



DISTRIBUTION

Pierce Distribution Services Company

Kevin Hogan Writes...

We are moving into fall and that means it is time to travel. We will be driving to South Carolina with a stop outside Chicago to see our grandson, Paul Thomas. It also means during the month of October, November, and December, I will split my time at Ripley Tennessee, Memphis Tennessee, and our Illinois facilities. We drive more these days with all the delays and cancellations by the airlines which makes flying less enjoyable. Actually, flying has never been en-

joyable for me.

Tim Charles, Dino McNabb and Jason Smith keep working on new business.

Tony continues to negotiate with the South Carolina company wanting to join the Pierce family of locations.

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

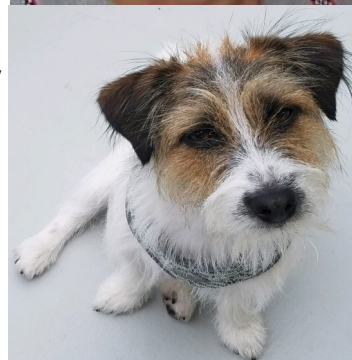
I would like to recognize October Anniversaries.

We had no milestone anniversary in October. We had six notable anniversaries in Octo-

ber, Heddie Henderson (Ripley) 11 years on October 17th, Mark Powell (Ripley) 11 years on October 17th, Jason Howell (Ripley) 13 years on October 7th, Larry Hickey (Rockford) 16 years on October 23rd, Janice Rice (Ripley) 16 years on October 30th and Tracey Strawn (Ripley) 26 years on October 4th.

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

Kevin Hogan



**Russel's Words
Of Wisdom...**

**"I have stood
on a mountain
of no's for one
yes."**

~Barbara Elaine Smith

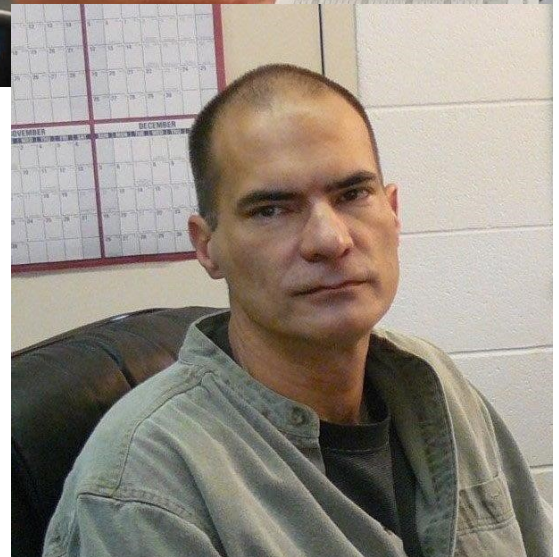
ICP Writes...

ICP SEPTEMBER 2022 MILESTONES

Jon Munchus	26 years
Randy Cantonwine	12 years
Martin Bautista	6 years
Collin Buzzelli	2 years
Gabriel Lefebvre	2 years



CLOCKWISE FROM TOP RIGHT: Jon Munchus, Randy Cantonwine, Collin Buzzelli, Gabriel Lefebvre, and Martin Bautista



HAPPY ANNIVERSARY

ICP Cont...



Above: Espee Flowers

Top left: "Good boi" Apollo & Erick Fouts

At left: Seung Chheung & Jon Munchus



Rockford writes...



Living in Northern Illinois, you hear people refer to the "dog days of August". 2022 gave new meaning to that phrase. Hot, humid days started in June and ran well into September. What hits the spot on a hot summer day? Ice cream. A local ice cream truck stopped here. It was a big hit. Larry bought a treat for everyone; that was much appreciated! Thank you Larry!

LOIS PATMYTHES

Ripley Writes...

"SHE WALKS THE WALK"



Jerry Hankins & Teresa Scott: friends forever!

Congratulations & Best Wishes to our newest Associate of the Month, Ms. Teresa Scott. Ms. Teresa has been with Pierce for over 10 Years. She was hired to work in the Kits Department and drove from Ripley to Humboldt, TN for nearly a year before the plant moved to Ripley and now enjoys working in Service Parts and helps train new associates. A native Lauderdale Countian, a 1980 graduate of Ripley High School, she and her 10 siblings grew up in Ripley and the family have been faithful members of Springhill Baptist Church. Ms. Teresa is the youngest child and has fond memories of family gatherings and big meals. My faith has certainly gotten me through some challenging circumstances for over 60 years. I get up every morning and pray - thanking the good Lord for blessing me and my family - I have lots of nieces and nephews and they all have children and grandchildren - it's a bunch of us. I love to travel to visit the family. I love my church! I realize now how close I am to God as I get older. I have made it through the pandemic - mentioned in the Bible, and know how blessed I am. Love everyone, not necessarily their ways, but love them as individuals - my advice: Never hold grudges - tomorrow is not promised. Besides shopping, I love watching HGTV - especially the two guys from Detroit (Bargain Homes) who remodel low income homes and sell them to deserving tenants. I can cook, but not like I used to. My family loves for me to cook my famous pound cake - it's easy and they seem to enjoy it - sounds good! Congratulations - We love you Ms. Teresa!

