



August & September 2025

Pierce Distribution Services Company

Kevin Hogan Writes...

I have spent some time attending meetings at Corporate over the last 3 months.

Pierce sponsored a hole at the TCA Golf Outing at the Ripley Country Club recently. Proceeds go TCA school to support the students.

Pierce also supported Backpack for Buddies in Seabrook Island, South Carolina area. Many young children only get fed when they go to school. What this program does is feed them on the weekends, so they don't go without. We have supported this program through donations for about 8 years.

I will be spending the week of Thanksgiving at the Ripley operation before driving up to the Corporate Office for a week.

I would like to congratulate all celebrating Service Anniversaries. Thank you for your service. Milestones in August were Ann Goble (Rockford) 5 years and Emily Cunningham (Ripley) 5 years. Notable anniversaries in August are Ken Holze (Rockford) 23 years, Tracy Schmitt (Ripley) 26 years and Donna Hogan (Corporate) 26 years.

There was one Milestone in September Randy Cantonwine (15 years) and one notable, Jorge Perez

(Rockford) 32 years. Jorge taught my son, Bob, how to work in the receiving department when he was in college.

There were no Milestone Anniversaries in September but many notable ones: Janice Rice (Ripley) 19 years, Larry Hickey (Rockford) 19 years, Jason Howell (Ripley) 22 years and Tracey Strawn (Ripley) 29 years.

Again, thank you all for your service to Pierce Distribution Services.

Kevin Hogan



Russell's Words of Wisdom...

"Do the difficult things while they are easy and do the great things while they are small. A journey of a thousand miles must begin with a single step!"

~Lao Tzu

PIERCE SPONSORS HOLE AT TCA GOLF OUTING, RIPLEY TN



Far Left: Hartley Freeman, granddaughter of Kevin & Donna Hogan, and left; DJ Freeman, (son in law) and his uncle, Mike Sumrow

Corporate cont...

Judy Spitson Retires from Pierce Distribution after 48 Years

After nearly five decades of dedicated service, Pierce Distribution proudly celebrated the retirement of **Judy Spitson**, who began her career with the company on **November 16, 1977**. Over the years, Judy has worn many hats, serving in a variety of roles that showcased her leadership, expertise, and unwavering commitment to Pierce's mission. From her early days in operations to her time as **Plant Manager**, and most recently as **Director of Government Operations**, Judy's professionalism, integrity, and deep knowledge have made a lasting impact across every level of our

organization.

To honor Judy's incredible 47-year career, the Pierce corporate team hosted a special dinner at **JMK Nippon in Rockford**, joined by Judy's family—daughter **Tiffany** and her husband **Eric**, and son **Brandon** and his wife **Amy**—as well as many long-time colleagues and friends. The evening was filled with laughter, fond memories, and heartfelt gratitude for the difference Judy has made over the years.

Judy's legacy at Pierce Distribution is one of loyalty, leadership, and friendship. Her presence will be deeply missed, but her contributions will continue to influence the company for years to come.

On behalf of all of us at **Pierce Distribution**, we wish Judy the very best as she embarks on this exciting new chapter of her life. Congratulations on a well-earned retirement, Judy—you will always be part of the Pierce family!



ICP Writes...

ICP SEPTEMBER MILESTONES



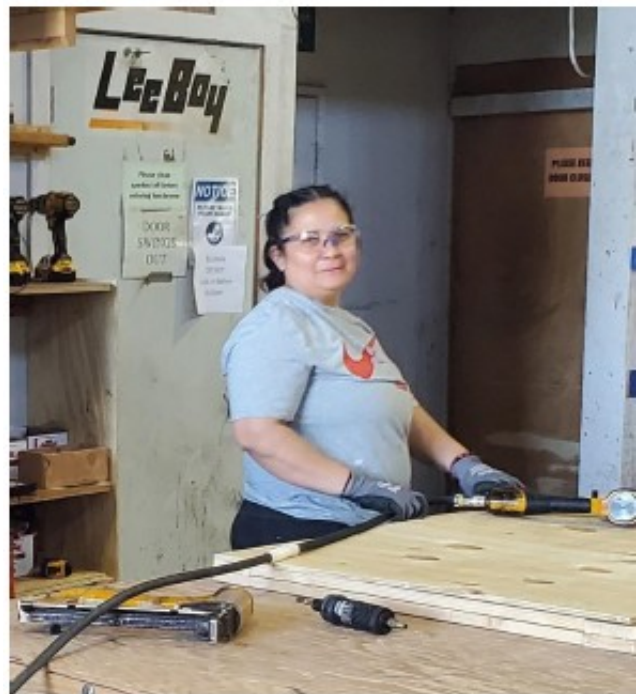
Jon Munchus 29 years



Randy Cantonwine 15 Years
(with Walter)



Sarah Dodson 1 year



Iris Portillo 1 year



ICP Cont...

ICP OCTOBER MILESTONES



Lat Long 9 years



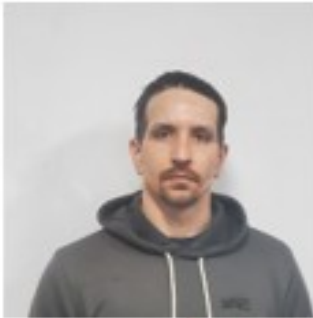
David McNeil 2 years



Memphis Writes...

Memphis Plant 3

Get to me.... Josh Siders



- **What's a food or cuisine you could eat every day and never get tired of?**
-My go-to is a high-quality protein shake.
- **What's a small, everyday thing that never fails to make you happy?**
-The simple joy of spending time with my kids and family brings me immense happiness.
- **If you had a day entirely to yourself with no responsibilities or commitments, how would you spend it?**
-I'd dedicate the day to the gym.



Mary L.
Aug. 13



Margarita P.
Aug. 19th



Charles C.
Aug. 23rd



Tammi R.
2 years!!

Memphis Cont...

Let's talk about Safety!!!



