



April 2018

Pierce Distribution Services Company

Kevin Hogan Writes...

Spring is hesitating showing itself this April. No matter where you are, the weather is unpredictable.

We had our 1st Quarter Mgr. Meeting in April at an offsite location. Dino McNabb (COO), Tony Chiodini (CFO), Jason Smith (VP of Operations), Larry Hickey (Rockford GM), Gabe White (Columbia GM), Mark Strawn (Ripley GM), Randy Cantonwine (ICP GM), Andy Oltremari (Executive Business Mgr.) and Tim Charles (Midwest Business Mgr.) all attended. We had 3 days of meetings with presentations and some good exchange of information. Open discussion always happens. We also had 3 days of team building events. It is always nice to get most of everyone together at least 3 times a year. Next meeting takes place in July around the Rockford Pro Am.

We are planning on having a Sales Meeting hopefully sometime in June in conjunction with a potential client visit to ICP in Portland. I am also

planning on going to Houston sometime in the next two months. Tony continues to pursue competitor acquisitions but it has been tough with the market that is doing well for the most part.

I don't know if anyone notices Chris Cacciatore's article in the March Newsletter covering company benefits. Chris will be doing more of this in the future in order to communicate with our associates how good Pierce Benefits are. In many cases, it is better than most other companies. I believe our communication with our associates will improve going forward.

I would like to wish everyone celebrating birthdays in May a Happy Birthday. The Milestone Anniversaries in May are as follows; Sylvia Davis (Corporate) 5 years on May 13th, Horn Choup (ICP) 15 years on May 25th, Tony Chiodini (Corporate) 20 years on May 26th and Judy Borgmann (Ripley) 45 years on May 24th. I had to create a new category for Anniversary Gifts

for Judy. We go back a long time: Blackhawk plant, Broadway plant, Loves Park plant(s), Jackson plant, Humboldt plant and Ripley. Together we have seen many changes with this company. She not only is part of the Pierce Distribution Family, she is my friend. We have many notable Anniversaries in May; Luis Vasquez (ICP) 11 years on May 24th, Nestor Candedo Angulo (ICP) 13 years on May 16th, Neng Nguon (ICP) 13 years on May 2nd, Patricia Douglas (Ripley) 13 years on May 2nd, Samuel Palmer (Ripley) 14 years on May 17th and Khun Ngoy (ICP) 16 years on May 30th. May was a great hire month. I would like to thank everyone celebrating Service Anniversaries in May for their years of dedication and commitment to Pierce.

~Kevin Hogan



Jack's Words Of Wisdom...

**Whatever you are,
be a good one.**

~Abraham Lincoln



ICP Celebrates Milestones

May 2018

Kim Quartaro	3 years
Tommy Sisco	4 years
Luis Vazquez	11 years
Nestor Canedo	13 years
Neng Nguon	13 years
Horn Choup	15 years
Khun Ngoy	16 years

Below, Horn Choup



Seung Chheung
with finished
product

HR Corner...

ZERO CARD

"If it's free, it's for me."

I'm sure you have heard that phrase before. It's one of my favorite sayings. But what does this phrase have to do with healthcare?

A lot, as it turns out. For instance, if you have elected to take insurance coverage from Pierce through Blue Cross/Blue Shield of Illinois, you also are signed up for the Zero Card, which is a tremendously underused benefit that Pierce offers you, the insured.

Say you go to your personal physician for an exam, and as part of your yearly physical, your doctor orders lab work. Instead of having the lab work done on site, you can tell the physicians' office that you have The Zero Card. Once you call the helpful people at the Zero Card, they will tell you exactly what to do and where to go (here it would be Quest Diagnostics) to have the necessary lab work done, at zero cost to you.

If you visit your physician with a sore neck, and your physician refers you for an x-ray, you handle it the same way. The best part is that when you elect to use The Zero Card, your health plan will pay 100% of the charges for that x-ray. That means no deductible, no copay, and no coinsurance for your procedure. The Zero Card services include surgeries, orthopedics, lab, x-ray, advanced imaging (CT scan, MRI, and ultrasounds) and many others.

How does it work?

- Your doctor informs you that you need a service or procedure.
- You call the Zero Card Personal Health Assistant at 855-816-0001
- That's it! They take care of the details and you always pay \$0.

