

Kevin Hogan Writes...

Tony met me in Charleston, and we drove to our Columbia, SC facility where it was nice to see Gabe White (General Manager) again. It just happened that Jason Smith was also visiting. We toured the plant and went to lunch. Later that that day, we drove back to Charleston where we met with a potential acquisition company that we have been talking to for years.

I would like to wish everyone celebrating Birthdays in February, March, April and May a Happy Birthday!

We had no milestone anniversaries in February. We did have plenty to notable anniversaries as follows: Balinda Hairfield (Ripley) 12 years on 2/27/25, Gerhard Jerding (Ripley) 12 years on 2/26/25, Rachel Langley (Ripley) 12 years on 2/27/25, Leslie Mayberry (Ripley) 12 years on 2/27/25, Marcko Clemons (Ripley) 12 years on 2/27/25, Londell Currie (Ripley) 12 years on 2/27/25, Lisa Finch (Ripley) 12 years on 2/26/25, David Frye (Loves Park) 12 years on 2/20/25, Jeffery Graves (Ripley) 12 years on 2/27/25, Teresa Scott (Ripley) 12 years on 2/27/25, Mary Smith (Ripley) 12 years on 2/27/25, Randy Terrile (Las Vegas) 13 years on 2/07/25,

Jerry Hankins (Ripley) 18 years on 2/20/25 and Donna Oliver (Ripley) 23 years on 2/05/25.

Milestone anniversaries in March are as follows: Casey Richardson (Ripley), Pearl McGee (Ripley), Greg Jackson (Ripley), Terry Haymon (Ripley), Lois Bonds (Ripley) all celebrated their 5-year anniversaries on 3/23/25. Kyle Key (Loves Park) celebrated his 10-year anniversary on 3/2/25. There was one notable anniversary, (James Story) celebrated his 14-year anniversary on 3/28/25.

Notable anniversaries in April are as follows: Johnny Ward (Ripley) 13 years on 4/16/25, Jason Smith (Corporate) and Nate Anderson (Corporate) 22 years on 4/14/25. Finally, Maria Medrano (Rockford) 24 years on 4/23/25.

Milestone anniversaries coming up in May are as follows: Charles Chaney (Loves Park) 5 years on 5/4/25, Kimberly Quartaro (ICP) 10 years on 5/18/25, Mariela Pinedo (Loves Park) 10 years on 5/11/25. There will be plenty of notable anniversaries, Margaret Haycraft (Ripley) and Michael Deberry (Ripley) 11 years on 5/11/25. Sylvia Davis (Corporate) 12

years on 5/13/25. Tony Chiodini (Corporate) will celebrate his 27th anniversary on 5/26/25. Last but not least, John McNabb (Memphis) celebrates his 29th anniversary on 5/28/25.

I would like to thank everyone for their service and commitment to Pierce Distribution Services.

Kevin Hogan



Russell's Words Of Wisdom...

"Life is like riding a bicycle. To keep your balance, you must keep moving!!!!"

~Albert Einstein



Tim Charles (Corporate) Writes...

"So, what did you do for your birthday?"

Mine was March 26, and several people asked me that, but none would have guessed how I spent the day. My son is a graduate school student at NIU, and he is involved with a program called Project FLEX. That program uses sports to successfully reintegrate incarcerated youths into society. My son and the others spend 3-4 days per week at the juvenile detention facilities in St Charles IL and Warrenville IL, where they meet with the teenagers who are incarcerated there. Sometimes they play sports with them, and in my son's case, he has a classroom onsite where he teaches some of the teenagers to become certified as personal trainers.

So, to answer that question about my birthday, I spent it at the first ever Project FLEX basketball tournament, which featured teams of incarcerated youths from 8 different facilities in IL. Was it very odd watching teams of players who had all been convicted of crimes? It absolutely was. But the kids playing here are ones who are smart enough to know participating in this is a privilege, and that they can't waste it. And of course, there were many security personnel present from each of the facilities. The event went very well, with the St Charles team beating the team from Chicago in a game that came down to the last shot.

For me, the lasting images from that day were seeing my son and the other Project FLEX students on the court afterwards, celebrating with the team that won. The youths from these facilities all express how grateful they are that some college kids who they have nothing at all in common with, are very interested in them and their futures.

