



Kevin Hogan Writes...

We had our quarterly General Managers meeting in October. It was the first time that Connie Lumpkins (Corporate HR) & Jeff Knapp (ICP) were in attendance. It was Gabe White (Columbia GM) & Mark Tavarez's (Las Vegas GM) second time that they have participated. There was a great exchange of information and I was able to participate via video conference. I hope those who participated for the first time found the meeting interesting and a good opportunity to meet other Pierce Team members and exchange information.

great number of visitors touring our operations and it is my hope that this could lead to some new operations in 2012. I know that Dino, Tony, John Mullin and John Bednar have been very busy.

kins (Corporate HR) will be visiting ICP (Portland) the first week in November. It will be Dino and Connie's first visit with Jeff and Cathy Knapp and the ICP Team. I am sure that Jeff will give you a great tour. While they are in Portland, they will also visit the Navistar Portland PDC.

Andy, Tim and Ray attended the Milwaukee AEM Meeting. They mentioned that the group was not as big as past meetings but still a good opportunity to spend some time with their current contacts and meet some new potential clients.

Congratulations to all who will have service anniversaries in November. Pierce Distribution appreciates your years of dedication and service.

I know that we have had a

Dino McNabb (COO), John Mullin (VP), Connie Lump-

Kevin Hogan



Jack's Words Of Wisdom

"I have never done a days work in my life. It was all fun!"



Achieving the "Ideal" Safety Inspections

What would be considered the ideal safety inspection? Would you think of it as being a surprise inspection from an OSHA inspector, or an investigation after a safety incident? Would it be an inspection that is a part of a workplace safety audit? Routine inspections faithfully held by supervisors and their associates are the ideal in-

spections. To ensure the protection of our associates and prevent accidents, you need to know everything about the area or areas you supervise and the work that goes on there. Performing these routine inspections will help in making certain the facility's safety policies and procedures are being carried out, identify any hazard or potential hazard that may cause illness or injury, determine if there is a need for more extensive safety training, prepare your department to pass with flying colors for any up and coming facility safety audit or surprise inspection, and most importantly show associates that there is great concern in assuring their safety and well being. Conducting work area safety inspections is a great training tool and a good way

to motivate your associates to involve themselves in our safety program.

Department inspections will vary in length and detail depending on the area being inspected. Begin with general storage and housekeeping. Are the work areas free from debris? Are they neat and orderly? Are all aisles clear? Check lighting. Are all of the proper warnings posted and do associates follow them? Move on from there to fire prevention, machinery and equipment, etc. Report all safety concerns to the safety manager and follow up making sure that actions have been taken to correct the problems.

Tracy Schmitt

From Our C.F.O. ...



Wellness & Prevention Newsletter October 2011

Each month Williams-Manny provides **The Wellness**

& Prevention Newsletter to you as a service for distribution to your employees. The newsletter includes information on health, wellness, nutrition and disease.

For those of you with EBCs, the October Wellness Newsletter has been uploaded to your EBC.

This month's topics including:

- Night, Night – Sleep is Definitely Not Overrated
- OUTER AISLE FRESH – Picky Eaters At Any Age
- EATING WELL RECIPE - Autumn Pumpkin Soup
- GET MOVING – A Backup Plan
- FISCAL FITNESS – Holiday Budgeting Tips
- THE WHOLE YOU – Physical Health: Soothing Shoulder Pain
- THE WHOLE YOU – Emotional Health: Debunking Depression Myths
- HEAD ONLINE FOR MORE RESOURCES: oct.hopehealth.com
- OCTOBER HEALTH OBSERVANCES – **Vegetarian Awareness Month**

Enter:
WWW.williams-manny.com/WellnessNewsletter.html
 To download this month's Wellness & Prevention Newsletter.

The **Employee Resource Center** brings together a collection of carefully selected, comprehensive health, wellness and financial websites that encourages employees to be more proactive about their health and lifestyle decisions.

Employee Resource Center

Key Features . . .

