



April 2025

Pierce Distribution Services Company

Kevin Hogan Writes...

As Memorial Day approaches, we take a moment to honor the brave men and women of the U.S. Armed Forces who made the ultimate sacrifice in service to our country. This day, observed on the last Monday of May, is more than a long weekend—it is a solemn reminder of the cost of freedom and the courage of those who stood in its defense.

Across generations, members of the military have answered the call to serve, protecting the ideals of liberty, justice, and peace. Memorial Day is an opportunity for all of us—regardless of our background or beliefs—to reflect on the legacy left behind by these heroes and to express our gratitude for their service.

In the spirit of remembrance, many people ob-

serve a moment of silence at 3:00 p.m. local time on Memorial Day as a way that upholds the part of the National Moment of Remembrance. It's a small yet meaningful way to collectively honor the lives lost and to show respect for the families who carry their memory every day.

Let us remember with gratitude and live in a way that upholds the ideals for which so many have given their lives. Wishing you a safe and meaningful Memorial Day.

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

As a company, we are proud to recognize and support the military community, including the veterans and service families within our own team. Their strength, discipline, and dedication are reflected in the values we strive to uphold in our workplace.

This Memorial Day, whether you attend a local ceremony, visit a memorial, or simply take a quiet moment of reflection, we encourage everyone to honor the true meaning of the holiday.



Russell's Words Of Wisdom...

Always

Be

Yourself.

~Russell



KEVIN HOGAN





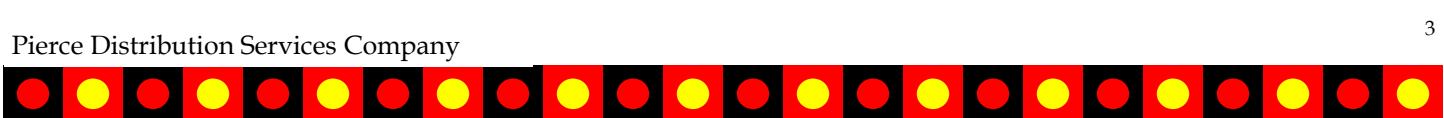
Tim Charles Writes...

This month I attended the MRO Americas Show, this is an annual conference which features many large manufacturers from the aerospace/aviation industries. The MRO show was very well attended when I went last year, it may have been slightly less busy this year, but overall, it was still pretty crowded.

Events such as this are very good opportunities to meet with current contacts, and to establish contacts with other companies who may be potential customers for Pierce. I was able to speak with personnel from Woodward Governor at their booth – they were from the Civil Aftermarket Team, so we don't work directly with them as our current packaging is done for their personnel on the Military Team. The people there did know Pierce though, and they said they have heard good things about our company.

A few of the other manufacturers who I was able to meet with were Eaton Aerospace, AAR Corporation, SKF, GE Aerospace, and Parker Aerospace. Those are companies who I was already familiar with. I was also able to visit the booths of a few manufacturers where I could speak with people who I hadn't met before.





Andy Oltremari Writes...

SALES AND MARKETING

Pierce has provided third party distribution and packaging services to OEMs for over 70 years. As we look to expand our portfolio of customers to other business segments, OEMs continue to be the core focus of efforts to market Pierces services. Specifically, construction, agriculture and mining manufacturers. OEM's can be defined as the following.

An OEM (Original Equipment Manufacturer) is a company that designs, produces, and sells products or components that are used as part of another company's product. These products can be finished goods or parts that are integrated into the final product, typically by the company that sells the finished item.

