



October / November 2025

Pierce Distribution Services Company

Kevin Hogan Writes...

On our way to Ripley, we met Candice, DJ, Trace and Hartley to celebrate Hart's 15th Birthday in Nashville. We stayed at the Drury Inn & Suites at the Nashville airport. We went to dinner downtown and to the Grand Ole Opry. Candice and her family went to Broadway and the Opryland Hotel. While we were at the hotel, Russell became the "official greeter" for two days in the lobby. Finally, the Hotel Manager made him an official Drury nametag. They even put him on the website as a new employee. (Pictures included). Everyone knew his name.

I spent 3 days at the Ripley plant where I was able to converse with all their fine associates. I had daily luncheon meetings with Mark Strawn (GM). The fine ladies there did their best to spoil me with treats and some were healthy ;> . Thanks to Misty and Rachel for taking care of me. Thank you to Evan Hatchel (Ripley IT) for setting my computer up at the plant. I spent Thanksgiving with my local family and then headed to Loves Park, IL for my week at Corporate, weather permitting as I write this.

On a personal note: I lost two great friends in 2025. The first was Fred Cook, my Washington neighbor who would do anything for me. Never thought of himself. Fred was a "tunnel rat" in Vietnam who still had "night terrors" from his time spent there. Fred was a fixture at our house as I was at his

house. Fred was cremated and laid to rest in the Puget Sound in front of our two houses in Washington. He has great company there along with: Jack, Fred Grecco (International), Lisa Grecco (Komatsu) and our good friend Rusty Burck.

The second is Gregg Franchini, my brother's best friend who grew up around our house. Gregg also worked for his dad, Lou Franchini who owned Pierce Box & Paper. What people don't know is that Pierce Packaging (Distribution) was a spin-off of Pierce Box. As a salesman I was allowed to work for both companies and reported to his dad, when I sold for Pierce Box. Eventually, Ray Pierce sold Pierce Box to Lou. Eventually, Gregg Franchini took over for Lou when he retired. Gregg sold Pierce Box many years later. After my brother Tom (Bolingbrook) passed, Gregg and I remained great friends. A big part of my life passed when Fred and Gregg passed.

I would like to wish everyone who had a Birthday in November, December and January a Happy Birthday!

We had a few milestone anniversaries in November like, Anthony Miller (Rockford) 5 years on November 9th, Lois Patmythes (Rockford) 15 years on November 12th and Kristi Taylor (Ripley) 30 years on November 13th. Kristi, we have seen a great deal of changes in our business. It seems I've known you forever.

There is a big notable anniversary, Dino McNabb (Corporate) 46 years on November 13th. Dino has been by my side for a great deal of our time with Pierce. Dino is a solid leader.

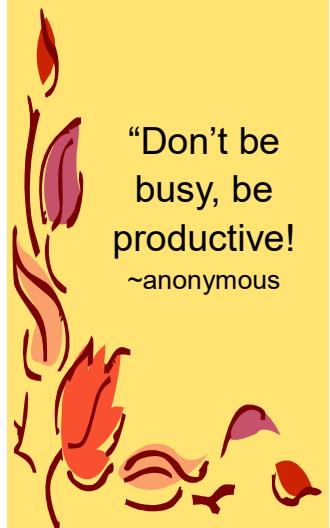
We have 3 milestone Anniversaries in December: Rosa Temple (Ripley), Willie Hancox (Ripley) and Jasmine Johnson (Ripley) 10 years on December 5th. There are two notable Anniversaries: Anthony Turner (Ripley) 12 years on December 8th and Chris Cacciatore (Corporate) 18 years on December 31st. Chris is someone I depend on for my accommodations while I am visiting Corporate. Upon the many things she does in her role at Pierce, she also makes it possible for me to participate in the newsletter.

We have one Milestone Anniversary in January: Tim Charles (Corporate) 20 years on January 23rd. We have four notable Anniversaries: Samantha Stenson and Francis Brent (Ripley) with 11 years on January 25th. Letty Medrano (Rockford) 19 years on January 29th and Mark Strawn (Ripley, GM) 23 years on January 20th.

I would like to thank everyone celebrating Anniversaries for their Service & Commitment to Pierce Distribution.



Russell's Words Of Wisdom...



"Don't be
busy, be
productive!
~anonymous

KEVIN HOGAN



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Kevin Hogan Cont...



New GSA, Russel, is loving having all the guests' attention at Drury Inn & Suites – Nashville Airport! (CLICK IN IMAGE TO ENLARGE.)

Meet Russell, Guest Service Supervisor at the

Drury Inn & Suites Nashville. Promoted for excellence in tail wags, lobby morale, and unsolicited pet therapy, Russell ensures every guest feels welcomed. His management style is hands-on (paws-on), his treats are performance-based, and yes—he works for belly rubs.