- The **Health Resources** section features informational links on fitness and nutrition, senior health, kids' health, prescription drugs, emergency resources, health calculators, mental health, disease risk assessments, and health information from the world's largest medical library, the National Library of Medicine.
- The **Financial Resources** section presents articles about budgeting and saving, college planning, kids and money, taxes, credit and debt, retirement planning, insurance, investing, leasing vs. buying a car, purchasing a home and getting a mortgage, and making a will.
- The **Other Resources** section offers tips about local volunteer opportunities, charitable giving, motor vehicle safety, vital records, and weather warnings.
- The **Employee Resource Center** is designed for all age groups, and content is appropriate for children and adults.

To log into the **Employee Resource Center**, Enter www.benefitspassport.com and log in using the following credentials:

Username: wellness
 Password: erc



"Root Cause Analysis - Using 5 Why Techniques"

For the past several months I have been conducting "Root Cause Analysis - Using

5 Why Techniques" training at each of the facilities. The objective of this training is to provide a new understand of how you should approach problems identified internally and externally. It is important that you conduct such activities prior to the submission of any corrective action response internally (to your management) or externally (to your customer). I have listed the "3" categories that are a must when conducting true root cause analysis. These can be used to help anyone that needs to determine what is causing a specific problem for problems.

Some of you may not know that most customers want to know that you have addressed Root Cause analysis in "**3 Separate Categories**":

Occurrence (Problem)

Root Cause – Why the problem (nonconformity) actually occurred?

Non-detection Root Cause – Why the problem (nonconformity) was not detected internally and was allowed to escape to the customer?

Systemic (System) Root

Cause – What aspect(s) of the Quality Management System (QMS), process, or typical practices used, allowed both the **Occurrence** and **Non-detection** root causes to occur (i.e. work instructions, procedures, to include software (Label programs, data bases, VAM, etc.)?

I have received a lot of positive feedback from those facilities that are using this approach to problem solving. If anyone would like further information, please let me know.

Tony Chiodini

Virgil Sansone

Belvidere West Writes...



It's hard to believe that Thanksgiving and Christmas are just around the corner. This year is passing by so fast. I would like to congratulate

Larry Hickey, our GM, on his recent Five Year Anniversary with Pierce. It has been a pleasure working with you and I look forward to the next five, ten, twenty . . . years.

We have been busy here at Plant 2. We recently painted the offices and have been doing a lot of improvements in the warehouse; it looks great! The woodshop is also bursting at the seams.

We had a visit with Marino Roberto-After Sales & Spare Parts Director (Carraro-Rovigo, Italy) and Tania Ravani-After Sales & Spare Parts Manager (Carraro -Virginia Beach) this month. We discussed organizational changes and future plans. It is always great to see them!

I hope everyone has a Happy Halloween! Have fun, be safe and don't have too much of the sweet stuff!

Beth Futrell

Our Carraro Visitors are ALWAYS WELCOME



Carraro Visitors L-R: Larry Hickey, Marino Roberto, Tania Ravani, and Beth Futrell



Above is a photo of our lobby that recently had a fresh painting. It's amazing what a little paint job can do for appearances. Doesn't it look **welcoming** and **inviting**??

To the left is a shot of our conference room after a fresh coat of paint. Now . . . That looks like a very **Productive** atmosphere!

We are enjoying the improvements!

Bolingbrook Writes...



Hello from Bolingbrook. The beautiful fall colors are really starting to kick in; a touch of frost greets us in the morning these days as families and friends head out to visit their favorite orchard

picking apples and sipping on hot apple cider. YUM! Fall is one of the best seasons for me. You can still get a few rounds of golf in, the water temperature is right for walleye fishing and the bow hunting season gets going. Lots to do to enjoy the great outdoors.

The "5S" implementation is in progress throughout the Plant. We incorporated this process into our already established "management audit" pro-

gram and the results to date have been very well received by the associates. Great job by Dario Nanni and Jerry Zavala, our production coordinators, for taking the program and incorporating it seamlessly into our day to day processes, yet keeping tabs on the expenditures at the same time.