August is a critical month for safety awareness, particularly because it marks the peak of summer activities and extreme heat in many regions. With schools out and families engaging in travel, outdoor recreation, and home improvement projects, the risk of accidents tends to rise. Heat-related illnesses such as heatstroke have become more common, making hydration and sun protection essential. August is also a time when many workers, especially in construction and agriculture, and warehouses face increased exposure to high temperatures, highlighting the importance of heat safety protocols. By staying alert to weather conditions, using proper safety gear, and following basic precautions, individuals can enjoy the last stretch of summer while minimizing risks.

Lesson of the Month: August – Embrace Transition with Purpose

Theme: Growth Through Change

As August rolls in, it brings with it a unique energy—the height of summer and the gentle turn toward fall. For many, it signals the end of vacation days, back-to-school season, or a shift in work cycles. It's a transitional month, and with transition comes opportunity.

This month's lesson:

"Growth doesn't happen in stillness alone—it thrives in movement and change."

Just as the seasons shift, so do we. Change, though sometimes uncomfortable, is often the spark for our most meaningful growth. Rather than resisting the transitions that August brings, what if we embraced them with intention?

Actionable Challenge:

Create a mini "reset ritual" this month. Choose one area—your workspace, your routine, your mindset—and refresh it. Clear out clutter, set new intentions, or make a bold decision that aligns with your growth.

Quote for the Month:

"The only way to make sense out of change is to plunge into it, move with it, and join the dance." – Alan Watts

Memphis Cont...

Memphis Plant 3

Get to know.... Tammi Reed!!



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

- Spending time with my son

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

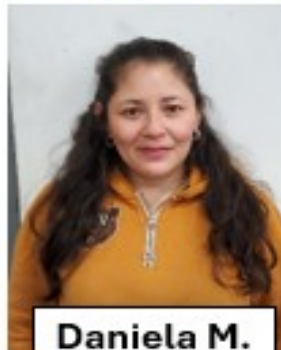
-Going to college and becoming an RN

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

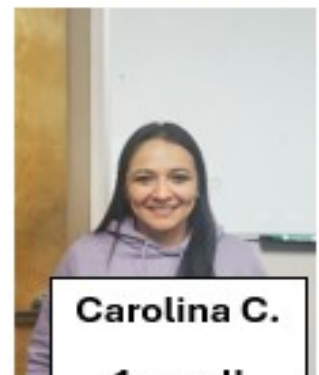
- Hearing my son laugh



Sara S.
Sept. 5th



Daniela M.
3 Years!!



Carolina C.
1 year!!

Memphis Cont...

Let's talk about safety!!!



In a warehouse setting, safety in September becomes especially important as operations often ramp up in preparation for the busy fall and holiday seasons. With increased inventory movement and staffing, the risk of accidents like slips, trips, and falls can rise—particularly as changing weather may lead to wet or muddy floors near loading docks. Forklift traffic tends to increase, making it critical to enforce strict safety zones and ensure all operators are properly trained and certified.

It's also a good time to inspect and maintain equipment like pallet jacks, conveyor belts, and shelving to prevent malfunctions. As daylight decreases, proper lighting in all work areas, especially storage aisles and receiving zones, becomes essential to avoid accidents. Reinforcing safety protocols in September helps create a proactive environment where workers remain alert and protected during one of the warehouse's most demanding times of the year.



Ripley Writes...

ASSOCIATE OF THE MONTH

AUGUST

Congratulations to Ms. Kim Bailey for being our Associate of the Month for August 2025! We appreciate all of her hard work in the Breakdown department.

If she could have dinner with one person, she chose her best friend and babysitter Jen Jen.

She said, "We have so much to catch up on!"

On her bucket list, she wants to visit Cozumel Mexico!

And in her free time, she likes to rest and relax!

Thank you again for all that you do Ms. Kim!



LEFT to RIGHT:

Marcko Clemons (2nd Shift Supervisor)

Kim Bailey (2nd Shift Breakdown)

Janice Rice (2nd Shift Supervisor)

**Misty Harrison
& Evan Hatchel**

Ripley Cont...

HAPPY ANNIVERSARY!



LEFT to RIGHT:

Tabitha Chandler (*1st Shift Operations Manager*)

Emily Cunningham (*1st Shift Service Parts*)

Bradley Alley (*1st Shift Service Parts Lead*)

We are happy to celebrate Ms. Emily Cunningham's 5 Years Anniversary with the Pierce Family. We are so thankful for all her hard work and continuous help in the Service Parts department.

To many more years!

Ripley Cont...

PERFECT ATTENDANCE

1ST SHIFT

Rachel Langley
Evan Hatchel
Rosa Temple
Casey Richardson
Heddie Henderson
Balinda Hairfield
Enrique Mendiola
Linda Bernard
Linda Rhyne
Donna Sangster
Teresa Scott
Geneva Paris
Mary Brown
Mark Powell
Dorothy Toomes
Jeffery Graves
Donnell Mann
Timothy Currie
Walter Long
Kenneth Bradshaw
Joseph Boyle
Stephan Curtis



2nd SHIFT

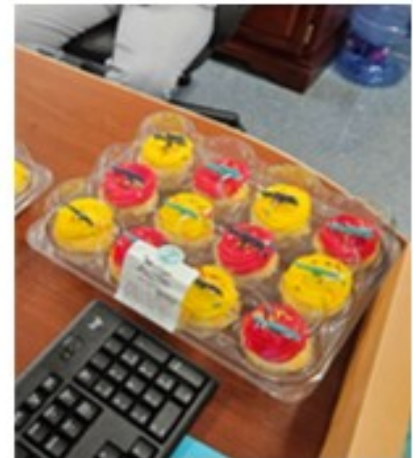
Deborah Brewer
Nehemiah Bonner
Jasmine Johnson
Antonio Lewis
Jamie Summar
Phillip Houston
David Whittle
John Butler
Kim Bailey
Gerhard Jerding
Richard Terry
Santonio Bailey
Samantha Stenson
Frances Brent
Johnny Ward
Michael Deberry
Elvis Pugh
Hunter Hyde
Spencer Foster
Dennis Gardner

**Thank you to ALL our associates
who were here every day of August!**
(as of 8/29/2025)

**Misty Harrison
& Evan Hatchel**

Ripley Cont...

