



December 2018

Pierce Distribution Services Company

Kevin Hogan Writes...

I traveled to Illinois to attend some yearend meetings. I also attended Rockford Plant's Christmas luncheon. It was great to see so many familiar faces. There was a Christmas costume theme and Larry scared me dressed like an elf. They had plenty of food and gave away prizes and gifts.

I also attended the Corporate Christmas Party. Chris Cacciatore did a great job putting this together. It was also nice that representatives from our insurance provider, legal staff, bank and accounting firm were able to stop by and spread some cheer. The food was great as usual and there was plenty for all to share. It was cold in Illinois.

As we get closer to the end of the year, let's be thankful to our customers who make everything possible for each and every one of us. Let be thankful for our family and friends who helped us through 2018. May 2019 be a great year!

I would like to wish everyone celebrating birthday in January a Happy Birthday. There are no Milestone Anniversaries in January. However we have a many special notable Anniversaries in January: Frankie Williams (Rockford) 11 years on January 7th, Leticia Medrano (Rockford) 12 years on January 29th, Tim Charles (Corporate) 13 years on January 23rd, Todd Rice (Ripley) 14 years on January 31st, Mark

Strawn (Ripley) 16 years on January 20th, Beth Futrell (Rockford) 22 years on January 7th, and Moe Jordan (Ripley) 23 years on January 29th. I would like to thank everyone celebrating Service Anniversaries in January for their years of dedication and commitment to Pierce.

Everyone have a Merry Christmas and a Happy New Year!

KEVIN HOGAN



Russell's Words



"Don't confuse being 'soft' with seeing the other guy's point of view."

~

GEORGE H W BUSH



How I met President George H. W. Bush

About 2 years after Bush lost the election to Bill Clinton, I attended the annual AEM Meeting in San Antonio, Texas. The featured speaker was Former President George H.W. Bush who would talk about trade with China and the effect on the Construction Industry. The night before his speech, it was a theme night (Cowboy). We were encouraged to wear Cowboy attire. I was attending with Johnny McConkey who was the President of Pierce at that time while I was the VP. I had jeans and boots (not cowboy

boots) but no cowboy shirt. huge smile. He said, "You Johnny let me wear his and we guys are dressed for the occasion." We introduced ourselves and said, yes, it is the cowboy theme night. We kept talking to him as they took our picture with him and organizers were trying to get us to move on but President Bush kept talking to us. Most of the people in line did not have their cowboy clothes on for the picture. This ultimately worked in our favor when we met President Bush. We were next in line as the organizers were trying to hurry people for pictures and it became our turn. President Bush looked at us as we walked up on the platform and gave us a

huge smile. He said, "You Johnny let me wear his and we guys are dressed for the occasion." We introduced ourselves and said, yes, it is the cowboy theme night. We kept talking to him as they took our picture with him and organizers were trying to get us to move on but President Bush kept talking to us. Most of the people in line did not have their cowboy clothes on for the picture. This ultimately worked in our favor when we met President Bush. We were next in line as the organizers were trying to hurry people for pictures and it became our turn. President Bush looked at us as we walked up on the platform and gave us a

Kevin Hogan continues...

the margarita. We moved on to the area where they were selling boots and drinks and had a margarita. After a short time, we noticed a group of people making their way through the crowd toward us. As they came closer, we noticed the Secret Service and guess who appeared ... Former President Bush. They introduced him, he gave holding a margarita. He said, Johnny and Kevin, I will join you for that margarita. We laughed and talked briefly before he moved on. The next morning, we had to be in the hall sitting early because the Secret Service would not bring him into the hall until everyone was seated. We walked down the center aisle and saw two chairs pushed up in the first row on the aisle and one chair in the second aisle row pushed up. Someone was saving these 3 chairs. So we took two seats in the second row next to the pushed up chair. All the doors were closed and in walked President Bush with two Secret Service agents. They walked to where we were and he looked right at us before he sat down and said, did you guys behave last night? Johnny said, George I think I drank too many margaritas last night. He laughed. They introduced him, he gave his speech and left. When he was sitting in front of us, he was so close we could almost touch him. I tried to get the Secret Service agent to talk to me as he sat directly behind the President and he would just look at me. I will never forget this encounter and the picture of President Bush, Johnny and me hangs in my office in Loves Park. It was great to meet you.

