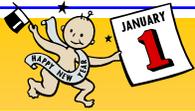


Inside this issue:



<i>The Mysterious Toynbee Tiles</i>	2
<i>Birthdays in January</i>	3
<i>Service Anniversaries</i>	3
<i>Heat Treat Jeopardy - #1</i>	3
<i>Did You Know?</i>	3
<i>A Little Humor</i>	3
<i>General Safety—Controlling Stress</i>	4
<i>NSC Tips for Winter Driving</i>	4

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 27th through early AM on January 28th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to **Sharley Dubisette**, a Furnace Operator in the 600 Group on 2nd Shift, for being the improvement Idea winner for the month of December.



Sharley's idea is to widen the table on 689 mill station. The parts keep getting taller and no longer fit. If we modify the table and add three or four inches to the width, it will allow the parts to safely be rolled along the table.

There were a total of 3 improvement ideas submitted in the month of December. Others submitting improvement ideas were **Robert Feldman** and **Ray DeHaven**, with 1 idea each. Thank you for letting us know your ideas for improvements here at Rex.

The next Improvement Idea spin will be held on Monday, January 27, at 3:10 PM in the Induction area. Sharley will be drawing the name of one lucky employee for the "Employee Appreciation" spin. It could be your name that is drawn! Then you would have the opportunity to take a spin on the Rex Wheel of Chance.

Do you think you have a good idea for an improvement at here at Rex? Well, drop it into the box outside of the Production office. It might be the winning idea! If so, then you'd get to take a spin on the Rex Wheel of Chance!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of November was **Monserrate "Mike" Santiago**, a Furnace Operator in the 600 Group. Mike, along with James Forbes, Ray DeHaven, Trevor Levonski, Michael Townsend, and Victor Lopez, who also put in improvement ideas in November, received a "Thank You" pin and a \$5 lottery ticket.



Mike Santiago (right), the Improvement Idea winner, is congratulated by Scott Wagner.

Mike drew a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Tim Plaugher**, Customer Service Rep. Tim won a reward of \$100 on his spin.



Tim Plaugher (right), the Employee Appreciation winner, is congratulated by Scott Wagner.

Mike 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 **Bill Attieh, Adrian Rivera, Yao Kangni Soukpe, Chris Constable, and James Brough**.



Mike Townsend and James Forbes receive their "Thank You" pins from Scott Wagner.

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 **Jung Ohm**.

When **Mike Santiago** took his spin, he won a reward of \$150.

Jung Ohm (left) was the riddle winner.



For refreshments everyone enjoyed an assortment of holiday cookies and free hot beverages from the vending machine.



Maria Monje (14 yrs.) was on hand to collect her anniversary gift from Scott Wagner, Plant Manager. Also celebrating an anniversary was Tom Felder (28 yrs.)

Be there at next month's spin to see if you could be next month's lucky Employee Appreciation winner and get your opportunity to take a spin on the Rex Wheel of Chance!



Bill Attieh, Adrian Rivera, and Yao Kangni Soukpe collect their lottery tickets.

Happy Birthday

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

- 2 Jung Ohm
- 8 Michael Sweny
- 9 Robert Forbes
- 10 Keith Bannon
- 12 Richard Harris
- 13 Ricky Banyai
- 15 Frank Rapine
- 25 Ray DeHaven
- 27 Michael Davis

Answer to Last Month's Riddle

Solid metals or alloys are what I do.
Heat them up, cool them down
Make them soft, hard, or tough . . .
The customer decides what's enough.

What am I called?

Answer: Heat treatment, heat treating, or heat treater

Yearly Work Anniversaries

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

1 to 5 Years

Joseph Carr

Jeremy Raudenbush

Chris Kent

6 to 10 Years

Ray DeHaven

Sharley Dubisette

Frank Rapine

Over 10 Years

Monserate Santiago(16)

David Brough (40)

You will receive your annual gift at the monthly spin.

Let's Play Heat Treat Jeopardy - #1

The Answer is:

A device for measuring temperatures, consisting of lengths of two dissimilar metals or alloys that are electrically joined at one end and connected to a voltage-measuring instrument at the other end. When one junction is hotter than the other, a thermal electromotive force is produced that is roughly proportional to the difference in temperature between the hot and cold junctions.

The Question is: What is _____?

Hint: Check your Employee Handbook—Glossary of Selected Terms Related to Heat Treating

Did You Know?



According to Facebook users, January is "Change Your Profile Picture To A Muppet" Month.

The love of cats is called Ailurophilia. People who own cats—and pets, in general—live longer, have less stress, and have lower blood pressure and fewer heart attacks.



