



November/December 2021

Pierce Distribution Services Company

Kevin Hogan Writes...

Donna, Russell, and I drove to Loves Park, Illinois for yearend meetings, the Corporate Christmas Party and to celebrate my birthday and Christmas with my daughter (Meg) and her husband (Spencer). On the way we got caught up in the terrible weather that hit the state of Kentucky. We stayed overnight in Frankfort, KY and were lucky to avoid the tornados. Frankfort was spared. I feel bad for those who lost loved ones and their homes two weeks before Christmas. The Corporate Christmas Party was great, and I would like to thank Chris Cacciatore and Lisa Knotts for all the preparation they did to ensure it was a success. It was nice that some of our business partners also joined the festivities. On Friday Night, we celebrated my birthday and Saturday, did our Christmas gift exchange with Meg and Spencer.

On Monday, we drove to Tennessee to spend Christmas with our daughter (Candice), her husband (DJ) and our two grandchildren, Hartley, and Trace. I spent seven days at our Ripley Operation. I was able to hand out bonus checks and shake hands with all Pierce Associates (1st & 2nd shifts). My hands were tired, but it was worth it. I wish that I could have handed out these checks to our other operations as well. Afterwards there was the Christmas luncheon (ham, green beans, mashed potatoes, dressing, cranberry, and macaroni & cheese, roll and dessert). Ripley's office is the most decorated I have ever

seen thanks to Mike Moore. They had the Christmas outfit competition by teams and the Christmas Race. A fun time was had by all. The Christmas Spirit is alive and well here.

I had Chris run a report for me of all associates with over 10 years of service to Pierce. The number was sixty (60). That is a testament to the company and the family atmosphere we have. Included in the 60 counts are some with 20s, 30s and even 40 years with Pierce. We'll keep living up to the "We Do Whatever It Takes" motto.

As we close in on Christmas and the New Year (2022), our thoughts turn to loved ones who are no longer amongst us but have a special place in our hearts. I can't help but think of the good times spent with each of them and smile.

I would like to catch up on Anniversaries missing in my last article for the Newsletter.

August Anniversaries included; Tina Nichols (Ripley) celebrated her 5 year anniversary. Notable Anniversaries were Ken Holze (Rockford) 19 years, Donna Hogan (Corporate) and Tracy Schmitt (Ripley) 22 years.

September Anniversaries included: Martin Bautista (ICP), William Warren (Ripley) and Christine Blazer (Rockford) all celebrated their 5 year anniversaries. Ray Brown (Ripley) celebrated his 15th Anniversary and Jon Munchus (ICP) celebrated his 25th Anniver-

sary. Notable Anniversaries were Randy Cantonwine (ICP) 11 years and Jorge Perez (Rockford) 28 years

October Anniversaries included: Lat Long (ICP) celebrated his 5 year anniversary. Mark Powell (Ripley), Heddie Henderson (Ripley) and Daniel Palma Flores (ICP) all celebrated their 10th Anniversary. Janice Rice (Ripley), Andrea Scott (Rockford) and Larry Hickey (Rockford) all celebrated their 15th Anniversaries. Tracy Strawn (Ripley) celebrated her 25th Anniversary. Notable Anniversary was Jason Howell (Ripley) 18 years.

November Anniversary was Jason Bignall (ICP) 5 years. Notable November Anniversaries are Gabe White (Memphis) and Lois Patmythes (Rockford) 11 years, Kristi Taylor (Ripley) 26 years, Dino McNabb (Corporate) 32 years and Judy Spitson (Corporate) 44 years. Judy has been employed the longest for Pierce.

December Anniversaries included: Stefan Curtis (Ripley), Rosa Temple (Ripley) and Willie Hancox (Ripley) all are celebrating 5 years. Notable December Anniversary is Chris Cacciatore (Corporate) 14 years.

Merry Christmas and Happy New Year!

