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Improvement Idea Winner

By Johnathan Rex, Plant Mgr.

**Congratulations!** Frank Rapine, who is a Lab Technician in Quality Control, is the Improvement Idea winner for the month of August.



Frank's Idea is to Update the "Furnace Instruction Map" on the "N" drive. With all the changes we have had, there are some much needed updates to these instructions. Some instructions refer to equipment we no longer use here while some other instructions don't even open. Updates to this area will help support our quest to be World Class.

A total of 4 improvement ideas were submitted in August. Besides the winning idea, Frank submitted one other. Others contributing ideas were **Keith Bannon** and **Kris Hunsicker**. Thank you, everyone, for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, September 20, at 3:10 PM in the Induction area. Frank will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Come and join us to see if you could be the next lucky person spinning the Rex Wheel of Chance.

Do you have ideas for improvements here at Rex? Then write them down on a piece of paper and drop them in the box outside of the Production office. You could be the next improvement idea winner and have an opportunity to spin the Rex Wheel of Chance.

Autumn begins September 23

**Free Coffee Day!**

To celebrate those employees with Birthdays in September (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on September 20th through early AM on September 21st. ENJOY!

**HAPPY BIRTHDAY TO ALL!**

**Monthly Winners**

By Johnathan Rex, Plant Mgr.

Our Improvement Idea winner for the month of July was **Chuba Blaze**, Furnace Operator in the 500 Group on 2nd shift. Chuba along with Greg Smith, Cory Hunter, and Sid Heflin, also submitting ideas in July, each received a "Thank You" pin and a \$5 lottery ticket.



Chuba Blaze (left), the Improvement Idea winner, is congratulated by Johnathan Rex, Plant Manager.

Before he took his spin, we had Chuba draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Don Wiggins**, a Straightener in the 100 Group. When Don took his spin, he won a reward of \$50. (No photo available)

**Chuba** took his spin and won a reward of 1/2 day vacation plus \$150. We also had Chuba draw slips from a bucket that contained the names of all the people who work for Rex Heat Treat. Five names were drawn and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Victor Lopez, Mike Davis, Sarah Mansuetti, Jim Brough, and Richard Harris.**



Maria Monje collects a \$100 bill for perfect attendance in the last quarter. (Yao Kangni Soukpe also had perfect attendance.)

We had an assortment of cookies, donuts, sticky buns, and fresh Clementines for refreshments and free hot beverages from the vending machine.



Kris Hunsicker (right), who was the Improvement Idea winner for June, is congratulated on his win by Johnathan Rex, Plant Manager.

**Kris Hunsicker**, the Improvement Idea Winner in June, took his spin on a later date and won a reward of 1/2 day vacation plus \$150.

Join us at next month's spin if you can. You may be the next lucky Employee Appreciation winner!



On hand to receive their Anniversary gifts from Johnathan Rex were (from left) Victor Lopez (36 yrs), Rafael Abreu (15 yrs), Evelyn Chmielewski (15 yrs), and Cory Hunter (2 yrs). Not pictured are Terry Copenhagen (32 yrs), Keith Bannon (16 yrs), Richard Harris (13 yrs), and Lee Holder (3 yrs).



Sarah Mansuetti and Victor Lopez were two of the lucky lottery ticket winners.

## Dorma Door Controls Moves Manufacturing to Singapore

By Johnathan Rex, Plant Manager

Dorma Door Controls has been manufacturing and assembling automatic door closers for many years in their Reamstown, Pennsylvania facility. We have been partnered with Dorma Door Controls literally for decades, which is why they felt it important to tell us personally that all of their manufacturing will be moving offshore to Singapore. They have been great people to work with and many of them will soon be out looking for new jobs. American manufacturing continues to shrink as it's just plain cheaper to produce the same product offshore and then have it shipped here.



From a sales standpoint, they accounted for nearly \$1,000 per day of our daily billing. This was steady repetitive work that typically was sent in baskets that just needed to be loaded onto our trays and charged into the furnace.

These kinds of occurrences have been the trend for many years now and typically in these economic climates, they pick up pace. This just reaffirms the fact that we must continue to target high-end work that cannot as easily be outsourced offshore. We all have worked hard to find these opportunities and to continually prove that we are the best option to heat treat our customers' parts. We must continue to work together, as a team, to earn these opportunities and strive to be the "World Class" business demanded by high tech customers.

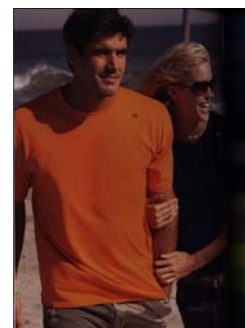
## The Reopening of the Rex Heat Treat Store



We will soon be reopening the Rex Heat Treat Store. This is an opportunity for employees to purchase Rex Heat Treat Gear at your own expense.

The store will be opened for a limited time only. The dates that you will be allowed to purchase this gear will be marked on the front page of the catalog. For your convenience, the full cost of any items purchased will be deducted from your paycheck the week after we have received the goods. You will be notified by HR once they have arrived. All purchases don't have to be personalized, but they do have to have the Rex Heat Treat Logo. You can expect the Catalog to be available late September or early October.

This will be a good time start thinking of Christmas gifts.



These are some examples of the types of items that may be available for purchase from the Rex Heat Treat Store.

