



Jan/Feb/March, 2022

Pierce Distribution Services Company

Kevin Hogan Writes...

Donna, Russell and I made a trip to Ripley, TN in April to visit our facility and spend time with the grandchildren and family on Easter. It is always good to see and spend time with the Pierce Associates at the plant. Mark Strawn (GM) and his team have the place humming with activity. We are blessed to have so many long-time associates working there. Many of them worked at our Humboldt operation. I know that on my last day here, Dino McNabb (COO) and Jason Smith (VP) will be arriving for their Quarterly Meeting with the customer. I am hoping that I can at least say hello to them on my last day at the plant. I want to thank Mark and his team for the hospitality they extended to me while I was there.

I received a phone call from the company's long-time attorney (Jack Ward) letting me know that he is fully retiring. I have worked with Jack along with our accountant Mike Smith for over my 40 years with Pierce. We have worked on many projects together. Jack was always there when we needed him. It is sad for me, but I am happy for Jack being able to enjoy his retirement with his

wife, his grown up children and grandchildren. Jack has passed us on to the very capable hands of Craig Thomas.

I would like to recognize some upcoming anniversary events in the upcoming months.

February milestone anniversaries were Brett Downey (ICP) 20 years on February 25th, David Frye (Rockford) 10 years on February 20th. Lisa Finch (Ripley) and Gerhard Jerding (Ripley), 10 years on February 26th. Balinda Hairfield (Ripley), Londell Currie (Ripley), Violet Glenn (Ripley), Debra Isom (Ripley), Teresa Scott (Ripley), Leslie Mayfield (Ripley), Mary Rucker (Ripley), Mary Smith (Ripley), Marcko Clemons (Ripley), Rachel Langley (Ripley), Terry Johnson (Ripley) and Jeffery Graves (Ripley), all 10 years on February 27th. Notable anniversaries for February, Randy Terrille (Vegas) 11 years on February 7th, Jerry Hankins (Ripley) 16 years on February 20th and Donna Oliver (Ripley) 21 years on February 5th.

March milestone anniversaries were Reth Chey (ICP) 20 years on March 11th. Notable anniversaries in March, James Story (Ripley) and Brian Cutts (Ripley) both 11 years on March 28th. Steve Edwards (ICP) 14 years on March 3rd.

April milestone anniversaries are Felicia Bonds (Ripley) and Johnny Ward (Ripley) 10 years on April 16th. Notable anniversaries are Jason Smith (Corporate) and Nathan Anderson (Corporate) 19 years on April 14th. Finally Maria Medrano (Rockford) 21 years on April 23rd.

On behalf of Pierce Distribution, I'd like to thank everyone celebrating anniversaries for the commitment and dedication to the company's 68 years of service.

Kevin Hogan



Russell's Words Of Wisdom...

"Try to be a rainbow in someone's cloud."

~Maya Angelou

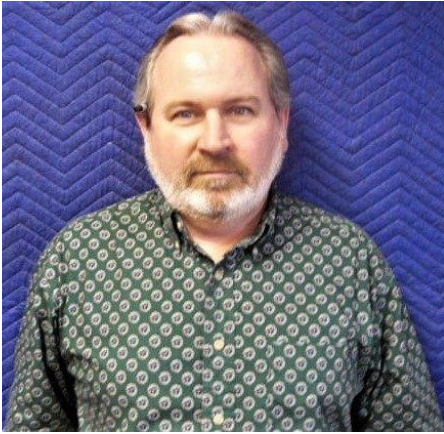


ICP Writes...



Apollo is celebrating 2 years with Industrial Craters and Packers!
Good boy.

ICP Cont...



Above, Brett Downey with 20 years!



Above, Reth Chey also with 20 years!



Above, Jody Edwards with 14 years!



Above, Layton McConnell with 1 year!



Human Resources Writes...

