

Inside this issue:



<i>Retirement Near or Far Away?</i>	2
<i>A Little Humor</i>	3
<i>Birthdays In November</i>	3
<i>Did You Know?</i>	3
<i>Service Anniversaries</i>	3
<i>Halloween Rhyme</i>	4
<i>United Way Games Coming</i>	4

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 22nd through early AM on November 23rd. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Johnathan Rex, Plant Mgr.

Congratulations! James Koester, Supervisor for 3rd Shift, is the Improvement Idea winner for the month of October.



Jim's idea is to fabricate a fixture to hang 350 loads from the 356 tank. This idea will allow for loads to be safely staged before or after processing.

A total of 15 improvement ideas were submitted in October. Besides the winning idea, Jim submitted 5 other improvement ideas. Others contributing ideas were **Nancy Gardner**, with 7 ideas, and **Gregory Smith** and **Chuba Blaze**, 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 22, at 3:10 PM in the Induction area. Jim will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Why not join us and see what happens. You could be the next lucky person spinning the Rex Wheel of Chance.

Don't forget to submit any ideas you have for improvements here at Rex. Just write them down on a piece of paper and drop them in the box outside of the Production office. Perhaps your idea will be voted the winner and you'll have an opportunity to spin the Rex Wheel of Chance.

Monthly Winners

By Johnathan Rex, Plant Mgr.

Our Improvement Idea winner for the month of September was **James Koester**, Supervisor for 3rd Shift. Jim along with Cory Hunter, Yao Kangni Soukpe, Greg Bruno, and Vindon Griffin Jr., also submitting ideas in September, each received a "Thank You" pin and a \$5 lottery ticket.



Jim Koester (left), the Improvement Idea winner, is congratulated by Johnathan Rex, Plant Mgr., on his spin on the Rex Wheel of Chance.

Jim, who is our Supervisor for 3rd Shift, was not able to be at the spin. Instead we asked Brandon Reynolds to draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Ray DeHaven**, a Utility Worker in the 300 Group on second shift. When Ray took his spin, he won a reward of \$100.

Jim Koester took his spin at a later date and won a reward of \$250.



Ray DeHaven (right), the Employee Appreciation winner, is congratulated by Johnathan Rex, Plant Mgr.

We also had Brandon 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 **Lee Holder**, **Evelyn Chmielewski**, **Nancy McKinney**, **Chris Constable**, and **Vindon Griffin**.



Johnathan Rex, Plant Manager, hands out "Thank You" pins and lottery tickets to (from left) Cory Hunter, Yao Kangni Soukpe, and Vindon Griffin, Jr., who also submitted ideas in September.



On hand to receive their Anniversary gifts from Johnathan Rex were (from left) Yao Kangni Soukpe (4 yrs) and Chris Constable (10 yrs). Unable to be there were Sid Heflin (55 yrs.), Jim Brough (22 yrs.), Chris Sholly (16 yrs.), Kris Hunsicker (16 yrs.), and Bill Attieh (14 yrs.).

We had an assortment of cookies, donuts, brownie bites, and fresh Clementines for refreshments and free hot beverages from the vending machine.

Please come join us for next month's spin if you can. Who knows? You could be the lucky person whose name is drawn to be next Employee Appreciation winner and have an opportunity for a spin on the Rex Wheel of Chance.



Johnathan Rex, Plant Manager, hands out lottery tickets to (from left) Evelyn Chmielewski, Chris Constable, and Nancy McKinney.

Retirement Near or Far Away?

