



December / January 2026

Pierce Distribution Services Company

Kevin Hogan Writes...

A Note from HR

This space is usually reserved for stories from Kevin from the road — places visited and lessons learned along the way. While I haven't logged any travel miles lately, I do have a pretty clear view of what's happening across our own path as a company.

From an HR perspective, this year has been busy. Staffing shifts, policy updates, benefit questions, compliance deadlines — and the occasional situation none of us saw coming. That's the reality of running a business today.

What stands out to me isn't just the challenges, though. It's how people respond to them.

I've seen departments adjust when priorities changed. I've seen

managers step up. Businesses grow by when teams were making adjustments. stretched thin. I've seen processes improve. employees ask expectations stay the right questions, high. That's part of take ownership of moving forward. But their work, and hold the foundation themselves accountable without needing to remain the same — professionalism, accountability, and teamwork.

HR doesn't always get to deliver the fun news — but I do get a front-row seat to the effort it takes to keep this place running. From where I sit, I can say with confidence that those qualities are present here.

HR often gets involved when something needs to be corrected, clarified, or documented. But what doesn't always get highlighted is how much is going right on a daily basis. Most days run as smoothly as they do because people are doing their jobs well and supporting each other.

That consistency matters more than we sometimes realize.



Russell's Words Of Wisdom...



"Being different isn't a bad thing. It means you're brave enough to be yourself."

~Luna Lovegood



**CHRISTINE
CACCIASTORE
for Kevin**

**KEVIN
HOGAN**



CORPORATE IT WRITES...

GET TO KNOW ME

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

I like to watch documentaries as comfort watches as fun stories to pass the time

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

Wasting money on toys they would never play with

What is your favorite food?

Love me some scrambled eggs

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

I felt like the CRT TV static would mean it was going to explode soon

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

"Just about now this is his eighth lap working around the office"

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

Morgan Freeman so I could ask him why he's narrating me

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

Nerds gummies, can't live without them

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

Googling what to do for 30 minutes

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

Marty Supreme

What's your favorite TV show?

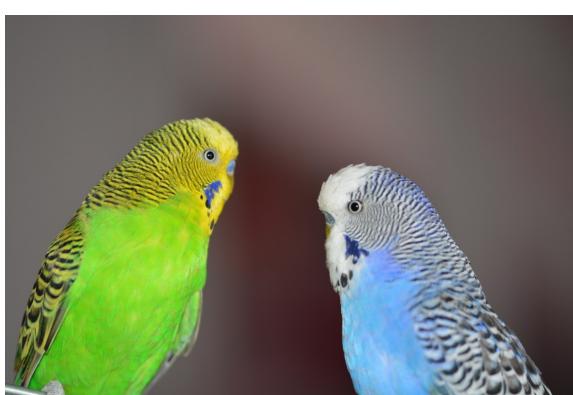
F1 Drive to Survive, I'm an adrenaline junky

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

Know a little about everything

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

I had two little blue and green parakeets when I was younger named Sky and Forest.





CORPORATE IT WRITES...



Email Safety (Don't Take the Bait)

- Urgent emails are a scammer's favorite trick. Messages claiming "your account is locked," "payment failed," or "verify now" are meant to rush you. Pause before you act.
- Check the sender closely. Scammers often use look-alike names or addresses to fool you. One extra letter or symbol can make all the difference. Pay attention to small spelling changes or unusual domains.
- Passwords never belong in emails. Legitimate companies will never ask for them this way. If someone asks, it's a red flag. Treat any request for login details as suspicious.
- Got a strange message from someone you know? Confirm it using a trusted method like a phone call, text, separate email, or in-person chat.
- If something feels off, trust your instincts—report it to a member of IT.





Tim Charles Writes...

There's an old joke, "How do you know if someone is running a marathon? Don't worry, they'll be sure to tell you." They also say you should tell everyone you know that you're running in one, so that you can't back out of it.

And now, that's me. I registered for the 2026 Chicago Marathon, so on October 11, I'll join 60,000 others for a 26.2 mile run through the streets of Chicago.

My son said if I signed up for the marathon, so would he, so now we're both doing it. We're also running for a charity, so it's good to know a lot of money will be raised to support that organization.

It was an amazing atmosphere joining 1.7 million others in watching the Chicago Marathon in person last year, but now I'm looking forward to participating in it. And to answer the questions I'm most often asked – 1) No, I don't think I'm crazy; 2) Yes, I do often wonder if I can actually do this; and 3) No, I have no idea whether I'll run another marathon after this one. Let me get through this one first.