ACTUAL HELP WANTED AD

"I am quite sure most of you have seen the rather large green dragon that has been flying over northeast OKC for the better part of a week. I am looking for someone to:

- Lure said dragon away from OKC to a more rural area
- Force said dragon to land in rural area
- Slay said dragon in whatever way you see fit.

No pay, because dragon slaying is its own reward.

Please note that I am not talking about the red dragon that frequents the area from time to time...he and I have an agreement."

Chris Cacciatore
HR Generalist

Sales writes...



Check it out! The Pierce van got an upgrade, thanks to our friends at KMK Media. The decals look wonderful.

If you see us on the road, give us a honk!!



Our business manager Tim Charles made sure that Jason Smith (IT Director and VP of Operations) had plenty of doughnuts to choose from while on a recent trip to the Memphis plant.

Wonder which one (s) he picked?



Ripley Writes...



HAPPY BIRTHDAY SUE!

On Tuesday, February 8th, Ripley's Plant 7 Second Shift celebrated Supervisor Susan Lovett's 48th birthday. Second shift associates gathered and joyously sang "Happy Birthday" to their supervisor. Ms. Sue stated, "Best Birthday" ever! Happiest birthday wishes from all your Pierce family!



Ripley Continues...

DEPARTMENT OF THE MONTH

WE PLAY WELL TOGETHER!

I am sure you have heard the saying, "we play well together", but this group definitely "Works Well Together"! Ripley's Plant 7 is PROUD of our Dealer Return Department girls! They are all special - they daily go above and beyond to make things happen in their department and we wanted to say "Thanks for what you do". Misty Kirkpatrick serves as the team captain and creates a "can do" work environment for the team members Heddie Henderson, Casey Richardson, Stephanie Gill and Rachel Langley. The team does whatever it takes (sometimes 10 hours/day and 6 days/week) to get the work completed and they step up for each other. Other departments are jealous, but learn from their work ethics and dependability. Congratulations to Our Dealer Return Ladies!



L-R: Heddie Henderson, Casey Richardson, Misty Kirkpatrick, Stephanie Gill & Rachel Langley

GREAT JOB RIPLEY'S PLANT 7!



We are F-A-M-I-L-Y! Brothers and sister are we. When one hurts, we all hurt. Our first shift associate, Kimberly Bishop, is battling throat cancer and just completed her first round of chemo/radiation treatments. She struggles daily with health issues and her body's immunization capacity is compromised. She can't work. Therefore, in an effort to continue her health care coverage, Ripley associates jumped in BIG time raising over \$800 in a two week period of time to pay her weekly insurance premiums. Our gracious Company President, Kevin Hogan, agreed to match our fund raising efforts, which means, we are FAMILY! Our TV raffle winner was Tracey Strawn, who refused to accept the TV - "I just want to help this family". A second ticket was selected and the winner was James Story. Mr. Story did not need a TV and he passed it over to fellow associate, Misty Kirkpatrick, for her grandchildren. Prayers and Best Wishes to Kim and her family. Together, we will win this battle.

MIKE MOORE

Our C.F.O. Writes...



Well-Being Website January 2022

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 2022 Wellbeing Website Topics Calendar. Start utilizing this toolkit at www.ajg.com/livelifewell and select "download"



Evening Self-Care Rituals to Help You Unwind

Unwinding after a full day is a challenge for many, but because experts recommend getting at least 7 hours of restful sleep each night, it is something that needs to be prioritized.

Here are some evening self-care rituals to help you unwind:

Use essential oils. Aromatherapy has been shown to have a positive impact on mood. Certain essential oils⁵, like lavender, jasmine, chamomile, and valerian have been shown to have a sedative effect.

Adjust lighting. Lighting is heavily involved with your circadian rhythm and can have a direct impact on your sleep. For this reason, dimming the lights in the evening may help you relax and unwind.

Avoid caffeine. If you struggle with falling asleep, try reducing your caffeine consumption during the day. Limit your intake to the morning hours and see how it affects your sleep patterns.

Set a bedtime alarm. Use your alarm as a reminder to begin easing into a more restful state. You can set your alarm for tasks such as turning off the TV, tucking in your digital devices for the evening, or reading a book.

