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**Free Coffee Day!**

To celebrate those employees with birthdays in April (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on Monday, May 16 through early AM on Tuesday, May 17.  
**ENJOY! HAPPY BIRTHDAY TO ALL!**

**Improvement Idea Winner** By Scott Wagner, Plant Mgr.

Congratulations to **Ray Souder**, Material Handler first shift, for being the Improvement Idea winner for April. In addition to Ray's winning idea there were 20 other ideas submitted in April. Ray submitted 11 other ideas, **Brian Wingate** submitted six ideas, and **Ray DeHaven**, **Vindon Griffin**, and **Alex Rutkowski** submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Ray's idea is to suspend a hook or harness onto the 942 & 944 hand blasters. A suspended part can rotate freely, making it easier and faster to blast the part.

The next Improvement Idea spin will be held on Monday, May 16 at 3:10 pm in the Induction area. Ray will be drawing the name of one employee for the "Monthly Employee Appreciation" spin. Come to the spin to see if your name is chosen. Then you will be the lucky person taking a spin on the Rex Wheel of Chance.

Can you think of an idea for an improvement here at Rex? Just write it down on a piece of paper and drop it into the box outside the Production office door. You could be the next winner taking a spin on the Rex Wheel of Chance.

**DEADLINE FOR MAY IMPROVEMENT IDEAS**  
**Wednesday, May 18, 2016, noon**

**Monthly Winners**

By Scott Wagner, Plant Manager



Rob Forbes, March Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Our Improvement Idea winner for March was **Robert Forbes**, Furnace Operator first shift. Rob won a \$200 award on his spin. Ray Souder also submitted improvement ideas in March. They each received a "Thank You" pin and \$5 lottery ticket.

The Monthly Employee Appreciation winner has declined to accept the award. We will do a new drawing and that person will be announced in next month's newsletter. Five names were drawn from a bucket that contained the names of all Rex employees. **Greg Bruno, Joe Carr, Sharley Dubisette, Bernadette Hoffman, and Ron Makos** each received a \$5 Instant lottery ticket. **Bob Feldman** was the **Rex Riddle** winner and he, too, received a \$5 lottery ticket. Several employees at the spin were celebrating an anniversary and received an anniversary gift from Scott Wagner, Plant Manager.

For refreshments, we all enjoyed cookies and coffee. Please come to next month's spin to see if your name is the one picked to be the Monthly Employee Appreciation winner. Then you will have an opportunity to take a spin on the Rex Wheel of Chance.



Ray Souder receives his Thank You pin from Scott Wagner for submitting Improvement Ideas in March.



Brandon Reynolds (18 yrs) receives his anniversary gift from Scott Wagner. Others celebrating anniversaries this month are: Trevor Levonski (3 yrs) and Greg Smith (9 yrs)



Lottery ticket winners Greg Bruno (left) and Sharley Dubisette (right) are congratulated by Scott Wagner. Other winners not pictured: Joe Carr, Bernadette Hoffman, and Ron Makos.



## Lansdale Focus: New Program Promotes Positive Change

**“The significant problems we face cannot be solved at the same level of thinking we were at when we created them.”**

*Albert Einstein*

These quotations serve as inspiration for “Lansdale Focus,” a new program for the management team at the Lansdale plant, launched last month by General Manager, Johnathan Rex.

The bones of the program are quite introspective. Johnathan states, “It’s basically recognizing what we are doing and finding new ways to do it better.”

**“There’s nothing that we do today, that can’t be changed tomorrow.”**

*John Rex*

How do we treat employees? How do we treat customers? How do we promote our business? These are some of the questions that the managers are asked to honestly pursue. It’s very much like holding a magnifying glass on the entire operation and closely observing current problems and working cooperatively to make things better.

To do that, the program pushes managers to think a different way. “If we don’t have the right way of thinking, we can’t move forward and won’t be successful,” adds Johnathan.

The Lansdale Focus program requires managers to chronicle pro-active new actions in three areas: Efficiencies, Culture, and Customer Service. The team shares daily activities that spotlight situations and solutions encountered during their work day. This prompts them to more closely examine their on-the-job performance related to employee interactions, customer satisfaction, their problem-solving capability, and how they can seek ways to improve on all these job functions. Each manager is free to comment on any of the entries with positive feedback, suggested solutions, and actions taken.

According to Johnathan, “Proactive actions will enable us to be successful, to have satisfied employees, and customers with confidence in our ability to perform and deliver at the top of our game.”

### Efficiencies

When examining more efficient ways to work, managers can narrow their focus to sub-topics listed under the general category of Efficiencies. Included are: How to maximize furnace uptime, reduce the “cost of quality,” support employees with required tools, supervise and manage, and optimize Blue Streak to support efficient operations.

### Culture

This is the most introspective of the three general categories. It asks managers to identify areas of self-accountability and responsibility, how to focus on employee success, and how the company culture can be more innovation driven.

### Customer Service

This area reaches outside our doors to customer satisfaction. The sub-topics to be examined by the managers include shepherding and maximizing new opportunities, enhancing and furthering customer relationships, expanding customer portal access, and proactive customer service.

Lansdale Focus will be an ongoing process. Each day and each action by the management team brings new awareness on how to improve.

