

April 2021

Pierce Distribution Services Company

Kevin Hogan Writes...

April is upon us and in some places, Spring is here. The weather temperatures seem to be all over the place with snow making an appearance every now and then.

Dino McNabb and Jason traveled to Columbia, South Carolina to visit two of our customers (including one of our facilities). I wanted to meet them there but had a family emergency. Things turned out ok.

Our Business Managers are still finding it challenging going out and meeting with our customers and potential customers. Recently, Tim Charles was promoted to Executive Business Manager. Tim will have some new duties which include managing our other two Business Managers, Steve Sabicer (Southwest) and

Brad Herr (East). They will benefit from Tim's years of experience servicing our customers and finding new opportunities. Please congratulate Tim on his new position.

We have brought on another Business Manager to handle the Southeastern part of the country. She is on a 90 probationary period. More on her in the future as she moves through the probationary period.

I would like to wish everyone celebrating a Birthday in May a Happy Birthday. There is one Milestone Anniversary in May: John McNabb (Memphis) 25 years on May 28th. I also hope John is feeling better. There are seven notable Anniversaries : Luis Vazquez (ICP) 14

years on May 24th, Nestor Canedo Angulo (ICP) 16 years on May 16th, Neng Nguon (ICP) 16 years on May 2nd, Patricia Douglas (Ripley) 16 years on May 2nd, Horn Choup (ICP) 18 years on May 25th, Khun Ngoy (ICP) 19 years on May 30th and Tony Chiodini (Corporate) 23 years on May 26th. I would like to thank everyone celebrating Service Anniversaries in May for their years of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services Company.

KEVIN HOGAN

CELEBRANTS

There are many employees celebrating service anniversaries at our Portland OR facility this month! Please join us in wishing them happy anniversary and we hope for many more.

Travis Brady	1 year
Chris McMurry	1 year
Kim Quartaro	6 years
Tommy Sisco	7 years
Luis Vazquez	14 years
Nestor Canedo	16 years
Neng Nguon	16 years
Horn Choup	18 years
Khun Ngoy	19 years



Russell's Words Of Wisdom...

Kindness is a language which the deaf can hear and the blind can read.

~Mark Twain

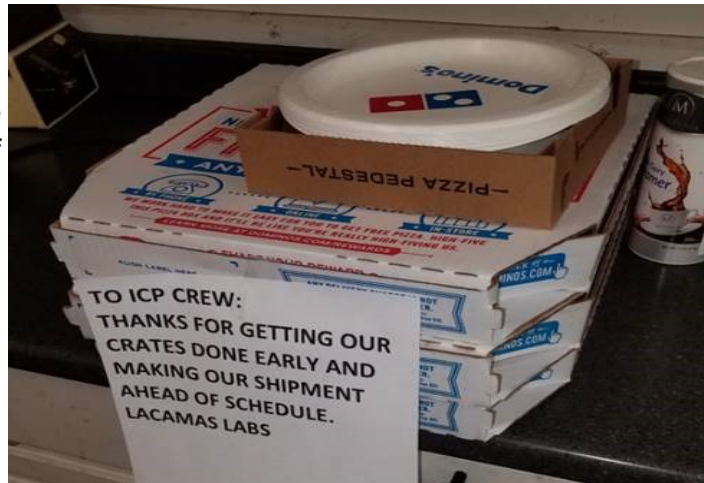


ICP MILESTONE ANNIVERSARIES!

ICP Writes...

WE APPRECIATE YOU!

At right, Lacamas Labs shows ICP some appreciation for a job well done ahead of schedule!



A WHALE OF A CRATE



HR CORNER

ZERO CARD

What if you were given a choice to either pay coinsurance for your MRI, which could be a couple hundred dollars, or you could pay nothing. Which would you choose? If you have elected to take insurance coverage from Pierce through Blue Cross/Blue Shield of Illinois, you also are signed up for the Zero Card, which is a tremendously underused benefit that Pierce offers you, the insured.