Our GM meetings for the 3rd quarter took place in mid October; it's always a benefit to get the GM's and corporate staff together face to face to review the accomplishments and challenges we face as a company as well as discussing future opportunities.

I had the privilege on October 20th of awarding Patricia Zacarias with her 25 Year Anniversary Award with Pierce Distribution Services Co. Patricia has held different responsibilities over the years and currently is auditing packaging processes and shipments with the quality department. Congratulations

again, Patricia, and thank you for your years of dedication and service. We are also honored to recognize Edward Aguirre, packaging area supervisor, for his five years of dedication and service to Pierce on October 9th and on October 30th, we'll be celebrating Andrea Scott's (HR) five year anniversary with Pierce. I'd also like to say happy birthday to all the Pierce members here in Bolingbrook. They are Tereso Cervantes, Juana Huerta, Michelle Elwell and Juan Flores. I would also like to give a very special "happy birthday" to Chris Cacciatore (10/25) from our corporate family for orchestrating all the day to day paperwork and calls between all the plants and corporate. Not an easy task.

Matt Jurasek



On October 20, 2011, we celebrated Patricia Zacarias' 25th Service Anniversary

with Pierce Distribution. In appreciation of Patricia's 25 years of service, we celebrated by gathering all of the Bolingbrook associates in the lunch room to enjoy cake and juice. Patricia was presented with a certificate and a Visa gift card by Matt Jurasek, General Manager. We also gave Patricia a beautiful bouquet of fall flowers. Patricia has performed duties in many different departments over her 25 years of service here at Pierce Distribution.

She started out on the Mainline, where she quickly mastered and excelled followed by a move into the polybag area where her

expertise was needed. At one time, we needed some additional help in the Heavy Pack Department, and she volunteered and once again excelled.

We then decided with her experience in all the different departments she would be most valuable in our Breakdown Department. An opening in our Quality Control Department was available and we decided she would be the best candidate for the job! Now she has been working in Quality Control for the past 10 years. She continues her dedication to Pierce and we greatly appreciate her!

**Andrea
Scott**



CONGRATULATIONS 25 Year Service Anniversary

Patricia Zacarias is honored by General Manager, Matt Jurasek, for achieving this great milestone.

Bolingbrook Continues...



On October 9, 2011, Edward Aguirre [R] was presented with a certificate for five years of service by Jerry Zavala, [L] Supervisor. He also received a memento, which was a Pierce logo watch. Edward was honored with the recognition given to him by management. Edward has moved up the ranks from heavy pack to a lead position, and now he supervises the heavy pack department. Edward has been with Pierce for nearly 15 years. He began with Pierce through our temporary staffing agency. His vast experience working with Pierce has helped us train other employees for their positions. Aside from work, Edward has a wife and three young children, two daughters and one son. Edward also has fun being a disc jockey for events and parties in his town of Cicero. All of us here would like to congratulate Edward for his 5th Year Service Anniversary at Pierce!

Celebrating 5 Year Anniversary Edward Aguirre



Sales and Marketing...



**Pierce
The Value of
Partnership:** Partnership as defined "is when parties agree to cooperate to advance their mutual interest." A pretty simple

definition that carries very important undertones for both companies involved, such as trust, commitment, and accountability. Partnerships must be earned; there is no doubt about that. In the world of supply chain logistics, first there has to be an identified objective for improving a set function or process, then there has to be an outlined plan to achieve that objective. It's a continuous process towards improvement.

The role of the service provider is to obtain information from the potential partner and to fully understand the objective of the proposed project. This will help ensure that the best plan of action is reached and mutually agreed upon. Once that is achieved, the proper solution can be presented in a thorough manner. This is where the trust between the two parties is established, during the information sharing phase of a potential project. The commitment portion covers the response time and attention to detail for the planned project, the effort put forth to present the best solution to reach the desired goal. The accountability comes

when the plan goes into action and execution of the project begins, and is carried through - the accountability of the service provider to the customer.