KEVIN HOGAN



**Russell's Words
Of Wisdom...**



*"Speak when you're
angry, and you'll
make the best
speech you'll ever
regret."*

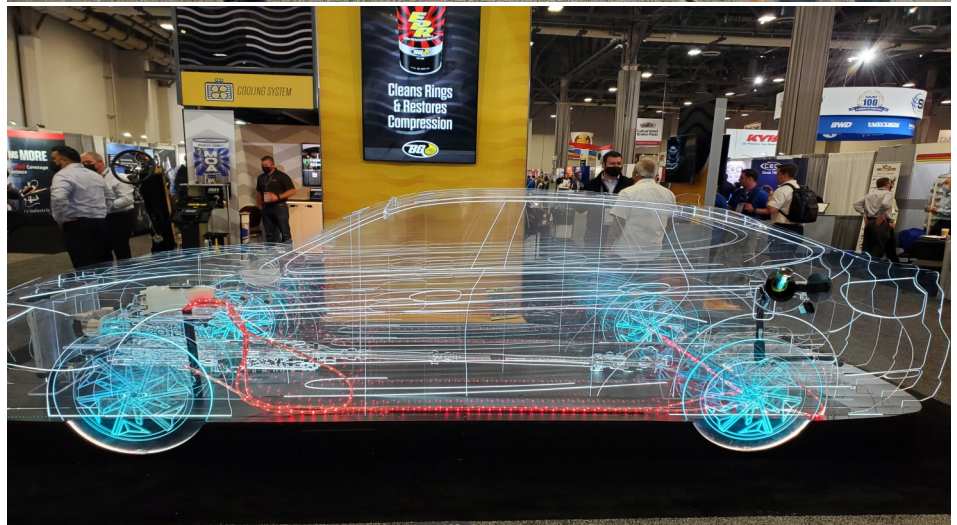
~Laurence Peter



SALES writes...

During the week of November 1 – 5 I attended the AAPEX / SEMA Show in Las Vegas, Nevada. It is one of our targeted Industries for Pierce services and also one of the biggest shows for the Automotive Industry. This year after being cancelled by Covid last year, it was very well attended and only a few companies cancelled at the last minute. The AAPEX Show had 650 Exhibitors and the SEMA Show was double that at 1,436 Exhibitors. The AAPEX Show is more Manufacturing oriented and was held at the Sands Expo inside the Venetian Hotel, while the SEMA Show was more for Accessories and was at the Las Vegas Convention Center. I had the opportunity to meet with some companies that I have been speaking to for a while and other new ones for the first time, especially some Canadian companies that do not have DCs in the US. It is always a good show for seeing what is new in the industry and is always fun to look at the old hot rods. I was able to come away with some good opportunities and will be following up on them in the next couple of months.

STEVE SABICER



ICP WRITES...

December anniversary

NIAH GORDON



4
years

Below, some ICP employees enjoy a holiday luncheon together. Looks delicious!



ROCKFORD WRITES...

HAPPY 15TH ANNIVERSARY!

Larry's milestone anniversary was October 23rd. On October 28th, we celebrated with a lunch catered by Maciano's – fettuccini alfredo, mostaccioli, meatballs, Italian beef, salads, cookies and brownies. Delicious. Larry selected a gift card from Full Throttle for his gift. Believe it or not, we have nine employees that were here when Larry started in 2006. Ken Holze, Jose Ramirez, Raul Sanchez, Leticia Medrano, Bertha Gonzalez, Maria Medrano, Jorge Perez Diaz, Beth Futrell and myself. Seven of us were able to attend the party. Pictured at right Jose, Ken, Leticia, Lois, Larry, Maria, Bertha and Raul. Collectively, this photo represents 148 years of service at Pierce. Congratulations, Larry!



Merry Christmas and Happy New Year!

In celebration of Christmas, Plant 2 had a non-traditional Italian luncheon. Food was excellent. Santa stopped and left a gift for everyone. No lumps of coal this year – at least not here. Back by popular demand – Elf! Yes. Due to COVID, he missed us in 2020. We were hoping he'd make an appearance this year and we weren't disappointed. This year on social media there was

a popular post that said forget "Elf on the Shelf". People were looking for an Elf that would assist with laundry and other household chores. I think Elf must have seen that post and took it to heart. Elf did his part handing out bonus checks and presents, but then he disappeared. I went searching for him. I found him in Carraro on

the picker ready to put-away parts. Wait! Elf, hold on! You need a safety harness to operate that picker. Please dismount before Ken writes a safety citation! It wasn't long and I found Elf in the woodshop lending a hand cutting wood. Thank you, Elf. See you next year.

