



January 2021

Pierce Distribution Services Company

Kevin Hogan Writes...

Well, we are into the new year and COVID is still with us. Our Executive Management Team and Sales Department are unable to travel for the most part. I have had a great deal of communications with Dino, Jason and Tim on how we can best try to sell our services during these tough times. We shelved an idea to hire a Sales Manager and are entertaining the idea of hiring a salesman located in the Southeast part of this country. We can hire him/her now, provide training and hope that when things break loose, he/she will be ready to start visiting potential clients. It is so hard to make plans during these days of uncertainty. All we can do is the best we can.

However, the first week in February, Jason is coming to Port Orchard to work on

my office equipment and Terrile (Las Vegas) 10 both of us are driving to years on February 7th ICP to meet Dino and and Donna Oliver have a meeting. Our last (Ripley) 20 years on "face to face" meeting was February 5th. I would in October. Tony will join like to thank everyone us via Zoom. Of course, celebrating Service An we will also be able visit niversaries in February with Randy and the ICP for their years on dedi Team in Portland.

Let's do "whatever it takes" to help our customers during the tough times every- one is experiencing. At Pierce, customer is KING!

I would like to wish everyone celebrating a Birthday in February a Happy Birthday. There are five Milestone Anniversaries in February; Sergio Meza Garcia (ICP) 5 years on February 1st, Geneva Paris (Ripley) 5 years on February 8th, Dorothy Rouser (Ripley) 5 years on

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Kevin Hogan



Russell's Words Of Wisdom...

"The way to get started is to quit talking and begin doing."

~Walt Disney



L to R: Brett Downey, Sergio Meza, and Jordan Escudero

ICP has several anniversaries this month. Celebrating are Brett Downey, who has 19 years with ICP, Sergio Meza is celebrating 5 years with ICP and Jordan Escudero celebrates year two with ICP! Congratulations to all three of you!



HAPPY BIRTHDAY MARIANNE!

Because Marianne is usually in Florida when her birthday rolls around, we never get to celebrate her birthday with a birthday cake and ice cream; we have to content ourselves with emails or phone calls.

However, this year she was here! We gleefully escorted her down to the conference room where we sang happy birthday, then had a socially distant get together while we enjoyed our treat.

We always celebrate birthdays here but this one was especially fun because we were able to celebrate with her this year!



Human Resources Writes...

Every once in a while, a business puts out a help wanted ad that makes you want to stand up and cheer.

THIS IS THAT AD.

PAINTERS NEEDED: Rockford Area.

- Please do not apply if you oversleep, have court often, do not have a babysitter every day, experience flat tires every week, need to hold on to a cell phone all day, or will become an expert at your job with no need to learn or take advice after the first day.
- Must be able to talk and work at the same time
- Must also remember to come back to work after lunch
- Should not expect to receive gold stars for being on time
- If you DO want to work full time for a company that will treat you well, then reply to this ad with a few words about your painting experience and your phone number.



ICP Cont...



Once again, Apollo is showing that he is definitely a value add to the ICP organization. Here he is leaning into Kim and demanding scratches as part of his extensive benefits package.

**Chris Cacciatore
HR Generalist**

Ripley Writes...

Quiet and Shy...who are you KIDDING?

Congratulations to Ripley's Plant 7 Associate of the Month, Cosandra Walker! Cosandra has been a full time Pierce associate for 6 years and served 2 years as a temporary associate.

This full-time Mom is extremely proud of her two children - Zayden, age 8 and Zoe, age 5, as she caters to their needs - shopping and eating out. Cosandra works in our Allocations department as the back-up Line Lead, where she excels in keeping up with details of the job.

A life-long resident of Ripley, she graduated from RHS in 2000. Best high school memories are traveling with the RHS Girls Basketball team as the "water girl" as she really didn't like sports. She explained that she was always known as the "quiet and shy" person who could always be depended on to get the job done.

On my "to do" list is my wish to travel to the Bahamas, soak up some sunshine, bury my toes in the sand while sipping on an cocktail. I need a vacation!

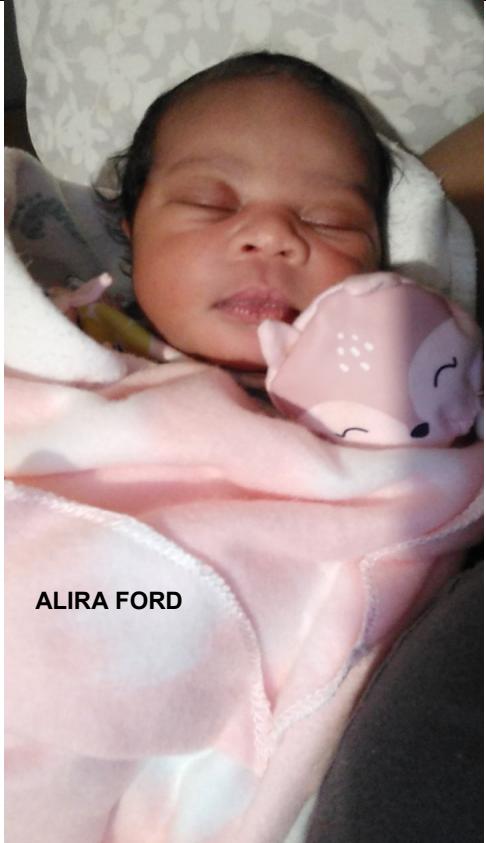
Good Luck and we hope your wish quickly comes true!



Line Lead Felicia Bonds & Cosandra Walker

WE LOVE BABIES!!

Congratulations to 2nd Shift Associate, Loreisha Ford, on the birth of her 3rd daughter, Alira. Ms. Alira was born on Friday, January 15th at 5:46pm. The little beauty is a perfect 6 pound bundle of joy. Both Mom and Baby are doing well. Alira's two older sister are beaming with pride with their new doll!



