



October / November 2022

Pierce Distribution Services Company

Kevin Hogan Writes...

As I write this article, we are preparing to start our fall trip which will include spending a couple of weeks at Ripley, Tennessee before heading to Illinois to spend some time with my new grandson and spend a week at the Corporate Office for yearend meetings etc... When we leave Illinois, we will head back to Ripley where we will stay until the end of the year. This will be a driving trip subject to weather conditions.

I was advised that we have a new dealer return customer in Rockford that will be managed by General Manager, Larry Hickey, and his team. This is great news.

I know that Tim, Dino, and Jason are working hard to secure new business.

We are still trying to finalize the agreement to buy the South Carolina business that will be a welcome addition to Pierce Team.

I wish everyone celebrating a Birthday in November & December, a Happy Birthday...

I would like to recognize November Anniversaries.

We have two milestone anniversaries in November. Kelvin Cole (Ripley) celebrates 10 years on November 6th and Judy Spitson (Corporate) celebrates 45 years on November 16th. We had three no-

table anniversaries in November, Lois Patmythes celebrates 12 years on November 12th, Kristi Taylor (Ripley) 27 years on November 13th and Dino McNabb (Corporate) 33 years on November 13th.

We have three milestone anniversaries in December, Niah Gordon (ICP) 5 years on December 18th, Barbara Benitez Gonzalez (Rockford) 5 years on December 18th and Chris Cacciatore (Corporate) 15 years on December 31st.

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...





ICP Writes...

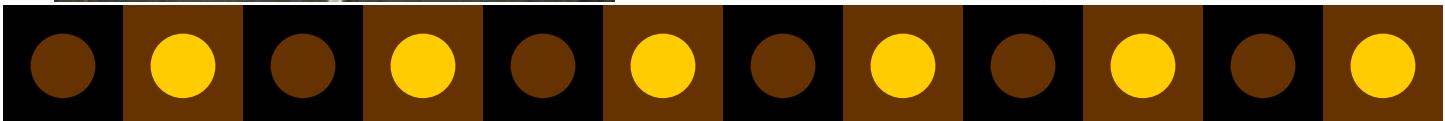
ICP NOVEMBER MILESTONES



Richard Palm, 3 years!



Jason Bignall, 6 years!



Have you felt tired this week? If so, the problem might not be that you're getting too little sleep—it could be that you're getting the wrong kind of sleep. Disorderly sleep (not enough some nights, too much others) is a recipe for exhaustion, volatile moods, and unproductive workdays. How can you establish a more consistent sleep schedule? The answer is painfully simple—and for many of us, painfully difficult to implement: You need a bedtime. The good news? Choosing the right bedtime only requires some quick math. Start by deciding when you need to wake up most days. Subtract seven or eight hours, depending on how much sleep you think you need. If you want to get up at 7 am, your bedtime should be 11 pm or 12 am. To hold yourself accountable, set a "wind-down" alarm for 30 minutes or an hour before your bedtime. Stick to it for a week. This week's fatigue will be last week's problem.