Corporate Writes...

In November, Jason Smith and I attended the AEM Annual Conference. AEM is the Association of Equipment Manufacturers, and among its members are many of the largest construction, agricultural, and mining equipment manufacturers. Pierce has been an AEM member for 34 years, and it provides our company with an opportunity to talk with executives from equipment manufacturers who are also AEM members. I am a board member of the Service Members Executive Committee, which also meets here, and it creates additional opportunities to get to know some important people.

At this event, the days are filled with informative speakers. AI was the most talked about topic of discussion, along with the economy, doing business with China, and tariffs. The evenings feature large group dinners. There are many chances to talk with executives from these manufacturing companies at each lunch, dinner, and throughout each day.

This event is very valuable for Pierce to attend, so we always take advantage of the opportunity to do so.

TIM CHARLES



Started the day with a 6:30 a.m. 5 k run

~ Tim (not Jason, who was probably working anyway)



CORPORATE CHRISTMAS PARTY



Corporate Cont...



ICP Writes...

ICP Nov MILESTONES



Richard Palm 5 years



Omar Agudelo 4 Years



Eric Guffey 2 years

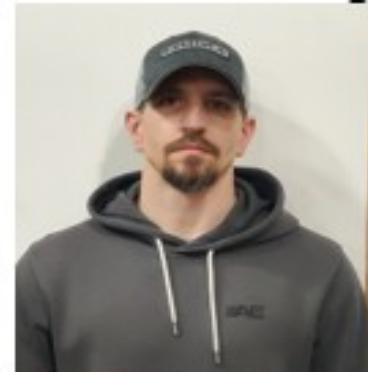
Happy anniversary to these ICP employees!!



Memphis Writes...

Memphis Plant 3

In the Spotlight



We're proud to announce that Josh Siders has been promoted to Inventory Manager/Supervisor for our Memphis Plant 3!

Josh will be responsible for managing and maintaining accurate inventory levels across the plant. He'll oversee all inventory operations — making sure the correct parts are on the shelves, counts are accurate, and our stock levels meet production needs.

Josh's attention to detail, strong work ethic, and deep understanding of our processes have made him a key part of the Memphis team. This promotion is a well-deserved recognition of his dedication and leadership.

Please join us in congratulating Josh on his new role and continued success with the team!

Congratulations, Josh!



HAPPY WORKIVERSARY



Margarita P.
4 Years!!



Memphis Cont...

Let's talk about Safety!!!



October is a month often associated with safety awareness, as it hosts several national campaigns focused on protection and preparedness. Notably, Fire Prevention Week typically falls in October, reminding individuals and families to check smoke alarms, practice escape plans, and reduce fire hazards at home. Additionally, with Halloween at the end of the month, safety becomes a priority for parents, schools, and communities to ensure children can enjoy trick-or-treating safely—through well-lit streets, reflective costumes, and candy checks. As the days grow shorter and the weather turns colder, October also serves as a seasonal reminder to prepare homes, vehicles, and wardrobes for the challenges of fall and winter. Overall, October encourages a proactive approach to safety across various aspects of daily life.

The lesson of the month of October is awareness and preparation.

As the season changes and daylight fades earlier, October reminds us to be mindful of transitions and to get ready for what's to come—both in our environment and our daily lives. It's a time to prepare our homes for cooler weather, check safety precautions like fire alarms, and make smart choices during events like Halloween. October encourages us to reflect and recognize that change is a part of life, and with a little planning and awareness, we can face it with confidence and care.





Memphis Cont...

Memphis Plant 3

Get to know... Yenny Vasquez



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

-The idea of learning how the body works and using that knowledge to care for others

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

-My children

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

-My dream is to always be a homeowner

HAPPY Anniversary



Sara S.

6 Years!!



Robert S.

1 Year!!



Memphis Cont...

Let's talk about safety!!



Safety is an important part of celebrating Thanksgiving, as it ensures that the holiday remains joyful and free of accidents or harm. Whether it's cooking a large meal, traveling to visit family, or decorating the home, taking safety precautions can help prevent common issues like kitchen fires, foodborne illness, or car accidents. For example, staying attentive while cooking, using food thermometers, and practicing safe driving all contribute to a smoother and safer holiday. By prioritizing safety, families can focus on spending quality time together and creating lasting memories without unnecessary emergencies or disruptions. It's also important to keep walkways clear of clutter to avoid slips and falls, especially with more guests in the home. Make sure pets and small children are kept away from hot stoves and sharp utensils. Taking a few simple steps to prepare can help everyone have a safe and happy Thanksgiving.

Lesson of the Month – November:

Be thankful and show gratitude.

This month reminds us to appreciate what we have and express kindness to others, making our homes, schools, and communities more positive and connected.



Ripley Writes...

