



DISTRIBUTION

June/July, 2021

Pierce Distribution Services Company

Kevin Hogan Writes...

We are moving quickly into the summer months. I guess as you get older, time flies by. My parents always told me this when I was younger and I wasn't a believer.

I am now! Summer is here and we continue to deal with COVID and the after effects. This has been tough on businesses all over the United States including Pierce. In the State of Washington, we lost over 700 restaurants that will never return. I went to two stores that modify trucks with my son. They both had the owners working in the shop because we was working in the back on the cars brought in for service. He hadn't worked back there in years. There are so many signs with "help wanted" here locally and in Georgia and South Carolina when I was down there. At Pierce, we are experiencing similar circumstances as I read in the General Manager's reports. To add to the dilemma, wood and other materials are skyrocketing. It has been challenging for

Dino McNabb (COO) and Jason Smith (Vice President) to manage this. On a positive note, our Business Managers slowly are starting to see potential customers again. Prior to this, they have been working the phones and emails to stay in touch. However, in my 42 years with Pierce, new customers you are face to face with potential prospects. We will continue in a positive direction as we work through these times that have never been experienced before. I remain positive! One thing I learned in my 42 years

I am sure everyone is getting ready for the July 4th celebration. We have our sons coming to spend time with us (Bob, Belvidere Plant) out of Oceanside, California and over 700 restaurants that will their new puppy, Billie Jean. Donna and I are looking forward to this visit. After the 4th, Donna, Russell and I are traveling back to the Corporate Office. We are attending the wedding of Michael Chiodini son of Karmen and Tony Chiodini (CFO). Michael is marrying a wonderful lady, Hanna Marie Fleming. Afterwards, Donna is heading to Tennessee to see family. I am remaining with Russell to spend a week full of meetings. I am sure Rockford/Loves Park will be hot and humid for me.

I would like to wish everyone celebrating a birthday in June/July a Happy Birthday. There are 5 Milestone Anniversaries starting in June. Christie Tennant (Rockford) 5 years on June 27th, Amy Holmquist (Rockford) 5 years on June 27th, Susan Lovett (Ripley) 10 years on June 13th, Mike Moore (Ripley) 10 years on June 2nd and Stephanie Gill (Ripley) 15 years on June 26th. Other notable Anniversaries for June are Seung Chheung (ICP) 17 years on June 7th, Tony Strawn (Ripley) 17 years on June 28th, Raul

Sanchez (Rockford) 18 years on June 17th, and Jose Ramirez (Rockford) 26 years on June 19th.

In July, there are 2 Milestone Anniversaries. Ann Jarnigan (Ripley) 10 years on July 5th and Bertha Gonzalez (Rockford) 20 years on July 19th. Other notable July Anniversaries are Mark Tavarez (Las Vegas) 11 years on July 12th, Tabitha Chandler (Ripley) 14 years on July 2nd, Eav Tan (ICP) 18 years on July 30th, Steven Chipman (ICP) 21 years on July 5th and yours truly will be celebrating my 42nd Anniversary on July 9th. I would like to thank everyone celebrating Service Anniversaries in June & July for their years of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services Company.



Russell's Words Of Wisdom...

"I sit here all day trying to persuade people to do the things they ought to have sense enough to do without my persuading them."

~Harry Truman



**KEVIN
HOGAN**



Corporate Writes:



Virtual Connections: Using Technology to Strengthen Relationships

Thanks to technology, staying connected is easier than ever. We now have a wide range of options, like live webinars, podcasts, video conferences, pre-recorded videos, instant messages, voice messages, and audio texts. No matter where we go, we can almost always plug in or tune in.

Despite the ease of connecting, many of us still feel disconnected. One [study](#)³ found that the majority of Americans feel lonely—and those findings were pre-pandemic. In the workplace, loneliness has been linked to lower productivity, poor quality of work, higher turnover, and more frequent absences.

The truth is meaningful relationships require deeper connections. Some experts believe technology can never replace the quality of in-person interaction, but when face-to-face visits are not possible, technology can help make communication easier.



To get the most out of your virtual connections, consider these tips for building stronger relationships:

Discuss shared goals

Relationships that are built upon a solid foundation of shared goals are stronger than ones that are more casual in nature. This is true of both personal and professional relationships. Taking time to check in on shared goals can help deepen your connection.

Be on time

Showing up on time for appointments, whether in-person or online, shows a level of respect that communicates to the other person you value their time. Respect can go a long way to building strong relationships.

