



## June/July 2025

*Pierce Distribution Services Company*

# Kevin Hogan Writes...

I've been spending some flight to Nashville from time at Corporate meet- Milwaukee. I rented her ing with the Executive a car. When she arrived Staff. Good Meetings. I in Nashville, she heard was also able to meet that he stopped eating a with company counsel drinking so time was pre- and my chief advisor on cious. She asked me to some business items. track her so she didn't Russell came with me to get lost to Owensboro, Loves Park. I was also Kentucky where the hos- able to meet with many of pital was. I tracked her my high school buddies breaking all speed re- to talk about stories we ords. She arrived talked about 50 times be- around 5 pm and he died fore. I still value my time the next morning at 1:30 with them.

am so she made it. She was able to say goodbye

Rain? I've seen lots of as only a sister could do heavy rain in Washington with her brother. It was and South Carolina but very sad but I was able nothing like Wisconsin take comfort in the fact recently. I've seen harder that she made it. Ser- rain storms but not con- vices will be held in his sistent rain over 24 hours. boyhood town of Ripley, 6 inches in 24 hours. TN. Wow....

I would like to wish eve- Donna's oldest brother ryone celebrating Birth- Wilson Jackson 84, re- days in July & August a cently died. He lived in Happy Birthday!

Beaver Dam, Ken- tucky. Donna and Wilson We had many milestone were especially close as anniversaries in July like, he was the oldest of 8 Yee Shiman (10 years), siblings. So when she Mark Tavarez, Seung heard he was not doing Chheung, Steven Chip- well, she wanted to go man, Horn Choup, Brett see him to say goodbye. Downey, Jody Steven She heard his time was Edwards, Jon Munchus, close so I booked her a Khun Ngoy, Eav Tan,

Luis Valdez all cele- brating 15 years. We had some notable anniversaries; Joella Cook and Donnell Mann (11 years), Ta- bitha Chandler (18 years), Bertha Gon- zalez (24 years) and yours truly (46).

In August, the mile- stone anniversaries were Elvis Pugh (5 years), Donna Hogan (25 years) and Tracy Schmitt (25 years). We had one notable anniversary; Ken Holze (22 years).

I would like to thank all celebrating anni- versaries for their service and dedica- tion to Pierce Distri- bution Services.



### Russell's Words Of Wisdom...

Inspiration lights the fire.

Discipline keeps it burning.

unknown



### KEVIN HOGAN

### AWSOME FEEDBACK RECEIVED

*Hi Tammy,*

*Haven't touched base with you in a bit. Not sure if you were in- formed that your team supported \*\*\* and \*\*\*\* in setting an all time record for revenue in March (\$14.6M). Thanks for your timely com- munication and overall support allowing us to make that happen.*

*Curious as to when you will likely be having another inspection? You will see a truck from us tomorrow and I think \*\*\*\* may have already communicated that to you. Thanks!*

*(Feedback for Tammy Carley, Corporate Government Manager)*



# Tim Charles Writes...

## Nutrition

I was asked to share some information about nutrition. However, any major changes a person makes to their diet should be discussed ahead of time with the doctor.

The popular saying is that you can't outrun a bad diet, and that's true. If someone's goal is to lose weight, they can't rely solely on exercise, they must have healthy eating habits.

For me personally, I really only pay attention to these three nutritional categories:

- 1) Calories, 2) Protein, and 3) Sugar

## Calories

Anyone who wants to lose weight has to be in what they call a caloric deficit. A person's recommended calorie intake depends on height, weight, activity level, and age. There are many online calculators available for calculating your suggested calorie intake per day. To give you an idea, my calorie target ranges between 2,200 – 2,400 calories per day. (That is calculated using 58 years old, 5'11", 185 lbs, and exercising almost every day.) Some days, it's easy to stay in that range, and some days it's really tough. Traveling for work, rather than eating at home, makes it much more difficult.

I don't want to count calories for every single thing I eat, so I've just become knowledgeable about calories, as far as which foods are "good", and which foods aren't. It's surprising how many calories some foods have:

Dairy Queen Oreo Blizzard (medium size)	1,080 calories
Chick-Fil-A chicken sandwich & medium waffle fries	1,550 calories
Wendy's Triple Baconator meal	2,160 calories
McDonalds Big Mac	580 calories
Cinnabon cinnamon roll	880 calories
Lays potato chips (1 oz)	160 calories
Dunkin Munchkins (one)	60 calories

None of those are probably surprising, everyone knows fast food isn't healthy. But here are a couple of foods with a surprisingly high number of calories:



## Tim Charles Cont...

Club Cracker (one)	18 calories
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Granola (one cup)	400 calories
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No one will want to hear this, but for anyone watching their weight, a common saying is “don’t drink your calories.” Here are some reasons why:

20 oz bottle of Mountain Dew	290 calories
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1.5 oz shot of vodka	125 calories
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Starbucks Caramel Frappuccino (16 oz)	380 calories
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Rockstar Energy Drink (16 oz)	260 calories
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Dunkin hot chocolate (medium)	330 calories
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## Protein

Protein is very important, because after age 30, people will begin to lose 3-5% of their muscle every 10 years. Your diet plays a key role in building muscle, and protein is the largest macro for that.