Here's a real life example. I recently needed an MRI of my neck. My doctor's office wanted me to have it done at the hospital and let me know that central scheduling would call and set that up. However, I told them I had the Zero Card, so I went home and called them. They set everything up for me, including the appointment time, which

was a convenient 6:30 p.m. so I didn't have to miss work. I went to Forest City Diagnostics, which is a clean, modern facility. They handled all the paperwork for me so I only had to sign a permission form. My results were given to the doctor within two days.

Since the inception of the program in January of 2017, Zero Card has added many more facilities not only in Illinois, but different states for your convenience. If you've tried to use the service before, only to find out there were no local facilities, please give them another chance. There are far more choices available, and places to choose from now in every state.

Have you tried Zero Card yet? If you have, drop me a line at chris.cacciatore@pdsc.biz and let me know if you found it as convenient as I did.

CHRIS CACCIATORE

I have been appointed to head up the Rockford facility 5S program and it is just in my wheel house. I have a great appreciation for having a neat, organized and tidy home so I hope it will translate well to our workplace.

We should all take pride in the organization and cleanliness of our facility. Everyone should play an active role in keeping their departments and all common spaces neat. There should be a place for everything; from the smallest office supplies to the larger material handling equipment.

I look forward to gathering a small team and the coordination of ideas and plans to improve efficiency, reduce waste, and work toward a more structured approach to our 5S goals and implementations.

We had a great time celebrating Andrea Scott's 50th birthday on Monday, April 23rd. We decorated her work area, had calzones and ice cream cake for lunch. It was so much fun and we had a lot of laughs.

BETH FUTRELL

Rockford Writes...



In early April, Tracy Schmitt paid us a visit and brought Mark Everest of Occupational Athletics with her. Mark's Physical Readiness System presentation was well received. It was an interesting and informative program. Mark stressed the importance of a physical fitness routine in our daily lives. Exercise is beneficial on and off the job. As a result of Mark's visit, we have 100% participation in our Stretch 'n Flex program.

LOIS PATMYTHES



Corporate Safety Writes..

Happy April everyone! I don't know about you all, but to me it seems like we are still in January with all this wonky weather. Safety activities have been quite busy over the last few months. We had our 2017 annual assessment at our Rockford facility in March in which Pierce as a whole made an outstanding score of 97.87% out of 100! AMAZING! This score would not be possible if we all had made the best effort possible to maintain good safety practices. So, thank you all. Keep up the good work.

I'm also very excited about the newly implemented physical readiness program aka Stretch and Flex. We launched this program in our Ripley facility almost a year ago and we are still going strong. I recently revisited Rockford along with Mark Everest with Occupational Athletics to help launch theirs. Excluding the fact that I was slowly recovering from bronchitis, we all had a blast. The staff and team members in Rockford are so much fun and welcoming; their humorous and enthusiastic engagement was very encouraging. The information presented by Mark is very interesting and it really makes you think about the aging process we all go through and how important it is to invest the best care possible in ourselves. Thank you all for such a successful launch and for the awesome lunch Larry provided. It was delicious. Next stop Houston!

TRACY SCHMITT

Ripley Writes..

LET THE GOOD TIMES ROLL

On Friday, April 13th, Komatsu - Ripley invited the Ripley, TN Pierce family to participate in their annual Relay for Life Talent Contest Fund Raiser.

"Yours Truly" was volunteered again as the Master of Ceremonies and our own, Kristie Taylor, served as one of the four judges. Pierce was proud to have Tracy Brown lip syncing to Pat Benatar's, "Hit Me With Your Best Shot" as

she danced and played her guitar. To the delight and surprise of the crowd, Keithen Jones, simply wore out the enthusiastic crowd with his dancing to the GS Boyz' hit, "Do The Stanky Leg". Our annual Lauderdale County Relay for Life is scheduled for May in downtown Ripley. It is great fun for the associates of both plants to come together for a common cause to raise funds for the battle against cancer.

MIKE MOORE



L-R: Tracy Brown & Keithen Jones



Wellbeing Resources Newsletter – April 2017

Each month Gallagher Williams-Manny provides The Wellbeing Resources to you as a service for distribution to your employees. Utilize the **toolkit** at www.ajg.com/livelifewell and select 'download resources.'

This month's topics include:

1. Put Those Taxes to Bed- The deadline for filing your taxes is April 15th ... although you finished them in March, right? If, for whatever reason, you could use a little more time, you need to get in touch with the IRS now. The deadline for filing an extension, which will buy you six more months to complete your taxes, is also April 15th. And if you're self-employed, freelancing or running your own business, Q1 estimated tax payments are due April 15th.
2. Review Your Insurance Policies- Why not knock this indoor task off your list before that summer weather sets in? And if you've recently had a major life event—say, a marriage or a child—it's an especially good time to reevaluate your current insurance coverage. Call your agent to make sure you are getting the best deal for home, auto and life insurance policies.
3. Finalize Summer Travel- If a vacation is in the cards, now's the time to hammer out the details. Whenever possible, it's a good idea to book airfare three to five months in advance—before prices start inching up. So now is a good time to nail down July and August flights.