Here is a breakdown:

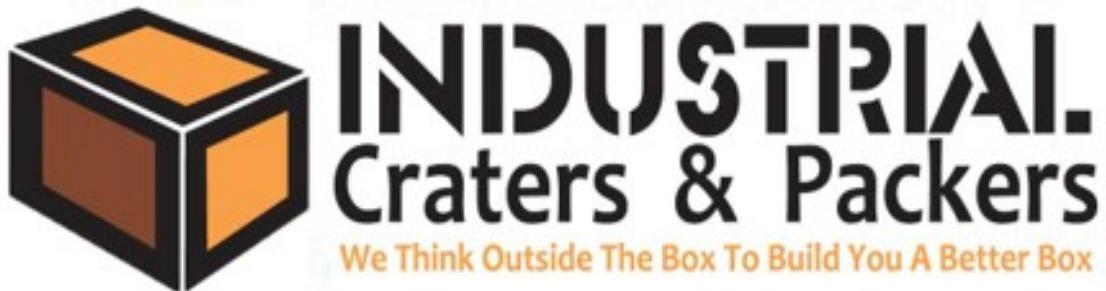
1. **Components for Other Products:** An OEM often manufactures parts or components that are incorporated into a product sold by another company. For example, a company that makes engines may sell those to an excavator manufacturer, who then assembles the whole excavator.
2. **Branding:** OEMs usually sell their products under the brand name of the company they supply to, not their own brand. For instance, the components inside many products might have been made by an OEM, but the end product carries the branding of the company that sells it to end user.
3. **Role in the Supply Chain:** OEMs are a crucial part of many industries, such as technology, automotive, construction, and appliances, where different companies specialize in different aspects of product creation. The OEM is responsible for making sure the product or part meets the standards required by the purchasing company.

In some cases, the term "OEM" can also refer to companies that manufacture products and sell them under their own brand, although this is more commonly associated with the term in the context of supplying components.





ICP Writes...



ICP Milestones May 2025



Khun Ngoy

23 years



ICP Cont...



Luis Vazquez

18 years



Kim Quartaro

10 Years



ICP Cont...

ICP Milestones June 2025



Seung Chheung

21 years



Steve Roddy

1 Year



ICP Cont...

ICP Activities

Built two of these heavy-duty skids with cribbing. A shipbuilding company will use them to transport 30,000 lbs. bow thrusters.





ICP Cont...





Rockford writes...

Happy Spring from Northern Illinois. Thanks to milder temperatures and April showers, we have green grass, daffodils and dandelions (lots of dandelions)!

Did you know April comes from the Latin word "aperire" which means to open? April stands for:

A = A new month

P = Push yourself

R = Rejuvenate

I = Inspire others

L = Laugh lots

Local Lions Clubs have their Rose Day fund raiser in March. Flowers are delivered in April. Larry has made this an annual event for the last few years. Roses are delivered here and each lady in the building gets a rose. And not to worry, he does take a bouquet of roses home to his wife! Thank you, Larry.



Larry with Mariela, Jessica, Leticia, Maria, Gennifer and Crystal.



Rockford cont...

Larry lends a helping hand and gives Maria an assist with opening a crate:



Plant 2 May Birthdays

5/4 Crystal Ruiz

5/13 Ken Holze

5/26 Mariela Pinedo

Plant 2 Milestone Anniversaries

5/11/15 Mariela Pinedo

Lais Patmythes



Memphis writes...

MEMPHIS PLANT 3

Get to know... Charles Chaney!!!



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

➤ Waking up to a brand-new day is the reason I need to smile.

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

➤ I'm grateful every day that my mom is still with us, and I find purpose in achieving things that make her proud.

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

➤ I'll spend the day seeking a few more moments of peace and exploring new ways to diversify my income streams.

This month's lesson is about the power of consistency.

➤ **Small, daily actions add up over time to create significant progress, whether in personal goals or professional development. Remember, it's not about massive changes overnight, but the steady effort you put in that shapes your future.**



Memphis cont...



Joanna R.
April 20th



Carolina C.
April 30th



Perfect Attendance!



January	February	March
Charles C.	Charles C.	Robert S.
Carolina C.	Carolina C.	Sophia D.
Sophia D.	Robert S.	Mary L.
Mary L.	Sophia D.	Margarita P.
Margarita P.	Mary L.	Tammi R.
Tammi R.	Tammi R.	Josh S.
Josh S.	Josh S.	Jose A.
Jose A.	Jose A.	Antonia S.
Antonia S.	Antonia S.	