Upgrade your bedding. Assess the condition of your mattress and pillow. If neither have been replaced for an extended period of time, you may want to consider upgrading them.



Adjust the temperature. It has been suggested that the ideal temperature for sleep is 65 degrees Fahrenheit. Of course, this is highly variable from person to person, and it may require some experimenting to find the temperature that is right for you.⁶

Seek expert guidance. If you have tried a number of different self-care strategies and you still struggle to get good sleep, seek guidance from your healthcare team to explore other treatment options.

*Creating evening self-care rituals
can help you stay aligned with your
natural circadian rhythms, so you
can get better sleep.*

February ANNIVERSARIES

| Name | Day | Plant |
|-------------------|----------|-------|
| Donna Oliver | 02/05/01 | 7 |
| Brett Downey | 02/25/02 | ICP |
| Jerry Hankins | 02/20/06 | 7 |
| Randy Terrile | 02/07/11 | 10 |
| David Frye | 02/20/12 | C |
| Lisa Finch | 02/26/12 | 7 |
| Gerhard Jerding | 02/27/12 | 7 |
| Balinda Hairfield | 02/27/12 | 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 |
| Marcko Clemons | 02/27/12 | 7 |
| Rachel Langley | 02/27/12 | 7 |
| Terry Johnson | 02/27/12 | 7 |
| Jeffery Graves | 02/27/12 | 7 |
| Tina Nichols | 02/04/14 | 7 |
| Geneva Paris | 02/08/16 | 7 |
| Dorothy Rouser | 02/08/16 | 7 |
| Ramond Ashcraft | 02/15/21 | 2 |

February BIRTHDAYS

| Name | Day | Plant |
|--------------------|-----|-------|
| Nicholas Wooster | 03 | 7 |
| Niah Gordon | 05 | ICP |
| Doinna Hogan | 05 | C |
| April Ward | 05 | 7 |
| Susan Lovett | 08 | 7 |
| Michael Deberry | 08 | 7 |
| Debra Isom | 10 | 7 |
| Roxie Hayes | 11 | C |
| Rashell Sanchez | 12 | 7 |
| Davis Miller | 13 | 7 |
| Gabe White | 14 | 4 |
| Ramond Ashcraft | 15 | 2 |
| Ryan Klutts | 16 | 7 |
| Calvin Wainwright | 16 | 2 |
| Rachel Langley | 19 | 7 |
| Margaret Haycraft | 20 | 7 |
| Rigoberto Gonzalez | 23 | ICP |
| Rosa Temple | 26 | 7 |

⁵ <https://doi.org/10.1089/acm.2013.0371>

⁶ <https://www.sleepfoundation.org/bedroom-environment/best-temperature-for-sleep>

Ripley Writes...



FAREWELL PIZZA LUNCH FOR WILL!

On January 26th Ripley's Plant 7 (Supervisors & Leads) hosted a Pizza luncheon to honor our IT Specialist, William Warren, who is leaving Pierce Distribution after 6 years of employment. Will has been a joy to work with as he has taken care of all our IT needs. We will miss his friendship most of all and wish him the "best" in his newest IT challenges.



WELCOME SWEET SPRINGTIME!



Ripley's Plant 7 is ready for springtime weather. Our little red Pierce truck is all "gussied up" with a load of Easter Eggs and Juicy Carrots complete with a long-eared driver. Thanks again to Ms. Donna for her decorating contributions - looking good in Tennessee!

Ripley Writes...

WELCOME SWEET SPRINGTIME!



Ripley Writes...

LOOK WHAT WE FOUND UNDER OUR EASTER TREE!



