



December 2020

Pierce Distribution Services Company

Kevin Hogan Writes...

December is upon us and it is since weddings aren't all-time for yearend business decisions and the holidays. I Mexico and she took her hope everyone is doing the best that they can under the while they took pictures. See Covid restrictions. It all depends on what part of the country you live. All of our I want to take this time to thank children (and grandchildren) all of our customers for their are traveling to be with us in business in 2020. Without our Washington. Donna has been busy making the house festive for their visit. She is also planning all the meals while they are here.

I would like to thank everyone for their visit. She is also planning all the meals while they are here.

Pierce, "We Do Whatever it Takes".

Our daughter Meg was married on December 4th to Spencer Kucia in Chicago. It was a justice of the peace ceremony. I would like to wish everyone a Happy Birthday. There

are two Milestone Anniversaries in January; Tim Charles (Corporate) 15 years on January 23rd and Moe Jordan (Memphis) 25 years on January 29th. There are four notable Anniversaries: Frankie Williams (Rockford) 13 years on January 7th, Leticia Medrano (Rockford) 14 years on January 29th, Mark Strawn (Ripley) 18 years on January 20th and Beth Futrell (Rockford) 19 years on January 7th. I would like to thank everyone celebrating Service Anniversaries in January for their years of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services Company.



Russell's Words Of Wisdom...



Merry Christmas & Happy New Year to all of our customers and associates!

KEVIN HOGAN

**Kindness
always
comes back.**



Congratulations to the happy couple!



2020: A special note from Kevin Hogan

We all had challenges in 2020 with work and our personal lives. We were locked down by our state governments; there was a shortage of toilet paper for what reason I can't remember. Donna and I drove cross country from South Carolina trying to make it home not knowing if we could find a hotel let alone one that would allow Russell to stay. Finding places to eat was a challenge as well. We did it and made the best of that time on the road. What was supposed to be a short term shut down to battle the Chinese Virus has ended up being a yearlong event.

Businesses have closed (some forever), people lost their jobs, and families weren't allowed to visit their loved ones in retirement homes or in hospitals. People died alone without their loved ones by their side. My sister Debbie died (not Covid) and I was glad I made it to her bedside before the shutdown. Minimal church services were allowed. There were riots/looting/protests/record number of murders/vandalism

and total chaos in our streets. Everyone has lost something. This could be the time that you will never get back with loved ones who may not be here next Thanksgiving, Christmas, etc.

At the end of year on New Year's Eve, my daughter, Meg, was supposed to marry Spencer Kucia at the Milwaukee Hilton Hotel. We were sending out about 250 invitations. We hired a wedding planner who we met in Milwaukee. She had set up the rooms at the hotel to hold the wedding ceremony and one large room for the reception. We booked the rooms for our immediate family. We selected our food, flowers, band, etc, that we needed to make this a great memory for all of us. Well, needless to say, we had to cancel this and I will not be able to walk my daughter down the aisle or have our Father/Daughter dance. Efforts to reschedule by Spencer and Meg were unsuccessful based on the unpredictable future during these times. On December 4th, Spencer and Meg were married by the Justice of the Peace at the Chicago Court-

house where we weren't allowed to witness. This is another example of lost time that we will not get back. They went to Mexico for their honeymoon where Meg could finally wear the wedding dress she loves so much. She is coming to see us at Christmas without her new husband who will have to work during that period. I hope that I can congratulate him sometime in the future for marrying my daughter.

Yes, 2020 was a year of lost time that we will never get back!

KEVIN HOGAN

**Happy
New Year
2021**



ICP Writes...

APOLLO EXPANDS HIS ROLE

WHO'S A GOOD BOY?



In addition to his loss prevention duties, Apollo has taken on the responsibility of maintaining company morale.

Here he is greeting new ICP associate Robert McCra.



HAPPY ANNIVERSARY



At left, Dinna Vath celebrates three years with ICP.



At right, Brad Herr celebrates Christmas looking extremely festive.



Memphis Writes...



YUM!

A cookout was held in the Memphis facility to celebrate Christmas-word is that some gifts were exchanged and LOOK AT THAT BARBECUE...



MICHAEL CORTEZ



Columbia writes...

TEN YEAR ANNIVERSARY CELEBRANTS!



left to right: Sarah Hinchee, Denise Christian, Warren Bouknight, Ronetta Pringle, Preston Martin (hiding), Gabe White, and Tommie Givens.