Some things to consider

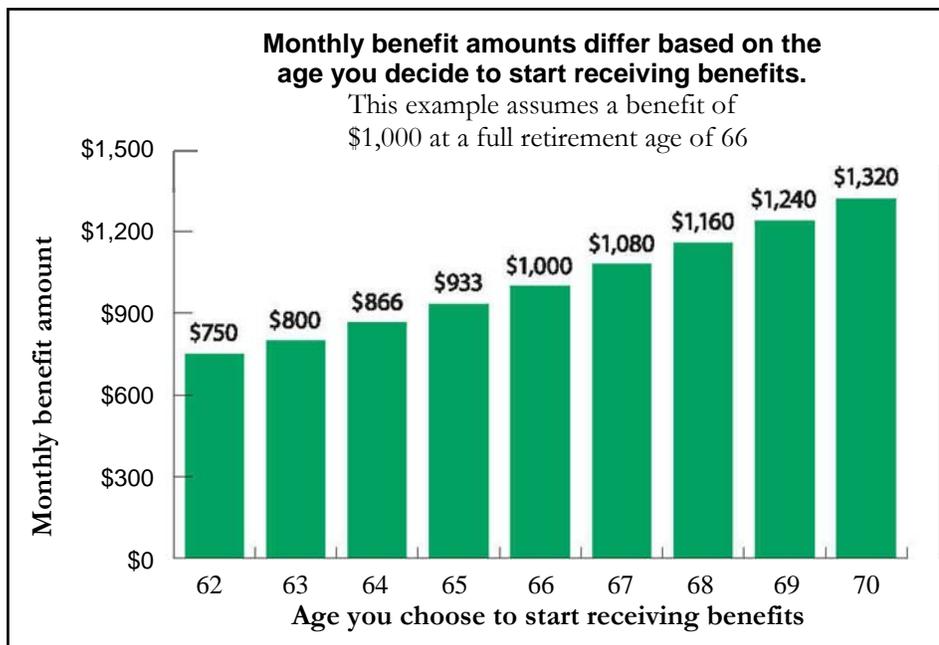
Retirement can have more than one meaning these days. It can mean that you have applied for Social Security retirement benefits or that you are no longer working. Or it can mean that you have chosen to receive Social Security while still working, either full or part-time. All of these choices are available to you. Your retirement decisions can have very real effects on your ability to maintain a comfortable retirement.

If you retire early, you may not have enough income to enjoy the years ahead of you. Likewise, if you retire late, you'll have a larger income, but fewer years to enjoy it. Everyone needs to try to find the right balance, based on his or her own circumstances.

We hope the following information will help you as you plan for your future retirement and consider your retirement options.

What is the best option for you?

Everyone's situation is different. That is why Social Security has created several retirement planners to help you decide what would be best for you and your family. Social Security has an online calculator that can provide immediate and accurate retirement benefit estimates to help you plan for your retirement. The online Retirement Estimator is a convenient, secure, and quick financial planning tool. It uses your own earnings record information, thereby eliminating any need to manually key in years of earnings information. The estimator also will let you create "what if" scenarios. *You* can, for example, change your "stop work" date or expected future earnings to create and compare different retirement options. To use the online Retirement Estimator, go to www.socialsecurity.gov/estimator



There is one more thing you should remember as you crunch the numbers for your retirement. *You* may need your income to be sufficient for a long time, because people are living longer than ever before, and generally, women tend to live longer than men.

For example:

The typical 65-year-old today will live to age 83;
One in four 65-year-olds will live to age 90; and
One in ten 65-year-olds will live to age 95.

Once you decide on the best age for you to actually retire, remember to complete your application *three months before* the month in which you want retirement benefits to begin.

Don't forget Medicare

Even if you don't plan to receive monthly benefits, you should sign up for Medicare *three months before* reaching age 65. Otherwise, your Medicare medical insurance, as well as prescription drug coverage, could be delayed and you could be charged higher premiums. *You* even can apply online. Visit www.socialsecurity.gov, and look for *Medicare only benefits*, for more information about Medicare eligibility and filing online. Also ask for the *Apply Online For Medicare-Even If You Are Not Ready To Retire* (Publication No. 05-10530).



Get out there and vote on Tuesday, November 2.

A LITTLE HUMOR

When I was a young turkey, new to the coop,
My big brother Mike took me out on the stoop.
Then he sat me down, and he spoke real slow,
And he told me there was something that I had to know.

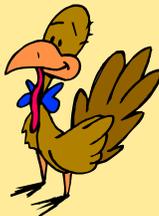
His look and his tone I will always remember,
When he told me of the horrors of . . . Black November.

"Come about August, now listen to me,
Each day you'll be thick, where once you were thin,
And you'll grow a big rubbery thing under your chin.
And then one morning, when you're warm in your bed,
It'll burst the farmer's wife, and hack off your head."

"Then she'll pluck out all your feathers so you're bald'n pink,
And scoop out all your insides and leave ya lyin' in the sink.
And then comes the worst part" he said not bluffing,
"She'll spread your cheeks and pack your rear with stuffing."

Well, the rest of his words were too grim to repeat,
I sat on the stoop like a winged piece of meat,
And decided on the spot that to avoid being cooked,
I'd have to lay low and remain overlooked.

I began a new diet of nuts and granola,
High-roughage salads, juice and diet cola.
And as they ate pastries, chocolates and crepes,
I stayed in my room doing Jane Fonda tapes.



I maintained my weight of two pounds and a half,
And tried not to notice when the bigger birds laughed.
But 'twas I who was laughing, under my breath,
As they chomped and they chewed, ever closer to death.

