



February 2021

Pierce Distribution Services Company

Kevin Hogan Writes...

In February, Jason Smith was able to travel to Port Orchard to work on my office equipment. Everything works again and looks as good as ever. We also were able to catch up on the challenges of 2021. We drove down to Portland to meet with Dino McNabb at ICP. Tony Chiodini participated in our meeting via the conference phone. It was the first time we have been able to get together since our meeting at the Corporate Office in October. We had a great deal of Pierce business to cover. It was great to discuss things in person. Randy Cantonwine was a great host.

With things loosening up, I understand there will be more traveling done by the Corporate Staff. I know Dino McNabb and

Jason Smith will be going to South Carolina and possibly Tennessee. Hopefully, our Business Managers will be traveling to see potential customers soon as well. Let's continue to give our customers the best service as they deserve. Please be safe and adhere to all Covid protocols.

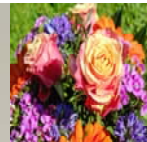
I would like to wish everyone celebrating a birthday in March a Happy Birthday. There are seven Milestone Anniversaries in March; Zachary Sanders (Ripley) 5 years on March 7th, Nicholas Wooster (Ripley) 5 years on March 7th, Donna Sangster (Ripley) 5 years on March 7th, Antonio Leach (Rockford) 5 years on March 14th, Brian Cutts (Ripley) 10 years on March 28th,

James Story (Ripley) 10 years on March 28th and Marianne Lewin (Corporate) 25 years on March 1st. There are two notable Anniversaries: Steve Edwards (ICP) 13 years on March 3rd and Reth Chey (ICP) 19 years on March 11th. I would like to thank everyone celebrating Service Anniversaries in March for their years on dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services Company.

Kevin Hogan

HAPPY 25th ANNIVERSARY MARIANNE!

Last Monday, 3/1/21, a special lady at corporate had a milestone anniversary. Marianne Lewin has been with Pierce Distribution for over **25 years!** We ordered lunch in from Nunzio's (Italian) and had a special dessert from Nothing Bundt Cakes. Marianne received flowers and a card and chose a brand spanking new Lenovo laptop for her 25 year gift. We joked that it came with three months of IT support from our very own Sylvia Davis. It was a great lunch and a great time to recognize and celebrate with and for her. Congratulations, Marianne!



After being pampered and showered with gifts, Marianne smiles for the camera!



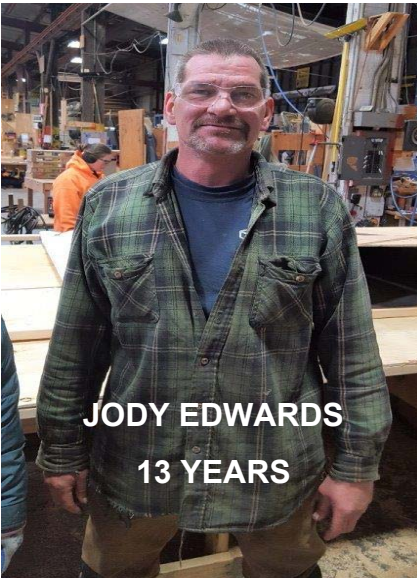
Russell's Words Of Wisdom...

"The importance of a decision is not what it will cost, but how difficult it will be to reverse."

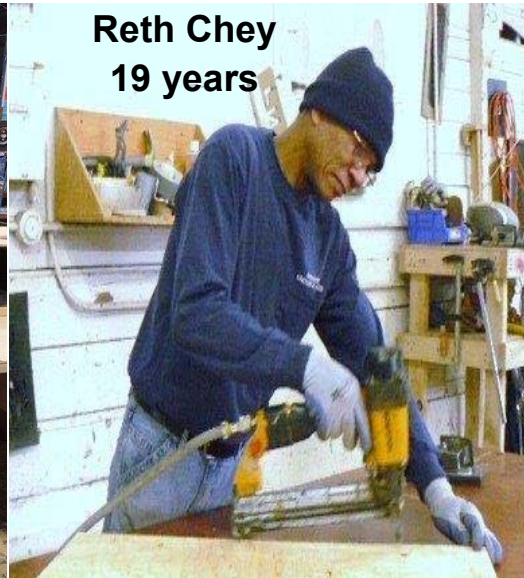
~Peter Drucker



ICP writes...



JODY EDWARDS
13 YEARS



Reth Chey
19 years



APOLLO



RANDY CANTONWINE

Below: not something you see every day and certainly not something we "ORCA-strate" crates for every day! We had a whale of a time building crates for these Orcas!



16" x 16" x 10" thick pedestal still to be installed. 266" length is overall dimension with pedestal installed.



PIERCE DISTRIBUTION SCHOLARSHIP PROGRAM

Pierce Distribution has established a scholarship program to assist employees' children who plan to continue education in college or vocational technical school. Renewable scholarships

are offered each year for full-time study at any accredited institution of the student's choice.