RIP President George H. W. Bush #41.

KEVIN HOGAN



ICP Writes...

ICP is currently offering a "bounty" to any associate who recruits a new person, payable if the recruit is still in good standing after 90 days. The first \$100 reward goes to Dinna Vath (left) shown here with his recruit Jordon Escudero.



DINNA AND JORDAN



Randy Cantonwine



Above, Micah Taylor celebrates one year with ICP! Congrats, Micah!



Above & left, here are some saddles ICP recently made for a large pressure vessel. The lumber is 12x12.

Rockford writes...

"ELF on the Shelf" has been a holiday trend for the last few years. Two years ago, I was sure I caught a glimpse of ELF back in the racks, but he proved to be an elusive rascal. I never did catch up with him. Last year, no fleeting images. No evidence at all that ELF had been here. I was so disappointed. This year I was determined to more vigilant and prove we have our very own ELF.

I thought there was a good possibility he might put in an appearance the day of our Christmas luncheon. I was trying to think of a good vantage point and decided the mezzanine would give me the best view of the floor. As associates started to gather for the lunch-

eon, I broke away and moved upstairs. As I glanced out on the floor, "what to my wondering eyes should appear" but the man himself (Kevin Hogan) and (none other than) ELF deep in conversation. I couldn't believe my good fortune. I snapped a quick photo. Down the stairs and around the corner. Oh, man. Kevin was still there, but no ELF. I looked around. Yes, I caught a flash of red moving passed PAC-CAR, Donaldson and Carraro cruising right along into Komatsu territory. I got to the main aisle in time to see him turn down the "F-G" aisle. I arrived just as he disappeared around the trolley kit crates. Darn, he's quick. OK, keep looking. I snuck a peek down aisle "C" and found ELF innocently sitting on a crate. (Like he hadn't led me on a merry chase.) Snapped

another photo. I needed proof that ELF was indeed here. As I stood there watching, ELF brazenly walked passed me and headed to the exit. ELF stopped, turned his head and said "Merry Christmas and see you next year." With the wink of an eye, he was out the door. I certainly hope he got the names correct on his naughty and nice lists before he departed.

Trivia Fact: ELF is an acronym for "Every Lady's Fantasy"!

Merry Christmas and Happy New Year.

LOIS PATMYTHES



December is always an eventful month at Plant 2, but this year was a little more special. Kevin Hogan was at Corporate earlier this month and as luck would have it, Kevin was able to join us for our Christmas luncheon. Kevin and Larry played Santa and passed out Christmas presents. After the pre-

sents, it was on to the main fare—food. This year we had Italian cuisine. It was delicious. We, also, had an "ugly" sweater contest. Amy Holmquist took first place, Calvin Wainwright was second and Beth Futrell scored third. Beth created a winter backdrop for our own version

of a photo booth. Everyone had fun posing for pictures. All of us here in Rockford wish you a very Merry Christmas and a Happy New Year.

LOIS PATMYTHES



Rockford continues...

PHOTOS FROM OUR CHRISTMAS LUNCH



Margaret & Denise, below



Rockford continues...with more pictures!



Rockford continues...



Corporate Quality writes...



'was two nights before Christmas, and **all throughout Pierce**
 As so many orders were processed, in winter so fierce
 The parts were all **picked and counted with care**
 And **checked for poor conditions** to ensure none were there

Each product was packed all snug in its box
 As shift change commenced with the punching of clocks
 The forklifts were plugged in charging by the wall
 When a truck driver walked up – with a belly not small

He said sign here, as he handed me a slip
 While he quickly re-clipped his keys to his hip
 He said hurry now, I have a long drive
 I have a lot more deliveries to make before 5

I said, "Have no fear – **We do WHATEVER it takes!**"
 I'll have your truck unloaded in a lamb's tail and two shakes
 So I threw open the door, and what did I see?
 A receiving activity nightmare – staring at me

The pallets were scattered, unorganized, and such
 The product had shifted and boxes were crushed
 The driver looked back to ask, "What's the matter?"
 As one of the items hit the floor with a clatter
 So I asked him quite bluntly, "How could this be?"
 And I knew in an instant he'd say, "Wasn't me..."