Tony Chiodini

Ripley Continues...

MIKE MOORE

MARY QUINTON CELEBRATES BIRTHDAY NUMBER 58!

I have to apologize to Ripley's Plant 7 Mary Quinton on saying she was celebrating her 59th birthday as she quickly corrected me stating it was only 57. Again, my bad - but as HR Manager I have access to some private info and I was sure her birth year was 1944, but as a gentleman, I know you don't argue with a "Real Lady". And celebrate - she did with the greatest meal prepared by her lunch friends - WOW! Just listen to this menu: fired chicken, fried pork chops, turnip greens (cooked with ham), white beans, tater salad,



green beans, corn bread, rolls and sweet tea. Did I say she had three different sweets? Yes, brownies, strawberry cake and then a beautifully decorated birthday cake. Ms. Mary, we all want to wish you the "Bestest of Birthdays" and know we all love you!



MAY ANNIVERSARIES

Name	Day	Plant
Patricia Douglas	5/02/05	7
Neng Nguon	5/02/05	ICP
Joseph Demps	5/08/17	7
Allester Hightower	5/09/16	C
Margaret Haycraft	5/11/14	7
Michael Deberry	5/11/14	7
Mariela Pinedo	5/11/15	2
Jeffery Bradford	5/12/14	7
Sylvia Davis	5/13/13	C
Nestor Canedo	5/16/05	ICP
Samuel Palmer	5/17/04	7
Kim Quartaro	5/18/15	ICP
Tommy Sisco	5/19/14	ICP
Judy Borgmann	5/24/73	7
Luis Vazquez	5/24/07	ICP
True Matyja	5/24/16	5
Horn Choup	5/25/03	ICP
Tony Chiodini	5/26/98	C
Khun Ngoy	5/30/02	ICP
Yorleyvis Ochoa	5/31/16	5

MAY BIRTHDAYS

Name	Day	Plant
Stephanie Gill	01	7
Patricia Douglas	02	7
Steven Johnson	02	5
Rath Yong	03	ICP
Jason Smith	03	C
Steven Hendrix	03	7
Milton Powell	04	7
Crystal Ruiz	04	2
Rachel Brewer	06	7
Chad Hada	07	2
Latonia Peet	08	7
Manuel Hernandez	09	ICP
Veronica Conchas	09	5
James Miller	10	7
Tommy Sisco	12	ICP
Ken Holze	13	2
Londell Currie	15	7
Judy Borgmann	15	7
Brian Cutts	16	7
Kimberly McGovern	21	5
Marlena Espinoza	22	5
Dexter Washington	23	2
Sergio Meza Garcia	24	ICP
Julian Rogers	24	7
Mariela Pinedo	26	2
Winston Starks	28	7
Nellie Frazier	29	4
Donna Oliver	29	7
Zachary Hopkins	29	4

Ripley continues...

GOING AWAY PARTY

Pierce's Plant 7 in Ripley, TN has been the home for Tony Lineberry for the last 10 years. Tony, who is from Milan, TN has driven 130 miles per day to get to and from work each day. He hated to do it, but he found it necessary to take a job a little closer to home (5 miles from home) which will be less wear and tear on his vehicle and on him and the opportunity to spend more time with his children and grandchildren. He struggled with the decision to take the new job as he hated to leave his Pierce work family. His friends in Allocations on first shift threw him a "surprise" going away meal on Friday, April 20th. Tony's Line Lead, Felecia Bonds presented a gift of appreciation to Tony after the delicious pizza and cake. The Allocation and Shipping departments associates enjoyed the fellowship with lots of stories remembering the good old days. Thanks Tony for your 10 years with Pierce - we wish much success in your new job!



