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## Free Coffee Day!

To celebrate those employees with Birthdays in November (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on November 19th through early AM on November 20th. ENJOY!

**HAPPY BIRTHDAY TO ALL!**

## Improvement Idea Winner

By Scott Wagner, Plant Mgr.

**Congratulations! Vindon Griffin Jr.**, a Furnace Operator in the 300 Group on first shift, is the Improvement Idea winner for the month of October.



Vindon's idea is to install a protective guard or heat shield onto the 440 outlet by 370 furnace. He noticed that when we processed work requiring a fan cool, the hot work would start to melt the protective covering on the fan plug. Many of the jobs are fan cooled from high temperatures. Installing the shield will protect the plug from melting which keeps the fan operational and minimize the need for Maintenance to repeatedly repair the fan plug.

A total of 14 improvement ideas were submitted in the month of October. Besides his winning idea, Vindon submitted 1 other idea. Others contributing ideas were **Brian Wingate** and **Gregory Smith**, with 3 ideas each, **Lewis Natale**, with 2 ideas, and **Yao Kangni Soukpe**, **Michael Jackson**, **Nenneth "Lee" Holder**, and **Tom Felder**, 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, November 19, at 3:10 PM in the Induction area. Vindon will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Maybe it will be you!

Do 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. You could be taking a spin on the Rex Wheel of Chance!

## Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of September was **Derek McAlarney**, an Inspector in Quality Control on the "A" shift. **Brian Wingate**, **Chuba Blaze**, **Nancy Gardner**, **Evelyn Chmielewski**, and **Nathan Hamilton**, who also put in improvement ideas in September, received a "Thank You" pin and a \$5 lottery ticket.



Scott Wagner, Plant Mgr., hands out "Thank You" pins and lottery tickets to Brian Wingate, Nancy Gardner, Evelyn Chmielewski, and Nathan Hamilton, who submitted improvement ideas in September.

Since the spin was delayed due to hurricane Sandy, Derek was not available to take his spin. We will report the results of his spin in next month's newsletter.



Chris Sholly (right), the Employee Appreciation winner, is congratulated by Scott Wagner, Plant Manager.

We had Chris Constable draw a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Chris Sholly**, a Maintenance A Mechanic in our Maintenance Department. Chris won a reward of \$75 on his spin.

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 **Chuba Blaze**.

Frank Rapine drew 5 names 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 **Don Wiggins**, **Sarah Mansuetti**, **Victor Lopez**, **Sandy Zigon**, and **Chris Constable**.



Victor Lopez and Chris Constable were two of the lottery ticket winners.

For refreshments everyone enjoyed an assortment of cookies and mini-cupcakes.



Chris Sholly (18 yrs.), Bill Attieh (16 yrs.), Chris Constable (12 yrs.), and Nathan Hamilton (1 yr.) were on hand to receive their anniversary gifts from Scott Wagner. Also celebrating an anniversary were James Brough (24 yrs.), Kris Hunsicker (18 yrs.), and Yao Kangni Soukpe (6 yrs.).

Join us at the next month to see if you'll get a chance to spin the wheel as the Employee Appreciation winner!

## North Penn United Way

### ADVANCING THE COMMON GOOD

United Way advances the common good by creating opportunities for a better life for all. Locally, the North Penn United Way is focused on three community goals: Students succeeding in school, older adults remaining as independent and community connected as possible, and providing a strong safety net for people in crisis.



We will be running our United Way campaign here at Rex Heat Treat in December, so look for your packet next month and consider what you can do to **LIVE UNITED!**

