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Free Coffee Day!

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

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations! Kris Hunsicker, Heat Treat Supervisor for the "A" shift, is the Improvement Idea winner for the month of January.



Kris's idea is to design and use a "Flow Tag". Currently when we bring jobs to Inspection, we have to bring the shop order with them and then use any scrap of paper or cardboard we can find to identify the load. By having Flow Tags in all our work areas, we will be able to clearly identify the order and indicate where the shop order is, i.e. at Inspection or in the Lab. With this information along with initials and date, anyone who looks at that tag will know the exact location of the shop order. Using these tags will help us in Production as well as show our professionalism and continued aim of becoming World Class.

A total of 9 improvement ideas were submitted in the month of January. Others contributing ideas were **Chuba Blaze** and **Derek McAlarney** with 2 ideas, each, and **Ray DeHaven**, **Gregory Bruno**, **Evelyn Chmielewski**, and **Richard Harris**, 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, February 20, at 3:10 PM in the Induction area. Kris will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Perhaps it will be you!

Got any improvement ideas? Then write them down and drop them in the box outside of door of the Production office. You might be the next winner!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of December was **Vindon Griffin, Jr.**, a Furnace Operator on second shift. Vindon, along with Brian Wingate, Nancy Gardner, Sarah Mansuetti, Michael Jackson, Gregory Bruno, John Moss, Evelyn Chmielewski, and Derek McAlarney, who also put in improvement ideas in December, received a "Thank You" pin and a \$5 lottery ticket.



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

Vindon drew a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Gregory Bruno**, Heat Treat Supervisor for 3rd shift. Greg won a reward of \$50 on his spin.



Greg Bruno (right), the Employee Appreciation winner, receives congratulations from Scott Wagner, Plant Manager.

Slips were drawn from a bucket that contained the names of all Rex employees. Five names were drawn and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Maria Monje**, **Michael Davis**, **Sarah Mansuetti**, **Victor Lopez**, and **Keith Bannon**.

Vindon took his spin and won a reward of \$150.

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 **Tim Plaugher**.

For refreshments everyone enjoyed some cookies, sweet Clementines, and free hot beverages from the vending machine.

Come join us next month when our **"Big Annual Wheel of Chance Spin"** will take place following the regular monthly spin. And don't forget—your name could be picked as the monthly Employee Appreciation winner and then you'd get a turn to spin the Rex Wheel of Chance!

Scott Wagner, Plant Manager, hands out "Thank You" pins and lottery tickets to Ray DeHaven, Derek McAlarney, Chuba Blaze, and Evelyn Chmielewski, who also submitted improvement ideas for the month of December.



Monserrate Santiago (14 yrs), Frank Rapine (7 yrs), Sharfrey Dubisette (5 yrs), and Ray DeHaven (5 yrs) receive their anniversary gifts from Scott Wagner, Plant Mgr. Also celebrating an anniversary was David Brough (38 yrs).



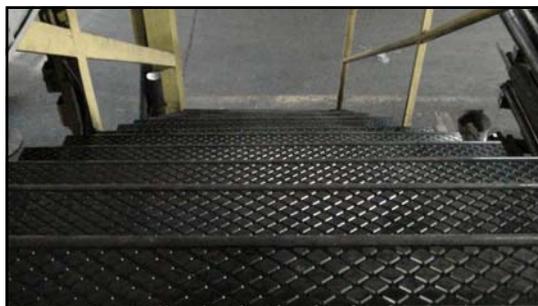
Maria Monje (left), Sarah Mansuetti (left), Mike Davis (left), Victor Lopez (left), and Keith Bannon (right) were the lottery ticket winners.

Recent Improvements at Rex



A trench was dug to install better drain lines from the vacuum area and 389-399 tanks to the tower and waste water pits and also to install cooling lines from 952 chiller to 389-399 tanks.

While the floor was opened up, we ran two water feeds from the main tunnel to the vacuum area



New rubber stair treads were installed on the steps to the lunchroom. Looking good!



and to electrical conduits from the electrical tunnel to the vacuum area to be used at a later time if needed.