Project Flex was established at NIU in 2018, and it has since expanded to four other universities in the US, and one university in London. You weren't allowed to take pictures during the basketball tournament, so I'll instead include my son's bio from the Project FLEX website.



Jeremy Charles Instructor, St Charles

Jeremy is currently pursuing his master's degree in Sport and Exercise Psychology at NIU, with plans to continue his education at the doctoral level. He leads PT for Life, a program within Project FLEX, where youth become personal training certified. His long-term goal is to join a university faculty, where he can teach and conduct research in the field of sport and exercise psychology/sociology.

Tim Charles (Corporate) Writes...

In March, I attended the World of Asphalt (WOA) / AGG1 show in St. Louis. WOA/AGG1 is an annual show, because it is much smaller than Con Expo, which is held every three years. Last year was the first time I had been to this, and I hadn't planned to go this year until a few of the people I call on told me they would be present for it. Seeing them all here on the same day is easier than having to travel to where each of them are located, as they are in locations such as OH, SD, KS, and Montreal. In addition, there are several other manufacturers here for whom I get an opportunity to meet with new contacts.

WOA and AGG1 are two shows which are co-located on one site. WOA features manufacturers of asphalt paving equipment, and AGG1 features manufacturers of aggregate equipment. Some of the manufacturers here are Caterpillar, Komatsu, Metso, Eagle Crusher, and Etnyre. Overall, the show is like most of our industry shows – equipment manufacturers with very large pieces of equipment in their booths, while they meet with potential customers.

Attending a show such as this is a reminder that Con Expo 2026 is less than a year away, so before long that will be one to begin planning for.



Tim Charles (Corporate) Writes...

Last summer, I ran in a 5k for the first time. There were only 86 other people in it, and I didn't know any of them, or know very much about running. Up until when they sounded the horn to start, I even thought about just turning around and leaving. But I ran it, I did a little better than I expected, and I enjoyed it.

This March, I ran the Shamrock Shuffle 8k in Chicago, along with 28,000 others. This was a great event, it was fun to run through the streets of Chicago, with tens of thousands of spectators watching along the race route. And I never would have done this without first starting with that small 5k that I wasn't sure about doing. I plan to run in many 5k's this year, and I will likely try and move up to a couple of 10k races.

I think it's good to sometimes do things that take you out of your comfort zone. It's not always easy, but sometimes you must do that to see what you might be missing out on. As we all get older, it's good to try some new things, and in this case all the calories burned are just an added bonus.



Chris Cacciatore (Corporate) Writes...

On March 15, fueled by sheer determination and the promise of post-race beer, my husband Joe and I laced up our sneakers and joined the Nikolas Ritschel Foundation's 5K Beer Run. The sun was shining, the birds were chirping inspirational lyrics, and we were ready—well, mostly. Joe claimed the beer would be good for “carb-loading”, and I stretched exactly one hamstring before deciding that was enough prep.

From the starting line, we took off at a blistering walking pace, immediately outpaced by a toddler in a stroller and a golden retriever wearing a tutu. We kept our spirits high, though, powered by enthusiasm, love, and possibly the faint scent of IPA wafting from the finish line. We were joined by our friends from our local Anytime Fitness, including Joe's trainer, who kept an eagle eye on him the whole way.

Along the way, we chatted, cheered for strangers, stopped at 5 of the stops where they offered different kinds of beer in tiny cups, and debated whether this counted as cardio or a very elaborate brewery tour. Joe's Fitbit vibrated halfway through, which we assumed meant we were breaking personal records, but it just wanted him to stand up. We were, in fact, already standing.

After 3.1 miles of triumph, laughter, and mild calf cramping, we crossed the finish line together—hands raised, proud and slightly sweaty. The beer was cold, the atmosphere electric, and the cause close to our hearts.

All in all, the 5K was a perfect blend of fitness, fun, and hops-fueled heroism. And best of all? No one pulled a hamstring. Probably.



ICP Writes...



ICP Milestones March 2025



Jody Edwards 17 years

ICP Cont...