But that's to be expected, so we'll do what we do
 I'll unload this truck and then I'll be through

I found all our items – Pallets 1, 2, 3, 4
Checked off the packing list and identified no more
 I scooped them all up and **staged them on the floor**
Retained all our copies and then closed the door

And what to my caffeinated eyes should appear
 Two brightly colored boxes, both glowing with cheer
 One fire-engine red, the other mint green
 So I came up with a hunch on what this might mean

The endangered reindeer – AKA – caribou
 Helped Santa deliver presents to everyone – even you
 Their numbers are dropping – or that's what they say
 As fines keep compiling that Santa must pay
 So he developed a strategy – to do his Yule Tide deed
 A **subcontractor or partner** that could fill this need:

Deliver on time – and not one day late
With multitudes of packaging that can withstand freight
Complete order accuracy – an absolute must
Watch out for broken things, damage, and rust



Cont...

Corporate Quality Cont.

He said, “My deadlines are unreasonable, but the money is good...”

“Like, “Crate it last Tuesday – with heat-treated wood””

“Now **consider the risks diligently** – just like you should...”

“This profit is yours if endeavor you would...”

“In **goal setting, planning, and Leadership** too...”

“And all of the other **smart things businesses do.**”



So, if you see Santa, remember these things:
Opportunity knocks and Risk sometimes rings
Define expectations, like good Leaders do
Communicate, plan, and evaluate too
Stay focused on customers and keep goals in sight!

Merry Christmas to all, and to all a good night



Columbia writes...

Stretch and Flex Program at Plant 4 Columbia, SC. We have implemented the Physical Readiness Routine basic stretches that Mark Everest taught us and the reasons "Why." We have two sessions for associates to attend. We have even had some Metso associates join in on the wonderful stretching. Early class at 8am is led by Charity Yancey or myself, Sarah Hinchee. Later class at 10am is let by Oral Welburn. When we first started to implement the program, you heard a lot of moaning from the associates. As the weeks have passed less noises but that Monday morning is still a kicker. Everyone ends the session with a smile on their face and high fives to each other. Pictures below are from the early 8am session.

SARAH HINCHEE



Holiday greetings from Plant 4!

Metso and Pierce had a tree decorating contest. Metso provided the trees to be creative with. It was up to each team to come up with a theme and provide their own decorations. Pierce team brainstormed for a little then it clicked right into place. Raynette Holloway-Foster went to town drawing out a sleigh on a sheet of plywood. Richard Proscia and Teon Hall cut out Ray's design and made it come to life. I wanted to do a

Columbia cont...

wooden tree that I saw on Pinterest. I gathered scrap wood from around the warehouse to create the tree. Gabe White made the tree come real with his wood skills. We add each associate sign with a blessing for their family on each branch. Lisa Lemon and her daughter came up with homemade pallets with Metso logo on them. Other associates helped decorate the tree with joy. On 12/19/18 the winner was announced.....Pierce team wins!!!!



SARAH HINCHEE



TOYS FOR TOTS

Toys for Tots is a growing foundation founded by Major Bill Hendricks in 1947. The organization is operated by the Marine Corps Reserve. A little background is that Major Hendricks' wife wanted to donate a homemade Raggedy Ann doll to a needy child but could not find an organization to do so. She then suggested to her husband to call upon the local Marine Reservist which he did. The Reservist went above and beyond coordinating and collecting over 5,000 toys outside the Warner Brothers Movie theatre the first year. When Christmas

comes around what better way to make a child's Christmas a little brighter, and in the spirit of the giving season Pierce associates came together to do just that. Just to picture a few of the giving spirits, top right photo is Darrell Peoples (left) and Lisa Lemon (right). At right, we have Billy Cobb (left) and Ronetta Pringle (right). Bottom right is Cathy Davis (left) and Yvonne Ridges (right).

CHARITY YANCEY



Our C.F.O. Writes...



Gallagher's Monthly Wellbeing News- letter December 2018

Each month Gallagher provides the Monthly Wellbeing Newsletter to you as a service for distribution to your employees. Please find the newsletter attached. The newsletter includes information on health, wellness, nutrition and disease.

YOUR DECEMBER ACTIVITY

Manage Stress and Maintain your Weight

Keep a host of useful tips in mind as you interact with friends and family. If you wish, track your weight each week and remain in control of your diet.

