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Free Coffee Day!

To celebrate those employees with Birthdays in March (see Birthday Listing on page 3), there will be **free coffee** from the vending machine starting early AM on March 18th through early AM on March 19th. ENJOY!

HAPPY BIRTHDAY TO ALL!

Improvement Idea Winner

By Scott Wagner, Plant Mgr.

Congratulations! Michael Townsend, a Furnace Operator in the 600 Group on second shift, is the Improvement Idea winner for the month of February.



Michael's winning idea is to install a catwalk bridge across the top of 680 furnace. As it is now, there is a walkway along each side of furnace. When the furnace is started, the Operator needs to go up and walk along each side to ensure all the burners are firing. The problem is that getting to the opposite side requires climbing over the furnace where there are gas lines, electrical conduit, and other obstructions—and then add the heat. It will be much safer to cross over on a sturdy catwalk bridge.

A total of 6 improvement ideas were submitted in the month of February. Others contributing ideas were **Derek McAlarney**, with 2 ideas, and **Ray DeHaven, Chuba Blaze**, and **Gregory Smith**, 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, March 18, at 3:10 PM in the Induction area. Michael will be drawing the name of one lucky employee for the "Employee Appreciation" spin. Could be you!

Drop your ideas into the box outside of the door to the Production office. You might be the next person taking a spin on the Rex Wheel of Chance!



Congratulations and Best Wishes to **Rafael Abreu**, a Furnace Operator who recently retired from Rex Heat Treat with over 17 years of dedicated service. We wish Rafael all the best for a long and happy retirement!



Monthly Winners

By Scott Wagner, Plant Mgr.

Our Improvement Idea winner for the month of January was **Sharlrey Dubisette**, a Furnace Operator in the 600 Group on second shift. Gregory Bruno, Michael Townsend, Sarah Mansuetti, Chuba Blaze, John Moss, and Evelyn Chmielewski, who also put in improvement ideas in January, received a "Thank You" pin and a \$5 lottery ticket.



Sharlrey Dubisette (left), the Improvement Idea winner, is congratulated by Scott Wagner, Plant Manager.

Before he took his spin, we had Sharlrey draw a name for the "Monthly Employee Appreciation" reward. That lucky winner was **Chris Kent**, a Furnace Operator in the 600 Group on third shift. Chris took his spin at a later date and won a reward of \$75 on his spin.



Chris Kent (right), 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 **Sandy Zigon**.

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. Those 5 lucky winners of lottery tickets were **Gregory Bruno, Tom Felder, Brandon Reynolds, Victor Lopez, and Robert Forbes**.



Sandy Zigon (left) was the Riddle winner.



Scott Wagner, Plant Mgr., hands out "Thank You" pins and lottery tickets to Michael Townsend, Sarah Mansuetti, Chuba Blaze, John Moss, and Evelyn Chmielewski, who submitted improvement ideas in January.

When **Sharlrey** took his spin, he won a reward of \$250.

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



Sandy Zigon (29 yrs.) was on hand to receive her anniversary gift from Scott Wagner. Others celebrating an anniversary were James Koester (18 yrs.), Don Wiggins (17 yrs.), Gregory Bruno (7 yrs.), and Michael Evans (1 yr.).

Join us next month to see if you'll get a chance to spin the wheel!



Tom Felder, Brandon Reynolds, Victor Lopez, and Robert Forbes were lottery ticket winners.

Rex Big Annual Wheel of Chance Spin

By Scott Wagner, Plant Mgr.

The Ninth Year of our Improvement Idea Program has come to a close and we had our Big Annual Wheel of Chance Spin on Monday, February 18. There were three different Wheel of Chance spins. We had several volunteers pick the winner's name for each spin, and Scott Wagner, Plant Manager, congratulated each winner after each one took their spin.

Spin #1 was for any employee who submitted at least four improvement ideas in 2012. Ten employees qualified for this drawing. They were: **Brian Wingate** (13), **Vindon Griffin Jr.** (10), **Gregory Smith** (9), **Evelyn Chmielewski** (6), **Tom Felder** (5), **Terry Copenhaver** (4), **Robert Feldman** (4), **Michael Jackson** (4), **James Forbes** (4), and **Chuba Blaze** (4). **Vindon Griffin Jr.** was the winner of the drawing, and he was rewarded with \$500 on his spin.



