



October/November/December 2023

Pierce Distribution Services Company

Kevin Hogan Writes...

Well, Halloween is past us and we are approaching Thanksgiving. Russell just had his spa day, so he looks good for Holiday. All plants seem to be busy except for the Rockford facility. Tim Charles and Andy Oltremari are pursuing new opportunities.

Dino and Jason are coming to visit the Dupont plant in December. We are planning on having dinner together. I am planning on visiting that plant once my Physical Therapy is done. I am also looking to visit ICP.

We recently had some excitement here in Washington. My neighbor's house built in 1893 had a chimney fire which took their house. Fred was home and Michelle wasn't there. My buddy (Darnell) from California was here working and staying with us. He leaped into action while I called 911. He took our hoses and sprayed down the trees between our houses to keep it from spreading to our home. Then Darnell started to spray the fire. Fred joined him with his hose until the fire department arrived. It was a 3-alarm fire. I was told by 911 to evacuate but we didn't. Darnell

was going to tell us when to leave since he was fighting the fire with Fred. The Fire Department arrived to suppress the fire, but it is a total loss. They had a wood burning fireplace but hadn't cleaned it in 10 years. If you have a wood burning fireplace, please have the chimney cleaned at least once a year. The neighborhood came together to find them a studio apartment while they stayed 6 days at our house. I got with a local owner of a bar/restaurant to put together a clothing drive. It was very successful and now they have some clothes. Another neighbor started a "Go Fund Me" account. Too much excitement for us.

I would like to wish a Happy Birthday to all celebrating Birthdays in November, December and January.

We had one milestone anniversary in November, Richard Palm (ICP) 5 years on November 19th. We have four notable anniversaries, Lois Patmythes (Rockford) 13 years on November 12th, Kristi Taylor (Ripley) 28 years on November 13th, Dino McNabb (Corporate) 34 years on No-

vember 13th, and Judy Spitson (Corporate) 46 years on November 16th. Between Lois, Kristi, Dino, and Judy, there 141 years of experience. Wow!

We had no milestone anniversaries in December, but we have one notable anniversary, Chris Cacciatore (Corporate) 16 years on December 31st.

We had no milestone anniversaries in January but four notable ones Leticia Medrano (Rockford) 17 years on January 29th, Tim Charles (Corporate) 18 years on January 23rd, Mark Strawn (Ripley) 21 years on January 20th and Moe Jordan (Memphis) 28 years on January 29th.

We would like to thank all Pierce Associates who are celebrating anniversaries for your commitment and dedication to Pierce.



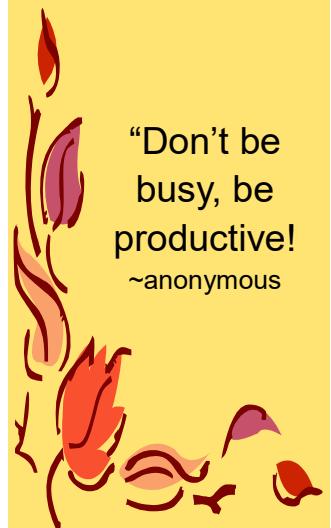
KEVIN HOGAN



Katie Ward & Bob Hogan (Belvidere West) were married on August 3rd in Oceanside, California where they reside. Congratulations to the happy couple!



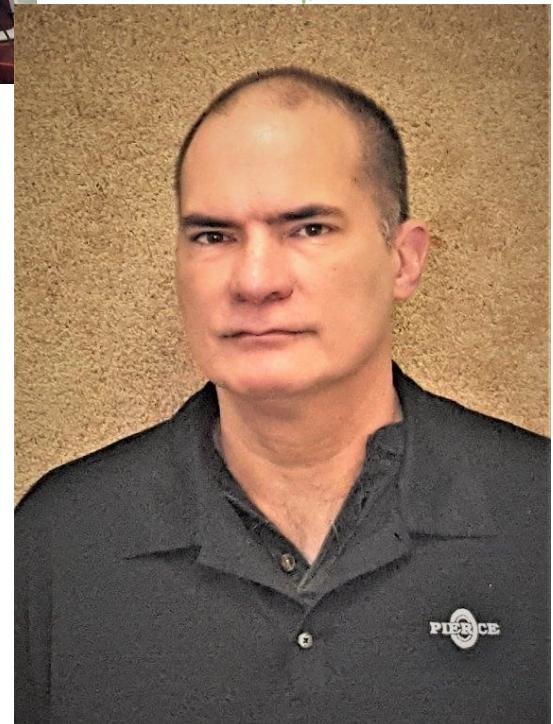
Russell's Words Of Wisdom...





