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Groundhog Day - February 2
Will it be an early spring
or six more weeks of winter?



Free Coffee Day!

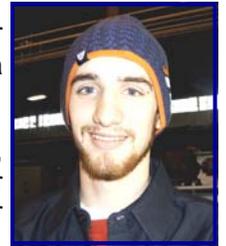
To celebrate those employees with Birthdays in February (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on February 22nd through early AM on February 23rd. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Johnathan Rex, Plant Mgr.

Congratulations! Cory Hunter, a Furnace Operator in the 100 Group on 2nd shift, is the Improvement Idea winner for the month of January.



Cory's idea is to put holes through our Vertical Line bars, so that pins can be inserted, to better support the spider when it is standing on the floor. We recently had a spider fall and this safety issue will be taken care of very quickly.

A total of 6 improvement ideas were submitted in January. Besides his winning idea, Cory submitted 1 additional idea. Others contributing ideas were **James Forbes** with 2 ideas, and **Chuba Blaze** and **Kris Hunsicker** 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 22, at 3:10 PM in the Induction area. Cory will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Every Rex employee has an equal chance of being that lucky person. Come and join us to see what happens. Perhaps you'll be the lucky person spinning the Rex Wheel of Chance.

Don't forget to submit your ideas for improvements. You may be the next Improvement Idea winner and have your opportunity to take a spin on the Rex Wheel of Chance!

Monthly Winners

By Johnathan Rex, Plant Mgr.

Our Improvement Idea winner for the month of December was **Chuba Blaze**, who is a Furnace Operator in the 500 Group on 2nd shift. Chuba along with James Forbes, Kris Hunsicker, Tom Felder, Frank Rapine, and Cory Hunter, also submitting ideas in December, each received a "Thank You" pin and a \$5 lottery ticket.



Chuba Blaze (right) chooses a name for the Employee Appreciation award. Scott Wagner, Production Manager, congratulates Chuba on his \$100 win on the Rex Wheel of Chance.

Before Chuba took his spin on the Rex Wheel of Chance, we had him draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Terry Copenhaver**, Furnace Operator in the 600 Group. Terry took his spin and won a reward of \$75.



Terry Copenhaver, (right) the Employee Appreciation winner, is congratulated by Scott Wagner, Production Manager.



Scott Wagner, Production Mgr., hands out "Thank You" pins and lottery tickets to Jim Forbes and Tom Felder, who also submitted ideas in December.

We had Terry draw slips from a bucket that contained the names of all the people who work for Rex Heat Treat. Five names were drawn and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Jim Brough**, **George McKinley**, **Yao Kangni Soukpe**, **Jim Forbes**, and **Greg Bruno**.

After the lottery tickets were handed out, **Chuba** took his spin and won a reward of \$100.



Dave Brough (36 yrs.) was on hand to collect his anniversary gift from Scott Wagner, Production Manager. Also celebrating an anniversary were Frank Rapine (5 yrs.), Sharfrey Dubisette (3 yrs.), and Mike Santiago (12 yrs.).

We had an assortment of cookies and mini cupcakes for refreshments and free hot beverages from the vending machine. Please try to join us at next month's spin if you can. Maybe you'll be the next lucky Employee Appreciation winner and have your chance to take a spin on the Rex Wheel of Chance.



Jim Forbes (left) was one of the lottery ticket winners.

Happy Retirement, Fred

Newsletter Staff

Frederick Kelly, who retired from Rex Heat Treat after 14 years with the company, received best wishes from his co-workers at a small luncheon on January 15.

Fred started working for Rex in June 1995 as a Utility Worker on the 3rd shift, a position he remained in until his retirement. His Supervisor, Jim Koester, had this to say about Fred. *"Fred did all the little jobs that nobody else would do. He was a guy that didn't have to be told to do his job. He came to work every day—to work. He didn't call out of work as long as I've known him. Fred was the best blaster I ever had. He always took the time to make sure his blaster was working and that his area was cleaned up. Anytime he needed something to do his job with, he got it himself; he didn't wait for somebody else to get it for him. Fred is missed."*



Johnathan Rex, Plant Manager, had a few words to say to Fred in wishing him well on his retirement.