Above, Center, in yellow, Anthony Lineberry

MIKE MOORE

"POPPA BEAR AND BABY BEAR"



Above, L-R: Donnell Mann & Leslie Mayberry

Back in the Woodshop Department of Ripley's Plant 7 on second shift you will find Poppa Bear, Leslie Mayberry, taking care of all his little cubs. Leslie's favorite "little" bear cub is Donnell Mann who has been selected as our Associate of the Month. Leslie states that Donnell comes to work every day full of joy and always in good spirit. "He makes me laugh every day, especially at the end of each shift

when I make the effort to compliment my guys on their efforts and accomplishments for the day, I guarantee you Donnell will respond with 'whatever you need boss, I'll do it.' and thank you with his "big" smile." Donnell came to Pierce through our temporary agency, PPL, on July 7, 2012, and he started out on 3rd shift in the Woodshop department. He is

an expert in building crates/boxes (after working 15 years at TN Marvin Windows & Doors). A single man (still looking, he says) loves to hunt and fish and calls himself an outdoors man. "I am originally from Haywood county and proud to be a Haywood County Tomcat. I am proud to announce my son, Rolander, married his sweetie, Chelsie, last weekend (April 14) in a

wedding held in Memphis, TN and happy I was able to attend." Congratulations, Donnell - we hope Michael understands!



PROUD OF MY GRANDDAUGHTER!

Ripley is full of cuties! Just ask Plant 7s Second Shift Supervisor, **Susan Lovett**, who can prove it. Her beautiful granddaughter, Bryleigh Rose Connell, was crowned, "Supreme Queen" in the Power of Purple Parade supporting Relay for Life on April 23rd in nearby Crockett County. This little sweetheart will also be representing Lauderdale County, TN in a pageant in St. Louis, MO later in May with her title as Tiny Miss Lauderdale County. When not performing in pageants, the little diva loves picking on her older brother, coloring and spending time with her GiGi (Susan) and Pawpaw who love spoiling both grandchildren.

(At left, Bryleigh Rose Connell)

MIKE MOORE

Ripley continues...



Kendarious Campbell – grandson of Heddie Henderson

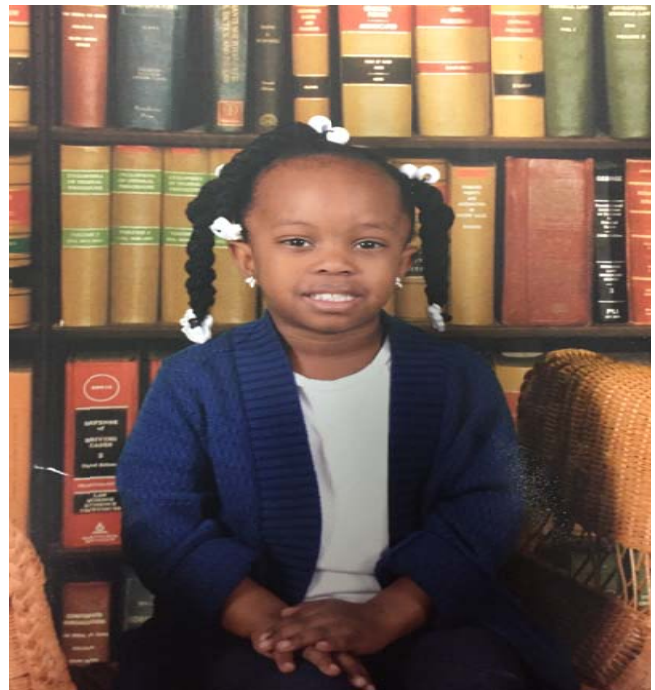
Ms. Shannon Campbell, granddaughter of Ripley, TN's Plant 7 Heddie Henderson, will be graduating in May from Head Start and continuing her education at Maury City Elementary Pre-K. Good luck and keep up the good work!

High School Graduate

Ms. Heddie Henderson, who works at Pierce's Ripley, TN plant, is proud of her grandson, Kendarious Campbell, who will be graduating in May from Humboldt High School. He plans on majoring in accounting at Jackson State Community College. Congratulations!

MIKE MOORE

HEAD START GRADUATE



Jackie and the Gang

"The Gang" at Ripley, TN help Jackie Graves celebrate her 42nd birthday on April 12th with cake and ice cream. When questioned about what number birthday we were really celebrating, Ms. Jackie stated, "honestly, it is my 42nd birthday"! She later explained she enjoyed and appreciated her birthday party given by office friends and her shipping department (Rachel Brewer & Nicholas Wooster). Her best gift was a card (see picture) she received from her one year old grandson, Daylon, which stated: "Nona - Who's as wonderful as I am cute - I don't think you can get a compliment bigger than that"! Love Daylon. It is wonderful to be a grandparent and Happy Birthday, Jackie!



In IT news...