This scholarship program is administered by PDSC Scholarship Committee who seeks to assist the children of Pierce employees in expanding educational opportunities and encouraging educational achievement. Awards are granted without regard to race, color, creed, religion, gender, disability, or national origin.

Who's eligible?

Applicants to the PDSC Scholarship program must be dependent children, age 24 and under, of full time Pierce Distribution employees

who have a minimum of one year of full time employment with the company as of the application deadline date (May 1) and who continue PDSC employment through funds disbursement dates.

High school seniors or graduates who plan to enroll or students who are already enrolled in a full-time undergraduate course of study at an accredited two or four year college, university, or vocational technical school.

Awards—if selected as a recipient, the student will receive an award ranging from \$500 to

\$3000. Awards may be renewed within the same range, for up to three additional years or until a bachelor's degree is earned, whichever occurs first. Renewal is contingent upon satisfactory academic performance in a full time course of study.

If interested, please contact Chris Cacciato, HR at Pierce Corporate, at 815-636-5656 x 1006 and she will get you the application and more information.

CHRIS CACCIATORE

Ripley Writes...

And WOW! You definitely get a lot with Ripley's Plant 7, Casey Richardson, who was selected as Associate of the Month. To be honest, this was one of the BEST interviews I have ever experienced and with what I learned while interviewing Ms. Richardson for this article. I found her to be honest (too honest, really), entertaining (laughed until I cried real tears), educational (gave too much information, all in good taste) and deserving of the recognition (some information I cannot share)! Casey will be with Pierce Distribution one year as of March 23, 2021. She is currently working in our Dealer Return department where she excels as back-up Line Lead. "I simply love my job and especially the ladies I work with every day. Dealer Return is good for me. "We go with the flow and that is how we survive each day's challenges. Stephanie Gill & Misty Kirkpatrick of Dealer Return are my best buds - we just click. Everyone knows Stephanie's reputation - we just "kick it" and make the others laugh as we both realize how short life really is and we want to enjoy what we have." To describe

herself, Casey admits she is "selfish" - it's Me, Me, Me! Originally from Covington, TN, she graduated as a "Charger" in 2005 where she didn't participate in anything in high school. "I hated sports, I don't like to sweat, I don't like the outside, I don't like pets, I don't like children" - Yes, Casey, I think we get the message. "But let me tell you what I do like, my little BIG secret! I have a shoe fetish - every week I purchase a pair of Nike tennis shoes (yes, I have been known to buy as many as 3 pairs per week). I also get my nails done 2-3 times per week - to match my tennis shoes, not necessarily to match my outfits." To summarize, I bet you learned more than you really wanted to know, BUT aren't you glad you saw it here first. Congratulations Casey - you are definitely unique!



Mike Moore

TRACEY AND MARK STRAWN



Pictured Casey Richardson & Line Lead Misty Kirkpatrick

**DON'T FORGET TO SET YOUR CLOCKS
AHEAD
ON MARCH 14**



On March 2nd, Ripley's Purchasing Agent, Tracey Strawn, was surprised on her "49th birthday" with a dozen beautiful pink roses compliments of her husband, Plant Manager, Mark Strawn. You the MAN, Mark. Congratulations and Best Wishes Tracey!

Awwwww - How Sweet!

Ripley Continues...



OUR NEW BLESSING BOX!

Lately I have noticed a lot of our small communities have placed what they call "Blessing Boxes" in neighborhoods, store and business parking lots, and churches. The concept being if there is anything you may need and cannot get it, that person can take it. If anyone has anything they can contribute, they leave something. I immediately fell in love with this idea. We discussed this here in Ripley and thought hey, we can do this. If someone is running late and forgets their lunch, their lunch is accidentally discarded or eaten by someone, or they just need something to eat, they have the option of taking something out of our "food Pantry". If there is something in our home pantries that can be contributed, we will gladly take that contribution. We live in a day and age where we should show more kindness and generosity; it seems to come very naturally from our Ripley family. In a world where we can be anything.... Be Kind! We are off to a grand start.

TRACY SCHMITT



Here Comes Pierce's Peter Cottontail Express !!!

Check out our Pierce Truck all decorated for the Easter season in our Plant Lobby. We're helping out the Easter bunny with a load of assorted size Easter eggs ready to deliver! Thanks, again, Ms. Donna!



MIKE MOORE

Ripley Continues...

20 Down & 20 To Go!



L-R: Donna Oliver & Mark Strawn, Plant 7 Manager

Line Leads and Supervisors at Ripley's Plant 7 celebrated "big time" with a surprise Pizza luncheon as we celebrated Line Lead Donna Oliver's 20th Work Anniversary on February 5th. The activities began with remarks by Plant Manager, Mark Strawn, sharing the many good times of working with Ms. Donna. Ms. Donna has worked in many departments in the plant, but currently serves as Line Lead in the Breakdown department and we are fortunate to have her on our Leadership team. When Ms. Donna was given the opportunity to share her thoughts regarding her 20 years, she responded, "I am innocent of anything and everything they said about me! Pierce is my 2nd home and the associates are my work family. I see them more than I do my own family. We have grown and changed, but we will always be family. Thanks, for putting up with me for 20 years."