Spin #2 was for all employees who were Monthly Winners in 2012. If they won two times, their names were placed in the container two times. There were nine employees in this drawing, and one had his name in three times. Those employees were: **Vindon Griffin Jr.** (3), **Kris Hunsicker**, **Raymond DeHaven**, **Brian Wingate**, **Tom Felder**, **Terry Copenhaver**, **Gregory Smith**, **Derek McAlarney** and **Sharley Dubisette**. **Gregory Smith** was the winner of this drawing, and he gained a reward of \$750 on his spin on the wheel.



Spin #3 was for any employee who submitted at least one approved idea that was fully implemented in 2012. Twelve employees qualified to be in this drawing. Those employees were: **Michael Davis**, **Ray DeHaven**, **Vindon Griffin Jr.**, **Robert Feldman**, **Brian Wingate**, **James Forbes**, **Chuba Blaze**, **Keith Bannon**, **John Moss**, **Derek McAlarney**, **Gregory Smith**, and **Michael Jackson**. **John Moss** was the winner of this drawing. His spin resulted in a \$750 reward.



Congratulations to the three big winners of the Annual Spin—Vindon Griffin Jr., Gregory Smith, and John Moss—and thank you to all those employees who submitted improvement ideas in 2012. Your great ideas have been responsible for many changes here at Rex Heat Treat that improved work efficiency, enhanced employee safety, or helped trim down company expenses—among other things. Please continue to let us know what your ideas for improvements are. We really do appreciate your input!

Improvement Idea Update

By Scott Wagner, Plant Manager

2012 was a very busy year. And while we were all very busy, many employees submitted ideas to the Improvement Idea box. We had slightly fewer ideas submitted this year; however, what we may have lacked in quantity we certainly made up for in quality. The ideas were great. Nice job everyone!

Safety and workplace design improvements ranked among the top in volume. We will continue to review all the ideas and continue to implement them. Looking ahead to the challenges of 2013, we need all employees to be looking for the next winning Improvement Idea. Picture yourself spinning the wheel at a monthly wheel spin. And don't forget the big prizes we awarded at the annual wheel spin last month. Keep the great ideas coming—you could be next!



The totals for 2012 are 93 ideas submitted and 22 ideas implemented. That's a lot, but never enough. Here are some of the winning ideas listed below.

- Install a pressure sensitive switch inline to the cooling lines for 680-690 fans/cooling blocks, plates to ensure Operators are aware of the cooling water flow. Right now, if the motor/pump kicks out or loses its prime, there is no alarm of any sort. By installing this alarm, the furnaces won't have to be cooled down, because the reaction time to ensure positive water flow is instant. (If furnaces run any length of time without water, they must be cooled down, then restart water cooling so as not to crack the blocks, plates, etc.)
- Improve lighting back with 680/690 where stamping of tool joints occurs. Will relieve straining of eyes.
- Install clear plastic protective tubing on all exposed fluorescent bulbs under 10' to 12'. When these bulbs are hit by accident, they explode and send tiny pieces of glass all over.
- Replace thermostat in the men's restroom. Thermostat seems to be broken and looks like a fire hazard.
- When the 638 cart was in the shop for repair, an employee had an idea to make preventive maintenance much easier. Copper lines have been run to bearings for axles and lube points without jacking up the cart. Both carts have now been improved.
- Repair, or replace, the wagons with good wheels and wood (for body). A number of wagons are in great decay and need repair.
- Add a switch at the top and bottom of stairwell leading to the tunnel, side parking lot, and compressor room to control the light in the foyer.
- Fabricate a pulley cage for 431 to cover drive pulley. Pulley is currently running exposed and a safety issue.
- Install 1 to 2 hose retreats in Inspection. The hoses are constantly getting tangled, leading to the polisher and grinder falling on the floor. Not to mention, they are a tripping hazard. With a hose retreat, when not in use, the hoses would be up off the floor allowing a full unobstructed area to walk plus the grinder and polisher will stay off the floor.
- Put a speed change switch on 570—slow for air quench and fast for liquid quench.
- On the 930 & 931 dust collectors, an idea was to replace two 90° turns on the end of the line with tee fittings with a cap. This will make clean-out and maintenance much easier.

HAPPY BIRTHDAY!