Memphis writes...

Let's talk about Safety!!!



In the workplace, safety is essential for maintaining a productive and healthy environment. April, with its focus on safety awareness, serves as a timely reminder for businesses to assess their safety protocols and ensure that employees are well-informed about the potential risks they may face. Whether it's physical safety, like avoiding slips, trips, and falls, or mental well-being, such as reducing stress and promoting a balanced workload, April encourages organizations to prioritize both. Training programs, safety drills, and open communication about potential hazards are key to preventing accidents and injuries. By promoting a culture of safety, companies not only protect their employees but also enhance job satisfaction, improve spirits, and reduce absence. This month is an opportunity to evaluate and strengthen workplace safety measures, ensuring that everyone has the tools and knowledge they need to stay safe on the job.



Ripley writes...

ASSOCIATE OF THE MONTH

APRIL

We also want to award Ms. Samantha Stenson with Associate of the Month for April 2025! Samantha joined Pierce on January 25th, 2015, and she currently works in Service Parts.

In her free time, she loves to spend time with her grandbabies!

Thank you for your hard work and dedication to the Pierce family!



Samantha Stenson - Associate of the Month (Apr 2025)

*Left to Right: Janice Rice (2nd Shift Supervisor),
Samantha Stenson (2nd Shift Service Parts), and
Marcko Clemons (2nd Shift Backup Supervisor)*

