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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 17th through early AM on February 18th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations to Monserrate “Mike” Santiago, a Furnace Operator in the 600 Group on 1st Shift, for being the improvement Idea winner for the month of January.



Mike’s idea is to install a permanent gauge on 690 furnace quench tank. The way the Operators measure the oil now is to use a yard stick. This is not accurate and could cause us to overfill or leave the quench tank too low. Both could cause serious problems. The system on 680 with a floating gauge works well and should be installed on 690.

There were a total of 9 improvement ideas submitted in the month of January. Besides his winning idea, Mike contributed 1 other idea. Others submitting improvement ideas were **Michael Townsend**, with 3 ideas, and **James Forbes, Howard Schimmel, Yao Kangni Soukpe, and Jeremy Raudenbush**, 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 17, at 3:10 PM in the Induction area. Mike will be drawing the name of one lucky employee for the “Employee Appreciation” spin. Perhaps it will be you! Then you’d be taking a spin on the Rex Wheel of Chance.

Drop your ideas into the box outside of the Production office. If you have the winning idea, you’ll be spinning the Rex Wheel of Chance!

Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of December was **Sharlrey Dubisette**, a Furnace Operator in the 600 Group. Sharlrey, along with Robert Feldman and Ray DeHaven, who also put in improvement ideas in December, received a “Thank You” pin and a \$5 lottery ticket.



Sharlrey Dubisette (right), the Improvement Idea winner, is congratulated by Scott Wagner.

Sharlrey drew a name for the “Monthly Employee Appreciation” reward. That lucky winner was **Sid Heflin**, Project Engineer. Sid won a reward of \$100 on his spin.



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

Sharlrey drew 5 names from a bucket that contained the names of all Rex employees, and the winners each received a \$5 instant lottery ticket. The 5 lucky winners of lottery tickets were **Bill Attieh, Ron Makos, James Brough, Theresa Scargill, and Monserrate Santiago**.

Out of all the correct guesses submitted for **Heat Treat Jeopardy**, one name was drawn to receive a \$5 instant lottery ticket. That winner was **Sid Heflin**.

Sid Heflin (left) was the jeopardy winner.



When **Sharlrey** took his spin, he won a reward of \$200.

For refreshments everyone enjoyed an assortment of cookies and free hot beverages from the vending machine.



Robert Feldman and Ray DeHaven receive their “Thank You” pins.



Dave Brough (40 yrs.), Monserrate Santiago (16 yrs.), Frank Rapine (9 yrs.), Ray DeHaven (7 yrs.), Sharlrey Dubisette (7 yrs.), and Jeremy Raudenbush (1 yr.) were on hand to collect their anniversary gifts from Scott Wagner, Plant Manager. Also celebrating an anniversary were Chris Kent (2 yrs.) and Joseph Carr (1 yr.).



Theresa Scargill and Monserrate Santiago collect their lottery tickets.

Be there at next month’s spin to see if you could be next month’s lucky Employee Appreciation winner and get your opportunity to take a spin.

Rex Big Annual Wheel of Chance Spin

By Scott Wagner, Plant Mgr.

The Tenth 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 2013—a total of **82** improvement ideas! Our Rex Big Annual Wheel of Chance Spin will take place on February 17, 2014, in the Induction area, after the monthly spin. There will be three different Wheel of Chance spins.

Spin #1 is for every employee who submitted an improvement idea in 2013. Names will be placed in the container for each improvement idea submitted. Twenty-two employees qualified for this drawing. One name will be drawn at random for a spin on the wheel.

Spin #2 is for all employees who were Monthly Winners in 2013. If they won two times, their names will be placed in the container two times and so forth. There will be seven employees in this drawing. One name will be drawn at random for a spin.

Spin #3 is for the **Grand Prize Winner**, the employee who submitted the most winning ideas in 2013. In the event of a tie, we will draw a name.



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.

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

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

Happy Retirement, Victor!



Victor Lopez, who retired from Rex Heat Treat after 39 years with the company, received best wishes from his first shift coworkers at a small luncheon on January 10. Everyone enjoyed pizza and cake and many stood up to express words of praise for their long-time coworker and friend.

Victor started at Rex on August 20, 1974 as a Heat Treat Helper for \$3.70 per hour. He then worked as a Furnace Operator B on the Vertical Line and the Group 1 Furnace Line. In 1978 Victor started working in Inspection as an Inspector A and in 1981 became a Final Inspector. Victor has worked as a Quality Inspector since 1978, a total of 36 years.