Mike Moore



Pictured at left: Mary Brown, Teresa Scott - Associate of the Month, & Donna Sangster

Ripley Cont...



RIPLEY ASSOCIATES ROCK

When the going gets tough, the Ripley associates respond in a BIG way! First shift associate, Heather Wagner, is dealing with a devastating health issue, but she is not going to let it get her down. And neither are the associates as a campaign was quickly organized to raise funds for her living expenses as she unexpectedly had a foot amputated due to a diabetic issue. This response from our Ripley team members can be classified as "phenomenal". After our associate's raffle (ice chest, double swinging chair & employee day off), a total of \$1,127 was donated to Ms. Heather and her family. What a joy to announce that our President, Mr. Kevin Hogan, agreed to match our fund-raising efforts. Heather is anxiously waiting for her doctor to release her to return back to work.

Thanks Ripley associates for all you hard work!

Mike Moore



Ripley Writes...



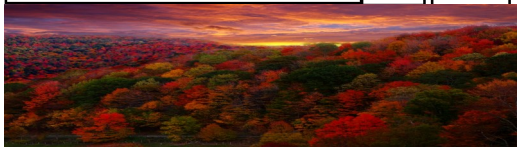
“NEON’S” FIRST GREAT GRANDSON

Smiling “ear to ear” is first time Great-grandmother, Linda Rhyne. Linda, a forklift operator, in Ripley’s Pierce plant is beaming with PRIDE at the birth of Chase Emmette Smith on October 7th. Big guy Chase came into the world weighing 7 pounds 15 ounces and 20 inches long. Chase is son of Linda’s granddaughter, Kelsea Brooke Vaughn. Kelsea named Chase after Linda’s brother, Emmette, who passed away several month’s ago. Emmette & Kelsea had a great relationship and Kelsea wanted to keep his memory alive by naming Chase after the favorite uncle. Linda shared that her other grandchildren call her “Neno” and she is sure Chase will follow the tradition. Congratulations to all!



OCTOBER BIRTHDAYS

Name	Day	Plant
Willie Hancox	2	7
Kimberly Bailey	3	7
Jimmy Dozier	3	7
Johnny Moore	4	7
Horn Choup	4	ICP
Anthony Turner	5	7
Maria Medrano	6	2
Dino McNabb	11	C
Sylvia Davis	14	C
Christie Tennant	17	2
Cosandra Walker	17	7
Gregory Jackson	17	7
Melissa Robinson	18	7
Christine Cacciatore	25	C
Balinda Mayfield	29	7
Leslie Mayberry	29	7
Joella Cook	31	7



OCTOBER ANNIVERSARIES

Name	Day	Plant
Tracey Strawn	10/4/1996	7
Jason Howell	10/7/2003	7
Larry Hickey	10/23/2006	C
Janice Rice	10/30/2006	7
Heddie Henderson	10/17/2011	7
Mark Powell	10/17/2011	7
Calvin Wainwright	10/21/2013	7
Lat Long	10/31/2016	2
Ryan Klutts	10/01/2018	ICP
Paula Brockwell	10/01/2019	7
William Martin	10/21/2019	2
Rita Huggins	10/01/2021	7
Sophia Dandridge	10/25/2021	7
Margarita Pena Figueredo	10/25/2021	3
		3

Our C.F.O. Writes...

Being Active Does More than Keep Your Body Fit

Exercise is critical to staying healthy and having a better quality of life as you age. Regular activity helps you:

Live longer. Exercise helps lower your risk of death from all causes.

- Maintain a healthy weight. Carrying too much weight, or not enough, can raise your risk for many serious health issues.
- Keep muscles and bones stronger and your body functioning better as you age. That means you can lower your risk of injury and maintain your independence as you get older.
- Reduce fatigue so you have more energy to do the things you want to do.

Sleep better.

Possibly improve or maintain cognitive function.

But getting regular exercise doesn't just help your body. It also supports emotional and mental health. The National Institute on Aging says physical activity can help:

- Reduce feelings of depression and stress.
- Help your mood and overall emotional well-being.
- Boost your energy level.
- Make you feel more in control.
- Help you feel more connected if you work out with friends.

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Think you're too old to start being more active? Learn how older adults can safely be more active and what kinds of activity are most helpful.

If you're just starting to be active or increasing your activity level, talk to your doctor first to make sure your plan is safe for you.



Tony Chiodini