HAPPY BIRTHDAYS!



Lets say a very Happy Birthday to ALL of out Pierce associates!

Santonio Bailey - 8/9

Lakyrá Beard - 8/10

Tabitha Chandler - 8/15

Anthony Currie - 8/30

Evan Hatchel - 8/10

James Heavner - 8/6

Jason Howell - 8/30

Jasmine Johnson - 8/6

Alma Killingsworth - 8/24

Joann Land - 8/9

Everett Peat - 8/2

Rachel Peppers - 8/8

Rosa Temple - 8/26

Charlie Wood - 8/26

**Misty Harrison
& Evan Hatchel**

Ripley Cont...

KRISTI'S NEW GRANDBABY!



We want to highlight and congratulate Ms. Kristi Taylor and her new grandbaby!

Kristi writes:

"We are so blessed! Please welcome Tate Forrest Taylor! Grandson of Bobby and Kristi Taylor. God chose him to be born on August 17th at 4:21am weighing 7lbs and 3ozs.! He is just perfect in our eyes! This will make a total of 4 grandbabies! Nana is staying busy! We have another baby girl coming in January! 3 boys and two girls! Nana needs a minivan! We are truly blessed!"



Ripley Cont...

CORNHOLE CHAMPIONS!



LEFT to RIGHT:

John Butler (2nd Shift Label Only)

Vincent Finch (2nd Shift Allocations)



Congratulations to our cornhole champions John Butler and Vincent Finch! They both fought hard to beat all of 2nd shift and took down the 1st shift champions swiftly! This cornhole tournament was all to raise money for a Pierce associate in need and we appreciate all the support the Pierce family brought!

Ripley Cont...

ASSOCIATE OF THE MONTH

SEPTEMBER

Please help us in congratulating Mr. Bradley Alley for being our Associate of the Month for September 2025! He is our Service Parts Lead for first shift.

Brad has been working with us since October 2022.

We appreciate ALL of his hard work helping make the Service Parts department excel!

Congratulations Brad!



LEFT to RIGHT:

Tabitha Chandler (1st Shift Operations Manager)

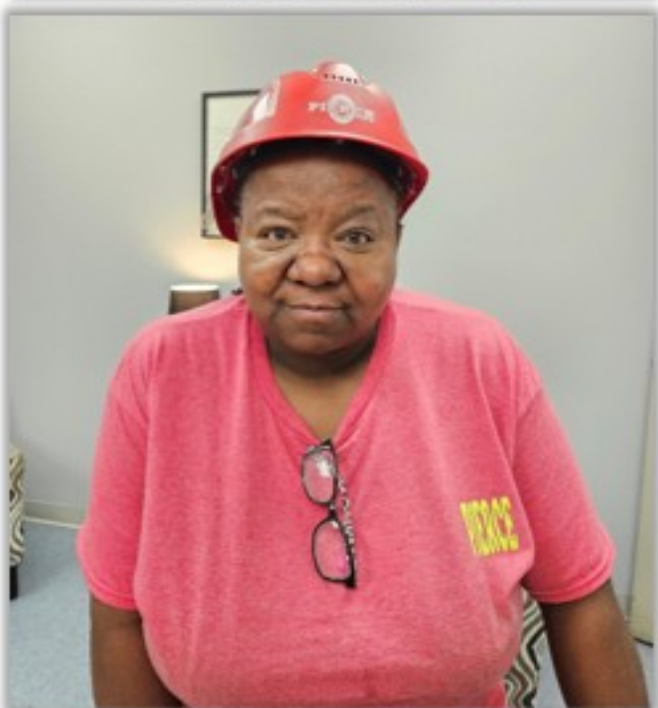
Bradley Alley (1st Shift Service Parts Lead)

James Story (1st Shift Floor Supervisor)

Misty Harrison
& Evan Hatchel

Ripley Cont...

In Memory of Ms. Heddie Henderson



This past month, Plant 7 lost a long time member, Ms Heddie Henderson. She always had a positive attitude at the workplace, was loving and kind to everyone, and worked incredibly hard in our Dealer Return department. Please join Plant 7 in remembering and praying for her friends, family, and co-workers that have lost our dear co-worker and friend.

We love and miss you Heddie.

The Pierce Family

Ripley Cont...



Here is some photos of Plant 7's balloon release in memory of Heddie Henderson.

We appreciate all who helped set this up!



Ripley Cont...

PERFECT ATTENDANCE

1ST SHIFT

Obadiah Fields
Anthony Turner
Rachel Langley
Evan Hatchel
Mary Smith
Casey Richardson
Iesha Cunningham
Rashell Sanchez
Jemika Smith
Balinda Hairfield
Amber Warden
Pearl McGee
Lesa Leggett
Enrique Mendiola
Donna Sangster
Teresa Scott
Geneva Paris
Margaret Haycraft
Mary Brown
Victoria Hendrix
Jerry Hankins
Jason Howell
Jeffery Graves
Donnell Mann
Walter Long
Kenneth Bradshaw
Joseph Boyle
Steve Hendrix
James Miller



2nd SHIFT

Nehemiah Bonner
Antonio Lewis
Jamie Summar
Eddie Cunningham
Lisa Jerding
David Miller
Gerhard Jerding
Santonio Bailey
Samantha Stenson
Frances Brent
Rosalind Alexander
Ciarra Maxwell
Lynda Buck
Rodriquez Carpenter
Johnny Ward
Michael Deberry
Elvis Pugh
Dennis Gardner
Travis Shaw
Richard Terry

**Thank you to ALL our associates
who were here every day of
September!**

**Misty Harrison
& Evan Hatchel**

Ripley Cont...



HAPPY BIRTHDAYS!



Please join us in celebrating our
September birthdays here at Plant 7!