Check in regularly

Technology makes it possible to keep in touch regularly with friends and colleagues. Add reminders to your calendar or schedule a standing meeting so you have dedicated time to nurture important relationships.

Virtual connections may fall short in some areas compared to in-person interactions, but leveraging technology to maintain relationships that are important to you is the next best thing.

3. <https://www.npr.org/sections/health-shots/2020/01/23/798676465/most-americans-are-lonely-and-our-workplace-culture-may-not-be-helping>

SOMETHING'S A LITTLE BIT DIFFERENT, RIGHT?

Your eyes are not fooling you—we are bringing you a DOUBLE ISSUE this month. We have decided that we are going to double up the months for the foreseeable future. Summertime is the perfect time to slow things up a bit—what with vacations and other time off! Soon we will be back with monthly issues and news that is hot off the presses at Pierce Distribution! Stay tuned!



ICP Writes...



ICP June 2021 Milestones

Seung Chheung	17 years
Steve Rutherford	2 years
Cody Chheung	1 year

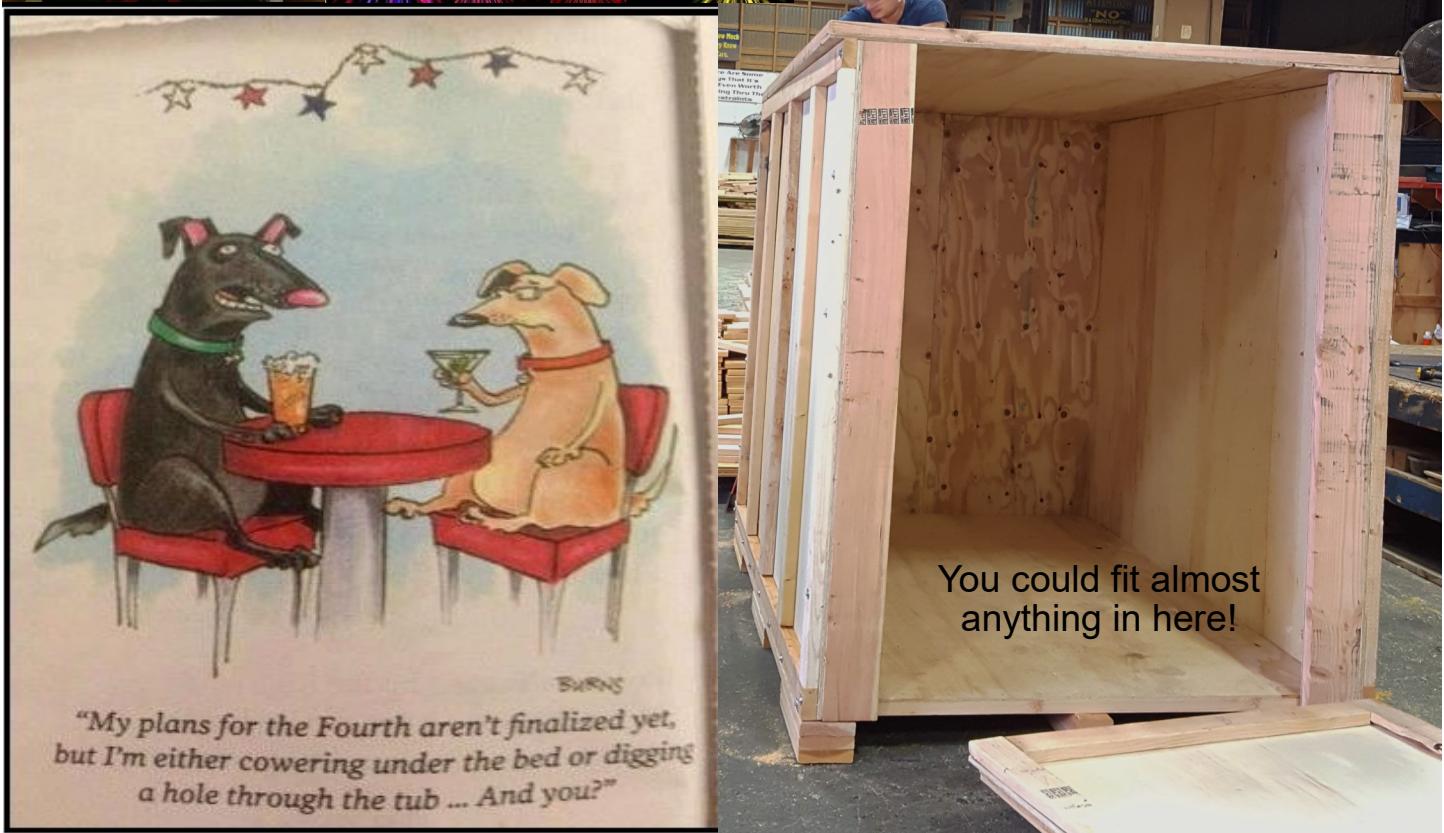




ICP Writes...