15 YEARS!

It was fifteen years ago that both Nate Anderson and Jason Smith were both hired to work for Pierce Distribution. Jason Smith was originally hired as Director of IT, and due to his recent (and well deserved) promotion, he's now the VP of Operations/Director of IT. Nate Anderson spent his first five years between our Belvidere and Rockford facilities as a floor worker, before finally settling in at the corporate office approximately ten years ago as a Network Administrator. He has grown into his responsibilities as the IT Administrator. "Pierce provides wonderful opportunities for growth," Jason said. "This is due in large part to Kevin Hogan, Dino McNabb, and

Tony Chiodini who endeavor to promote within the company. It allows associates the opportunity to grow and flourish with Pierce Distribution and reward their hard work."

To celebrate their work anniversary, an Italian lunch was catered in from Nunzio's, a local Rockford Italian restaurant. The luncheon was delicious as was the celebratory chocolate cake.

A heartfelt congratulations and thank you to both Nate and Jason on your years of service for Pierce Distribution ~ here's to many more!



PIERCE
DISTRIBUTION

Happy Anniversary

CHRIS CACCIATORE

PIERCE GIVES BACK

ROSECRANCE DINNER HELD APRIL 30

For many years, Pierce Distribution has been a continuous supporter of Rosecrance, participating in their yearly fundraiser by purchasing a table at the annual Rosecrance Foundation dinner. Attendees were served a delicious meal with a decadent piece of chocolate cake to compliment their dinner.

Rosecrance is one of the country's leading addiction treatment providers for teens and adults. As a private, not-for-profit organization located outside of Chicago, Rosecrance offers a comprehensive range of services, including prevention, intervention, detoxification, inpatient and outpatient treatment, experiential therapies, dual-diagnosis care, and family education. Our holistic treatment approach addresses the emotional, developmental, physical, psychological, social, academic, spiritual, and cultural needs of patients and deeply involves the family in the recovery process.

This year's dinner was held on Monday, April 30, at Giovanni's in Rockford, with musical guest

America.

From Rosecrance's website, "In the 1970s, America harmonized their way to the top of the charts with their signature song, "A Horse with No Name." More than forty years, many gold and platinum albums, and one Grammy later, they are still making music and touring the world with their timeless sound.

Along with musical entertainment, door prizes, and dinner, this year's event features stories of hope and recovery by former Rosecrance clients as well as the presentation of the Castle Award. The award honors a volunteer who has displayed exemplary commitment to the Rosecrance mission.

The annual benefit is the organization's key fundraiser. Proceeds support the Rosecrance Kinley Fund, which has raised more than \$8 million to help families since the fund was established in 1984, says Anne Boccignone, Rosecrance Vice President of Communications and Development. The Kinley fund provides charity care to reduce financial barriers to treatment."

*(article from Rosecrance.org)

CHRIS CACCIATORE



America. (from America's Facebook page)



America performing at Giovanni's April 30

And just for fun...

I have noticed that there seems to be only three days in the week anymore. They are: Monday, Friday, and today. The weekends go far too fast. We shop for groceries on Friday night and one blink later, I have just gotten used to writing 2017 on our checks, for crying out loud.

Time is going way too fast and I don't like it at all.

My father once told me that the years leading up to your 21st birthday go very, very slowly, but once you hit 21, your birthdays start coming in fives. He's right. What he didn't tell me was that after 30, they come in tens.

I was joking with one of my kids that since I love Halloween so

much, I should get the powers that be to rename October "Halloween." It started me thinking, then, that the other months of the year could use a little tweaking too. I mean, since time is going by so quickly, might as well have some fun with it.

Therefore, I submit to you the new names of the months. For the Midwest, at least.

January shall now be known as Cold.

February should be known as Short and Cold.

March, I rename Icy. (or Cancun, for those lucky people who can escape the last little bit of winter by buying a plane ticket and fly-

ing to warmer climes.)

April shall be known as Slush.

May will be renamed Getting There.

June, I will call Pre-Summer.

July can stay July.

August shall be renamed Hotter than Heck.

September is a three-way tie between School Begins, Parents Rejoice, and Those Horrid Yellowjackets.

October is, of course, Halloween.

It follows, then, that **November** shall be renamed Thanksgiving.

December can be called Christmas, Hanukah, or Kwanza. For those who don't celebrate any winter holiday, you may use Pre-

Cold.

I will submit my suggestions and let you know what "they" say. If my suggestions are accepted, I'll be sure to get some new calendars printed up.

They should be ready by August. I mean, Hotter than Heck.

**CHRIS
CACCIATORE**