



DISTRIBUTION

June/July 2022

Pierce Distribution Services Company

Kevin Hogan Writes...

Business continues to be a challenge to our senior management team, Dino (COO), Tony (CFO) and Jason (VP) with supply chain holdups and searching for additional Pierce & ICP associates. Our General Managers have their hands full of challenges as well.

Tim Charles continues to pursue new business with Dino, Jason and Larry Hickey (Rfd GM). Tim is also in the process of training a new Business Manager for the Las Vegas territory. It seems like we have many new prospects for new business. The reports submitted to me are very encouraging.

We are closer to finalizing a deal to buy the company in a great market. Tony is leading this effort. Dino, Tony, Jason, and Tim will be traveling to visit that company in July to spend time with the owner and seeing the operation. We are doing our due diligence. If all goes well, this company will become part of the Pierce family in late October or early November. This company is located in the state of South Carolina.

As you can see below, July 9th was my 43rd anniversary. Where has time gone? I would like to recognize those who had a positive influence on me during the early years when I started as a Salesman covering Illinois, Wisconsin, Minnesota, Iowa and Michigan

with the company. It starts with Mr. Pierce (Ray) (the founder of the company and my direct boss for many years). He showed patience with me in the early years and treated me like his son. He was tough but fair. Lou Franchini (Pierce Box & Paper) owner had a big influence on me. Lou was smooth and the best salesman I've ever met. John Mullin (Pierce VP, President, and my partner in the ownership of Pierce) who saved my career from our not so friendly partners years ago. Carl Malazio (Broadway GM), who was one of my mentors. He taught me a great deal about the packaging business. He was a bombardier who flew off aircraft carriers in WWII. Finally, Neil French (GM & Salesman) who was also one of my mentors. We traveled together for years.

I wish everyone celebrating a Birthday in June, a Happy Birthday...

I would like to recognize June Anniversaries.

There were no milestone anniversaries in June but there are some notable anniversaries. Susan Lovett (Ripley) 11 years on June 13th, Michael Moore (Ripley) 11 years on June 2nd, Stephanie Gill (Ripley) 16 years on June 26th, Tony Strawn (Ripley) 18 years on June 28th, Raul Sanchez (Rockford) 19 years on June 17th and Jose

Ramirez (Rockford) 27 years on June 19th.

I wish everyone celebrating a Birthday in July, a Happy Birthday...

I would like to recognize July Anniversaries.

We had two milestone anniversaries in July; Brenda Combs (Rockford) 5 years on July 31st and Tabitha Chandler (Ripley) 15 years on July 2nd. The notable anniversaries are Anne Jarnigan (Ripley) 11 years on July 5th, Mark Tavarez (Las Vegas) 12 years on July 12th, Eav Tan (ICP) 19 years on July 30th, Bertha Gonzalez (Rockford) 21 years on July 19th, Steve Chipman (ICP) 22 years on July 5th and yours truly 43 years on July 9th.

On behalf of Pierce Distribution, I'd like to thank everyone celebrating anniversaries for their commitment and dedication to Pierce.

KEVIN HOGAN



Russell's Words Of Wisdom...

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

~Walt Disney



ICP Writes...
ICP May 2022 Milestones

Khun Ngoy	20 years
Horn Choup	19 years
Luiz Vazquez	15 years
Tommy Sisco	8 years
Kim Quartaro	7 years



At right, Kim Quartaro and her furry friend and protector, Apollo



Below, Luis Vazquez. At right, Tommy Sisco.



Above, Horn Choup and at left, Khun Ngoy

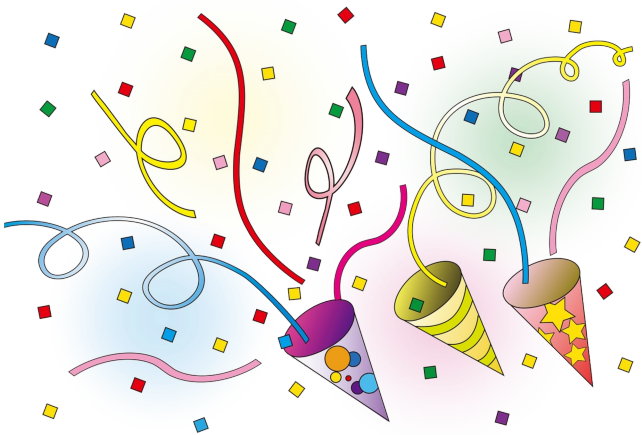


ICP Writes...
ICP June 2022 Milestones

Seung Chheung	18 years
Steve Rutherford	3 years



Above, Steve Rutherford. At left, Seung Chheung



Reth Chey celebrates his milestone anniversary with a gigantic TV! Congratulations, Reth!!