We held our annual "Ugly Sweater" contest. 1st place winner was Parish

Rockford cont...

Jones. Brenda Combs was 2nd place. Will Martin placed 3rd. Congratulations. Plant 2 wishes everyone a happy, healthy and prosperous 2022. A big thank you to all our employees. We appreciate you. We couldn't do it without you.

LOIS PATMYTHES



Left from right: First Place Parish Jones, Third Place Will Martin, Second Place Brenda Combs



Procurement writes...

PICTURES FROM STROLL ON STATE!



Ripley writes...



Happy Birthday Mike Moore!!! Mike is the plant 7 HR manager. He turned 67 this year! We celebrated with pizza and cupcakes. Mike's wife Mrs. Donna joined us for the celebration. Mike is a Tennessee Vols fan. Mike and Mrs. Donna always make sure our plant is decorated for every holiday! Thanks Mike for all you do—and hope you had a wonderful birthday!! Happy Birthday, Mike! P.S. Looking good in your younger years!

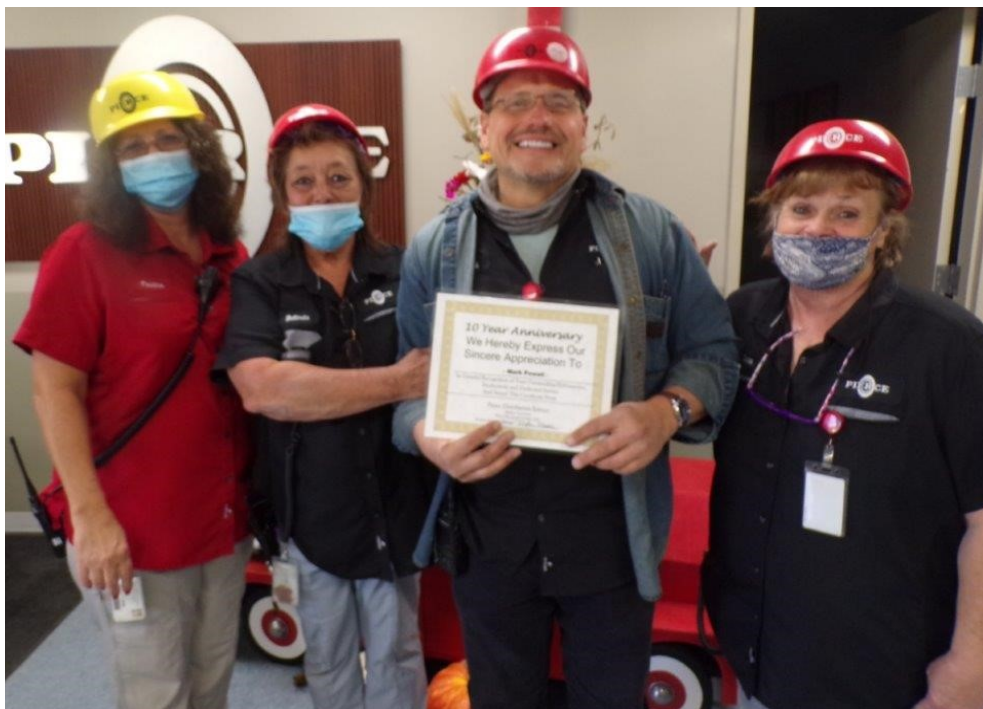
KRISTI TAYLOR



Ripley cont...

GOD IS GOOD!

What a fun interview with Mark Powell as he celebrated his 10 year work anniversary on October 17, 2021. Mark started as a temp 11.5 years ago in the Humboldt plant and lasted only 4 days in Label Only before being "stolen" by Woodshop's Lead Jerry Hankins. Mark and his Ripley gang, Tony Strawn, Jerry Hankins, To Joe (Terry Johnson), Jeff Graves & Jack Hart, were inseparable for 7 years as he worked on the chop saw in Woodshop, did a little packing, before moving to the Bailer and now, he is our beloved Forklift Operator in Service Parts. His best buddy now has become Lead, Balinda Hairfield. And oh, oh, oh, you should hear their lively conversations over the radio as they carry out plans in the Service Parts arena. "Thank you Lord for my job and friends at Pierce Distribution, but my greatest accomplishment is my teenage son - a gift from God!" Yes, God is Good! Congratulations, Mark - we are PROUD of you!