In appreciation of his years of service, Fred received a beautiful wooden rocking chair from the Company.

Fred and his wife Janis reside in Hatfield. They have three children and one grandchild. Many years ago, Fred had been employed as a toy maker, and now that he has more free time on his hands, he has been able to get back to making wooden toys and bird houses. Sounds like a great hobby.



We wish Fred all the best for a long and happy retirement.

Rex Big Annual Wheel of Chance Spin

By Johnathan Rex, Plant Mgr.

The Sixth 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 2009. Our Rex Big Annual Wheel of Chance Spin will take place on February 8, 2010, in the Induction area, at 3:10 p.m. There will be three different Wheel of Chance spins.

Spin #1 is for any employee who submitted at least four improvement ideas in 2009. Eleven employees qualified for this drawing. They are: **Cory Hunter (17), James Forbes (15), Chuba Blaze (10), Earl Rieffanaugh (10), Vindon Griffin Jr. (8), Kris Hunsicker (8), Frank Rapine (8), Gregory Smith (7), Terry Copenhaver (5), Sharlrey Dubisette (5), and Tom Felder (5).**

Spin #2 is for all employees who were Monthly Winners in 2009. 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 three times and another will be in twice. Those employees are: **Frank Rapine (3), Yao Kangni Soukpe (2), Sharlrey Dubisette, Chuba Blaze, Terry Copenhaver, Kris Hunsicker, and Victor Carrasquillo.**

Spin #3 is for any employee who submitted at least one approved idea that was fully implemented in 2009. Fourteen employees qualified to be in this drawing. Those employees are: **Cory Hunter, James Forbes, Chuba Blaze, Frank Rapine, Earl Rieffanaugh, Vindon Griffin Jr., Gregory Smith, Sharlrey Dubisette, Mike Santiago, Yao Kangni Soukpe, Tim Plaucher, Andrew Augustine, Victor Carrasquillo, and Keith Bannon.**

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 in cash 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!

Please come and witness this annual event and offer your congratulations to the lucky winners.



A LITTLE HUMOR

Jim asked his friend, Tony, whether he had bought his wife anything for Valentine's Day.

"Yes," came the answer from Tony who was a bit of a chauvinist, "I've bought her a belt and a bag."

"That was very kind of you," Jim added, "I hope she appreciated the thought."

Tony smiled as he replied, "So do I, and hopefully the vacuum cleaner will work better now."



Happy Birthday

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

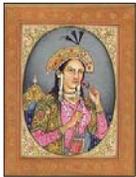
2	James Forbes
11	James Brough
21	Andrew Thompson

Did You Know?



Humorous valentines of the 19th century were called "Vinegar Valentines." They were usually just a thin sheet of colored paper, about the size of a modern greeting card, decorated with a caricature and an insulting poem.

The most fantastic gift of love is the Taj Mahal in India. It was built by Mughal Emperor Shah Jahan as a memorial to his third and favorite wife, Mumtaz Mahal, who died during the birth of their 14th child.

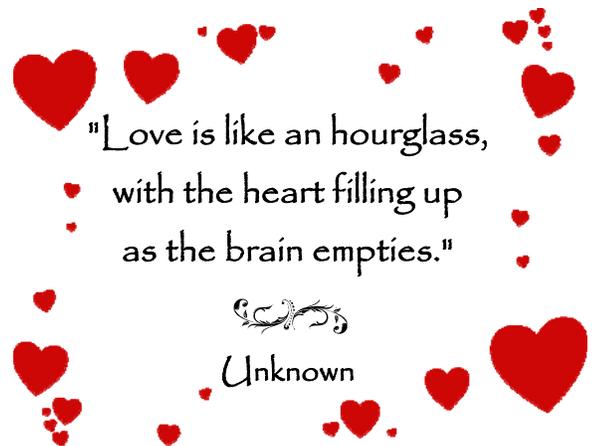


While the white domed marble mausoleum is its most familiar component, the Taj Mahal is actually an integrated complex of structures. Work on the Taj Mahal began in 1632 and was completed around 1653. It required the labor of 20,000 workers from all over India and Central Asia.

