



January/February 2024

Pierce Distribution Services Company

Kevin Hogan Writes...

Well, Spring is upon us regardless of where you live in the country. That brings rain, warmth, thunderstorms, and tornadoes. It is so nice to see the sun on a regular basis here in the Northwest.

The plants seem to be busy other than our Rockford plant. The city of Rockford doesn't have the manufacturing as it use to. I reviewed the past years and realized it never did. Our customers use to not mind shipping their parts to Rockford for packaging but now, if the volumes warrant it, they want it close to their operation. That is why Pierce started opening satellite operations across the country years ago. It works well for the customer and Pierce but takes a toll on our home plant. When I started working at Pierce, we had 4 – 6 local plants. Now,

most of those facilities are outside our local area. We have or use to have plants in Chicago (3), Kentucky (2), Tennessee (4), Texas (1), South Carolina (1), Aurora, IL (1), Peoria, IL (1), Wisconsin (1), Ohio (1), Nevada (1) and Oregon (1). I am sure Dino or Tony would correct me if I made a mistake and left one out.

I would like to wish a Happy Birthday to all celebrating Birthdays in February, March, and April.

We had no milestone anniversaries in February but plenty of notables. We had 10 people celebrating 12 years; Teresa Scott, Debra Isom, Londell Currie, Rachel Langley, Marcko Clemons, Mary Smith, Leslie Mayberry, Balinda Hairfield, Jeffrey Graves, Lisa Finch, Gerhard

Jerding from Ripley on 2/27. David Frye (Corporate) 12 on 2/20. Randy Terrille (Vegas) 13 years on 2/7, Jerry Hankins (Ripley) 18 years on 2/20. Andy Oltremari (Corporate) 19 years on 2/16 and Donna Oliver (Ripley) 23 years on 2/5.

We had 2 milestone anniversaries in March: Gabrielle John and Linda Rhyne both from Ripley 5 years on 3/11. There was one notable anniversary, James Story (Ripley) 13 years on 3/28.

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

Kevin Hogan



Russell's Words Of Wisdom...

"Success is not final, failure is not fatal. It is the courage to continue that counts."

~Winston Churchill



ICP Writes...

Industrial Craters and Packers has two anniversaries to celebrate in February. Eric Fouts has two years with the company, and Brett Downey has a whopping 22 years! Congratulations to you both!

RANDY CANTONWINE



L to R: Eric Fouts and Brett Downey

ICP Cont...



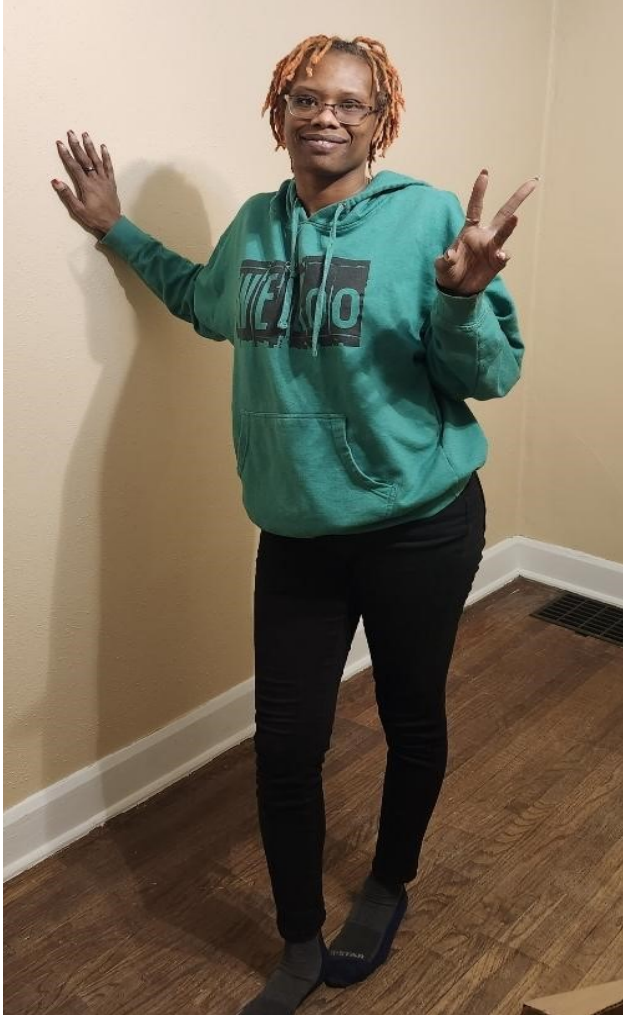
Annex Foreman Reth Chey retired after 22 years! We had a company-wide lunch in his honor. He is really one of the nicest, kindest people I know.