ICP July Milestones

Erick Armenta-Adame	2 year
Shiman Yee	6 years
Eav Tan	18 years
Steve Chipman	21 years





Ripley Writes...

Associate of the Month—June



*Associate of the Month
We Hereby Express Our
Sincere Appreciation To*

"I JUST LOVE Y'ALL"

Congratulations to our Ripley associate, Angela Colegrove, as she has been selected as our Associate of the Month. We all call her "Ruby" and she is a delight - we love to hear her talk! Why? Her accent is so fresh and unique. Ruby is originally from Williamsport, PA. She was pleasantly surprised by the "slower life style" observed here in Tennessee as she followed a friend down South several years ago. Learning to

say "y'all" and "we're fixin' to" is now standard. Ruby is a member of our 2nd shift custodial service and is known for going above and beyond - always helping others (small & unique gestures just to make people feel good). "I think I'm fitting in very well and have enjoyed the southern food - especially the cornbread dressing that I grew up knowing as "stuffing" (made with more bread than cornbread). I do continue

to miss the fall colors

and the mountains in PA. I think I am kind-hearted and hope that I continue to get along with everyone I meet - a smile will carry you a long way" says Ruby. We are PROUD to have Ruby on our Pierce

JUNE ANNIVERSARIES

Name	Day	Plant
Jose Ramirez	6/19/95	2
Raul Sanchez Jr.	6/17/03	2
Tony Straw	6/28/04	7
Seung Chheung	6/7/04	ICP
Stephanie Gill	6/26/06	7
Michael Moore	6/2/11	7
Susan Lovett	6/13/11	7
Dan Tanner	6/16/14	2
Amy Holmquist	6/27/16	2
Christie Tennant	6/27/16	2
Jose Ramirez	6/28/18	2
Steve Rutherford	6/3/19	ICP
Misty House	6/15/20	7
Cody Cheung	6/15/20	ICP
Brittany Webb	6/22/20	7

JUNE BIRTHDAYS

Name	Day	Plant
Erick Fouts	1	ICP
Ray Brown	4	7
Victor Ramos Machic	4	ICP
Loreshia Ford	4	7
Lat Long	5	ICP
Bertha Gonzalez	7	2
Jeffery Graves	14	7
Pearl McGee	16	7
Kyle Key	16	2
Antonio D Pacheco	16	ICP
Kimberly Robinson	20	7
Steve Chipman	23	ICP
Christopher McMurry	23	ICP
Brady Story	25	2
Amy Holmquist	27	2
Heddie Henderson	27	7
Shiman Yee	27	ICP
Nate Anderson	28	C

MIKE MOORE



Our C.F.O. Writes...



Wellness & Prevention Newsletter

June/July 2021

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How to Ask for Help

Asking for help seems to come naturally for some, but for others, it is anything but easy. The need to feel independent is a highly valued virtue, especially in professional settings.

Even so, trying to do it all alone seldom produces the best outcomes. When you are chronically exhausted and overwhelmed, you are unable to deliver your best work, so knowing how to ask for help is vital.

Here are some tips for when you need to ask for help:

Recognize when you need help

Know your limits and manage your energy wisely. When it comes to asking for help, the earlier the better.

Be clear about what you need

When you do ask for help, explain exactly how the other person can help you. What specifically do you need help with?

Ask the right person

Seek help from someone who possesses the specific skills needed for the task at hand. Otherwise, you might end up further behind.

Be helpful in return

Extend help to others when you see them struggling. Just remember to always get permission first. Your help may not be as needed or wanted as you think it is. Jumping in to "fix" other people's problems for them without their permission can backfire.

To ask for help, you first need to know how to recognize when you need it. This may require you to pay more attention to how you respond in certain situations. How do you respond to stress? How do you know when you have reached your limit? The answers can help you understand when you need help.

Getting comfortable with asking for help can take time, but it can make your life a whole lot easier.