Corporate Writes: SAVINGS—IMPORTANT NEWS

Years of behavioral research have proven that saving is easier if it's automatic. And by automating, you take advantage of a tendency that normally works against you; inertia. Once you commit to diverting 6% of your paycheck into a retirement plan, you're unlikely to go to the trouble to undo it. At companies that automatically enroll new employees in a 401K, 90% of workers participate vs 68% of other companies. Even more important than starting to save is increasing that amount as your income goes up. Committing to automatically save more with every raise yields dramatic results.

~Money



TOO TIRED? DON'T DRIVE!!

Drowsy Driving

Drowsy driving often stems from a lack of sleep. But it can also be tied to untreated sleep problems, some medications and shift work.

Drivers who are sleepy:

- Are less able to pay attention to the road.
- Have slower response time when they need to turn or brake quickly.
- Have poorer decision-making skills.

The signs you may be driving while too tired to be safe are clear. You may find yourself:

- Blinking often
- Yawning
- Missing turns or exits
- Drifting into other lanes
- Driving over the strip at the side of the road

What to Do

If you find yourself feeling sleepy as you drive, pull over to a safe place to take a 20-minute nap or change drivers.

To prevent drowsy driving, remember:

- Drinking alcohol may increase drowsiness and impairment.
- Medicines can cause drowsiness. Read drug labels to check for that potential side effect. And consider using other transportation while taking medicine that makes you less alert.
- Skip driving during the peak sleepiness time (midnight to 6 a.m. and late afternoon).
- Stay aware of signs of drowsiness, especially if you're driving alone.
- Drinking coffee or energy drinks is not always enough to keep you alert. They may help for only a short time. Sleep is the only cure for drowsy driving.

If you have a sleep-health problem, talk to your doctor about treatment plans.

Rockford writes...



SAFETY JACKPOT QUARTERLY DRAWING TIME!!!

Look who's lucky, lucky, lucky! It was time for the quarterly jackpot drawing and Tammy Carley picked Ken Holze's name! Says Ken, "Put a gold star on Tammy's file, she gets points for pulling my name!"

Sorry, Ken, she only gets points if she pulls MY name.

Congratulations to the winner! Let us know what you chose from the catalog and remember, everyone, you can turn those saved Safety Jackpot cards into prizes!

CHRIS CACCIATORE

At left, Tammy Carley and Ken Holze

Memphis writes...

**GET TO KNOW...SOPHIA
DANDRIDGE!**



What's your favorite song? "Love by Keith Sweat"

What's your favorite indoor/outdoor activity? "basketball"

What was your favorite food when you were a child? "pizza"

If you could learn to do anything what would it be? "a millionaire"

If you could choose to stay a certain age forever, what age

would it be? "40 years old"

If you could meet anyone, living or dead, who would you meet? "my son"

What do you want to be when you grow up? "a seamstress"

When you have 30 minutes of free time, how do you pass the time? "clean up"

What's your favorite TV show? "Jerry Springer"

When was the last time you were nervous? "never"

Do you have any pets? "no"

**CADARIUS
MCCOY**

Ripley Writes...

Associate of the Month—July LOVE THE BEACH!



Congratulations to Ripley's Plant 7 Associate of the Month, Ms. Debbie Chipman. Working at Pierce at this time of the year is like "laying out on the sand covered beach"! I'm just missing the beautiful blue water - & does the sweat count? Boy is it HOT at Pierce!! With the current title of Quality Control Lead & Cost

Saver Manager for Pierce & Komatsu, this busy lady keeps things rolling as she monitors and answers all the questions/concerns to keep the shipments and inventory correct. Her Pierce career started in November 2012 as a Label Maker and has excelled to her current leadership position. She has

earned the respect of management of both Pierce and Komatsu is our "go to" person for any issues. Married to her best friend, John, they have two daughters, Stephanie & Tiffany, and they are the proud grandparents of three: 9 & 5 years old grandsons and 2 1/2 year old granddaughter (and boy is she a mess)! She would be amiss if she didn't mention her "baby" - Precious, who loves to ride in the car - a new ride, too - a black 2022 Ford Explorer ST). Spoiling the family with her homemade, lasagna, is a highlight the family enjoys at home, but going to Memphis to eat at Santo (Japanese cuisine) is always over the top. You have earned the title of "Associate of the Month" - we love you, Ms. Debbie!