Say you go to your personal physician for an exam, and as part of your yearly physical, your doctor orders lab work. Instead of having the lab work done on site, you can tell the physicians' office that you have The Zero Card. Once you call the helpful people at the Zero Card, they will tell you exactly what to do and where to go (here it would be Quest Diagnostics) to have the necessary lab work done, at zero cost to you.

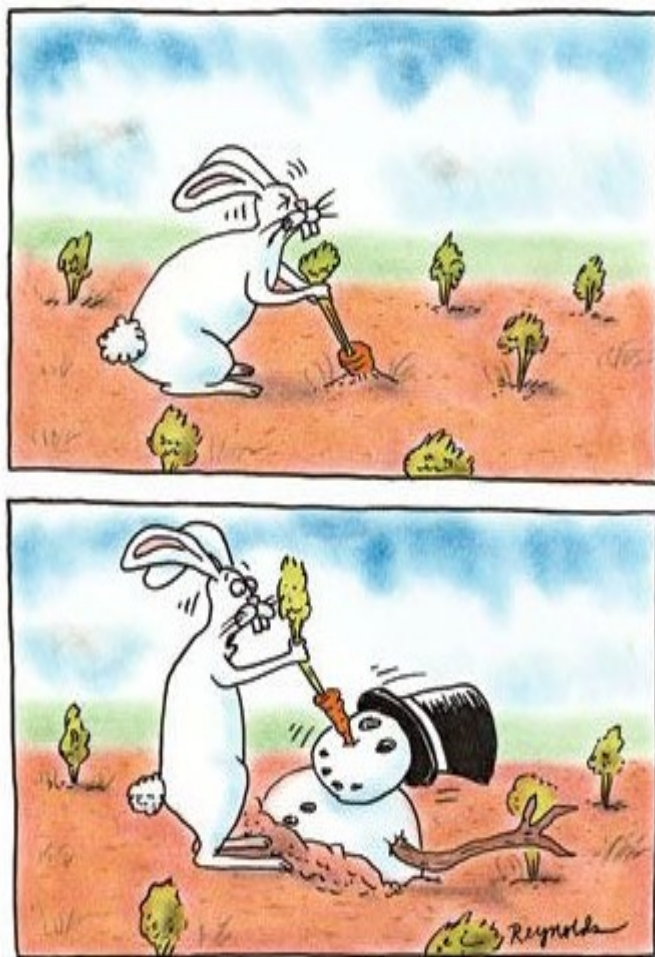
If you visit your physician with a sore neck, and your physician refers you for an x-ray, you handle it the same way. The best part is that when you elect to use The Zero Card, your health plan will pay 100% of the charges for that x-ray. That means no deductible, no copay, and no coinsurance for your procedure. The Zero Card services include surgeries, orthopedics, lab, x-ray, advanced imaging (CT scan, MRI, and ultrasounds) and many others.

How does it work?

Your doctor informs you that you need a service or procedure. You call the Zero Card Personal Health Assistant at 855-816-0001. That's it! They take care of the details and you always pay \$0. Once I had an MRI of my brain for headaches. . My doctor's office wanted me to have it done at the hospital and let me know that central scheduling would call and set that up. However, I told them I had the Zero Card, so I went home and called them. They set everything up for me, including the appointment time, which was a convenient 6:30 p.m. so I didn't have to miss work. The facility I visited was clean, modern facility. They handled all the paperwork for me so I only had to sign a permission form. My results were given to the doctor within two days.

Since the inception of the program in January of 2017, Zero Card has added many more facilities not only in Illinois, but different states for your convenience. If you've tried to use the service before, only to find out there were no local facilities, call the number and give them another chance. There are far more choices available, and places to choose from now in every state.

CHRIS CACCIATORE



DEVELOPMENT

More success principles:

- Honor those in authority.
- Start over if necessary.
- Face life with boldness and courage.
- Block out the unnecessary.
- Conquer your personal demons.
- Excel at helping others excel.
- Care deeply about people.
- Take risks with people.
- Lighten up—you'll live longer.
- Stay open to timely opportunities.
- Surround yourself with experience.
- Focus on what really matters in life.
- Help others with what you've learned.
- Escape the complacency that can come with success.