Bradley Alley – Sept. 5th

Donnell Man – Sept. 9th

Linda Rhyne – Sept. 25th

Donna Sangster – Sept. 7th

Tony Strawn – Sept. 21st

Kyle Wiggins – Sept. 12th



Misty Harrison
& Evan Hatchel

Dupont Writes...

August Achievement!

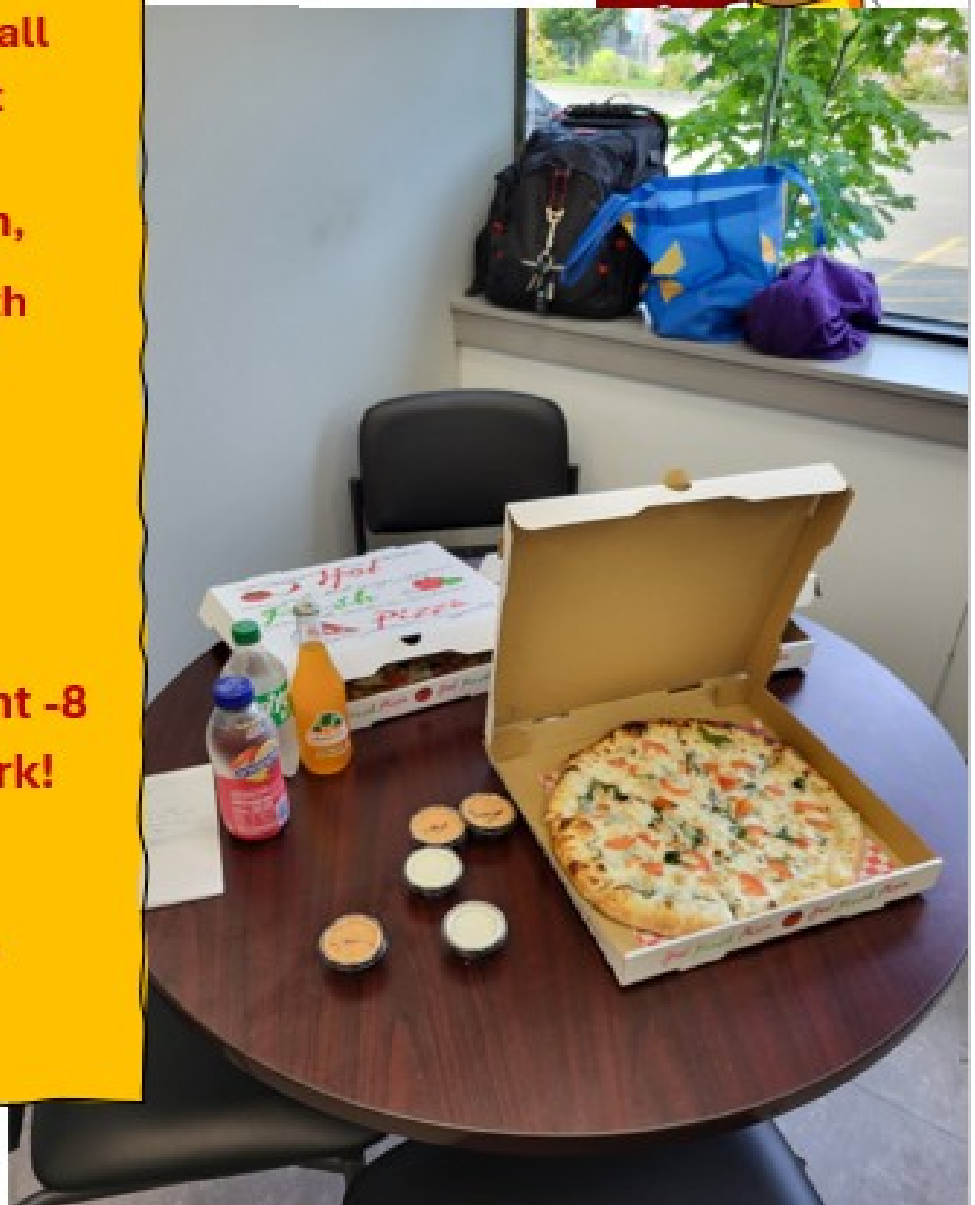
This month we achieved our target in all segments
here at Plant-8 for the first time in 2025!



In celebration of our achievement and all the hard work that everyone puts in together as a team, We celebrated with Pizza and Drinks!

Thank you,
to all the team members at Plant -8 for your hard work!

Congrats on this achievement.



Dupont Cont...

This Month's Lucky Winner!!!



David Carrier -

(Shipping Supervisor)

Tests his luck and picks a random number that will determine his prize.