Pictured above: Tabitha Chandler, Balinda Hairfield, Mark Powell & Donna Oliver

CELEBRATING 15 YEARS—JANICE RICE!

MIKE MOORE



Wellbeing Activity

Random Acts of Kindness

Choose at least one random act of kindness to engage in this week and journal about your experience.

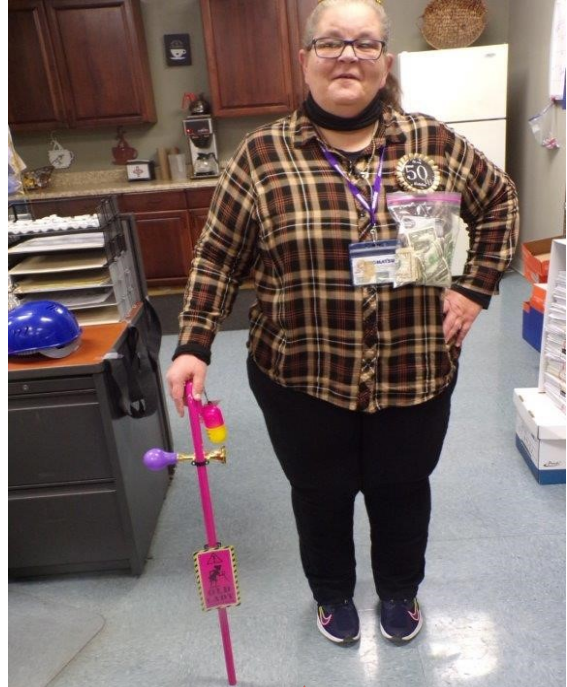
1. What did you do?
2. What was the person's response?
3. How did it make you feel?

Ripley cont...

"Happiest Birthday Wishes, Becky"

On Friday, November 5th, our plant joined together in celebrating the 50th Birthday of Komatsu's Inbound Logistics associate, Becky Uselton. Ms. Becky shares office space here in the Pierce building. We all love Ms. Becky and it was such a joy to see her enjoy the decorations (compliments of Michelle & Lashona), the monetary gifts and ESPECIALLY the pink walking cane (complete with a horn). Happy Birthday Becky!

MIKE MOORE



BUSY STAYING OUT OF THE WAY!!

Ripley's Plant 7 is PROUD to announce Johnny Moore as our Associate of the Month. This information was no surprise to me as Johnny and I go "way back". Johnny and I graduated from Halls High a couple of years ago and with the same last name, I often sat behind Johnny in several classes when we were required to sit in alphabetical order. Johnny has been married to his high school sweetheart, Joan Hudson Moore, for 49 years and the happy couple are the proud parents of 3 children: Johnny, Jr. (age 48), Jaclyn (age 43) and Jerrell (age 40). The couple has been blessed with 5 grandchildren. Away from the plant, we will find Johnny busy piddling, watching TV and "staying out of the way". For some of us older gentlemen, staying out of the way is a common direction we receive from our loving spouses and it means exactly what is says!

Johnny joined the Pierce family in September of 2014 and quickly became a part of the Woodshop Department as a forklift operator on second shift. Congratulations, Johnny!



MIKE MOORE

Below, Johnny Moore & Supervisor Janice Rice



GIVING THANKS!!!

Ripley's Plant 7 sends their appreciation to Pierce management for the "Turkey Gift Card". The card is exactly the right size, right color and is appreciate more than you know it! It is GREAT to feel appreciated during the holiday season.

MIKE MOORE

Ripley cont...

Plant 7 - Flu Shot Extravaganza 2021

What a great turnout in Ripley's Plant 7 for our Annual Flu Shot Extravaganza! Plant Manager, Mark Strawn, set the stage as he led the group in getting shots during our 2021 Flu season. In fact, 38 associates participated in receiving the vaccination compliments of Pierce Distribution. As is our tradition, participants received candy treats and put their names in the hat for a chance to win the door prize. The coveted cheese board prize went home with Woodshop Line Lead, Ray

Brown. As usual, we were treated to the antics of Line Lead Leslie Mayberry with BEFORE the shot and AFTER the shot entertainment (See attached pictures of Mr. Mayberry). Special thanks to Supervisors Tracy Schmitt and Kristi Taylor for their organizational skills in completing the task in one hour.)

