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Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations! Vindon Griffin Jr., a Furnace Operator on second shift, is the Improvement Idea winner for the month of December.



Vindon's idea is to install an additional 440 outlet to the stationary frame of 370 furnace. We can only use one hurricane fan right now, unless we restrict fork truck traffic and run long extension cords from another area. We need to have the ability to fan cool several jobs that are processed in 370 furnace and having additional outlets, will enable us to properly cool work with multiple fans without effecting other operations or restricting fork truck traffic in the area.

A total of 9 improvement ideas were submitted in the month of December. 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, January 23, at 3:10 PM in the Induction area. Vindon will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Please come and join us if you can. Perhaps your name will be drawn and you'd have a turn to take a spin on the Rex Wheel of Chance.

Do you have some improvement ideas? Write them down and drop them in the box outside of door of the Production office. You could be the next winner!

Free Coffee Day!

To celebrate those employees with Birthdays in January (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on January 23rd through early AM on January 24th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of November was **Ray DeHaven**, a Material Handler on the mid shift. Ray, 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 November, received a "Thank You" pin and a \$5 lottery ticket.



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

Ray drew a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Evelyn Chmielewski**, Administrative Assistant, who won a reward of \$150 on her spin.

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 **Sid Heflin**, **Michael Davis**, **Chris Sholly**, **Peter Kropff**, and **Teugie Askew**.



Evelyn Chmielewski (left), the Employee Appreciation winner, receives congratulations from Scott Wagner, Plant Manager.



Nancy Gardner (left) was the Riddle winner.

Ray took his spin and won a reward of 1/2 Day Vacation plus \$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 **Nancy Gardner**.

Michael Jackson, **Fred Cherezov**, **Michael Davis**, **Ray DeHaven**, **James Forbes**, **Yao Kangni Soukpe**, and **Maria Monje** each received \$100 for perfect attendance in the last

quarter.



Maria Monje (12 yrs) and Tom Felder (26 yrs) receive their anniversary gifts from Scott Wagner, Plant Manager.

Come join us at next month's spin. Your name could be picked as the next Employee Appreciation winner and then



Scott Wagner, Plant Mgr., hands out "Thank You" pins and lottery tickets to Evelyn Chmielewski, Derek McAlarney, Brian Wingate, Sarah Mansuetti, Nancy Gardner, and John Moss, who all submitted improvement ideas in November.

you'll get your turn to spin the Rex Wheel of Chance!



Sid Heflin (right), Mike Davis (left), and Pete Kropff (left) were some of the lottery ticket winners.

United Way Campaign Ends

By Evelyn Chmielewski & Sarah Mansuetti, Co-Chairs

Our United Way Campaign here at Rex Heat Treat has come to an end. Because of the generosity of those who participated, we were able to meet our \$3,000 goal and raise a total of **\$3,549.98** for local health and human service agencies right here in our community. Thank you, everyone who was able to contribute.



Our Food Collection was a great success. We were able to take 11 bags of non-perishable food items over to **Manna on Main Street** to help stock their Food Cupboard. According to information on their website, Manna provided 80 tons of groceries to 639 families in the community this past year. But the need is growing! In the past three years, food pantry use at Manna has increased by 60%. They really appreciated our contribution. Thank you to all who were able to bring something in.



Team #3 (from left—front row): Robert Feldman, Don Wiggins, Victor Lopez, Mike Sweney, (back row) Brandon Reynolds, Monserrate Santiago, Michael Jackson, and George Rusinko. (Not pictured are David Brough, James Brough, Arthur Hurt, Willie Lott, Ron Makos, and Chris Snyder.)

As in previous campaigns, we conducted **“PENNY WARS”** as an extra little fundraiser. Names were drawn at random to form 4 teams, and the names of each person were attached to their team’s bottle. A total of **\$153.98** was raised. The winner of the Penny Wars was **Team #3**. Members of the team were **David Brough, James Brough, Robert Feldman, Arthur Hurt, Michael Jackson, Victor Lopez, Willie Lott, Ron Makos, Brandon Reynolds, George Rusinko, Monserrate Santiago, Chris Snyder, Michael Sweney, and Don Wiggins**. WAR results were Team #1 with \$43.98, Team #2 with \$25.25, Team #3 with \$75.75, and Team #4 with \$9.00. A big **THANK YOU** to all who took part. The winning team members will each receive the new khaki Rex Heat Treat ball cap.