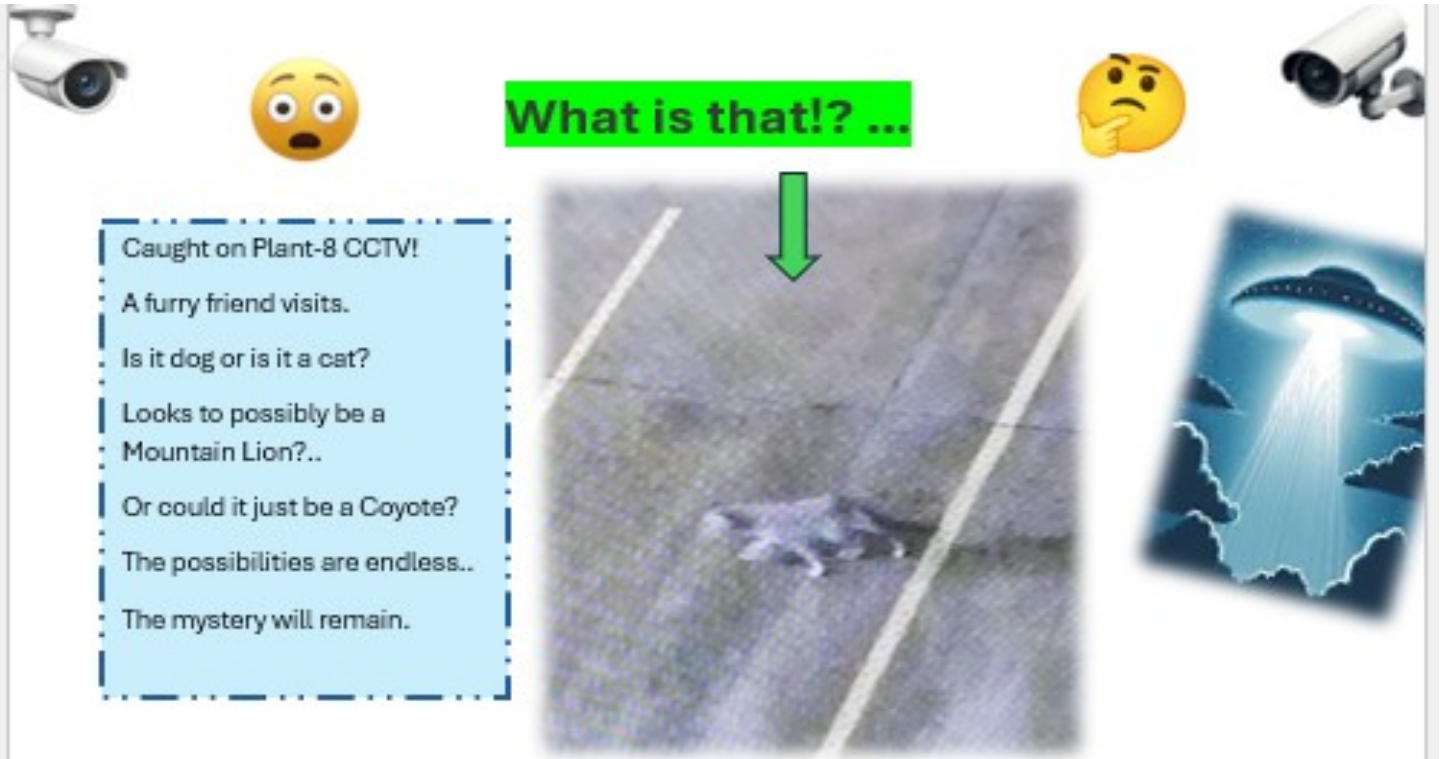


Winner!

David wins 2 "S'well" stainless steel travel mugs.

Congratulations David!

Dupont Cont...



Caught on Plant-8 CCTV!
A furry friend visits.
Is it dog or is it a cat?
Looks to possibly be a
Mountain Lion?..
Or could it just be a Coyote?
The possibilities are endless..
The mystery will remain.



- AUGUST BIRTHDAY -

This month we only have one birthday.

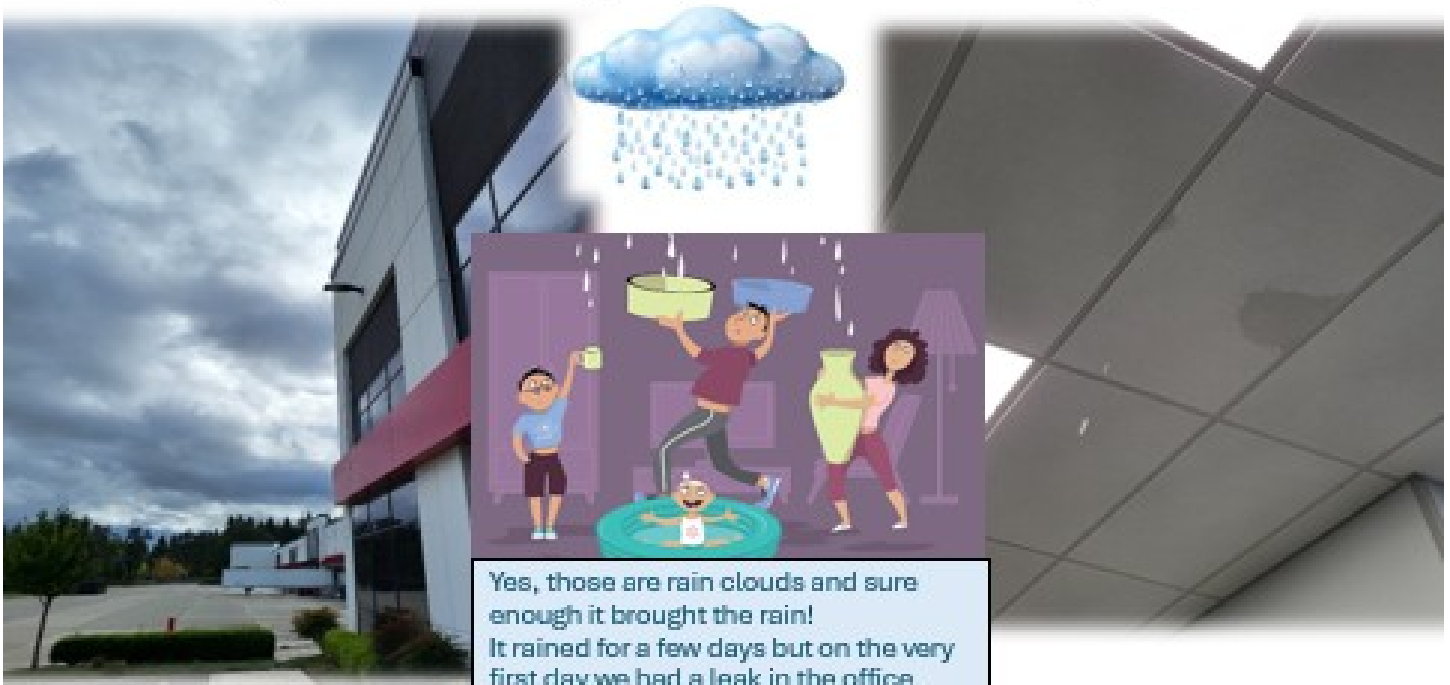
Happy Birthday

LUZ CORBIN!

Dupont Writes...

