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Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations! Sharley Dubisette, a Furnace Operator in the 600 Group on second shift, is the Improvement Idea winner for the month of November.



The new 699 mill / inspection station is coming on line. And in its new location, Sharley realized that the hoist serving the work station from its old location would be more difficult. You would have to swing the beam as well and roll the hoist along the beam to load and unload. All the added movements and effort would be more difficult for the operators and slow down the process.

A total of 7 improvement ideas were submitted in the month of November. Others contributing ideas were **Paul Moss**, with 2 ideas, and **Frank Rapine, Evelyn Chmielewski, Chris Sholly, and James Forbes**, with 1 idea each. Thank you, everyone, for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, December 17, at 3:10 PM in the Induction area. Sharley will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Come to the spin and see if your name is picked!

Perhaps you have an idea for an improvement here at Rex. Write it down and put it in the box outside of the door to the Production office. Who knows? It could be you taking a spin on the Rex Wheel of Chance!

Free Coffee Day!

To celebrate those employees with Birthdays in December (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on December 17th through early AM on December 18th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of October was **Vindon Griffin Jr.**, a Furnace Operator in the 300 Group on first shift. Brian Wingate, Gregory Smith, Lewis Natale, Yao Kangni Soukpe, Michael Jackson, Nenneth "Lee" Holder, and Tom Felder, who also put in improvement ideas in October, received a "Thank You" pin and a \$5 lottery ticket.



Vindon Griffin Jr. (right), the Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Before he took his spin on the wheel, we had Vindon draw a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Gregory Smith**, a Furnace Operator in the 100 Group on "A" Shift. Greg won a reward of \$100 on his spin.

When **Vindon** took his spin, he won a reward of \$150 plus 1/2 day vacation.



Greg Smith (right), the Employee Appreciation winner, is congratulated by Scott Wagner, Plant Mgr.

Out of all the correct guesses submitted for **The Rex Riddle**, one name was drawn to receive a \$5 instant lottery ticket. That winner was **Nancy Gardner**.

Five slips were drawn from a bucket that contained the names of all Rex employees, and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Lewis Natale, Sandy Zigon, Arthur Hurt, Sid Heflin, and Rafael Abreu**.



Scott Wagner, Plant Mgr., hands out "Thank You" pins and lottery tickets to Brian Wingate, Gregory Smith, and Yao Kangni Soukpe, who submitted improvement ideas.

For refreshments everyone enjoyed an assortment of cookies, mini-cupcakes, and free hot beverages from the vending machine.



Nancy Gardner was the riddle winner.



James Forbes (15 yrs.), Vindon Griffin, Jr. (9 yrs.), Fred Cherezov (5 yrs.), Arthur Hurt (5 yrs.), and Derek McAlarney (1 yr.) were on hand to receive their anniversary gifts from Scott Wagner.

Come to next month's spin to see if your name is picked as the Monthly Appreciation winner and perhaps get a turn to take a spin on the Rex Wheel of Chance.



Sandy Zigon and Sid Heflin were lottery ticket winners.

United Way Campaign Begins



It's time, once again, to see what we can do to help those less fortunate in our community by making a donation to the North Penn United Way. The Campaign here at Rex will run from December 3 through December 14, and you should be receiving your packet soon. Please be sure to read all the information carefully.

This year **your donation will be worth DOUBLE**, because Rex Heat Treat has decided to match all employee donations and pledges made to United Way. If you write a check out to United Way for \$10.00, Rex Heat Treat would match that \$10.00 gift. If you decided to pledge \$1.00 per week through payroll deduction, your \$52.00 total donation would be worth \$104.00. Think of all the good that would do, and you can direct your contribution to a specific community goal or a qualified 501 c3 non-profit agency that will benefit directly from your gift if you choose to.

One United Way partner agency is The Boys & Girls Club of North Penn Valley - Indian Valley. Here is what **Robert K. Kreamer, CEO** of the Boys & Girls Club has to say about the North Penn United Way:

One of the key missions of the North Penn United Way is to make sure children in our communities (North Penn and Souderton Areas) have access to services that can help them to succeed in school, as well as provide a safety net for families and children emerging from disadvantaged circumstances.