The Italian city of Verona, where Shakespeare's lovers Romeo and Juliet lived, receives about 1,000 letters addressed to Juliet every Valentine's Day. A balcony claiming historical connection to the fictional lovers has become a tourist attraction for lovers; the short passageway leading to the balcony is covered with slips of paper carrying their graffiti, and a bronze statue of Juliet stands under the balcony, one breast polished by those touching it for luck.



The heart is the most common symbol of romantic love. Ancient cultures believed the human soul lived in the heart. Others thought it to be the source of emotion and intelligence. Some believed the heart embodied a man's truth, strength and nobility. The heart may be associated with love because the ancient Greeks believed it was the target of Eros, known as Cupid to the Romans. Anyone shot in the heart by one of Cupid's arrows would fall hopelessly in love. Because the heart is so closely linked to love, it's red color is thought to be the most romantic.



Unknown



Yearly Work Anniversaries

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

1 to 5 Years

Greg Bruno



Over 10 Years

Don Wiggins (14)

James Koester (15)

Sandy Zigon (26)

You will receive your annual gift sometime during your anniversary month.

Get Out Safely

More than 4,000 Americans die each year in fires, and approximately 25,000 are injured. Deaths resulting from failed emergency escapes are particularly avoidable. The United States Fire Administration (USFA), a division of the Federal Emergency Management Agency (FEMA), believes that having a sound escape plan will greatly reduce fire deaths and protect you and your family's safety if a fire occurs.



HAVE A SOUND FIRE ESCAPE PLAN

In the event of a fire, remember—time is the biggest enemy and every second counts! Escape plans help you get out of your home quickly. In less than 30 seconds a small flame can get completely out of control and turn into a major fire. It only takes minutes for a house to fill with thick black smoke and become engulfed in flames.

SPECIAL CONSIDERATIONS

Practice Escaping From Every Room In The Home

Practice escape plans every month. The best plans have two ways to get out of each room. If the primary way is blocked by fire or smoke, you will need a second way out. A secondary route might be a window onto an adjacent roof or using an Underwriter's Laboratory (UL) approved collapsible ladder for escape from upper story windows. Make sure that windows are not stuck, screens can be taken out quickly and that security bars can be properly opened. Also, practice feeling your way out of the house in the dark or with your eyes closed.



Immediately Leave The Home

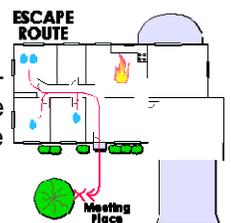
When a fire occurs, do not waste any time saving property. Take the safest exit route, but if you must escape through smoke, remember to crawl low, under the smoke and keep your mouth covered. The smoke contains toxic gases which can disorient you or, at worst, overcome you.

Never Open Doors That Are Hot To The Touch

When you come to a closed door, use the back of your hand to feel the top of the door, the doorknob, and the crack between the door and door frame to make sure that fire is not on the other side. If it feels hot, use your secondary escape route. Even if the door feels cool, open it carefully. Brace your shoulder against the door and open it slowly. If heat and smoke come in, slam the door and make sure it is securely closed, then use your alternate escape route.

Designate A Meeting Place Outside and Take Attendance

Designate a meeting location away from the home, but not necessarily across the street. For example, meet under a specific tree or at the end of the driveway or front sidewalk to make sure everyone has gotten out safely and no one will be hurt looking for someone who is already safe. Designate one person to go to a neighbor's home to phone the fire department.



Once Out, Stay Out

Remember to escape first, and then notify the fire department using the 911 system or proper local emergency number in your area. Never go back into a burning building for any reason. Teach children not to hide from firefighters. If someone is missing, tell the firefighters. They are equipped to perform rescues safely.

Finally, having working smoke alarms installed on every level of your home dramatically increases your chances of survival. Smoke alarm batteries need to be tested every month and changed with new ones at least once a year. Also, consider replacing the entire smoke alarm every ten years, or as the manufacturer guidelines recommend.

SAFETY SLOGANS:

"SAFETY FIRST" IS "SAFETY ALWAYS."

MAKE SAFETY FIRST AND MAKE IT LAST.

PENCILS HAVE ERASERS—MISHAPS DON'T!

SMOKE AND CARBON MONOXIDE DETECTORS SAVE LIVES.