Plant 4 from Columbia, South Carolina has several associates (Warren Bouknight, Billy Cobb, Denise Christian, Tommie Givens, Sarah Hinchee, Preston Martin, Ronetta Pringle, and Gabe White) who celebrated 10 years anniversary as part of the Pierce family in November. It is hard to believe that it has been that long. I remember when Pierce's upper management team entered Metso facility looking to get the contract and they did!! It is great to work with a company that treats you more like a family member than a number. You get those special emails from Kevin Hogan wishing you a Happy Birthday! It is meaningful.



At right, Billy Cobb being safe and staying warm.

Yes, it gets cold in the south.

Today is 39!

SARAH HINCHEE



BRRR!!!!

Ripley writes...

SAVING THE BEST FOR LAST



Rachel Langley and Line Lead Misty Kirkpatrick

Congratulations to Rachel Langley on her selection as Associate of the Month in Ripley's Plant 7. As December ends this "crazy 2020", we were excited to receive the nomination from Dealer Return Line Lead, Misty Kirkpatrick. Misty is a new lead and shouted lots of acclamations for her associate, Rachel. Rachel simply makes the job easier for her whole department - this group of ladies work so well together and have met many challenges. Rachel has been at Pierce Distribution for over 9 years (1 year as Temporary through SOS) and has worked in almost every department with the exception of Woodshop. "I really think I could make it in Woodshop as I could handle a

nail gun and I'm not afraid of saws," says the overachiever, Rachel. Looking forward to 2021, especially the end of May as she will become a "grandmother" for the first time, thanks to son, Randy and Emily. Daughter, Brooklyn, will be graduating in May from University of TN-Martin with a degree in Occupational Therapy. Taking care of husband, Randy (Boiler Room Operator with the Department of Corrections), and the dog and two cats keeps this lady pretty busy. She is excited to work with all "her ladies" and especially her Line Lead, Misty Kirkpatrick! Congratulations, again!

MIKE MOORE



FUN WITH CHRISTMAS PAYROLL

Santa helped Human Resources pass out payroll checks in Ripley's Plant 7. It was a great opportunity for associates to find out if they were included on Santa's "Naughty" OR "Good" list. To no one's surprise, David Miller found out he was on the "naughty" list AGAIN!

MIKE MOORE



Santa & Pierce Associate, David Miller

Ripley cont...

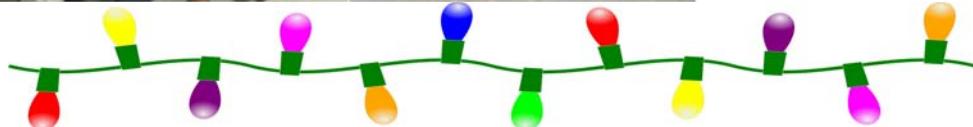
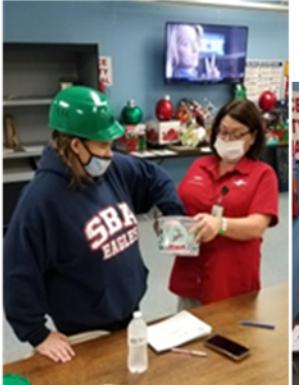
We all know what a trying year it has been; a year full of restrictions, uncertainties, change, and illness just to name a few. On the other hand, there have been happy moments. Engagements, pregnancies, people pulling together to take care of friends and loved ones in need, encouragement, and unconditional love for one another.

With all of the various obstacles in 2020 we at plant 7 decided to continue with our annual Christmas fund raising tradition helping The Carl Perkins center for the prevention of child abuse. We held our fund raiser, at a much lower scale than previous years during the first week of December. To keep in line with our "new norm", we were limited on some of the normal fund raising activities. We held a raffle with prizes donated by our local vendors and plant associates, an auction with small gifts and Christmas goodies, sold a few cut out Christmas Snoopy snowmen to be hung in the break room with names of loved ones, and snacks provided by Refreshments. We also placed a shipper in our break room to collect new toys to be given to the center as well.

I am always overwhelmed by the end of the week when we have our fund raisers whether it be for Christmas or for a fellow associate in need as we all pull together and give so much. This year, I am almost at a loss for words. With all that has taken place this year, so many people here that the year has impacted, I am in awe of the fact that everyone still rallied together and we raised a total of \$1,250.00* along with a full shipper of new toys. I say this often and I truly mean this; I have an amazing work family here in Ripley! The kindness and generosity that everyone displays here will just bring a smile to your face. Here's to YOU plant 7! Merry Christmas and wishing each one of you a very Happy New Year!!