Don't Let Seasonal Stress Get You Down

- Keep your routine

Regular sleep, exercise and diet will help you feel in control and have a massive — and entirely positive — impact on your stress level.

- Don't Over-Schedule

Overextending yourself doesn't do anyone any favors. Keep the peace and enjoy your time with friends and family by only agreeing to take on assignments you know you can handle.

- Know your Budget

Extra rounds of drinks and bursts of generosity add up in a hurry. Determine how much you're willing to spend in advance and stick to your decision!

- Admit when you need Support

There's never shame in feeling overwhelmed. Stress-related health issues such as depression are known to spike when our schedules are hectic and new stressors are introduced. If you need to take a break or get some help, do so! Your health and happiness is more important than a holiday triviality.

- Fill up on the good stuff first.

Eat your fruits, vegetables and lean meats first! Slow down to let the healthy food settle and you'll be less tempted to make a big calorie splurge on a sugary dessert.

- Eat a healthy snack or small meal before you leave.

Don't "save up" for a big meal and don't expect your willpower to hold out forever, especially if you're hungry when you arrive. Get something in your stomach before you depart for a party or family gathering

- Control your environment.

Try to keep sweet and savory treats out of your line of sight, and socialize away from the snack or dessert tables. If it's convenient, it's also a great idea to sit next to someone who is also making healthy choices and support one another.



TONY CHIODINI

JANUARY BIRTHDAYS

Name	Day	Plant
Amanda Wright	03	7
Brenda Chandler	03	2
Samantha Stenson	03	7
Floyd Veal	04	5
James Bailey	05	4
Sheila Wilson	08	7
James Roberson	10	7
Zachary Sanders	10	7
Jackie Hart	14	7
Mariela Cornelio Ibanez	12	5
Brittanie Demps	13	7
Diana Spann	14	7
Fernando Patino	16	2
Misty Kirkpatrick	17	7
Teon Hall	17	4
Dana Gibbons	20	4
Angela Colegrove	22	7
Marianne Lewin	23	C
James Shaw	25	7
Teresa Scott	28	7
Sammia Smith	28	7

JANUARY ANNIVERSARIES

Name	Day	Plant
Frankie Williams	1/07/08	2
Beth Futrell	1/07/02	2
Juana Medrano	1/08/01	2
Jackie Jackson	1/10/96	7
Rachel Brewer	1/16/12	7
Mark Strawn	1/20/03	7
Tim Charles	1/23/06	C
Diana Spann	1/24/11	7
Samantha Stenson	1/25/15	7
Frances Brent	1/25/15	7
Gloria McDonald	1/26/15	7
Mary Evans	1/28/13	7
Moe Jordan	1/29/96	7
Leticia Medrano	1/29/07	2
Todd Rice	1/31/05	7
Floyd Veal	1/23/17	5

Columbia cont...



Plant 4 had a drawing for two tickets to the NFL game Panthers vs Atlanta on December 23, 2018. **Branden Wilson** was the lucky winner.

Congratulations!!

Metso/Pierce Annual Holiday Party 2018

Merry Christmas and Happy New Year to All the Pierce families from Plant 4, Columbia, South Carolina. As we are already approaching the end of the year, December 1st we shared some holiday fun at our annual holiday party. We enjoyed tons of give-a-ways, food, music, socializing and dancing.

This year's event was held at "The Gala" a beautiful event venue in Columbia SC. We had many door prize winners this year from Pierce, receiving a range of different awesome gifts. In conclusion the Holiday Party was a huge success, we had a lot of fun and everyone got a chance to enjoy some prizes and music

More Pierce Winners : Ronetta Pringle – Steel Fire Bowl , Warren Bouknight - \$75 Ole Timey Meat Market Gift Card, Calvin Bracket – Soundbar

CHRISTOPHER LENEAU



Plant 4 Put Away team member Raynette Holloway had her first baby girl, La'Vaeja Roze Holloway-Foster. La'Vaeja was born on October 26, 2018 weighing 7 lbs, 14 oz, and was 20 inches long. Raynette is very excited and joyful to be starting a family.

RAYNETTE HOLLOWAY

Pictured below, left: Sarah Hinchee Winner of \$50 Lowes Gift Card. Below, right: Charity Yancey winner of \$50 Kohl's Gift Card



Rich Proscia, (middle) winner of dash cam & Lance Lowrey, right, winner of bath bomb set



Columbia cont...