Corporate Cont...

20 Years and a Lot of Cake



This week we celebrated a truly historic milestone: **20 years** of having Tim Charles around to answer phones, close deals, remember customer names from 2006, and somehow always know where everything is.

After two decades with the company, he's officially reached "institution" status, and here he still is—calm, steady, and suspiciously energetic.

Speaking of energy... when he's not selling, he's **running**. Like, actually running. On purpose. He's currently training for the **Chicago Marathon this fall**, proving that while the rest of us celebrate anniversaries with cake alone, he balances it out by casually running 26.2 miles.

At home, he's supported by his wife **Kelly**, who deserves a special shout-out for tolerating both marathon training *and* a 20-year sales career, and their son **Jeremy**, who has grown up knowing that "Dad's at work" is a very real and permanent condition.

To mark the occasion, we did what any reasonable company would do: **lunch and cake**. There was food, there were laughs, and yes—there was cake involved (which he definitely earned... and will probably just run off later).

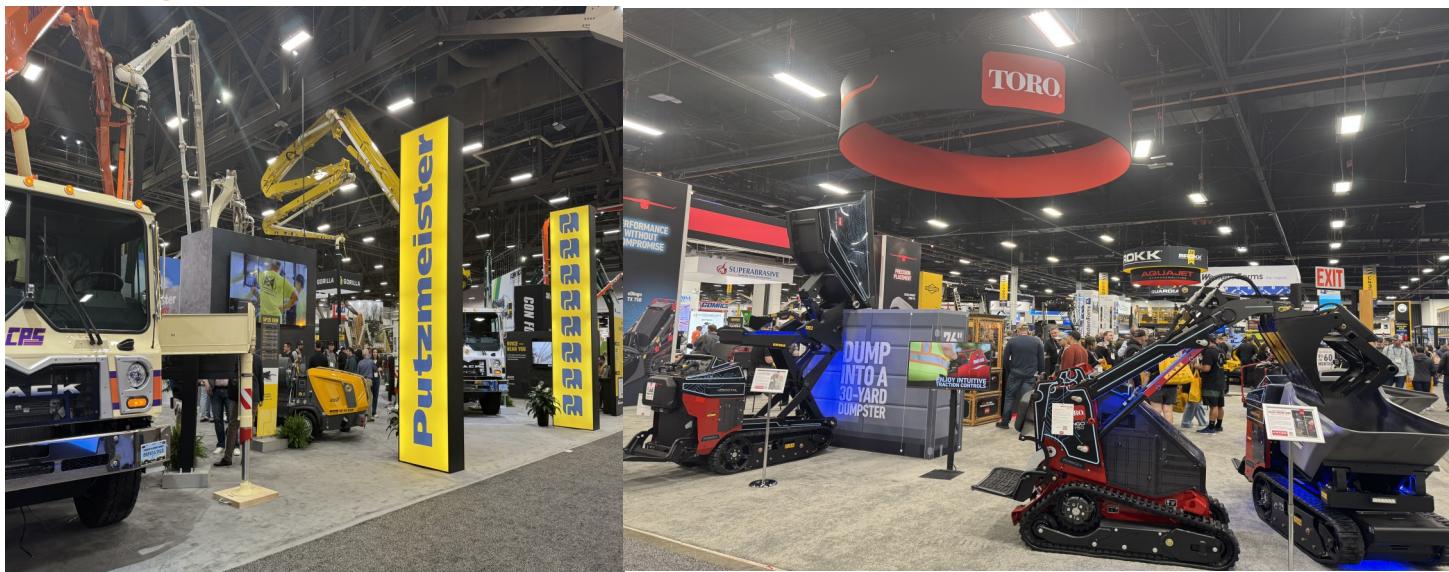
We're grateful for the dedication, loyalty, humor, and countless contributions over the past 20 years. Congratulations on an incredible milestone—and good luck in Chicago!

Here's to many more miles, many more deals, and hopefully... many more cakes.

To celebrate his twenty year tenure, Tim asked for and received a gift card to Fleet Feet to purchase even more running shoes.



Tim Charles writes...



WORLD OF CONCRETE!!

This month I attended the World of Concrete, which is a very large trade show for construction equipment manufacturers in the concrete industry. Con Expo is the largest construction equipment show we attend, and since that is only six weeks away, I wondered if attendance might be down for the World of Concrete show. Attendance was very good though, as the show's organizers expect to have 60,000 attendees over the three days of the show.

