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Free Coffee Day!

To celebrate those employees with birthdays in June (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on June 15 through early AM on June 16. ENJOY! HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to Ray Souder, a material handler on first shift, for being the Improvement Idea winner for May.



Ray's idea came to him while watching a maintenance worker yell to a person on the ground from high up in the air. They had to repeat themselves a couple times because it wasn't clear what was being said. His idea is to have a set of good durable two-way radios available for people to use in these cases where you need to communicate with someone while they are high up in the high-reach, on top of a furnace, or even down in a pit. This is a good idea and will improve communication between workers.

There were eight improvement ideas submitted in May. In addition to his winning idea, Ray submitted a second idea. Brian Wingate submitted four ideas, and Jeremy Hayhurst and Greg Smith submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.

The next Improvement Idea spin will be held on Monday, June 15 at 3:10pm in the Induction area. Ray 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.

Monthly Winners

By Scott Wagner, Plant Manager

Our Improvement Idea winner for April was **Jeremy Hayhurst**, furnace operator second shift. Jeremy won a \$200 award on his spin. There were nine Improvement Ideas submitted in April. Jeremy submitted two ideas. **Nancy Gardner, Robert Feldman, Sean Mallon, Theresa Scargill, Greg Smith, Ray Souder** and **Mike Townsend** submitted one idea each. They all received a "Thank You" pin and \$5 lottery ticket.



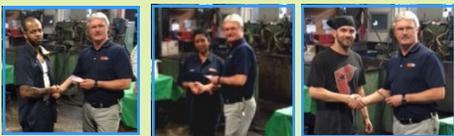
Jeremy Hayhurst is congratulated by Scott Wagner, plant manager, for being April's Improvement Idea winner.



The lucky winner of "Monthly Employee Appreciation" was **Vindon Griffin** who won a \$100 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Mike Evans, Jim Forbes, Chris Kent, Maria Monje, and Paul Moss** each received a \$5 Instant lottery ticket. **Sean Mallon** 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.

Vindon Griffin is congratulated by Scott Wagner for being the monthly Employee Appreciation Winner.

For refreshments, we all enjoyed snacking on an assortment of cookies and fruit 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. Then you will take a spin on the Rex Wheel of Chance.



(L-R) Mike Evans, Marie Monje, and Paul Moss receive their \$5 lottery ticket from Scott Wagner. Other winners: Jim Forbes and Chris Kent are not pictured.



(L-R) Greg Smith, Mike Townsend, Robert Feldman, Sean Mallon, Ray Souder, and Theresa Scargill all submitted Improvement Ideas in April. Nancy Gardner also submitted but is not pictured. They each received a Thank You pin and \$5 lottery ticket from Scott Wagner.

TRIBUTE TO RICH HARRIS ON HIS RETIREMENT

By Scott Wagner, Plant Manager



Rich *rocks* in his retirement rocking chair.

On Tuesday, May 5, we celebrated the retirement of Inspector Rich Harris. Rich officially retired on May 1 after working at Rex Heat Treat for almost 18 years. Rich held several positions during his tenure beginning in the traffic department as a Material Handler. He then moved into production and became a Furnace Operator. Rich's final move was into the quality department where he finished his career as one of our Inspectors.

Rich is originally from the Germantown area of Philadelphia and graduated from Germantown High School. After high school Rich went on to get his undergraduate degree in political science at Hampton University. He and his wife Linda currently reside in New Jersey.

Over the years of working with and getting to know Rich, I found him to have a good attitude about work and life. He would always try to help people, and when new employees came to his shift, Rich welcomed them and helped them to acclimate to the work environment.

Fortunately Rich will still be around as he has decided to continue as a part-time employee on the weekends. On behalf of everyone at Rex, we wish Rich all the best in retirement. Dust off those golf clubs Rich!



President John Rex looks on as Rich cuts his cake.

Getting Close to Retirement?

By Nancy Gardner, HR Administrator

If you have reached retirement age or are nearing retirement in the next year or so, you may want to consider a few tips from the Social Security Administration.

- Eligibility for Social Security retirement requires both reaching a certain age and earning enough Social Security "credits." You earn credits by working and paying Social Security taxes.
- Apply for Social Security benefits as soon as you know your actual date of retirement. The SSA gets backed up and can take 60 days or more to get you in the system. You can apply for Social Security benefits online, by telephone, or by walking into your nearest Social Security office.
- Full retirement age is the age at which you can begin to receive the maximum Social Security benefits for which you are eligible. Your full retirement age is determined by the year you were born. For instance, if you were born between 1943-1954, your full retirement age is 66. A Full Retirement Age chart can be found at www.ssa.gov/planners/agereduction.
- No matter what your full retirement age (also called "normal" retirement age), you can start receiving benefits as early as 62 or as late as age 70. If you retire before your full retirement age, your benefits will be reduced -- pro-rated on your age and work history. If you delay your benefits until after full retirement age, you may be eligible for delayed retirement credits that would increase monthly benefits.
- Early or late retirement will give you about the same total Social Security benefit over your lifetime. If you retire early, the monthly benefit will be smaller to take into account the longer period you will receive them. If you retire late, you will get benefits for a shorter period of time but the monthly amounts will be larger to make up for the months when you did not receive anything. Each person's situation is different.
- Medicare is a health insurance plan for people who are age 65 or older. Most people get Medicare Part A (hospital insurance) when they turn 65. You qualify for it automatically if you're eligible for Social Security. You have to sign up for Part B (medical insurance) after you retire and no longer receiving benefits from your company. Part B is an optional program that isn't free. In 2015, the standard monthly premium is \$104.90
- Whether you apply online or in person, you will need the following information when you apply for your Social Security benefits: **Your Social Security number, your birth certificate or proof of U.S. citizenship, your W-2 forms or self-employment tax return** (or both) for the last year you worked, and **your military discharge papers** if you served in any branch of the military. If you choose to have your benefits paid through direct deposit, you will also need your **bank's name, your account number and your bank's routing number** as shown on the bottom of your checks.