Annex assistant foreman, Luis Vazquez (17 years) will step into the foreman role with Ricky Palm (5 years) as his assistant.



Procurement Writes:

GET TO KNOW ME...



What's a book, movie, or TV show that had a significant impact on you and why?

Tyler Perry "Sistas; I love this show because it is similar to real life situations and Tyler Perry always have a "WOW I wasn't expecting that"

If you could travel anywhere in the world, where would you go and why?

I would travel to heaven to visit my Dada.

What's a skill or hobby you've always wanted to learn but haven't had the chance to yet?

Swimming, I never learned how to swim and just to think I want to go swimming with the sharks.

Tell me about a moment in your life that you'll never forget, whether it's good or bad.

Me becoming a responsible homeowner.

What's something that always brings a smile to your face, no matter how bad your day has been?

My daughter, she's grown to be a very intelligent, smart bright young lady. I smile because I see the GREAT job as a mom I did.

If you could have dinner with any person, living or dead, who would it be and why?

My Dada, He's been gone 5 years and 3months now. I was a daddy's girl, I have a lot to tell him.

What's a goal or dream you're currently working towards or would like to achieve in the future?

Finishing my Bachelor's Degree in Business Administration.

What's a food or cuisine you could eat every day and never get tired of?

Plain Bagel with Strawberry Cream Cheese.

What's a small, everyday thing that never fails to make you happy?

Waking up every day in good health makes me happy daily.

If you had a day entirely to yourself with no responsibilities or commitments, how would you spend it?

I will sleep, eat and watch TV, maybe do some shopping.

SHIRLEY BRANTLEY

Procurement Writes:



GET TO KNOW ME...

What's a book, movie, or TV show that had a significant impact on you and why?

The Vampire Diaries is a TV Show that I've rewatched a thousand times and I have not grown tired of it. Other than the entertainment, The meaning behind it stuck with me, Family is so important and no matter what happens at the end of the day family impacts who you are as a person.

If you could travel anywhere in the world, where would you go and why?

South Korea, I love the food and would love to experience the culture and customs for myself.

What's a skill or hobby you've always wanted to learn but haven't had the chance to yet?

Learning sign language.

Tell me about a moment in your life that you'll never forget, whether it's good or bad.

I've recently had a loss that has been a life-changing experience that will forever be in my heart and mind.

What's something that always brings a smile to your face, no matter how bad your day has been?

My two dogs' reactions when I come home.

If you could have dinner with any person, living or dead, who would it be and why?

My aunt who lives in Mexico; she is so far away and unfortunately we do not see each other as often as I would like, but she's a great person to be around.

What's a goal or dream you're currently working towards or would like to achieve in the future?

One goal of mine is to be overall healthier and make my health a priority.

What's a food or cuisine you could eat every day and never get tired of?

Fettuccine Alfredo

What's a small, everyday thing that never fails to make you happy?

When my sister calls me every morning.

If you had a day entirely to yourself with no responsibilities or commitments, how would you spend it?

I would book a flight to Mexico and spend it at the beach.



CLAUDIA CATARINO

Plant 2 Writes...

FOURTH QUARTER ANNIVERSARY CELEBRATIONS

The fourth quarter of 2023 was notable at Plant 2 due to the number of service anniversaries we celebrated.
Party!