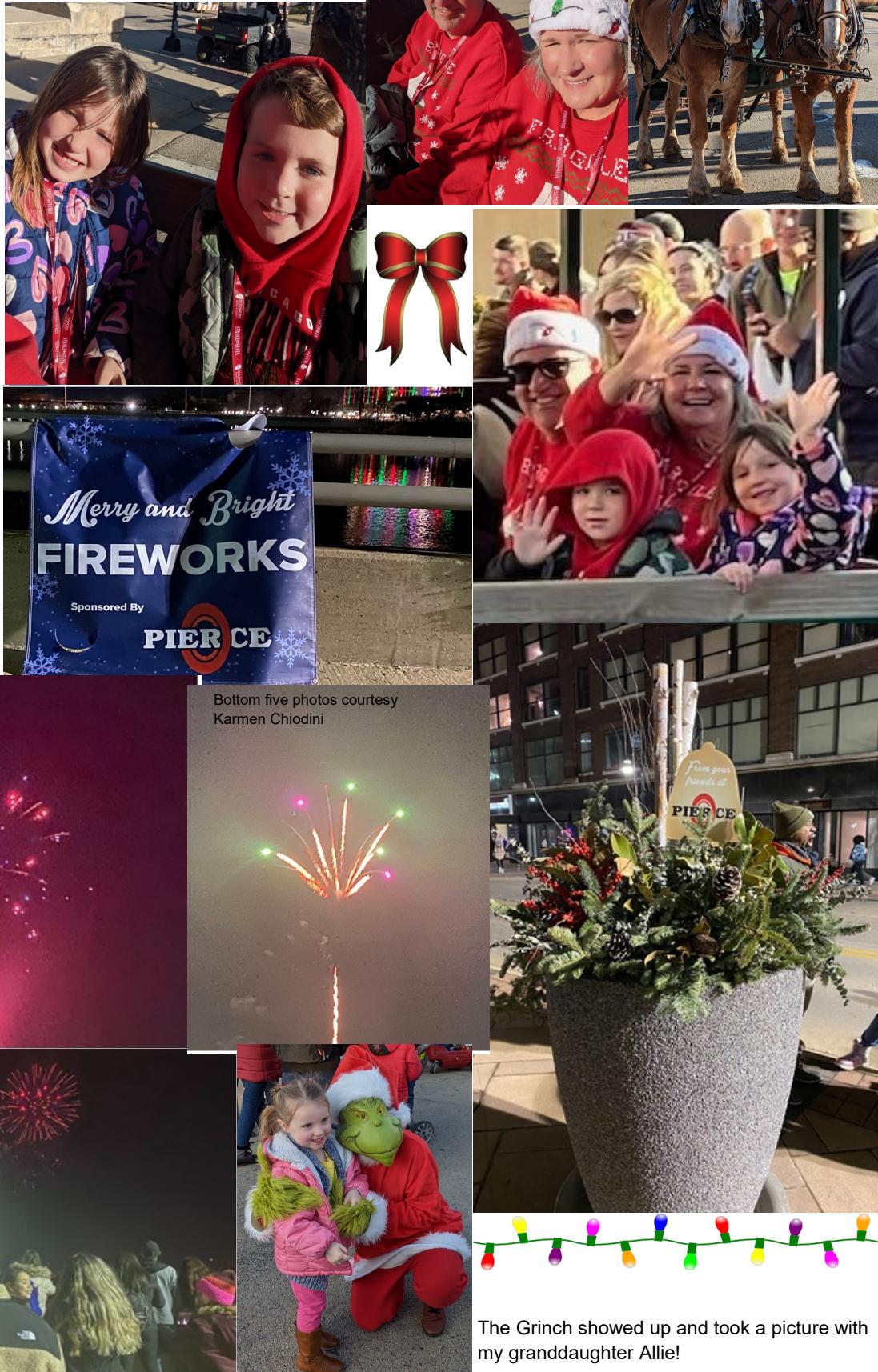
This tip is adapted from "[Why You Need a Bedtime](#)," by Laura Vanderkam

Corporate Writes...

STROLL ON STATE!!

This past Saturday November 26 was Rockford's Stroll on State. It's the kickoff to the holiday season. Downtown Rockford is decorated and festive for the holiday season and there's a huge parade. After the parade, people can stroll around and visit different food and drink vendors (hot buttered rum, anyone?) and take advantage of Small Business Saturday. For the past several years, Pierce Distribution has been sponsoring the fireworks at the end of the evening for Stroll on State. Part of the parade is horse drawn wagons, and my husband Joe and I were lucky enough to get to take two of our grandchildren (Shawn and Sophia, both 6) on the wagon for the parade!

CHRIS CACCIATORE



Corporate cont...



Tony Chiodini

GRATITUDE JOURNALING & YOUR HEALTH

Gratitude journals have become popular in recent years. This might be due, at least in part, to the wealth of research showing a beneficial link between journaling and health.

Researchers define gratitude journaling as "writing on a regular basis about things, people and events one feels explicitly grateful for". The format isn't as important as the consistency of practice. Here are just a few ways gratitude journaling can support your wellbeing:

Improved sleep

Gratitude journaling has been associated with better sleep. In one study, researchers found that journaling for two weeks improved sleep quality. If you struggle with falling or staying asleep, journaling about

Well-Being Website Nov/Dec 2022

Each month Gallagher 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.

what you are thankful for might be a helpful strategy.

Reduced inflammation

Another study found a link between gratitude journaling and reduced biomarkers for stress and inflammation. This is important because inflammation has been tied to an increased risk for heart disease and other chronic conditions.

Reduced aggression

Keeping a journal may also help reduce aggression related to hurt feelings. Some research suggests that gratitude journaling is protective against the kind of emotional distress that often leads to aggressive reactions.