So how much protein should people get? The most common recommendation is for an adult to take in between .8 – 1.0 gram of protein per one lb of their body weight. That is a lot to try and eat most days, but it can be done. I’d say most of my protein comes from chicken, lean steak/beef, Greek yogurt, eggs, and protein shakes. (Salmon and cottage cheese are very good for protein also, I just don’t like either of them.)

Two items to watch out for with protein are granola bars and protein shakes. While it’s assumed all of them would be healthy, some will only contain average amounts of protein, but will have large amounts of calories and sugar. [..](#)

## Sugar

Everyone knows sugar is bad for you, the problem is that almost every food that tastes good has a lot of sugar in it. There is healthy sugar such as you would find in fruit, and added sugar, which is in processed food and drinks.

It is recommended that adult males consume no more than 36 grams of added sugar per day, and for females, that number is 25 grams of sugar per day. That isn’t very much, when



## Tim Charles Cont...

you consider a 12 oz can of Coke has 39 grams of sugar, and a Starbucks Pumpkin Spice Frappuccino has 65 grams of sugar.

For trying to eat healthy, this is just for me personally, I'm not suggesting anyone also follow this. But I try to have around 80-85% of what I eat come from these seven groups:

1. Meat (ground beef, steak, chicken)
2. Whatever goes with the meat (usually rice, maybe pasta or potatoes)
3. Eggs (eggs are healthy, despite what some people believe)
4. Vegetables (you can always have a lot of these)
5. Fruits (you can always have a lot of these)
6. Greek yogurt (tons of protein, low calories, and low sugar if you buy the right brands)
7. Breakfast foods (protein shakes, granola bars)

If I can stick close to that, then the other 15-20% is eating whatever I want, and I don't hesitate to have pizza, desserts, etc when I really want them.

One last suggestion – drink a lot of water. When you wake up in the morning, drink a full glass of water in the first 20-30 minutes of waking up, before you have coffee or breakfast. That water is good because you're dehydrated from sleeping, and it's good for starting your metabolism for the day.

Good luck to anyone who is on the journey to eating healthier, because it's not easy. I will admit I took a nice long break of about 15-20 years before getting back on track four years ago, and I feel much better now because of it.



## Andy Oltremari Writes...

### Sales and Marketing:

WERC Annual Conference, New Orleans (June 8<sup>th</sup> - 11<sup>th</sup>)



Tim Charles and I had the opportunity to attend the WERC Annual Conference in New Orleans during the week on June 8<sup>th</sup>. This is a premier event for professionals in warehousing, logistics, and supply chain management. The conference brought together industry leaders, practitioners, and experts to explore the latest trends, technologies, and best practices shaping the future of distribution and warehousing.

Key highlights included insightful keynote presentations on supply chain resilience, labor challenges, and automation advancements. We participated in several breakout sessions that focused on operational efficiency, warehouse layout optimization, and inventory management strategies. These sessions provide insight into the challenges other companies are facing that align with many of the issues we face at Pierce.

The conference also featured valuable networking opportunities, where we connected with peers and vendors, exchanging ideas and gaining fresh perspectives on common industry challenges.

Overall, the WERC conference was a highly engaging and informative experience, offering actionable takeaways that can help improve warehouse operations and strategic planning within our organization.

Andy Oltremari  
VP of Marketing

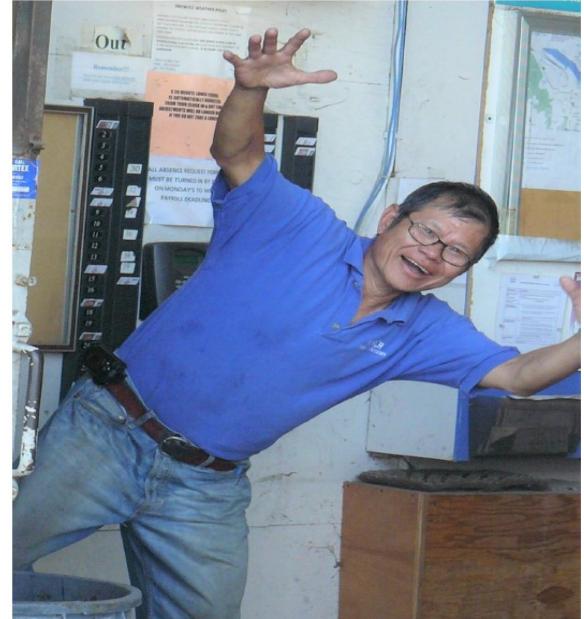


ICP Writes...

