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Free Coffee Day!

To celebrate those employees with birthdays in April (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on Monday, April 29 through early AM Tuesday, April 30.

ENJOY!
HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

Congratulations to **Nancy Viola, Human Resources Administrator**, for being the Improvement Idea winner for March. There were 15 improvement ideas this month. Besides Nancy's winning idea, Chris Hainey and Brian Wingate submitted four ideas each, Ray Souder submitted three ideas, and Spencer Freund, Andy Hiddemen, and Anton Williams submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Nancy's idea is to create a clear pathway for employees, customers, and drivers to safely enter the building through the doors near the loading docks. To achieve this, she suggested painting yellow lines to indicate the clear pathway into the plant. To keep the path clear, no product or lifting equipment are to be placed on the path within the yellow lines.

The next Improvement Idea spin will be held on Monday, April 29 at 3:10 pm in the Vacuum Bay area. Nancy 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 APRIL IMPROVEMENT IDEAS
WEDNESDAY, APRIL 24, 9 A.M.**

Monthly Winners

By Johnathan Rex, General Manager



February Improvement Idea winner Ray Souder is congratulated by General Manager Johnathan Rex.

Our Improvement Idea winner for February was **Ray Souder, Material Handler**. Ray won \$150 on his spin. There were 12 Improvement Ideas submitted in February and they were all submitted by Ray.

The lucky winner of "Monthly Employee Appreciation" was **Kris Hunsicker**, who won a \$100 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Fred Cherezov, Terry Copenhaver, Bernadette Hoffman, Brandon Reynolds, and Mike Santiago** each received a \$5 Instant Lottery ticket. **Jim Forbes** was the Rex Riddle winner and he, too, received a \$5 lottery ticket. Employees celebrating anniversaries in

February received their anniversary gifts from General Manager Johnathan Rex.

For refreshments, we all enjoyed fruit and cookies along with free coffee. 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.



This month's Instant Lottery Tickets winners are congratulated by General Manager Johnathan Rex. From left: Fred Cherezov and Terry Copenhaver. Other winners not pictured included Bernadette Hoffman, Brandon Reynolds, and Mike Santiago.

Sid Heflin Retires After 63 Years With Rex Heat Treat

Sid proudly states that he has worked with four generations of the Rex family. This feisty 87 year old joined the company on September 15, 1955 when he was just 24 years old. At that time, the company founder, J. Walter Rex, was at the helm. Sid's first jobs were as a crane operator and welder's helper in what was then called the Chem-Fin division. Back then the current company headquarters "was just a frame of a building," he recalls.

Sid continued working at Rex HT all these years because he "has always felt challenged."

"I stuck my nose into everything that came along," he says. He recalls finding some books on mechanical equipment that were being thrown out. He took them, read and studied them, and learned. By watching, looking, learning and studying, he taught himself to be a skilled craftsman. Electrician, mechanic, maintenance supervisor, equipment installation— Sid has done it all. His relentless curiosity, self-motivation and natural mechanical abilities have made him a valued and respected employee in many areas of the company.

Sid's time at Rex wasn't always spent in Lansdale. He recalls being on the road in the 1970's when the company had divisions in Conyers, Georgia and Ft. Lauderdale, Florida. He traveled with J. Walter Rex to Ft. Lauderdale to set up furnaces and equipment, and he would often return to these sites to help maintain operations. These businesses were sold in 1985 to concentrate on the expanding business in Lansdale.

In more recent years, Sid has worked part-time helping to install new furnaces and equipment. "That's what I liked about working at Rex. Things change, we look for better ways of doing things. It has always been a welcomed challenge for me," he says.

Before Rex Heat Treat

Sid wasn't a rank amateur when he was first hired at Rex. He had gained early experience working on his family's small dairy farm in Schwenksville where he grew up. He attended a one-room grade school in that town and then went on to Schwenksville High School. However, school bored him so he left in his junior year to go to work.

His first job was as a truck driver for Schmoyers Lumber. He left there and took on two jobs – one as an inspector at Doehler-Jarvis Diecasting Company and as a plater at Desoi Plating Company.

At 19, Sid and a couple of his buddies got the travel bug and moved to California. He settled in what was then a much less congested Los Angeles and went to work for a spring company, setting up machines that made coil springs. On a visit back home to see his parents, he got drafted into the Army for the Korean War. He served overseas in Korea for 20 months. Fortunately the war ended about three months after he was drafted.

When Sid left the army and returned home, he was 23 years old. One fateful day he went to an auto track in Hatfield to watch the races and he met his wife Emerita, who was also there watching the races. They married and had two children Pamela and James. A year later, he joined Rex Heat Treat, and the rest is history.

Sid now has two grandchildren and is looking forward to just hanging out with the family and working his crossword and Sudoku puzzles. He deserves to rest after a long and productive career.



Sid is pictured here with three generations of the Rex family. From left: President John Rex, Sid, General Manager Johnathan Rex, and Lab Assistant Zoe Rex.

