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### Free Coffee Day!

To celebrate those employees with Birthdays in April (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on April 21st through early AM on April 22nd. ENJOY!

**HAPPY BIRTHDAY TO ALL!**

## Improvement Idea Winner

By Scott Wagner, Plant Mgr.

**Congratulations** to **Frank Rapine**, a Pyrometry Technician in the Quality Assurance Department, for being the improvement Idea winner for the month of March.



Frank's improvement idea is to install a handrail on the left side of the ladder leading up to the shim port on the side of 110 furnace. The Supervisors and Operators must balance themselves on the ladder in order to open the shim port and slide the shim into the furnace. Having a handrail to hold will give them more stability and be much safer.

There were a total of 12 improvement ideas submitted in the month of March. Besides his winning idea, Frank contributed 2 other ideas. Others submitting improvement idea were **Gregory Smith** and **Michael Townsend**, with 2 ideas each, and **Tom Felder**, **Raymond Souder**, **Brian Wingate**, **Derek McAlarney**, and **James Forbes**, with 1 idea each. Thank you all for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, April 21, at 3:10 PM in the Induction area. Frank will be drawing the name of one lucky employee for the "Monthly Employee Appreciation" spin. Come to the spin to see if it could be you! Then you'd be the one taking a spin on the Rex Wheel of Chance.

Think you have an idea for an improvement here at Rex? Drop it into the box outside of the Production office door. It might be the winning idea and then you'd get to spin the Rex Wheel of Chance!

## Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of February was **Robert Forbes**, a Furnace Operator in the 100 Group. Robert, along with Frank Rapine, who also put an improvement idea in February, received a "Thank You" pin and a \$5 lottery ticket.



Robert Forbes (left) is congratulated on being the Improvement Idea winner.

Robert drew a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Michael Townsend**, a Furnace Operator in the 600 Group. Mike won a reward of \$75 when he took his spin on a later date.



Mike Townsend (left), the Employee Appreciation winner, is congratulated by Scott Wagner.

Robert drew 5 names from a bucket that contained the names of all Rex employees, and the winners each received a \$5 instant lottery ticket. The 5 lucky winners of lottery tickets were **Ricky Banyai**, **Raymond Souder**, **Adrian Rivera**, **Ray DeHaven**, and **Keith Bannon**.

Out of all the correct guesses submitted for the **Rex Riddle**, one name was drawn for a \$5 lottery ticket. That winner was **Sarah Mansuetti**.



Frank Rapine receives his "Thank You" pin from Scott Wagner.

When **Robert Forbes** finally got to take his spin, he won a reward of \$250.

For refreshments we all enjoyed snacking on an assortment of cookies and, as always, free hot drinks from the vending machine.

Sarah Mansuetti (left) was this month's Rex Riddle winner.



Michael Davis (13 yrs.) and Robert Forbes (2 yrs.) were on hand to collect their anniversary gifts from Scott Wagner. Also celebrating an anniversary were Michael Sweny (28 yrs.), Scott Wagner (19 yrs.), and Vernell Donaldson (7 yrs.).

Join us at next month's spin to see if you're picked to be the Monthly Employee Appreciation winner and have your chance to take a spin on the wheel.



Ricky Banyai, Ray Souder, Adrian Rivera, Ray DeHaven, and Keith Bannon collect their lottery tickets from Scott Wagner.

## Getting to Know You!



For the month of April our featured employee is **Nancy Gardner**, HR Administrator, and she shared the following about herself:

As your HR Administrator, I know a bunch about you, but I would bet most of you don't know much about me. So, here's the scoop. Like many of you, I came to work at Rex Heat Treat through an employment agency. I walked in the door here at Rex on June 5, 2006, a day after my birthday. They saw that I fit in and hired me 3 months later on September 5, 2006.

I moved here from Florida where I lived for 38 years, but was actually born in Michigan. So, I knew a little bit about living in the cold north before I got here. I have 8 siblings, 5 brothers and 3 sisters, who live throughout the country.

As many of you have been told, I recently got engaged (yes, the odds of this happening at my age are pretty slim!). His name is Lino Viola, but I just call him Lee. We met online. He is originally from Italy, but has lived in Boston, MA, since he was a child. We carried on this long distance relationship for 5 years. It was on March 16<sup>th</sup> that he decided to ask me to "tie the knot".

As for my having any children, I have been blessed with 7 that I lovingly call my own. My late husband and I raised a blended family of "Yours, Mine, Ours, and Theirs". He came into the marriage with 3 biological sons and 2 adopted children, a boy and girl. I brought to the mix one daughter from a previous marriage, and if that wasn't enough, together we added one more daughter named Mindy, which many of you have met. All of them are grown and gone now, busy with life and love and making grandchildren—22 and counting!

You may be wondering with such a large family how could I possibly have time for sports or hobbies. In fact, I was able to develop two loves; Golf and Guitar. I spent over 20 years singing and playing 6 String or a Bass guitar for various church choirs. In the early 80's, I was the female vocalist and Bass guitarist for a Country Rock band called "Taylor Creek". Those were fun and exciting times in my life for sure!

