



November 2020

Pierce Distribution Services Company

Kevin Hogan Writes...

Well, Thanksgiving is closing in on us in the crazy year. Most leaves have fallen, the days have gotten shorter and nights longer. Everyone is preparing for family get together for the annual Thanksgiving Dinner. In some states, the governors have limited the amount of people you can have at your table. We must make the best of a terrible situation.

I have decided to cancel my trip to Illinois in December because the governor closed down the state again. I always enjoy my trip back there this time of year to celebrate Christmas with the Corporate Staff. I usually drop in on the Rockford Plant Christmas luncheon based on the timing of this event.

Donna, Russell and I traveled to Tennessee for Thanksgiving with family. While I was there I spent four days at our Ripley Operation. Mike Moore is always so accommodating when I am there. William Warren always makes sure that I have internet connection and access to a printer. It was so nice to see Tabitha Chandler, James Story and the other Pierce Associates again. It is with regret that I didn't get to see Mark Strawn, Tracey Schmitt and Tracey Strawn who were out while I was there. Everything seems to be going just fine.

I would like to wish everyone celebrating a birthday in December a Happy Birthday. There are 3 Milestone Anniversaries in December; Charity Yancey (Columbia) 5 years on December 1st, Sylvan Grazette (Columbia) 5 years on December 1st and Lisa Lemon (Columbia) 5 years on December 1st. There are one notable anniversary: Chris Cacciatore (Corporate) 13 years on December 31st. I would like to thank everyone celebrating Service Anniversaries in December for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services. Have a Safe and Happy Thanksgiving!

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Have a Safe and Happy Thanksgiving!



Russell's Words Of Wisdom...

Parents: did you move your elf? Don't forget!

Kevin Hogan



ICP (Portland) Writes...



HAPPY ANNIVERSARY!

Niah Gordon, below, is celebrating three years with Industrial Craters and Packers! Congratulations, Niah!



Jon Munchus was working late one night; and around 7:30 he suddenly heard Apollo let out an explosive roar and someone shout, "OH S***!" When he looked out the window whoever it was gone. Maybe someone fiddling with the gate...? Apollo is earning his keep!



Rockford Writes...



PIERCE ROCKFORD MONEY GRAB!!

Congratulations to Israel Galvan. Our lucky Safety Grab Bag winner pulled the elusive ½ \$500 (Automatic \$150) and a \$75 for a whopping \$225.00 pay-out. He even shared his winnings by buying doughnuts for the plant. Thanks, Israel!

KEN HOLZE

HAPPY ANNIVERSARY—TEN YEARS!



Please join me in congratulating Lois Patmythes on her 10 year anniversary at Pierce!

Lois has actually been here longer than 10 years as she began in August of 2006 working in the Axletech account. Lois did many different office functions and ended as a CSR. In February 2010 Axletech moved their business elsewhere and I was forced to downsize. It was one of the hardest times at my time at Pierce. Later in November 2010 Pierce's TN facility relocated from Humboldt to Ripley TN. It was a smaller facility so there was no room for the Komatsu Field Campaign business. It was my good fortune that I had space available and we moved it to Belvidere. I needed someone to work the account and I knew just who to call. I gave her a ring and asked if she would like to come back to Pierce. Lois has developed a great working relationship with Komatsu team. I hear nothing but praise from Scott and Alex and anyone else that visits the facility. After a while I thought maybe Lois needed more of a challenge so in April 2016 I added the HR function to her responsibilities as well. She is doing a great job on that as well—putting in a few more hours than I would like but it is hard for her not to work. Once I asked her if she planned on retiring and she told me when she is drooling at her desk I would have to wheel her out. lol Thank you for all you do, Lois!

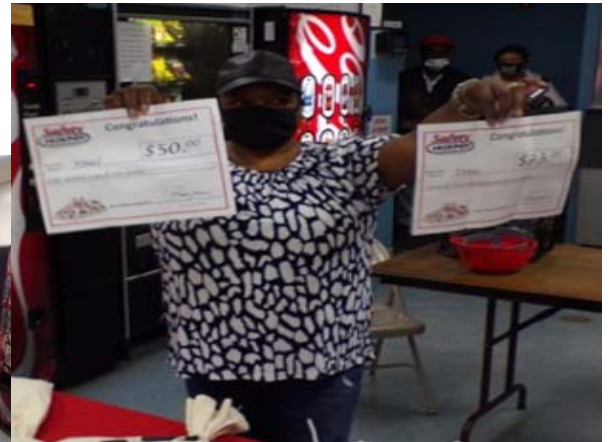
LARRY HICKEY

Ripley writes: RIPLEY'S SAFETY JACKPOT GRAB BAG

CASH! CASH! CASH!

This year's Safety Jackpot Bags of Cash winner was Ms. Rosa Temple. Rosa works in our Break Down department. We held our event Friday, November the 6th. She is normally off on Fridays and that was unknown to me when the date was set. So before the event I was prepared to have to call on the alternate chosen, I look up and see Rosa sitting in the front row. I happily announce her name and said to her, I was worried because I didn't see you today. She told me she dropped by just in case because she woke up with the feeling that she just may win. Good Feeling! Rosa "grabbed" herself \$125.00!

