



# October 2020

*Pierce Distribution Services Company*

## Kevin Hogan Writes...

The end of October, the beginning of November is upon us and most of the leaves have disappeared from the trees. The salmon are moving upstream and the seals/fishermen are giving chase. I think it is going to be a cold winter here in the Northwest.

Donna and I paid a visit to ICP located on the outskirts of Portland. I did say outskirts. We were able to meet with Randy Cantonwine and his team. We were introduced to Apollo. We had lunch with Randy and were going to stay overnight but circumstances didn't allow it.

I also made a trip to Illinois to our Corporate Office. It was long overdue because of COVID. My days were filled with meetings with the Pierce's Executive Staff to discuss year end and the challenges of 2021. We also had a meeting that

including Business Managers Tim Charles and Brad Herr. I was also able to meet with the Corporate Attorney (Jack Ward) and my Advisor (Mike Smith). I was able to catch up with our retired Insurance Representative (Ray Rice) who keeps in touch with our business. Nightly dinners were full including the Chiodinis one night and the McNabbs another. I felt 32 degrees for the first time in a while and saw snow fall. I did my best to support Rockford Diners while I was there.

Donna and I plan on going to Rockford in December unless the governor closes down the state again. We will be in Ripley the week of Thanksgiving.

I would like to wish everyone celebrating a birthday in November a Happy Birthday. There are 10 Milestone Anniversaries in November;

Lois Patmythes (Rockford) 10 years on November 12th, Sarah Hinchee (Columbia) 10 years on November 20th, Denise Christian (Columbia) 10 years on November 29th, Preston Martin (Columbia) 10 years on November 29th, Ronetta Pringle (Columbia) 10 years on November 29th, Gabe White (Columbia) 10 years on November 29th, Warren Bouknight (Columbia) 10 years on November 29th, Billy Cobb (Columbia) 10 years on November 29th, Tommie Givens (Columbia) 10 years on November 29th and Kristi Taylor (Ripley) 25 years on November 13th. There are two notable anniversaries: Dino McNabb (COO) 31 years on November 13th and Judy Spitson (Corporate) 43 years on November 16th. I would like to thank everyone celebrating Service Anniversaries in November for their dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

**KEVIN HOGAN**



## Russell's Words Of Wisdom...

*"It takes more wisdom to accept advice than to give advice."*  
~anonymous



## ICP Writes...

### NOVEMBER 2020 MILESTONES

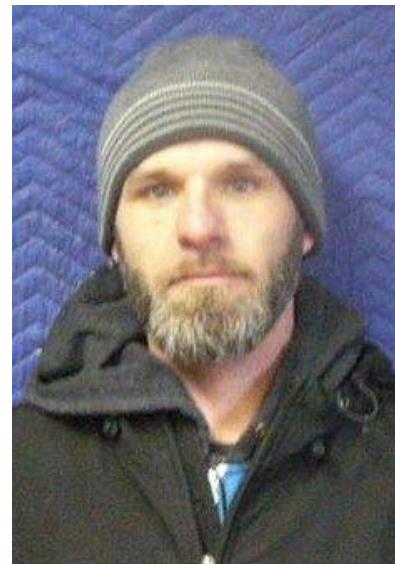
Congratulations to three of our ICP associates—Antonio Damian Pacheco, Jason Bignall and Richard Palm Jr. Antonio and Jason are celebrating four years and Richard Palm Jr is celebrating two years.