MIKE MOORE



Ray Brown, Woodshop Line Lead, Winner of Door Prize

LESLIE MAYBERRY BEFORE...



...AND AFTER

(Editor's note: this is an Oscar worthy performance right here..)

HAPPIEST BIRTHDAY, DEBBIE!



Happy 29th birthday, Again and Again!

Plant 7 in Ripley, TN celebrated our friend, Debbie Chipman's 29th birthday, on November 17th. This celebration included a variety of pizzas and a beautifully decorated cake, "29 Forever"! Debbie is our #1 Quality Control Lead associate and enjoyed the fellowship. Happiest Birthday Wishes, Debbie!



Debbie Chipman (in the white) and friends

Speed Bump by Dave Coverly



Our C.F.O. Writes...



Gallagher's Monthly Wellbeing Newsletter

TONY CHIODINI

Live Well Monthly
Resources for Better Wellbeing

Powered by
Navigate


Gallagher
Insurance | Risk Management | Consulting

Oral Health & Your Immune System

Your oral health can either help or hinder your immune system. Bacteria (both beneficial and harmful ones) thrive in your mouth. Gingivitis is a milder form of bacterial overgrowth that can advance into periodontal disease, which poses more serious risks.

Gum disease has been linked to a number of other conditions, such as diabetes, cardiovascular disease, and even low birth weight. Some experts believe dysfunctions of the oral immune system play a role in the development of autoimmune diseases as well.⁸

Your mucosal immune system, which appears to operate independently from your more centralized immune system, serves as an additional protective barrier from bacteria, helping to prevent foreign organisms from making their way into your bloodstream.⁹

Here are some things you can do to support good oral health:

Brush and floss your teeth daily. Practicing good oral hygiene by brushing and flossing your teeth daily can help reduce levels of harmful bacteria in your mouth.

Avoid smoking. Smoking cessation has been shown to reduce the risk of tooth loss as well as the risk of development of periodontitis. (According to the American Dental Association, vaping may be just as risky as cigarette smoking.)¹⁰

Eat a wide variety of plants. Plant-based foods offer a wide variety of phytonutrients that support healthy immune function. There also appears to be a relationship between the bacteria in your mouth and the bacteria in your gut, so eating a plant-based diet may support your immune system in several ways.



Drink plenty of water. Water dilutes and neutralizes substances that accumulate in your mouth, reducing the number of harmful bacteria that linger.

Schedule routine cleanings and check-ups. Be sure to see your dentist regularly, so you can identify issues early and address them before they become a bigger problem.

Practicing good oral hygiene is a simple way that you can help support your immune system.

⁸ <https://doi.org/10.1016/j.jos.2014.08>

⁹ <https://doi.org/10.1016/j.jos.2014.08>

¹⁰ <https://www.ada.org/en/prose-room/news-releases/2019-archives/october/american-dental-association-statement-on-vaping>

NOVEMBER BIRTHDAYS

Dorothy Rouser	1	7
Randy Terrile	2	10
James Story	3	7
Roger Williams	5	2
William Martin	8	2
Raul Sanchez	12	2
Yvette Reymundi	13	2
Antonio Leach	15	2
Terry Haymon	16	7
Deborah Chipman	17	7
Jorge Perez Diaz	17	2
Frances Brent	18	7
Anthony Miller	18	2
Martín Bautista	27	ICP
Jon Munchus	29	ICP

NOVEMBER ANNIVERSARIES

Judy Spitson	11/16/77	C
Dino McNabb	11/13/89	C
Kristi Taylor	11/13/95	7
Lois Patmythes	11/12/10	2
Gabriel White	11/29/10	C
Deborah Chipman	11/6/12	7
Kelvin Cole	11/6/12	7
Jason Bignall	11/07/16	ICP
Richard Palm Jr	11/19/18	ICP
Brenda Combs	11/18/19	2
Sara Stanley	11/25/19	3
Donell Barbee	11/2/20	7
Billie Gaines	11/2/20	7
Wayne Goodwin	11/2/20	7
Anthony Miller	11/9/20	2

