

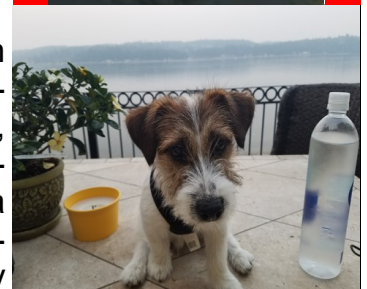


May 2025

Pierce Distribution Services Company

Kevin Hogan Writes...

May was a very busy month for us starting in Charleston, SC when Donna's hip started going bad (January). After countless doctors' appointments, it was decided that she needed a hip replacement. Her pain grew worse every day and was unbearable. We spent many sleepless nights dealing with it. The orthopedic surgeon decided that the earliest they could get us in was October 30th, which wasn't going to work. So, with the help of Karmen Chiodini, we closed the villa and packed for a trip to Jackson, TN where an orthopedic surgeon agreed to perform the surgery thanks to Candice Freeman. It took us two long days to get there. Keep in mind that Donna's last Xray done on March 27 showed no break, just bone on bone. The day before her operation, May 19th, the Xray showed that between March 27th and May 19th, she broke her hip which month. Donna explains a great deal doing outpatient PT here, recovering nicely but most of all no pain. She had surgery on May 20th which was a complete success. After spending a small amount of time at our hotel, Candice moved her to an in-house PT in Ripley, TN (Lauderdale Community Hospital). There she received daily PT with everyone celebrating June Birthdays, and had many friends a Happy Birthday. There are a few notable anniversaries in June; Tony Strawn, Ripley (21 years on June 28th) and Raul Sanchez, Rockford (22 years on June 17th). Thanks to all for the commitment to meet Mark Strawn and dedication to Pierce. Donna finally got clearance to travel, and we left for Wisconsin. I would like to thank Karmen Chiodini, Candice, Donna's family and our Pierce family for their support while we were in Ripley. What a



Russell's Words Of Wisdom...

**Never put off
until
tomorrow
what you can
do the day
after
tomorrow.**

~unknown

KEVIN HOGAN



ICP writes...

ICP just acquired a new ride for on site work... a nice update!



Logo job on order.

ICP Cont...

We had a recent visit from Robert and Sylvia who did a great camera upgrade.



ICP writes...

Khun and Seung are assembling one of two crates for a high-tech customer to hold stainless steel panels.



MEET APOLLO

Chief Morale Officer
Portland Office





Corporate IT Robert Bennick writes...

GET TO KNOW ME

What's your go-to comfort show or movie when life feels hard?

My go-to movie would be anything comic book related and/or Sci-fi related.

If your pet could talk, what would it roast you for?

My pet would be roasting me for not wanting to run with him 24/7 on our walks.

What is your favorite food?

My favorite food is definitely pizza.

What weird thing did you believe when you were a kid?

I used to believe that if I crossed my eyes for too long, that they would get stuck in that position.

If your workday were narrated by Morgan Freeman, what would he say about 2:00 PM?

"The clock strikes 2PM, working diligently is Robert waiting for it to be the end of the day already"

If you could meet anyone, living or dead, who would you meet?

If I could meet anyone living or dead it would have to be Stan Lee.

What snack do you eat like it's your full-time job?

I can't often eat them as my girlfriend is allergic to peanut butter, but it would be NutterButters.

When you have 30 minutes of free time, how do you pass the time?

When I have 30 minutes of free time I usually scroll through some sort of social media and or play games on my phone.

What's the last good book you read or movie you saw?

The last good Movie I saw was Sinners. It was easily one of the best movies I've seen in a while now.

What's your favorite TV show?

Corporate IT Robert Bennick cont...

My favorite TV show is Severance.

If a book were written about your life, what would the title be?

The title for that book would be, "Still Loading..." it would be that only because I am still young compared to many people I work with, and I know there is lots to life ahead of me.

