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Free Coffee Day!

To celebrate those employees with Birthdays in April (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on April 29th through early AM on April 30th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner By Scott Wagner, Plant Mgr.

Congratulations! Sarah Mansuetti, Director of Quality Assurance, is the Improvement Idea winner for the month of March.



Sarah has a great idea, and it will help us to get to know a little bit about each other. Sarah's idea is to put the previous month's Employee Appreciation Winner in a "get to know you" newsletter article or have a "featured employee" interview each month to get to know each other. We could put together a standard list of questions: Hobbies, favorite food or restaurant, favorite holiday, favorite thing to do, least favorite thing to do, favorite season, what would you do if won the lottery, etc. We can add new questions and mix it up to keep it fun and fresh. Of course, this would be voluntary. An employee would have to approve of any article before it's printed, and could decline to be interviewed.

A total of 11 improvement ideas were submitted in the month of March. Others contributing ideas were **Nancy Gardner**, with 3 ideas, **Michael Townsend**, with 2 ideas, and **Tom Felder**, **James Forbes**, **Yao Kangni Soukpe**, **Bob Feldman**, 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, April 29, at 3:10 PM in the Induction area. Sarah will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Could be you!

Write your ideas down on a slip of paper and drop them into the box outside of the Production office. Your idea could win you a spin on the Rex Wheel of Chance!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of February was **Michael Townsend**, a Furnace Operator in the 600 Group on second shift. Derek McAlarney, Ray DeHaven, Chuba Blaze, and Gregory Smith, who also put in improvement ideas in February, received a "Thank You" pin and a \$5 lottery ticket.



Michael Townsend (right), the Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Before he took his spin, we had Michael draw a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Sid Heflin**, Project Engineer. When Sid took his spin, he won a reward of \$50.



Sid Heflin (left), the Employee Appreciation winner, is congratulated by Scott Wagner, Plant Manager.

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 **Theresa Scargill**.

Michael drew 5 names from a bucket that contained the names of all Rex employees, and the winners each received a \$5 instant lottery ticket. Those 5 lucky winners of lottery tickets were **Theresa Scargill**, **Tom Felder**, **Dave Brough**, **Yao Kangni Soukpe**, and

Gregory Smith.



Scott Wagner, Plant Mgr., hands out "Thank You" pins and lottery tickets to Derek McAlarney, Ray DeHaven, Chuba Blaze, and Gregory Smith, who submitted improvement ideas in February.

When **Michael** took his spin, he won a reward of \$100.

For refreshments everyone enjoyed an assortment of cookies, mini-cupcakes, tangelos, and free hot beverages from the vending machine.

Come to the spin next month.

You may be the lucky employee who is chosen as the Employee Appreciation winner. It could be your turn to take a spin on the Rex Wheel of Chance!



Chuba Blaze (5 yrs.) was on hand to receive his anniversary gift from Scott Wagner. Others celebrating an anniversary were Michael Sweney (27 yrs.), Scott Wagner (18 yrs.), Michael Davis (12 yrs.), Vernell Donaldson (6 yrs.), and Robert Forbes (1 yr.).

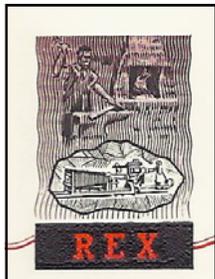


Tom Felder and Gregory Smith were two of the lottery ticket winners.

Rex Heat Treat's Logos Through the Years

By John W. Rex, President

The year 2013 marks Rex Heat Treat's 75th year in business. From our humble beginning in 1938 in a two-car garage in Lansdale, Pennsylvania, and over the years of growth and change, our logo has also changed with the times. When the business started it was called Rex-Erb Company. In 1948 the partnership ended and the business became known as J. W. Rex Company.



In the late 1940's to mid 50's, the logo showed a blacksmith and forge, which was the earlier understanding of heat treating being a service provided by blacksmiths but with an insert showing a vintage camera mounted metallograph for looking at and recording metal microstructures, something blacksmiths didn't do. The logo was illustrating the then "modern technology" of testing the results of the heat treating service.