JANUARY BIRTHDAYS

Name	Day	Plant
Donell Barbee	2	7
Samantha Stenson	3	7
Billie Gaines	12	7
Misty Kirkpatrick	17	7
Parish Jones	19	2
Teresa Scott	28	7

JANUARY ANNIVERSARIES

Name	Day	Plant
Moe Jordan	1/29/96	3
Mark Strawn	1/20/03	7
Tim Charles	1/23/06	C
Letty Medrano	1/29/07	2
Mary Evans	1/28/13	7
Frances Brent	1/25/15	7
Samantha Stenson	1/25/15	7
Mary Brown	1/27/20	7
Timothy Currie	1/27/20	7
James Ammons	1/27/20	7
Rhonda Sparks	1/11/21	7
Taylor Schmitt	1/11/21	7

DECEMBER BIRTHDAYS

Kristi Taylor	6	7
Robert McCra	8	ICP
Janice Rice	9	7
Mary Smith	10	7
Lisa Finch	15	7
Mike Moore	15	7
Elvis Pugh	15	7
Timothy Currie	16	7
Kevin Hogan	17	C
Juana Medrano	17	2
Dennis Gardner	20	7
Jose Ramirez	20	7
Mary Brown	22	2
Gabriel Lefebvre	25	7
Katanna Puckett	27	ICP
Stephan Sabicer	29	2
	30	C

DECEMBER ANNIVERSARIES

Christine Cacciatore	12/31/07	C
Robert Howell	12/8/14	7
Anthony Turner	12/8/14	7
Cosandra Walker	12/8/14	7
Willie Hancox	12/5/16	7
Rosa Temple	12/5/16	7
Stefan Curtis	12/12/16	7
Daniel Palma Flores	12/4/17	ICP
Niah Gordon	12/18/17	ICP
Dorothy Toomes	12/9/19	7
Travis Crook	12/9/19	7

Ripley cont...

"AND THE WINNER IS..."



On Monday, November 22nd, Ripley's Plant 7 celebrated with our annual work-family Thanksgiving celebration. Our plant's panel of Food Critiques, Kelvin Cole, Willie Hancox, Teresa Scott and Chad Hawks determined that our very own Chata Style Foods as this year's winner! (Chata Style Foods are our friends who prepare daily breakfast/lunch for all our Pierce/Komatsu associates). We were blessed with delicious turkey, cornbread dressing, green beans, whole kernel corn, mashed potatoes, cranberry sauce, giblet gravy, rolls and the

greatest assortment of homemade desserts that you have ever seen (chocolate pie, strawberry cake, pineapple cake, chess pie). The fellowship was the best as we all "counted our many blessings"! Happy Thanksgiving Y'all!

MIKE MOORE

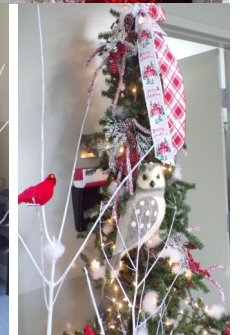
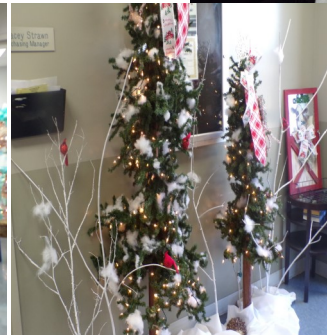


We're Celebrating All Month Long

CHRISTMAS ON THE FARM!



The Spirit of Christmas has arrived here at Plant 7. Our little Pierce truck is loaded with farm animals getting ready for the festivities of the season!



Ripley cont...

MORE BEAUTIFUL CHRISTMAS PICTURES...



Getting ready for Christmas "Down on the Farm" style in the Pierce Distribution lobby. Thanks to [Jerry Hankins](#) for all his hard work creating the big red barn & fences! The Cubical area has become a Forest of Trees and the Cafeteria rated the big tree this year for all the hard working folks in the plant to enjoy!