We also repeated our candy jar guess. There were 3 jars of different candies and whoever guessed closest to the actual amount of candies in each jar, won that jar of candy. The actual count of the candies in the jars were: Jar #1 - 1,054 M&M’s, Jar #2 - 153 Hershey kisses, and Jar #3 - Starlight Mints. The winners were: Jar #1 - **Ray DeHaven**, who guessed 1,050; Jar #2 - **Yao Kangni Soukpe** who guessed 135; and Jar #3 - **Ray DeHaven**, who guessed 137.



Ray DeHaven (left), with his 2 candy jars, is congratulated by Scott Wagner, Plant Manager.



Evelyn Chmielewski, Co-Chair of Rex Heat Treat’s United Way Campaign, hands out the \$25 gift cards to Terry Copenhaver and Sid Heflin.

Those employees giving \$50.00, or more, through payroll deduction or through cash or check were in a special drawing for one of two \$25.00 gift cards. We had the drawing and the winners of the \$25.00 gift cards were **Terry Copenhaver** and **Sid Heflin**.

The winner of our 50/50 Drawing was **Bill Attieh**, and the winner of the second drawing for the gift basket was **Mike Davis**.



Bill Attieh (left) with his 50/50 winnings and Mike Davis (right) with the gift basket he won.

A big “Thank You” to everyone who helped make our United Way Campaign a success!

Sarah Mansuetti Co-Chairs Committee

Sarah Mansuetti was announced the New Co-Chair of the Emerging Professionals Committee for the 2011-2012 year. The Materials Science & Technology 2011 Conference & Exhibition was held in Columbus, Ohio, from October 16 through October 20.

Dr. Chris Berndt, ASM International President, presented Sarah with the traditional ASM Scarf at the Leadership Luncheon.

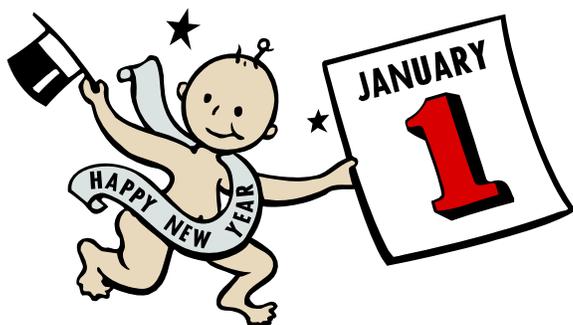
Sarah is a Metallurgist in Quality Control here at Rex Heat Treat in Lansdale.



Happy Birthday

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

8	Michael Sweney
10	Keith Bannon
12	Richard Harris
15	Frank Rapine
22	Cory Hunter
25	Ray DeHaven
27	Michael Davis
29	Lewis Natale



Yearly Work Anniversaries

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

1 to 5 Years

Ray DeHaven
Sharlrey Dubisette

6 to 10 Years

Frank Rapine

Over 10 Years

Monserrate Santiago (14)
David Brough (38)

You will receive your annual gift at the monthly spin.

A LITTLE HUMOR

On New Year's Eve, Daniel was in no shape to drive, so he sensibly left his car in the parking lot and walked home. As he was wobbling along, he was stopped by a policeman.



"What are you doing out here at four o'clock in the morning?" asked the police officer.

"I'm on my way to a lecture," answered Daniel.

"And who on earth, in their right mind, is going to give a lecture at this time on New Year's Eve?" enquired the policeman sarcastically.

"My wife," sturred Daniel grimly.

Did You Know?



In Costa Rica, families usually gather around 9 p.m. on New Year's Eve to party until 1 or 2 a.m. of the next day. There are several traditions among Costa Rican families, including eating 12 grapes representing 12 wishes for the new year and running across the street with luggage asking for new trips and adventures in the upcoming year.

As well as traditional family events and meals, modern celebrations such as hosting parties and going to nightclubs are a prominent feature of New Year's Eve across Ecuador, but the main event takes place at midnight where fireworks are lit and thousands of dummies are burned in the streets representing the year that just finished.



Welsh celebrations on New Year's Eve are known as Calennig. The tradition of giving gifts and money on New Year's Day is an ancient custom that survives even in modern-day Wales, though nowadays it is now customary to give bread and cheese.