Events such as this are valuable to Pierce as some of our customers, as well as other prospective customers, are all here in one place. During the time I was there, I had an opportunity to meet with several people I already knew, and I was also able to make several new contacts from other companies.

\$0 **+** **\$0**
COST **SHIPPING**

Rx 'n Go is a free benefit offered by your employer to make managing your medications easier! It's an alternative mail-order option that lets you get up to a 90-day supply of eligible medications delivered to you—at no cost.

Examples of Medications Available to You:

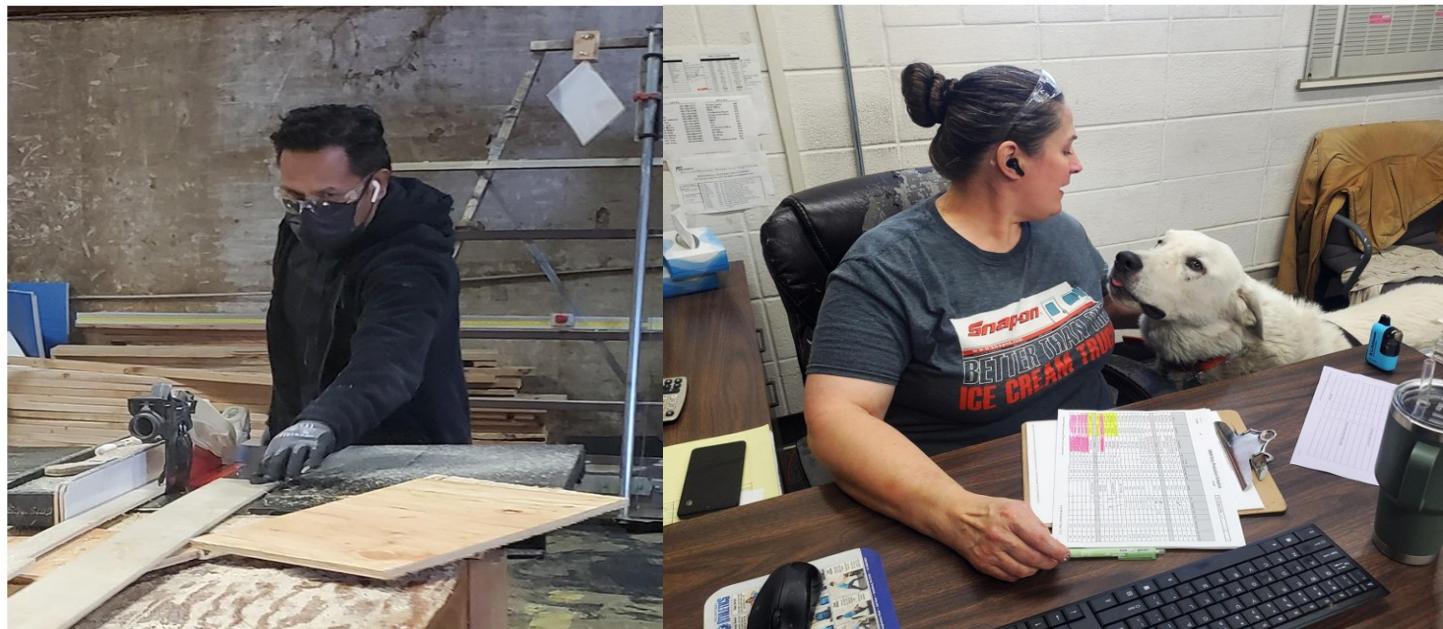
- Bupropion
- Sertraline
- Omeprazole
- Amlodipine
- Atorvastatin
- Metformin
- Flovent HFA
- Levothyroxine
- Simvastatin
- Losartan

~1,300 generic medications for FREE with the Rx 'n Go benefit offered by your employer for members on the health plan.



ICP Writes...

DECEMBER MILESTONES!



Rigaberto Hernandez 3 Years

Niah Gordon 8 years



Why a 401(k) Still Matters (Even Without a Traditional Match)

A 401(k) is one of the easiest ways to invest in your future—because it lets you save **automatically, consistently, and tax-advantaged** over time. Contributions come straight out of your paycheck, which means you’re building retirement savings without having to think about it every month.

While we don’t offer a traditional company match, the company **does make contributions based on overall company performance and length of service**. These deposits typically happen **each year around March**, and they’re our way of sharing success when the business does well and rewarding long-term commitment.