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

- 18 Brandon Reynolds
- 19 Alex Rutkowski
- 26 Chris Constable

Yearly Work Anniversaries

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

<u>1 to 5 Years</u>	<u>6 to 10 Years</u>	<u>Over 10 Years</u>
Robert Forbes	Vernell Donaldson	Michael Davis (12)
Chuba Blaze		Scott Wagner (18)
		Michael Sweney (27)

You will receive your annual gift at the monthly spin.

Did You Know?



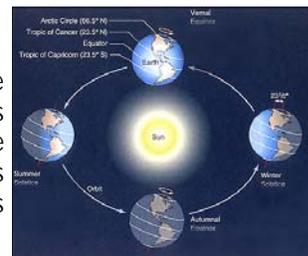
The early Roman calendar designated **March 1** as the New Year. The calendar had just ten months, beginning with March. September through December, our ninth through twelfth months, were originally positioned as the seventh through tenth months (septem is Latin for "seven," octo is "eight," novem is "nine," and decem is "ten.")

The original Irish name for the leprechaun is "lobaircin," which means "small-bodied fellow." Today's common representation of a cheerful, jolly leprechaun and symbol of **St. Patrick's Day, March 17**, is purely an American concoction, started by a Walt Disney movie in 1959. Traditionally, they're the small, cranky, and scheming clan of the Celtic fairies, whose job it was to repair the shoes of the other fairies.



Easter is a movable feast and is observed by churches of the West on the first Sunday following the first full moon following the northern hemisphere's vernal equinox, which is the first day of Spring, March 20.

The **Vernal Equinox**, from an astronomer's point of view, is the moment when the sun crosses directly over the Earth's equator, creating equal day and equal night. This is significant because throughout the year, the Earth is either tilted away from the sun, or tilted toward the sun at 23.4 degrees. This tilt causes the four seasons. The hemisphere tilted toward the sun experiences summer and the hemisphere tilted away from the sun experiences winter. The Vernal Equinox occurs between winter and summer. In the northern hemisphere, the Vernal Equinox is on March 20/21, and in the southern hemisphere, the Vernal Equinox is on September 20/21.



SPRING BEGINS MARCH 20

A LITTLE HUMOR

Young Tommy and his family were invited to have Easter dinner at his grandmother's house in Allentown, Pennsylvania. Everyone was seated around the table as the food was being served. When Tommy received his plate he started eating right away.

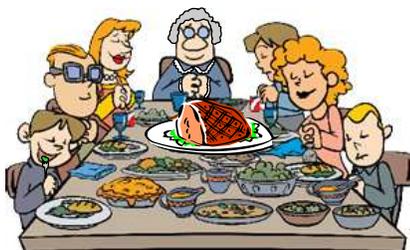
"Tommy, wait until we say grace," demanded his father.

"I don't have to," the five year old replied.

"Of course you do, Thomas," his mother insisted rather forcefully.

"We always say a prayer before eating at our house."

"That's at our house," Tommy explained, "but this is Grandma's house, and she knows how to cook."



The Rex Riddle - #24 ?

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?

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

What is bought by the yard and worn by the foot?

Answer: Carpet

Metal Facts and Trivia

By David Brough, Technical / R&D Manager

Most of the elements in the periodic table are metals. You use metals every day, but how much do you actually know about them? Here is a list of facts and trivia about metals.

- The word 'metal' derives from the Greek word 'metallon,' which means to mine, excavate or extract from the ground.
- 75% of all the elements on the periodic table are metals. The metals are subdivided into separate groups, such as basic metals, transition metals, alkali metals, alkaline earth metals, rare earth, lanthanides and actinides.
- At room temperature, all of the metals are solids except for mercury, which is a liquid.
- The most common metal found in the Earth's crust is aluminum.
- Even though aluminum is abundant in the crust, the most abundant element in the entire Earth is iron, which makes up a large part of the Earth's core.
- Most metals are shiny and have a characteristic *metallic* luster.
- Most metals are good conductors of heat and electricity.
- Many metals are heavy or dense, although some metals, such as lithium, are light enough to float on water!
- Most metals are hard.
- Most metals are malleable or may be beaten into a thin sheet.
- Many metals are ductile or capable of being drawn into a wire.
- Many metals are sonorous or make a bell-like sound when struck.
- Metals are elastic or tend to bend rather than break.
- Metals known as metalloids or semimetals have properties of both metals and nonmetals.
- Alkali metals, such as lithium, sodium, potassium, and rubidium, are so reactive they will ignite and even explode if placed in water.
- Despite what you read in books and see in movies, most radioactive materials do not glow in the dark. However, some radioactive metals either glow from internal heat or else release radiation that reacts and produces visible light. Examples of radioactive metals that glow include plutonium (red from heat), radon (yellow to orange to red), and actinium (blue).
- Noble metals, such as silver, gold, and platinum, resist oxidation and corrosion in moist air.
- Precious metals have significant economic importance. Most of the precious metals also are noble metals, since it's important for a currency to resist wear and tear. Examples of precious metals include gold and silver.
- Tungsten is the metal with the highest melting point. Only carbon, a nonmetal, has a higher melting point of all the elements.
- Steel is an alloy made from iron with other metals.
- Bronze is an alloy usually made from copper and tin.
- Brass is an alloy usually made from copper and zinc.

