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Free Coffee Day!

To celebrate those employees with birthdays in October (see Birthdays on page 3), there will be free coffee from the vending machine starting early AM on Monday, October 24 through early AM Tuesday, October 25.
**ENJOY!
 HAPPY BIRTHDAY TO ALL!**

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations to **Trevor Levonski**, Furnace Operator, third shift, for being the Improvement Idea winner for September. There were seven improvement ideas submitted in September. In addition to Trevor's winning idea, **Ray Souder** submitted four ideas, and **Mike Ludwig** and **Paul Moss** submitted one idea each. Thank you all for letting us know your ideas for improvement here at Rex.



Trevor's idea is to install a hand brake on the 120 furnace to lock it into position for quenches and loading. This will prevent it from drifting as much as a foot during quench and load when opening the door.

The next Improvement Idea spin will be held on Monday, October 24 at 3:10 pm in the Induction area. Trevor 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 OCTOBER IMPROVEMENT IDEAS
 WEDNESDAY, OCTOBER 19, 9 A.M.**

Monthly Winners

By Scott Wagner, Plant Manager



Mike Townsend is congratulated by Scott Wagner, Plant Manager, for being September's Improvement Idea winner.

Our Improvement Idea winner for August was **Mike Townsend**, Furnace Operator, second shift. Mike won \$200 on his spin. Besides Mike's winning idea, there were 19 other Improvement Ideas submitted in August. Mike submitted a second idea, **Ray Souder** submitted nine ideas, **Brian Wingate** submitted six ideas, and **Tom Felder**, **Chris Hainey**, and **Paul Moss** submitted one idea each. They all received a "Good Idea" pin and \$5 lottery ticket.



Scott congratulates employees who submitted Improvement Ideas in September. L-R top: Chris Hainey, Paul Moss. L-R bottom: Ray Souder, Brian Wingate. Tom Felder, not pictured, also submitted.



Scott congratulates Jim Forbes September's Employee Appreciation winner.

The lucky winner of "Monthly Employee Appreciation" was **Jim Forbes**, Maintenance "A", second shift, who won a \$75 reward on his spin. Five names were drawn from a bucket that contained the names of all Rex employees. **Dave Brough**, **Fred Cherezov**, **Tim Plaughter**, **Brandon Reynolds**, and **Brian Wingate** each received a \$5 instant lottery ticket. **Mike Ludwig** was the Rex Riddle winner and he, too, received a \$5 lottery ticket. Employees celebrating anniversaries received their anniversary gifts from Scott Wagner, Plant Manager.



Mike Ludwig gets his Lottery ticket from Scott for being this month's Rex Riddle winner. Sid Heflin (61 yrs) receives his anniversary gift from Scott. Others celebrating but not pictured: Adrian Rivera (8 yrs), Alex Rutkowski (4 yrs), Mike Townsend (4 yrs), and Nancy Viola (10 yrs)

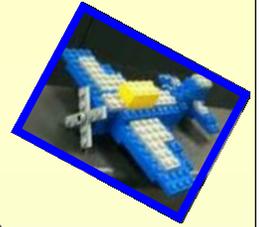


Lottery ticket winners from left: Dave Brough, Brandon Reynolds, and Brian Wingate. Other winners not pictured: Fred Cherezov and Tim Plaughter.

For refreshments, we all enjoyed snacking on an assortment of fruit and cookies. 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.

Above and Beyond with Lean Overview Training

What did making Lego airplanes have to do with Rex Heat Treat employees? A great deal. This hands-on exercise was part of Lean Overview Training, a three-hour training session that every employee recently attended.



Presented by the Delaware Valley Industrial Resource Center (DVIRC), this workshop focused on the basic principles of Lean Manufacturing. The Lego exercise was one facet of the training that gave attendees a virtual understanding of how production and quality can be improved in a “lean” work environment versus a traditional approach.

In each of the three training sessions held throughout the day and evening, there was a blend of employees from different departments and shifts. “It didn’t matter what our jobs were – we were all there for the bigger picture -- to see how we can better serve our customers,” noted Greg Bruno, Production Manager.



The employee lunchroom was turned into a work room during the Lean Overview Training. Employees from various departments and shifts worked together to problem solve.

Lean is defined in many different ways but basically it’s a systematic approach to eliminating workplace waste and job frustration and embracing value-added activities that improve plant operations and the quality of the product we provide our customers.

The core of the Lean Overview Training hooked on a simple equation: How We Think + How We Work = Results We Achieve.