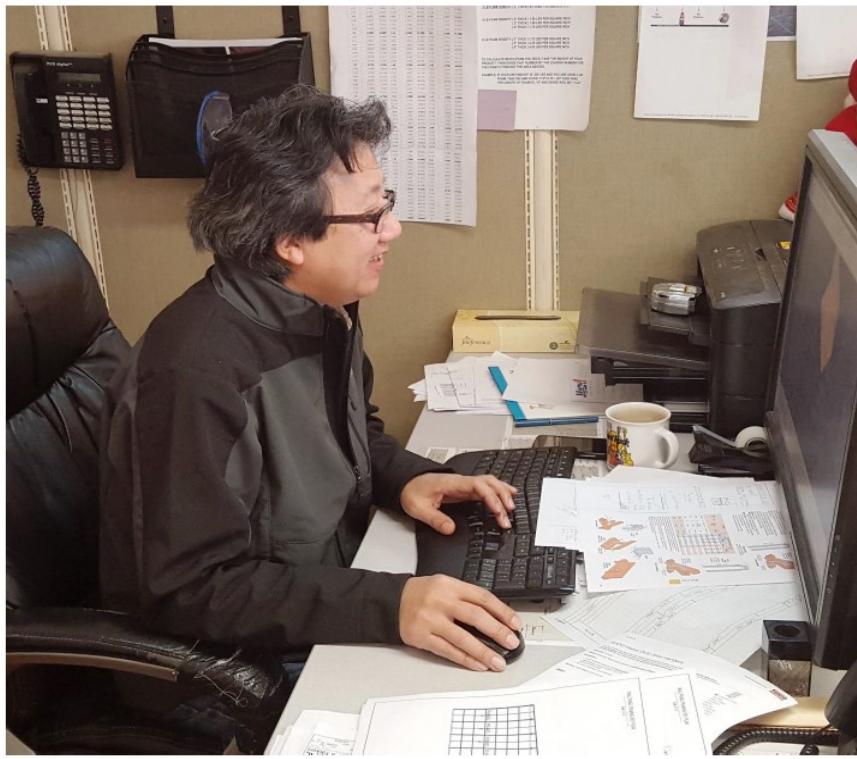
# ICP JULY MILESTONES



Steve Chipman 25 Years



Eav Tan 22 years



Shiman Yee 10 years



## ICP Cont...



Bronze sea turtle sculpture ICP is crating for shipment to Florida



## Rockford Writes...

We welcomed May with open arms. Everyone was ready for winter to be over. May has the traditional holidays – May Day, Mother's Day, Armed Forces Day and Memorial Day to name a few. Did you know these fun facts:

May 1 – School Principal's Day

May 2 – World Tuna Day

May 8 – No Socks Day

May 14 – Dance Like a Chicken Day

May 14 (Second Wednesday in May) – Root Canal Appreciation Day

May 28 – Slugs Return from Capistrano

Fun Days in May:

Get Caught Reading month and Good Car-Keeping Month

I vote for "get caught reading"!

While others were celebrating traditional days, we celebrated Mariela Pinedo's ten-year service anniversary. The anniversary is May 11<sup>th</sup>. We had her luncheon on May 14<sup>th</sup>. And before you ask, I can tell you no one danced like a chicken, and we did not acknowledge root canal appreciation day! It was all about Mariela. Mariela chose pulled pork, BBQ ribs and chicken for the luncheon. It was delicious. Everyone enjoyed the food and the camaraderie.



Mariela receives a gift card from Larry.



## Rockford Cont...

As guest of honor, Mariela is first in line:



A good time was had by all.



June Birthday

Bertha Gonzalez – 6/7

June Anniversaries

Raul Sanchez – 6/17/03

Jose Ramirez – 6/28/18

*Lois Patmythes*

# July and August birthdays!

## JULY

### ANNIVERSARIES

Name	Day	Plant
Kevin Hogan	7/9/79	C
Bertha Gonzalez	7/19/01	2
Eav Tan	7/30/03	ICP
Tabitha Chandler	7/2/07	7
Mark Tavarez	7/12/10	C
Joella Cook	7/21/14	7
Donnell Mann	7/20/14	7
Shiman Yee	7/20/15	ICP
Misty Harrison	7/9/18	7
Elvis Pugh	7/29/19	7
Rigoberto Gonzalez	7/31/21	ICP
Joann Land	7/24/21	7
Yvette Reymundi	7/24/21	2
Joseph Boyle	7/27/22	7
Benjamin Spade	7/24/23	8
Troyce Wilson	7/1/24	9
Frank Wilson	7/1/24	9
Preston Williamson	7/1/24	9
Travis Watson	7/1/24	9
Julia Walker	7/1/24	9
Persephone Sumter	7/1/24	9
Walter Small	7/1/24	9
Maurice Simmons	7/1/24	9
Larry Shunkwiler	7/1/24	9
Sergio Santana	7/1/24	9
Anyeli Santana	7/1/24	9
Everett Rivers	7/1/24	9
Mohammed Raekwan	7/1/24	9
Judy McDaniel	7/1/24	9
Michael McCoy	7/1/24	9
Terrence Legette	7/1/24	9
Jarvois Kennedy	7/1/24	9
Robienetta Johnson	7/1/24	9
Foster Johnson	7/1/24	9
Sherrica Johnson	7/1/24	9
Cornelius James	7/1/24	9
Jesus Hernandez	7/1/24	9
Katrina Green	7/1/24	9
Jessie Forrester	7/1/24	9
Peter Fisher	7/1/24	9
Kenneth Estus	7/1/24	9
Herbert Chandler	7/1/24	9
Lakriasha Anderson	7/1/24	9
Rose Ancrum	7/1/24	9
Christopher Wages	7/8/24	9
Alice Summerlin	7/8/24	9
Carolyn Jaquez-Martinez	7/10/24	9
Charlie Wood	7/15/24	7
William Umphlette	7/15/24	7
Tyangus Richardson	7/15/24	7
Hunter Hyde	7/15/24	7
Victoria Hendrix	7/15/24	7
Julius Robichaud	7/31/23	8

### ANNIVERSARIES

Name	Day	Plant
Donna Hogan	8/2/99	C
Tracy Schmitt	8/11/99	C
Ken Holze	8/5/02	2
Elvis Pugh	8/5/19	7
Ann Goble	8/1/720	2
Emily Cunningham	8/10/20	7
Michelle Allen	8/21/23	7
Joshua Siders	8/14/23	3
Tina Charley	8/12/24	9
Jessica Kercado	8/27/18	2
Mary Williams	8/26/24	9
Patricia Alvarado	8/26/24	ICP



