

Inside this issue:



<i>127 Quench Replacement Project</i>	2
<i>Rex Big Annual Wheel of Chance Spin</i>	2
<i>A Little Humor</i>	3
<i>Birthdays In February</i>	3
<i>Did You Know?</i>	3
<i>Service Anniversaries</i>	3
<i>New Internal ISO Auditors</i>	4
<i>Have You Got the Big H?</i>	4

Free Coffee Day!

To celebrate those employees with Birthdays in February (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on February 21st through early AM on February 22nd. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Johnathan Rex, Plant Mgr.

Congratulations! Vindon Griffin Jr., a Material Handler in the Shipping Department, is the Improvement Idea winner for the month of January.



Vindon's idea is to make a folder on the S: drive for all purchase orders we receive by email. This will keep them in an electronic form and make it easier to find when the work shows up.

A total of 5 improvement ideas were submitted in the month of January. Others contributing ideas were **Cory Hunter** with 2 ideas, and **Chuba Blaze** and **Kris Hunsicker** 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, February 21, at 3:10 PM in the Induction area. Vindon will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Why don't you join us to see what happens. Your name could be drawn and you'd be the next lucky person spinning the Rex Wheel of Chance.

If you have some ideas for improvements here at Rex, write them down on an Improvement Idea form, or just a piece of paper, and drop them in the box outside of door of the Production office. Your idea could be the one voted the winner and then you'll have an opportunity to take a spin on the Rex Wheel of Chance.

Monthly Winners

By Johnathan Rex, Plant Mgr.

Our Improvement Idea winner for the month of December was **Gregory Smith**, Furnace Operator with the 100 Group on 3rd Shift. Greg, who put in all 3 improvement ideas that were submitted in December, received a "Thank You" pin and a \$5 lottery ticket.



Sid Heflin (left) picks the Employee Appreciation winner.

Since Greg Smith is on 3rd shift and was not available, we had Sid Heflin draw the name of an employee for the "Monthly Employee Appreciation" reward. That lucky winner was **Arthur Hurt**, a Maintenance "A" Mechanic in our Maintenance Department. When Art took his spin, he won a reward of \$50.



Art Hurt (left), the Employee Appreciation winner, is all smiles after his spin on the Rex Wheel of Chance.

We also had Sid 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 **Richard Harris**, **Yao Kangni Soukpe**, **Virginia Lindquist**, **Sandy Zigon**, and **Cory Hunter**.



Greg Smith (left), the Improvement Idea winner, is congratulated by Johnathan Rex, Plant Manager.

Greg Smith took his spin on a later date and won a reward of \$150.



Cory Hunter (left) was one of the lucky lottery ticket winners.

We had an assortment of cookies, bite-size brownies, Clementines, and free hot beverages from the vending machine.



On hand to receive their anniversary gifts from Johnathan Rex, Plant Mgr., were Dave Brough (37 yrs.), Mike Santiago (13 yrs.), Frank Rapine (6 yrs.), and Sharirey Dubisetete (4 yrs.).

Please join us at next month's spin if you can. Perhaps your name will be drawn as the next Employee Appreciation winner and you'll have your opportunity to take a spin the Rex Wheel of Chance.

127 Quench Replacement Project

By Johnathan Rex, Plant Mgr.

On December 18th we began to replace the salt quench that had never been replaced since the tank was installed in 1958. The primary reason for this project was to improve the qualities of this quench bath since there was too much calcium carbonate contamination mixed with the salt in the tank. Calcium carbonate is a solid material that is absorbed by the salt from air and water additions. The problem with calcium carbonate is that it reduces the liquid contact to the metals during quenching and acts a little like an insulator which slows the cooling process. That results in not being able to rapidly quench products which has even caused problems cooling thin-walled materials. Another problem is that the calcium carbonate causes uneven cooling which results in additional distortion.

The new salt should give our Straightening Department a break with some of the distortion they see on the products they have to check and straighten. The new salt will allow us to confidently go after additional new work like thin-walled cylinders that are common in military missile cases.