ICP Milestones April 2025



Horn Choup 16 years



Apollo 5 years



Carlos Sanchez-Camera 4 years



Kleiy Koun 2 years

Rockford Writes...

March in Northern Illinois is much like the weather folklore:



This year may be the exception. March came in on a mild note, so “in like a lamb”. It’s been a roller coaster ride all month – warm one day and snow the next. Sometimes, both the same day. The way things are shaping up, this year may create an additional phrase “in like a lamb, out like a lamb”. Other March-related weather lore includes:

A dry March and a wet May; Fill barns and bays with corn and hay.

As it rains in March, it rains in June.

March winds and April showers, Bring forth May flowers.

So many mists in March you see, so many frosts in May will be.

How many of these are familiar?

We celebrated Kyle Key’s ten-year service anniversary with a pasta, pizza and cookie lunch.



Congratulations Kyle!

Rockford cont...

The woodshop had a busy and challenging month. We had a huge center deck to crate for export. Once again, the team came through for us. Go Woodshop!



In process.



Ready to ship.

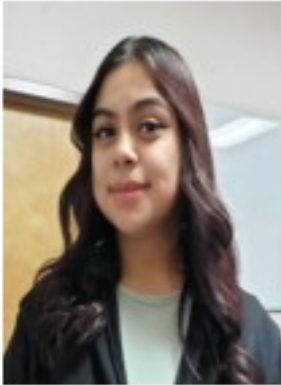


Out the door, on the flatbed and ready to go.

Memphis Writes...

MEMPHIS, TN PLANT 3

♥ happy ♥
anniversary



Wendy Delgado's journey with Dream Staffing began in August 2022 when she joined as a temporary employee, stepping into a role that would soon change the trajectory of her career. Through hard work and dedication, Wendy's performance quickly impressed her colleagues and supervisors. Just months later, in March 2023, she became a permanent member of the Pierce Company team. Her anniversary marks a significant milestone, as it highlights not only her growth within the company but also the trust and recognition, she earned from both Dream Staffing and Pierce Company. Wendy's success story serves as a testament to her commitment, determination, and the valuable contributions she continues to make in her role.



SOPHIA!!!

MARCH 8Th

Memphis Cont...

GET TO KNOW.....SARA STANLEY!!!!



Meet Sara Stanley, one of our dedicated team members who has been with Pierce for five years! Sara started her journey with us on November 25, 2019, as a Shipping Clerk. From the very beginning, she demonstrated a strong work ethic, attention to detail, and a passion for helping the team succeed. Her positive attitude and dedication quickly set her apart, and she became an integral part of the department.

Over the years, Sara's commitment to excellence and her desire to grow professionally led to her promotion to Floor Supervisor. In her current role, she oversees daily operations on the floor, ensuring everything runs smoothly and efficiently. Sara's ability to lead by example and her willingness to support her colleagues make her a valued asset to the company. Sara has been with the company for 5 years and we're excited to see all that she continues to accomplish here at Pierce!

More about Sara.....

What's your favorite indoor/outdoor activity?

-Walk on the beach.

When was the last time you were nervous?

-When I gave birth to my second daughter

Do you have any pets?

-My dog Betsy, a 3-year-old German shepherd

Memphis Cont...

Let's talk about Safety!!



Safety is always a top priority, and it's essential that every step we take aligns with the latest standards and policies. Tracy Schmitt played a major role in helping me stay on track during her last visit here at Plant 3. Her expertise was helpful in making sure that everything was up to date and in compliance with safety protocols. We went over the current policies, confirming that all my documents were current, and took the opportunity to introduce some new ones to enhance our operations.

In addition to updating the policies, we also discussed a realistic way to stay organized and stay on top of daily tasks. Tracy suggested implementing a checklist system to help manage my everyday responsibilities more efficiently. This simple yet effective approach ensures that nothing is overlooked, helping me maintain a safe and productive work environment. A huge thank you to Tracy Schmitt for her dedication and support in keeping me on the right path!

John McNabb

Ripley Writes...

