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Free Coffee Day!

To celebrate those employees with birthdays in March (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on Monday, March 20 through early AM Tuesday, March 21.

ENJOY!
HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to **Jim Forbes, Maintenance 'A', second shift**, for being the Improvement Idea winner for February. There were two ideas submitted in February. Besides Jim's winning idea, Chris Kent submitted an idea. Thank you both for letting us know your ideas for improvement here at Rex.



Jim's idea is to reuse the stainless steel from the 570 rack. It can be used to replace worn out or missing bottoms of the Donsco cans. Stainless steel is expensive. These used grates still have a decent amount of useful life in them and repurposing them will save the company money.

The next Improvement Idea spin will be held on Monday, March 20 at 3:10 pm in the Induction area. Jim 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 MARCH IMPROVEMENT IDEAS
WEDNESDAY, MARCH 15, 9 A.M.**

Monthly Winners

By Scott Wagner, Plant Manager



Ryan O'Donnell (right), is congratulated by Plant Manager Scott Wagner, for being the January Improvement Idea winner.

Our Improvement Idea winner for January was **Ryan O'Donnell, Utility Worker, second shift**. Ryan won \$100 on his spin. There were six Improvement Ideas submitted in January. Ryan submitted a second idea, and **Robert Feldman, Jim Forbes, Mike Ludwig, and Greg Smith** submitted one idea each. They all received a "Good Idea" pin and \$5 lottery ticket.



Mike Ludwig (left) and Jim Forbes are congratulated by Scott Wagner for submitting Improvement Ideas in January. Robert Feldman and Greg Smith also submitted ideas but are not pictured.

The lucky winner of "Monthly Employee Appreciation" was **Mike Townsend**, who won a \$100 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Folly Agbo, Terry Copenhaver, Tom Felder, Sid Heflin** and **Frank Rapine** each received a \$5 instant lottery ticket. **Theresa Scargill** was the Rex Riddle winner and she, too, received a \$5 lottery ticket. Employees celebrating anniversaries received their anniversary gifts from Plant Manager Scott Wagner.



Mike Townsend, the Monthly Employee Appreciation winner, is congratulated by Scott Wagner.

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.



Lottery ticket winners receive their tickets and a handshake from Scott Wagner (from left): Folly Agbo, Frank Rapine, and Sid Heflin. Terry Copenhaver and Tom Felder were also winners but not pictured.

Employees celebrating anniversaries receive their anniversary gifts from Scott Wagner (from left): Sandy Zigon (33 yrs), Ricky Banyai (4 yrs), and Ray Souder (3 yrs). Others celebrating but not pictured: Mike Evans (5 yrs), Greg Bruno (11 yrs), Jim Koester (22 yrs) and Don Wiggins (21 yrs)

Hard Hat Facts

NEW HARD HATS FOR NEW PLANT EMPLOYEES
By Brandon Reynolds, Maintenance Manager

The E.D. Bullard Company was a California mining equipment firm founded in 1898 by Edward Dickinson Bullard. Bullard, a pioneer in industrial safety, sold protective hats made of leather. When his son returned home from World War I with a steel helmet, Bullard was inspired to create a safer hard hat. In 1919, he patented a "hard-boiled hat" made of steamed canvas, glue and black paint. That same year, the U.S. Navy commissioned Bullard to create a shipyard protective cap. This commission inspired more industries across the U.S. to start using hard hats for their workers.

Bullard went on to develop the first internal suspension bands within the hard hat that provide more head protection for workers. He also created the first hard hat to protect workers who performed sandblasting. That design covered the worker's face with a window for vision and provided a supply of fresh air via a hose connected to an air compressor.



Through the decades, hard hats have been manufactured in various materials including metal, aluminum, fiberglass, and thermoplastics. Today most hard hats are made of high density polyethylene or advanced engineering resins. There is now also a color scheme for the hats. White is usually for managers, engineers, foremen or supervisors. Brown is worn by welders and other workers for high heat applications, green often signifies safety inspectors. Earth moving operators often wear yellow, carpenters wear blue. Orange is often used for road crews, and blasters traditionally wear red.