Johnathan claims, “Every manager wants the people who work for them to be successful. I wanted to give Rex Heat Treat managers the support and tools they need to do a better job. Along with that comes change that everyone benefits from; a change that allows everyone to excel as individuals and as a company.”





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

- 9 Mike Evans
- 16 Milton Fedd
- 18 Sid Heflin
- 20 Fred Cherezov
- 22 Bill Attieh

## REX RIDDLE 58?

**WHAT BELONGS TO YOU BUT OTHERS USE IT MORE THAN YOU?**

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.

**Answer to last month's riddle:**  
 Two boxers are in a fight.  
 One boxer knocks the other out,  
 yet no man landed a single blow.

**How is this possible?**

**Answers: Boxers are women**

## Yearly Work Anniversaries

The following employees are celebrating their Work anniversaries in **May**

1 to 5 Years

Mike Ludwig (1 yr)

6 to 10 Years

Over 10 Years

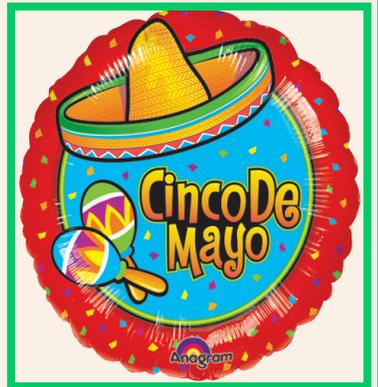
Ron Makos (12 yrs)

Tim Plaugher (26 yrs)

*You will receive your annual gift at the monthly spin.*

## HAPPY CINCO DE MAYO

In the U.S., Cinco De Mayo (May 5) is widely considered a celebration of Mexican culture and heritage, particularly in areas with substantial Mexican-American populations.



Chicano activists raised awareness of the holiday in the 1960s, in part because they identified with the victory of indigenous Mexicans over European invaders during the Battle of Puebla in 1862.

Today, revelers mark the occasion with parades, parties, mariachi music, Mexican folk dancing and traditional foods. Some of the largest festivals take place in Los Angeles, Houston, and Chicago.

### *Some History*

In 1861, Mexico was in financial ruin and defaulted on debts owed to European governments. In response, France, Britain, and Spain sent naval forces to Veracruz, one of the largest port cities in Mexico, and demanded payment. Britain and Spain negotiated with Mexico but France, ruled by Napoleon III, decided to take over Mexican territory. His well-armed French forces easily captured Veracruz.

Certain of success, Napoleon and 6,000 French troops then prepared to attack Puebla de Los Angeles, a small town in east central Mexico. However, a ragtag force of 2,000 indigenous Mexicans led by Texas born General Ignacio Zaragoza, fortified Puebla and prepared for the French assault. The battle, which took place on May 5, 1862, lasted from daybreak to sundown and when the French finally retreated, they had lost nearly 500 soldiers. Fewer than 100 Mexicans had been killed in the clash.

This battle represented a great symbolic victory for the Mexican government and bolstered the resistance movement. Six years later, with help from the United States, the war ended and the French withdrew.

## MAY 1, 1931 — Empire State Building Opens



**May 1, 1931** -- The Empire State Building opened on this date in the midst of the Great Depression. The idea for the Empire State Building is said to have been born of a competition between Walter Chrysler of the Chrysler Corporation and John Jakob Raskob of General Motors, to see who could erect the taller building. Chrysler had already begun work on the famous Chrysler Building, a 1,046-foot skyscraper in midtown Manhattan. Not to be bested, Raskob assembled a group of well-known investors, including former New York Governor Alfred E. Smith. The group hired the architecture firm Shreve, Lamb and Harmon Associates to design the building.

The Empire State Building, located between 33<sup>rd</sup> St. and 34<sup>th</sup> Street in mid-Manhattan, went up in just over a year, under budget (at \$40 million) and well ahead of schedule. During certain periods of building, the frame grew an astonishing four-and-a-half stories a week. Most of the steel used to construct it came from the steel towns of Pennsylvania.

At the time of its completion, the Empire State Building, at 102 stories, 2,768,591 sq. ft. of floor area, and 1,250 feet high (1,454 feet to the top of the lightning rod), was the world's tallest skyscraper. The Depression-era construction employed as many as 3,400 workers on any single day, most of whom received an excellent pay rate, especially given the economic conditions of the time. Because of the ongoing Depression and the building's distance from public transportation, however, the Empire State Building had difficulty finding tenants, and for many years it was referred to as the "Empty State Building." It wasn't until the early 1950s, when the building was sold to successful businessman Roger L. Stevens and his partners, that the building began to be profitable.

The Empire State Building maintained its title as the tallest building in New York City for 40 consecutive years until 1972, when it was overtaken by the World Trade Center's North Tower. When the North Tower fell on September 11, 2001, the Empire State Building once again became the tallest building in New York City.

In 1995, as part of a \$300 million advertising campaign, the Empire State Building was lit up in blue, red, green, and yellow to celebrate the release of Microsoft's Windows 95 operating system. In 2011 the building underwent a \$550 million renovation. It currently accommodates over 25,000 tenants. On a very clear day, the view from its highest observation tower embraces an area with a circumference of nearly 200 miles.



**Yikes! Miraculously, only five people died during the building of the Empire State Building.**