



DISTRIBUTION

January 2018

Pierce Distribution Services Company

Kevin Hogan Writes...

I hope everyone had a safe and Happy New Year. I can't believe it is 2018. Well, I've have some upcoming trips; one to Columbia and the other to Houston. This will take place sometime in the next two months. I will host the 2018 Quarter General Manager Meeting. I also had lunch with one of our competitor's sales directors. We discussed the possibility of the sale their company. Tony has already reached out and now we wait.

The country has had a tough winter so far with the coldest months

13 years on February 16th, Brett Downey (ICP) celebrates 16 years on February 25th and Donna Oliver (Ripley) celebrates 17 years on February 5th. I would like to thank everyone celebrating Service Anniversaries in January for their years of dedication and commitment to Pierce.

I would like to wish everyone celebrating birthdays in February a Happy Birthday. There are no Milestone Anniversaries in February. Notable Anniversaries are Jerry Hankins (Ripley) celebrates 12 years on February 20th, Andy Oltremari (Business Manager) celebrates




**Jack's Words
Of Wisdom...**

**"The
purpose of
life
is a life
of
purpose."**

~prayables

KEVIN HOGAN



Heart Balloon Background For Valentine Day" by hyena reality freedigitalphotos.net

Industrial Craters writes...



Base with two endwalls and one side wall



Crate base



Several large crates being readied to go with a crew for a customer-site packing job



Seung with some recently completed heavy duty saddles

ICP MILESTONES

Sergio Meza
2 years
Congratulations!

Brett Downey
16 years
Congratulations!



Rockford writes...

Well we made it, another year in the books. It sure went by fast. Everyone with a little age under their belt always says the older you get the faster they go. Those of younger generations just smile and laugh. I must have reached that older age because the timelines in my head have transitioned from looking months ahead to seeing in years. Things at the end of the year are usually go, go, go then stop. This year was no different with year-end deadlines to meet then customers shutting down for accounting purposes it gets pretty quiet for a few weeks. Thankfully we're back up and running full speed ahead now.

There haven't been any big changes in the facility in the last few months and it's been business as usual. We are getting new dock doors installed and everyone's pretty excited that they have a window in them. For those of you who have never been here there are no windows or skylights in the warehouse. I think letting in a little outside light in this winter may keep us from getting the blues. We also added a wash station in the warehouse outside the cafeteria. Previously we only had a single kitchen sink or the restrooms to wash in. Lastly are new dock shelters. These are on order but we have yet to receive an install date. I'm not sure where the birds will move to but we'll have a lot less water leaking in on the dock plates when it rains. The money for these improvements was made available after satisfying an occupation requirement of a predetermined number of years. Here's to staying warm, happy and healthy in 2018!

KEN HOLZE



Ripley writes...

Excitement on Tuesday, January 16th at Ripley's Plant 7 as we received a visit from "our" baby. On Wednesday, January 17th, Eli had a scheduled heart catheterization in preparation for his heart repair surgery on Friday, January 20th. Big boy Eli made it through the surgery with flying colors. In fact, Eli is progressing so well he hopes to be released from Memphis' LeBonheur Children's Hospital this weekend (01/27/18). Eli is the 5 month old son of Ripley's IT man, Will Warren and Jessica. Eli was born August 11, 2017, and spent his first 4 months in the hospital before being released to go to his real home. The 12 1/2 pound future linebacker is a joy to be around with his big smile and we wish him the "best" as his next step will be some additional stomach surgery. Thanks, Will, for sharing Eli with us.

MIKE MOORE

At right: William, Jessica, and Eli



Ripley Continues...



Above, L-R: Janice Rice - Line Lead; Alejandra Sanchez and Tabitha Lee - Supervisor

Ale can!

Please help me congratulate Ripley's Plant 7 associate of the month, Alejandra Sanchez. Ale has been with Pierce Distribution for over 10 years (7 years with Pierce and 3 years as a temp). Nominated by 1st Shift Breakdown Line Lead, Janice Rice, Ale can indeed do it all and she is a superstar in my eyes. I can send her anywhere in the plant and I am confident she can handle the job. Ale has experience in Allocations, the pack table, Breakdown, Receiving Office and Label Making. Her greatest asset is her people skills as she works so well with others and is always smiling at any worksite. Lookout Woodshop - here she comes! To some she is a comedian and to all she is their best friend - quite a compliment! She is always busy - some seasonal crafts always, cooking all the time and reading Science Fiction only in her little bit of spare time. She designed and decorated her department's winning Elf in our Christmas competition and enjoys cooking (and experimenting) with ideas from Pinterest. Oh yeah - did we mention she is the mother of two children. Joshua is 12 and attends Crockett Middle School and daughter, Harley, is 8 and attends Alamo Elementary. Just recently her 15 year old sister, Rashell, came to live with her and she is a student at Crockett County High School (always room for one more). Ale has entered the next chapter in her life as she has started classes at Jackson State Community College's Health Care Technician program. As you see, "Ale Can" and we are so very proud of you!