We were searching for our Prize and look what we found. Our very own "Easter Prize", Patricia Moore Douglas, who was also selected as our Associate of the Month here in Ripley's Plant 7. The sweet voice of Ms. Pat welcomes associates and customers as she answers our incoming calls to our plant. The kindness in her voice is what we all long for as she assists everyone and keeps us on the path to success and how exciting it is to hear her voice on the plant intercom wishing associates a "very happy birthday". Ms. Pat will complete 17 years of employment with Pierce Distribution on May 2nd. She vividly remembers coming to work under former plant manager, Jay Hogan, in a special work campaign. After many different work assignments all over the plant over the years, you will find her answering the busy phones, scheduling trucks for delivery/pick up for Komatsu, and keeping current plant manager, Mark Strawn, on his toes. "Whatever it takes" is her unselfish motto. The proud mother of two sons, Terrence Moore - age 43, and Tavaris Moore, age 42, and even prouder grandmother to 7 grandchildren and 2 great grandchildren, is on fire for the Lord as she is a gifted and talented musician singing solos and a member of the choir at Jackson's New Hope Missionary Baptist Church. Oh, and don't forget her spouse, Raymond. The couple has been together for over 30 years and she has almost gotten him trained - he's a keeper. Together, they both share the love of working/riding horses. Something you didn't know about Ms. Pat - she states she is really a "quiet and shy person"! I have my own response to that statement of my dear and trusted friend. I have never known her to be "without words" and I am sure many of you will be as surprised as I am. We congratulate Ms. Pat on her selection as Associate of the Month! And now the "sad news", Ms. Pat has announced after serving her 17 years in May 2022, she is making plans to retire the first of May. The long drive to and from Ripley each day (over 50 miles one way) for almost 13 years and the need to be closer to her home and family helped in making this life changing decision. She states, "I'm not getting any younger" and it is just my time. My motto has always been "to encourage everyone to live each and every day to its fullest". Well Done Faithful Servant! We wish you the BEST and love you bunches!

MIKE MOORE

Ripley Writes...

WOW-TEN YEARS AND STILL GOING STRONG!



In Ripley, TN, we recognized nine first shift associates who completed 10 years of service with Pierce Distribution on February 27th. Plant Manager, Mark Strawn, shared appreciation and memories with the associates who received Anniversary Certificates and \$200 Gift Cards. Thanks guys for being a vital part of our work family!

MIKE MOORE

L-R: Violet Glenn, Teresa Scott, Londell Currie, Debra Isom, Mark Strawn-Plant Manager, Rachel Langley, Jeff Graves & Mary Smith (Not pictured: Balinda Hairfield & Terry Johnson)

ME TOO, ME TOO!



Ms. Balinda was on FMLA (carpal tunnel surgery on both hands) when her fellow associates were recognized. After being hired to work in the Kits/Export department Ms. Hairfield quickly moved to other departments and worked several years as Line Lead in Service Parts, before just recently moving into the Quality Control where she loves working with Ms. Debbie Chipman. We have missed her and welcome her back!

Mr. Johnson continues to be off work after back surgery on March 2nd. Terry's 10 years have all been on first shift in Woodshop. The skilled "sawman" enjoys his fellow associates and sings praises to his Supervisor, Tony Strawn and Lead Ray Brown. Simply stated, Terry is a trusted and faithful member of the Woodshop Team!



Ripley Writes...

WOW—TEN YEARS AND STILL GOING STRONG



L-R: Leslie Mayberry, Mark Strawn - Plant Manager, Marcko Clemons, Lisa Finch Jerding & Gerhard Jerding

Ripley's Plant 7 is so PROUD to recognize these four associates on our second shift who celebrated 10 years of employment with Pierce Distribution on February 27th. Plant Manager recognized the valued associates with their Anniversary Certificate and \$200 Gift Card.