The key benefit of a 401(k) is time. Even small contributions can grow significantly over the years thanks to compound growth. The earlier you start—and the more consistently you contribute—the more powerful it becomes.

Whether you’re just getting started or already contributing, your 401(k) is an investment in *future you*. And future you will be very glad you did.



Memphis Writes...



Memphis Plant 3



Get to know.... Antonia Seriano



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

-To learn how to speak English. Learning another language is important to me and so I can communicate with my peers and build a positive relationship with them.

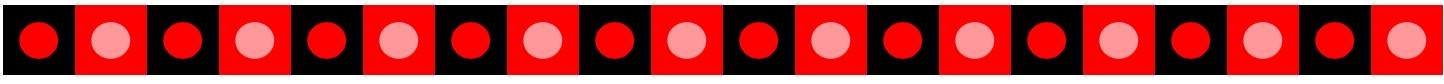
What's something that always brings a smile to your face, no matter how bad your day has been?

-Spending time with my children. I have 1 daughter and 1 son and even a granddaughter that I love very much. Spending as much time with them will always put a smile on my face.

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

-I would go shopping at Ross and Burlington. I would go get my hair and nails done and really treat myself. Of course, get something to eat at a nice restaurant and really relax and enjoy my day.





Memphis Cont...





Memphis cont...

Let's talk about Safety!!!



As the year winds down, warehouse operations often speed up. Increased shipments, tighter deadlines, and winter weather can create conditions where hazards are more common and attention can slip. This month let's refocus on the things that keep our team safe.

Stay Alert in Busy Aisles

Higher traffic from forklifts, pallet jacks, and foot traffic means staying aware is essential. Keep clear of designated walking paths, make eye contact with equipment operators, and avoid distractions while moving through the facility.

Prevent Winter-Related Slips & Falls

Cold weather can introduce moisture at entry points, creating slippery surfaces. Clean up spills promptly, mark wet areas, and ensure you wear the proper footwear with good traction.

Equipment Safety First

During peak workloads, it can be tempting to rush. Remember: never operate equipment without completing pre-use checks, securing loads, and following safety procedures. Shortcuts may save seconds but can cause safety concerns.

Keep Work Areas Clean and Organized

Cluttered workstations, loose packaging, and debris increase the risk of trips and injuries. Take a moment to tidy as you go—good housekeeping is one of the simplest and most effective safety practices.

Take Care of Yourself

Fatigue and stress can lead to mistakes. Stay hydrated, take scheduled breaks, and speak up if something doesn't feel safe.

By prioritizing awareness and teamwork, we can finish the year strong—and safe!!!

Quote of the Month

"Safety is not a task—it's a mindset that protects us, our teammates, and our future."



Memphis cont...

HAPPY NEW YEAR PIERCE FROM PLANT 3!!!!



As we begin the New Year, we take this opportunity to renew our commitment to safety at Pierce Plant 3. Safety is more than a set of rules, it is a mindset and a shared responsibility that protects our employees, our families, and our workplace every single day.

Pierce Plant 3 will continue to fully follow all established safety protocols and procedures. This includes consistent use of personal protective equipment (PPE), strict adherence to safety guidelines, regular inspections, and ongoing safety meetings and training. These measures are essential to preventing accidents, reducing risk, and ensuring that everyone returns home safely at the end of each shift.

The New Year is a time for fresh starts and renewed focus. It is a reminder that every task, no matter how routine, should be approached with care and attention. We encourage all team members to look out for one another, speak up about unsafe conditions, and take pride in doing the job the safe way every time.

By working together and staying committed to safety, we build a stronger, more productive workplace where everyone feels protected and valued.

Quote of the Month:

“Safety is not just a priority — it’s a value. Priorities change, but values guide us every day.”





Ripley Writes...

ASSOCIATE OF THE MONTH DECEMBER



Congratulations to our December 2025 associate of the month, Jamie Summer!

Jamie started working here late last year and he works in our Allocations department as a forklift driver.

He works very hard for Pierce and his department. We thank him for his continued efforts to make Pierce better.

Congrats and thank you again Mr. Summer!

Misty Harrison
& Evan Hatchel

LEFT to RIGHT:
Marco Clemmons (3rd Shift Backup Supervisor)
Jamie Summer (2nd Shift Allocation/Forklift)
Janice Rice (2nd Shift Supervisor)

CANDY CANE PULL & THE PIERCE TREE!