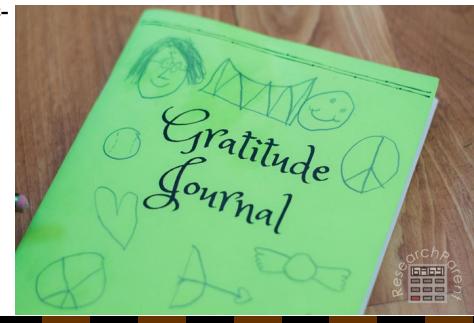
Increased optimism

Increased optimism has been tied to journaling as well. Focusing on what you are grateful for helps you see the positive aspects of your life more clearly.

Strengthened relationships

There is also evidence that gratitude journaling can improve the quality of relationships. People who express gratitude frequently tend to feel more comfortable voicing concerns earlier in relationships. This helps resolve issues before they become a bigger problem.

In summary, numerous studies have shown that gratitude journaling has the potential to improve emotional wellbeing, quality of life, relationships, and overall life satisfaction. To better support your wellbeing, and the wellbeing of the people you care about, express gratitude often.



Memphis Writes...



Some awesome costumes from our Halloween celebration in Memphis, (Andrea Salinas and Samantha Castro) and check out these Halloween jack-o-lanterns!



Memphis Cont...

“We do whatever it takes”



IT'S A TEAM EFFORT!

Plant 3, Memphis, won first place in the Millennium Captive Insurance Co. in 2021 for “outstanding safety performance and the highest awards program points for the intermediate member category” The Memphis associates, along with John McNabb and Tracy Schmitt, celebrated their victory with a catered lunch for everyone.





Birthdays and Anniversaries ...

NOVEMBER BIRTHDAYS



Name	Day	Plant
Terry W. Haymon	11/16	7
Jorge Perez Diaz	11/17	2
Anthony Miller	11/18	2
Frances Brent	11/18	7
Marva Carmichael	11/21	2
Martin Bautista	11/27	ICP
Jon Munchus	11/29	ICP

DECEMBER BIRTHDAYS

Name	Day	Plant
Barbara B Gonzalez	12/02	2
Kristi Taylor	12/06	7
Judi Guenther	12/08	2
Janice Rice	12/09	7
Mary Smith	12/10	7
Mike Moore	12/15	7
Lisa Finch	12/15	7
Elvis Pugh	12/15	7
Riley Little	12/15	7
Timothy Currie	12/16	7
Kevin Hogan	12/17	C
Jose Ramirez	12/20	2
Dennis Gardner	12/20	7
Mary Brown	12/22	7
Gabe Lefebvre	12/25	7
Kimani Arnold	12/25	7
Walter Long	12/27	7
Katanna Puckett	12/29	2



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
Kelvin Cole	11/06/12	7
Jason Bignall	11/07/16	ICP
Richard Palm Jr.	11/19/18	ICP
Barbara B Gonzalez	11/18/19	2
Brenda Combs	11/18/19	2
Sara Stanley	11/25/19	3
Billie Gaines	11/02/20	7
Wayne Goodwin	11/02/20	7
Anthony Miller	11/09/20	2
Frankie French	11/06/21	2
Katanna Puckett	11/06/21	2
Brian Goodwin	11/06/21	7
Kimberly Bailey	11/27/21	7
Travon Nixon	11/27/21	7
Rashell Sanchez	11/27/21	7

DECEMBER ANNIVERSARIES

Christine Cacciatore	12/31/07	C
Robert Howell	12/08/14	7
Anthony Turner	12/08/14	7
Willie Hancox	12/05/16	7
Rosa Temple	12/05/16	7
Stefan Curtis	12/12/16	7
Niah Gordon	12/18/17	ICP
Barbara B Gonzalez	12/18/17	2
Travis Crook	12/09/19	7
Dorothy Toomes	12/09/19	7



**HAPPY
ANNIVERSARY**



Ripley Cont...

Ripley's Very Own - Believe Him or Not!

Yes, James! You have been selected as Associate of the Month. Nominated by your fellow 1st Shift Supervisor, Tabitha Chandler, this recognition has been a long time coming. James can do it all - a full time Pierce associate since March 2011 (almost 4 years as a temp). Meeting the challenges of leading 100+ associates, James has demonstrated his leadership skills time after time - he makes it happen. Thanks, James for your dedication to Pierce. (Now, you can "legally" park in the designated Associate of the Month parking space).