ICP Writes...

ICP September and October MILESTONES



RANDY CANTONWINE – 13 YEARS

ICP Cont...

Last evening at the Pacific Northwest Defense Coalition (PNDC) annual dinner, this was awarded to me. To say I was surprised does not really convey my feelings.

Sadly, my friend Les de Asis passed away in 2020. To honor his memory, PNDC introduced the annual "Les de Asis Annual Defense & Security Leadership Award".

For those not familiar with PNDC: in 2005, Les de Asis, Founder and CEO of Benchmade Knife Company; Clackamas County Commissioner Martha Schrader (Her spouse Kurt was in the US House of Reps for 14 years); Chandra Brown, Vice President of Oregon Iron Works (now Vigor Industrial); Rick Williams, retired Navy captain and director of the Columbia Region at SAIC; and former OECO President Barry Hendrix gathered to plan how to assist Pacific Northwest defense suppliers. Their original vision of having regular government contracting training and business-to-business networking events continues to this day. What began as a coalition of just a few companies has grown into a strong association of over 300 Northwest defense and security industry businesses.

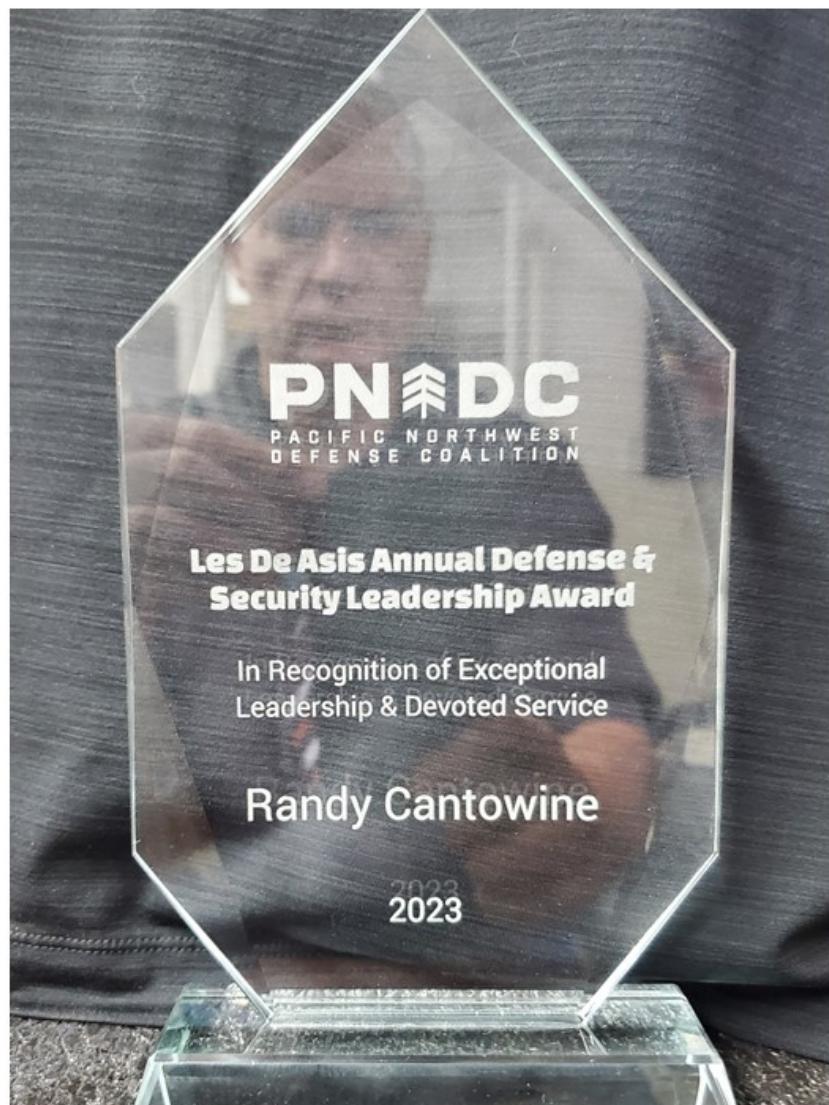
<https://www.pndc.us/>

You may remember ICP is a near founding member of the PNDC, ICP having been involved for 17+ years of the organization's 18-year history.