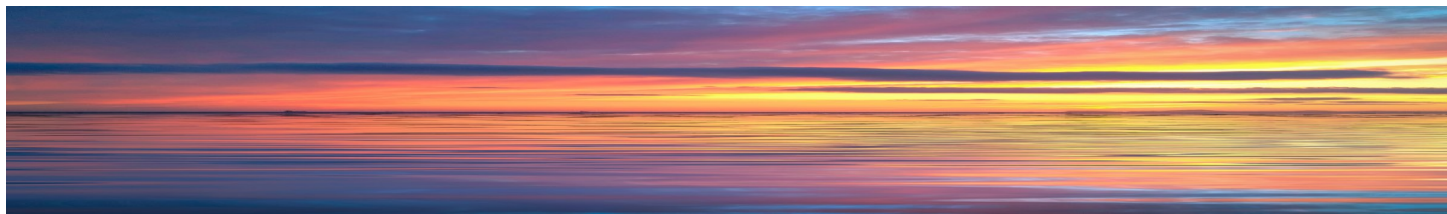
Do you have any pets and if so, name (s)?

I have 2 pets, one is a dog named Bear, and he is a German Shepard mix. The other is an orange female cat named Colby Jack.



NICO

ROBERT.



Corporate cont...

This month my son, Jeremy Charles, graduated from the Department of Kinesiology and Physical Education at Northern Illinois University, receiving his master's degree in Sport & Exercise Psychology. This is a two-year program which he completed, and this fall he will begin to work on obtaining his PhD at NIU. The PhD track is usually four years long, but Jeremy hopes to complete it in three years. The person in the photo on the right is Dr. Jenn Jacobs, who is the Associate Professor in this department at NIU, and who Jeremy will work directly under while pursuing his PhD.



TIM CHARLES

HR CORNER

401K – A Primer

Spenders and savers: which one are you? When it comes to retirement, we should all be savers. In this article, I'm going to explain the many advantages of the valuable benefit known as the 401K. Some of you are already participating in the program, while others are not because a) they are new to Pierce, b) they don't understand it, or c) they have misunderstandings about this benefit. Here's a simple explanation of how it works, what its many advantages are, and dispel some of the misconceptions.

First off—I think we all realize that the days of social security being your *only* form of retirement income are gone. If social security is still around when you're ready to retire, it certainly will not be enough to support you as you'd like. That's where having a second retirement income comes in very handy, and in this case we're talking about the money from your 401K.

What is a 401K? A 401K program is a benefit that Pierce Distribution offers its employees who have been here over 90 days that helps you save money for retirement. After that three month waiting period, you can enroll on the first date of the month. Then, every week, money is taken out of your check and placed in your 401K, helping you save for retirement.

Here are a few common questions:

How do I enroll? You can enroll online, over the phone, or request a paper application from your HR representative. You can also call the corporate office and ask for assistance. Employees hired after 1/1/19 are automatically enrolled.

I worked somewhere else before, and I have a 401K there. How do I transfer my old 401K to my new Pierce one? You can fill out a form and turn it over to Transamerica, and they do the footwork for you to get your 401K transferred over for you.

How do I figure out what stocks I should pick? Good question, because you want to make choices that are best for you. A stock that I like might not be the one for you. When you enroll, you are given the chance to read a little bit

about each 401K stocks or bonds that Transamerica is offering so you can make the right choice for yourself.

What if I didn't start saving for retirement when I was young? You still can get ahead! You are able to choose a "catch up" policy, which allows you to contribute extra money to your 401K plan... up to an extra \$6000 per year.

I'm young; I don't understand stocks and bonds but want to start saving; is there an option that works for me? Absolutely. There's a "set it and forget it" type of choice called the "retirement date fund". You choose the year you see yourself retiring. Based on your retirement year, the plan figures for you is what will be pulled out of your check each week. Remember, though, the earlier you start saving for retirement, the better off you'll be.