Rex Big Annual Wheel of Chance Spin

By Scott Wagner, Plant Mgr.

The Eighth Year of our Improvement Idea Program has come to a close and it's time to reward those employees who submitted their improvement ideas in 2011—a total of **105** improvement ideas! Our Rex Big Annual Wheel of Chance Spin will take place on February 20, 2012, in the Induction area, after the monthly spin. There will be three different Wheel of Chance spins.

Spin #1 is for any employee who submitted at least four improvement ideas in 2011. Twelve employees qualified for this drawing. They are: **Chuba Blaze** (13), **James Koester** (13), **Cory Hunter** (11), **Evelyn Chmielewski** (6), **Kris Hunsicker** (6), **Brian Wingate** (6), **Gregory Bruno** (5), **Nancy Gardner** (5), **Gregory Smith** (5), **James Forbes** (4), **Vindon Griffin Jr.** (4), and **Michael Jackson** (4).

Spin #2 is for all employees who were Monthly Winners in 2011. If they won two times, their names will be placed in the container two times. There will be seven employees in this drawing, and one will have his name in four times and two others will be in twice. Those employees are: **Kris Hunsicker** (4), **Vindon Griffin Jr.** (2), **Gregory Bruno** (2), **Raymond DeHaven**, **Michael Jackson**, **Yao Kangni Soukpe**, and **James Koester**.

Spin #3 is for any employee who submitted at least one approved idea that was fully implemented in 2011. Eleven employees qualified to be in this drawing. Those employees are: **Chuba Blaze**, **Kris Hunsicker**, **Gregory Smith**, **Cory Hunter**, **Frank Rapine**, **Nancy Gardner**, **Tom Felder**, **James Forbes**, **Terry Copenhaver**, **Michael Jackson**, and **Vindon Griffin Jr.**

One name for each spin will be drawn at random. Each employee can only win one chance at a spin. If the same employee's name is drawn again after having already won a spin, another name will be drawn. Reward values for all 3 spins will range from \$250 to \$1,000 or 1 day vacation plus \$200 to \$500.

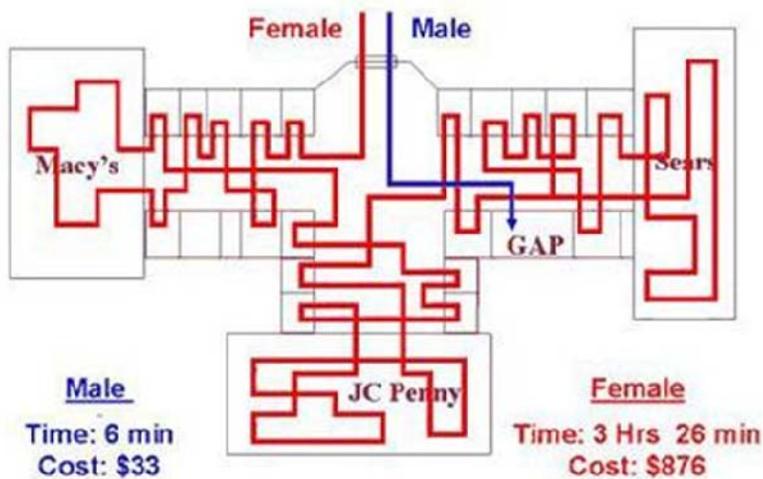
Thank you all for your great ideas for improvements here at Rex. Good luck at the Annual Spin!

If you are able to, please come and witness this annual event and offer your congratulations to the lucky winners.



A LITTLE HUMOR

Mission: Go to Gap, Buy a Pair of Pants



Yearly Work Anniversaries

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

6 to 10 Years

Greg Bruno

Over 10 Years

Don Wiggins (16)

James Koester (17)

Sandy Zigon (28)

You will receive your annual gift at the monthly spin.

Happy Birthday

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

- | | |
|----|--------------|
| 2 | James Forbes |
| 9 | John Moss |
| 11 | James Brough |

Welcome Aboard!