Calvin Wainwright and Larry Hickey – Calvin is our IT department and celebrated ten years with Pierce.



Jessica Valdes Kercado celebrated 5 years as a Pierce associate. Jessica has worked in Doosan, Komatsu and currently Donaldson. Israel Galvan had his 10 year anniversary. Israel started in Procurement and currently works in Komatsu.



Raul Sanchez, Jr. Celebrated 20 years with Pierce. Raul works in the woodshop but will assist wherever an extra pair of hands is needed.

Plant 2 Writes...

FOURTH QUARTER ANNIVERSARY CELEBRATIONS

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Party!



Crystal Ruiz marked 10 years with Pierce. Crystal has worked in Procurement, government, miscellaneous woodshop accounts and Donaldson. Also, Crystal gave birth to a baby boy in late November. Mother and baby are both doing well.



I saved the best for last. Jorge Perez Diaz celebrated 30 years with Pierce. Jorge has worked in numerous positions over the years and has been through four relocations. Jorge selected a gift card, which he used to purchase an airline ticket. He spent the Christmas holidays with his family in Mexico. Jorge chose a build your own taco luncheon. Jorge was first through the line with Ken a close second.

Congratulations to all!



Our C.F.O. Writes...



Well-Being Website January/February/2024

Healthcare and medical insurance is confusing. We want to help you make educated decisions when it comes to getting and paying for healthcare. Here are some important terms that you should know and understand. Many of these, if not all of them will apply to you when you use your medical insurance plan for care.

Premium

The amount paid by an employee and employer for health insurance coverage, typically every pay period.

Deductible

The amount an individual and/or family must pay out of pocket before their insurance begins to cover costs.

Coinsurance

Many insurance plans have coinsurance instead of, or in addition to co-pays; this is the sharing of costs between your insurance plan and the member; members pay a percentage of the costs and the insurance pays the rest. Example if you receive a medical service that costs \$1,000 and you have a 20% coinsurance, you would pay \$200 and the insurance would pay the remaining 80% or \$800.

Out-of-Pocket Expenses/Limit

Expenses that are not covered by insurance and are paid by the member. Each medical plan has an out-of-pocket maximum that is the maximum dollar amount you pay each plan year and then the medical plan pays 100% of the costs.

Out-of-Pocket Maximum

The maximum amount an individual will have to pay for covered medical expenses during a plan year.

Provider Network

A group of doctors, hospitals and other healthcare facilities that have agreed to provide services to individuals with a particular insurance plan.

March ANNIVERSARIES

Name	Day	Plant
James Story	03/28/11	7
Kyle Key	03/02/15	2
Antonio Leach	03/14/16	2
Donna Sangster	03/07/16	7
Nicholas Wooster	03/07/16	7
Lisa Knotts	03/12/18	C
Linda Rhyne	03/11/19	7
Joseph Boyle	03/23/20	7
Stacey Dupree	03/23/20	7
Terry Haymon	03/23/20	7
Gregory Jackson	03/23/20	7
Pearl McGee	03/23/20	7
Casey Richardson	03/23/20	7
Tammy Carley	03/14/22	C
Kenneth R Mitchell	03/06/23	10
Wendy Delgado	03/13/23	3
Dennis Smith	03/20/23	8

March BIRTHDAYS

Name	Day	Plant
Tracey Strawn	2	7
Richard Palm Jr	4	ICP
Cassandra Broadnax	5	7
Theda Parrish	5	7
Benjamin Spade	5	8
Cody Chheung	6	ICP
Sophia Dandridge	8	3
Tracy Schmitt	9	7
Wayne Goodwin	9	7
Geneva Paris	11	7
Frankie Williams	12	2
Brenda Tyus	12	7
David Frye	13	C
Johnny Ward	13	7
Antonio Lewis	13	7
Brandon Quarles	17	ICP
Carter Manns	23	7
Jerry Hankins	24	7
Gerhard Jerding	26	7
Tim Charles	26	C
Hardy Lamarr	28	ICP
Stefan Curtis	31	7

Ripley Writes...