Does the money in my 401K stay mine? Yes. After one year, you're 20% vested. From there, you have an additional 20% vesting each year so after year five, it's all yours.

Is this money taken out before taxes, or after taxes? It's your choice. If you have it taken out pre-tax now, you'll pay tax on it later when you cash it in. If you have it taken out post-tax, you pay no tax on it once you start using it.

I'm going through a rough financial patch. Can I get a loan through my 401K? Yes, you can. Loans through 401k are available, but not encouraged. Repayment arrangements are made shortly after your loan is approved and deducted from your check until you have completely repaid yourself.

Does Pierce Distribution match my contributions to my 401K plan? Although Pierce does not match your contributions exactly, the Company does make frequent and generous contributions to your 401K. It's as if free money is appearing in your account and it adds up fast. Remember, you don't have to save alone; Pierce has a strong history of awarding annual contributions to participating members. **THAT'S FREE MONEY!**

Do you have any further questions? Please feel free to contact either your local HR rep, Chris

Cacciatore at the corporate office, or our Transamerica rep, Ned Gillette. Any one of us will be able to help you figure out how to get enrolled and start working toward your retirement income. It's never too soon, or too late, to start!



**CHRISTINE
CACCIATORE**

HUMOR IS THE BEST MEDICINE



Zoom meeting,
audio only

Zoom meeting
with video



Memphis Writes...

Memphis, Tn Plant 3

Get to know.... Sophia Dandridge!!



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

- o I love escaping to Atlanta, GA, a place where the rhythm slows just enough to unwind, explore beautiful spots, and soak in the city's easygoing charm.

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

- o I believe in creating my own joy and wearing a smile like it's my favorite accessory.

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

- o When it comes to seafood, I could happily dine at the ocean's finest every day, there's just something appealing about the fresh, ocean flavors of the sea.

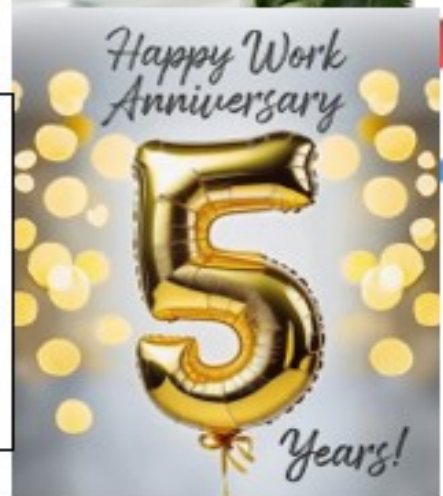


Yesenia T.

May 15th



**Celebrating 5
years with
Pierce!!!
Charles C.**



Memphis Cont...

Let's Talk about Safety!!!!



As we move into May, it's the perfect time to refocus on safety in the workplace. National Safety Month reminds us that creating a safe environment is everyone's responsibility. With warmer weather and busier schedules, it's easy to overlook basic precautions—but even small lapses can lead to serious injuries. Take time this month to review safety procedures, attend refresher training, and speak up about any potential hazards.

Whether you're in an office, on a job site, or working remotely, a strong safety culture starts with awareness and action. Let's work together to keep safety as a priority—not just in May, but all year long.

🌸 Lesson of the Month: Honoring a Mother's Quiet Strength 🌸

Behind every strong family is someone doing the unseen work — holding things together with love, patience, and endless effort. 💪❤️

This May, let's honor the invisible labor of mothers:

- ☐ The emotional support
- 🧠 The mental load
- 🍽️ The meals, the care, the late nights

Their strength may be quiet, but its impact echoes through generations.

Take a moment to say **Thank you!!**, not just on Mother's Day, but every day. 🌺

H A P P Y
Mother's Day
❤️

John McNabb

Ripley Writes...