Recently the North Penn United Way completely retooled its mission and its model for service delivery. They are no longer just a pass through for funds; they are engaged partners with the agency providers who have been carefully screened and chosen through a request for proposal process that involved many community members who volunteered to be part of this new process. Results, measurable impact, and accountability are now closely monitored by the United Way. After completing a competitive process, our organization, the North Penn Valley Boys & Girls Club, was selected as one of the new partner agencies under the Students Success in School. The North Penn United Way has invested significant dollars in our agency to meet these goals.

Our United Way funding allows us to implement an afternoon homework program titled "Project Learn" at three different locations serving 180 low income children in the North Penn and Souderton School Districts. This allows for a healthy snack and assistance every school day for these children, who otherwise may go home to an empty apartment or house. The effectiveness of the Project Learn program is measured through the daily use of an outcome measurement system that ensures the student's homework is complete as well as a high-yield activity. In addition, success is measured through surveys of the students parent(s) and teacher, dibble scores, reading assessment, report card grades, and PSSA scores, ensuring that the United Way funding is making a difference. The United Way also helps to provide each of our students with a brand new backpack filled with school supplies.

Your support of the North Penn United Way ensures the most vulnerable children in our community will have access to programs and services that can help them to become successful members of our community. There are many ways for you to become involved with the North Penn United Way, please visit npuw.org for further information.

To find out more about any of the United Way partner agencies, you can go to the North Penn United Way's website at <http://www.npuw.org> to get phone numbers and website addresses for each agency. Whether you want to help children, families in crisis, the elderly, the handicapped, or some other group, remember—your contribution will be matched by Rex Heat Treat. You can have a real impact in the community by designating a small weekly amount through payroll deduction—50¢, \$1.00, \$2.00—you decide! And your contribution is tax deductible, too!

Please consider investing in our community by checking off COMMUNITY FUND on your pledge form. It's the best way to LIVE UNITED AND INFLUENCE THE CONDITION OF ALL.



The Holiday Goodies Exchange will take place on Monday, December 17, and Tuesday, December 18, in the employee lunchroom. Please join us for this annual sharing of goodies. Bring in your treat at the start of your shift and check out what others have brought to share. Whether you make it or buy it, whatever you choose will be appreciated and enjoyed. There will be free hot beverages from the vending machine both days.




Come share in the Good Will and Good Treats!

Welcome Aboard!

<i>Jung Ohm</i>	<i>Quality Assurance</i>
<i>James Stewart</i>	<i>500 Group</i>

September Winner

Derek McAlarney, the Improvement Idea winner for September, was not available to take his spin last month.



Derek McAlarney (right), the Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

When he finally got to spin at a later date, he won a reward of \$150.

Happy Birthday

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

- 6 Sharley Dubisette
- 25 Yao Kangni Soukpe
- 26 Maria Monje

Yearly Work Anniversaries

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

Over 10 Years

Maria Monje (13)

Tom Felder (27)



You will receive your annual gift at the monthly spin.

Did You Know?



Christmas pudding is a porridge made by boiling beef and mutton combined with raisins, currants, prunes, spices, eggs, bread-crumbs, ale, and spirits. This dish is made in large copper kettles and prepared several weeks before Christmas. Each member of the family takes turns stirring the thick stew and making a wish. It is the traditional end of a Victorian Christmas dinner. Christmas pudding usually contains a silver coin, a ring, button, and thimble. Tradition says the finders of these respective objects will be given the gift of wealth, be married within the year, or be destined for bachelor or spinsterhood.

Before the middle of the 19th century, the kissing bough was the primary piece of decorative greenery in the Victorian home for the holidays. A kissing bough, sometimes called a kissing ball, is a double hoop of evergreen boughs, holly, ivy, apples, pears, ribbons, lighted candles, and other ornaments with streamers going up to a central point and a sprig of mistletoe hung from its center. Victorian Christmas traditions dictate that any woman who wanders under the kissing bough has to allow herself to be kissed.



The English tradition of the wassail bowl and serving plum pudding transitioned to America in many areas. The plum pudding (the round dessert illustrated here) held charms holding symbolism for the person who ended up with that particular piece of dessert—a ring for marriage, a coin for wealth and a silver thimble for a happy yet single life. Being a German delicacy at the time, carp was often enjoyed by Victorian families served on special fish china sets during Christmas feasts as well. Many American homes also enjoyed turkey, ham, jams, jellies, pickles and several types of potatoes along with oyster dressing, pudding and stew.



A Victorian Christmas

A LITTLE HUMOR

After turning eighty, Marie found that shopping for Christmas gifts had become too difficult, so she decided to send gift cards to everyone instead. She wrote, "Buy your own present" on each card and mailed them early.