While down we also fabricated and attached another quench duct that, once complete, will be home to a second agitator as well as a cooling system. This additional agitator will further improve the quality of work produced, and the cooling system will help keep us in production when the schedule is full.



90 drums of 400°F molten salt were removed.



Cleaning out the bottom of the tank.



Removing the salt tank.



Removing the insulation from the outside of the salt tank.



Replacing the tank.

Rex Big Annual Wheel of Chance Spin

By Johnathan Rex, Plant Mgr.

The Seventh Year of our Improvement Idea Program has come to a close and it's time to reward those employees who submitted their improvement ideas in 2010—a total of **100** improvement ideas! Our Rex Big Annual Wheel of Chance Spin will take place on February 7, 2011, in the Induction area, at 3:10 p.m. There will be three different Wheel of Chance spins.

Spin #1 is for any employee who submitted at least four improvement ideas in 2010. Nine employees qualified for this drawing. They are: **James Koester** (19), **Nancy Gardner** (13), **Cory Hunter** (10), **James Forbes** (9), **Kris Hunsicker** (9), **Gregory Smith** (7), **Chuba Blaze** (6), **Keith Bannon** (4), and **Evelyn Chmielewski** (4).

Spin #2 is for all employees who were Monthly Winners in 2010. If they won two times, their names will be placed in the container two times. There will be nine employees in this drawing, and one will have his name in three times and another will be in twice. Those employees are: **Kris Hunsicker** (3), **James Koester** (2), **Cory Hunter**, **Tom Felder**, **Chuba Blaze**, **Frank Rapine**, **Richard Harris**, **Gregory Smith**, and **Evelyn Chmielewski**.

Spin #3 is for any employee who submitted at least one approved idea that was fully implemented in 2010. Eleven employees qualified to be in this drawing. Those employees are: **Cory Hunter**, **James Forbes**, **Gregory Smith**, **James Koester**, **Maria Monje**, **Evelyn Chmielewski**, **Yao Kangni Soukpe**, **Terry Copenhaver**, **Kris Hunsicker**, **Tom Felder**, and **Keith Bannon**.

One name for each spin will be drawn at random. Each employee can only win one chance at a spin. If the same employee's name is drawn again after having already won a spin, another name will be drawn. Reward values for all 3 spins will range from \$250 to \$1,000 in cash or 1 day vacation plus \$200 to \$500.

Thank you all for your great ideas for improvements here at Rex. Good luck at the Annual Spin!

If you are able, please come and witness this annual event and offer your congratulations to the lucky winners.



Did You Know?



The groundhog (*Marmota monax*) is a rodent of the family Scuriidae, belonging to the group of large ground squirrels.

Groundhog Day is a holiday celebrated on February 2 in the United States and Canada. According to folklore, if it is cloudy when a groundhog emerges from its burrow on this day, it will leave the burrow, signifying that winter will soon end. If on the other hand, it is sunny, the groundhog will supposedly "see its shadow" and retreat back into its burrow, and winter will continue for six more weeks.

Many towns that celebrate Groundhog Day throughout North America have winter-predicting groundhogs. By far, the most notable groundhog is Punxsutawney Phil of Punxsutawney, Pennsylvania. Other groundhogs of note include Smith Lake Jake, Staten Island Chuck, General Beauregard Lee, Shubenacadie Sam and **Warton Willie** (statue shown above). But according to the Congressional Record **Jimmy the Groundhog** (pictured on left) of Sun Prairie WI is the "legitimate" groundhog of the USA and Sun Prairie is the Groundhog Capital of the World.



Some other weather-predicting groundhogs across North America are: Gus, Queen Charlotte, Octoraro Orphie, Sir Walter Wally, Woodstock Willie, Uni, Spanish Joe, Dunkirk Dave, Buckeye Chuck, Balzac Billy, French Creek Freddie, Chuckles, Woody, Stormy Marmot, Pat Lane, Malverne Mel, West Indies Wilbur, Brandon Bob, Gary the Groundhog, and Fountains Hills Weasel.