JULY ANNIVERSARIES

Name	Day	Plant
Kevin Hogan	07/09/79	C
Steve Chipman	07/05/00	ICP
Bertha Gonzalez	07/19/01	2
Eav Tan	07/30/03	ICP
Tabitha Lee	07/02/07	7
Mark Tavarez	07/12/10	10
Anne Jarnigan	07/05/11	7
Donnell Mann	07/20/14	7
Joella Cook	07/21/14	7
Todd Johnson	07/06/15	2
Shiman Yee	07/20/15	ICP
Brenda Combs	07/31/17	2
Brian Neville	07/02/18	7
Misty Kirkpatrick	07/09/18	7
Erick Armenta-Adame	07/01/19	ICP
Brittany Webb	07/29/19	7
Elvis Pugh	07/29/19	7

JULY BIRTHDAYS

Name	Day	Plant
Felicia Bonds	7/1	7
Robert Howell	7/2	7
Cheyenne White	7/3	2
Tyler Reed	7/5	7
Irma Villa De Cantu	7/5	2
Eav Tan	7/7	ICP
Layton McConnell	7/8	ICP
Collin Buzzelli	7/8	ICP
Jessica Brown	7/14	7
Judy Spitson	7/17	C
Jessica Valdes Kercado	7/21	2
Randy Cantonwine	7/21	ICP
Kelvin Cole	7/26	7
James Ammons	7/28	7

Tony Chiodini



Ripley Cont...

ASSOCIATE OF THE MONTH—JULY



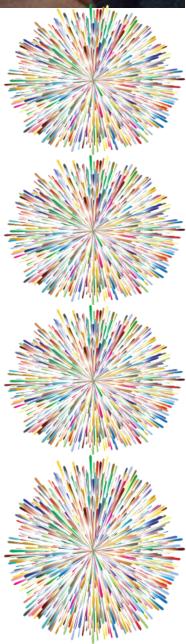
HERE'S THE REST OF THE STORY...

With a "quiet and soft" demeanor, you will be surprised to learn the rest of the story regarding our newest Associate of the Month, Mary Evans.

Ripley's Plant 7 has a great group of associates. Many have been a part of the Pierce family for many years. Ms. Mary, of our 2nd shift's Breakdown department, began as a temporary on July 11, 2011. She became full time on January 28, 2013, working in most every department in the plant. Originally from Haywood county (a PROUD Tomcat), she is now a full time resident of Ripley. The moth-

er of 30 year old son, Jarvis and 27 year old daughter, Tracine, with two beautiful grandsons (7 year old and 9 month old) spends her quality time babysitting and does not like to cook. The family is active in Woodland Missionary Baptist Church. She is planning a wedding in the near future with her best friend of 16 years - just needs to pick a date. My mouth flew open when she shared that she loves motorcycles! In fact, she and her

friend have taken many "all day" motorcycle trips as she finds riding motorcycles is not only enjoyable, but relaxing! So, CONGRATULATIONS to our very own, Motorcycle Momma - Mary Evans! Can't you just see the sign on the back of the motorcycle "Just Married"?



MIKE MOORE



Ripley Cont...



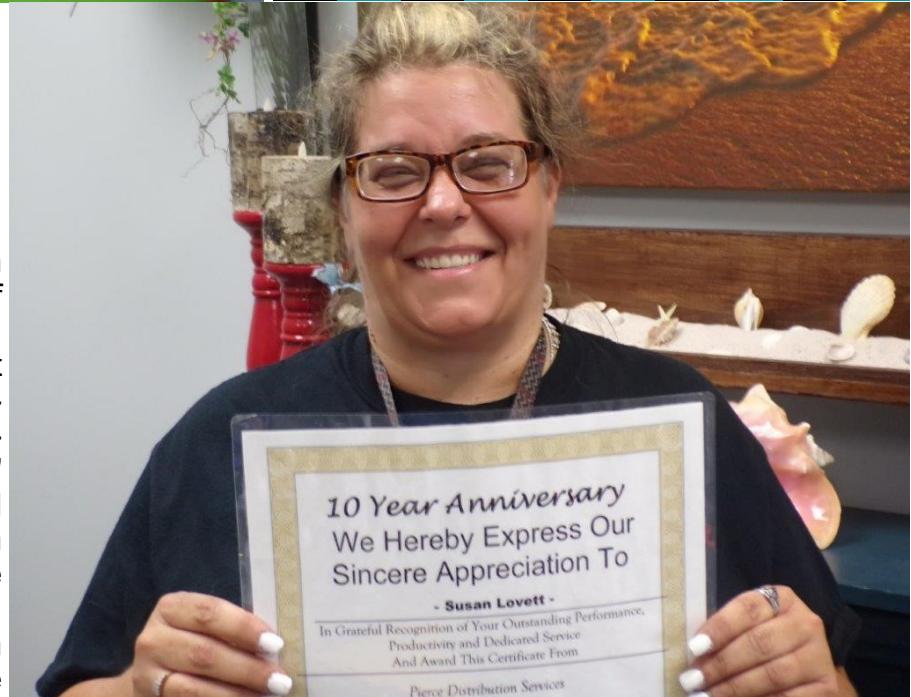
An "unnamed Pierce Associate" was startled by the flash of the camera waking her from a little afternoon nap. Sorry, Casey - I mean, sorry "unnamed" Dealer Return associate! Glad you enjoyed your break time in the cool lobby!