Marie enjoyed the usual flurry of family festivities. Only after Christmas did she find the gift cards on her desk, which she had forgotten to enclose.



The Rex Riddle - #21 ?

I am bound in a book
but you cannot read me,
I am struck and played
but not musically,
I am your equal in skill
and also in stature,
I am used in heat
and light manufacture.

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.

Can you figure out the riddle?

Answer to Last Month's Riddle

What gets wetter the more it dries?

ANSWER: A towel

Happy Holidays!



May your HOLIDAYS be filled with joy and good cheer and the NEW YEAR bring you peace and happiness.

Winter Storm Fire Safety

A wide range of natural disasters occur within the United States every year. Natural disasters can have a devastating effect on you and your home. The U.S. Fire Administration encourages you to use the following safety tips to help protect yourself, your family and your home from the potential threat of fire during or after a winter storm. You can greatly reduce your chances of becoming a fire casualty by being able to identify potential hazards and following the outlined safety tips.

Some Types of Fire Related Hazards Present During and After a Winter Storm

- Alternative heating devices used incorrectly create fire hazards.
- Damaged or downed utility lines can present a fire and life safety hazard.
- Water damaged appliances and utilities can be electrically charged.
- Frozen water pipes can burst and cause safety hazards.
- Leaking gas lines, damaged or leaking gas propane containers and leaking vehicle gas tanks may explode or ignite.
- Generators are often used during power outages. Generators that are not properly used and maintained can be very hazardous.



Chemical Safety

- Look for flammable liquids like gasoline, lighter fluid and paint thinner that may have spilled. Thoroughly clean the spill and place containers in a well-ventilated area.
- Keep flammable liquids away from heat sources.

Electrical Safety

- If your home has sustained flood or water damage, and you can safely get to the main breaker or fuse box, turn off the power.
- Assume all wires on the ground are electrically charged. This includes cable TV feeds.
- Look for and replace frayed or cracked extension and appliance cords, loose prongs and plugs.
- Exposed outlets and wiring could present a fire and life safety hazard.
- Appliances that emit smoke or sparks should be repaired or replaced.
- Have a licensed electrician check your home for damage.

Gas Safety

- Smell and listen for leaky gas connections. If you believe there is a gas leak, immediately leave the house and leave the door(s) open.
- Never strike a match. Any size flame can spark an explosion.
- Before turning the gas back on, have the gas system checked by a professional.

Generator Safety

- Follow the manufacturer's instructions and guidelines when using generators.
- Use a generator or other fuel-powered machines outside the home. CO fumes are odorless and can quickly overwhelm you indoors.
- Use the appropriate sized and type power cords to carry the electric load. Overloaded cords can overheat and cause fires.
- Never run cords under rugs or carpets where heat might build up or damage to a cord may go unnoticed.
- Never connect generators to another power source such as power lines. The reverse flow of electricity or 'backfeed' can electrocute an unsuspecting utility worker.

Heating Safety

- Kerosene heaters may not be legal in your area and should only be used where approved by authorities.
- Do not use the kitchen oven range to heat your home. In addition to being a fire hazard, it can be a source of toxic fumes.
- Alternative heaters need their space. Keep anything that can catch fire at least 3 feet away.
- Make sure your alternative heaters have "tip switches." These "tip switches" are designed to automatically turn off the heater in the event they tip over.
- Only use the type of fuel recommended by the manufacturer and follow suggested guidelines.
- Never refill a space heater while it is operating or still hot. Refuel heaters only outdoors.
- Make sure wood stoves are properly installed, and at least 3 feet away from anything that can catch fire. Ensure they have the proper floor support and adequate ventilation.
- Use a glass or metal screen in front of your fireplace to prevent sparks from igniting nearby carpets, furniture or other items that can catch fire.

and Remember . . .

- Always use a flashlight—not a candle—for emergency lighting.
- Some smoke alarms may be dependent on your home's electrical service and could be inoperative during a power outage. Check to see if your smoke alarm uses a back-up battery and install a new battery at least once a year.
- Smoke alarms should be installed on every level of your home and inside and outside of sleeping areas.
- All smoke alarms should be tested monthly. All batteries should be replaced with new ones at least once a year.
- If there is a fire hydrant near your home, keep it clear of snow, ice and debris for easy access by the fire department.

For more information, go to the U.S. Fire Administration's website at www.usfa.fema.gov