Our participation has given us some great exposure.

I have served as a marketing/membership committee member and then committee chairman. After that, I served four years on the Board of Directors, with two years on the Executive Committee (Treasurer). I rotated off the board at the end of last year. It was an unusually "hands on" time for the board as our Executive Director retired, followed closely by covid... Because of covid, the Executive Committee (Ex-Com) choose not to immediately replace the Executive Director. This required the Ex-Com to spend more time managing the staff than we preferred. We eventually promoted the Marketing Director to Exec Director, and she has done very well.

RANDY CANTONWINE



Congratulations, Randy!





Corporate Writes...



Well-Being Website Oct/Nov/Dec 2023

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.

Tony Chiodini

In a world that often glorifies constant hustle and busyness, the concept of napping may seem counterintuitive. However, research suggests that taking short naps, commonly known as power naps, can have numerous benefits for both physical and mental well-being.

The Power of Short Naps:

Power naps typically last anywhere from 10 to 20 minutes, allowing individuals to experience the benefits of rest without entering the deeper stages of sleep. This short duration prevents the grogginess often associated with longer naps and makes it easier to integrate into a daily routine.

Enhanced Alertness and Performance:

One of the primary advantages of power napping is its ability to enhance alertness and cognitive performance. Studies have shown that a brief nap can improve memory, focus, and overall cognitive function. As a result, individuals who incorporate short naps into their day may find themselves

more capable of tackling tasks with renewed energy and efficiency.

Mood and Stress Management:

Napping has also been linked to improvements in mood and stress reduction. Taking a short break to rest can help reset the mind, reducing feelings of irritability and fatigue. This, in turn, contributes to better emotional well-being and resilience in the face of daily challenges.

Physical Health Benefits:

Beyond mental advantages, short naps can offer physical health benefits. They have been associated with lower blood pressure and reduced risk of cardiovascular issues. Additionally, napping may help regulate hormones related to stress, contributing to an overall healthier lifestyle.

Tips for Effective Power Napping:

Keep it short: Aim for a nap duration of 10 to 20 minutes to avoid entering deep sleep cycles.

Choose the right time: Opt for early afternoon when many people naturally experience a dip in energy levels.

Create a comfortable environment: Find a quiet and dimly lit space for optimal relaxation.

Be consistent: Establish a regular napping routine to maximize its benefits without disrupting nighttime sleep.

Conclusion:

In a society where time is often seen as a limited resource, embracing the power of short naps can be a game-changer. Far from a sign of laziness, incorporating brief moments of rest into our daily lives can lead to increased productivity, improved mood, and better overall health. So, the next time you feel the afternoon slump, consider taking a short nap—it might just be the key to unlocking your full potential.

Corporate Cont...

Pierce Distribution helps sponsor the Stroll on State event in Rockford every November, and this year Joe and I volunteered to be little elves & help prepare. Joe went with the guys to cut down branches to place around the parade route, and I painted giant lollipops with fresh paint. It was fun!

CHRIS CACCIATORE



Memphis Writes

The year is coming to a close and everyone is excited about the Xmas holiday. Plant 3 celebrated by decorating the break-room and hanging door coverings, ending with a Xmas luncheon with some ham , roast beef, and a slew of side dishes. It was a fun and festive week for the plant and everyone shared in the Xmas spirit. Everyone seems to excited about closing the year out and heading into the new year!



CHRIS WRIGHT





Rockford Writes...

SAFETY SLOGAN WINNER—Courtney Fugate!