The 1950's logo coincided with the relocation of the plant from Third Street in Lansdale to its current location at Eighth Street. It illustrated a graphically cleaner image of the blacksmith on a simple **R**. The new facility was being set up to heat treat missile cases with the building of the first gantry furnace. The logo was created to give a more modern look.



The logo of the mid 1970's was created as the business came out of a long period of business challenges due to a major change of the heat treating market from the loss of the aerospace work to the West Coast and adjusting to the more traditional and cheaper volume-tonnage heat treating. It also was a time when business was developing in the South and a time when other Rex heat treating locations were added in Florida and Georgia.

The current logo was developed in the late 1990's to have a more modern look for the time and when the corporation changed its name from J. W. Rex Company to Rex Heat Treat. The name and logo change was to purposefully define that the business of REX was Heat Treating.



Logos are important because they present an image to current and new customers. They show up on letters, business cards, brochures, quotations, shipping papers, invoices and certifications. It's meant to be an identifiable stamp or seal of the business.

Logos change slowly but purposefully as a business tries to redefine or accent itself. Stay tuned for possible new additions or variations of our logo as it enters its **75th year** of continuous commercial heat treating services.



The Taco Bell Corporation took out a full-page ad that appeared in six major newspapers on **April 1, 1996**, announcing it had bought the Liberty Bell and was renaming it the Taco Liberty Bell. Hundreds of outraged citizens called the National Historic Park in Philadelphia where the bell was housed to express their anger. Their nerves were only calmed when Taco Bell revealed, a few hours later, that it was all a practical joke. The best line of the day came when White House press secretary Mike McCurry was asked about the sale. Thinking on his feet, he responded that the Lincoln Memorial had also been sold. It would now be known, he said, as the Ford Lincoln Mercury Memorial. **Happy April Fool's Day!**

HAPPY BIRTHDAY!

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

3	Chris Sholly
6	Paul Moss
12	Walt Bates
17	James Koester
17	Adrian Rivera
19	Tom Felder
28	John Rex

The trouble with doing something right the first time is that nobody appreciates how difficult it was.

Yearly Work Anniversaries

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

6 to 10 Years

Gregory Smith

Over 10 Years

Michael Jackson (13)

Brandon Reynolds (15)

You will receive your annual gift at the monthly spin.

Did You Know?



Booze - Is there any consumer product in the world that has as many different descriptive names as alcohol? One nickname for alcohol that has become a standard across the world is the "booze." In fact, booze stems from a Danish word that actually was used to describe not the alcohol itself, but rather the act of drinking to excess. This was "buizen" and by the 1500s had crossed the English Channel to begin appearing in the English language to describe the drink itself.

Hitchhike - This word actually appears to have an American origin. The best explanation for how the word came into usage appears to be related to travel by horse when there were two men, but only one animal. One man would ride the horse a piece and then hitch it to a tree while he continued forward on foot. When the second man reached the horse, he would ride it, overtake his buddy, and then continue on a ways until he did the exact same thing. The process would be repeated over and over again.



Fireman - Oddly enough, the name formerly used to describe those who put out fires (we now use firefighter, of course) was originally applied to someone who started fires. The original use of the term "fireman" was used to describe a coal miner whose job was to enter the pit in the morning and ignite a fire damp. A fire damp was a mixture of methane and air caused by the seepage through the seam during the night. These fires were started as an act of safety to make sure the pit was safe for the coal miners when they arrived. It was this act of safety that caused the word "fireman" to gradually get applied to anyone working in the field of fire safety.

Carnival - Surprisingly, the origin of the word carnival only dates back to post-Christian Italy. Carnival was originally used to describe that period of feasting and indulgence that preceded the fasting that began with the arrival of Lent. The Catholic Church forbade Christians from eating meat between Lent and Easter. That explains the quite unexpected word origin of "carnival" which is from the Latin *carnem levare*, which means "to remove the meat."



A LITTLE HUMOR

This letter was sent to the principal's office at a middle school in Hudson, Florida after the school had sponsored a luncheon for the elderly. This story is a credit to all humankind.

Dear Hudson Middle School,

God bless you for the beautiful radio I won at your recent senior citizen's luncheon. I am 84 years old and live at the Hudson Assisted Home for the Aged. All of my family has passed away. I am all alone now and it's nice to know that someone is thinking of me. God bless you for your kindness to an old forgotten lady.