## JULY

### BIRTHDAYS

Name	Day	Plant
Eric Guffey	1	ICP
Judy McDaniel	3	9
James Miller	3	7
Eav Tan	7	ICP
Eddie Cunningham	7	7
Rene Miramontes	8	8
Emanuel Cruz	8	8
Kleiy Koun	9	ICP
Keith Wright	13	8
Judy Spitson	17	C
Larry Shunkwiler	18	9
Tyangus Richardson	18	7
Jayla Wood	19	7
Randy Cantonwine	21	ICP
Jessica V Kercado	21	2
David Whittle	24	7
Lynda Buck	26	7
Marcello Wright	26	9
Tiffany Orona	28	8
Persephone Sumter	29	9
Victoria Hendrix	31	7

## AUGUST

### BIRTHDAYS

Name	Day	Plant
Jesus Hernandez	1	9
Everett Peat	2	7
James Heavner	6	7
Jasmine Johnson	6	7
Luz Corbin	7	8
Rachel Peppers	8	7
Joann Land	9	7
Santonio Bailey	9	7
Evan Hatchel	10	7
Lakyra Beard	10	7
Herbert Chandler	13	9
Mariangela Lopez	13	3
Lakriasha Anderson	14	9
Tabitha Chandler	15	7
Foster Johnson	15	9
Mark Hopkins	16	C
Margarita Pena	19	3
Amy Fisher	22	7
Charles Chaney	23	3
Alma Killingsworth	24	7
Everret Rivers	25	9
Rosa Temple	26	7
Larry Hickey	26	C
Charlie Wood	26	7
Osvaldo Gomez	28	ICP
Camden Crawley	30	7
Jason Howell	30	7
Anyeli Santana	30	9
Karina Jimenez	31	2



## Memphis Writes...

### Memphis Plant 3

#### GET TO KNOW .... Mary Lopez!!



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

-I would visit Japan to experience its unique blend of futuristic innovation and ancient traditions.

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

-I would like to have dinner with my mother who was the most important person in my life.

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

-I truly enjoy my morning coffee—it's one of my favorite parts of the day.



**Daniela M.**

**June 7<sup>th</sup>**



**Antonia S.**

**June 13<sup>th</sup>**



## Memphis Cont...

### Let's Talk about Safety!!!



At Pierce Memphis Plant 3, safety is more than a priority, it is a core value that guides daily operations. As summer begins and activities increase, so do potential hazards, from heat-related illnesses to equipment misuse. That's why in June, Memphis Plant 3 reinforces its commitment to safety through training refreshers, equipment inspections, and employee engagement proposal designed to

prevent accidents and promote a culture where everyone looks out for one another.

### Honoring the Dads Who Make a Difference

As we move into the heart of June, we look forward to one of the most meaningful days of the month—**Father's Day**, celebrated this year on **Sunday, June 16th**. It's a special time to recognize and honor the fathers, grandfathers, stepdads, uncles, mentors, and all the father figures who have helped shape our lives.

Father's Day is more than just cards and gifts—it's a reminder of the powerful role that fathers play. Whether teaching us life lessons, cheering us on from the sidelines, offering advice, or simply being a steady presence, dads deserve to be celebrated for all they do.

This month, we encourage everyone to take a moment to show appreciation. A heartfelt thank you, a shared memory, or simply spending time together can go a long way. And for those remembering fathers who are no longer with us, may this day be filled with fond memories and love.

Let's celebrate the men who inspire, support, and lead with strength and compassion.

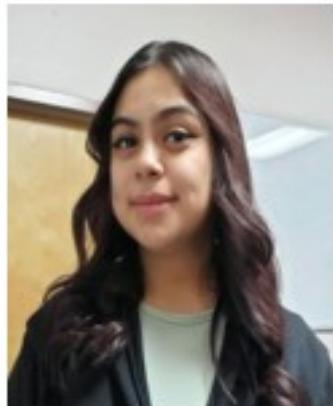
HAPPY  
*Father's Day*



## Memphis Cont...

# Memphis Plant 3

## Get to know....Wendy Delgado!!!



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

-I would go to Mexico because my whole family is there, and I would really enjoy spending time with them. It's been a while since I last visited.

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

-I can totally see myself slaying the nail game and owning a fab little nail shop someday. It might take time, but trust, I'm on my way, one fierce set at a time! 🌈\*

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

-My two kids have a kind of smile that can lift any weight off my shoulders. No matter how tough the day is, they always make it better. ❤



### Thank You, Memphis Plant 3!

I want to extend a heartfelt thanks to all Pierce employees at Plant 3 for your hard work, dedication, and commitment. Your efforts do not go unnoticed, and we truly appreciate everything you do each day to help us succeed. Thank you for being an essential part of our team!

-J. McNabb





## Memphis Cont...

### Let's talk about Safety!!!



It's important to stay mindful of safety—both at work and at home. With hotter temperatures, be sure to stay hydrated, take breaks in the shade, and watch for signs of heat-related illness. If you're celebrating with fireworks this month or any other days, remember to handle fireworks responsibly and follow local laws. Whether it's on the job site, at a barbecue, or out enjoying the summer, staying alert and putting safety first helps ensure a fun and accident-free month for everyone.