Partnership is a word that is used around Pierce often, and we strive to achieve this through our current and potential business associations. In order for us to be true patrons of this word, we must first understand the goals of our customers, then stay dedicated to that task. Understanding and following this simple guideline, in conjunction with constant focus on service and quality, is the beginning point for building and establishing a true partnership.

**"At Pierce we do
Whatever it Takes"**

Andy Oltremari



I would like to congratulate Janice Taylor on her 5 Year Anniversary with us at our Ripley facility. Janice is our Quality Lead Associate. Janice began working in our Quality department on Halloween, of all days, in 2006. Janice always gives 110% in everything she does and her hard work is greatly appreciated. We

have recently made a few changes in the way we conduct our daily routine; we have added bright green very visible vests to the "QC" wardrobe here in Ripley. You would not believe the difference it makes when looking for a Quality Inspector. This is a very effective way of letting all associates, especially our new associates, know who they are able to call on when in need of some help. We have been busy making revisions to our work processes to help us be more efficient in our new work environment. Our Team, as a whole, has made great efforts in improving our over all process and look forward to continuous improvement through out this year and into the next.

Tracy Schmitt



Babies R Us

This is the Ripley Plant's new motto! Babies and more babies.

Associate Clay Harrison (2nd shift – Woodshop Department) became a father on September 23, 2011, with the birth of

Braxton Clay Harrison who weighed in at six pounds and 12 ounces and was 10 inches long. The future boxer is also the grandson of Lee Smith (2nd shift – Kits Department). This is Clay's first child and for Lee, this makes his seventh grandchild with another on the way. Associate Jason Kyle became a father (again) with the birth of Ava Marie Kyle on September 28, 2011. Ava came into the world weighing six pounds 12 ounces and was 19 inches long. This is Jason's third daughter as he prepares to form his own girls basketball team.

Donald Wilkes (1st shift – Service Parts) is extremely proud of his new granddaughter, Ma-Kyleanna Brenae Wilkes. The future Miss Tennessee was born October 7, 2011, weighing seven pounds and was 20 inches long. Ma-Kyleanna is the daughter of Caress Wilkes. Donald reports she has her days and nights mixed up – she sleeps all day and cries for her grandfather all night. This makes Donald's 2nd grandchild (one boy and one girl).

On October 14, 2011, Angela Cannon (1st shift – Breakdown/Office Staff) became a grandmother for the 2nd time with the birth of grandson, Connor Ray Vaughan. The future star football player was 19.5 inches long and weighed seven pounds and three ounces.

Mike Moore

Ripley Continues...



On October 13th we held our Blood Drive together with Komatsu. We had a total of 46 people who gave blood, and of that total maybe five tried but could not give—BUT they did try. I had more people who wanted to donate but we simply ran out of time. Next time they will have to get a much earlier start and stay later so that

we can fit everyone in who wants to participate. I want to thank everyone for their donations. We always have such a great turnout. After giving this time, they received a tee-shirt that went with the Breast Cancer awareness for the month of October. Thank you everyone and see you at the next drive. Make sure you go on their website, www.clublifeblood.org where you can keep up with how much you have donated and earn points for free gifts.

Vicki Watson

Below—Mark Strawn carefully reads his “after care” instructions as he so generously donates his blood.



Front Row L to R – Trina Smith and Dawn Smith / 2nd row Trena Jones and Isa Viar / 3rd row – Pat Moore / 4th row – Frank Williams and Beth Palmer





Service Anniversary Five Years

Hello everyone, I would like to take a moment to tell you a little about myself. I appreciate the opportunity to come on board as the 3rd shift supervisor for Pierce (Ripley). I have many years of experience in customer service, sales, and in manufacturing.