FIFTEEN YEARS IS A BIG DEAL!



L TO R: Mark Strawn and Moe Jordan

On January 20th, Ripley's Plant 7 Mark Strawn, celebrated 15 years of employment with Pierce Distribution. Moe Jordan, Ripley's Operations Manager, presented Mark with a 15 Year Certificate and a gift card from Pierce. Mark is Ripley's Assistant Plant Manager.

MIKE MOORE

CORPORATE CHRIS WRITES:

Hi! If, like me, you've been gathering and collecting Safety Jackpot cards for the past few years, I hope you'll take the time to read this article because guess what? They have a lovely, new catalog this year.

I messaged the Safety Jackpot program on Facebook (yes, you can do that and yes, they answer right away) and asked for the 2018 catalog. Folks, let me tell you that this is not the same catalog that I have looked through time and time again, wondering what to spend my points on.

In level one, which probably everyone has enough cards for, I saw all different kinds of basketballs and soccer balls, kitchen tools, garden pruners, indoor/outdoor thermostat, earphones. Second level features Anchor Hocking bakewear, a Mickey Mouse toaster, tools, watches, kitchen aids, fishing tackle, coolers...374 choices to choose from as well as lots more levels depending on your card totals. Plus, as you can see on the picture above, our company's employees are still able to order Visa gift cards. See above for the item number and the point value. About four years ago, I ordered a couple of Visa gift cards. They work just fine, and have no activation fee. Don't forget, while you're collecting the letters, if you spell out Jackpot (which I've only done one or two times in ten years, WHERE IS THAT "K", Nate Anderson?) you can get 1000 additional points. Game cards and completed, spelled out Jackpot tiles, entries as well as your order forms to order, can be mailed to Award Headquarters, PO Box 14100, Lenexa KS 66285-4100. The website for the catalog is:



They are \$25 (Item #31425 - 1500 points), \$40 (Item #31424 - 2400 points) & \$60 (Item #31426 - 3600 points) Visas and they are still available to your company. Not all companies have that option and that's why they aren't listed in the catalog.

www.safetyjackpot.com/catalog

Do yourself a favor and check out the catalog. Collecting and turning in these cards is a benefit not many people take advantage of, so do take time to check out the catalog. You won't be disappointed.



IT CORNER...

Phishing email messages, websites, and phone calls are designed to steal money. Cybercriminals can do this by installing [malicious software](#) on your computer or stealing personal information off of your computer.

Cybercriminals also use [social engineering](#) to convince you to install malicious software or hand over your personal information under false pretenses. They might email you, call you on the phone, or convince you to download something off of a website.

Here is an example of what a phishing scam in an email message might look like.

Hello!

As part of our security measures, we regularly screen activity in the Facebook system. We recently contacted you after noticing an issue on your account.

Spelling

Our system detected unusual Copyrights activity linked to your Facebook account , please follow the link bellow to fill the Copyright Law form:

http://www.facebook.com/application_form Links in email

Note: If you dont fill the application your account will be permanently blocked. Threats

Regards,

Facebook Copyrights Department. Popular company

#

✦ **Spelling and bad grammar.** Cybercriminals are not known for their grammar and spelling. Professional companies or organizations usually have a staff of copy editors that will not allow a mass email like this to go out to its users. If you notice mistakes in an email, it might be a scam..

Beware of links in email. If you see a link in a suspicious email message, don't click on it. Rest your mouse (but don't click) on the link to see if the address matches the link that was typed in the message. In the example below the link reveals the real web address, as shown in the box with the yellow background. The string of cryptic numbers looks nothing



like the company's web address.

Links might also lead you to .exe files. These kinds of file are known to spread malicious software.

✦ **Threats.** Have you ever received a threat that your account would be closed if you didn't respond to an email message? The email message shown above is an example of the same trick. Cybercriminals often use threats that your security has been compromised.

Spoofing popular websites or companies. Scam artists use graphics in email that appear to be connected to legitimate websites but actually take you to phony scam sites or legitimate-looking pop-up windows..

Cybercriminals also use web addresses that resemble the names of well-known companies but are slightly altered.



If you receive any emails that look suspicious, do not click on the link (S) but alert IT.

NATE ANDERSON



Our C.F.O. Writes...



January 2018 Wellbeing Website

We're excited to make our 2018 Wellbeing Website available to you as an active client of Gallagher Williams-Manny. Our Wellbeing Website provides employee-facing communications (posters, challenges and newsletters) to support your wellbeing initiatives and to foster a culture of organizational health. Learn more about the types of content covered with the 2018 Wellbeing Website Topics Calendar (available to access via the website link). Start utilizing this toolkit today at www.ajg.com/livelifewell and select 'download resources.'