Thank you to everyone who donated and put their ornament up on our Pierce Christmas tree in the breakroom. Also, congrats to our winners of the 1st Annual Plant 7 Candy Cane Pull!



DECEMBER FUNDRAISING!

This year, Pierce held many events to raise money for our Helen Tucker Group, like our annual Plant 7 diec race, a bake sale, tree ornaments, and candy cane pulls. In total, Plant 7 raised \$1,875! And Mr. Kevin Hogan generously matched this total! We want to thank all our associates and Kevin who helped raise money for a great group of individuals!

THE HELEN TUCKER GROUP!



We have the honor once again to have the Helen Tucker Group come over to our warehouse to sing and spread Christmas cheer to all of us; showing love to our generous associates who helped raise money. Thank you again for bringing a great performance and laughs to us here at Plant 7!

UGLY SWEATER DAY!



Thank you to everyone who participated in our 2025 Ugly Sweater Contest! We appreciate the Christmas spirit you bring to our plant!



Ripley cont...

PERFECT ATTENDANCE

1ST SHIFT

Rachel Langley
Evan Hatchel
Mary Smith
Greg Jackson
David Ward
Candice Peet
Casey Richardson
Rashell Sanchez
Willie Hancox
Terry Haymon
Linda Rhyne
Lesa Leggett
Linda Bernard
Enrique Mendiola
Donna Sangster
Teresa Scott
Mary Brown
Dorothy Toomes
Richard Henderson
Jeffery Graves
Donnell Mann
Timothy Currie
James Miller



2ND SHIFT

Antonio Lewis
Jamie Summar
Dennis Gardner
Phillip Houston
Eddie Cunningham
Jaquan Williams
Kim Bailey
David Miller
Joann Land
Bobby Scott
Samantha Stenson
Frances Brent
Clara Maxwell
Johnny Ward
Alan Knoke
Leslie Mayberry
Michael Deberry
Hunter Hyde
Spencer Foster
James Pearson
Travis Shaw

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

Misty Harrison
& Evan Hatchel

HAPPY BIRTHDAYS!

Kristi Taylor – Dec. 6th

Janice Rice – Dec. 9th

Mary Smith – Dec. 10th

Lisa Finch – Dec. 15th

Hunter Hyde – Dec. 15th

Elvis Pugh – Dec. 15th

Timothy Currie – Dec. 16th

Kimberly Latham – Dec. 17th

Dennis Gardner – Dec. 20th

Lesa Leggett – Dec. 20th

Mary Brown – Dec. 22nd

Walter Long – Dec. 27th

Richard Terry – Dec. 28th



JANUARY!!

ASSOCIATE OF THE MONTH

JANUARY



Congratulations to our
January 2026
associate of the
month, Louis Bonds!

He works incredibly
hard in our Label Only
department and we
appreciate all the
work he does and
continues to do for
Pierce!

Thank you so much
Mr. Bonds!

LEFT to RIGHT:
James Story (1st Shift Floor Supervisor)
Louis Bonds (1st Shift Label Only)
Tabitha Chandler (1st Shift Operations Manager)

Misty Harrison
& Evan Hatchel

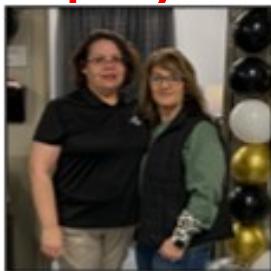
MISTY'S BIRTHDAY!

Please join us in celebrating Misty's birthday!
We celebrated with a big pot luck lunch and some cake! Thank you to
everyone who helped put this together!
We love and appreciate everything you do for us Misty!





Ripley cont...



PERFECT ATTENDANCE

1ST SHIFT

Rachel Langley
Evan Hatchel
Nick Wooster
Anthony Turner
Kevin Lee
Charlie Wood
Mary Smith
Casey Richardson
Terry Haymon
Louis Bonds
Enrique Mendiola
Donna Sangster
Teresa Scott
Mary Brown
Mark Powell
Victoria Hendrix
Joella Cook
Zoey Latham
Richard Henderson
Donnell Mann
Timothy Currie
Steve Hendrix
Stefan Curtis



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

(as of 1/30/2026)