A supply of new hard hats has been ordered to be distributed to new plant employees when they start work at Rex Heat Treat. These hats, manufactured by industry leader MSA, are the V-Gard model, color brown, the standard color worn by workers in high heat environments such as here at Rex Heat Treat. **An important fact to know about these hats is that they cannot be written on with markers, pens, or paint.** Paint or permanent markers degrades the plastic in hard hats. Instead, labels or masking tape can be applied to a hard hat should new employees want their names written on the hat. *Please see a Supervisor if you want to add a name label to your hat.*

SAVING DAYLIGHT

Fall back—Spring ahead is the little ditty that helps us remember what to do to honor Daylight Saving Time. We turned back our clocks one hour on November 2, 2016, 2 a.m. Eastern time and we'll spring ahead this year by turning the clocks forward an hour on March 12, 2 a.m. Eastern time.

FYI - it is Daylight Saving Time -- not Daylight Savings Time. *Daylight Saving* describes Time. At least that's what the experts say is the correct grammatical spelling.

The first U.S. law on Daylight Saving Time went into effect on March 19, 1918 for fuel saving reasons during World War I. It was repealed after the war. We did not have another Daytime Saving Time policy until 1942 – again due to fuel savings during World War II.

Daylight Saving has had a controversial history. Urban areas enjoyed the extra hour of daylight to encourage shoppers and recreational activities. Rural areas hated it as it meant farmers had less time in the morning to get their milk and harvested crops to market. As a result, a patchwork of times blanketed the country with some states, cities, and even counties honoring daylight saving time, and others ignoring it.

Order finally came in 1966 with the enactment of the Uniform Time Act, which standardized daylight saving time from the last Sunday in April to the last Sunday in October. In 1986, it was moved to a seven month observance, then in 2005 – to eight months which we observe today.

A growing body of research shows there is absolutely no savings regarding fuel consumption as a result of the time change. One wonders why we still do it.





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

- 11 Trevor Levonski
- 12 Chris Hainey
- 18 Brandon Reynolds
- 19 Alex Rutkowski
- 26 Chris Constable

REX RIDDLE #68

How high do you have to count before the letter "A" appears in a number?



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:

It is powerful enough to smash ships and crush roofs. Yet it still must fear the sun.

Answer: Ice

Yearly Work Anniversaries
The following employees are celebrating their Work anniversaries in **March**:

<u>1 to 5 Years</u>	<u>6-10 Years</u>	<u>Over 10 Years</u>
	Vernell Donaldson (10 yrs)	Mike Sweney (31 yrs) Scott Wagner (22 yrs)

You will receive your annual gift at the monthly spin.



NEW PAYROLL SYSTEM AT REX HEAT TREAT By Nancy Viola, HR Administrator

At the beginning of this year, Rex Heat Treat launched a new electronic payroll system for all employees. We will no longer receive paper payroll stubs hand-delivered at the plant or mailed to employee homes, (except for those who currently do not have email.)

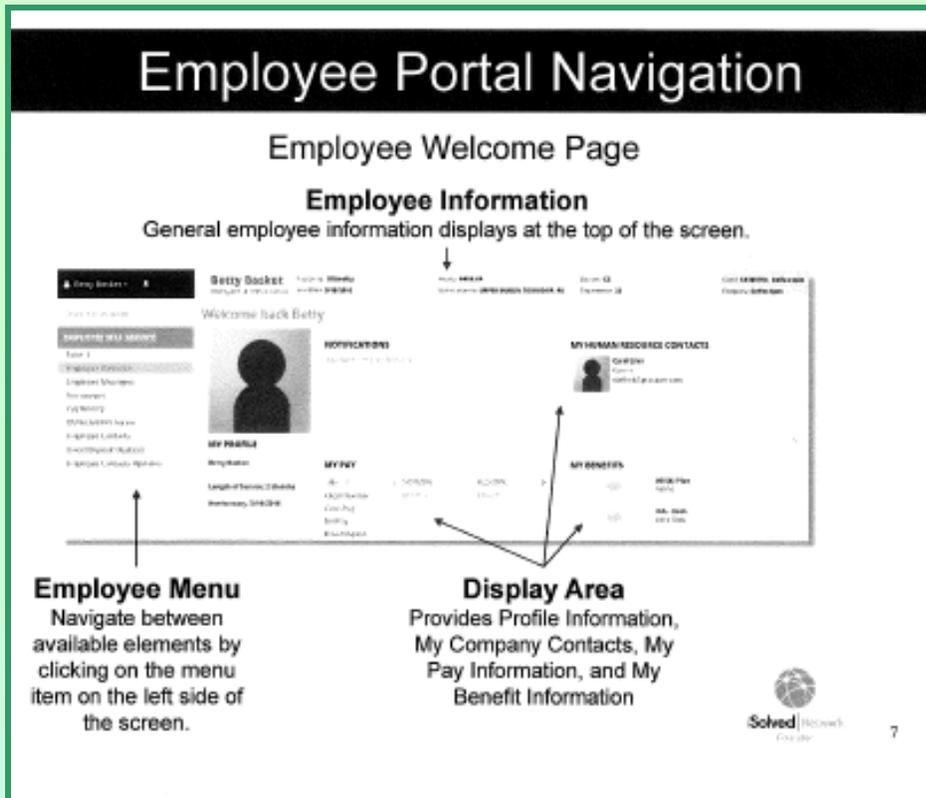
At this point, every Rex employee should have received an enrollment email from ProxusHR explaining how to activate your individual account. The New User Account Set Up Screen gives detailed instructions on how to set up your secure Proxus account and create your own private Username and Password.