I have recently graduated from American Intercontinental University with a Bachelors degree in Business Administration with a concentration in Accounting and Finance. This was one of the hardest things I ever tried to accomplish. I had to balance work, family and school while attending classes online. I would have to say that I have learned a great deal about managing my time wisely, business and Corporate America. I have also learned to appreciate the small things in life as well.

I have two wonderful sons, Tommy Wright (18) and J.T. Wright (14). Tommy is working here at Pierce part time and going to school at Dyersburg State. He is one amazing young man with his feet planted and his eyes focused on his future. J.T. is in the 8th grade at Halls Jr. High and plays traveling baseball and is the starting QB for the Jr. High. He loves the outdoors, all sports, and is an outstanding young man as well. I am very blessed to have these two sons.

I feel like I can make a difference for Pierce and look forward to communicating with you all. My hobbies are camping, golfing, and riding my motorcycle, fishing and bowling.

Thomas (Bubba) Wright



Congratulations, Janice Taylor, for five years of service with Pierce Distribution. Janice started her career with Staff On Site in May, 2006 with an assignment of work as a packer with Pierce Distribution. She was hired full time by Pierce in October of that same year. Janice shares: "I have witnessed lots of changes since I became a part of the Pierce family. I love working as a Quality Inspector - it's always a challenge solving problems, but that's what I do best. When the plant re-located to Ripley in February 2011, I became the Line Lead for Quality. I work with a great bunch of people." Janice is engaged to fellow Pierce associate, Todd Rice. They have a seven year old son, Timothy. The family loves football - especially their favorite team, the Chicago Bears. GO BEARS! It's a joy to recognize Janice on her service anniversary. Tracy Schmitt is her supervisor and states: "Janice always gives 110%. Just looking and listening to her you would think she was timid and shy. BUT, she's a real fire-cracker and she's a real trooper."

Janice Taylor is pictured with Jay Hogan, General Manager of the Ripley Plant.



CONGRATULATIONS to Ripley's Tracey Strawn as she celebrated her 15th year with Pierce Distribution on October 4, 2011. Ripley Plant General Manager, Jay Hogan, presented Tracey with a framed 15 Year Anniversary Certificate and a Gift Certificate. Tracey began her career in the receiving office (in Jackson TN) when we only received around 200 lines per day. As the plant continued to grow the decision was made to move to Humboldt TN. And now Tracey has experienced her 3rd plant move when we located in Ripley TN. This was the smartest move for Pierce as we now share space with the Ripley Komatsu operation. Being right here with Komatsu in this wonderful new facility and great set up allows her to quickly solve concerns and situations before they become problems. This is a "win-win" situation for Komatsu Pierce as all Tracey has to do is call the Komatsu staff and they are on the location within minutes. Tracey is the Komatsu Representative/Service Supervisor for Pierce. She loves the challenge of solving receiving problems and dealing with the vendors/customers. Over the years, she has built strong ties and friendships with our customers. Tracey is married to Mark (Asst. General Manager of Operations) and they live in Medina TN. Her best "bud" is her boxer, Babe, who is a real sweetheart. In her spare time, Tracey enjoys "hanging out with the girls". In closing, Tracey states she hopes to be here for another 15 years. Thanks, Tracey – "We appreciate you"!

"Ain't God Good"