WHAT A BLESSING!



Travis Shaw - **Associate of the Month** (March 2024)
Picture: L-R: Supervisor, Tony Strawn & Travis Shaw



(L-R) James Story, Floor Supervisor, Jeff Graves, Woodshop Trainer, Travis Shaw, Associate of the Month, & Tony Strawn, Woodshop Supervisor.



What I expected to be a short interview with our newest "Associate of the Month", actually turned into almost an hour of conversation with one of the most interesting men I have ever met. First of all, please welcome Travis Shaw as Ripley's Plant 7 associate of the month. Mr. Shaw became a full time Pierce associate on February 14, 2024. He currently works in our woodshop department, with no woodworking experience, and was nominated by 1st shift floor supervisor James Story. James, like me, was impressed by Travis' work ethics and respect he has earned from his fellow workers, especially his trainer, Jeff Graves. A "big cut up", you bet! And how did Travis end up in Ripley TN after being born in Eupora, MS (near Tupelo?) At the age of 8, he and Mom (Mrs. Doris Richmond) moved from Mississippi to Detroit for 35 years. And while growing up (at 12) became a member of a competitive dance group specializing in Motown music, where he met Motown's "Dramatics" singing group and became friends with members of the singing group while joining the group on stage. He plays the piano and guitar and developed a love for gospel music. Did I

forget to say he's a certified Interior/Exterior decorator? Travis loves challenges as we learned of his work background. He especially enjoyed working at General Motors before plant closed, the hospital setting as an equipment technician providing hospital beds (North Charleston South Carolinas for ten years) for the NICU units (neonatal for babies) and a short time as a correctional officer. He followed his Mom to Ripley after she married his step dad. After his death, Mom (age 76) needed her son's help and Travis moved in with her. "I came to Pierce and started in Service Parts and learned of an opening in Woodshop. I had never used a saw, but wanted to learn—I pride myself in learning new things, as I take direction well. I so enjoy the Woodshop associates, they are so helpful in working with me. Travis is visibly humbled by this recognition. We appreciate him and value him as a Pierce Team member.

MIKE MOORE



Ripley Writes...



EASTER DÉCOR
AT RIPLEY!

MIKE MOORE



February ANNIVERSARIES

Name	Day	Plant
Donna Oliver	02/05/01	7
Andy Oltremari	02/16/05	C
Jerry Hankins	02/20/06	7
Randy Terrile	02/07/11	10
David Frye	02/20/12	C
Gerhasrd Jerding	02/26/12	7
Lisa Finch	02/26/12	7
Jeffery Graves	02/27/12	7
Balinda Hairfield	02/27/12	7
Leslie Mayberry	02/27/12	7
Mary Smith	02/27/12	7
Marcko Clemons	02/27/12	7
Rachel Langley	02/27/12	7
Londell Currie	02/27/12	7
Debra Isom	02/27/12	7
Teresa Scott	02/27/12	7
Geneva Paris	02/08/16	7
Erick Fouts	02/14/22	ICP
Cody Chheung	02/14/22	ICP
Rosalind Alexander	02/28/22	7
April Goforth	02/27/23	7

February BIRTHDAYS

Name	Day	Plant
Nicholas Wooster	3	7
Donna Hogan	5	C
Dennis Smith	5	C
Niah Gordon	5	ICP
Niah Gordon	6	7
Amber Warden	8	7
Susan Lovett	8	7
Michael Deberry	9	7
Enrique Mendiola	9	8
Michael Slattery	10	7
Debra Isom	13	7
David Miller	15	2
Courtney Fugate	16	2
Calvin Wainwright	16	7
Ryan Klutts	16	7
Rachel Langley	19	7
Margaret Haycraft	20	7
Rigoberto H Gonzalez	23	ICP
Antonio Toomes	24	7
Daniel Turner JR	24	7
Rosa Temple	26	7
Nehemiah DiLee Bonner	29	7

SHOWING OFF OUR 70TH ANNIVERSARY SWAG!