1. Reset Your Budget- While the New Year is a great time to look forward, it's also an opportunity to look back at the past year—especially when it comes to your saving and spending habits. If you've been using LearnVest's free app (<https://www.learnvest.com/>), or a similar financial tool/app, you can easily review your spending from 2017 to see where your money went each month. (And if you haven't been using the app, it's never too late to start!) Once you have a clear sense of your financial habits from 2017, you can figure out how to tweak your budget for the coming year. And don't forget to factor in occasional necessities, like vet bills, medical and maintenance costs. Of course, you'll need to adjust your budget as your needs change throughout the year, but January is a good time to reassess your spending and saving.

2. Organize Your Savings Accounts- LearnVest suggests putting 20% or more of your income toward financial priorities (this can include savings and debt payments)—but what you're saving for is up to you. Maybe it's an African safari, a renovated kitchen or a comfortable emergency fund. Regardless of the goal, figure out exactly how much you need to save, and then create a separate savings account for each goal, so you can easily track your progress and gauge if you need to ramp up your efforts throughout the year.

3. Set Your Retirement Savings on Auto-Pilot-Retirement - contributions should be a priority, so make it a point now to set up automatic, monthly contributions of at least 1% to 2% of your income into a Roth or Traditional IRA or a 401(k) through your employer. If you have a 401(k), your goal should be to contribute at least enough to get your full employer match, as well as increase your contribution by 1% every six months, working your way up to 10% of your income over time. Already doing this? Then it's time to increase your contribution percentage. You'll want to do your best to work toward maxing them out.

4. Put Your Annual Bonus to Good Use- Financial responsibility doesn't have to mean all work and no play. If you received a year-end bonus, pat yourself on the back and enjoy it by spending 10% on something fun—and then allocate the remainder toward a financial priority. (You have until April 15 to max out your IRA.)

5. Map Out Your Annual Travel Budget- Vacations are a common financial goal, but taking your own Tour de France (or Asia ... or South America ...) doesn't come cheap. So make a list of any expected trips this year—like a friend's wedding or a relative's big birthday celebration—and start saving for them now in a separate account earmarked for travel. And then plan any other getaways around these trips, as your budget permits. While lounging on the beach each February may seem like a "necessary" cure for the winter doldrums, financial priorities should never suffer for travel.

FEBRUARY BIRTHDAYS

Name	Day	Plant
Mercedes Gutierrez	02	2
Tiemeyer Wilson	02	4
Nick Wooster	03	7
Donna Hogan	05	C
Crystal Cooksey	05	2
Niah Gordon	05	ICP
Sylvan Grazette	07	4
Michael Deberry	08	7
Susan Lovett	08	7
Luz Conchas	09	5
Alice Capistran	10	5
Debra Isom	10	7
David Miller	13	7
Gabe White	14	4
George Edley	14	7
Calvin Wainwright	16	2
Samuel Palmer	16	7
Brandon Moon	17	7
Leonard Ables	18	ICP
Rachel Langley	19	7
Margaret Haycraft	20	7
Sarah Hinchee	20	4
Atlas Gaddy	20	7
Carl Wilkins	20	4
Ann Littles	21	7
Branden Wilson	22	4
Rosa Temple	26	7
Joseph Demps	28	7

FEBRUARY ANNIVERSARIES

Name	Day	Plant
Donna Oliver	2/05/01	7
Brett Downey	2/25/02	ICP
Andy Oltremari	2/16/05	C
Jerry Hankins	2/20/06	7
Capas Speight	2/07/11	10
Randy Terrile	2/07/11	10
Anthony Lineberry	2/07/11	7
David Frye	2/20/12	C
Patricia Wallington	2/26/12	7
Gerhard Jerding	2/26/12	7
Lisa Finch	2/26/12	7
Jeffery Graves	2/27/12	7
Violet Glenn	2/27/12	7
Londell Currie	2/27/12	7
Balinda Hairfield	2/27/12	7
Debra Isom	2/27/12	7
Sylverine Byars	2/27/12	7
Maurice Arnold	2/27/12	7
Marcko Clemons	2/27/12	7
Yvonna Turner	2/27/12	7
Teresa Scott	2/27/12	7
Milton Powell	2/27/12	7
Jacqueline Haley	2/27/12	7
Annette McKinnis	2/27/12	7
Leslie Mayberry	2/27/12	7
Rachel Langley	2/27/12	7
Terry Johnson	2/27/12	7
Mary Rucker	2/27/12	7
Crystal Cooksey	2/2/15	2
Willie Stone	2/1/16	5
Teresa Phelps	2/8/16	7
Dorothy Rouser	2/8/16	7
Rhonda Sparks	2/8/16	7
Geneva Paris	2/8/16	7
Trey Schell	2/27/17	C
Rosalia Torres	2/8/17	5
Steven Johnson	2/20/17	5
Melissa Oslund	2/20/17	2
Daniel Taylor	2/27/17	2

Tony Chiodini