#### Below are just a few reasons why YOU should consider investing in the North Penn United Way:

- **Because YOU CARE!** You care about youth development and nurturing children, fostering independence for older adults and those with disabilities, providing basic needs to people in crisis, and strengthening and supporting families.
- **We hold ourselves and our partners accountable** - You can trust that money you contribute to the North Penn United Way will be granted to programs and initiatives that we and our partners know will make the greatest impact in our communities. Grant Applicants submit to a rigorous re-application process which includes careful examination of the Grant Applicant financial records, strategic plans, programs, and their work in our communities. Dedicated and conscientious volunteers make funding award decisions using a refined process, ensuring that all dollars contributed have the greatest possible impact.
- **Your investment stays here in our community** - The North Penn United Way's dues payable to United Way of America are only one percent of the amount we raise locally; in return, we receive benefits worth many times more than that small investment. This means that almost every penny of your donation stays right here in our area, helping to make our community an even better place to live for everyone.
- **It's tax-deductible** - Any donation you make to United Way qualifies as a deduction on your personal or business taxes.
- **Any one of us could benefit from our community programs** - The programs we fund aren't just for "the other guy." Funded programs serve a broad spectrum of the population, from the hungry and the homeless to hard-working employed people who just need a hand up to get through a tough time. In fact, one out of every four people benefits from the services of a United Way or funded partner program.
- **United Way collaborates with the community** - The North Penn United Way works with businesses, faith-based organizations, local school districts and local government, the non-profit sector, and many other community groups to build the infrastructure we need to proactively tackle our biggest community challenges.
- **You get a lot of bang for your buck** - When you give once to the North Penn United Way you are really joining with the entire community to invest in so many programs and services provided to people right here at home.
- **It feels good** - When you invest in your community through United Way you have the satisfaction and confidence of knowing that you, personally, are helping to sustain and improve the lives of your friends, neighbors, co-workers, and maybe even your own family members.
- **You are part of real solutions** - The North Penn United Way is interested in more than "band-aid solutions" – we know that long-term community impact comes only from forward-looking and thoughtful planning.
- **It matters!!!** - And that's the bottom line!

**We will also be taking donations of non-perishable food items for the local food cupboard.**

**Look for postings for Penny Wars, Candy Jar Guess, 50-50 Ticket Drawing, and more!**



**Tuesday, November 6, is Election Day. Don't forget to get out there and vote. Your vote does count! Just DO IT!**

# Happy Birthday

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

- 8 Monserrate "Mike" Santiago
- 11 Ron Makos
- 16 Theresa Scargill
- 17 David Brough
- 21 Nenneth "Lee" Holder

## Yearly Work Anniversaries

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

<u>1 to 5 Years</u>	<u>6 to 10 Years</u>	<u>Over 10 Years</u>
Derek McAlarney	Vindon Griffin, Jr.	James Forbes (15)
Fred Cherezov		
Arthur Hurt		

You will receive your annual gift at the monthly spin.



## Did You Know?



In 1836, 24 years before he became president, Abraham Lincoln was the first elected official in U.S. history to favor extending the vote to women. Illinois state legislator Lincoln gave an area newspaper a statement endorsing "female suffrage." In 1920, the Nineteenth Amendment to the US Constitution gave women the right to vote—84 years later!



Prior to the adoption of the Twelfth Amendment in 1804, the candidate who ran second in a presidential race automatically become vice president. Thomas Jefferson became John Adams' vice president in this way.



Two towns in Vermont claim to be President Chester A. Arthur's birthplace, but recent research supports his opponents' charges that he was born in Canada, and therefore, was not eligible to be president under the U.S. Constitution.



Franklin D. Roosevelt is the only President to be elected to the U.S. Presidency for four consecutive terms. After his death, on February 22, 1951, Congress passed the Twenty-second Amendment to the Constitution, which states that a President may only run twice, unless he or she took over from another President with more than two years of term remaining, in which case he or she may only run once.

## A LITTLE HUMOR

The new bride had spent two hours preparing pumpkin pie for their first Thanksgiving dinner together. During dessert, she watched her husband slowly savor each forkful.

"How was it, Honey?" she asked when he'd finished.

"Well," he began thoughtfully, wiping his lips, "you probably could have beaten the eggshells a little longer. But on the whole, it was a good start."



## Welcome Aboard!

*Paul Moss*      *Maintenance*

## The Rex Riddle - #20 ?

What gets wetter the more it dries?

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

A cheerful shape, a burial place, and you find me on Washington's back.

ANSWER: A pyramid



Daylight Saving Time ends at 2:00 a.m. on Sunday, November 4. Don't forget to turn your clocks back one hour before you go to bed on Saturday.