ASSOCIATE OF THE MONTH

MARCH



Pearl McGee - Associate of the Month
(March 2025)

*Left to Right: Pearl McGee (1st Shift Cage/Inventory) and
Tracey Strawn (1st Shift Purchasing Manager)*

Mr. Pearl McGee has been awarded Associate of the Month for March 2025! Pearl joined the Pierce family March 23rd of 2020, and he currently works in Inventory / Cage. Pearl always helps in ALL of our departments and goes above and beyond to maintain his job as well! In his free time, Pearl enjoys watching sports and spending time with friends! We appreciate his hard work here at Plant 7.



**Misty Harrison
& Evan Hatchel**

Ripley Cont...

PLANT 7 ANNIVERSARIES



5 Year Anniversary for Terry Haymon

Left to Right: Tabitha Chandler (Operations Manager), Terry Haymon (1st Shift Label Only), and Londell Currie (1st Shift Label Only)



5 Year Anniversary for Casey Richardson

Left to Right: Tabitha Chandler (Operations Manager), Casey Richardson (Dealer Return Lead), and Kristi Taylor (Dealer Return Supervisor)



5 Year Anniversary for Gregory Jackson

Left to Right: Tabitha Chandler (Operations Manager), Gregory Jackson (1st Shift Receiving Dock Coordinator), and Donna Oliver (1st Shift Breakdown Lead)

We are so grateful for our 5-year anniversary associates Terry Haymon, Casey Richardson, Gregory Jackson, and Pearl McGee.

Everyone here at Plant 7 appreciates their hard work and dedication to the Pierce family.



5 Year Anniversary for Pearl McGee

Left to Right: Mark Strawn (General Manager), Pearl McGee (1st Shift Inventory/Cage), James Story (1st Shift Backup Supervisor)

**Misty Harrison
& Evan Hatchel**

Ripley Cont...

PLANT 7 BIRTHDAYS

March	
Name	Birthday
Tra'niyah Barbee	Mar. 22
Louis Bonds	Mar. 16
Stefan Curtis	Mar. 31
Vincent Finch	Mar. 23
Thomas Hall	Mar. 17
Jerry Hankins	Mar. 24
Gerhard Jerding	Mar. 26
Antonio Lewis	Mar. 13
Derriyl Maben	Mar. 30
Geneva Paris	Mar. 11
Theda Parish	Mar. 5
Tracy Schmitt	Mar. 9
Tracey Strawn	Mar. 2
Johnny Ward	Mar. 13



Misty Harrison
& Evan Hatchel

Ripley Cont...

SPRING TIME!



Spring is here! The trees are blossoming, and the weather feels fantastic in Ripley! Everyone is enjoying the weather here.

Thanks Mark Strawn (*General Manager Plant 7*) for the beautiful picture!

**Misty Harrison
& Evan Hatchel**



Ripley Cont...

GET TO KNOW ME!

Plant 7



Pearl McGee | 1st Shift Inventory/Cage

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

Japan, to see what it is like!

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

Me and my mom sitting down, talking about the good old days.

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

Waking up!

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

My dad, because we always had a good time.

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

Working hard to get myself a car.

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

Hamburgers.

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

Spend quality time at home by myself.

Ripley Cont...

PERFECT ATTENDANCE

1ST SHIFT

Nick Wooster
Rachel Langley
Evan Hatchel
Mary Smith
Rosa Temple
Louis Bonds Sr.
Casey Richardson
Heddie Henderson
Terry Haymon
Balinda Hairfield
Enrique Mendiola
Linda Bernard
James Story
Linda Rhyne
Bradley Alley
Donna Sangster
Teresa Scott
Mary Brown
Mark Powell
Victoria Riehn
Dorothy Toomes
Jerry Hankins
Jason Howell
Donnell Mann
Timothy Currie
Walter Long
Kenneth Bradshaw
Travis Shaw
Steve Hendrix

2nd SHIFT

Tracy Maxwell
Johnny Ward
Michael Deberry
James Pearson
Lisa Finch
Marcko Clemons
Gerhard Jerding
Santonio Bailey
Samantha Stenson
Frances Brent