### Lesson of the Month – July: Progress Over Perfection

In the rush to meet goals, it's easy to wait for the "perfect" plan or outcome. But in reality, steady progress beats perfection every time.

Moving forward—imperfectly—is how innovation happens. Whether you're launching a project, improving a process, or learning something new, the goal isn't to be flawless. It's to keep going.

#### Quick Tips:

- Always share your ideas... it could make for a better workplace.
- Break big tasks into small, actionable steps.
- Celebrate small wins—they add up.

"Done is better than perfect."

Let this month be a reminder: momentum fuels results.





## Ripley Writes...

# ASSOCIATE OF THE MONTH

## JUNE



Congratulations to Mr. Johnny Ward for Associate of the Month for June 2025! Johnny joined Pierce back in 2012 and has continued to work hard for us!

In his free time, Johnny likes to stay busy and work hard as it "keeps him young"! Mr. Ward loves to spend time with his family and grandkids. Together, they go and collecting cans to recycle them!

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



Misty Harrison  
& Evan Hatchel



## Ripley Cont...

# HAPPY RETIREMENT DONNA!



LEFT to RIGHT:  
Casey Richardson (1<sup>st</sup> Shift Dealer Return Lead)  
Donna Oliver (1<sup>st</sup> Shift Breakdown Lead)  
Balinda Hairfield (1<sup>st</sup> Shift Lead QC)



LEFT to RIGHT:  
Mary Smith (NEW 1<sup>st</sup> Shift Breakdown Lead)  
Donna Oliver (1<sup>st</sup> Shift Breakdown Lead)



LEFT to RIGHT:  
Mark Strawn (Plant 7 General Manager)  
Donna Oliver (1<sup>st</sup> Shift Breakdown Lead)  
James Story (1<sup>st</sup> Shift Floor Supervisor)  
Tabitha Chandler (Plant 7 Operations Manager)



Donna Oliver has retired after working with Pierce Plant 7 for 24 years! Donna has **always** been committed to Pierce since she started working here, and Pierce wanted to show appreciation to her with a cake, some cupcakes, and celebration together.

Thank you Donna, we will miss you!

*The Pierce Family*



## Ripley Cont...

# PERFECT ATTENDANCE

### 1<sup>ST</sup> SHIFT

Rachel Langley  
Evan Hatchel  
Donna Oliver  
Mary Smith  
Gregory Jackson  
Casey Richardson  
Heddie Henderson  
Rashell Sanchez  
Balinda Hairfield  
Enrique Mendiola  
James Story  
Lesa Leggett  
Donna Sangster  
Teresa Scott  
Mary Brown  
Mark Powell  
Victoria Riehn  
Donnell Mann  
Timothy Currie  
Kenneth Bradshaw  
Steve Hendrix

### 2<sup>ND</sup> SHIFT

Debroah Brewer  
Charlie Wood  
Antonio Lewis  
Eddie Cunningham  
John Butler  
Lisa Jerding  
Kim Bailey  
David Miller  
Marcko Cleamons  
Gerhard Jerding  
Santonio Bailey  
Samantha Stenson  
Frances Brent  
Monica McDonald  
Theda Parrish  
Ciarra Maxwell  
Claudia Jackson  
Johnny Ward  
Michael Deberry  
Hunter Hyde  
Spencer Foster



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

*(as of 6/26/2025)*

**Misty Harrison  
& Evan Hatchel**



## Ripley Cont...

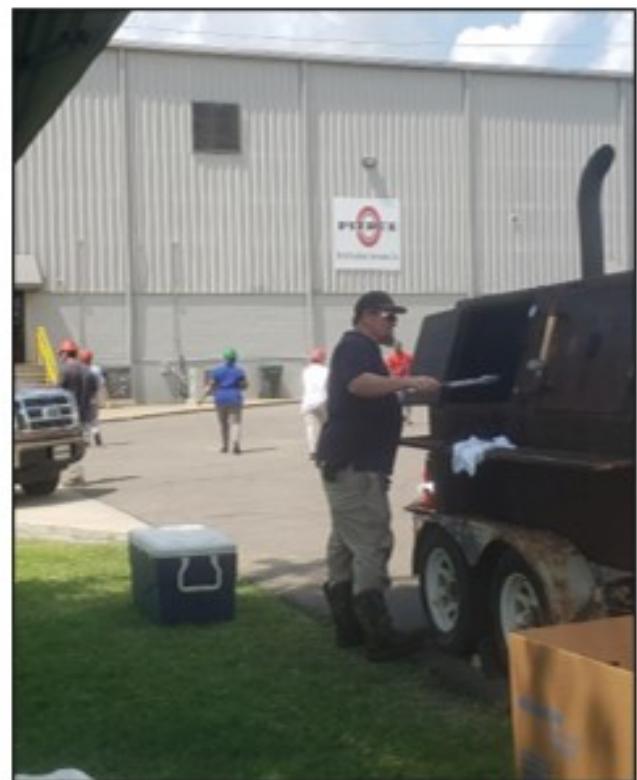


LEFT to RIGHT:

**Kristi Taylor** (Dealer Return Supervisor),  
**Misty Harrison** (HR Manager),  
and **Rachel Langley** (Front Office/Truck Scheduler)  
preparing and serving the hotdogs/drinks to all of Plant 7.