Periodic Table of the Elements

1A 1 H Hydrogen																	2 He Helium		
3 Li Lithium	4 Be Beryllium											5 B Boron	6 C Carbon	7 N Nitrogen	8 O Oxygen	9 F Fluorine	10 Ne Neon		
11 Na Sodium	12 Mg Magnesium	3B	4B	5B	6B	7B	8B		1B	2B	13 Al Aluminum	14 Si Silicon	15 P Phosphorus	16 S Sulfur	17 Cl Chlorine	18 Ar Argon			
19 K Potassium	20 Ca Calcium	Sc Scandium	Ti Titanium	V Vanadium	Cr Chromium	Mn Manganese	Fe Iron	Co Cobalt	Ni Nickel	Cu Copper	Zn Zinc	Ga Gallium	Ge Germanium	As Arsenic	Se Selenium	Br Bromine	Kr Krypton		
37 Rb Rubidium	38 Sr Strontium	Y Yttrium	Zr Zirconium	Nb Niobium	Mo Molybdenum	Tc Technetium	Ru Ruthenium	Rh Rhodium	Pd Palladium	Ag Silver	Cd Cadmium	In Indium	Sn Tin	Sb Antimony	Te Tellurium	I Iodine	Xe Xenon		
55 Cs Cesium	56 Ba Barium	57-71 Lanthanides		Hf Hafnium	Ta Tantalum	W Tungsten	Re Rhenium	Os Osmium	Ir Iridium	Pt Platinum	Au Gold	Hg Mercury	Tl Thallium	Pb Lead	Bi Bismuth	Po Polonium	At Astatine	Rn Radon	
87 Fr Francium	88 Ra Radium	89-103 Actinides		Rf Rutherfordium	Db Dubnium	Sg Seaborgium	Bh Bohrium	Hs Hassium	Mt Meitnerium	Ds Darmstadtium	Rg Roentgenium	Cn Copernicium	Uut Ununtrium	Fl Flerovium	Uup Ununpentium	Lv Livermorium	Uus Ununseptium	Uuo Oganesson	
Lanthanides		57 La Lanthanum	58 Ce Cerium	59 Pr Praseodymium	60 Nd Neodymium	61 Pm Promethium	62 Sm Samarium	63 Eu Europium	64 Gd Gadolinium	65 Tb Terbium	66 Dy Dysprosium	67 Ho Holmium	68 Er Erbium	69 Tm Thulium	70 Yb Ytterbium	71 Lu Lutetium			
Actinides		89 Ac Actinium	90 Th Thorium	91 Pa Protactinium	92 U Uranium	93 Np Neptunium	94 Pu Plutonium	95 Am Americium	96 Cm Curium	97 Bk Berkelium	98 Cf Californium	99 Es Einsteinium	100 Fm Fermium	101 Md Mendelevium	102 No Nobelium	103 Lr Lawrencium			
Alkali Metals		Alkaline Earth		Transition Metal		Basic Metal		Semi Metal		Non Metal		Halogen		Noble Gas		Lanthanides		Actinides	

Anne Marie Helmenstine, Ph.D.

Welcome Aboard!

Ricky Banyai 300 Group



Daylight Saving Time begins on March 10. Don't forget to turn your clocks ahead one hour before you go to bed on Saturday, March 9.

It's a good time to change the batteries in all your smoke and CO detectors, too!