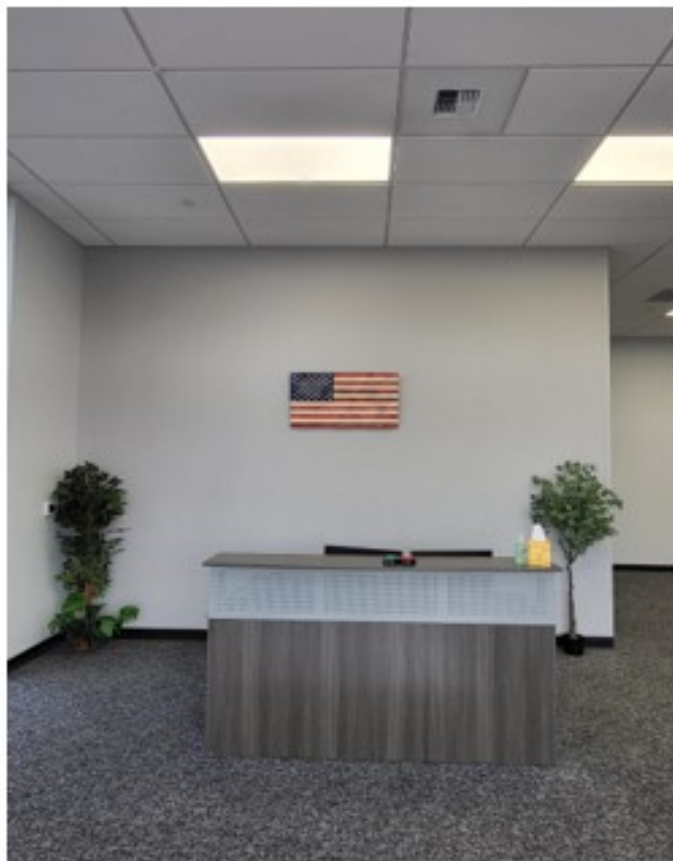


We thank all our associates
listed here for their
dedication to making to
work every day of March!

Misty Harrison
& Evan Hatchel

Dupont Writes...

Thanks to Kevin Hogan for sending us the beautiful wood carved American Flag



We put it to good use and hung it up right away in our office lobby area. We think it looks great!



~*March Birthday*~

Ben Spade celebrated another year around the sun this March.

Happy Birthday Ben!

Ben Spade was also the winner of this month's ULINE Prize raffle.

This was the first month of what will be a monthly raffle here at Plant-8.

Congrats Ben, on winning the "Big Red" utility wagon.

Utility Wagon - Red



Dupont Cont...

★ March Madness ★

This month of March madness we had a record number of machines that we received and shipped out simultaneously!

This all happened within the last few days to close out the month. Drivers were running out of space and honking at each other. As you can see, it was a bit hectic for them and all of us here.



The whole team did a great job in keeping it together and closing out the week with very minimal mistakes and most importantly, doing it safely.

We want to thank all our team here at Plant-8.

Thank you for all your hard work!



W Columbia Writes...

GET TO KNOW ME! Lisa Lemon



- 1) What's a book, movie, or TV show that had a significant impact on you and why?
There are so many it's hard to pick one. The Wizard of Oz, because there is No place like home! Family means the world to me.
- 2) If you could travel anywhere in the world, where would you go and why?
Italy, I'd love to look up my relatives and eat some authentic Italian food.
- 3) What's a skill or hobby you've always wanted to learn but haven't had the chance to yet?
Making stained glass.
- 4) Tell me about a moment in your life that you'll never forget, whether it's good or bad.
I have 2 great ones, the days my daughters were born!
- 5) What's something that always brings a smile to your face, no matter how bad your day has been?
Playing with my granddaughters.
- 6) If you could have dinner with any person, living or dead, who would it be and why?
My parents, I miss them.
- 7) What's a goal or dream you're currently working towards or would like to achieve in the future?
To be debt free



W Columbia Cont...

- 8) What's a food or cuisine you could eat every day and never get tired of?
Italian food
- 9) What's a small, everyday thing that never fails to make you happy?
My micro teacup chihuahua, Peanut.
- 10) If you had a day entirely to yourself with no responsibilities or commitments, how would you spend it?
Playing with my dogs and resting.

PLANT 9

February & March Birthday

Name	Date	Plant
<i>April</i>		
Michael McCoy	4/11	9

Thank You for Supporting Plant 9!