MIKE MOORE

JUNE ANNIVERSARIES

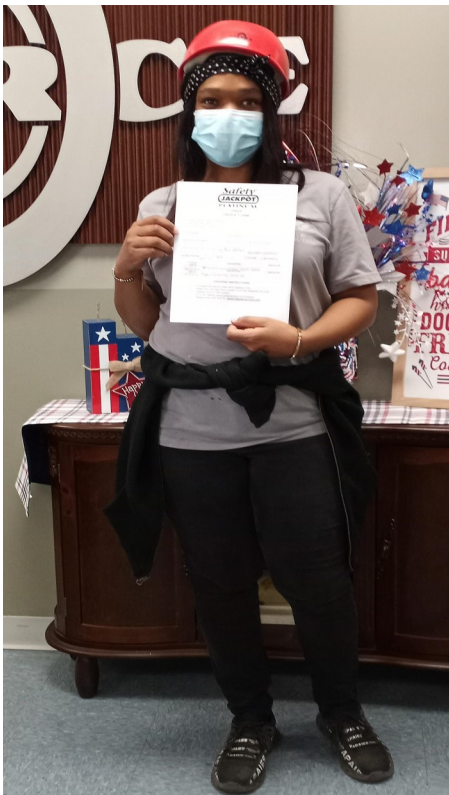
Name	Day	Plant
Jose Ramirez	6/19/95	2
Raul Sanchez Jr.	6/17/03	2
Tony Strawn	6/28/04	7
Seung Chheung	6/7/04	ICP
Stephanie Gill	6/26/06	7
Michael Moore	6/2/11	7
Susan Lovett	6/13/11	7
Dan Tanner	6/16/14	2
Christie Tennant	6/27/16	2
Jose Ramirez	6/28/18	2
Steve Rutherford	6/3/19	ICP

JUNE BIRTHDAYS

Name	Day	Plant
Ondre Monroe	1	7
Erick Fouts	1	ICP
Ray Brown	4	7
Lat Long	5	ICP
Mauro Martinez Diaz	6	ICP
Bertha Gonzalez	7	2
Jeffery Graves	14	7
Kyle Key	16	2
Pearl McGee	16	7
Kimberly Robinson	20	7
Steven Chipman	23	ICP
Heddie Henderson	27	7
Shiman Yee	27	ICP
Nathan Anderson	28	C
Omar Agudelo	30	ICP

Cosandra Walker works in our Quality department. She was the name drawn for the quarterly Safety Jackpot drawing. She chose a Franklin Fun's Outdoor Game Volleyball set!

TRACY SCHMITT



Our C.F.O. Writes...



Wellness & Prevention Newsletter June/July 2022



5 Reasons to See a Dermatologist

Dermatologists are doctors who specialize in treating conditions that involve the largest organ in your body—your skin. According to the World Cancer Research Fund, skin cancer is the 19th most common cancer around the globe. A dermatologist can help you identify skin problems early, long before they advance into more serious problems.¹⁰

Here are 5 reasons to see a dermatologist:

You notice a change in your skin. Whenever you discover an unusual change in your skin's color, thickness, shape, or texture, have it examined by a doctor as soon as possible. Melanoma is the most malignant form of skin cancer, and early detection is critical.

Your skin is itchy. Itchy skin is common with conditions like eczema and psoriasis, but it can also occur with allergies, infections, and environmental exposures. Consulting with a dermatologist can help you determine the root cause of your symptoms, so you can select the best treatment.

You are losing excessive amounts of hair. While dermatologists are most known for treating skin conditions, their expertise also extends to hair and nails. Hair loss is often hereditary, but it can also be related to stress, hormonal changes, and a number of other medical conditions.

You have a rash. Rashes and raised, red areas of the skin could be a sign that something else is going on with your health. Infections, reactions to medications, and even changes in laundry detergents or soap can cause changes in your skin.



You are proactive. Having your skin evaluated regularly is a good act of prevention, especially if you spend a lot of time in the sun or are at high risk for skin cancer. Take advantage of local health screening events or schedule an annual appointment with a dermatologist that is covered under your health plan.

Early intervention is key when it comes to preventing serious skin conditions. Be sure to see your primary care provider or dermatologist whenever you notice changes in your skin.

¹⁰ <https://www.wcrf.org/dietandcancer/skin-cancer-statistics/>

Tony Chiodini

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
Donnell Mann	07/20/14	7
Joella Cook	07/21/14	7
Shiman Yee	07/20/15	ICP
Brenda Combs	07/31/17	2
Misty Kirkpatrick	07/09/18	7
Elvis Pugh	07/29/19	7
Dirk Williams	07/17/21	ICP
Rigoberto H Gonzalez	07/31/21	ICP
Yvette Reymundi	07/24/21	2
Joann Land	07/24/21	7

JULY BIRTHDAYS

Name	Day	Plant
Robert Howell	2	7
Tyler Reed	5	7
Eav Tan	7	ICP
Collin Buzzelli	8	ICP
Brian Goodwin	8	7
Kleiy Koun	9	ICP
Judy Spitson	17	C
Randy Cantonwine	21	ICP
Jessica V Kercado	21	2
Kelvin Cole	26	7

Ripley Cont...