Merry Christmas



THE HELEN TUCKER CENTER CHRISTMAS CAROLERS

The Spirit of Christmas 2021

The Spirit of Christmas arrived on Tuesday, December 7th at Ripley's Plant 7, as the Helen Tucker Center Christmas carolers arrived to share the songs/dances of Christmas with group singing, solos and duets. This is the 8th consecutive year this talented and special group of men and women with intellectual and developmental disabilities blessed us with their musical talents. With a warm reception of appreciation from both Pierce & Komatsu associates, the group received "goody bags" compliments of our associates and we also celebrated John Gaddy's (a member of the singing group) birthday! This is the true meaning of Christmas - we are so very fortunate to have this group (located in Ripley) share with us again!

MIKE MOORE

Ripley cont...

THANKS FOR THE CHRISTMAS MEMORIES!

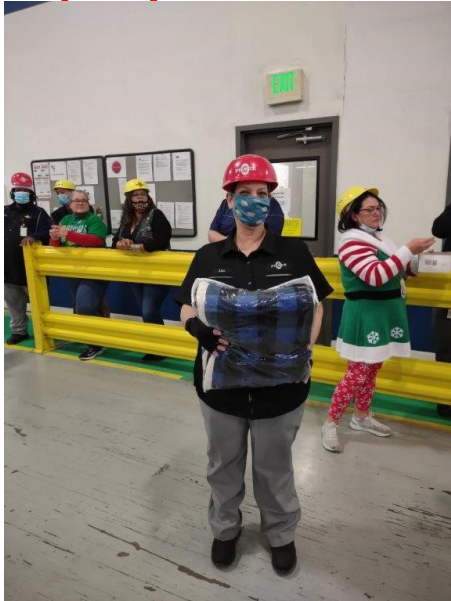


We had a great time celebrating Christmas in Ripley, TN as both shifts came together for our Annual Races. With Plant Manager rolling the dice, the fun began with 2nd Shift's Team 3 (Allocations, Woodshop & QC) winning first with team members showing out as Charlie Brown & Friends (great job with costumes). With our President, Kevin Hogan, cheering on the participants, 1st Shift's Team 3 (Receiving, Breakdown, Allocations QC and Office) moved on to "Bragging Rights" as our 1st place winners. Thankful for the fellowship, and also mindful of the true meaning of Christmas, we wish everyone a Prosperous New Year 2022!

MIKE MOORE

Ripley cont...

THANKS FOR THE CHRISTMAS MEMORIES!



Ripley cont...

CONGRATULATIONS, "BRICKHOUSE"!!

"Yes" - I said Brickhouse! Our newest associate of the month is "my friend" Dorothy Rouser! Ms. Dorothy has been with Pierce Distribution for over 8 years (started on April 4, 2013), all in the Service Department and has worked on all three shifts as she started on 3rd shift, transferred to 2nd and finally made it to 1st shift (3-2-1 BLAST OFF). Ms. Tabitha Chandler, Floor Supervisor, has nothing but praise for this spry 65 year old associate. She is definitely the life of the party - and "often" says what she thinks as she simply "keeps it real"! And now, back to the nickname, Brickhouse. It seems that during our morning exercise (before covid) Ms. Rouser was never shy in expressing her true feelings and when the music blasted the famous Brickhouse tune, Ms. Rouser let us all know how she related to this song with all her famous dance moves and knowledge of all the words. And "yes" I am the guilty party

of giving her the name and now many of her associate friends also referred to her as Brickhouse. A life-long resident of Lauderdale County (with the exception of 5 years spent in Ohio) she is the widow of Curtis Rouser (10 years). The couple has two sons, Kenneth - age 46 and Curtis - age 28 (17.5 years difference in age - she proudly states) and 8 wonderful grandchildren that she loves to cook for. And what do they like to eat? Lasagna, tuna casserole, sausage casserole, yams, mustard greens and of course, hot cornbread. Yum, Yum! In her spare time, you will find her with a fishing pole in her hand as this is her favorite pastime. Just picture it in your mind, "BRICK" (dance move) "HOUSE" (dance move) and you will all see our very own Dorothy Rouser - Boo Y'all! We love you!!