ASSOCIATE OF THE MONTH

OCTOBER

Congratulations to Mr. Santonio Bailey for being our October 2025 Associate of the Month!

He has been working here since early 2025 and already has become an exceptional lead/worker. He always volunteers and is a self-starter!

We appreciate everything he does for our 2nd shift Service Parts department. Join us in celebrating his hard work!



LEFT to RIGHT:
Marcko Clemons (2nd Shift Supervisor)
Santonio Bailey (2nd Shift Service Parts Lead)
Janice Rice (2nd Shift Supervisor)

Misty Harrison
& Evan Hatchel

PUMPKIN CONTEST!

Plant 7 had a plant wide pumpkin carve/design contest to see who can design the best pumpkin. Below is all the pumpkins. They look incredible!



And the winner of the Pumpkin Contest:
Service Parts, QC, and The Custodians with the eyeball!

Excellent job!

HAPPY HALLOWEEN!

Plant 7 loves to celebrate the holidays with the associates!

So, for the week of Halloween, we dressed up, had a cookout, decorated pumpkins, and more events ALL to raise money for the St. Jude program.

We appreciate all the associates that participated and donated to a great cause! Please enjoy our Halloween week here at Plant 7!



Congrats to our winner of the Costume Contest:

Zoey Latham as Beetlejuice!



SCAVENGER HUNT WINNERS!



Congrats on our 1st and 2nd shift Scavenger Hunt winners!



And thank you Tracy Schmitt for setting this all up!



NERD DAY!



SPORTS DAY!



70's DAY!

COOKOUT/GRILL



the
70s



Thank you James Story for cooking and to ALL our office team for making sure the food gets delivered!



SAFETY CASH GRAB WINNER!



Congrats to our Safety Jackpot Cash Grab winner Kristi Taylor! She won a total of \$225!



PINK OUT!



Plant 7 supported Breast Cancer Awareness Month with our Pink Out Day!

We asked associates to come dressed in pink and we thank everyone who participated!



Ripley Cont...

PERFECT ATTENDANCE!

1ST SHIFT

Anthony Tuner
Evan Hatchel
Rachel Langley
Mary Smith
Greg Jackson
Candice Peet
Casey Richardson
Peal McGee
Lesa Leggett
Enrique Mendiola
Donna Sangster
Teresa Scott
Mary Brown
Victoria Hendrix
Zoey Latham
Donnell Mann
Timothy Currie
Walter Long
Joseph Boyle
Steve Hendrix
James Miller
Stefan Curtis



2ND SHIFT

Nehemiah Bonner
Charlie Wood
Jasmine Johnson
Michelle Allen
Antonio Lewis
Jamie Summar
John Butler
Lisa Jerding
Gerhard Jerding
Bobby Scott
Santonio Bailey
Samantha Stenson
Frances Brent
Sanquenette Blakely
Johnny Ward
Michael Deberry
Elvis Pugh
Hunter Hyde
James Pearson
Travis Shaw

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

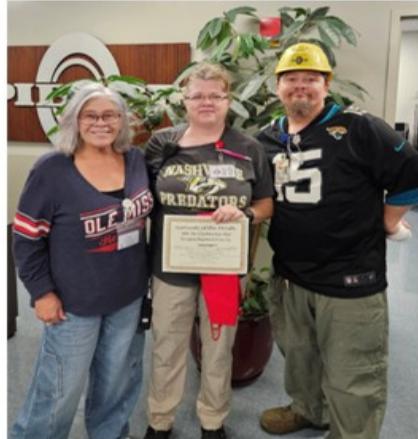
Misty Harrison
& Evan Hatchel

ASSOCIATE OF THE MONTH NOVEMBER

Please help us in congratulating Ms. Lesa Leggett for being awarded Associate of the Month for November 2025!

She continues to work hard in our QC department, and we appreciate everything she has done for the Pierce family.

Congratulations Ms. Lesa!



LEFT to RIGHT:

Tracy Schmitt (Safety Director/Quality Supervisor)
Lesa Leggett (1st Shift Quality Control)
James Story (1st Shift Floor Supervisor)

Misty Harrison
& Evan Hatchel

HAPPY BIRTHDAYS!

Kim Bailey – Oct. 3rd

Joella Cook – Oct. 31st

Seth Davidson – Oct. 21st

Delphine Edwards – Oct. 15th

Balinda Hairfield – Oct. 29th

Willie Hancox – Oct. 2nd

Gregory Jackson – Oct. 17th

Raina Jones – Oct. 30th

Leslie Mayberry – Oct. 29th

Johnny Moore – Oct. 4th

Anthony Turner – Oct. 5th



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

Misty Harrison
& Evan Hatchel

VETERANS DAY!