ALIRA FORD

MIKE MOORE



Love is in the air at Ripley's Plant 7 - We're ready to delivery your valentines with our newly decorated Pierce Express truck in our Office Lobby.

Ripley Continues...



HAPPY DAYS ARE HERE AGAIN

On Tuesday, February 2, 2021, seventy six year old Mary Quinton, called the HR office in Ripley, TN and stated she would be late arriving for work today. "Nightmare" (as she is affectionately known to HR Manager, Mike Moore), called back 45 minutes later stating, "I have decided that today will be my last day at Pierce Distribution - this retirement business is looking real good and I want to take advantage of it". Ms. Mary has been a part of our Service Parts department for almost 9 years. In fact, she started to work at Pierce when the plant was located in Humboldt, TN, and she drove herself 45 miles(one way) to work from her home in Trenton, TN, to Ripley every day. To say she will be missed is a understatement. When she arrived today with her uniforms, her hard hat & ID badge in hand, many of her co-associates gathered in the Lobby for thoughtful and tearful goodbye wishes and continued good health wishes for our special friend. She pledged to keep in touch and looks forward to spending more time with her precious family. We wish her the "Best" and promise to hang on to our special memories of a true friend - we love you Ms. Mary!



MIKE MOORE





Ripley Continues...





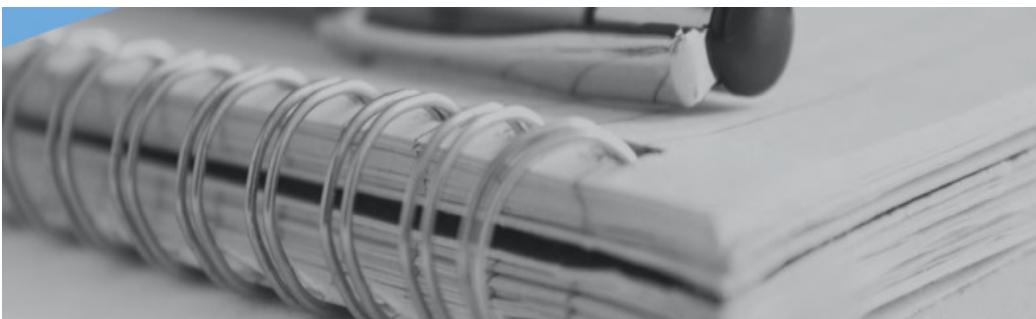
Our C.F.O. Writes...



Well-Being Website January 2021

Each month 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!

Learn about the types of content covered with the 2021 Wellbeing Website Topics Calendar. Start utilizing this toolkit at www.ajg.com/livelifewell and select "download resources."



Journaling as a Stress Management Tool

Everyone experiences stress from time to time, but it can lead to a whole host of health problems if left unaddressed for long periods of time. One of the most common tools used for stress management is journaling. Getting your thoughts and feelings out of your head and onto paper can help you uncover the root causes of stress, so you can address it more effectively.

Journaling removes you from the situation itself and invites you to become an observer. By stepping back from the strong emotions tied to a specific event, you are able to see it differently.

Journaling can take many forms, and there is no wrong way to do it. Here are some different ways to journal:

Gratitude Journaling

Counting your blessings is beneficial to your health. Gratitude journaling involves taking inventory of what is going well, helping you to refocus your attention on the positive aspects of your life. In fact, [research](#) has shown that gratitude journaling can even improve your health biomarkers.

Freestyle Journaling

Writing without rules is the foundation of freestyle journaling. This open-ended format involves an uninhibited stream of writing. The objective is to simply release your thoughts and feelings as they come to you.

List Journaling

List-making can be an extremely helpful form of journaling when you need to find solutions to a problem. You might create a pros and cons list or brainstorm possible ways you could improve a situation.



Journaling is a simple stress management tool that offers helpful insights about the sources of stress in your life.

February ANNIVERSARIES

Name	Day	Plant
Donna Oliver	02/05/01	7
Randy Terrile	02/07/11	10
David Frye	02/20/12	2
Lisa Finch	02/26/12	7
Gerhard Jerding	02/26/12	7
Londell Currie	02/27/12	7
Violet Glenn	02/27/12	7
Debra Isom	02/27/12	7
Teresa Scott	02/27/12	7
Leslie Mayberry	02/27/12	7
Mary Rucker	02/27/12	7
Mary Smith	02/27/12	7
Milton Powell	02/27/12	7
Jeffery Graves	02/27/12	7
Balinda Hairfield	02/27/12	7
Tina Nichols	02/04/14	7
Crystal Cooksey	02/02/15	2
Sergio Meza Garcia	02/01/16	ICP
Geneva Paris	02/08/16	7
Dorothy Rouser	02/08/16	7
Daniel Taylor	02/27/17	2

February BIRTHDAYS

Name	Day	Plant
Tiemeyer Wilson	2/2	4
Nicholas Wooster	2/3	7
Niah Gordon	2/5	ICP
Donna Hogan	2/5	C
Crystal Cooksey	2/5	2
April Ward	2/5	7
Ricky Tyus	2/6	7
Sylvan Grazette	2/7	4
Kimberly Adams	2/7	7
Michael Deberry	2/8	7
Susan Lovett	2/8	7
Debra Isom	2/10	7
David Miller	2/13	7
Gabriel White	2/14	4
Calvin Wainwright	2/16	2
Ryan Klutts	2/16	7
Leonard Ables	2/18	ICP
Rachel Langley	2/19	7
Sarah Hinchee	2/20	4
Margaret Haycraft	2/20	7
Ann Littles	2/21	7
Rosa Temple	2/26	7
Lancer Lowry	2/28	4