"We do whatever it takes" to keep safety your number 1 priority. The plant 2 safety slogan winner was Courtney Fugate with her submission of "There's a good chance an accident brought you into this world, don't let one take you out". Congratulations Courtney! Don't mistake repetition for safety. All too often we say things like "I know what I'm doing" or "I've done this a million times". Just when you think nothing is going to happen is when it does. We need to keep our minds focused on the process not the finished product. You'll never make it home at the end of the day if you don't stop at every red light and stop sign or if you go straight instead of turning on your street. The process is what gets you to where you want to be. It's what keeps you safe. If you cut out a piece of the process it might just cut out a piece of you. Stay safe, stay alert and stay healthy!



AND SPEAKING OF SAFETY...



More fun at Plant 2. A #27,500 part worth \$400,000 for Komatsu was pulling out and the driver ran over the rock and it flipped him. The news had it on Facebook within a couple of hours.

KEN HOLZE



LARRY HICKEY



Ripley Writes...

We had a special visitor at plant 7, Ripley that came to deliver candy canes for Christmas.

Leo is the son of Heather Arwood of Komatsu.

The cutest Santa we have seen this year!!

TRACEY STRAWN

Ripley Cont...

Not Gonna Have a Bad Day

Ripley's Plant 7 is proud to announce our Associate of the Month for October is 2nd shift's Tyler Baxter. Tyler has been with Pierce since November 2022. He is a prominent team member in our Allocations Department. Those of us who know and appreciate Tyler are lucky & fortunate to be his friend. Always smiling and always hanging with friends, Tyler is really "kinda laid back" and full of himself. Caring for his sweet Mom, who recently was diagnosed with cancer, has become his priority. The treatments have really been difficult for her and the family has stepped forward to assist her in this courageous battle. Our prayers are with you and your Mom! You've got this!



MIKE MOORE

L-R Supervisor Susan Lovett, Tyler Baxter, and Supervisor Janice Rice

"Surprise Surprise!"

On October 1st, Ripley's Ryan Klutts celebrated his 5 Year Work Anniversary. Ryan, a trusted forklift operator in our Woodshop department, was surprised at the anniversary of being with us 5 years. Time flies when you are having fun! Thanks, Ryan, for being a team player & we appreciate you for your continued service.



MIKE MOORE



In the Ripley, TN plant our associates are used to seeing cotton in the fields of our agriculture community. We are proud to have over 40,000 acres of cotton in our little county of Lauderdale. This cotton is our "Bread & Butter". We often take all this cotton for granted. As for me and

my family, I was raised on a cotton farm with my parents working over 3,000 acres of cotton; planting, chopping and hand picking of cotton in the early years. Later, we were able to purchase 4 row cotton pickers (and always John Deere) to make the job easier. Be thankful for that cotton

shirt you have on – lots of hard work was involved, lots of life-time lessons learned. What a blessing!

MIKE MOORE

Ripley Cont...

ALL THAT COTTON...ALL READY TO GO!



BIG MONEY, NO WHAMMY!!

This year our Safety Jackpot Cash Grab winner is none other than Misty Pitman. Misty pulled \$100.00 from her grab and is very happy with her extra Christmas cash. Congratulations Misty!!

Also, congratulations go out to Taylor Schmitt as well for her winning Safety Slogan. Lift with your back & You'll hear it crack. Thank you all who participate in our safety program activities. Let's continue the safety first mindset in the upcoming year.





Birthdays and Anniversaries ...

NOVEMBER BIRTHDAYS



Name	Day	Plant
Randy Terrile	11/2	10
James Story	11/3	7
Roger Williams	11/5	2
Sabrina Scallions	11/9	7
Michelle Allen	11/11	7
Raul Sanchez	11/12	2
Tyler Baxter	11/12	7
Yvette Reymundi	11/13	2
Antonio Leach	11/15	2
Terry Haymon	11/16	7
Jorge Perez-Diaz	11/17	2
Anthony Miller	11/18	2
Frances Brent	11/18	7
Julius Robichaud	11/25	8
Jon Munchus	11/29	ICP

DECEMBER BIRTHDAYS

Name	Day	Plant
Kristi Taylor	12/6	7
Jack Giersch	12/8	8
Janice Rice	12/9	7
Mary Smith	12/10	7
David McNeil	12/10	ICP
Michael Moore	12/15	7
Lisa Finch	12/15	7
Elvis Pugh	12/15	7
Deana Littles	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
Joshua Siders	12/22	3
Christopher Eadler	12/23	2
Gabriel Lefebvre	12/25	ICP
Walter Long	12/27	7
Wendy Delgado	12/28	3
Shawn Tillman	12/29	8