During the first Super Bowl in 1967, NBC was still in commercial when the second half kicked off. Officials asked the Packers to kick off again.

Until coffee gained popularity, beer was the breakfast beverage of choice in some parts of the United States.



Before Google launched Gmail, "G-mail" was the name of a free email service offered by Garfield's website.

In the mid-1960s, Slumber Party Barbie came with a book called "How to Lose Weight." One of the tips was "Don't Eat."



To submit your guess for Heat Treat Jeopardy, 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.

Are you ready to play Heat Treat Jeopardy?



A LITTLE HUMOR

Two girlfriends were talking at a New Year's Eve party. The talk got around to what their resolutions would be.



"I'm going to start a diet to get rid of all of these extra pounds I put on over the holidays," Kim said.

"Good!" Katrina exclaimed. "I'm ready to start a diet too. We can be dieting buddies and help each other out. When I feel the urge to drive out and get a burger and fries, I'll call you first."

"Great!" Kim replied. "I'll ride with you."

General Safety—Controlling Stress

www.toolboxtopics.com

Stress. Many of us are faced with it every day, but we might not know how to deal with it. It is important to learn how to handle stress because it can affect our performance and relationships in our work and home. At work, stress can lead to distraction and cause an unfortunate accident. At home, stress can put a strain on family relationships.

Stress usually occurs when there are changes in our lives and we feel that we don't have enough resources to deal with those changes and demands. Which of the following do you think causes stress: getting married, winning the lottery, or having an argument? It is all of them. Stress can occur not only from negative life experiences but also from positive ones. People react and deal with stress differently, but common stress symptoms include upset stomach, fatigue, tight neck muscles, irritability and headaches. Some people react to stress by eating or drinking too much, losing sleep or smoking cigarettes. Stress may also make you more susceptible to illnesses, including the common cold, ulcers, and some cancers.

The first step to managing stress is to identify your "stressors"; those things that are making you react. Stressors may not only be events that cause you to feel sad, frightened, anxious or happy. You can cause stress through your thoughts, feelings and expectations. Look at the list below. Which cause you stress? Can you think of other stressors?



- Not enough time
- Unexpected change
- Family problems
- Extra responsibility
- Personality clashes
- Money difficulties

Everyone has to deal with life's problems. A key to dealing with the big and little everyday stressors is coping with stress in a positive way.

1. **Acceptance** – Many of us worry about things we have no control over. For example, a family illness, great deal of change at work, or finding out that your basketball team lost. One way to manage stress is to accept when things are beyond your control. It may be helpful to think positive thoughts such as, "Someday I'll laugh about this," or "It's a learning experience."
2. **Attitude** – Try to focus on the positive side of situations. Ask yourself, "What good can come out of this?" "What can I learn from this situation?" and "How can I handle this better when it comes up again?" Solutions come easier when you focus on the positive and your stress level will be reduced.
3. **Perspective** – We often worry about things that never happen. Keep things in perspective by asking yourself, "How important is this situation? Can I do anything about it? In five years, will I even remember it happened?"

Think about the situations in your life that cause you stress. Are they important or unimportant? Are they controllable or uncontrollable? If they are controllable events, you can take action to change the situation; if they are uncontrollable, you can use your skills in acceptance, attitude and perspective to reduce the stress.

www.toolboxtopics.com

The National Safety Council Offers Tips for the Winter Driving Season

www.nsc.org

Now that winter is here, many people are dreading poor weather conditions. Icy roads, high winds and lack of road salt can make driving and maintaining a vehicle through the winter a challenge.



The National Safety Council offers these vehicle maintenance tips for a safe winter driving season:

- * Check wipers and replace them if they show any signs of damage or aging. Also, check tires for wear. If a tire's tread is less than 1.6 millimeters, the tire needs to be replaced.
- * Only use winter or rubber floor mats specifically designed for your car. Mats flipped upside down or piled on top of one another can interfere with the pedals while driving.
- * Check oil and other fluid levels. Only use the viscosity of oil called for in the owner's manual.
- * Make sure windshield washer fluid contains antifreeze. The wind chill of air moving against the windshield at even 30 mph can cause many washer fluids to freeze.
- * Inspect the battery for corrosion, cracks, loose terminal connections and loose hold-down clamps.
- * Update the emergency equipment in your car. Items to store include tire chains, a window scraper, a bag of sand or salt, flares, folding triangles, a small shovel and jumper cables.

Even if your vehicle is prepared for the winter, poor road conditions require sound judgment, patience and flexibility. Drive with caution and be sure to accelerate and brake gently. Leave plenty of distance between your car and others. Before traveling in bad weather, ask yourself, "Is this trip necessary?"