Ripley writes...

THE BALD BUTCHER SUPERVISOR LUNCH

Supervisors gathered on Wednesday, December 12, at the Bald Butcher Restaurant for their Christmas luncheon. The buffet meal was enjoyed by our corporate guest, HR Chris Cacciatore and Vice-President Jason Smith. Happy Holidays!



Ripley cont...

To raise funds for the Lauderdale County Exchange Club's Carl Perkins Center (Center for Abused & Neglected Children) Ripley's Plant 7 organized our Annual Run. The competition is held between departments/groups who were all given a wooden cutout of a Gingerbread man (3 ft. tall). The object of the challenge is to decorate your Gingerbread man/woman and with Plant Manager, Mark Strawn, rolling the dice, the Gingerbread man advances down the track and the first to cross over the goal line is declared the winner. Before the race, a distinguished panel of judges all the participants naming the top 3 of which, "Lovin' From The Oven" was named first place winner.

MIKE MOORE



The 2018 winner of Ripley's Gingerbread Race Contest was "Ginger".



THE CARL PERKINS CENTER RAFFLE WINNERS



With old Rudolph stuck inside the beautifully decorated Gingerbread House, this entry received 3rd place.



Proud to be a part of the money raising efforts to support the Carl Perkins Child Abuse Center, Ripley's Plant 7 associates raffle winners included: Mike Moore - 40 inch Sanyo TV, Geneva Paris - Child's Bike, Mary Quinton - \$25 Gift Card and Londell Currie - Tickets to Memphis Grizzlies Basketball Game.



L-R: Mike Moore, Geneva Paris, Mary Quinton and Londell Currie

Ripley cont... HE'S OUR RUNNER



L-R: Diana Spann, James Dodds & Balinda Hairfield

Ripley's Plant 7 is proud to announce our newest associate of the month, James Dodds. James (and/or Darrel as he is commonly called) is with our temp agency, Metro Industrial. He came to work at Pierce on September 10, 2018. Working in the Service Parts department on first shift, James has earned the respect of three different Line Leads who nominated him for the Associate of the Month. When three ladies can come to an agreement, I automatically know this is the "real deal". These ladies, Diana Spann, Balinda Hairfield and Janice Rice believe in James. As a "runner" he keeps everything moving and everyone happy running for boxes and other supplies. He actually does "run" and safely keeps the products rolling. As a Heavy Pack worker he helps with the larger parts and is always looking to lend a helping hand. He states he appreciates the opportunity to learn the foam pack operation. Originally from Sikeston, Missouri, with an agriculture background, he is living with his sister, Teresa Leedham, in Ripley. Being from Sikeston, he grew up with Lambert's Restaurant (Home of the world famous thrown rolls) original owner, Norman Lambert, and his sons, Eric and Todd, and shared quite a bit of their history. Confessing to being "pretty simple", James enjoys tinkering with cars/trucks and loves animals - horses & dogs (and an occasional Bobcat). We love his work ethics and appreciate his "can-do" attitude. Congratulations James!

Helen Tucker Singers

The Joy of Christmas

Plant 7 in Ripley, TN is so blessed to be entertained by our dear friends from the Helen Tucker Center. This center provides comfort and direction to our challenged adults from our community. The spirited group sang Christmas carols - some traditional, some gospel and some rap along with lots of enjoyable dance moves. As you can see from our pictures, our associates enjoyed the entertainment and again understands the real meaning of "sharing" at Christmas. This is the third year this group has visited with us and we have already invited them back for next year.

MIKE MOORE



MIKE MOORE



Ripley writes...

We love Santa in Ripley, TN

One of our many money making projects at Christmas time is having pictures made with Santa. Here are a few we would like to share as we raise money and collect gifts for our county's Carl Perkins Center. The Perkins Center provides assistance for abused and neglected children from our area.



Ripley writes...
CHRISTMAS CELEBRATION

Plant 7 says "Thank You" for their Christmas meal as we enjoyed fellowship and a wonderful catered meal of chicken cordon blue, baked potato casserole, green beans, roll, drink and pecan pie. "Old" Santa passed out the plates and gave helpful hints on how to move from the "naughty" list to the "nice" list as Santa was down to the last few days of checking it twice.