September

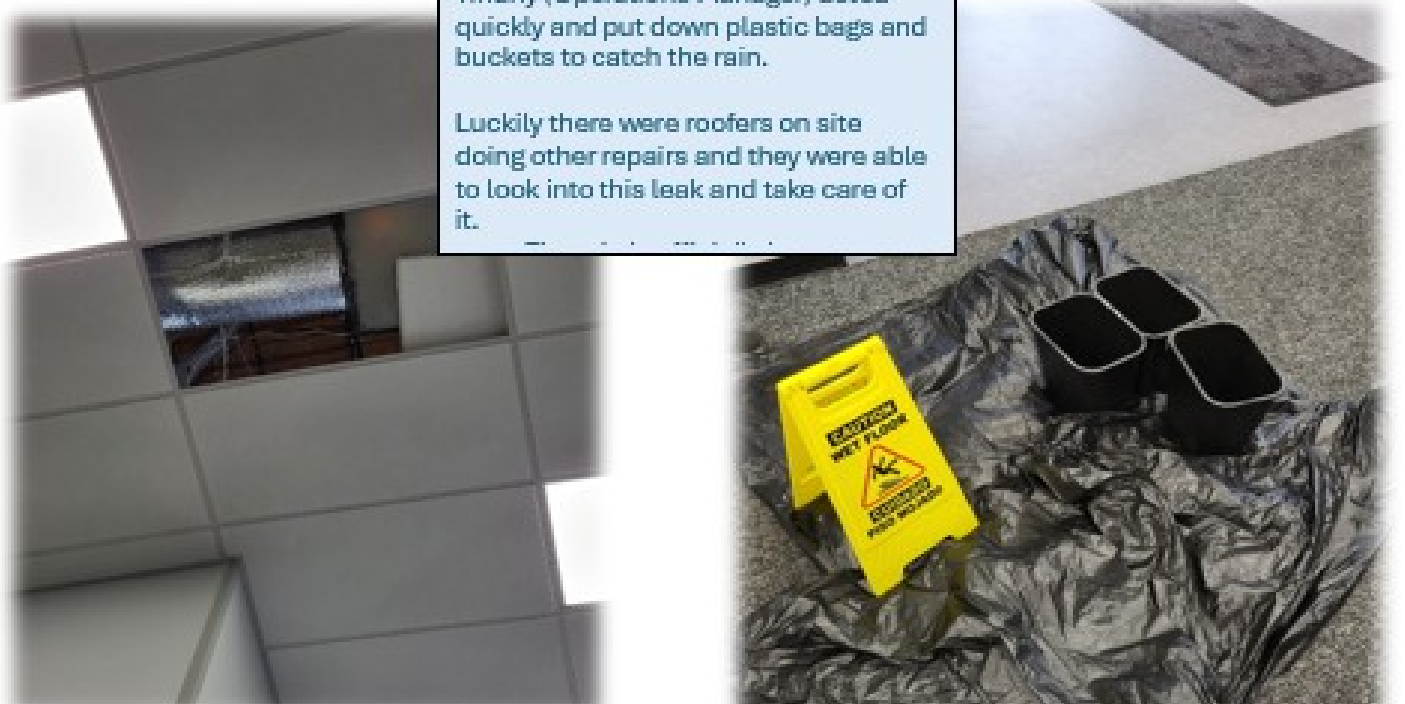
Most of September's weather has been pretty pleasant here at Plant-8 in Washington state with the exception of the last few days. Yup, the rain decided to show up.



Yes, those are rain clouds and sure enough it brought the rain! It rained for a few days but on the very first day we had a leak in the office area.

Tiffany (Operations Manager) acted quickly and put down plastic bags and buckets to catch the rain.

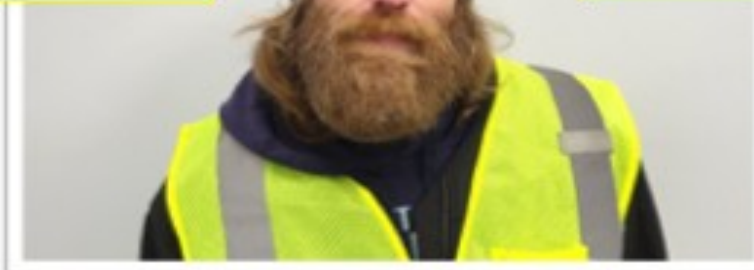
Luckily there were roofers on site doing other repairs and they were able to look into this leak and take care of it.



Dupont Cont...

GET TO KNOW ME!

David Carrier
Plant-8 Shipping Supervisor



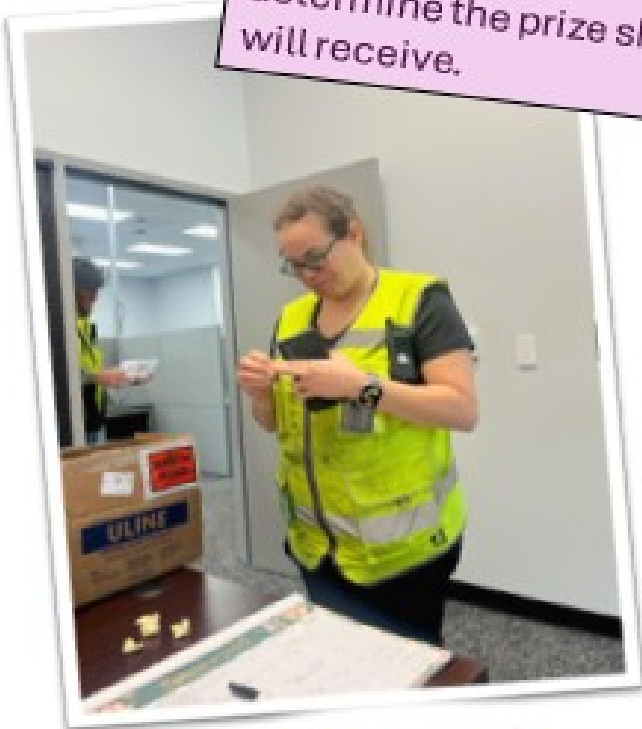
- What's a book, movie, or TV show that had a significant impact on you and why?
Sports! I wouldn't call it a TV show, but in my house, we watch a lot Seattle Sports.
- If you could travel anywhere in the world, where would you go and why?
I have been to a lot of places with the military, but I would go to Australia. I love warm weather.
- What's a skill or hobby you've always wanted to learn but haven't had the chance to yet? I would love to learn how to play the drums.
- Tell me about a moment in your life that you'll never forget whether it's good or bad.
I have a few.. My trips to Iraq, the day my son was born and the day my wife of 20 years passed.
- What's something that always brings a smile to your face, no matter how bad your day has been? My son, my dog Kash, my cat and the Seahawks winning!
- If you could have dinner with any person, living or dead, who would it be and why?
My wife, we would talk about life.
- What's a goal or dream you're currently working towards or would like to achieve in the future?
Use my GI Bill and go to school to do art.
- What's a food or cuisine you could eat every day and never get tired of?
I could eat breakfast everyday if I could.
- What's a small, everyday thing that never fails to make you happy?
As of right now, I like to go home and watch the Mariners win.
- If you had a day entirely to yourself with no responsibilities or commitments, how would you spend it?
I would spend it sitting on the couch at home doing nothing watching TV.

