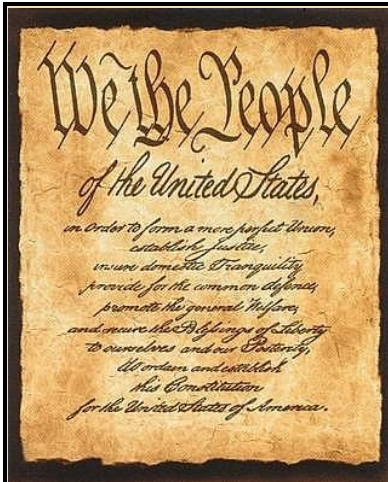
DID YOU KNOW?

In light of so much presidential campaign news bombarding us these days, here are a few past presidential headlines to amuse.



- During World War I, Woodrow Wilson's wife grazed sheep on the front lawn of the White House.
- President Grover Cleveland was a draft dodger. He hired someone to enter the service in his place, for which he was ridiculed by his political opponent, James. G. Blaine. It was soon discovered, however, that Blaine had done the same thing himself.
- President Taft, who weighed a hefty 352 pounds, is the only person to have been both the Chief Justice of the Supreme Court and President of the United States.
- In 1976, President Gerald Ford sent out 40,000 Christmas cards.
- President Ulysses S. Grant was once arrested during his term of office. He was convicted of exceeding the Washington speed limit on his horse and was fined \$20.
- Harry S Truman was the president's full name. The S is not an abbreviation but a name in itself and when properly written is not followed by a period. Using a single letter as a middle name was a common practice in the U.S. and England before WWII.
- Thomas Jefferson, John Adams, and James Monroe all died on July 4th. Jefferson and Adams died at practically the same minute of the same day.
- For his entire 47 years in government, Herbert Hoover turned over each of his Federal salary checks to charity. He had become independently wealthy before entering politics.

Celebrate National Constitution Day — September 17



All Americans are encouraged to observe National Constitution Day, September 17, an important benchmark in our nation's history. The National Constitution Center, 525 Arch Street, Philadelphia, is the perfect place close to home to learn about the United States Constitution, and to help celebrate its birth date.

This important document established America's national government and fundamental laws, and guaranteed certain basic rights for its citizens. It was signed on September 17, 1787, by delegates to the Constitutional Convention in Philadelphia, presided over by George Washington, America's first president.

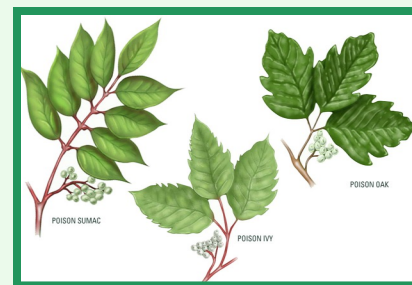
Under America's first governing document, the Articles of Confederation, the national government was weak and states operated like independent countries. At the 1787 convention, delegates devised a plan for a stronger federal government with three branches—executive, legislative and judicial—along with a system of checks and balances to ensure no single branch would have too much power.

All this information and much more is displayed in entertaining and educational exhibits at The National Constitution Center. General admission includes feature exhibits: *Constituting Liberty: From the Declaration to the Bill of Rights*, *The Story of We The People*, *Powers of the President*, *Signer's Hall*, and a live theatrical performance *Freedom Rising* in the new Sidney Kimmel Theater. There is also a timely special exhibit to November 3 entitled: *Headed to the White House Experience*.

BEWARE OF POISON PLANTS

Poison ivy is a type of weed that can trigger an allergic reaction in most people who come in contact with it, or more specifically, the urushiol resin, in the leaves, stems, or roots, of a poison ivy plant. Urushiol is only released when a poison ivy plant is injured or bruised, so just being near a plant or even lightly touching it shouldn't cause a reaction.

Other "poison" plants in the same *Toxicodendron* genus include poison oak and poison sumac, and although these plants look different, they all contain urushiol and can all trigger the same type of rash, so are often all grouped with poison ivy.



There is no real cure for poison ivy. The closest thing to curing it might be those remedies that work to remove the urushiol that gets on your skin and triggers the poison ivy rash. To be most effective, you typically have to wash off the urushiol within 5 to 20 minutes of exposure -- the sooner, the better. Brown soap is the most effective soap to totally remove the urushiol resin.

Unlike other skin rashes, such as scabies or chicken pox, you can't get poison ivy by touching someone else's poison ivy rash. Poison ivy home remedies can help to control and reduce the main symptom of poison ivy -- itching.

- Cold, wet compresses made with Domeboro powder packets (modified Burow's Solution) that can be applied to itchy areas for 15 to 30 minutes several times each day. This powder is sold at local drug stores.
- Adding colloidal oatmeal to a cool or lukewarm bath can calm your skin. Colloidal oatmeal is a compounded product that helps smooth and comfort itchy, scratchy, and dry skin. It is not eatable.
- Anti-itch creams, including Calamine Lotion, Caladryl Clear Topical Analgesic Skin Lotion, Itch-X Anti-Itch Gel with Soothing Aloe Vera, or Aveeno Anti-Itch Cream with Natural Colloidal Oatmeal.
- Oral antihistamines to help control itching, such as Benadryl (diphenhydramine).
- Topical steroid creams, including over-the-counter strength steroid creams. For more severe cases of poison ivy, especially those that involve the face or multiple areas of the body, oral steroids such as Prednisone can be prescribed by your doctor to stop the infection.