2ND SHIFT

Antonio Lewis
William Umphlette
Jamie Summar
Tommy Weathers
Dennis Gardner
Eddie Cunningham
John Butler
Brandon Whitelow
Lisa Jerding
Kim Bailey
David Miller
Gerhard Jerding
Samantha Stenson
Frances Brent
Ciara Maxwell
Alma Killingsworth
Johnny Ward
Raina Jones
Jaquesha Murray
Alan Knoke
Leslie Mayberry
Spencer Foster
James Pearson
Johnny Moore
John Littles

Misty Harrison
& Evan Hatchel



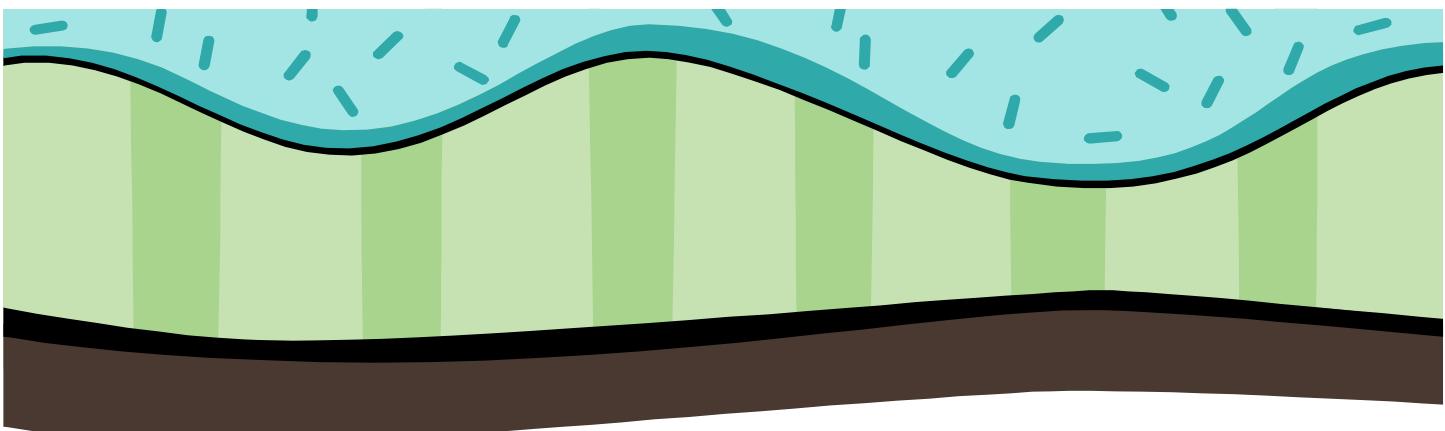
January	
Name	Birthday
Phillip Houston	1/3
Samantha Stenson	1/3
John Butler	1/3
William Umphlette	1/4
Rosalind Alexander	1/8
Misty Harrison	1/17
Sherlesia Barbee	1/24
Teresa Scott	1/28

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

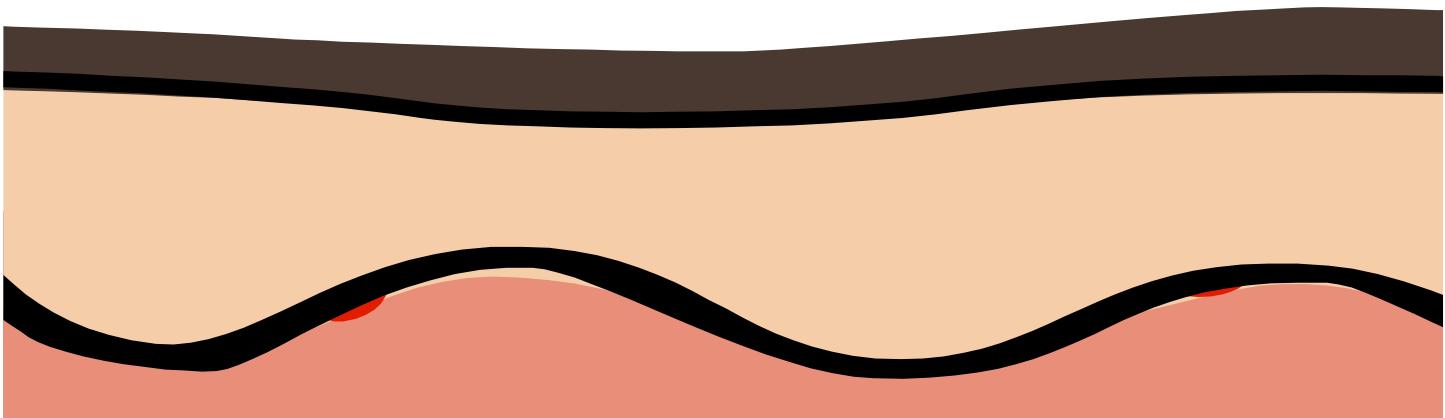
**Misty Harrison
& Evan Hatchel**



W Columbia Writes...