**BIG** thank you to our  
amazing crew that cooked  
and served the entire plant  
to celebrate!

Your hard work during the  
heat was not unnoticed!



**James Story** (1<sup>st</sup> Shift Floor Supervisor) cooking  
the hotdogs out on the grill.



Ripley Cont...

# PLANT 7 BIRTHDAYS



**Sanquenette Blakely – 6/2**

**Kenneth Bradshaw – 6/26**

**Jessica Conder – 6/30**

**Courtney Durr – 6/15**

**Jeffery Graves – 6/14**

**Heddie Henderson – 6/27**

**Pearl Mcgee – 6/16**

**Willie Woodard Jr. – 6/26**

**HAPPY  
BIRTHDAY**

Misty Harrison  
& Evan Hatchel



Ripley Cont...

# ASSOCIATE OF THE MONTH

## JULY



Congratulations to Ms. Rosa Temple for Associate of the Month for July 2025! She works in our Breakdown department. She has been working for the Pierce family since 2016!

In her free time, she enjoys the simple things in life: reading, singing, listening to music, and relaxing!

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

LEFT to RIGHT:

**James Story** (1<sup>st</sup> Shift Floor Supervisor)  
**Rosa Temple** (1<sup>st</sup> Shift Breakdown)  
**Donna Oliver** (1<sup>st</sup> Shift Breakdown Lead)



**Misty Harrison  
& Evan Hatchel**



## Ripley Cont...

# PERFECT ATTENDANCE

### 1<sup>ST</sup> SHIFT

Obadiah Fields  
Landon Waddell  
Anthony Turner  
Evan Hatchel  
Rachel Langley  
Mary Smith  
Rosa Temple  
Greg Jackson  
Casey Richardson  
Heddie Henderson  
Willie Hancox  
Terry Haymon  
Enrique Mendiola  
James Story  
Donna Sangster  
Teresa Scott  
Mary Brown  
Jerry Hankins  
Jason Howell  
Donnell Mann  
Timothy Currie  
Walter Long  
Joesph Boyle  
Travis Shaw  
  
Misty Harrison  
& Evan Hatchel

### 2<sup>nd</sup> SHIFT

Charlie Wood  
Jasmine Johnson  
Michelle Allen  
Antonio Lewis  
David Whittle  
Lisa Jerding  
Kim Bailey  
David Miller  
Marcko Clemons  
Gerhard Jerding  
Santonio Bailey  
Samantha Stenson  
Frances Brent  
Rosalind Alexander  
Tracy Maxwell  
Sanquenette Blakely  
Lynda Buck  
Johnny Ward  
Elvis Pugh  
Hunter Hyde  
Spencer Foster  
Dennis Gardner



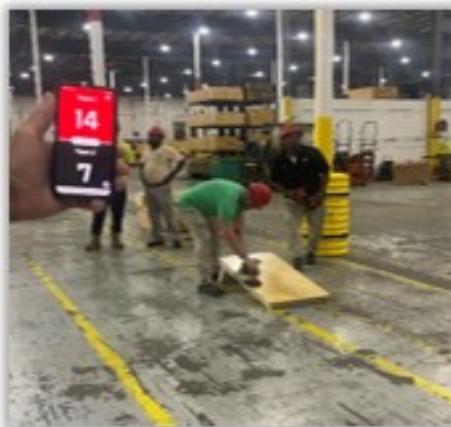
**Thank you to ALL our associates  
who were here every day of June!**

*(as of 7/29/2025)*



## Ripley Cont...

# 2<sup>ND</sup> ANNUAL PIERCE CORNHOLE TOURNAMENT



Pierce Plant 7 hosted our 2<sup>nd</sup> Annual Cornhole Tournament for both 1<sup>st</sup> and 2<sup>nd</sup> shift!

James Story and Evan Hatchel took home the victory on 1<sup>st</sup>.

Jasmine Johnson and Keith Stowers took home the win on 2<sup>nd</sup>.

The championship game between the two shifts was close, but the 1<sup>st</sup> Shift team with Evan and James came out on top to win it all.

Congrats to them and thank you to everyone on the team for helping setup and keep things safe and fun!



## Ripley Cont...

# GET TO KNOW ME!

## Plant 7



Rosa Temple  
1<sup>st</sup> Shift Breakdown

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

Roots!

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

Jamacia or Africa; always wanted to go!

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

Paternal Grandfather: I never knew him.

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

To be debt free!

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

Homemade popcorn; it's my favorite snack

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

Relaxing at home all by myself

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

Eating, watching movies, and sleeping!



Ripley Cont...

## **PLANT 7 JULY BIRTHDAYS**

**Lynda Buck – 7/26**

**Eddie Cunningham – 7/7**

**Victoria Hendrix – 7/31**

**Ciara Maxwell – 7/22**

**James Miller – 7/3**

**Tyangus Richardson – 7/18**

**David Whittle – 7/24**

**Jayla Wood – 7/19**



**Misty Harrison  
& Evan Hatchel**



## Dupont Writes...



Here in Dupont Washington, we finally got a bit of rain! It has been a very dry past month and the rain was definitely needed. Lately we have had partly sunny days mixed with some cloudy/gloomy days. The weather has been cooling off a bit but we are expecting some high temps here soon in the next-coming weeks.

**This month we had some very special guests come by and visit us here at Plant-8**

→ **3 Male Bucks casually walk in our parking lot...**



-- Thanks for visiting!