My roommate is 95 and always had her own radio, but before I received one, she would never let me listen to hers, even when she was napping. The other day her radio fell off the night stand and broke into a million pieces. It was awful and she was in tears. She asked if she could listen to mine, and I said, "Drop dead!"

Thanks again!

Sincerely,
Edna



The Rex Riddle - #25 ?

Blade to blade I always win,
My foe laid low and even.
Yard by yard through thick and thin,
I'm busiest in season.

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.

Can you figure out the riddle?

Answer to Last Month's Riddle

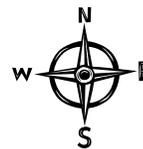
I have legs but walk not, a strong back but work not,
two good arms but reach not, a seat but sit and tarry not.

What am I?

Answer: A chair



“THE NAVIGATORS”



Have you heard of us yet? If not, I would like to introduce an old team here at Rex Heat Treat called “**The Navigators**”. This team is comprised of both Union and Management employees who come together to hash out ideas of ways to make your employment experience here at Rex Heat Treat more enjoyable.

We are currently looking for a few more members, employees who want to bring fresh new ideas to the forum.

We will resume our once-a-month meeting schedule, at which time, we’ll be exploring your suggestions and working on this year’s Company Picnic to be held,

once again, at Dorney Park.

By the way, if you’re too busy to join our team but have some ideas of your own that you would like to see happen here at Rex, please jot your idea(s) down on a slip of paper and drop it into the Suggestion Box or place it in the HR folder located in the Supervisor’s office. Be sure to mark it “Navigators”, and sign it so that if we have any questions, we know who to contact. We hope to hear from you!

And here’s a Navigational Thought for the Day:

“Your Smile. Never leave home without it.”

5 Spring Safety Tips For Your Pet

Microchip your pets — Once the warm weather starts we inevitably spend more time outside. That means we’re opening our door more often, which is the perfect opportunity for your indoor cat to slip out of the house. When you’re strutting around town with your pup, make sure he’s in a collar or harness and most importantly make sure your pets are MICROCHIPPED. Even indoor cats should be microchipped as this will ensure that if they escape and are found, they can be identified and returned to you. A microchip is about the size of a grain of rice (see photo). It consists of a tiny computer chip housed in a type of glass made to be compatible with living tissue. The microchip is implanted between your pet’s shoulder blades under the skin with a needle and special syringe. The process is similar to getting a shot. Little to no pain is experienced—most pets do not seem to even feel it being implanted. Once in place, the microchip can be detected immediately with a handheld device that uses radio waves to read the chip. This device scans the microchip, and then displays a unique alphanumeric code. Once the microchip is placed, your pet must be registered with the microchip company, usually for a one-time fee. Then, your pet can be traced back to you if found.



Spring cleaning — While you’re sprucing up your place for spring don’t forget to keep the cleaning chemicals away from your pet! Almost all commercially sold cleaning products contain chemicals that are harmful to animals. Keep your vet’s emergency hotline in a prominent place, just in case.

Keep Easter lilies and candy bunnies out of your pet’s reach — Chocolate is toxic and Easter lilies can be fatal if ingested by our furry friends. And be mindful, cats love to munch on colorful plastic grass and ribbons, which can lead to an obstructed digestive tract, severe vomiting and dehydration if ingested.



Gardeners, beware — Fertilizers and insecticides are great for a pretty lawn and garden, but their ingredients aren’t meant for animal consumption and can be fatal if your pet ingests them.



Car seats for your pets — It’s adorable to see a pup with his head out the window with the wind in his floppy ears, but this can be dangerous. Debris can get in their eyes, ears or lungs and cause injury or infection. Your pet should ALWAYS be secure in a car seat, crate or seatbelt harness when riding in the car.

SAFETY SLOGANS:

PREPARE & PREVENT INSTEAD OF REPAIR & REPENT. A SAFER YOU IS A SAFER ME.

PRACTICE SAFETY IN ALL YOU DO. EVERYONE DEPENDS ON YOU!

SAFETY IS FREE—USE IT GENEROUSLY.

SAFETY IS A MISSION—NOT AN INTERMISSION.