MIKE MOORE



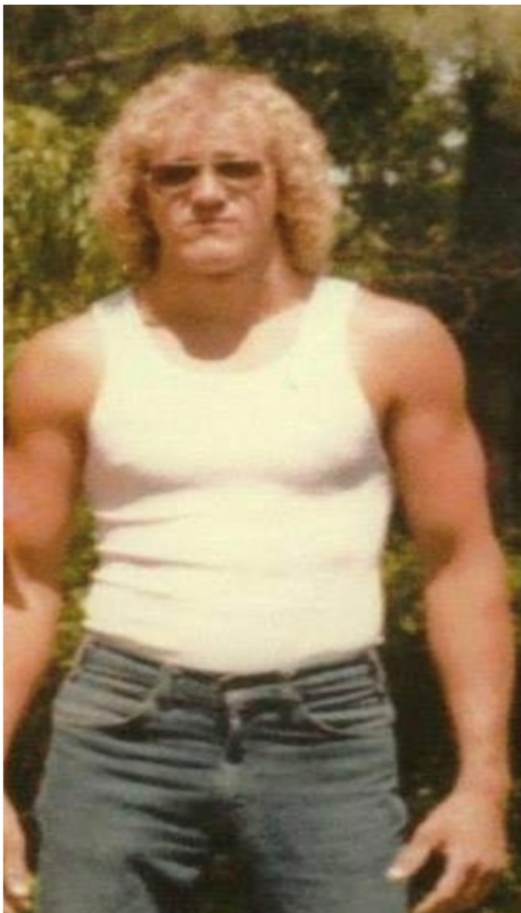
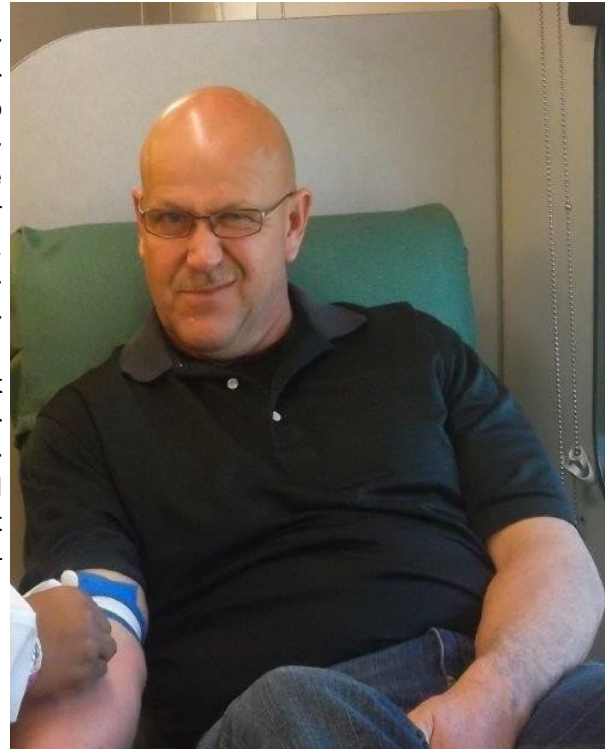
Ripley Writes...

TWENTY YEARS AND GOING STRONG

Plant 7 in Ripley, TN is “so lucky” and “so PROUD” to have Mark Strawn as our Plant Manager! We all join together and say “Thank You” for leading our work family today. On January 20, 2002, Mark joined the Pierce Distribution family. On his 20 year anniversary, Mark celebrated the occasion with a gift card to purchase some much needed golf clubs (irons) as he continues to work on improving his game. Many of you can remember that Mark’s wife, Tracey, (the plant’s current Purchasing Agent) was already employed by Pierce when he hired in, so that’s the “real reason” he came aboard to spend more time with her! (Thanks Tracey!) Actually, Mark was hired

as Assistant Plant Manager under Jay Hogan. After Jay’s untimely death, Mark moved into Jay’s position as Plant Manager. Let’s go back – In 2002 the top movies included Harry Potter & Lord of the Rings; George W. Bush was president; Anna Nicole premiered on E; Apple released its 2nd Generation Ipad; the Sanyo SCP became the first cellphone to have a built in camera and from the attached picture, Mark’s hair all fell out! Great memories of a great leader. Thanks again, Mark – we are Proud of you!

MIKE MOORE



Ripley Writes...

RECOGNIZING & RESPONDING TO THE CALL FOR HELP!