Pictured at left: "unnamed" Pierce Associate. Sadly, we may never know who she is.



**TIME FLIES WHEN
YOU'RE HAVING
FUN!**

Congratulations to Ripley's Susan Lovett on "surviving" 10 years of employment with Pierce Distribution. "Surviving" might not be the correct terminology but being a shift supervisor has definitely been challenging. Susan definitely "loves her job" - and it shows with her dedicated second shift associates. Susan shared that 10 years ago she trained under first shift Supervisor, Tabitha Chandler, to be the Lead in the Tokyo department. When the opportunity to find a "back-up" supervisor for second shift (under Stan Bowie), Susan was the number one choice. After only a short period Susan was promoted to our second shift supervisor's position. "It seems like only yesterday, but now that I think about it, I have been a supervisor for seven years and I have met and trained lots of associates. I depend on my associates to make our shift look good and they definitely know my expectations on how to get the job done" says the spirited "Sue". Together we make things happen and time definitely flies by quickly when you're having fun! Thanks, Sue - we appreciate you being a member of our family at Pierce Distribution!



MIKE MOORE



Ripley Cont...

AND THE WINNER IS.....PIERCE DISTRIBUTION!



Pictured: Donna Moore

On Friday, June 18th, Pierce Distribution competed with other Business & Industry in the Chamber of Commerce/ECD Annual Membership Banquet. Yes, Pierce Distribution was nominated in the Industry of the Year category but sadly we did not win. But, Pierce also competed in the Table Decoration competition with the “Roaring 20’s” as the theme with over 35 entries. WOW – Pierce Distribution’s floral arrangement was selected by voting members as the WINNER! A BIG thank you to Donna Moore (Mike’s talented wife) for her eloquent design. It was simply gorgeous!





Ripley Cont...

MIKE MOORE — HE'S THE MAN!!!!

We are celebrating Mike Moore's 10 year anniversary this month. Mike is a great asset to Pierce. Mike keeps it fun around here. He keeps our office looking festive, decorating it with the four seasons throughout the year. This happens like magic. We come in on a Monday morning and the office is totally decorated. Mike does let his wife Donna help with this and they are known for their decorating skills in this area. They do a great job with this and everyone really enjoys it, especially at Christmas!

Mike married the love of his life, Donna, in 1974 and they had 2 children. They both love spending time with their 2 grandchildren and have always been very active with them and their

school functions!

Let's not forget his garden! He plants an amazing garden every year and we all get the benefits with his home grown Ripley tomatoes.

Mike is very well loved and active in the community, where he serves on the board of Chamber of Commerce.

Mike is also very active in his church, Halls 1st United Methodist, where he teaches Sunday school.

As for Mikes job as HR manager, he is the best and 100% dedicated. Mike is a great people person and easy to talk with. He cares about the people and really takes care of all our needs. Mike, you are

well liked (loved) at Pierce and in the community. Thanks for all you do; you are very much appreciated.

MARK STRAWN





Ripley Cont...



"God Bless America" as we prepare for our Fourth of July celebration at Pierce Distribution. And "yes" Pierce family we have updated our little Pierce truck to begin the festivities! Thanks, again Ms. Donna - we love the red, white & blue.

Celebrating in Ripley!



LET THE SUMMER GAMES BEGIN!

Our Pierce truck has been changed into a Pierce Golf Cart! The Ripley plant has changed "gears" and is offering "stress relieving" competitive games for "all ages" in our office lobby. A miniature Putting Green, Ladderball, Giant Frisbees, Jenga, Hula Hoops, Ring Toss and Badminton (sorry folks, - no room for the volleyball net in the lobby) are ready for anyone to try out or show off their expertise in our summer games. So far, the golf putting green is number one with hula hoops running a close second for some of our more talented associates. Join us!