Antonio Damian Pacheco



Jason Bignall

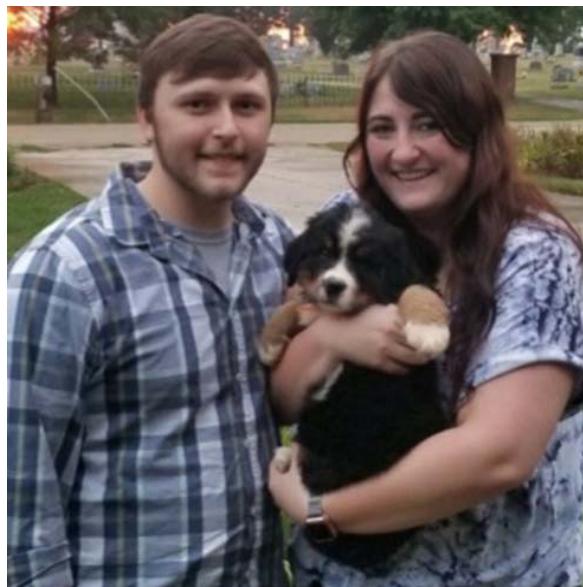


Richard Palm Jr



## Rockford Writes...

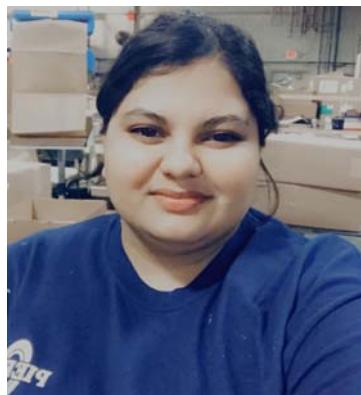
Let's learn a little bit about Kyle Key and his crew!



Hi, I'm Kyle and I'm the supervisor of the Doosan department. I'm 25 and I've been working for Pierce for over 5 years. I started as a packer and moved up to returns, then team lead, and finally supervisor. My girlfriend, Abbey, and I just got a Bernese Mountain Dog puppy named Wrigley (even though I'm a cat person). I like baseball, rock music, and video games. Pewdiepie is the best YouTuber. I learned a little guitar and can play some blink-182. I just started playing a ghost hunting game with my friends called Phasmophobia, and it's so much fun in virtual reality. Hopefully Covid-19 will be over eventually and we can go back to a normal reality.



## Rockford Cont...



Hello, my name is Barbara and I've been working at Doosan department since November 2019. I am a packer and I very much like what I do. When I am not at work, I like to go shopping especially if it's to buy my baby some clothes. I love spending time with my family. Another thing I like a lot is food haha, especially Mexican food. One of my many hobbies is to watch documentaries. I love cats and if I could I would adopt every single one!



Hey there, my name is Marie and I've been working at the Doosan department since March 2019. I am the shipping/returns receiving clerk. I love what I do at my job even though I can get flooded with work sometimes haha. When I am not working, I love to spend time with my family or go out with my partner on fun adventures. I like having new experiences and trying out new foods or activities. I love cats and I have two boys at home who I know love me very much too !



Hi, my name is Jessica and I am a Packer at Doosan department. I enjoy what I do at my job and I get along with all my coworkers. Outside of work I love to spend time with my grandson and I love listening to any type of rock music. I enjoy watching documentaries about nature and animals. I am also a very good cook, my family loves my food. I also love to spend time with my son and play scary video games with him. Silent Hill is my favorite series of video games.



Hey, my name is Brady. I'm 21. I've been working at Pierce in the wood shop for about a year now. My favorite part about the job is driving the forklift and building stuff. Growing up I always loved to build things so I like what I do at Pierce. I recently just had my first child; a beautiful baby girl, in my free time I like to spend time with family and friends or play video games—just a simple man trying to make it.



My name is Daniel and I have worked on the Doosan account for 6 years. I started as the driver delivering the parts to APL, and I worked my way up to the department lead. I enjoy working for this account and the people I work with. I also enjoy watching sports. I coach a little league in the summer time. I like to travel for vacation with my family, especially to the south. We love Florida and the beaches. I just enjoy being around my family.





# Corporate Writes ...

## CORPORATE WELLNESS CORNER...

Every once in a while, I ask the heads of our Wellness Committees to send in pictures of their Wellness boards or any ideas they had to encourage associates to quit smoking, lose weight, or move more. I also ask for them to send in any ideas they might have that we could share among the other plants. At right is the one I did for our corporate office.

If you have a clever wellness board to share, send to Chris at the corporate office!



CHRIS CACCIATORE



## NOV. BIRTHDAYS

Name	Day	Plant
Billy Cobb	1	4
Dorothy Rouser	1	7
Randy Terrile	2	10
John Gadson	3	4
Jessica Moore	3	7
James Story	3	7
Roger Williams	5	2
Daniel Taylor	6	2
William Martin	8	2
Matthew Shaw	8	
Loyd Argraves	9	2
Raul Sanchez Jr	12	2
Charity Yancey	13	4
Antonio Leach	15	2
Terry Haymon	16	7
Deborah Chipman	17	7
Jorge Perez Diaz	17	2
Frances Brent	18	7
Rone Brown	24	2
Martin Bautista	27	
Jordan Escudero	28	ICP
Jon Munchus	29	ICP