The Entrepreneur's Creed

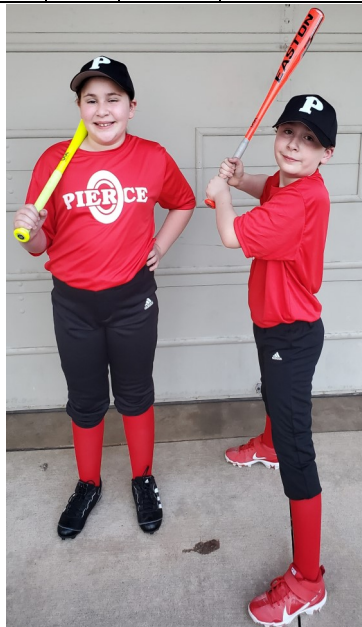
Procurement writes...

Hello! Just wanted to send an update on Team Pierce. We have finally received our game schedule which I have attached for general information. Uniforms arrived just in time for our first game on 4-29. Chloe and Alex were kind enough to model them for this picture. I think they turned out really well. The weather has posed a few challenges for practices but, we've managed to squeeze in three so far. We have six returning veterans that have been playing with us for five years and six brand new kids that have never even touched a glove or bat, before. This poses quite the challenge to get them up to speed in such a short time but, I'm so very encouraged to see so many new faces to the sport. All of the kids have such great attitudes and have been very attentive at practices. We have also received overwhelming support from our parents. Some have signed up to help coach, keep score, or help keep the players in line in the dugout. I will send another update in May on our progress as well as pictures from games.

Again, I can not thank Kevin and Donna enough for the generous support they have provided, this year. This may be a "developing" season but, I'm up for the challenge and we won't let Pierce down. GO TEAM PIERCE!!

PAULA BROCKWELL

Game	Day	Date	Field	Time	Home Team	Away Team
M-5	Thursday	29-Apr	3	6pm	Olson Tree Service	Pierce
M-8	Saturday	1-May	2	10am	Pierce	Sanders Antique Auto
M-17	Thursday	6-May	2	6pm	Pierce	Pumillia Dentistry
M-21	Saturday	8-May	2	11am	Pierce	Bison
M-25	Tuesday	11-May	6	6pm	Pierce	Fireman 2
M-32	Saturday	15-May	2	10am	Pierce	Lombardi Club
M-40	Thursday	20-May	4	6pm	Pierce	Pumillia Dentistry
M-43	Saturday	22-May	2	10am	The Convoy	Pierce
M-48	Tuesday	25-May	2	6pm	Uptown	Pierce
M-56	Thursday	3-Jun	2	6pm	Knolls Landscaping	Pierce
M-62	Saturday	5-Jun	4	12pm	Pumillia Dentistry	Pierce
M-64	Tuesday	8-Jun	6	6pm	Fireman 2	Pierce
M-72	Saturday	12-Jun	2	12pm	Lombardi Club	Pierce
M-77	Wednesday	16-Jun	6	6pm	Pierce	Knolls Landscaping
M-84	Saturday	19-Jun	6	12pm	Pierce	Olson Tree Service
M-88	Tuesday	22-Jun	6	6pm	Pierce	Sanders Antique Auto
M-92	Thursday	24-Jun	6	6pm	Pierce	Bison
M-97	Monday	28-Jun	6	6pm	Fireman 1	Pierce



Ripley writes...

Congratulations to our buddy, Mark Powell, on his selection as Associate of the Month, at Ripley's Plant 7. This selection is "way overdue" as Mark has been with Pierce for over 10 years including his one and half years as a temporary starting at the Humboldt plant. Mark shared his employment began in the Label Only department before moving over to the Woodshop department, thanks to Supervisor Tony Strawn and Lead Jerry Hankins. "I appreciate Tony and Jerry taking me under their wings to teach me all about woodworking. Also, thanks to fellow Woodshop associates, the awesome Jeff Graves and Jack Hart - they really have shared their expertise and continue to keep me in line." Still considered a member of the Woodshop team, Mark is learning the Forklift procedures helping out in Service Parts as he tries to keep Ms. Tabitha, Ms. Balinda and Ms. Misty happy. (A BIG job for anyone!) "I have learned a lot in this process and welcome all the challenges." As a single parent to his son, 14 year old Lysha Alan Powell, Mark stays busy keeping up with his son who plays the trombone in the Trenton Rosenwald Marching Band. Both Mark and Lysha are musically inclined as both play the drums and are part of the music program at Trenton First United Methodist Church. Mark is the "go - to soloist" at the church and loves sharing his love for music. His legendary Taco Soup has fed the hungry, as well as, Mark's grilling of sausage links and steaks. Don't forget the family's pet, Bullit! Bullit is their smart and talented German Shepherd and an important member of the Powell family. Mark, we appreciate your dedication and willingness to take on new responsibilities.