Ripley Continues...



THE SWEETEST LADIES IN THE PLANT!

On February 8th, Ripley's Plant 7, recognized the 5 year work anniversary of the "sweetest ladies" in the whole plant. Mark Strawn, plant manager, presented a watch and 5 Year Anniversary Certificate to Dorothy Rouser and Geneva Paris. These ladies both work in our Service Parts department. Always pleasant, always on time and always willing to do more than is asked of them are why we love them being a part of the Pierce team. They are our family and we wish them the best and thank them for their many years of service.

MIKE MOORE

L-R: Dorothy Rouser, Mark Strawn, Plant Manager, & Geneva Paris

These glorious insults are from an era before the English language was reduced to 4-letter words.

"He had delusions of adequacy."
Walter Kerr

"He has all the virtues I dislike and none of the vices I admire."
Winston Churchill

"I have never killed a man, but I have read many obituaries with great pleasure."
Clarence Darrow

"He has never been known to use a word that might send a reader to the dictionary."
William Faulkner (about Ernest Hemingway)

"Thank you for sending me a copy of your book; I'll waste no time reading it."
Moses Hadas

Our C.F.O. Writes...



Well-Being Website February 2021

Each month Gallagher Williams-Manny provides The Wellness Well-Being newsletter as a service for distribution to your employees. The newsletter includes information on health, wellness, nutrition and disease. Do take the time to access the newsletter because it's chock full of useful information!



The Secrets to Lasting Behavior Change

Do you struggle to make lasting changes when it comes to improving your wellbeing? Do you routinely fall back into old habits after doing well for a couple of weeks?

Sustainable behavior change is hard work, but there are a few strategies that can improve your chances of making changes that stick.

Try these secret ingredients to lasting behavior change:

Create exciting goals

Do you feel excited when you think about your goals? If you want to achieve your goals, they must excite you. They have to be compelling enough that you look forward to investing your time and energy in taking action to reach them. If they do not, or if you dread working on them, they probably are not the right goals for you. Whenever you feel stuck, it might be time to consider revising or changing your goal.

Build a strong support network

Surround yourself with positive people who encourage you, and limit your exposure to those that derail your efforts. This might mean limiting the time you spend with certain people or the activities you engage in.

Find alternatives

When you find yourself tempted to veer off the path that leads to your goals, have some alternatives ready. Create a list of possible substitutes in advance, so you have other healthy options to choose from.

Celebrate

Do you tend to check goals off your list and move right along to the next one without acknowledging your success? Take a moment to celebrate each achievement and milestone you reach.

Lasting behavior change requires exciting goals, a supportive network, a plan to overcome roadblocks, and taking time to celebrate your milestones and achievements.



March ANNIVERSARIES

Name	Day	Plant
Marianne Lewin	03/01/96	C
Reth Chey	03/11/02	ICP
Jody Edwards	03/03/08	ICP
James Story	03/28/11	7
Brian Cutts	03/28/11	7
Tiemeyer Wilson	03/03/14	4
Kyle Key	03/02/15	2
Misty House	03/16/15	7
Jackie Hart	03/16/15	7
Nicholas Wooster	03/07/16	7
Donna Sangster	03/07/16	7
Zachary Sanders	03/07/16	7
Antonio Leach	03/14/16	2
Lisa Knotts	03/12/18	C
Irma Villa DeCantu	03/19/18	2
Richard Strocchia	03/19/18	2
Linda Rhyne	03/11/19	7
Ravin Fruster	03/16/20	4
Steve Johnson	03/16/20	4
James Worley	03/16/20	4
Gregory Jackson	03/23/20	7
Terry Haymon	03/23/20	7
Olga Robledo	03/23/20	2
Brent Harris	03/23/20	4
Louis Bonds	03/23/20	7
Joseph Boyle	03/23/20	7
Casey Richardson	03/23/20	7
Pearl McGee	03/23/20	7
Stacey Dupree	03/23/20	7

March BIRTHDAYS

Name	Day	Plant
Tracey Strawn	2	7
Richard Palm Jr	4	ICP
Paula Brockwell	5	2
Cody Chheung	6	ICP
Rhonda Sparks	7	7
Tracy Schmitt	9	7
Wayne Goodwin	9	7
Geneva Paris	10	7
Trevis Crook	12	7
Frankie Williams	12	2
David Frye	13	C
Johnny Ward	13	7
Antonio Lewis	13	7
Louis Bonds	16	7
Violet Glenn	17	7
Tina Nichols	18	7
Jerry Hankins	24	7
Daniel Tanner	25	2
Gerhard Jerding	26	7
Tim Charles	26	C
Misty House	28	7
Stefan Curtis	31	7