TRACY SCHMITT

*Kevin Hogan generously matched this donation, making it a total of \$2500.00 being donated.



Ripley cont...

THE REAL MEANING OF CHRISTMAS

Looking for a real “feel good” Christmas story? Well, here it is. A Big “THANK YOU” to Ripley’s 1st shift forklift operator, Louis “Nick” Bonds, and his sweet family as they made Christmas brighter for many local children. Nick’s wife, Moneka, owner/operator of Glam Beauty shop in Ripley celebrated the holiday on Sunday, December 20th, with her whole family dressing for the occasion as Santa (Nick) and his Elves (their beautiful daughters). The many children gathered on Santa’s lap and shared their most wanted gifts. Santa, being as smart as he is, was able to give out many gifts early to the kids as they enjoyed hot chocolate. This is the “real meaning of Christmas”. May God bless each and every one!

MIKE MOORE



Santa and his beautiful elves (aka Pierce forklift driver, Louis “Nick” Bonds)



Ripley cont...

On Thursday, December 17th, Ripley's Plant Leadership passed out Pierce T-Shirts to Pierce associates for a Christmas gift!

MIKE MOORE

MERRY CHRISTMAS!





Our C.F.O. Writes...



Gallagher's Monthly Wellbeing News- letter December 2020



TONY CHIODINI

Sleep Schedules Make the World a Happier Place

Sticking to a sleep schedule—even³ on weekends—carries some pretty substantial health benefits. Getting enough sleep has been shown to improve immune function, reduce stress, and promote a healthier weight.

According to the [Centers for Disease Control and Prevention⁴](#), most adults need at least seven hours of sleep each day, but almost a third are not getting enough rest on a regular basis.

Your [Circadian rhythm⁵](#) is your natural internal clock that runs in the background, helping you to shift between feeling tired and alert. When your sleep schedule is more consistent, your clock functions at its best. Thankfully, these rhythms can adjust themselves, but it does take time. When you move between time zones or deviate from your normal daily routines, it takes a little time to catch up.

**Having a sleep routine can help ensure you get adequate sleep consistently.
Here are some ways you can create a sleep schedule that supports your wellbeing:**

Pick a bedtime

Pick a bedtime, and stick to it. Set an alarm if you need to. The more consistent you are with getting to bed, the easier it will be to ease into your new routine.

Avoid sleep disruptions

Caffeine, alcohol, nicotine, high-intensity exercise, and large meals can interfere with sleep, so do your best to avoid them just before bedtime.

Create a sleep zone

Remove distractions like TV and electronic devices from your bedroom if you have a tendency to lose track of time in the evening.

Make changes slowly

Shift your sleep schedule gradually. For example, go to bed 15 minutes earlier every day until you reach your desired bedtime.



3. <https://www.sleepfoundation.org/press-release/nsfs-2019-sleep-america-poll-shows-disciplined-sleepers-reap-reward>
4. https://www.cdc.gov/sleep/about_sleep/how_much_sleep.html
5. <https://www.sleepfoundation.org/articles/what-circadian-rhythm>



JANUARY BIRTHDAYS

Name	Day	Plant
Donell Barbee	2	7
Brenda Chandler	3	2
William Brenner	3	4
Samantha Stenson	3	7
Juanita Jordan	7	2
Zachary Sanders	10	7
Jackie Hart	11	7
Billie Gaines	12	7
Misty Kirkpatrick	17	7
Parish Jones	19	2
Dana Gibbons	20	4
Angela Colegrove	22	7
Laquanda Boyd	23	2
Marianne Lewin	23	C
Teresa Scott	28	7
Olga Robledo	28	2

JANUARY ANNIVERSARIES

Name	Day	Plant
Moe Jordan	01/29/96	3
Beth Futrell	01/07/02	2
Mark Strawn	01/20/03	7
Tim Charles	01/23/06	C
Letty Medrano	01/29/07	2
Frankie Williams	01/07/08	2
Mary Evans	07/28/13	7
Frances Brent	01/25/15	7
Samantha Stenson	01/25/15	7
Gloria McDonald	01/26/15	7
Jose Ramirez	01/29/18	2
Bobby Horton	01/02/19	4
John Gadson	01/02/19	4
Lancer Lowry	01/02/19	4
Darrell Whetstone	01/02/19	4
Sherina Ollie	01/20/20	4
Latoya Green	01/27/20	7
Mary Brown	01/27/20	7
Austin Pruitt	01/27/20	7
Timothy Currie	01/27/20	7
Nicholas McGowan	01/27/20	7
James Ammons	01/27/20	7