The largest Groundhog Day celebration is held in Punxsutawney, Pennsylvania, where crowds as large as 40,000 have gathered to celebrate the holiday since at least 1886. Other celebrations of note in Pennsylvania take place in Quarryville in Lancaster County, the Anthracite Region of Schuylkill County, the Sinnamahoning Valley, and Bucks County.

Punxsutawney Phil likes to call himself a groundhog, but he's really a marmot. *Marmota monax*, to be exact, commonly known as a "woodchuck" or wuchak, from the Native Americans who lived on the east coast, along the Canadian border.

February 2 is now observed as Marmot Day in Alaska, replacing Groundhog Day in 2009 as a holiday honoring the state's marmots, which are very abundant.

Happy Birthday

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

- 2 James Forbes
- 11 James Brough

A LITTLE HUMOR

*With Valentines we think of love and of course that's **Amorè**.*

When the moon hits your eye like a big pizza pie, That's amorè.



When an eel bites your hand and that's not what you planned, That's a moray.



When our habits are strange and our customs deranged, That's our mores.

When your horse munches more and the bales total four, That's some more hay.



When Othello's poor wife, she gets stabbed with a knife, That's a Moor, eh?

When a Japanese knight used a sword in a fight, That's Sa...mur...ai.



Happy Valentines Day!



Yearly Work Anniversaries

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

1 to 5 Years	Over 10 Years
Greg Bruno	Don Wiggins (15)
	James Koester (16)
	Sandy Zigon (27)

You will receive your annual gift at the monthly spin.

We now have a new group of Internal Quality System Auditors to add to our existing auditors who conduct our quarterly internal ISO 9001-2008 audits. Just having graduated from a 2-day training on January 17-18 are: Dave Brough, Sandy Zigon, Greg Smith, Greg Bruno, Bill Attieh, Kris Hunsicker, Frank Rapine, Barry Fox and Brandon Reynolds. It's great to add some new faces. Congratulations to all of you on this achievement!

Have You Got the Big H?

Below is the Whiteley Index, the standard self-test for hypochondria. Just for fun—for each question, circle the number that best describes how you feel.

- 1 = Not at all
- 2 = A little
- 3 = Moderately
- 4 = Quite a bit
- 5 = A great deal

- 1) Do you worry a lot about your health?
1 2 3 4 5
- 2) Do you think there is something seriously wrong with your body?
1 2 3 4 5
- 3) Is it hard for you to forget about yourself and to think about all sorts of other things?
1 2 3 4 5
- 4) If you feel ill and someone tells you that you are looking better, do you become annoyed?
1 2 3 4 5
- 5) Do you find that you are often aware of various things happening in your body?
1 2 3 4 5
- 6) Are you bothered by many aches and pains?
1 2 3 4 5
- 7) Are you afraid of illness?
1 2 3 4 5
- 8) Do you worry about your health more than most people?
1 2 3 4 5
- 9) Do you get the feeling that people are not taking your illnesses seriously?
1 2 3 4 5
- 10) Is it hard for you to believe your doctor when he tells you there is nothing to worry about?
1 2 3 4 5
- 11) Do you often worry about the possibility that you have a serious illness?
1 2 3 4 5
- 12) If a disease is brought to your attention (through radio, TV, newspaper, Internet, or someone you know), do you worry about getting it yourself?
1 2 3 4 5
- 13) Do you find that you are bothered by many different symptoms?
1 2 3 4 5
- 14) Do you often have the symptoms of a very serious illness?
1 2 3 4 5



Add up the circled numbers. The higher your total, the higher your chances of being excessively worried about your health. There are no definite parameters in the Whiteley Index, but if you score between 32 and 55 (or even more than that), you are generally considered a hypochondriac. Or you could have a serious illness and you better see a doctor about it right away. (Just kidding!)