Christopher Kent **600 Group**

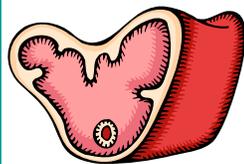


Did You Know?



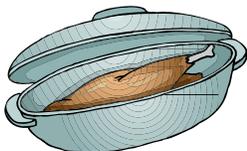
KNUCKLE UNDER - Once knuckle meant any joint, including the knee. To "knuckle under" meant to kneel in submission.

START FROM SCRATCH - This phrase comes from the days when a line was scratched in the ground for a race. The racers would start from the scratch.



GIVE SOMEBODY THE COLD SHOULDER - When an unwanted visitor came, you gave them cold shoulder of mutton instead of hot meat as a hint that they were not to call again.

GO TO POT - Any farm animal that had outlived its usefulness, such as a hen that no longer laid eggs, would literally go to pot. It was cooked and eaten.



WIN HANDS DOWN - This old saying comes from horse racing. If a jockey was a long way ahead of his competitors and sure to win the race, he could relax and put his hands down at his sides.

The Rex Riddle - #11 ?

I am a key that cannot open a lock.
I live in harmony with many others like me,
both black and white.
I make a solitary sound when you tickle me.

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

Sometimes I am loved, usually by the young.
Other times I am dreaded, mostly by the old ones.
I am hard to remember, also hard to forget.
And yet if you do, you'll make someone upset.
I occur every day. Everyone has to face me.
Even if you don't want it to happen, embrace me.

What am I?

Answer: Birthday

How To Lift

By James Koester, Safety Manager

Correct back, leg, shoulder and knee posture is vital to prevent strains and pressure on joints and muscles that provide support during weight-bearing activities and general movement. According to the Cleveland Clinic, the thigh and lower leg bones are protected with proper knee posture. Arthritis, fatigue and injuries can be reduced or eliminated with proper knee alignment.

When you lift objects, use the following suggestions to protect against injury.

- Before you lift a heavy object, make sure you have firm footing.
- To pick up an object that is lower than the level of your waist, keep your back straight and bend at your knees and hips. **Do not bend forward at the waist with your knees straight.**
- Stand with a wide stance close to the object you are trying to pick up and keep your feet firm on the ground. Tighten your stomach muscles and lift the object using your leg muscles. Straighten your knees in a steady motion. Don't jerk the object up to your body.
- Stand completely upright without twisting. Always move your feet forward when lifting an object.
- If you are lifting an object from a table, slide it to the edge to the table so that you can hold it close to your body. Bend your knees so that you are close to the object. Use your legs to lift the object and come to a standing position.
- Avoid lifting heavy objects above waist level.
- Hold packages close to your body with your arms bent. Keep your stomach muscles tight. Take small steps and go slowly.
- To lower the object, place your feet as you did to lift, tighten stomach muscles and bend your hips and knees.



Think Safety!

By Scott Wagner, Plant Manager

A three-person work crew was trying to change a light bulb in a fixture at the ceiling of a 20-foot-high warehouse. Since they didn't have a proper ladder or manlift, they improvised by having one worker stand on the fully raised forks of a small forklift, while the second worker was operating that forklift from its driver's seat, and the third worker was operating a heavy-duty forklift that was being used to lift the first forklift so its wheels were 12 feet off the ground. Did we mention that none of the workers were wearing fall-protection harnesses or hardhats?

In light of this crazy story, "**Think Safety**" is a good New Year's Resolution for all of us as we enter 2012.



These are not the workers who were changing the light bulb, but it is another example of idiots at work!

A NOTE OF THANKS to everyone who saved "Coke product caps" (Coke, Minute Maid) during the last year.

We donated over 700 of them to a Fund Raising effort at my son's school to purchase sports equipment.

We also were instrumental in recycling over 1,000 plastic bottles/soda cans into our township recycling bins instead of into our dumpster.

Again, I thank all who had participated and look forward to a bigger "haul" this year.

Thank you,
Ray DeHaven