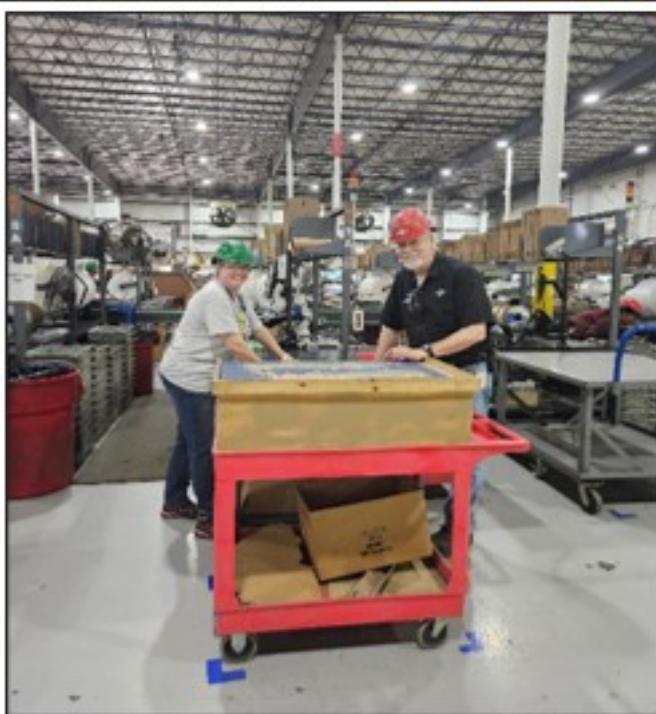
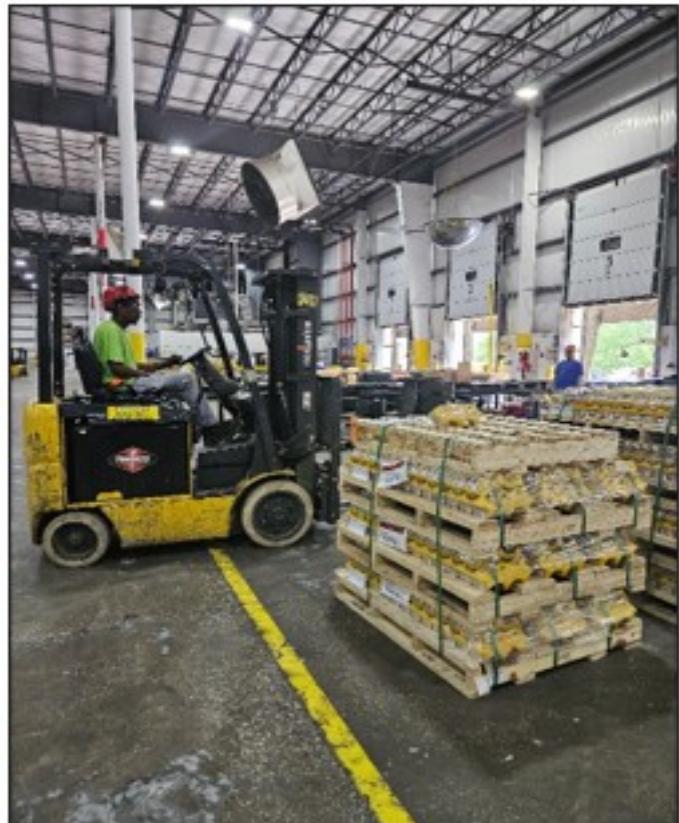
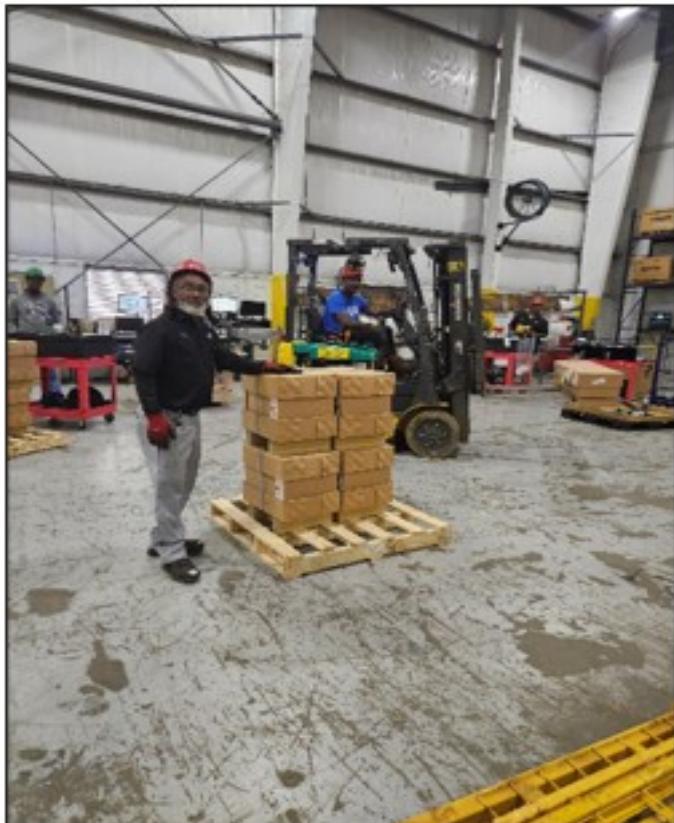


Misty Harrison
& Evan Hatchel



Ripley cont...

ACTION SHOTS!



Here are some action pictures
of a few associates working to
make sure Pierce runs
smoothly!

Thanks to them!



Ripley cont...

PLANT 7 BIRTHDAYS FOR APRIL

Marcko Clemons	Apr. 15
Obadiah Fields	Apr. 12
Timothy Goodwin	Apr. 18
Monica McDonald	Apr. 25
Mark Powell	Apr. 12
Travis Shaw	Apr. 10
Mark Strawn	Apr. 1



**★HAPPY★
BIRTHDAY!**

Misty Harrison
& Evan Hatchel



Ripley cont...