LEFT to RIGHT:

Mark Strawn (Plant 7 Manager)
Lesa Leggett (1st Shift Quality Control)
Greg Jackson (1st Shift Receiving/Forklift)
Joseph Boyle (1st Shift Woodshop)

Please show some love and appreciation to our veterans here at Plant 7!

We thank you for your service!



Ripley Cont...

30 YEARS OF KRISTI TAYLOR!



Please join us in celebrating 30 years of Kristi at Piercel! We are so thankful and honored to have her on our team here and appreciate ALL of the joy she brings to the Pierce family. To many more years!



To celebrate her, a bunch of the Pierce family got together, decorated, and cooked some delicious food!

Thank you to everyone participated and made the day better!

Misty Harrison
& Evan Hatchel

PERFECT ATTENDANCE

1ST SHIFT

Anthony Turner
Kevin Lee
Evan Hatchel
Rachel Langley
Mary Smith
Tyangus Richardson
Casey Richardson
Rashell Sanchez
Terry Haymon
Balinda Hairfield
Pearl McGee
Charnice Richardson
Enrique Mendiola
Donna Sangster
Teresa Scott
Margaret Haycraft
Mary Brown
Mark Powell
Victoria Hendrix
Richard Henderson
Jerry Hankins
Jason Howell
Donnell Mann
Timothy Currie
Joseph Boyle
Steve Hendrix
James Miller

2ND SHIFT

Nehemiah Bonner
Charlie Wood
Antonio Lewis
William Umphlette
John Butler
Lisa Gerding
David Miller
Gerhard Jerding
Santonio Bailey
Samantha Stenson
Frances Brent
Lynda Buck
Johnny Ward
Jaquesha Murray
Michael Deberry
Elvis Pugh
Hunter Hyde
James Pearson
Richard Terry



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



Misty Harrison
& Evan Hatchel



Birthdays and Anniversaries ...

NOVEMBER BIRTHDAYS



Name	Day	Plant
Randy Terrile	11/02	10
James Story	11/03	7
Maurice Simmons	11/03	9
Mason Oden	11/04	5
Espy Flowers	11/11	ICP
Michelle Allen	11/11	7
Raul Sanchez	11/12	2
Yvette Reymundi	11/13	2
Archie Bennett	11/15	9
Terry Haymon	11/16	7
Jorge Perez	11/17	2
Robert Wegler	11/17	9
Anthony Miller	11/18	2
Frances Brent	11/18	7
Tommy Weathers	11/19	7
Iesha Cunningham	11/20	7
Samuel Roy Jr	11/22	7
John Reed	11/24	9

NOVEMBER ANNIVERSARIES



Dino McNabb	11/13/89	C
Kristi Taylor	11/13/95	7
Lois Patmythes	11/12/10	2
Richard Palm	11/19/18	7
Sara Stanley	11/25/19	3
Anthony Miller	11/9/20	2
Omar Agudelo	11/6/21	ICP
Kimberly Bailey	11/27/21	7
Jeremiah Kunke	11/28/22	2
Eric Guffey	11/6/23	ICP
Osvaldo Gomez	11/27/23	2
Ray Lanpher	11/5/24	9
Timothy Goodwin	11/25/24	7
Robert Shaw	11/25/24	3

DECEMBER BIRTHDAYS

Name	Day	Plant
Jessie Forrester	12/1	9
Kristi Taylor	12/6	7
David Carrier	12/7	9
Tammi Reed	12/7	3
Janice Rice	12/8	8
David McNeil	12/9	7
Mary Smith	12/10	ICP
Tyrone Sherrod	12/10	7
Marcos Martinez	12/11	8
Lisa Finch	12/13	2
Hunter Hyde	12/15	7
Elvis Pugh	12/15	7
Timothy Currie	12/15	7
Kevin Hogan	12/16	7
Kimberly Latham	12/17	C
Dennis Gardner	12/17	7
Lesa Leggett	12/20	7
Jeff Nelson	12/20	7
Jose Ramirez	12/20	7
Frank Wilson	12/20	2
Mary Brown	12/20	9
Joshua Siders	12/22	7
Walter Small	12/22	3
Christopher Eadler	12/22	9
Walter Long	12/23	2
Wendy Delgado	12/27	7
Terrence Legette	12/28	3
Richard Terry	12/28	9
Chris Wages	12/28	7
Iris Portillo	12/29	9
	12/30	ICP

DECEMBER ANNIVERSARIES

Christine Cacciatore	12/31/07	C
Anthony Turner	12/8/14	7
Rosa Temple	12/5/16	7
Willie Hancox	12/5/16	7
Jasmine Johnson	12/5/16	7
Niah Gordon	12/18/17	ICP
Dorothy Toomes	12/9/19	7
Chris Wright	12/21/22	3
Rigoberto Gonzalez	12/31/22	ICP
David Ward	12/9/24	7
Sergio Meza Garcia	12/9/24	ICP