For New Year in Estonia, people decorate villages, visit friends and prepare lavish meals. Some believe that people should eat seven, nine or even 12 times on New Year's Eve, those being three lucky numbers in Estonia, and for each meal consumed the person gains the strength of that many men the following year. Meals should not be eaten entirely; some should be left for ancestors and spirits who visit the house on New Year's Eve.



The Rex Riddle - #10



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?

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

In spring I am gay in handsome array;
in summer more clothing I wear;
when colder it grows I fling off my clothes;
and in winter quite naked appear.

What am I?

Answer: A Tree

New Year's Eve Safety Tips

New Year's Eve is a special night for everyone. Crowds of people will be making their way to metropolitan areas around the world to join in celebrations to say goodbye to the old year and welcome the New Year. People get caught up in each others' excitement, and sometimes things can get out of hand if safety precautions are not taken. By using some common sense, we can all ring in the New Year safely!



New Year's Eve at Times Square in New York

If you plan to drink, designate a driver: Do this before you go out and be sure everyone knows who's driving. Do not buy this person drinks "for fun" or tease them about not drinking. They're your ride home for a reason.

Be alert: Be aware of your surroundings and how others are acting. Stay away from those who are out of control and might cause harm. Taking preventive measures is the key. If someone is really intoxicated, prevent them from trying to drive or leaving with someone they do not know. It's important to keep an eye out for each other.

Don't drive: If you don't have to go behind the wheel, avoid it. More people will be driving under the influence on this particular night, so avoid a potentially dangerous accident by staying off the road. Otherwise, be alert and drive defensively. Most importantly, wear your seatbelt! This is your best defense against a drunk driver. The few seconds it takes to buckle up could later translate to years of a longer life. If you suspect you have had too much to drink, don't put yourself and others at risk by getting behind the wheel. It's not worth it. Using public transportation is a wise option. If taking a cab is too expensive, crashing at a friend's place nearby is a convenient solution.

Stick together: This way we can look out for our friends and family. Going out to parties and nightclubs means a fast-paced, crazy night; so be sure to travel in groups. Having a safety net around you in this environment, especially for women, is imperative.

Monitor your alcohol intake: A majority of people will be drinking on New Year's Eve, and there is nothing wrong with that. Just be sure to pay attention to how much you and others are consuming. Drinking too much alcohol can have lethal affects. Be responsible. A good rule of thumb is to have a glass of water or other non-alcoholic beverage in between cocktails. And then give yourself a specific time to stop drinking alcohol altogether. Make that champagne toast at midnight your last drink of the evening, and then be sure to wait at least an hour before driving home. Also be sure that you eat something with your drinks.

Don't forget about your pets! They are just as much a part of the family as everyone else. If you are using fireworks, anything with loud noises, or fire, be sure that pets are kept at a distance.

Have a Safe and Happy New Year!

Driving in Snow and Ice



The best advice for driving in bad winter weather is not to drive at all, if you can avoid it.

Don't go out until the snow plows and sanding trucks have had a chance to do their work, and allow yourself extra time to reach your destination.

If you must drive in snowy conditions, make sure your car is prepared and that you know how to handle road conditions.

It's helpful to practice winter driving techniques in a snowy, open parking lot, so you're familiar with how your car handles. Consult your owner's manual for tips specific to your vehicle.

Driving safely on icy roads

- Decrease your speed and leave yourself plenty of room to stop. You should allow at least three times more space than usual between you and the car in front of you.
- Brake gently to avoid skidding. If your wheels start to lock up, ease off the brake.
- Turn on your lights to increase your visibility to other motorists.
- Keep your lights and windshield clean.
- Use low gears to keep traction, especially on hills.
- Don't use cruise control or overdrive on icy roads.
- Be especially careful on bridges, overpasses and infrequently traveled roads, which will freeze first. Even at temperatures above freezing, if the conditions are wet, you might encounter ice in shady areas or on exposed roadways like bridges.
- Don't pass snow plows and sanding trucks. The drivers have limited visibility, and you're likely to find the road in front of them worse than the road behind.
- Don't assume your vehicle can handle all conditions. Even four-wheel and front-wheel drive vehicles can encounter trouble on winter roads.