WILLIAMSON, PRESTON	01/03
JOHNSON, SHERRICA	01/09
SMITH, DAVID	01/09
BATIE, CLEVELAND	01/23
SANTANA, SERGIO	01/29
LANPHER, DONALD	02/09
NELSON, VALENCIA	02/20
ESTUS, KENNETH	02/22





W Columbia Writes...

On **Friday, January 30, 2026**, our family witnessed a moment that will live in our hearts forever. On the historic parade deck at **Marine Corps Recruit Depot Parris Island**, my son, **Julio Martinez III**, marched forward not just as a young man—but as a **Private in the United States Marine Corps**.

After **13 grueling weeks of boot camp**, Julio successfully completed one of the most demanding military training programs in the world. Marine Corps boot camp is known for pushing recruits to their physical, mental, and emotional limits—and Julio met every challenge head-on. Through discipline, resilience, and an unbreakable commitment to excellence, he earned a place among **“The Few, The Proud.”**

As we watched him march across the parade deck and take his final dismissal, the magnitude of the moment was overwhelming. Each step he took represented early mornings, long days, relentless drills, moments of doubt overcome, and the transformation forged through hard work and sacrifice. It was not just a graduation—it was the visible proof of his dedication and strength of character.

A Message of Pride

“Words can’t describe how proud I am of the man you’ve become. You faced every challenge with courage and came out on top as one of ‘The Few, The Proud.’ I’ve been cheering you on since day one, and seeing you in that uniform is a moment I’ll cherish forever. Semper Fi, son!”

Julio Martinez III has answered the call to serve something greater than himself, and our pride is immeasurable. This is only the beginning of his journey as a Marine, but it is already clear that he carries the values of honor, courage, and commitment with him every step of the way.

Semper Fi, Private Martinez.



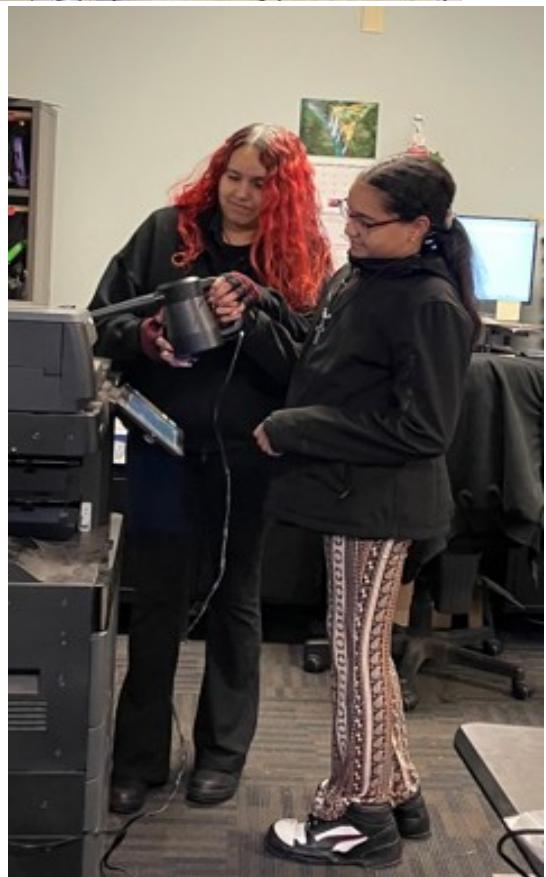


W Columbia Writes...

JOB SHADOWING



Recently, Gabe White's son Robert and Carolyn Jaquez-Martinez's daughter Natalynn came to job shadow with their parents! We hope these young adults got a good taste of what their parents do every day!





Our C.F.O. Writes...



Monthly Wellbeing News-letter December/January 2026

TONY CHIODINI

Why We Feel More Tired in the Winter (and What Helps)

If you've felt a little more sluggish lately, you're not imagining it.

During the winter months, shorter days and reduced sunlight can naturally affect our energy levels. Our bodies respond to light exposure, and when daylight decreases, it can influence sleep cycles, mood, and overall alertness.