John Sherman, VP, had a few words to say about Victor's years at Rex.

John Sherman, the company's Vice President, said a few words about Victor's many years as an Inspector at Rex and presented Victor with a beautiful wooden rocking chair in appreciation of his years of service. And Peter Kropff, retired Director of Quality Control, came in to say a few words about his former employee.



Three happy retirees—Victor Lopez, Peter Kropff, and Walt Bates.



Peter Kropff, former Director of Quality Control, had a few stories to relate about his years working with Victor Lopez.

Sadly, Victor's wife Milagrosa passed away recently after a long illness, but in his retirement, Victor will enjoy spending more time with his three daughters—Laura, Milagrosa, and Maria—and his almost 2-year-old grandson. Victor also has plans to return to his native Puerto Rico, where he has family and friends.

All of us at Rex Heat Treat wish Victor all the best for a long, healthy, and happy retirement!



Happy Birthday

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

- 2 James Forbes
- 9 John Moss
- 10 Howard Schimmel
- 11 James Brough

Yearly Work Anniversaries

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

<u>1 to 5 Years</u>	<u>6 to 10 Years</u>	<u>Over 10 Years</u>
Ricky Banyai	Gregory Bruno	Don Wiggins (18)
Michael Evans		James Koester (19)
		Sandy Zigon (30)

You will receive your annual gift at the monthly spin.

Did You Know?



The Hare, the Polar Bear, and the Leopard have been chosen as the new official mascots of the Sochi 2014 Olympic Winter Games. The decision was made by the Russian public following

a live television show. The leopard received 28 per cent of the votes, while the polar bear won 18 per cent, and the hare 16 per cent. A Snowflake and Ray of Light ("Snezhinka" and "Luchik") were selected by a jury of Paralympians to be the mascots of the Paralympic Games.



The 1972 Olympic Winter Games in Sapporo (Japan) did not have a mascot. However, the Summer Games of the same year in Munich (Germany), had the dachshund Waldi as the mascot. This is where the tradition of official Olympic mascots began.

The 1980 Olympic Winter Games in Lake Placid (USA): Roni the Raccoon was chosen as the mascot, as the marks on the face of this traditional American animal resemble the goggles and winter hats worn by the competitors. This was the first time the mascot represented a competitor in a winter sport.



The 2002 Olympic Winter Games in Salt Lake City (USA): The mascots were a hare, a coyote and a bear with very specific national characteristics. Their images were supposed to resemble the main sources of income of the city: powder, copper and coal. These characters also symbolized the Olympic motto "Citius, Altius, Fortius" ("Faster, higher, stronger").



The 2010 Olympic Winter Games in Vancouver (Canada): The 2010 Winter Games had a group of mascots: Quatchi and Miga for the Olympic Games, and Sumi for the Paralympic Games. An "unofficial" mascot was also created—Mukmuk, their so-called "sidekick". According to the organizers, the mascots, as personifications from mythology, fulfilled an important goal—to tell the world about Canada, a country inhabited by distinctive ethnic groups.



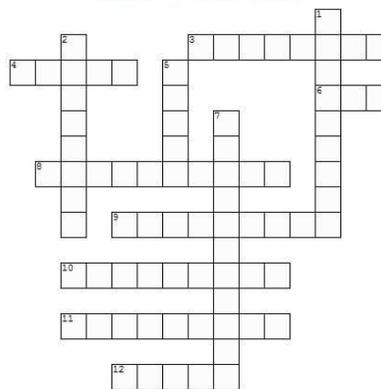
Complete the **Heat Treating Terms** crossword puzzle to be entered in a drawing for a \$5 instant lottery ticket.

Puzzles can be found in the vending area, office (under the clock), and in a folder in the Production office.

Give it a try!

Heat Treating Terms

Complete the crossword below



Across

3. A method used to determine hardness
4. Oxide formed on metal by heating in air
6. Pounds per square inch
8. The science of metals
9. Heat treatment to soften metallic materials
10. Heat treat process to increase hardness by heating and cooling
11. Rapid cooling from elevated temperature
12. Changes in properties of certain aluminum alloys occurring at ambient temperatures after a heat treatment

Down

1. Process used to decrease hardness and increase toughness and ductility
2. Ability of metal to resist penetration
5. An alloy of iron and carbon
7. Process used to undo previous heat treating results

Created on TheTeachersCorner.net Crossword Maker

Completed puzzles will be taken until the morning of the monthly spin. One name will be drawn from all the correct puzzles to receive a \$5 instant lottery ticket.