Ooops! Somehow we failed to recognize Ray Brown on his 5 year service anniversary on September 15, 2011, with Pierce Distribution. We want to apologize to Ray and let him know how much we appreciate him. When I sat down with Ray for this interview, he immediately responded, "ain't God good"! This was his response when I questioned his background work experience before coming on board with Pierce. It seems Ray had worked 30 years with NCR in Humboldt in management when the plant announced they were closing and moving the operation to Morristown in East Tennessee. Ray was given the opportunity to go with the plant, but elected to stay in West Tennessee in his hometown of Gadsden located in Crockett county. Ray grew up in the community, played high school basketball, married his sweetheart Annette, raised two children (son and daughter) and now enjoys 3 grandchildren. Pierce's management team, Jay Hogan and Mark Strawn, contacted Ray, recognizing his leadership skills, and immediately hired him to lead the Kits and Exports department when NCR left town. And now five years later, Ray is still going strong. His unique leadership style—kind, soft-spoken and motivational—keeps things moving in the department. Ray recognizes and appreciates the direction he has received from Jackie Freeman and his present supervisor, Kristi Taylor, pictured with Ray. Gene Fisher, a co-worker, has been with Ray from the beginning and they continue to do amazing work together. Ray enjoys the people he works with and the challenges he tackles every day. Ray states when he is away from work he enjoys being with his family, attending church where he sings in the choir and teaches a Sunday school class. Kristi Taylor, Ray's supervisor, states it is a joy and pleasure to work with Ray. He is always very positive, self-motivated, very laid back, easy-going, and never complains (well, not enough to mention LOL). Ray takes pride in his work and passes this on to the other associates. I look forward to many more years with Ray. Congratulations, Ray, keep up the good work!

Belvidere East Writes...



It's hard to believe that we are in the final quarter of this year. Our theme for Plant 8 over the years has been "CAN!" which stands for Con-

stant and Never-ending Improvements and as I look back, we have done just that. Our most recent improvement however, was motivated by the introduction of the Lean/5S Program by Virgil Sansone, Corporate Quality Director. This program has helped us by giving clear direction and targets on how to properly evaluate a work area and rearrange the area in the best most efficient manner to optimize and promote cleanliness, safety, increased productivity, and better work quality. This program has also helped us focus and sustain continuous improvements in our Plant. Clutter can cause confusion and confusion can cause errors. Eliminating these factors improves work quality while also raising morale. We have done just that in the current renovation of the truck department. Four new packing stations were uniformly constructed, painted and installed. The entire work flow in the department changed direction from East to West to a more effective North to South. We are now working longways in the rectangular space instead of against it which allowed us to expand the department with a gain in floor space of 2,250 square feet. The added space has now been utilized for the International department. Everything is in its own place, and the truck pack-

Truck Department before renovation



Truck Department after renovation



ers are excited about the change. A great job to the supervisory staff and the associates in the truck department for making this happen. Another "great job" goes to Jeremiah Arnold, our October Associate of the Month. Jeremiah currently is responsible for the Quality Control at Plant 8. He has a ton of respect from our customer; (buyer planners and customer service reps) as well as within the Plant. You have done quite a remarkable job since you have taken over this department!

Joshua Moorehead

Belvidere East Continues..



October is here, and with it comes a few cooler days and nights, Trick-or-treaters, and everything apple and pumpkin spiced. The

smells and tastes of the season's harvest are so comforting. Perhaps that is why our Plant 8 looks forward to our Annual Halloween Costume Contest and Pot Luck on October 31st. We have had some creative participants in the past. Who will shine over the rest this year?

I would like to congratulate our Associate of the month, Jeremiah Arnold, our QC inspector. He has been working on 5S in his area and it looks wonderful. He is always willing to lend a hand and do whatever is asked of him. He does a great job and we love him to pieces! Keep it up, Jeremiah! He is congratulated here by Brittany Thompson.



Francisco Valdivia celebrated his birthday on the 4th. HAPPY, HAPPY BIRTHDAY, Francisco!



I want to also congratulate **Cyndie McLynn on her marriage to Ron Wonzer**, September 10th (9/10/11, how cool is that?). We all wish them both happiness and good fortune forever more.

Congratulations, again, to Cyndie McLynn on her 11th anniversary with the Pierce family, on October 24th. Thanks for all you do for us, Cyndie.



Another celebration this month is the birth of **Karley Grace Asprooth**. Proud parents **Nick and Kristin welcome her**, below with her big brother, **Lincoln**. Karley was born on September 28th at 1:10 a.m., weighing in at 8 lbs, 10 ozs. and was 20.5 inches long. Oh, and what a cutie!