JANUARY BIRTHDAYS

Name	Day	Plant
Samantha Stenson	1/3	7
Phillip Houston	1/3	7
Rosalind Alexander	1/8	7
Aaron Casey	1/11	ICP
Billie Gaines	1/12	7
Jose Benavidez	1/16	8
Misty Kirkpatrick	1/17	7
Kenneth R Mitchell	1/26	10
Teresa Scott	1/28	7

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
Richard Palm Jr	11/19/18	ICP
Sara Stanley	11/25/19	3
Anthony Miller	11/09/20	2
Billie Gaines	11/02/20	7
Wayne Goodwin	11/2/20	7
Kimberly Bailey	11/27/21	7
Omar Agudelo	11/06/21	ICP
Jeremiah Kunke	11/28/22	2
Michael Estell	11/14/22	2
Esther Munoz	11/28/22	2
Sabrina Scallions	11/01/22	7
Cassandra Broadnax	11/28/22	7

DECEMBER ANNIVERSARIES

Christine Cacciato	12/31/07	C
Anthony Turner	12/08/14	7
Willie Hancox	12/05/16	7
Jasmine Johnson	12/05/16	7
Rosa Temple	12/05/16	7
Stefan Curtis	12/12/16	7
Niah Gordon	12/18/17	ICP
Daniel Palma Flores	12/12/22	7
Dorothy Toomes	12/09/19	ICP
Rigoberto H Gonzalez	12/31/22	3
Chris Wright	12/18/22	

JANUARY ANNIVERSARIES

Moe Jordan	1/29/96	3
Mark Strawn	1/20/03	7
Tim Charles	1/23/06	C
Leticia Medrano	1/29/07	2
Frances Brent	1/25/15	7
Samantha Stenson	1/25/15	7
Jose Ramirez	1/29/18	2
Mary Brown	1/27/20	7
Timothy Currie	1/27/20	7
Taylor Schmitt	1/11/21	7
Evan Hatchel	1/24/22	7
Alycia Mendiola	1/16/23	7
Tyler Baxter	1/16/23	7
Phillip Gregory	1/16/23	7
Michael Kirkland	1/16/23	7
Joseph Irby	1/16/23	7
Nehemiah Bonner	1/16/23	7
Antonio Toomes	1/16/23	7
Ashanti Ward	1/16/23	7
Jerome Wilburn	1/16/23	7
Mariangela Lopez	1/30/23	3



Ripley Cont...

DONATING BLOOD IS GOOD FOR YOU!



There's no end to the benefits of donating blood for those who need it. According to the American Red Cross, one donation can save as many as three lives, and someone in the United States needs blood every two seconds.

It turns out that donating blood doesn't just benefit recipients. There are health benefits for donors, too, on top of the benefits that come from helping others. Read on to learn the health benefits of donating blood and the reasons behind them.

Benefits

Donating blood has benefits for your emotional and physical health. According to a report by the Mental Health Foundation, helping others can:

- reduce stress
- improve your emotional well-being
- benefit your physical health
- help get rid of negative feelings
- provide a sense of belonging and reduce isolation

Research has found further evidence of the health benefits that come specifically from donating blood.

Free health checkup

In order to give blood, you're required to undergo a health screening. A trained staff member performs this checkup. They'll check your:

- Pulse
- blood pressure
- body temperature
- hemoglobin levels

This free mini-physical can offer excellent insight into your health. It can effectively detect problems that could indicate an underlying medical condition or risk factors for certain diseases. Your blood is also tested for several diseases. These include:

- hepatitis B
- hepatitis C
- HIV
- West Nile virus
- syphilis
- Trypanosoma cruzi

There's no doubt that donating blood can do a lot of good: Donating just one pint of blood can save more than one person's life, according to the American Red Cross. About 36,000 pints of blood are needed every day in the United States, and 6.8 million people donate a year.



This is the letter Ripley received from Laura Jenkins, Donor Recruitment Coordinator of Lifeline Blood Services:

Good morning,

I wanted to let you know the results from the blood drive yesterday. There were 20 employees that participated and 16 of those were successful units. **You guys saved the lives of 48 people.** Thank you for allowing us to come and supporting your community.