***Thank you Sid for your years of loyalty and service to Rex Heat Treat!
Enjoy your retirement!***

HAPPY BIRTHDAY

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

- 5 Shawn Klinger
- 12 Walter Bates
- 13 Andy Hiddemen
- 17 Jim Koester
- 17 Adrian Rivera
- 19 Tom Felder
- 27 Spencer Freund
- 28 John Rex

Yearly Work Anniversaries

The following employees are celebrating their Work anniversaries in April:

<u>1 to 5 Years</u>	<u>6-10 Years</u>	<u>Over 10 Years</u>
Chris Hainey (3 yrs)	Trevor Levonski (6 yrs)	Brandon Reynolds (21 yrs)

You will receive your annual gift at the monthly spin.



Rex Newsletter Ends

This is the final issue of the Rex Heat Treat monthly newsletter, *The Rex Files*, and the Rex Riddle. However, in the months to come, the names of Improvement Idea winners, and employees celebrating birthdays and anniversaries will still be recognized each month. A special section of the plant bulletin board will be dedicated to these names.

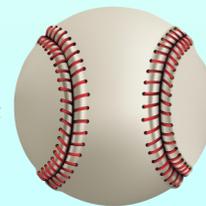
Our monthly Improvement Idea and Employee Appreciation spins will continue on the last Monday of each month.

Keep submitting your improvement ideas as before and you too could win a spin on the Rex Wheel of Chance.

FUN FACTS ABOUT BASEBALL



- The average lifespan of a major league baseball – 7 pitches. During a typical game, about 70 balls are used.
- Major league umpires must wear black underwear while on the job in case their pants split.
- Babe Ruth wore a cabbage leaf under his baseball cap to keep his head cool. He changed it every two innings.
- Costa Rican workers who make baseballs earn about \$2,750 per month. The average salary for a pro baseball player is \$2.4 million per year.
- Every year about 56 million people attend major league baseball games.
- The world's largest publicly available collection of baseball cards is housed at the Metropolitan Museum of Art in New York – over 31,000 cards.
- The baseball team with the most World Series wins is the New York Yankees with 27 titles.
- Hot dogs are the most popular ballpark food item. Baseball fans ate 21,357,316 hot dogs and 5,508,887 sausages during the 2014 major league season.



April Is Such A Hopeful Month

Ah! April. Spring has arrived, the grass and trees are turning green, the air exudes a sweet freshness, and we can open the windows for the first time since winter. April brings hope for more sun, better weather, and the positive vibes that accompany spring time. To enhance April's positivity, the story below is meant to brighten your days ahead.



A teacher started his lecture by holding up a \$20 bill. He asked his students, "Who would like this \$20?" Hands went up. He said, "I'm going to give this \$20 to one of you but first, let me do this." He crumpled the \$20 bill into a small ball. He then asked, "Who still wants it?" All hands went up.

Well he replied, "What if I do this?" He dropped the bill on the ground and started to grind it into the floor with his shoe. He picked it up all crumpled and dirty. "Now who wants it," he said. Still the hands went into the air.

"My friends, you have all learned a very valuable lesson. No matter what I did to the money, you still wanted it because it did not decrease in value. It was still worth \$20," said the teacher.



"Many times in our lives, we are dropped, crumpled, and ground into the dirt by the decisions we make and the circumstances that come our way. We feel as though we are worthless. But no matter what has happened or what will happen, you will never lose your value, dirty, clean, crumpled or finely creased. You are still priceless to those who love you. The worth of our lives comes not in what we do or who we know, but by **who we are**. You are special – don't ever forget it."

Road Safety Word Search

N	M	P	J	R	X	A	Y	J	N	E	T	S	I	L	B	R	C	W	S
I	S	O	O	B	G	T	L	E	B	T	A	E	S	R	A	C	P	V	U
I	N	Q	T	C	I	N	I	C	T	O	G	Y	W	L	O	O	K	A	Z
Z	P	P	R	O	R	K	A	M	B	E	R	M	P	C	C	N	H	N	L
I	F	O	A	X	R	Y	E	W	E	S	O	B	V	C	R	C	F	J	T
B	S	K	T	V	Y	C	T	R	A	F	F	I	C	X	O	S	T	W	Z
S	M	K	W	S	E	I	Y	E	R	O	V	X	O	I	S	T	U	A	O
P	F	A	S	U	B	M	V	C	F	D	D	S	X	P	S	L	C	L	I
H	T	Q	F	X	T	J	E	M	L	A	Z	O	C	Z	I	O	I	K	X
K	D	F	T	O	G	J	D	N	O	E	S	G	T	V	N	R	G	I	A
E	J	G	R	D	N	X	D	R	T	X	F	F	U	Y	G	R	R	N	T
F	E	X	F	E	C	Y	C	L	I	N	G	H	G	I	C	Y	E	G	B
E	U	N	J	R	L	P	G	B	V	H	W	N	G	B	U	J	E	Y	R
L	O	K	K	B	Q	N	A	R	D	R	Y	K	R	Y	R	E	N	Y	Q
A	O	K	U	V	H	E	L	M	E	T	T	R	E	M	B	C	D	C	R

Words To Find

SAFETY	MOTORCYCLE
LOOK	RED
LISTEN	AMBER
STOP	GREEN
ROAD	PAVEMENT
CROSS	CROSSING
CAR	WALKING
HELMET	CYCLING
SEATBELT	
TRAFFIC	
BUS	
TAXI	
BIKE	
LORRY	
VAN	