1ST SHIFT

Anthony Turner
Rachel Langley
Evan Hatchel
Mary Smith
Greg Jackson
Casey Richardson
Cordera Strowder
Rashell Sanchez
Willie Hancox
Balinda Hairfield
Enrique Mendiola
James Story
Pearl McGee
Teresa Scott
Mary Brown
Mark Powell
Victoria Riehn
Jessica Conder
Linda Hall
Dorothy Toomes
Jerry Hankins
Donnell Mann
Timothy Currie
Walter Long
Joseph Boyle
Steve Hendrix

PERFECT ATTENDANCE

2nd SHIFT

Antonio Lewis
William Umphlette
Jamie Summar
Kim Bailey
David Miller
Eddie Cunningham
Dennis Gardner
Marcko Clemons
Gerhard Jerding
Santonio Bailey
Frances Brent
Tracy Maxwell
Johnny Ward
Michael Deberry
Elvis Pugh
Sabrina Scallions



**Thank you to ALL our associates
who were here every day of
April, working hard!**

(as of 4/28/2025)

**Misty Harrison
& Evan Hatchel**

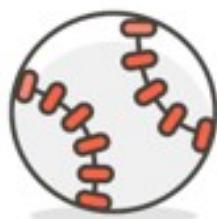


Ripley cont...

BASEBALL SEASON!



Thank you Pierce
for sponsoring a
team this year for
the Ripley Youth
Baseball League!



Misty Harrison
& Evan Hatchel



Ripley cont...

1ST SHIFT

Anthony Turner
Rachel Langley
Evan Hatchel
Mary Smith
Greg Jackson
Casey Richardson
Cordera Strowder
Rashell Sanchez
Willie Hancox
Balinda Hairfield
Enrique Mendiola
James Story
Pearl McGee
Teresa Scott
Mary Brown
Mark Powell
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Johnny Ward
Michael Deberry
Elvis Pugh
Sabrina Scallions



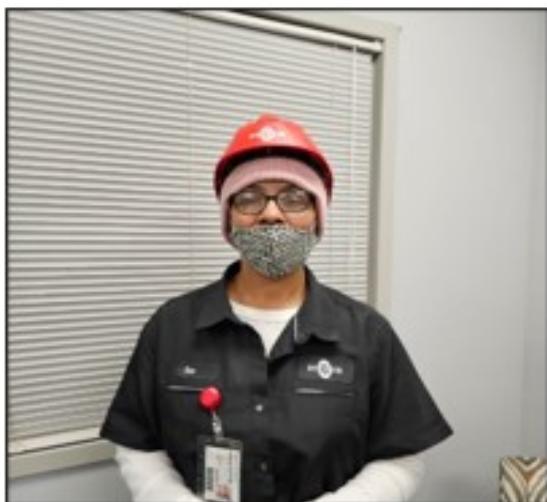
**Thank you to ALL our associates
who were here every day of
April, working hard!**

(as of 4/28/2025)

**Misty Harrison
& Evan Hatchel**



Ripley cont...



Samantha Stenson | 2nd Shift Service

GET TO KNOW ME!

Plant 7

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

Sewing, it's something I have always wanted to do! From threading to pushing the paddle to make it sew.

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

The first time I went roller skating; it was fun until the wheel started rolling! I did a full body flip forward lying flat on my back. I haven't forgotten it and haven't skated since.

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

My children and grandbabies. They are my joy and happiness every day. I think about something they have done, and my laughter comes out and it makes my day a little brighter just to know that I have them in my life.

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

Whenever I think of my mother I always want to smile, and going out to dinner with her would be nice just to let her know how much she is loved and truly missed. God rest her soul.

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

Retire sooner than later in the coming years. Relax a little and thank God that I finally made it!

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

Catfish, hushpuppies with slaw or hot wings, and rolls.

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

What never fails to make me happy is when my grandbabies call me nanny/granny to grams just to say, "I love you" and we all hug and laugh.

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

Having a day to myself has yet to come with 3 children and 6 grand babies. I really wouldn't know what to do with it because I'm never alone. They keep me busy!



Dupont writes...

~GET TO KNOW ME!~

Jack Giersch, Plant-8 Dock Supervisor



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

The book Ishmael has impacted my life. The ideas in it help me realize and avoid any errors in past beliefs and judgments, and that there is always room for improvement.