Once you have set up your account, you can access Proxus anytime via the url: proxushr.myisolved.com

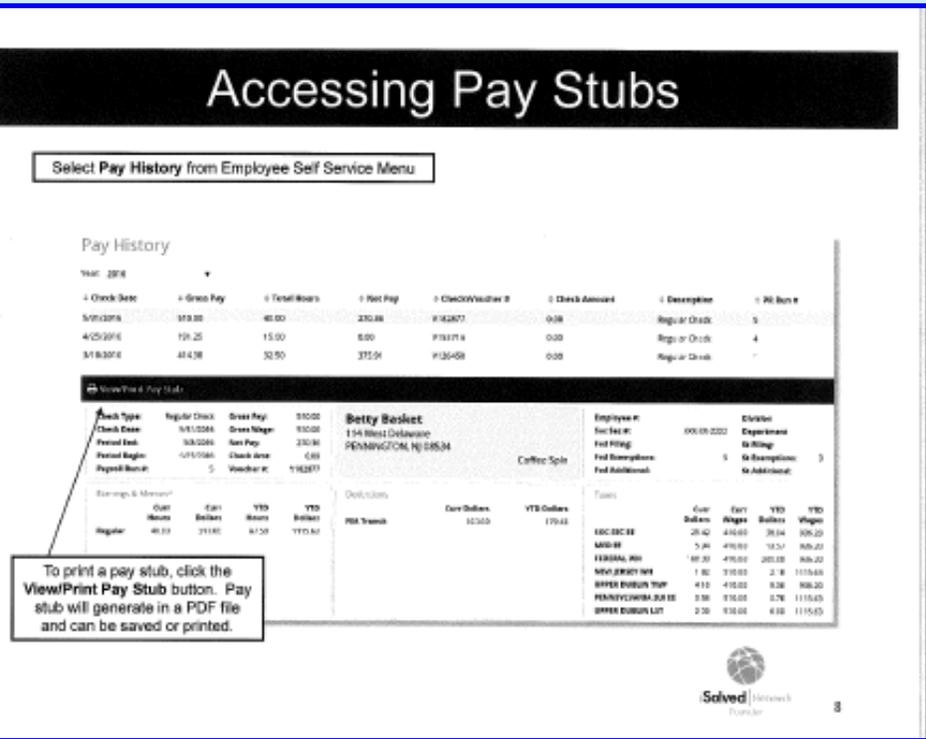
This brings you to a Sign-In screen where you must enter your newly created Username and Password. From here, you have easy access to your **Employee Welcome Page** which contains your employee profile, your individual pay and benefit information, and company contacts.

A user friendly Employee Self Service menu on this page, helps you to navigate the entire site. One of the menu choices is **Pay History**. From that screen, you can both view and print your full pay history and your weekly pay stubs. Pictured are images of the **Employee Welcome Page** and **Pay History** taken from the Proxus site.

We will keep you updated on any new functions that are added to the Proxus system. Should you have questions about your Proxus account, or have not received the email from ProxusHR detailing the login procedure, please contact Nancy Viola in HR either by phone or email — 215 855 1131 ext. 209, nancy.viola@rexht.com.



EMPLOYEE WELCOME PAGE



PAY HISTORY/ACCESSING PAY STUBS