ASSOCIATE OF THE MONTH

MAY



We want to showcase Mr. Corey Figgs with Associate of the Month for May 2025! Corey joined us at Pierce in January 2025 and has already exceeded our expectations in the Service Parts department.

In his free time, he loves to strive for his personal goals and ambitions!

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



Misty Harrison
& Evan Hatchel

Ripley Cont...

HAPPY RETIREMENT JOHNNY!



Johnny Moore has retired after working with Pierce for 12 years.
He has been a Pierce associate for 10 years!

Johnny is a Veteran and enrolled in the army in 1978.

He loves football and his favorite NFL team is the Dallas Cowboys.

Johnny was very dependable, and he was one of our forklift drivers for our woodshop department. He stayed on top of moving the work and helped in every department.
We will miss him!

The Pierce Family

Ripley Cont...

PERFECT ATTENDANCE

1ST SHIFT

Anthony Turner
Everett Peat
Evan Hatchel
Rachel Langley
Mary Smith
Tyangus
Richardson
David Ward
Casey Richardson
Heddie Henderson
Cordera Strowder
Amber Warden
Enrique Mendiola
James Story
Linda Rhyne
Donna Sangster
Teresa Scott
Mary Brown
Victoria Riehn
Jessica Conder
Linda Hall
Corey Figgs
Dorothy Toomes
Jerry Hankins
Jason Howell
Timothy Currie
Joseph Boyle
Steve Hendrix

2nd SHIFT

Nehmiah Bonner
Antonio Lewis
Jamie Summar
Lisa Jerding
Gerhard Jerding
Kim Bailey
David Miller
Marcko Clemons
Johnny Ward
Ciarra Maxwell
Tracy Maxwell
Monica McDonald
Frances Brent
Samantha Stenson
Santonio Bailey
Michael Deberry
Spencer Foster
Dennis Gardner
James Pearson



**Thank you to ALL our associates
who were here every day of May!**
(as of 5/27/2025)

**Misty Harrison
& Evan Hatchel**

Ripley Cont...

GET TO KNOW ME!

Plant 7



Corey Figs | 1st Shift Service Parts

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

Reading Rainbow and 48 Laws of Power; Knowledge is Power!

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

Dubai; To see how the rich live for a day

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

Architecture!

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

Joining the US Army

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

Seeing everyone around me happy

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

Dr. Sebi

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

Obtaining my Philanthropist LLC

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

Chinese; Mushroom chicken and gravy!

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

Being around my nieces and nephews

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

Visit everybody that I don't get to see on a daily basis to touch ground with and make sure everything has been going alright!

Dupont Writes...



Spring BBQ



Here in Washington, we have been enjoying the nice weather we have had lately.

We will keep our fingers crossed that it stays this way, but we know the rain will be coming.



We had a BBQ for employee appreciation and Keith, (Plant-8 GM) was the Grill Master. Keith brought out his laptop to make sure he was answering all emails and attending his meetings all while grilling up some burgers and hot dogs. Thanks Keith!



Left-Side Employee:

Ben,
Preparing a hot dog.



Look, its Keith!

By the way,
Happy 2 years
Anniversary at
Plant-8
Keith!

Right-Side Employee:

Shawn,
Works on his hamburger.

Dupont Cont...

Our Lucky Winner!!!

Shawn Tillman was this month's drawing winner.

Shawn won 2 Yeti Tumblers.

Congrats Shawn!



Plant 8 Action Shots!



Thanks Team!



Featured in our action shots:

Derrick on the excavator, **Donavan** on the forklift. **Ben** posing for his best shot and **Jack** and **Shawn** discussing inventory.



Columbia Writes...

Plant 9 West Columbia, S.C.