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

If I could travel anywhere in the world it would have to be Japan because I've always liked their culture, art, food, and scenery.

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

I've always wanted to learn to fly a plane or any aircraft for that matter.

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

I'll always remember the first time I played a real piano and the instant connection I felt.

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

Seeing my dog or any random one on the street does a pretty good job making me smile.

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

I would choose my grandpa, as I never really got a chance to talk with him.

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

I dream of being able to afford a place with a yard.

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

Can't go wrong with some good Mexican food.

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

A nice cup of coffee usually perks me up

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

I would be doing some kind of outdoor activity if the weather permits it. If not, I'll be playing Music or video games

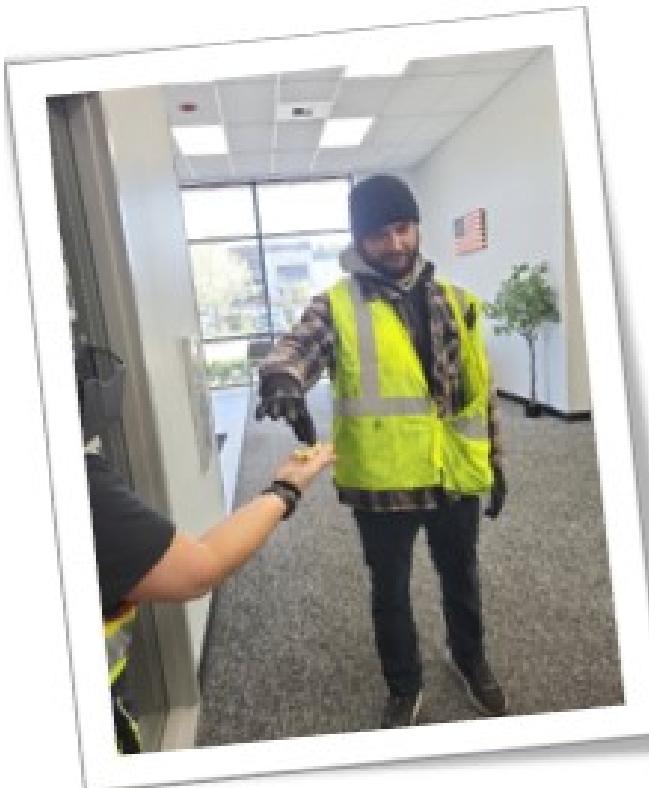


Dupont cont...

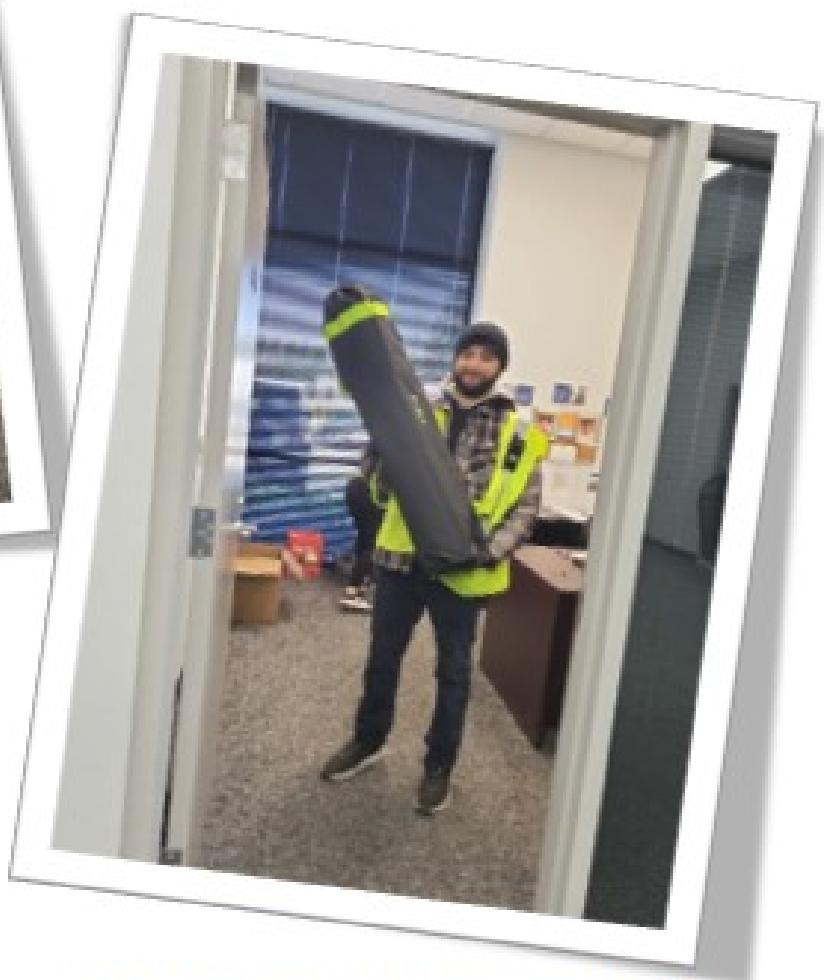
WINNER! WINNER!