MIKE MOORE



"I Am Shy"

Congratulations to Cosandra Walker who has been selected as our Associate of the Month. On October 8, 2012, Ms. Walker began as a temporary associate through Metro Industrial. She was hired as a full-time Pierce Associate on December 8, 2014. Starting out in Service Parts, she trained with Rashell Brewer and loved it. Later she helped out as a Label Maker in Tokyo and now is a member of our first shift Quality Control team. Supervisor, Tabitha Chandler, bragged on how she appreciates Cosandra helping out in both Allocations and Receiving departments - I appreciate her willingness to help me out when I am short-handed in other departments - she "makes a difference"! During our conversation, I learned that Cosandra describes herself as being "shy". Never would I have identified her as a shy person. Cosandra and her family attend Fountain Of Life Church in nearby Halls where her cousin is the Pastor. Cosandra grew up in Henning as the youngest of 7 kids (3 brothers and 3 sisters) and now resides in Ripley. She is a 2002 graduate of Ripley High. She is a proud mother and supporter of two children. Zayden is a 10 year old athletic young man who plays all sports, baseball, basketball & football (no soccer); Zoe is 7 and the "cheerleader" of the family! I don't enjoy cooking, but I keep my family fed. Keeping up with the kids in all their activities keeps her busy, but the family does find time to ride 4-wheelers as a family activity. Her last statement, "Does winning associate of the month entitle me to a raise? I need a raise!"

MIKE MOORE



Associate of the Month, James Story





Ripley Cont...

TRACY SCHMITT

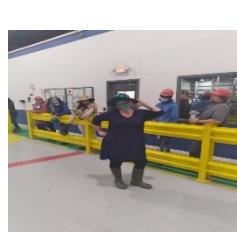
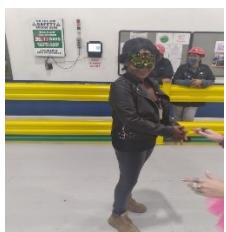
We had a busy, fun filled day here in Ripley for Halloween with costumes, pizza, candy, and finishing up with our Safety Jackpot Cash Grab. There were a lot of unique costumes; Beetlejuice even joined the party!

It's SHOWTIME!!

Our first shift costume contest winners were Ondre Monroe in 3rd place as a bounty hunter. Ms. Dorothy Toomes landed 2nd with her Unknown Panther costume, and of course Beetlejuice AKA James Story worked his magic and came in first.



There were quite a few costumes to choose from on our second shift. All the costumes were great! James Siewell came in 3rd place as a scary Demon. Keyonna Woods came in 2nd as a spirit filled Cheerleader. Joann Land placed 1st for her Scarecrow costume. They all looked amazing.



Mark Strawn provided a tasty lunch for both shifts. Everyone enjoyed feasting on the pizza



MONEY-MONEY-MONEY-MONEY!!!! Our Safety Jackpot winner for the cash grab was Ms Mary Brown. Mary won \$100.00. Congratulations Mary; Safety First is her motto.



Ripley Cont...

REAL MEN ROCK PINK



Yes they Do! Thank you to Ripley's Woodshop associate, Stefan Curtis, for his participation in our Annual Think Pink observance on Friday, October 28th. His shirt says it all! Many associates "sported" their pink to support those who have been affected by the dreaded cancer and especially to those cancer survivors. Sending HUGS to everyone for their support and especially those affected. Great Job Ripley!



Ripley Cont...

RIPLEY'S ANNUAL FLU SHOT EXTRAVAGANZA

Moaning, groaning, shouting & OH my! These were some of the words used to describe our FREE FLU Shots at our plant on October 18th for both shifts. Thirty two associates participated in the well-organized event, thanks to Misty Kirkpatrick who jumped in and made the event timely and successful. Ms. Taylor from West TN Healthcare was our nurse and she did a wonderful job (joined in the fun telling associates this was her first time to give shots & the looks she received from associates were priceless) The loudest shouting came from the winner of the Visa Gift Card, Donna Sangster. After receiving a lollipop at registration, participants were invited to put their name in the hat and the winner was chosen. As Ms. Donna explained, "it was worth it all". BIG thanks to Pierce for sponsoring this worthy event.



MIKE MOORE