## NOV. ANNIVERSARIES

Name	Day	Plant
Judy Spitson	11/16/77	C
Dino McNabb	11/13/89	C
Kristi Taylor	11/13/95	7
Lois Patmythes	11/12/10	2
Sarah Hinchee	11/20/10	4
Denise Christian	11/29/10	4
Preston Martin	11/29/10	4
Ronetta Pringle	11/29/10	4
Gabe White	11/29/10	C
Warren Bouknight	11/29/10	4
Billy Cobb	11/29/10	4
Tommie Givens	11/29/10	4
Kelvin Cole	11/6/12	7
Tiffany Robinson	11/6/12	7
Latonia Peet	11/6/12	7
Ann Littles	11/6/12	7
Steven Hendrix	11/6/12	7
Deborah Chipman	11/6/12	7
Brenda Chandler	11/24/14	2
Jason Bignal	11/7/16	ICP
Antonio Pacheco	11/7/16	ICP
Dinna Vath	11/8/17	ICP

## NOV. ANNIVERSARIES

Name	Day	Plant
Richard Palm Jr	11/19/18	ICP
Keyshia D Rivera	11/4/19	2
Brenda Combs	11/18/19	2
Barbara Gonzalez	11/18/19	2
Tierra Baker	11/25/19	3
Sara Stanley	11/25/19	3



# Ripley Writes...

## ASSOCIATE OF THE MONTH

### "MY BEST FRIEND"

Congratulations to Antonio Lewis on being selected as Associate of the Month for Ripley's Plant 7. Antonio works on 2nd shift as our Bailer with Ms. Latoya Green as his Line Lead. Known as a big "kidder", he loves the Human Resource department, especially on every Thursday when the payroll checks are distributed by "His Best Friend". He has never been late for work – in fact, he is always 30 minutes early every day. Second shift is his choice to work as he loves his fellow associates and they are easy to work with and always helpful. I

am not a morning person – I perform better in the afternoon. "I like people to be honest and respectful – you respect me and I will respect you" states the lifelong resident of Lauderdale County. He graduated from Ripley High in 1999. Still a "single man", Antonio loves keeping his house neat and in order. He states he doesn't like to cook, but can cook when necessary. "My Mom continues to spoil me and often makes my favorite meal of lasagna. I stay busy watching TV."

Karate and action-filled movies are his favorites.

### MIKE MOORE



Each month Gallagher provides The Monthly Wellbeing Newsletter to you as a service for distribution to your employees. The newsletter includes information on health, wellness, nutrition and disease.

#### Here are some strategies to boost your happiness at work:

##### Invest in personal development

Pursue additional certifications, continuing education, or job roles that will help you further develop your skills. Personal development often leads to new opportunities and options that can have a positive impact on your happiness.

##### Use your strengths

Find new ways to use your unique skills and strengths every day. Research has shown that using your strengths can boost your happiness.



##### Express gratitude

Say 'thank you' often to make sure your peers and colleagues know you appreciate them. Kindness is contagious and can improve office culture dramatically.



##### Rest and recharge

Take periodic breaks throughout the day and get enough sleep at night to ensure you are functioning at your best. When you are well-rested, you are a better communicator and problem-solver.



##### Surround yourself with happy people

Having happy friends and family members <sup>appears</sup><sup>2</sup> to be an even better predictor of happiness than the amount of money you earn.



**Tony Chiodini**

1. <http://drsonja.net/wp-content/themes/drsonja/papers/BL2008.pdf>  
 2. <https://cpl.catalogue.library.ns.ca/Record/881839/Cite>



## Ripley Cont...



Picture: Front row: Debbie Chipman, Brittany Webb & Asia Shaw; Second Row: Patricia Douglas, Chad Hawks, Tracy Schmitt & Taylor Schmitt

## TRACY AND HER QC GANG!

"We appreciate our Boss" states the Quality Control Guys/Girls as they honor Tracy Schmitt on Boss's Day! A beautiful live Fall floral arrangement was their thoughtful gift to the recipient. The "Gang" goes above and beyond to insure everything goes well at the plant. "It's nice to be recognized by your peers on special occasions" - We Are Family!