This Month's winner for our monthly drawing was Jack himself.

Congratulations Jack, on winning an XL foldable camping chair!



(JACK PICKING A PRIZE NUMBER)



(JACK EXITED WITH HIS JUMBO CAMPING CHAIR)



Dupont cont...



yummy!

This month we held an Employee Appreciation Day celebrating our staff for all their hard work here at Plant-8

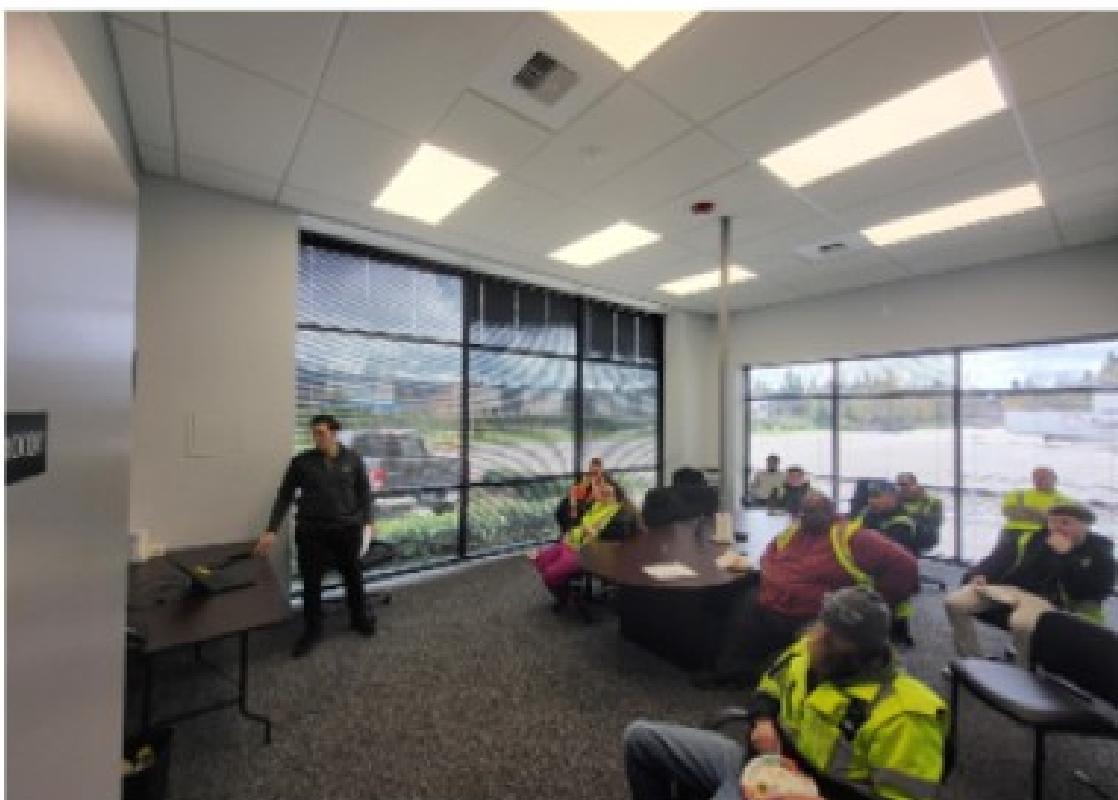
On the menu was Italian sub sandwiches from one of our local sub shops.