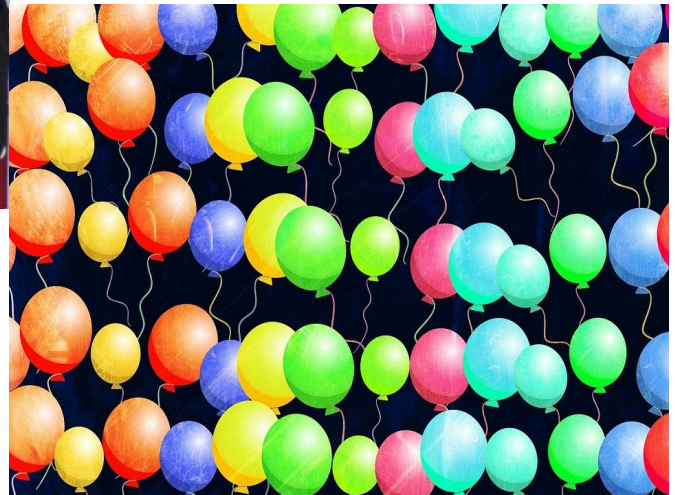
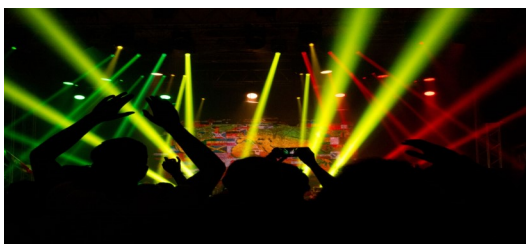
MIKE MOORE

CELEBRATING 5 YEARS WITH PIERCE DISTRIBUTION

TN is proud to recognize three first shift associates completing 5 years of employment in December 2021. Stefan Curtis works in our Woodshop Department, Rosa Temple works in our Breakdown Department and Willie Hancox is our 1st shift Line Lead in our Label Only Department. Each associate received their coveted Pierce Watch with words of "Thanks and Appreciation" for a job well done!



L to R: Stefan Curtis, Rosa Temple & Willie Hancox



Ripley cont...

WOW! LOOK AT ME!

Ripley's Plant 7 is so PROUD of our Associate of the Month, Ms. Linda Rhyne. Ms. Linda became a full time Pierce Associate in March Of 2019 (after 7 months as a temp with Metro). She loved working in Dealer Return with Supervisor, Judy Borgmann, (now retired) and Lead Diana Spann and all the ladies in the department. Oh my, how plans can change as Ms. Linda had planned on cutting back her work hours to 32 hours/week in the early part of 2021, and ease into a slower work life. And then the news in July 2021, do any of our current workers want to apply for Forklift driver positions? Just the opportunity Ms. Linda had been waiting for. She had experience in a former job as a driver and jumped at the opportunity. And boy are we glad! She passed the drivers test without a bobble, and Plant Manger Mark Strawn had no problem approving her as one of the first female forklift drivers for our plant. Her next decision was to "not retire" and "not cutback" her work hours. In fact, she works over 40 hours each and every week. Her positive attitude and willingness to go above and beyond makes her stand out among her fellow forklift operators. (We now have other female forklift operators who are following her example). Congratulations, Ms. Linda! Lookout, here she comes - Beep, Beep!!

Congratulations!



MIKE MOORE



WE LOVE YOU MARY!

Words are not adequate today as Ripley's Plant 7 mourned the tragic death of associate Mary Tate. After leaving work on Friday, January 21st, Mary was involved in an auto accident on busy Highway 51 around 5:30pm (about 3 hours after clocking out from the plant for the day). When authorities arrived to investigate, Mary was no where to be found. After checking local emergency rooms and with other authorities, an all out hunt was launched. Area temperatures were in the low teens (15-16 degrees). The local sheriff's department, family and friends diligently searched the area near the accident scene. State Highway patrol provided a helicopter for search from the air, but Mary could not be located. On Thursday night, January 27th, Mary body was discovered in a creek near the accident scene. To honor Mary's memory, her family was invited to the plant to celebrate her life as associates launched beautiful multi-colored balloons, many with messages printed on the balloons, after words of encouragement from Plant Manager, Mark Strawn, and prayer led by HR Manager, Mike Moore. We will cherish our memories of Mary forever! Prayers for her family.