Did you know that in the US someone has a heart attack every 40 seconds? Did you know that in the US workforce someone is involved in an accident every 11 seconds? This information is shared by the American Heart Association. Ripley's Plant 7 held CPR certification (& re-certification) class on Wednesday, March 16th, for 12 associates from both first and second shifts. We send "Thanks & Appreciation" to Benton Mills (from City of Ripley Fire Department) for coming again to assist us in this endeavor. Benton is a certified CPR Instructor and made our class real with "hands on" experiences for

the 12 eager students. We took the CPR training a step farther and learned some First Aid Responses for common emergencies such as recognizing the need for assistance, assessing the situation and when to call for additional professional help (EMT & calling 9-1-1). Receiving certification were associates: Janice Rice, Brian Goodwin, Marcko Clemons, Donna Oliver, Misty Kirkpatrick, Chad Hawks, Tony Strawn, Tracey Strawn, James Story, Debbie Chipman, Mark Strawn and Mike Moore.

MIKE MOORE



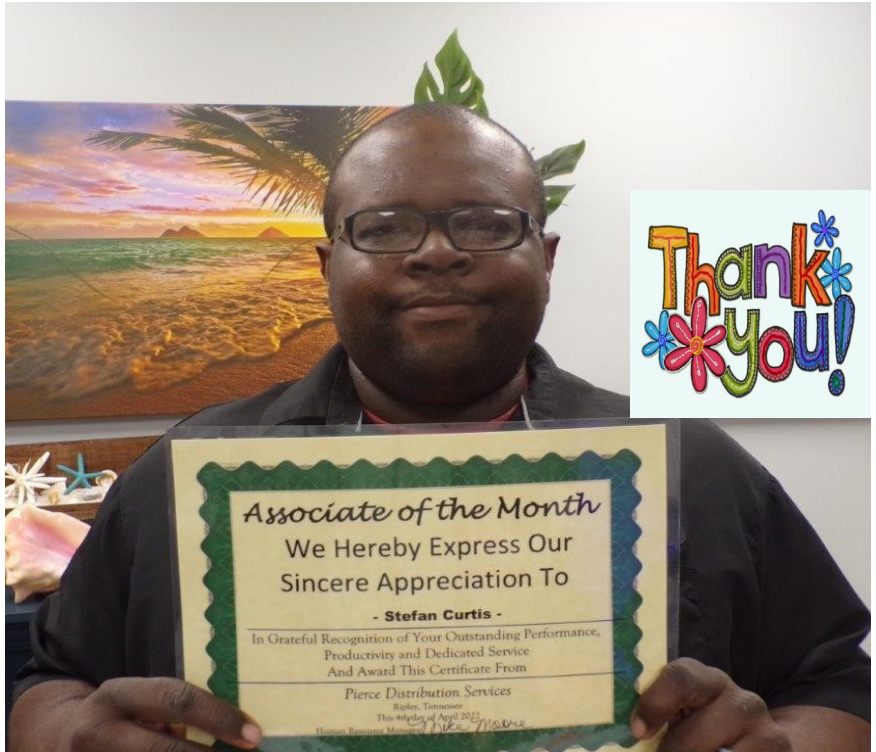
CPR Graduates with Instructor, Benton Mills



Ripley Writes...