Some employees wanted to enjoy their sandwich while they attended the monthly safety meeting.

Once again, we would like to thank all our employees here at Plant-8 for all their hard work and dedication. **Thank you!**



" Employees enjoying their sandwiches during the monthly safety meeting"





Your Life Times April 2025

Shedding Pounds in the Sunshine: Smart Summer Weight Loss Tips

Summer brings longer days, fresh produce, and more opportunities to get active outdoors—making it an ideal season to kickstart or reinvigorate your weight loss journey.

One of the easiest ways to slim down in summer is by simply taking advantage of the weather. Swap indoor workouts for morning walks, swimming, or bike rides. These fun, low-impact activities burn calories and often feel less like exercise and more like play.

Hydration is also a secret weapon during hot months. Drinking water before meals can curb appetite and prevent overeating, while also replacing sugary beverages that can derail your progress. Aim for at least eight glasses a day—more if you’re sweating outdoors.

Food choices become simpler in summer, too. Take advantage of seasonal fruits and vegetables like watermelon, berries, cucumbers, and tomatoes. Grilling lean proteins like chicken, fish, or tofu with veggies is a flavorful, low-calorie alternative to heavy comfort foods.

But remember—summer weight loss isn’t just physical. The longer daylight hours and increased vitamin D can boost your mood, helping you stay motivated. Set realistic goals and focus on how you feel, not just what the scale says.

Lastly, watch out for hidden summer saboteurs—like high-calorie frozen drinks, oversized barbecue portions, or skipping meals before events (which can lead to overeating). Stick with balanced meals and mindful choices, even at parties.

With consistency and some seasonal swaps, you can make meaningful progress this summer—while still enjoying the sunshine and your favorite activities.

MAY ANNIVERSARIES		
Name	Day	Plant
John McNabb	05/28/96	3
Tony Chiodini	05/26/98	C
Sylvia Davis	05/13/13	C
Michael Deberry	05/11/14	7
Margaret Haycraft	05/11/14	7
Mariela Pinedo	05/11/15	2
Kimberly Quartaro	05/18/15	ICP
Antonio Lewis	05/14/18	7
Charles Chaney	05/04/20	3
Shirley Brantley	05/23/22	2
Keith Wright	05/01/23	8
Shawn Tillman	05/15/23	8
Eric Barnes	05/20/24	7
Spencer Foster	05/20/24	7
Christian Norfolk	05/20/24	7
Samuel Wills	05/20/24	7

MAY BIRTHDAYS		
Name	Day	Plant
Cornelius James	2	9
Steven Hendrix	3	ICP
Jason Smith	3	C
Chris Wright	4	3
Crystal Ruiz	4	2
Dorothy Toomes	5	7
Tracye Wilson	7	9
Casey Richardson	8	7
Joseph Boyle	10	7
Mohammed Raekwan	10	9
Ann Gable	11	2
Deborah Brewer	11	7
Corey Figs	11	7
Jamie Summar	12	7
Ken Hulze	13	2
Juan Sanchez Camera	15	ICP
John McNabb	15	C
Londell Currie	17	7
Tina Charley	21	9
Emily Cunningham	21	7
Samuel Wills	23	7
Sergio Meza Garcia	24	ICP
James Pearson	26	7
Mariela Pinedo	26	2
Cordena Strander	28	7
Donna Oliver	29	7

Tony Chiodini