## Open Enrollment



This is a reminder that in early September you will be receiving forms to fill out for the Group Health Open Enrollment. As in the past, you will be required to fill out all of the paperwork provided to you within the stated time frame, even if you plan on keeping the same coverage and have made no major life changes normally affecting group health insurance.

This year the group plans will remain the same as last year with Aetna for health, prescriptions and vision, and Delta Dental to cover dental care.

# Happy Birthday

Simply look on the bright side of things. Side-by-side comparisons confirm that optimists are more energetic, have stronger bones and muscles, and lower blood pressure than pessimists—at every age! Some suspect that adopting a positive attitude directly affects levels of chemicals in your body that control such things as heart, lung and brain function.

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

- 8 Virginia Lindquist
- 10 Gregory Bruno
- 18 Barry Fox

## Did You Know?



eBay headquarters in San Jose.

The online auction website eBay was founded as AuctionWeb in San Jose, California, on September 3, 1995, by French-born Iranian computer programmer Pierre Omidyar as part of a larger personal site that included, among other things, Omidyar's own tongue-in-cheek tribute to the Ebola virus. The very first item sold on eBay was a broken laser pointer for \$14.83. The company officially changed the name of its service from AuctionWeb to eBay in September 1997. Originally, the site belonged to Echo Bay Technology Group, Omidyar's consulting firm. Omidyar had tried to register the domain name echobay.com, but found it already taken by the Echo Bay Mines, a gold mining company, so he shortened it to his second choice, eBay.com.

"Spam" is a popular Monty Python sketch, first televised in 1970. In the sketch, two customers are in a greasy spoon café trying to order a breakfast from a menu that includes the processed meat product in almost every dish. The café has a menu limited to having Spam in just about everything (among them, a dish that consists of "Spam, Spam, Spam, Spam, Spam, Spam, baked beans, Spam, Spam, Spam and Spam"). At several points in the sketch, a group of Vikings in the restaurant (referred to as the Green Midget Café in Bromley) interrupt conversation by loudly singing "Spam, lovely Spam, wonderful Spam." The term spam, in electronic communication (flooding Usenet newsgroups and individuals' email with junk mail advertising messages) and general slang, is derived from this sketch.



The first ever mention of "Microsoft" was in a letter from Bill Gates to co-founder Paul Allen in 1975. Gates initially wrote the company name as Micro-soft. The Redmond Microsoft campus today includes more than 8 million square feet and 28,000 employees. (Sign at main entrance to the corporate campus)

## A LITTLE HUMOR



A man who owned a local grocery store was out delivering orders in his station wagon when he hit and injured a little, old lady. The lady sued and was awarded an amount large enough to drive the man out of business.

After difficult times he managed to accumulate enough to try again. But a few months after opening his doors, he struck an old gentleman with his delivery truck. The gentleman sued and collected big damages, enough to ruin the merchant yet again.

On a peaceful Sunday the grocer was sitting in his living room when his little boy entered and called out, "Father, Father, Mother's been run over by a great big bus."

The grocer's eyes filled with tears, and in a voice trembling with emotion he cried, "Thank the Lord, my luck's changed at last."



School will be starting soon! We all need to watch out for children boarding school buses or walking to school.

## Yearly Work Anniversaries

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

### 1 to 5 Years

Nancy Gardner

### Over 10 Years

Sid Heflin (55)

You will receive your annual gift at the monthly spin.

## NAVIGATOR NEWS

### End of Summer BBQ Day!



As a farewell to the Summer heat, The Navigator's will be grilling Hamburgers and Hot Dogs with all the trimmings and side dishes on **Friday, September 17th**. There's no need to sign up and no forms to fill out. Just leave your lunch box home and bring your appetite to work that day.



For those who are health conscious, we will have veggie burgers and turkey dogs on hand.

### Labor Day History

The first Labor Day in the United States was celebrated on September 5, 1882 in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

Through the years the nation gave increasing emphasis to Labor Day. One by one, the states passed legislation to create a Labor Day holiday. And on June 28, 1894, Congress passed an act making the first Monday in September of each year a legal holiday.



Labor Day Parade, Union Square, New York, 1882

The form for the celebration of Labor Day was outlined in the first proposal of the holiday: A street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations," followed by a festival for the workers and their families. This became the pattern for Labor Day celebrations. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civil significance of the holiday. Still later, by a resolution of the American Federation of Labor convention of 1909, the Sunday preceding Labor Day was adopted as Labor Sunday and dedicated to the spiritual and educational aspects of the labor movement.

Traditionally, Labor Day is celebrated by most Americans as the symbolic end of the summer. The holiday is often regarded as a day of rest and parades. Speeches or political demonstrations are more low-key than May 1 Labor Day celebrations in most countries, although events held by labor organizations often feature political themes and appearances by candidates for office, especially in election years. Forms of celebration include picnics, barbecues, fireworks displays, water sports, and public art events. Families with school-age children take it as the last chance to travel before the end of summer recess. Similarly, some teenagers and young adults view it as the last weekend for parties before returning to school, although school starting times now vary.

In U.S. sports, Labor Day marks the beginning of the NFL and college football seasons. NCAA teams usually play their first games the week before Labor Day, with the NFL traditionally playing their first game the Thursday following Labor Day. The Southern 500 NASCAR auto race was held that day from 1950 to 2004.

### Labor Day



The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pay tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership—**the American worker**.



More lives are lost annually from **smoking** than from cocaine, crack, heroin, morphine, fires, homicide, car accidents, suicide, AIDS, and alcohol combined.