Dupont Writes...

This Month's Lucky Winner!!



Luz picks her lucky number that will determine the prize she will receive.



WINNER

Winner!
Luz Corbin wins an
awesome Milwaukee
fan.
Congratulations Luz!



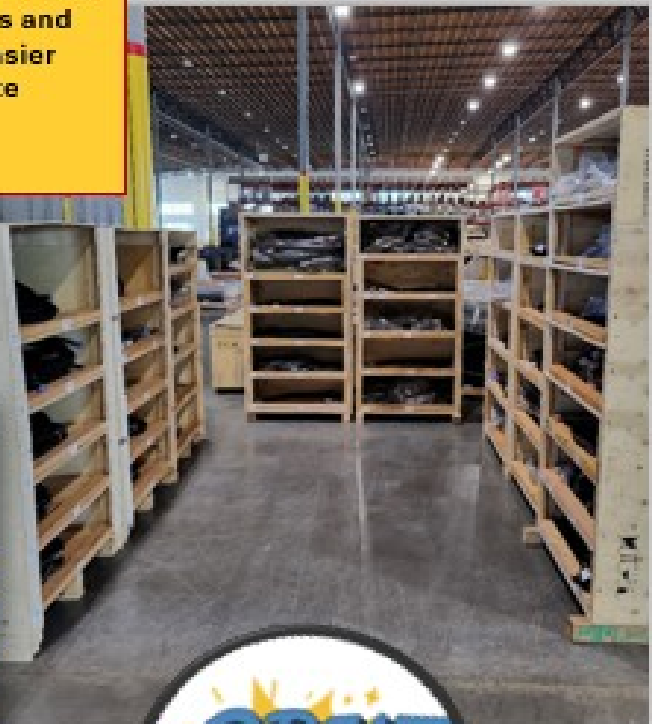
Dupont Writes...

Mike the Builder



Mike has been working hard designing and building shelving with crates that we receive in with parts. He has made good use of the empty crates and turned them into functional shelving for parts. This has alleviated our floor space and "A" frames and has made it much easier and efficient to locate parts. Thanks Mike!

NICE



West Columbia Writes...

Plant 9 West Columbia, S.C.

August 2025

Quote of the Month

- "Everything negative - pressure, challenges - is all an opportunity for me to rise" — Michael Jordan.

Welcome to the Team!

Hired on to Pierce - August

Demond Baxter

Patrick Prescott

Tawanda Jennings

Jameel Jessie

Brian Myers

Shoutouts

Shoutout to everyone on the team for their incredible effort on the rack project this past quarter. Your dedication really made it a success!"

Birthdays of August

Jesus Hernandez- Aug. 1

Herbert Chandler- Aug. 13

Foster Johnson- Aug. 15

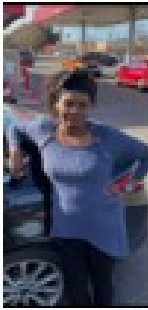
Everett Rivers- Aug. 25

Anyeli Santana- Aug. 30

West Columbia Cont...

ABOUT ME

Tina Charley



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

The six triple eight was a very inspiring and uplifting movie. It expresses the strength of women. We can make something from nothing.

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

I would love to visit the Vatican City. It would be interesting to see the art and learn some of the history of the city.

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

A skill that I have always been interested in learning is forensics.

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

A moment in my life that I would never forget is Hurricane Hugo. Hugo remains the worst storm.

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

Seeing my children's faces always puts a smile on my face. The different personalities bring different laughter's and smiles.

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

I would love to have dinner with Cicely Tyson. She was a great actress and very encouraging. I think any woman would walk away from her feeling empowered.



West Columbia Cont...

Let's Talk about Safety !

Heat-Related Illness Prevention

- **Stay Hydrated:**

Provide access to water and electrolyte-rich drinks, and encourage workers to drink frequently, especially those in non-air-conditioned areas.

- **Take Breaks:**

Schedule regular breaks in a shaded, cool, or air-conditioned area to allow the body to recover.

- **Wear Appropriate Clothing:**

Workers should wear lightweight, loose-fitting, and moisture-wicking clothing to help stay cool.

- **Monitor for Heat Illness:**

Train employees to recognize the signs of heat-related illnesses, such as dizziness, nausea, fatigue, headaches, or excessive sweating.