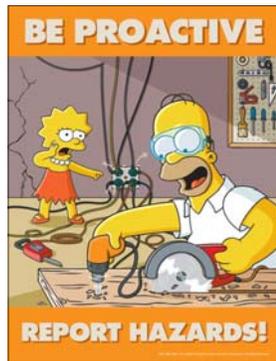
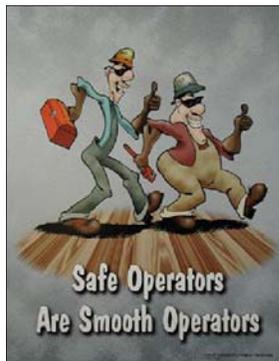
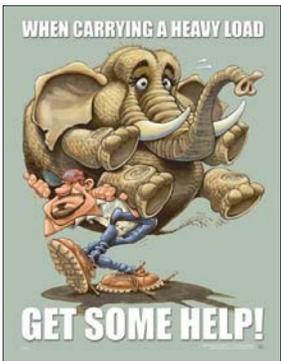
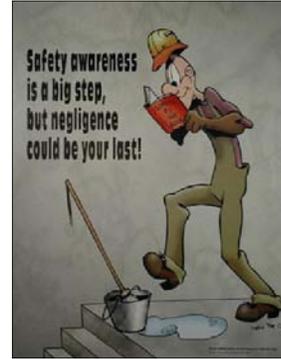
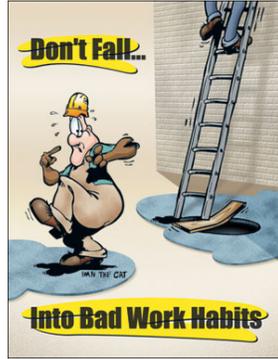
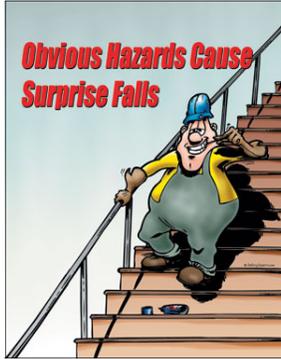
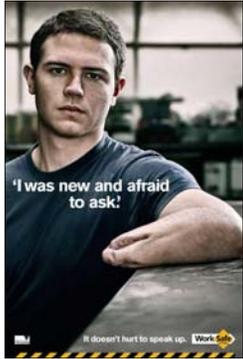
It's a good time to change the batteries in all your smoke and CO detectors, too!



Wishing you and your family a very Happy Thanksgiving.

## Always Work Safe!

Here are a few reminders to always work safe.



## Talking Smoke & Carbon Monoxide Alarms

When you turn your clocks back on November 4 to return to Standard Time, be sure to change the batteries in all your smoke and carbon monoxide detectors. Also, the alarm units themselves should be replaced every 10 years, for hardwired units, and every 5 years, if it is a battery operated unit.

The newest smoke-alarm units not only monitor for smoke, they can detect carbon monoxide, as well. What's more important, the new devices talk, telling your family in no uncertain words that they need to evacuate and find a way to safety. Kids between the ages of 5 and 10 years old respond better to the voice commands than the shrill beeping of an 85-decibel alarm, which is only 58% effective in waking kids up. Not only are the voice alarms better at waking kids, they are better at keeping them calm during an emergency, especially if the device allows the recording of a familiar voice, studies show. Kids tend to sleep through the beeps of a traditional alarm for some reason. The talking alarm is more likely to wake kids up (96% effective), giving them the opportunity to get out.



Hardwired smoke alarms, which have battery backup, are now required in all new construction. If you are presently relying on battery operated smoke alarms, you may want to consider having them replaced with the new hardwired talking smoke alarms, especially if you have young children. Some units can be wirelessly linked together with the touch of a button, so that if one sounds, they all do. The unit that goes off will also let you know which alarm is sensing. Example: Warning, evacuate! Smoke in kitchen! The new talking smoke alarms cost a little more, but isn't keeping your family safe worth it?

### SAFETY SLOGANS:

KEEP SAFETY IN MIND. IT WILL SAVE YOUR BEHIND.

DON'T BE A FOOL, 'CAUSE SAFETY IS COOL, SO MAKE THAT YOUR RULE.

HAVE YOUR FURNACE CHECKED EVERY YEAR BY A PROFESSIONAL.

WORK TOGETHER . . . WORK SAFELY.

BE ALERT—ACCIDENTS HURT!.

OPEN THE DOOR TO SAFETY—AWARENESS IS THE KEY.

DARE TO BE AWARE!