And sure enough when Black November rolled around,
I was the last turkey left in the entire compound.
So now I'm a pet in the farmer's wife's lap;
I haven't a worry, so I eat and I nap.

She held me today, while sewing and humming,
And smiled at me and said "Christmas is coming . . ."

Happy Birthday

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

- 8 Mike Santiago
- 11 Ron Makos
- 17 David Brough
- 21 Lee Holder

Did You Know?



Heaviest turkey—The greatest dressed weight recorded for a turkey is 39.09 kg (86 lb) for a stag named Tyson reared by Philip Cook of Leacroft Turkeys Ltd, Peterborough, United Kingdom. It won the last annual 'heaviest turkey' competition, held in London on December 12, 1989, and was auctioned for charity for a record £4400

(then \$6,692).

Largest inflatable parade—Macy's Annual Thanksgiving Day Parade in New York City, New York, is the world's largest inflatable parade. On Thursday, November 22, 2001 the famous parade celebrated its 75th anniversary, flaunting 30 of the signature, larger-than-life balloon characters to the millions of spectators lining the streets and watching on television.



Daylight Saving Time ends on Sunday, November 7. Before you go to bed Saturday night, please remember to turn all your clocks back one hour.

This is a good time to change the batteries in all your smoke and CO detectors, too!



A very
Happy
Thanksgiving
to you and
your family.



Yearly Work Anniversaries

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

1 to 5 Years

- Fred Cherezov
- Earl Rieffanaugh

6 to 10 Years

- Vindon Griffin Jr.



Over 10 Years

- James Forbes (13)
- Barry Fox (21)
- Nancy McKinney (32)

You will receive your annual gift at the monthly spin.

Halloween Rhyme

From the American Red Cross

A fun way to send out a Halloween safety message for children:

Map out the route that you plan to roam, so adults are assured you will find your way home!

From the bravest of superheroes to the noblest of knights, everyone should remember to bring their flashlights!

If you visit a house where a stranger resides, accept treats at the door and, please, don't go inside.



When you get ready to put on your disguise, use face paint instead of masks, which will cover your eyes.

Always remember, before you embark, to wear light-colored clothing to be seen in the dark! (And remember to use reflective tape, even on bikes, skateboards and brooms!)

Whether you walk, slither or sneak, do it on the sidewalks and not in the street.

As you roam through the neighborhood collecting your treats, please look both ways before crossing the street! (And cross from the corner!)

Wigs, capes and costumes are flammable attire, so avoid open flames to prevent a fire!

Use a glow stick instead of a candle so your jack-o-lantern isn't a safety gamble!

You may fly on a broom or a space ship from Mars, but please be on the lookout for drivers in cars! (And don't hide between parked vehicles).

Monsters and zombies should stay off the lawn, and only visit homes with their porch lights turned on!

You may be dressed as a werewolf, a cat or a frog, but be cautious around strange animals, especially dogs.

Have a grown-up inspect your candy when you're done trick-or-treating to remove open packages and choking hazards before eating.



United Way Games Coming

By Evelyn Chmielewski & Sarah Mansuetti, Co-Chairs

To bring some fun to this year's United Way Campaign, we are going to have various games that employees can participate in. Games we may have are a Photo Scavenger Hunt, Bowling, Bean Bag Toss, Golf Putting, or whatever else we can dream up. Look for postings of "when, where, and how" so that you can participate.



When you play each game, you will earn points—depending on how well you do. We will keep a tally of points earned by each person. The points record will be on the bulletin board, so that each person can see how they are doing. At the end of our United Way campaign, prizes will be available to those with the highest point totals. The person with the highest total points will have first choice of the prizes available. The person with next highest point total will then get their choice of prize, and so on, until the last prize is taken.

In the event of tied points, names will be drawn one at a time to determine who gets first choice of the prizes. There will be many opportunities to earn points, so get out there and do your best.

Participating in a game will require a donation of just \$1.00. This is how we will raise additional money—besides our regular outright donations and campaign pledges—for the community agencies supported by the North Penn United Way. You can help keep these agencies open and available to those in need in our community by taking part in these United Way games.



There will be other opportunities to earn points, too, like bringing in a non-perishable food item for the local food cupboard or participating in the "Penny Wars" (like we had last year).

You can also earn points by increasing the amount of your United Way pledge from what it was last year. And . . . New Contributors to the United Way will also earn points. So if you have never made a donation to the United Way, please consider doing so this year.

Remember—to have an early choice of the prizes available, you will need to earn as many points as you can!

Good Luck, everyone!