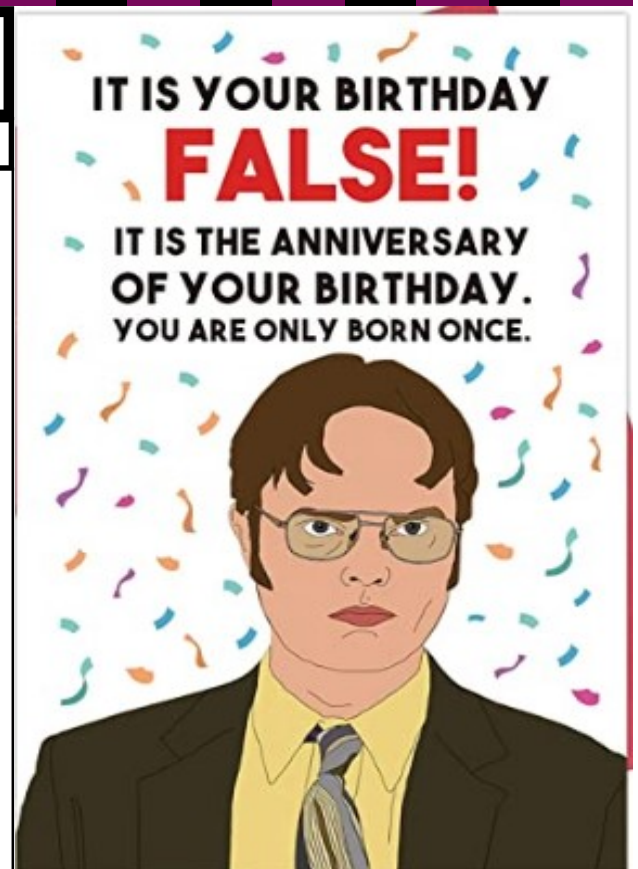
OUR GO-TO GUY!

Congratulations to Stefan Curtis who has been selected as Ripley's Plant 7's Associate of the Month. A life-long resident of Ripley, TN, Stefan has been with Pierce Distribution for 5 years - all in the Woodshop Department. His Supervisor, Tony Strawn, refers to him as our "Go To Guy" as he is always here and dependable and always busy. Just like today, he is training a new associate teaching him the fundamentals needed to "survive" the busy Woodshop requirements. Stefan says he has sometimes been described as a "loner", but really enjoys people and especially the people he works with every day in the department. "I am a listener of Hip Hop and really appreciate the "oldies" (music of the 70's as my grandmother who raised me loved the Temptations)". The 2012 RHS graduate loves football and was a member of both the middle school and high school football teams. "I have a "good" appetite and you often find me grilling steaks for family and friends, "looking at and driving" sports cars is a hobby - just wish I could afford to purchase one!" A special daughter is 4 year old, Kanieha, who is the love of his heart. Stefan, thanks for what you do!



MIKE MOORE

| March BIRTHDAYS | | | April BIRTHDAYS | | |
|------------------|------|-------|---------------------|------|-------|
| Name | Day | Plant | Name | Day | Plant |
| Tracey Strawn | 3/2 | 7 | Mark Strawn | 4/1 | 7 |
| Kimberly Bishop | 3/3 | 7 | Terry Johnson | 4/3 | 7 |
| Richard Palm Jr. | 3/4 | ICP | Tony Chiodini | 4/7 | C |
| Paula Brockwell | 3/5 | 2 | Erick Armenta-Adame | 4/8 | ICP |
| Rhonda Sparks | 3/7 | 7 | Seung Chheung | 4/10 | ICP |
| Sophia Dandridge | 3/8 | 3 | Demetrius Moore | 4/12 | 7 |
| Tracy Schmitt | 3/9 | 7 | Brett Downey | 4/12 | ICP |
| Wayne Goodwin | 3/9 | 7 | Israel Galvan | 4/12 | 2 |
| Geneva Paris | 3/11 | 7 | Mark Powell | 4/12 | 7 |
| Frankie Williams | 3/12 | 2 | Lois Patmythes | 4/14 | 2 |
| Trevis Crook | 3/12 | 7 | Marcko Clemons | 4/15 | 7 |
| David Frye | 3/13 | C | Dontrail Givens | 4/16 | 2 |
| Johnny Ward | 3/13 | 7 | Todd Johnson | 4/17 | 2 |
| Antonio Lewis | 3/16 | 7 | CaDarius McCoy | 4/19 | 3 |
| Louis Bonds | 3/17 | 7 | Andrea Scott | 4/23 | 2 |
| Violet Glenn | 3/18 | 7 | Taylor Schmitt | 4/26 | 7 |
| Tina Brogdon | 3/18 | 7 | Brenda Combs | 4/27 | 2 |
| Jerry Hankins | 3/24 | 7 | Mark Tavaréz | 4/30 | C |
| Daniel Tanner | 3/25 | 2 | | | |
| Chrishina Maben | 3/25 | 7 | | | |
| Tim Charles | 3/26 | C | | | |
| Gerhard Jerding | 3/26 | 7 | | | |
| Hardy Lamar | 3/28 | ICP | | | |
| Stefan Curtis | 3/31 | 7 | | | |