As for exercise, I used to play softball. But when my eyes got too bad for that sport, my late husband taught me how to play golf. Either he was a good teacher or I was a good student, or maybe a little of both, but I learned to play the game pretty well; shooting in the 90's during my peak years. (Those who play golf know a score of 90 for 18 holes is pretty good, *especially for a girl.*)

My favorite seasons are Spring and Fall, which I find most people agree with. With this especially hard winter, I am so looking forward to SPRING!

The most memorable thing that ever happened in my life, besides giving birth to my children, was visiting Israel (or *The Holy Land* as the locals called it) in early spring of 1998. A short 11 days pilgrimage took around 3 years for me to mentally return to the States! This place had a profound effect on my life. Just as I am deeply moved as an American by the History found as I travel around to different places here in Pennsylvania, traveling throughout Israel had a similar affect on my faith life. During my travels there, I visited many Biblical towns such as Bethlehem, Jerusalem, Jericho, Nazareth, Bethany, and Bethesda, just to name a few. As for activities, I swam in the Dead Sea, renewed my baptismal rites in the Jordon River, took a boat ride on the Sea of Galilee, and celebrated Mass in one of the caves in Bethlehem. We took a wild Taxi ride up Mount Tabor, walked the Ramparts (the wall) around Old Jerusalem, visited the Wailing Wall, and even took a stroll down the shore of the Mediterranean Sea in the capital city of Tel Aviv. I rode a camel, met a real-life shepherd who let me pet his lamb, and experienced a hair-raising ride in the tour bus down a narrow ancient Roman road. Many other wonderful moments happened there that made it a most memorable trip that I will never forget!

Before I close this small snippet of my life, I wanted to get off track a bit and add that I truly enjoy my job here at Rex Heat Treat. It is a pleasure to serve as your HR Administrator. Everyone from top to bottom has treated me with utmost respect and kindness. I hope that you feel that I reciprocate it back to you, for all of you deserve the best I have to give.



## Avoiding Electrical Shocks

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Electrical hazards can be found in all industries. Avoiding electrical shocks both at home and at work requires awareness of the hazards and a respect for this "Silent Killer." The human body has a low resistance to electricity, making it a good conductor, like most metals. Unlike metals however, the human body does *not* respond well when electricity passes through it. Physical results include thermal burns, disruption of normal heart activity, severe muscle contractions, and even death.

The most common and serious electrical injuries occur when electrical current flows between the hands and feet. This happens when a person touches an energized line. The electrical energy is looking for the shortest path to the ground, and it will pass through the body to the feet to reach it. When this occurs, a person's heart and lungs are frequently damaged by the electrical energy.

Placing an insulator between the energy and the point of physical contact is one method of protection. Porcelain, rubber, pottery and dry wood offer substantial resistance to the flow of electricity, and are therefore good insulators. These materials can often protect a person from electrical shock.

Precautions for avoiding electrical shocks include, but are not limited to, the following:

- Always make sure electric tools are properly grounded or double insulated. The double insulated tool must have an undamaged outer case and be clearly labeled as "double insulated" by the manufacturer.
- Always check to be sure the grounding system is complete. Unless they are designated as double insulated, grounded power tools must be attached to a grounded service circuit. If there is *any* doubt about the grounding, test it! (Ground testers are inexpensive.)
- Use heavy duty grounded extension cords. These cords have two layers of insulation, with reinforcement between the layers. They are less susceptible to damage than household type cords. To check if the cord is heavy duty, check its shape. Most *flat* cords are not heavy duty. Heavy duty cords will have a marking on the insulation such as: "S", "SJ", "SJO", etc.
- Avoid mixing water and electricity! Not only keep cords, tools and working/walking surfaces dry, keep your hands and feet dry as well. The electrical resistance of wet skin is at least 100 times less than dry skin. Wet skin greatly increases the likelihood of severe shock if a person comes in contact with a live circuit. If you must work around water, connect to a Ground Fault Circuit Interrupter (GFCI) to automatically shut off the current if there is an abnormal current flow.



A heavy duty cord used here at Rex Heat Treat.

This is a *Lock Out Tag* that electrician Bob Feldman uses here at Rex Heat Treat. Only he can remove this tag from a piece of equipment.



- Never work on or around a live electrical circuit. *Lock Out* the power so that *only you* have control over energizing the machine or equipment. Don't take chances.

**Remember, electricity strikes without warning—  
always play it safe!**

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### SAFETY SLOGANS:

INSTEAD OF YOUR BACK, USE YOUR KNEES, AND YOU WILL ALWAYS LIFT WITH EASE.

MAKE SURE YOU KNOW YOUR ABC'S; ALWAYS BE CCAREFUL, PLEASE!

DON'T BE A FOOL. USE THE PROPER TOOL.

BE ALERT! ACCIDENTS HURT.

THE SAFE WAY IS THE RIGHT WAY.

BEFORE YOU START—BE SAFETY SMART.

SAFETY RULES ARE THERE TO FOLLOW. SO TAKE CARE AND WE WILL SEE YOU TOMORROW.