## Dupont Cont...



Keith (GM at Plant-8) shares some cool pictures of his recent mini vacation here in Washington

Keith spent time with his family in a cabin along the Puget Sound and had the opportunity to see some really cool things while on vacation.



**Top left picture:** Keith and family paddleboarding on the Puget Sound. -Keith was lucky enough to see Orcas out while paddleboarding! (top right picture)

**Bottom right picture:** Keith catching crabs while his dog "Toby-1-Kenobi" keeps guard and watches dad.





## Dupont Cont...

### This Month's Lucky Winner!!

**Tyrone Sherrod** was this month's lucky winner.

Tyrone won an XL picnic blanket.

Congrats Tyrone!



*Happy Anniversary!*

### Plant-8 Anniversary's

#### Jack Gierach

2 Years!

#### Tiffany Orona

1 Year!

Congratulations guys,

We appreciate your hard work and dedication over these years.



### June Birthday

This month we had 1 birthday:

- Kathryn Zhuravleva

Happy Birthday Kat!



## Dupont Cont...



Here in Dupont WA, we have had pleasantly warm weather this month in July.

The sun has been shining bright and everyone is out enjoying themselves.

We hope everyone had a fun and safe 4th of July!



This image was taken outside from the south side of our building here at Plant-8 on 7/28/25.

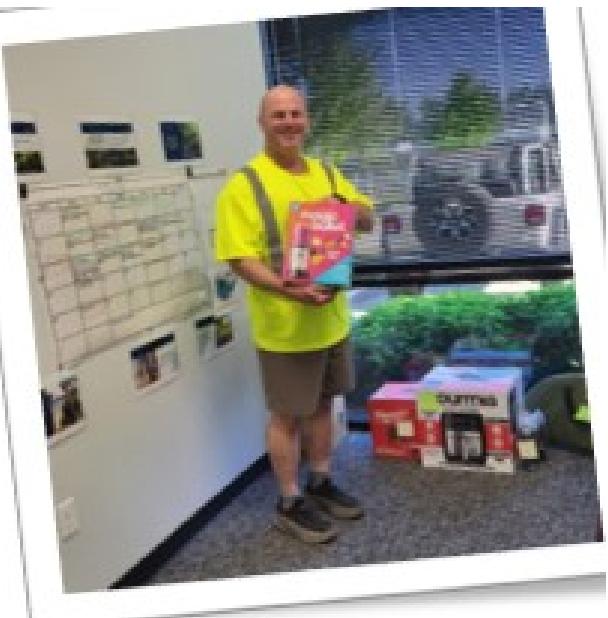


## Dupont Cont...

### This Month's Lucky Winner!!



Mike Slattery picks a random number which will decide what gift he will win.



Winner! Mike wins a Magic Bullet Blender. Congratulations Mike!



*Happy Anniversary!*



### Plant-8 Anniversaries

#### Mike Slattery

2 Years!

#### Julius Robichaud

2 Years!

#### Ben Spade

2 Years!

**Congrats guys!**

We appreciate your hard work and dedication over these past years.

**Thank you.**



### - July Birthdays -

#### Keith Wright

#### Rene Miramontes

#### Tiffany Orona

**Happy Birthday to you all!**

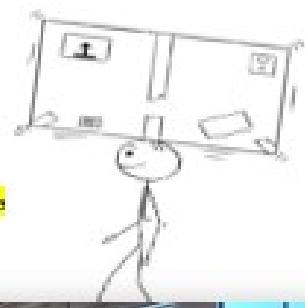




## Dupont Cont...



### Balancing 9,000lbs



Here at Plant-8 we usually ship and receive heavy items but once in a while we have to receive and ship a combination of both an awkwardly shaped item and extremely heavy item.

Here is an example of a 9000 lb. "Kelly Bar" we had to load onto a trailer.



Jack balances the Kelly Bar up and over some items on the warehouse floor.

This item requires an extra heavy-duty forklift that can withstand the weight of the Kelly Bar.

Slow, steady and safely as possible is key.