15 YEARS AND GOING STRONG!

On July 2nd, Ripley's Plant 7 recognized Tabitha Chandler as she celebrated 15 years as a member of the Pierce Family. Today, Tabitha, serves as Floor Supervisor of first shift. She well remembers her first days at Pierce as a "temp" working with Jay Hogan & Moe Jordan. Finally, hired full time at Pierce as the Cycle Count Supervisor, she was later promoted to

Tokyo Supervisor. Taking advantage of her leadership skills as the plant closed in Humboldt and moved to Ripley, Tabitha became the Floor Supervisor and continues to serve on first shift and enjoys working daily with 75-100 associates. My supervisors, leads and trainers are a blessing to me as we face the daily challenges of receiving the products and getting the products across "the wall" in a timely manner. Re-

ceiving a Flat Top Grill from Pierce was the highlight of my day as we celebrated the work anniversary. Tabitha continues to be proud of her son, Garret, as he enters his senior year at Dyer County High School. Looking forward to the next 15 years -

CONGRATULATIONS

Tabitha!

MIKE MOORE

Ripley Cont...

THE "BRICKHOUSE" HANGS UP HER DANCING SHOES!



It is with regret we announce the retirement of our friend, Dorothy Rouser, on Friday, July 8th. Ms. Rouser has been a member of the Pierce family since February 2016. She worked in our Service Parts Department on first shift. She "earned" the nickname of "Brickhouse" several years ago when the plant held daily exercise class. We always exercised to "lively musical selections" and when the Commodores famous song, Brickhouse, played, Ms. Dorothy would break out into some pretty significant dance moves to the cheers of fellow associates. From that point on, we (all the associates) referred to her, not as Dorothy, but as BRICKHOUSE! As she begins the next chapter in her life, she plans on doing some travel-

ing and catching up with her relatives - especially her grandchildren. We celebrated with a beautifully cake (decorated in pink) and large punch bowl of cold punch and of course, Brickhouse played in the background. She had special family guest in attendance, her sister and her niece, who presented her with flowers and balloons. Continued good health as you dance on with your life - we will miss you tremendously.

MIKE MOORE



SUCCESSFUL FUND RAISING EFFORTS AT RIPLEY

Ripley's Plant 7 was stunned to receive the news of the death of our 2nd shift Line Lead, Donell Barbee's, 18 year old son, from a gunshot wound. Donell, Jr., the innocent victim and Ripley High School graduate in May 2022, was laid to rest on Saturday, July 9th. Donell needed assistance with burial expenses and our Pierce family (as well as our Komatsu family) sprang into action to assist. In less than a week's time, on Friday, July 8th, the winner of our raffles included Ondre Monroe (winner of the TV and also the donor of \$300) and Debbie Chipman (winner of a day off). PROUD to say our little plant raised \$1,302.75 with our President, Kevin Hogan, agreeing to match our efforts. We love you and your family, Donell – please accept our deepest sympathy.

MIKE MOORE



Above: Donell Barbee with Second Shift Supervisors Janice Rice and Susan Lovett

Ripley Cont...

ALL GOOD THINGS MUST COME TO AN END



Ripley's Plant 7 bid Ray Brown farewell on Friday, June 30th. With a beautiful cake commemorating 15 years of employment and a gift of a Flat Top Grill, Mr. Brown departed for another chapter in his life. He and his lovely bride, Annette, plan on traveling and visiting with family and friends for the next few months. Ray, Line Lead in Woodshop, has been a permanent fixture and simply can't be replaced. His Supervisor, Tony Strawn, was sad to see him leave, but wishes him the best in his retirement years. During the reception, Ray shared memories with fellow associates and thanked everyone for all the support he had received during his many years with the Pierce family. Continued good health and best wishes to our friend, Ray – we will miss you, but will always cherish our friendship!

MIKE MOORE

GREAT EATS!



Ripley Cont...

Ripley's Plant 7 honored its associates the whole week of July 25th as we "Celebrated Associate Appreciation Week". On Monday associates were treated to cold & mouth watering fresh watermelon. Mempo's (ice cream) were served on Tuesday afternoon. On Wednesday lots of flavors of shaved ice were available to our employees delights. Thursday, we took a more serious turn and grilled hotdogs, chips, homemade corn salad and a large variety

of cookies. And we really showed out on Friday by grilling a second day with hamburgers and all the trimmings that included chips, homemade baked beans (6 gallons) with ice cold beverages. We do appreciate our associates and especially during this hot & humid weather. Special "thank you" to our supervisor who went "way & above" to make this event possible. Let's do it again, soon!!

MIKE MOORE



Ripley Cont...