May 2025 |

ABOUT ME

Judy McDaniel



1. What's a skill or hobby you've always wanted to learn? **She really wants to learn how to braid hair.**
2. What's a food or cuisine you could eat every day? **She loves a good cheeseburger.**
3. What's a daily motivation that helps you get through a day's work? **A good cup of coffee to start the day is motivation for her.**

Quote of the Month

"Be the change that you wish to see in the world." -Mahatma Gandhi

Welcome to the Team

Jasmine Anderson

Amber Boyd

Khadijah Miller

Valencia Nelson

Jim Klinger

David Smith

Cleveland Batie

Khaliph Smith

Shoutouts

To all our employees on both main and offsite we appreciate your hard work. We value you here as a part of Pierce Distribution.

Birthdays of May

Cornelius- May 2

Troyce- May 7

Mohammed- May 10

Jim- May 14

Tina- May 17

Monthly Wellbeing Newsletter May 2025

Grilling Outdoors Safely: Keep the Sizzle, Skip the Scars

As the summer sun heats up, so does our love for backyard barbecues. Whether you're flipping burgers, skewering veggies, or slow-smoking ribs, grilling is a beloved way to bring friends and family together. But before you strike that match or press that ignition switch, it's crucial to prioritize safety.

Location Matters

Always set up your grill on a flat, stable surface away from structures, trees, or anything flammable. Keep it at least 10 feet from your house, deck railings, and overhanging branches. Never grill indoors or in an enclosed space like a garage, as this can lead to dangerous carbon monoxide buildup.

Stay Attentive

Never leave a lit grill unattended. It only takes a moment for flare-ups or accidents to occur. Keep children and pets at a safe distance using a "kid-free zone" of at least three feet.

Use the Right Tools

Long-handled utensils and heat-resistant gloves can help prevent burns. Keep a fire extinguisher, baking soda, or a bucket of sand nearby—never use water to put out a grease fire.

Check for Leaks

For gas grills, inspect the hose and connections for leaks before using. You can do this with a simple solution of soap and water—bubbles mean trouble.

Proper Cleanup

After cooking, allow the grill to cool completely. Dispose charcoal ashes in a metal container with a lid. For gas grills, turn off the propane and clean the grates to prevent future flare-ups.

Know the Risks, Enjoy the Reward

Grilling should be fun—not dangerous. With a little preparation and attention, you can keep your cookout safe and stress-free. So, fire up the grill, stay alert, and enjoy every juicy bite the safe way!



TONY CHIODINI

JUNE
ANNIVERSARIES

| Name | Day | Plant |
|----------------|---------|-------|
| Raul Sanchez | 6/17/03 | 2 |
| Tony Strawn | 6/28/04 | 7 |
| Jose Ramirez | 6/28/18 | 2 |
| Jack Giersch | 6/5/23 | 8 |
| Tiffany Orona | 6/3/24 | 8 |
| Steven Roddy | 6/10/24 | ICP |
| Robert Bennick | 6/11/24 | C |

JUNE
BIRTHDAYS

| Name | Day | Plant |
|------------------------|-----|-------|
| Eric Fouts | 1 | ICP |
| Sanquenette Blakeley | 2 | 7 |
| Juan Gonzalez Armenta | 4 | ICP |
| Lat Long | 5 | ICP |
| Kathryn Zhuravleva | 7 | 8 |
| Bertha Gonzalez | 7 | 2 |
| Brayan De Ita Romero | 10 | 5 |
| Julia Walker | 13 | 9 |
| Jeffery Graves | 14 | 7 |
| Steven Roddy | 15 | ICP |
| Courtney Tra'vion Durr | 15 | 7 |
| Kyle Key | 16 | 5 |
| Pearl McGee | 16 | 7 |
| Steve Chipman | 23 | ICP |
| Willie Woodman | 26 | 7 |
| Kenneth Bradshaw | 26 | 7 |
| Heddie Henderson | 27 | 7 |
| Shiman Yee | 27 | ICP |
| Amy Holmquist | 27 | 2 |
| Amber Boyd | 28 | 9 |
| Nate Anderson | 28 | C |
| Omar Agudelo | 30 | ICP |
| Jessica Conder | 30 | 7 |