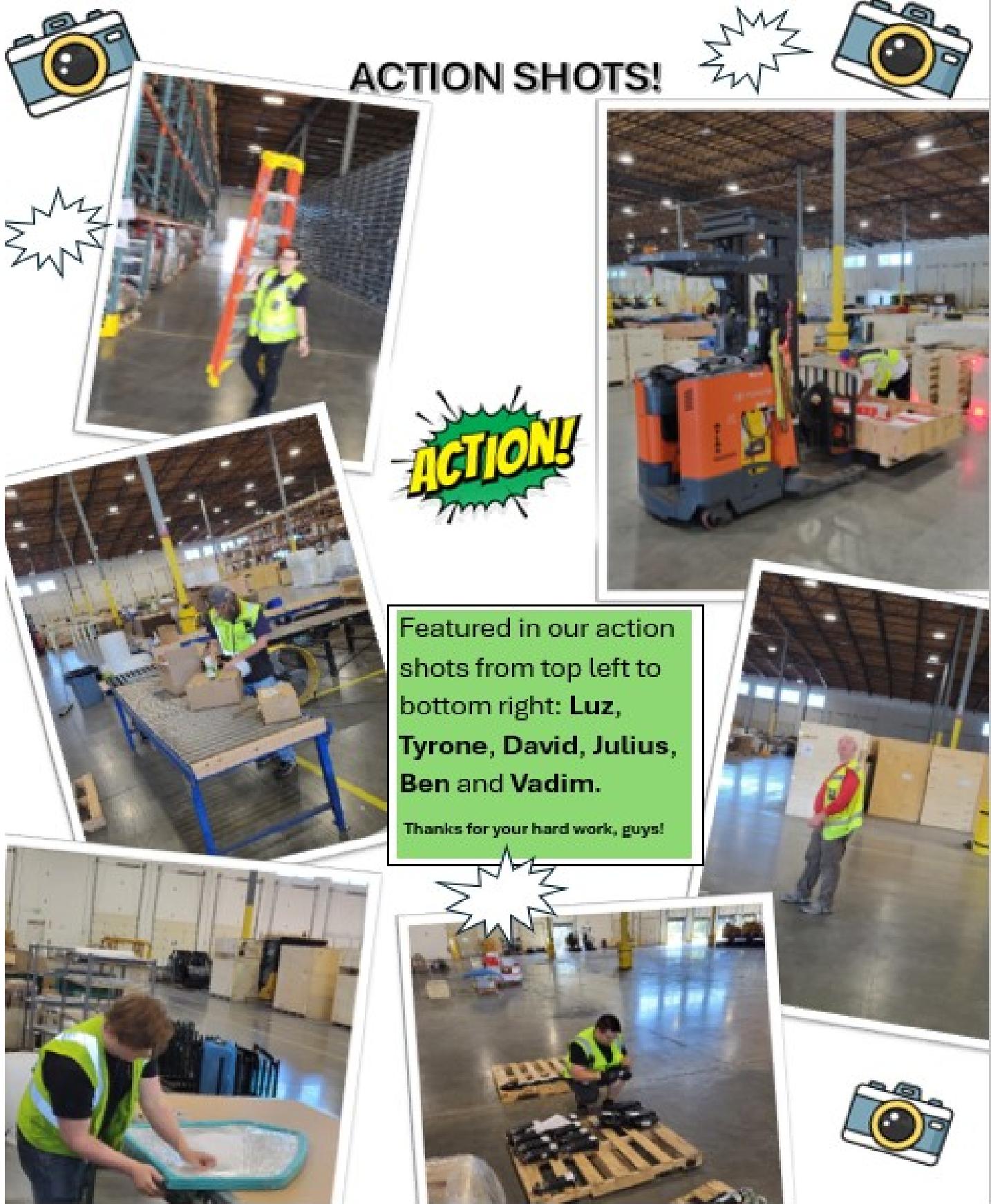
Good job Jack!





## Dupont Cont...

### ACTION SHOTS!





# Our C.F.O. Writes...



## The Importance of Staying Hydrated in the Heat

When temperatures climb, staying hydrated becomes one of the most important things you can do for your health. Water is not just a drink—it's a lifeline. Our bodies are made up of roughly 60% water, and every single system in the body relies on it to function. In extreme heat, however, we lose water faster than normal through sweat, and failing to replace those fluids can quickly lead to dehydration, heat exhaustion, or even heatstroke.

### Why Water Matters

Water plays a crucial role in regulating body temperature. As we sweat, the evaporation cools our skin and helps prevent dangerous overheating. But that cooling system only works if there's enough water in the body to produce sweat. Without it, your internal temperature can rise rapidly, putting stress on your heart, kidneys, and brain.

Beyond temperature control, hydration supports countless other processes. Water helps deliver oxygen and nutrients to cells, cushions joints, aids digestion, flushes waste through the kidneys, and even keeps your mood and concentration steady. When you're even mildly dehydrated, you may notice fatigue, headaches, irritability, or brain fog—all signs your body is crying out for more fluid.

### Risks of Dehydration in the Heat

In hot weather, dehydration can happen faster than people realize. Just a 2% loss of body weight in fluids can cause noticeable declines in physical and mental performance. Symptoms like dizziness, dry mouth, dark urine, or muscle cramps may set in quickly if fluids aren't replaced. For older adults, children, or people with certain health conditions, the risk is even greater because their bodies may not signal thirst as effectively.

Severe dehydration can progress to heat exhaustion, marked by heavy sweating, weakness, nausea, and fainting. If ignored, it can escalate to heatstroke—a life-threatening emergency where body temperature soars above 104°F. At that point, confusion, rapid heartbeat, and loss of consciousness can occur. Simply put, staying hydrated is not optional; it's essential.

### Practical Tips for Staying Hydrated

The best defense against dehydration is consistent fluid intake. Aim to sip water throughout the day, not just when you feel thirsty. Carry a reusable bottle with you and refill it often. Foods high in water content—like watermelon, cucumbers, oranges, and leafy greens—can also contribute to hydration.

When spending time outdoors, especially if you're exercising or working, increase your fluid intake. A good rule of thumb is to drink before, during, and after activity. Avoid excessive amounts of alcohol or caffeinated drinks, as these can increase fluid loss. Electrolyte-rich beverages can be helpful if you're sweating heavily, but for most people, plain water is the gold standard.

### The Bottom Line

Water is the simplest, most effective way to protect yourself in the heat. It fuels your body, keeps you cool, and prevents serious health risks. Think of hydration as daily maintenance for your body—just like putting gas in your car or charging your phone. You can't run without it. So as the temperatures rise, make water your constant companion. Your body will thank you with more energy, sharper focus, and better resilience against the summer heat.



**Tony Chiodini**