MIKE MOORE



AIN'T GOD GOOD?



Pictured above: Mark Powell



Picture: 2nd row, 3rd from left is honoree, Mary Quinton

GOOD TIMES WITH GREAT FRIENDS

Pierce Friends honored retiree, Mary Quinton, on Friday, April 16th, with a Pizza Luncheon. Ms. Mary's last day to work was February 2nd, but her work buddies did not have enough notice to plan a farewell party until today. Ms. Mary's sister accompanied her today and they all had a great meal and a great time reminiscing about their good times. We all love Ms. Mary and wish her good health and continued good wishes on her retirement!

MIKE MOORE

Ripley writes...

GRADUATES!



Shativion Lashaye Bonds

Congratulations to Shativion Bonds who will graduate from Ripley High School in May 2021. Shativion is the daughter of first shift Allocation Line Lead, Felicia Bonds, and Komatsu's forklift operator, Keterivon Bonds.

The talented Shativion is enrolling at Dyersburg State as a member of the Nursing program. Cosmetology is another field of study she is interested in as she loves doing hair and making wigs for family and friends. This full time student is very independent and currently working part time at Burger King. She loves reading and dancing and can't wait to begin the next chapter in her life. Congratulations, we are so PROUD of you.

Caleb Newman



Seventeen year old Caleb Newman will be graduating in May 2021 from Ripley High School. Service Parts Line Lead Misty House is the proud mother of Caleb who was recognized by his peers with the coveted "Prettiest Eyes" in Who's Who selections. Caleb is interested in studying to be an electrician and become involved the heating/air industry. Good luck in the next chapter of your life!



Ripley's Plant 7, Heddie Henderson, Dealer Return associate, is pictured with her grandson, Quandarius Campbell, who will graduate on May 14th from Humboldt High School. Ms. Heddie is proud of her second grandson to graduate from high school where he participated in both football and basketball. In fact, #4 was the point guard for the Viking basketball team. Quandarius is the son of Ms. Heddie's son, Bobby Campbell, Jr. His future plans are undecided, but he is definitely interested in the military (Army) and might work awhile at Grey Metals after graduation. The sky is the limit – we know Quandarius will do well in where ever his path leads him. Congratulations!

At left, Quandarius Campbell & Heddie Henderson

Ripley cont...

WE LOVE BABIES!!!



Welcome to the world, Brooks Walker Taylor!!

(Parents Blake and Peyton)

Grandparents Bobby and Kristi Taylor

Arrived April 15th at 4:23pm



Weight 6 lbs, 10 oz

19 inches long!



LOVE ME SOME BEARS!

Ripley's Plant 7 sends CONGRATULATIONS to newlyweds Bryan Brogdon and Tina Nichols! Ms. Tina is our 4 foot, 8 inch, first shift custodian. Everyone loves Ms. Tina (especially when she sarcastically rolls her eyes) who might be short in stature, but BIG in job performance, especially with all the extra job responsibilities during covid. The wedding took place on April 23rd at the Henning Fire Department (not on the fire truck, but beside the truck), where Bryan serves on the volunteer community fire department. Bryan is employed full time for the State of Tennessee as a correctional officer at nearby Fort Pillow State Penitentiary. The couple attended Ripley High School together back in 1995. They were just friends at the time and never dated. Their relationship began in 2019 when they met again at Pierce as Bryan worked for our plant's security department. All of Ms. Tina's closest friends know how much she enjoys the name "Bryan" so this relationship was meant to be. Tina admits Bryan is her Hero – not only as a volunteer fire fighter/correctional officer, but as her best friend. The sad part of this story, she calls him her "Honey Bear" and he calls her "Snuggle Bear"! How sweet!