We want to extend our sincere appreciation to our team members who traveled from Memphis, TN, to Columbia, SC, to support Plant 9 during our transition to the new system. Your hard work and dedication have been invaluable in helping us manage the increased workload that comes with this change.

It's always great to see our plants supporting each other, and having team members step in to help in person makes a real difference. Your commitment to teamwork and collaboration truly embodies our company values, and we are grateful for your time and effort.

Thank you for going the extra mile—both in distance and dedication!

[Pierce Distribution Plant 9]

Our C.F.O. Writes...



Well-Being Website March 2025

The Importance of Vitamin D

Vitamin D, often called the "sunshine vitamin," plays a crucial role in maintaining overall health. It helps the body absorb calcium, which is essential for building and maintaining strong bones and teeth. Without enough vitamin D, bones can become thin, brittle, or misshapen. This can lead to conditions like rickets in children and osteoporosis in adults.

Beyond bone health, vitamin D supports the immune system, helping the body fight off infections and diseases. Research also suggests that it may play a role in reducing the risk of chronic illnesses such as heart disease, diabetes, and certain cancers.

Vitamin D can be obtained through sun exposure, food, and supplements. When skin is exposed to sunlight, it produces vitamin D naturally. However, people who live in areas with limited sunlight, wear sunscreen regularly, or have darker skin may not produce enough. In such cases, dietary sources like fatty fish (salmon, mackerel), fortified foods (milk, orange juice, cereals), and supplements can help maintain healthy levels.

Deficiency in vitamin D can lead to fatigue, muscle weakness, and mood changes such as depression. That's why it's important to get your vitamin D levels checked regularly, especially during the winter months or if you have limited sun exposure.

In conclusion, vitamin D is vital for bone strength, immune function, and overall well-being. Ensuring adequate intake through sun, diet, or supplements can lead to a healthier and more balanced life.

March ANNIVERSARIES

Name	Day	Plant
James Story	03/28/11	7
Kyle Key	03/02/15	5
Donna Sangster	03/07/16	7
Nicholas Wooster	03/07/16	7
Lisa Knotts	03/12/18	C
Linda Rhyne	03/11/19	7
Louis Bonds	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

March BIRTHDAYS

Name	Day	Plant
Tracey Strawn	2	7
Richard Palm Jr	4	ICP
Theda Parrish	5	7
Benjamin Spade	5	8
Tracy Schmitt	9	7
Geneva Paris	11	7
Johnny Ward	13	7
David Frye	13	C
Antonio Lewis	13	7
Patricia Alvarado	15	ICP
Louis A Bonds	16	7
Shawn Allen	17	9
Jose Ruiz	17	5
Rose Ancrum	19	9
Tra'Niyah Barbee	20	7
Sarah Dodson	22	ICP
Vincent Finch	23	7
Jerry Hankins	23	7
Tim Charles	24	C
Gerhard Jerding	26	7
Davina Peak	26	9
Derriyl Maben	26	7
Antonio Russell	26	9
Stefan Curtis	30	7
	31	



OUR APRIL BIRTHDAYS!

April ANNIVERSARIES		
Name	Day	Plant
Maria Medrano	4/23/01	2
Nate Anderson	4/14/03	C
Jason Smith	4/14/03	C
Johnny Ward	4/16/12	7
Sara Stanley	4/27/15	3
Juan Sanchez Camera	4/26/21	ICP
Rene Miramontes	04/09/23	8

April BIRTHDAYS		
Name	Day	Plant
Mark Strawn	1	7
Andy Oltremari	6	C
Tony Chiodini	7	C
Travis Shaw	8	7
Seung Chheung	10	ICP
Michael McCoy	10	9
Brett Downey	11	ICP
Mark Powell	12	7
Obadiah Fields	12	7
Lois Patmythes	14	2
Marcko Clemons	15	7
Timothy Goodwin	18	7
Gennesis Medrano	20	2
Monica McDonald	25	7
Brice Lambert	28	5
Mark Tavarez	30	C
Jeimy C Bohorquez	30	3

IT'S THAT TIME OF YEAR...PLAY BALL!!