Fall Prevention and Ergonomics

- **Reinforce Fall Protection:**

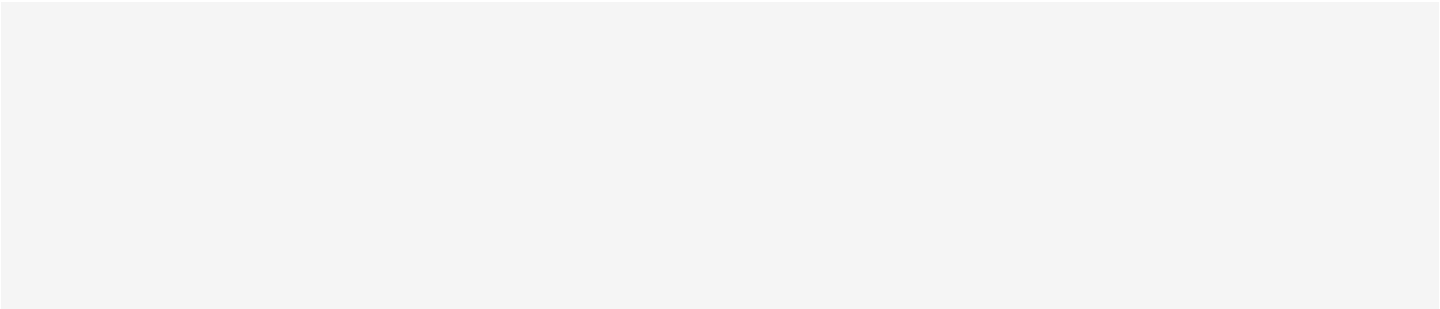
Ensure that all equipment, especially harnesses and self-retracting lanyards, is inspected before each use and that workers are up-to-date on fall protection requirements.

- **Maintain Clear Aisles:**

Keep pathways clear of materials and debris to prevent slips, trips, and falls, which are common warehouse accidents.

- **Promote Proper Lifting Techniques:**

Educate and remind employees about safe heavy lifting and carrying techniques to prevent strain and long-term injuries.



Our C.F.O. Writes...



FALLING INTO BALANCE:

MANAGING WORK STRESS AS THE HOLIDAYS APPROACH

As autumn settles in, nature itself seems to slow down—the air cools, the leaves drift, and the pace feels calmer. It's a reminder that we, too, can find balance amid the changing seasons, especially as year-end deadlines and holiday obligations begin to pile up.

Fall can be one of the busiest times at work. Projects are wrapping up, annual goals need final reporting, and planning for the new year begins. It's easy to get swept up in the pressure to finish strong. Yet, managing stress during this season doesn't mean doing less—it means working smarter and giving yourself permission to pause.

Try scheduling focused work blocks followed by short mental breaks—step outside for a few deep breaths of crisp fall air, stretch, or enjoy a cup of coffee away from your desk. Small resets can have a big impact on productivity and well-being.

Encourage collaboration and communication within your team. Sharing workloads and celebrating milestones keeps morale high and stress low. And as the holidays draw near, lead with empathy—many employees juggle extra responsibilities at home this time of year.

Finally, take a moment to reflect on the successes of the year and express gratitude—for your coworkers, your team's resilience, and your own hard work. Fall reminds us that balance and appreciation are key ingredients for both personal well-being and professional success.

Tony Chiodini

SEPTEMBER BIRTHDAYS

Name	Day	Plant
Christopher Krohe	3	5
Tammy Carley	4	C
Bradley Alley	5	7
Sarah Stanley	5	3
Donna Sangster	7	7
Luis Vazquez	7	ICP
Donnell Mann	9	7
Leticia Medrano	10	2
Kimberly Quartaro	10	ICP
Jason Enderle	11	5
Jameel Jessie	11	7
Kyle Wiggins	12	7
Katrina Green	14	9
Jasmine Anderson	15	9
Katia Lara	15	2
Lisa Lemon	15	9
Khun Ngoy	15	ICP
Jody Edwards	16	ICP
Alice Summerlin	18	9
Travis Watson	18	9
Tareq Hiteman	20	5
Tony Strawn	21	7
Vicneisha Trent	22	9
Lisa Knotts	24	C
Aaron McElveen	24	9
Robienetta Johnson	25	9
Linda Rhyne	25	7

OCT ANNIVERSARIES

Name	Day	Plant
Tracey Strawn	10/4/96	7
Jason Howell	10/7/03	7
Larry Hickey	10/23/06	C
Janice Rice	10/30/06	7
Mark Powell	10/17/11	7
Calvin Wainwright	10/21/13	2
Lat Long	10/31/16	ICP
Margarita Pena	10/25/21	3
Sophia Dandridge	10/25/21	3
Kleiy Koun	10/25/21	ICP
Everett Peat	10/17/22	7
Bradley Alley	10/17/22	7
Genesis Medrano	10/24/22	2
Monica McDonald	10/9/23	7
David McNeil	10/23/23	7

OCTOBER BIRTHDAYS

Name	Day	Plant
Willie Hancox	10/2	7
Kimberly Bailey	10/3	7
Teresa Moreno	10/3	5
Horn Choup	10/4	ICP
Johnny Moore	10/4	7
Anthony Turner	10/5	7
Maria Medrano	10/6	2
Jarvois Kennedy	10/9	9
Robert Bennick	10/10	C
Dino McNabb	10/10	C
Sylvia Davis	10/11	C
Delphine Edwards	10/14	7
Gregory Jackson	10/15	7
Jeremiah Kunke	10/17	2
Seth Davidson	10/18	7
Carolyn Jaquez-Martinez	10/21	9
Christine Cacciatore	10/22	C
Benjamin Bratt	10/25	ICP
Balinda Hairfield	10/28	7
Leslie Mayberry	10/29	7
Raina Jones	10/29	7
Donnesha Adams	10/30	7
Joella Cook	10/31	7

SEPT. ANNIVERSARIES

Name	Day	Plant
Jorge Perez	9/20/93	2
Randy Cantonwine	9/20/10	ICP
Crystal Ruiz	9/9/13	2
David Miller	9/9/13	7
Dennis Gardner	9/9/13	7
Walter Long	9/14/22	7
Kenneth Bradshaw	9/14/22	7
Enrique Mendiola	9/14/22	7
Christopher Eadler	9/25/23	2
Iris Portillo	9/9/24	ICP
Vicneisha Trent	9/9/24	9
Darrilyn Maben	9/23/24	7
Rashel Sanchez	9/30/24	7