Ripley cont...

On April 14th we had the opportunity to participate with Komatsu in taking the Covid-19 vaccine. Komatsu asked if we would like to join them in GETTING VACCINATED!. Although many associates have already had their vaccine, there were 18 associates that signed up! We have seen cases drop here in West Tn. and hope with the vaccination offered to everyone we can get back to normal. Our plant has been doing very well the past few weeks. We have to give this credit to the associates for wearing their mask, washing hands, and keeping their distance. Special thanks go out to Komatsu for allowing us to Join in! Thanks to everyone that was vaccinated!

KRISTI TAYLOR

HELLO FROM TENNESSEE...WE GOT VACCINATED!!!





Wellbeing Resources Newsletter – April 2021

Each month Gallagher Williams-Manny provides The Wellbeing Resources to you as a service for distribution to your employees. Utilize the **toolkit** at www.ajg.com/livelifewell and select 'download resources.'

Take These Steps for Pain-Free Feet

Your feet are what keep you moving throughout the day, so be sure to take care of them.

Maintain a healthy weight. Excess weight causes strain on your feet and your joints. Just going up and down steps puts stress that's three times your body weight on your knees and hips. Get to a healthy weight and do your best to stay there.

Wear shoes that fit well. Ill-fitting shoes can cause all kinds of foot problems. Get your athletic shoes from a place that specializes in them so you can be fitted properly. Avoid flimsy sandals and flip flops. Look for soles that are sturdy and won't bend in half. If you aren't sure of your correct size, get measured so you know the exact size and width you need.

Don't do things that hurt. It sounds obvious, but Herbstman says people often get so into exercise or other activities that they don't want to stop, even when it hurts. If there is any soreness beyond normal muscle aches, modify your activity until it heals or you get the OK from your doctor. If you have foot pain, instead of jumping or running, try swimming or riding a bike, which has much less impact.

See your doctor. Herbstman says if you have a foot problem that is not getting better, it may be time to have a doctor take a look. An untreated foot problem can cause serious long-term problems. Get it taken care of quickly so you can be back on your feet again.

Tony Chiodini

MAY ANNIVERSARIES

Name	Day	Plant
John McNabb	5/28/96	C
Tony Chiodini	5/26/98	C
Khun Ngoy	5/30/02	ICP
Horn Choup	5/25/03	ICP
Patricia Douglas	5/02/05	7
Neng Nguon	5/02/05	ICP
Nestor Canedo	5/16/05	ICP
Luz Vazquez	5/24/07	ICP
Sylvia Davis	5/13/13	C
Michael Deberry	5/11/14	7
Margaret Haycraft	5/11/14	7
Distinctive Holloway	5/12/14	7
Tommy Sisco	5/19/14	ICP
Mariela Pinedo	5/11/15	2
Kim Quartaro	5/18/15	ICP
Jose Ramirez	8/08/17	2
Antonio Lewis	5/14/18	7
Erick Fouts	5/16/18	ICP
Marco Clemons	5/04/20	7
Charles Chaney	5/04/20	3
Tyler Reed	5/04/20	7
Travis Brady	5/04/20	ICP
Chris McMurry	5/26/20	ICP

MAY BIRTHDAYS

Name	Day	Plant
Stephanie Gill	1	7
Patricia Douglas	2	3
Jason Smith	3	7
Steven Hendrix	3	C
Crystal Ruiz	4	7
Milton Powell	4	2
Casey Richardson	8	7
Joseph Boyle	10	7
Ann Goble	11	2
Tommy Sisco	12	ICP
Ken Holze	13	2
John McNabb	15	3
Londell Currie	15	7
Brian Cutts	16	7
Travis Brady	19	ICP
Emily Cunningham	21	7
Daniel Manning	23	2
Amisha Wadia	24	C
Brittany Webb	25	7
Mariela Pinedo	26	2
Donna Oliver	29	7