That doesn't mean something is "wrong" — it just means our bodies are adjusting to the season.

A few simple habits can make a noticeable difference:

1. Get natural light early in the day.

Even 10–15 minutes outside in the morning can help reset your internal clock and improve alertness.

2. Stick to consistent sleep times.

Going to bed and waking up at roughly the same time each day supports better sleep quality.

3. Stay hydrated.

It's easy to drink less water in colder weather, but dehydration can contribute to fatigue and headaches.

4. Move when you can.

A short walk during lunch or light stretching can increase circulation and boost energy levels more effectively than another cup of coffee.

5. Check in on your nutrition.

Balanced meals with protein and whole foods help maintain steady energy throughout the day.

Winter naturally slows things down, but small adjustments can help maintain focus and energy during the workday.

If fatigue feels extreme or persistent, it's always a good idea to consult your healthcare provider. But for many of us, a few small seasonal changes can go a long way.

Taking care of your health — especially during the colder months — benefits both your well-being and your productivity.

MARCH BIRTHDAYS

Name	Day	Plant
Tracey Strawn	2	7
Richard Palm Jr	4	ICP
Theda Parrish	5	7
Patrick Prescott	7	9
Sophia Dandridge	8	3
Tracy Schmitt	9	7
David Frye	13	C
Antonio Lewis	13	7
Johnny Ward	13	7
Patricia Alvarado	15	ICP
Zander Canonigo	15	C
Louis Bonds	16	7
Charnice Richardson	20	7
Sarah Dodson	23	ICP
Jerry Hankins	24	7
Bobby Scott	24	7
Daniel Tanner	25	5
Tim Charles	26	C
Gerhard Jerding	26	7
Derriyl Maben	30	7
Stefan Curtis	31	7

MARCH ANNIVERSARIES

Name	Day	Plant
James Story	3/28/2011	7
Kyle Key	3/2/2015	5
Nicholas Wooster	3/7/2016	7
Donna Sangster	3/7/2016	7
Lisa Knotts	3/12/2018	C
Linda Rhyne	3/11/2019	7
Louis Bonds	3/23/2020	7
Terry Haymon	3/23/2020	7
Gregory Jackson	3/23/2020	7
Casey Richardson	3/23/2020	7
Tammy Carley	3/14/2022	C
Kenneth Mitchell	3/6/2023	10
Wendy Delgado	3/13/2023	3
Steven Hendrix	3/11/2024	7
Lisa Lemon	3/24/2025	9

FEBRUARY BIRTHDAYS

Name	Day	Plant
Nick Wooster	3	7
Keith Stowers	4	7
Niah Gordon	5	ICP
Donna Hogan	5	C
Michael Deberry	8	7
Ray Lanpher	9	9
Enrique Mendiola	9	7
Spencer Foster	11	7
Kevin Durrell Lee	11	7
Rashell Sanchez	12	7
David Miller	13	7
Gabe White	14	C
Clavin Wainwright	16	2
Linda Bernard	19	7
Rachel Langley	19	7
Margaret Haycraft	20	7
Valencia Nelson	2	9
Kenneth Estus	22	9
Richard Henderson Jr	22	7
Rigoberto H Gonzalez	23	ICP
David Ward	23	7
Zachary Latham	24	7
Zoey Latham	24	7
Nehemiah Di Lee Bonner	29	7

FEBRUARY ANNIVERSARIES

Name	Day	Plant
Jerry Hankins	2/20/2006	7
Randy Terrile	2/7/2011	10
David Frye	2/20/2012	C
Lisa Finch	2/26/2012	7
Gerhard Jerding	2/26/2012	7
Marcko Clemons	2/27/2012	7
Jerffery Graves	2/27/2012	7
Balinda Hairfield	2/27/2012	7
Rachel Langley	2/27/2012	7
Leslie Mayberry	2/27/2012	7
Teresa Scott	2/27/2012	7
Mary Smith	2/27/2012	7
Rosalind Alexander	2/28/2022	7
Tammi Reed	2/05/2024	3
Theda Parish	2/14/2024	7
Sherlesia Barbee	2/14/2024	7
Travis Shaw	2/14/2024	7
Amy Holmquist	2/05/2024	5
David Carrier	2/26/2024	8
Tyrone Sherrod Jr	2/03/2025	8
Linda Bernard	2/10/2025	7
Katia Lara	2/10/2025	5
Christopher Krohe	2/10/2025	5
Mark Hopkins	2/24/2025	5