TRACY SCHMITT



Happy Retirement, Mr. James!

Friday, November 27th, marks the retirement of our friend, James I. Taylor. Mr. Taylor began his career with Pierce Distribution in December of 2016. He loved working in the Woodshop department with Supervisor Tony Strawn and Line Leads, Ray Brown & Tony Strawn and the crew. Quiet in his demeanor, he could always be counted on as a team player and rarely absent. Sharing his words of wisdom with the Woodshop crew

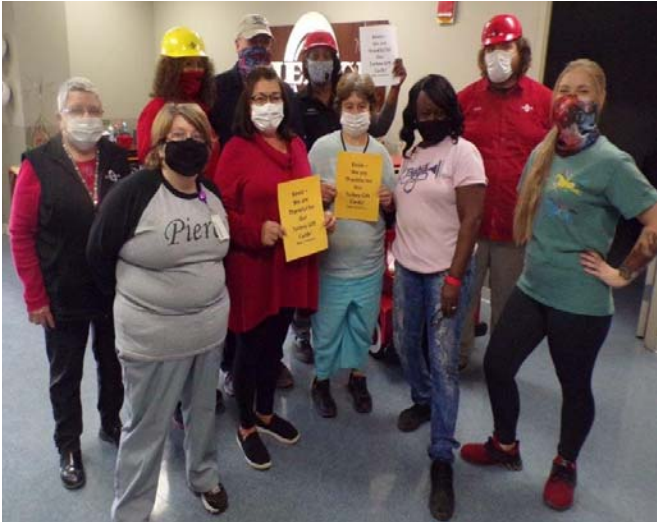
were the highlight of his fellow workers. Supervisor Strawn stated he needs ten more just like Mr. Taylor – he will be missed and we wish him the BEST in his next chapter of his life as he enjoys more time with family.

MIKE MOORE



Ripley cont...

THANK YOU, KEVIN!



The associates of Ripley's Plant 7 are thankful for our Walmart Turkey/Ham Gift cards provided from Pierce Distribution. As our president, Mr. Kevin Hogan, was in our plant, we extended personal greetings and appreciation to him during this Thanksgiving season.

MIKE MOORE

COUNT ME AS A CUBS FAN!

ASSOCIATE OF THE MONTH



Tabitha Chandler, Pearl McGee & Kevin Hogan

Congratulations to Pearl McGee of Ripley's Plant 7 as he is our newest Associate of the Month. It was a grand occasion as Pierce President, Kevin Hogan, and first shift Floor Supervisor, Tabitha Chandler, presented Pearl his certificate. Documentation shows Pearl as an ideal associate. He loves the people he works with every day in Service Parts - as a runner, he deals with most all associates providing them with their needed work supplies. Pearl sincerely thanks God for waking him up every day and allowing him the opportunities of another day. Originally from Ripley (1996 RHS graduate), he now resides in Halls, TN, where he appreciates the small town atmosphere. But, when it comes to sports, "count me in as a life-long Chicago Cubs fan", states Pearl as he also collects baseball cards and kills lots of time working crossword puzzles. His favorite football team is the TN Titans and Derek Henry.

Thanks, Pearl, for your positive attitude and work ethics!

MIKE MOORE



Ripley cont...

KRISTI TAYLOR CELEBRATES 25 YEARS!

ROCKING GRANDMOTHER

Kristi Taylor at the Ripley plant enjoyed her 25 Year Work Anniversary Celebration on Friday, November 13, 2020. Plant Manager, Mark Strawn, presented Kristi a Certificate, a beautiful floral arrangement and a "Rocking Chair". No, he was not being cruel, but only wanted to help her out with her new job assignment as a GRANDMOTHER. And what does all Grandmother need? A rocking chair, of course! Kristi's son, Blake & wife, Peyton, are expecting a boy (Tay) in the spring of 2021. Kristi serves as Supervisor of our Dealer Return department and enjoyed the anniversary cake and ice cream. Congratulations, Kristi!

MIKE MOORE

At left, Kristi Taylor and Mark Strawn



HAPPY HOLIDAYS!



Ripley cont...



...enjoy a few of our holiday decorations!



Ripley cont...