MORE ANNIVERSARIES!

| March ANNIVERSARIES | | | April ANNIVERSARIES | | |
|------------------------|----------|-------|------------------------|----------|-------|
| Name | Day | Plant | Name | Day | Plant |
| Reth Chey | 03/11/02 | ICP | Maria Medrano | 04/23/01 | 2 |
| Jody Edwards | 03/03/08 | ICP | Nate Anderson | 04/14/03 | C |
| James Story | 03/28/11 | 7 | Jason Smith | 04/14/03 | C |
| Brian Cutts | 03/28/11 | 7 | Johnny Ward | 04/16/12 | 7 |
| Kyle Key | 03/02/15 | 7 | Felicia Bonds | 04/16/12 | 7 |
| Nicholas Wooster | 03/07/16 | 7 | Sara Stanley | 04/20/20 | 3 |
| Donna Sangster | 03/07/16 | 2 | Robert McCra | 04/12/21 | ICP |
| Antonio Leach | 03/14/16 | C | Juan S Camera | 04/19/21 | 2 |
| Lisa Knotts | 03/12/18 | 7 | | 04/26/21 | ICP |
| Linda Rhyne | 03/11/19 | 7 | | | |
| Gregory Jackson | 03/23/20 | 7 | | | |
| Louis Bonds | 03/23/20 | 7 | | | |
| Joseph Boyle | 03/23/20 | 7 | | | |
| Terry Haymon | 03/23/20 | 7 | | | |
| Casey Richardson | 03/23/20 | 7 | | | |
| Pearl McGee | 03/23/20 | 7 | | | |
| Layton McConnell | 03/22/21 | ICP | | | |



Nip Seasonal Allergies in the Bud

More than 50 million Americans suffer from allergies every year. In particular, springtime allergies are an annual nuisance for many people. As plants begin to bloom and neighbors start to cut their grass more frequently, allergy sufferers nationwide start sniffing and sneezing. What's more, mold growth blooms both indoors and outdoors, making it almost impossible to escape allergy triggers.

Allergies are the sixth leading cause of chronic illness in the United States, according to the American College of Allergy, Asthma and Immunology.



For some, allergy symptoms may consist of sneezing a couple of times a year. But for others, seasonal allergies can cause congestion, a runny, itchy or stuffy nose, watery eyes, headaches and more for weeks or months at a time.

Fortunately, seasonal allergies only occur during certain parts of the year—usually the spring and summer. There are also natural ways to control your allergy symptoms since they are triggered by common allergens like tree pollen, grass, weeds and mold.

Alleviating Seasonal Allergies

Similar to other types of allergies, seasonal allergies develop when your body's immune system detects and

then overreacts to a foreign substance it thinks is harmful. To reduce your allergies, consider the following strategies:

- Wash your bedding every week in hot water to help keep pollen under control.
- Wash your hair before going to bed since pollen can accumulate in your hair.
- Limit the number of throw rugs to reduce dust and mold in your home.
- Wear an inexpensive painter's mask and gloves when cleaning, vacuuming or painting to limit skin exposure and dust and chemical inhalation.
- Vacuum twice a week.
- Make sure the rugs you have are washable.
- Change air conditioning and heating air filters often.

Treatment for most allergies is available both over-the-counter and by prescription. If your allergy symptoms are severe or chronic, you may need a series of allergy shots. Contact your doctor or allergist to determine which seasonal allergy treatment option is best for you.