Ripley Cont...

HERE WE GO AGAIN

~Les Mayberry

PROUD of our 33 Ripley associates who were "Brave & Diligent" in receiving their flu shots at our Annual Flu Shot Extravaganza on November 2nd. The well-structured event (organized by Supervisor Tracy Schmitt & handled by volunteers) were visited by sweet & professional West TN Healthcare nurses who did a great job administering the injections (no pain). Of course, the exception was our Woodshop Line Lead, Leslie Mayberry, who deserves an Oscar for his performance before & after his injection. In fact, he called HR before coming to work stating he would be a few minutes late arriving for work as he had to stop by his insurance office to get additional life insurance coverage before receiving his shot! And, we, also preparing for Les, had the wheel chair ready for his antics which included his falling out on the floor after receiving his shot. What a great and fun time as caring associates prepared for the flu season. Thanks Pierce!



The man, the myth, the legend...Les Mayberry.

MIKE MOORE





Ripley Cont...

**THINK PINK!, in support of
Breast Cancer Awareness**



Ripley Cont...

FAST TIMES AT PIERCE DISTRIBUTION



L-R: Mark Strawn, Plant Manager, Jason Howell & Tony Strawn
Woodshop Supervisor

HAPPY
ANNIVERSARY

Congratulations & Best Wishes to Ripley's Jason Howell as he celebrated his 20 Year Work Anniversary on October 7th. (Actually, a little longer time as he originally was hired January 1, 2002, and left for a while before returning in 2003). Jason shared he started in the Milestones department (concrete stepping stone pavers/kits). When the Milestone's department was moved to another plant, Jason moved over to the Woodshop department under the supervision of Eddie Nichols. In June of 2004, Jason helped train Tony Strawn who continues to be the Woodshop Supervisor (Must have done a great job in training). When Jason is away from the plant, you will find him in a "variety" of activities including flying RC airplanes and helicopters. I also learned there is a history of "fast cars" which runs in his blood. Anyone who has a dirt go-cart track in his back yard where he races his 5 HP Briggs and Stratton cart (the car has been clocked at going 54) is your "go-to guy". I keep using "fast" and you might ask former associate, Jerry Wilkes, whose experience riding with Jason in his Ford Mustang going through a "S" curve (near Gates, TN) at nearly 90 mph made him swear he would never ride with Jason again! Jason shared he did not get his official drivers license until age 18. However, the license was soon suspended after accruing over 12 points (in one year period of time) for multiple speeding tickets. Mom was not happy! Jason also loves to tinker with small engine service/repairs. The "wife" deserves a little recognition as they enjoy eating out and going to movies. A 1999 graduate of Milan High School, Jason enjoys working with the guys in Woodshop and hopes to hang around for a few more years. Thanks, Jason - we appreciate you and we hope you enjoy your Gift Card!

MIKE MOORE

A FEW CHRISTMAS DECORATIONS...





Ripley Cont...

Pierce - Ripley, celebrated our Annual Christmas competitions on 12/20/23. Six teams from both first and second shift received a 6 foot wooden shaped Christmas tree to decorate. One member of each team represented their group in the "roll of the dice", to the cheering of team members. A great time was had by all. Happiest Holiday Wishes to each of your from Ripley's Pierce Distribution Family.

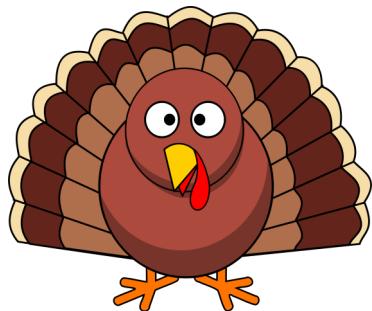
MIKE MOORE



**A VERY MERRY
CHRISTMAS
and Happy New Year!**



Dupont Writes... TOGETHERNESS AT THANKSGIVING!



Dupont Writes...

CHRISTMAS PARTY!



Today was our Holiday party/dinner. We gathered around and put on a Christmas movie and had a great time.

On the menu was ham, mashed potatoes, stuffing, green beans and carrots and some pies.

RENE MIRAMONTES