Greg Jackson, Mark Strawn (Plant Manager) and Tyler Reed



GOD BLESS OUR VETERANS

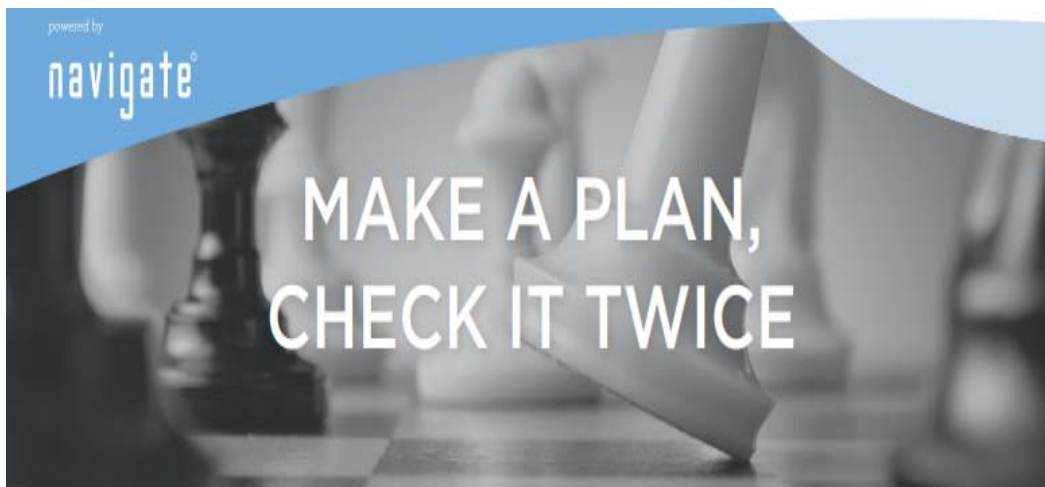
On November 11th the Ripley Plant recognized our associates who are US Veterans. At the direction of Plant Manager, Mark Strawn, all associates gathered to recognize Joseph Boyle, Greg Jackson and Tyler Reed. Mark expressed appreciation for their service and the sacrifices they made to serve in our US military. The group was shown appreciation with a big round of applause from fellow associates. Mark also treated the group with a meal at lunch. We are so proud to have these guys as members of our Pierce family. Thanks, again!



L-R: Mark Strawn, Plant Manager - Gerhard Jerding, Johnny Moore & Dennis Gardner.



Our CFO Writes...Gallagher's 2020 Monthly Wellbeing Newsletter



Goals: You Should Have Some

Goals call us to take Action. They give us a reason to invest our time and energy in specific activities and behaviors for specific results. Simply put, goals motivate us to achieve something. Without goals, our energy remains unfocused and can bring random results. That is why sitting down at least annually to take a look at the areas of your life that you want to change can help you stay focused on your goals.

Enlist the Power of 8² to map out your goals and intentions for the coming year. Consider what would have the greatest positive impact on your health.

"A dream is just a dream. A goal is a dream with a plan and a deadline."

Harvey MacKay

Which of the following areas of your life need the most attention right now?

Physical

How could you improve your level of physical fitness and wellbeing?

Mindfulness

What could you do to incorporate more mindfulness into your daily life?

Nutrition

Are you adequately nourishing your body? What, if anything, needs to change with regard to your food choices?

Social

Consider your network of friends and family. Does your current social support circle support you adequately?

Balance

Does your life feel balanced? Are each of the important areas of your life getting enough attention?

Financial

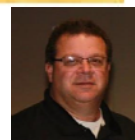
How is your financial wellbeing? What needs do you have in terms of financial security?

Community

How connected are you? Are you actively engaged in your community?

Purpose

What could you do to give your life a greater sense of purpose?



TONY CHIODINI

DECEMBER BIRTHDAYS

Name	Day	Plant
Tommie Givens	1	4
Barbara B Gonzalez	2	2
Keyshla Diaz Rivera	4	2
Howard Barnes	6	4
Kristi Taylor	6	7
Hunter Tippet	7	7
Janice Rice	9	7
Dinna Vath	9	ICP
Mary Rucker	10	7
Mary Smith	10	7
Ravin Fruster	12	4
Mike Moore	15	7
Lisa Finch	15	7
Elvis Pugh	15	7
Timothy Currie	16	7
Nick McGowan	16	7
Kevin Hogan	17	C
Jose Ramirez	20	2
Dennis Gardner	20	7
Brian Neville	22	7
Mary Brown	22	7
Marco Clemons	22	7
Gabriel Lefebvre	25	ICP
Oral Welborn	26	4
Steven Johnson	26	4
Howard Jones	29	4
Steve Sabicer	30	C

DECEMBER ANNIVERSARIES

Name	Day	Plant
Christine Cacciatore	12/31/07	C
Cosandra Walker	12/08/14	7
Anthony Turner	12/08/14	7
Robert Howell	12/08/14	7
Charity Yancey	12/01/15	4
Sylvan Grazette	12/01/15	4
Lisa Lemon	12/01/15	4
Oral Welborn	12/05/16	4
Calvin Brackett	12/05/16	4
Willie Hancox	12/05/16	7
Angela Colegrove	12/05/16	7
James Taylor	12/05/16	7
Rosa Temple	12/05/16	7
Stefan Curtis	12/12/16	7
Yvonne Ridges	12/04/17	4
Howard Barnes	12/04/17	4
Daniel Palma Flores	12/04/17	ICP
Barbara B Gonzales	12/18/17	2
Niah Gordon	12/18/17	ICP
Howard Meadows	12/03/18	7
Peter Hunter	12/02/19	4
Trevis Crook	12/09/19	7
Dorothy Toomes	12/09/19	7