Finally, October is Breast Cancer Awareness Month. Unfortunately, this disease has touched so many that I would be surprised if you don't know someone who has been affected by it in some way—men, women, friends, relatives, and co-workers. We see the pink ribbon symbol everywhere. You may even be getting tired of seeing them. However, these ribbons are making strides in the fight for the cure. You have to admit that it is immediately recognizable, right? That, in itself, is a great thing. It means that awareness is up. Maybe it means that it will remind women to do their regular self exams and get their yearly mammograms. Early detection is the key. Proceeds from products like Sharpies and office supplies to candy, clothing, shoes, tools and flower bulbs go to both research and support groups for survivors and family members. My sweet sis-in-law, Geri, was unfortunate enough to have a need for one of these support groups. She was diagnosed when she was 40, shortly after having her first (and now her last) child, Ryker. She lost both breasts, but not her life! SHE IS A SURVIVOR! She enjoys her son and devotes a lot of time to "The Cause" with an appreciation for life that will bring tears to your eyes. I am so grateful to still have her with us.

Be happy and stay healthy.



Carol Hebel





Belvidere East Continues...



I hope everyone is enjoying the beautiful fall weather we have been having; it isn't going to

last long. I would like to thank Brent Hultgren and Renee Hagen for all your help this month. They have been training and learning to back up other jobs. We have rearranged our truck department to better meet our customer's needs. I would like to thank everyone who helped us meet our goal of getting this completed by the middle of October. I would also like to congratulate Jeremiah Arnold for all of his work. Way to go Jeremiah! Keep up the good work!! I hope everyone has a safe and Happy Halloween. Enjoy all the costume parties!!!

Brandon Spitson



My name is Brian Vaughn. I work at Pierce Plant 8 as a cycle counter. I

have been working here since August of this year. I am really happy to be a part of this Team and working with a group of wonderful people. As a cycle counter, my duties are to keep accurate counts on parts throughout the plant. I also perform a few other tasks, such as finding lost parts, helping in QC, material requisitions, short ships, re-warehousing, and double checks. I love new challenges and enjoy what I do here! In my spare time I enjoy coaching football, spending time with my wife and children, watching television and cooking. I want to thank my supervisors, Brittany Thompson and Jeremiah Arnold in QC, for showing and teaching me so much in the time I have been aboard. I look forward to a long working relationship here at Pierce.

Brian Vaughn

November Anniversaries

Name	Date	Plant
Martin Contreras	11/25/74	2
Judy Spitson	11/16/77	C
Dino McNabb	11/13/89	C
Kristi Taylor	11/13/95	7
Juana Alamos	11/10/08	3
Lois Patmythes	11/12/10	2
Sarah Hinchee	11/20/10	4
Billy Cobb	11/29/10	4
Brandon Dunn	11/29/10	4
Tommie Givens	11/29/10	4
Henry Cobb	11/29/10	4
Denise Christian	11/29/10	4
Ronetta Pringle	11/29/10	4
James Ward	11/29/10	4
Preston Martin	11/29/10	4
Karen Arnett	11/29/10	4
Warren Bouknight	11/29/10	4
Deona Odom	11/29/10	4
Maurice Seibles	11/29/10	4
Onavius Boykin	11/29/10	4
Gabriel White	11/29/10	4
Kevin Gerding	11/29/10	3
Darryl Peoples	11/29/10	4

November Birthdays

Name	Date	Plant
Virgil Sansone	01	C
Larry Sindelar	01	8
Priscilla Longoria	01	7
Billy Cobb	01	4
Randy Terrile	02	10
Jose Jimenez	03	3
James Story	03	7
Miguel Arreola	05	3
Xavier Manns	06	7
Miguel Gabanit	08	3
Jeremiah Arnold	08	8
Jackie Jackson	10	7
Elizabeth Deleon	11	ICP
Raul Sanchez, Jr.	12	2
Jorge Perez	17	2
Jason Kyle	19	7
Henry Cobb	25	4
Brandon Dunn	26	4
Jon Munchus	29	ICP
Eric Zigler	30	8