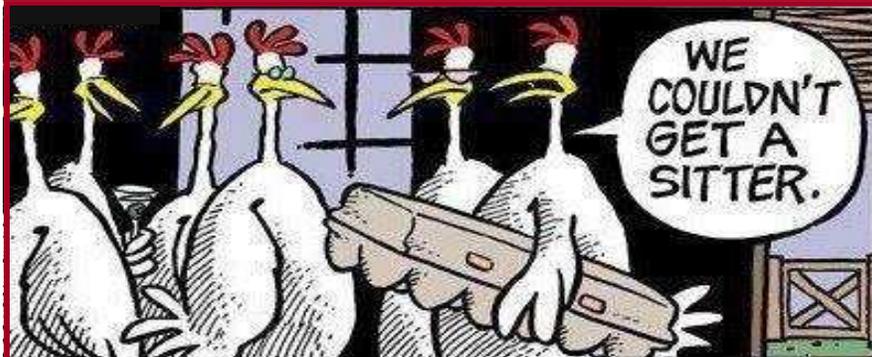
Answer to Last Month's Heat Treat Jeopardy

The Answer is:

A device for measuring temperatures, consisting of lengths of two dissimilar metals or alloys that are electrically joined at one end and connected to a voltage-measuring instrument at the other end. When one junction is hotter than the other, a thermal electromotive force is produced that is roughly proportional to the difference in temperature between the hot and cold junctions.

The Question is: **What is a thermocouple?**

A LITTLE HUMOR



Back Injury Prevention Tips

www.toolboxtopics.com

Most of you have probably heard that in order to lift safely, you must lift properly. You're told to "bend your knees, not your back," and "don't twist as you lift." This is good advice but sometimes seems to go against human nature. Yet, there *are* actions you can take to help you lift properly.

Get as close to the load as possible. The further the load is from the center line of your body, the greater the strain imposed on your back. If need be, squat down to lift the load and pull it between your legs. This gets it closer to the center of your body and helps prevent the need to bend at the waist. However, since your leg muscles are the largest muscles in your body, they are the biggest energy consumers. Repeated squatting can be very fatiguing and reduces a person's ability to lift in this manner for any length of time. In addition to lifting the load, you are also hoisting the majority of your body weight. For *repeated* lifting, other strategies must be used.



Avoid picking up heavy objects placed below your knees.

Try to see that heavy objects are placed and stored above knee level and below shoulder level. If you suspect the load is too heavy to be lifted comfortably, do not chance it. Use a mechanical aid, break the load down into its component parts, or get help. The most common cause of back injury is overloading.

Keep your back straight. This means don't bend at the waist when reaching to lift an object. Keep the natural arch in your lower back, which distributes the load evenly over the surface of spinal disks and is less stressful than if the disk is pinched between vertebrae. Bending principally from the hips is acceptable if you maintain the arch in your back, rather than bending at the waist.

Glue your hand to your thigh. If you carry a load in one hand, such as when carrying a tool box, place your free hand on the outside of your thigh and mentally "glue" it into position. This will help you maintain correct back alignment rather than lifting and tilting to one side. When carrying a heavy load, side bending can be just as stressful to the spine as bending forward.

Tighten your stomach muscles. This technique helps prevent your spine from twisting. If you lift a load and need to place it off to one side, turn by moving your feet. After repeated lifts you might find yourself getting a bit sloppy and forgetting to move your feet. You can overcome this tendency if the place you set the load down is at least one step away from where it is lifted. If you wear a back support belt, wear it low on your trunk and loosen it when you are not lifting.

Stay in good physical condition. A protruding stomach is an extra load carried away from the center line of the body, and prevents you from keeping a lifted object close—the number one rule for back care. When you bend at the waist to lift, due to the leverage principle, the load is up to 10 times heavier than its actual weight. A "pot belly" puts extra, stressful weight on the spine.

Stretch and loosen up before work. Research has shown that trunk flexibility and mobility is significantly lower in the morning than later in the day, increasing the number and severity of back strains at this time. A few minutes of stretching can warm up cold stiff muscles and tendons and help you avoid an injury. All professional athletes know this—"industrial athletes" should too!