## MIKE MOORE



## Number 1 Boss - Tabitha Chandler!

On Friday, October 16th, Ripley's Plant 7's first shift Floor Supervisor, Tabitha Chandler, was surprised by her Line Leads with a beautiful Fall flower arrangement. Words of appreciation were extended to Ms. Tabitha by the group. Being a supervisor is sometimes difficult and challenging, but having a supportive group of Line Leads like we have in Ripley makes the job easier. Thanks to all for the recognition and doing "whatever it takes"!



## MIKE MOORE

## Ripley Cont...

### National Boss's Day Celebration

On Friday, October 16th at Ripley's Plant 7, The Komatsu Boss Lady, (Manager, Inbound Logistics), Ms. Phyllis Richmond, was recognized by her staff with a Big Goody Basket filled with all her favorites: card, drinks, chips and a HUGE bottle of ketchup! A "gift meal" was also provided to complete the celebration. We love our Boss!

MIKE MOORE



Picture: L-R: Lashona Davis, Kim Tucker, Becky Uselton, Michelle Leggett and the Boss - Phyllis Richmond

## BREAST CANCER AWARENESS MONTH

### We Look Good in Pink!

Ripley's Plant 7 associates were all decked out in PINK on October 28th to support Breast Care Awareness. Did you know every 3 minutes, a woman in the US is diagnosed with breast cancer (Men are also diagnosed with breast cancer, too)? Every 13 minutes a woman in the US dies from breast cancer. African American women have a higher rate of death from breast cancer than any other race. We have all been touched by family members and friends who have battled this terrible disease. We join together as a plant to support this cause.

MIKE MOORE





## Ripley Cont...

### BREAST CANCER AWARENESS MONTH



### HALLOWEEN FUN!!



In Ripley we had a great time celebrating with Halloween festivities. We were delighted to see our own "clown", Supervisor James Story, advertising and giving "FREE HUGS" to anyone brave enough to get close to him. Each department was treated to free Halloween candies.

Line Lead Donna Oliver,  
Supervisor James Story &  
Line Lead Balinda Hairfield

As Ripley's Plant 7 prepares for "Trick or Treating" activities, our Plant Lobby is prepared as a huge black spiders dangles from the ceiling as our Pierce truck is guilty of "running over" the witch (witches shoes under the wheels of the truck). HAPPY HALLOWEEN!



Huge Spider Dropping from Lobby Ceiling &  
Pierce Truck Running Over the Witch



## Ripley Cont...

### A YEAR OLDER AND STILL A SEXY CHICK!

Getting a year older is always a blessing! Just ask Line Lead Balinda Hairfield of Ripley's Plant 7 - she was recognized by associates in her department with a beautiful fall flower arrangement on October 29th. Her birthday ensemble also included a sign (penned to the back of her shirt) which read, "A Year Older & Still a Sexy Chick". You go girl!!! Happy Birthday!



### HR CORNER



As benefit enrollment is swiftly approaching, our Aflac person is going to have a new benefit offering for us. Please read over the Aflac flyer to the right and save any questions you might have for your Aflac rep!

### CHRIS CACCIATORE



## SHI<sup>G</sup> HOSPITAL INDEMNITY

**The average cost per inpatient day for a hospital stay is \$2,157.<sup>1</sup>**

As health care costs continue to rise, you are responsible for paying more and more out-of-pocket costs with every accident and illness. Aflac is designed to help families plan for the health care bumps ahead and take some of the uncertainty and financial insecurity out of getting better.

How will you help protect your savings when you have a covered accident or sickness?

If you are confined to the hospital, major medical insurance will help with many medical expenses, but you could be left with out-of-pocket expenses. You could also lose pay while you're out of work. And you can be sure that the bills will keep coming. Aflac is here to help.

#### IT'S INSURANCE FOR DAILY LIVING:

Aflac pays cash benefits directly to you, unless you choose otherwise. This means that you will have added financial resources to help with medical costs or ongoing living expenses. Aflac group hospital indemnity insurance plans<sup>2</sup> are designed to provide you with cash benefits to help with the following:

- Hospital Confinement Benefit
- Hospital Admission Benefit
- Hospital Intensive Care Benefit
- Intermediate Intensive Care Step-Down Unit
- Everyday living expenses, like your rent or mortgage, utility bills, groceries, and more
- It even provides coverage for newborn children for 60 days from the date of birth<sup>3</sup>

#### ENROLL TODAY

Learn how group hospital indemnity insurance can help you. Remember, we're always by your side. And you're always under our wing.