Keep in mind that Social Security replaces only about 40 percent of the average worker's preretirement income. If you can live comfortably on 40 percent of what you're making at work, problem solved. Financial experts estimate, however, that most people will need 70-80 percent of their preretirement income to have a "comfortable" retirement. So now is the time to think about retirement. It's never too soon.



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

- 1 Kris Hunsicker
- 4 Nancy Gardner
- 7 Brian Wingate
- 18 Don Wiggins
- 24 Terry Copenhaver
- 26 James Stewart

Yearly Work Anniversaries

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

1 to 5 Years 6 to 10 Years Over 10 Years

John Moss III (4 yrs)

You will receive your annual gift at the monthly spin.

JUNE: HISTORICAL HIGHLIGHTS



REX RIDDLE 47?

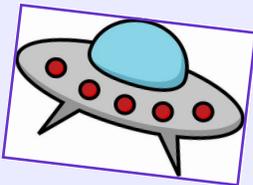
I go up and at the same time go down.
 Up towards the blue sky,
 and down towards the ground.
 Children love to play on me.
 I'm present tense and past tense too,
 why don't you come for a ride,
 just me and you!
What am I?

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.

Answer to last month's riddle

I am loud or quiet.
 I am sudden or expected.
 I am a strong medication.
 I am a relief in certain situations.
 I am caused by embarrassment and/or happiness.
 I am found in many good friendships.
 What am I?
Answer: Laughter

- | | |
|---------------|---------------------------|
| JUNE 1, 1926 | MARILYN MONROE IS BORN |
| JUNE 1, 1980 | CNN DEBUTS |
| JUNE 2, 1865 | CIVIL WAR ENDS |
| JUNE 4, 1917 | 1ST PULITZER PRIZES |
| JUNE 5, 1783 | 1ST HOT AIR BALLON FLIGHT |
| JUNE 5, 1968 | ROBERT KENNEDY KILLED |
| JUNE 6, 1944 | D-DAY |
| JUNE 9, 1934 | DONALD DUCK IS BORN |
| JUNE 10, 1935 | 1ST ALCOHOLICS ANONYMOUS |
| JUNE 16, 1884 | 1ST ROLLER COASTER |
| JUNE 17, 1970 | POLAROID CAMERA PATENTED |
| JUNE 17, 1972 | WATERGATE INVESTIGATION |
| JUNE 22, 1944 | GI BILL OF RIGHTS SIGNED |
| JUNE 24, 1947 | 1ST FLYING SAUCER REPORT |
| JUNE 26, 1945 | UNITED NATIONS CHARTER |
| JUNE 26, 1914 | BABE RUTH IS BORN |
| JUNE 28, 1919 | WORLD WAR I ENDS |
| JUNE 30, 1953 | 1ST CORVETTE SOLD |



Some Common Safety Excuses



**THINK
SAFETY**
it couldn't hurt

When calculating the safety standard of any company, it's good to take an honest look at how jobs are handled. Sometimes processes and procedures need to change to ensure safety. OSHA regulations, new equipment and material updates can force re-evaluation.

John Braun, a safety professional, outlines common safety excuses that companies and workers often use to justify sticking with the

old rather than embracing the new. "Many companies or workers actually believe that certain excuses are valid *reasons* for doing things the way they do them regardless of how dangerous their behaviors might be," says Braun.

His full article can be found on simplifiedsafety.com, a website for helpful safety advice. We were given permission to excerpt the article in our newsletter. Here are some of Braun's most common safety excuses.

I've been doing it this way for XX years.

The old schoolers say they've been doing a job the same way forever and have never gotten hurt. Maybe that is true up to now, but if there's a regulation governing how to do the job, then there's a really good chance *somebody* has gotten hurt doing it the "old" way. This excuse is when a person's personal or observed experiences override actual facts and statistics.

Seemed like a good idea at the time.

If something is dangerous or risky, then it was dangerous or risky in the first place. This excuse says that an employee never stopped to think about what he/she was about to do. Companies must find ways to ensure their workforce plans work projects whether through formal pre-work meetings or in some less formal way.

I have a job to do/I wasn't thinking/I forgot.

These excuses show that the worker in question doesn't take his or her own safety seriously. This is a problem. Somebody who really means one of these things is either saying, "When push comes to shove, safety is less important than finishing the job," or "My safety isn't important enough to worry about." Both are unacceptable.

You caught me the ONE time I did this.

If an employee is seen taking an unnecessary risk doing his/her job during a spot inspection, odds are they're doing the very same thing when no one is looking. It's hard to imagine that would be the one time they weren't wearing protective eye glasses or the one time they were straddling an A-frame ladder...or the one time, etc. This is an opportunity to correct behavior and identify re-training needs.

It was only going to be a second.

This excuse is frustrating because it shows there is no concept of how quickly accidents can occur. Employees who use this excuse tend to know its flimsy and felt they *had* to say something because they'd been caught red-handed. This is another situation where training and clear communication regarding the right way will help protect employees from getting hurt.

Excuses occur every day in every aspect of life. What's important is that we are able to counter them – to demonstrate the dangers of incorrect methods vs. safer work habits. Clear and honest communication, trust, and accurate information all play a part in building a companywide safety culture.