Through a combination of lecture, video, and simulated exercises, attendees examined ways to answer the following questions: Where do we want to go? Where are we now? How are we going to reach our goal? To help jump start the thought process, attendees were taught The Improvement Cycle formula: P-D-C-A.

P = Plan	how to establish objectives
D = Do	implement changes
C = Check	measure and compare results
A = Act	standardize to maintain ongoing improvement

“Each facet of the training emphasized how to eliminate waste in our work areas, how to increase overall productivity and performance, and how to help Rex gain a competitive edge in the marketplace ,” says Scott Wagner, Plant Manager.

“This training and our 5S program are part of Rex’s objective to create a companywide culture using lean principles,” he adds. Lean Overview Training is the beginning of an ongoing effort to achieve this goal.



Yearly Work Anniversaries

The following employees are celebrating their Work anniversaries in October

1 to 5 Years	6 to 10 Years	Over 10 Years
Bernadette Hoffman (2 yrs) Paul Moss (4 yrs)	Yao Kangni Soukpe (10 yrs)	Jim Brough (28 yrs) Chris Constable (16 yrs) Kris Hunsicker (22 yrs) Chris Sholly (22 yrs)

You will receive your annual gift at the monthly spin.

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

- 1 Sandy Zigon
- 2 Mike Townsend
- 9 Tim Plaucher
- 15 Johnathan Rex
- 22 Christopher Kent
- 26 Andy Venezia

REX RIDDLE #63

I OFTEN GET JUNK AND OTHER THINGS WITH MORE BULK. I DON'T KEEP ANYTHING. WHAT GOES IN ME, COMES RIGHT OUT. I DON'T SPEAK TO YOU, BUT YOU CAN STILL GET INFORMATION FROM ME.

What am I?

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:

What kind of coat can be put on only when wet?

Answer: Paint

October's Full Moon

Some Native American tribes referred to October's moon as the **Full Hunter's Moon** as it was the time to go hunting to get in meat for the long winter. They would hunt summer-fattened deer and fox unable to hide in now bare fields.



Like the September Harvest Moon, the Hunter's Moon is also particularly bright and long in the sky. It rises just after sunset and sets around sunrise. This is the month when the Moon is in the sky all night long.

Probably because of the threat of winter looming close, the Hunters Moon is generally accorded with special honor, historically serving as an important feast day in both Western Europe and among many Native American tribes.

The Hunters Moon of October is sometimes referred to as the Blood Moon or Sanguine Moon, as the Native Americans named this bright moon for obvious reasons. Other names for this full moon include the Travel Moon and the Dying Grass Moon.

October 24 -- United Nations Day



The United Nations Charter was ratified on October 24, 1945 after several months of negotiations among 50 countries. The Charter was drafted in June 1945 at a conference in San Francisco, California as an international reaction to the devastation of World War II.

The principles of the UN as explained in the Charter are to save future generations from war, reaffirm human rights, and establish equal rights for all people.

"The Charter of the United Nations is a solid structure upon which we can build a better world," said President Harry Truman, who addressed the final day of the conference. "If we fail to use it we shall betray all those who have died so that we might meet here in freedom and safety to create it."

At its founding, the UN had 51 member states; today there are 193. The UN headquarters is in Manhattan. Other main offices are in Geneva, Nairobi, and Vienna. The organization is financed by assessed and voluntary contributions from its member states.

To handle the complex task of getting its member states to cooperate most efficiently, the UN today is divided into five branches.

- **UN General Assembly** is the main decision-making assembly responsible for upholding the principles of the UN. It is composed of all member states.
- **The UN Security Council** has power to authorize the deployment of UN member states' militaries, can mandate a cease-fire during conflicts, and can enforce penalties on countries when they don't comply with given mandates.
- **The International Court of Justice** located in The Hague, Netherlands handles all UN judicial matters.
- **The Economic and Social Council** is a branch that assists the General Assembly in promoting economic and social development as well as cooperation of member states.
- **The Secretariat** headed by the Secretary General provides information and data to other UN branches.

Some of the monstrous global issues the UN addresses every day include terrorism, refugees and migrants, climate change, sustainable development, violence against women, and zero world hunger, to name only a few.

"Throughout human history, in any great endeavour requiring the common effort of many nations and men and women everywhere, we have learned - it is only through seriousness of purpose and persistence that we ultimately carry the day. We might liken it to riding a bicycle. You stay upright and move forward so long as you keep up the momentum,"

Ban Ki-moon
Secretary General of the United Nations

