



December 2018

Pierce Distribution Services Company

Kevin Hogan Writes...

some yearend meetings. I the year, let's be thankful to January 20th, Beth Futrell also attended Rockford Plant's our customers who make eve- (Rockford) 22 years on Janu-Christmas luncheon. It was rything possible for each and ary 7th, and Moe Jordan great to see so many familiar every one of us. Let be thank- (Ripley) 23 years on January faces. There was a Christmas ful for our family and friends 29th. I would like to thank costume theme and Larry who helped us through everyone celebrating Service scared me dressed like an 2018. May 2019 be a great Anniversaries in January for elf. They had plenty of food year! and gave away prizes and I would like to wish everyone commitment to Pierce. gifts.

Christmas Party. Chris Cac- no Milestone Anniversaries in Christmas and a Happy New ciatore did a great job putting January. However we have a Year! this together. It was also nice many special notable Anniverthat representatives from our saries in January: Frankie Wilinsurance provider, legal staff, liams (Rockford) 11 years on bank and accounting firm were January 7th, Leticia Medrano able to stop by and spread (Rockford) 12 years on Janusome cheer. The food was ary great as usual and there was (Corporate) 13 years on Januplenty for all to share. It was ary 23rd, Todd Rice (Ripley) 14 cold in Illinois.

celebrating birthday in January I also attended the Corporate a Happy Birthday. There are Everyone have a Merry 29th, Tim Charles years on January 31st, Mark

I traveled to Illinois to attend As we get closer to the end of Strawn (Ripley) 16 years on their years of dedication and



Russell's Words



KEVIN HOGAN

How I met President George H. W. Bush

the election to Bill Clinton, I have your picture taken with cowboy theme night. attended the annual AEM President Bush. We stood in kept talking to him as they Meeting in San Antonio, Tex- the long line sipping beverages took our picture with him and as. The featured speaker was Former President H.W. Bush who would talk was wearing cowboy attire but Bush kept talking to us. about trade with China and the us. Most of the people in line Johnny told him that when effect on the Construction Industry. The night before his clothes on for the picture. This us for a margarita and we will speech, it was a theme night ultimately worked in our favor buy him some new cowboy (Cowboy). We were encour- when we met President Bush. boots (as they were selling aged to wear Cowboy attire. I We were next in line as the them all around us). He was attending with Johnny organizers were trying to hurry laughed and told us that if he McConkey who was the Presi- people for pictures and it be- brings one more pair of cowdent of Pierce at that time came our turn. President Bush boy boots home, Barbara while I was the VP. I had looked at us as we walked up wouldn't let him in the house.

Johnny let me wear his and we guys are dressed for the ocput bandanas around our casion." We introduced our-About 2 years after Bush lost necks. That night you could selves and said, yes, it is the as we waited for our turn. We organizers were trying to get George happened to notice that no one us to move on but President did not have their cowboy the picture taking is over, join

boots) but no cowboy shirt. huge smile. He said, "You We

jeans and boots (not cowboy on the platform and gave us a He said, he might join us for

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

GEORGE H W BUSH



Kevin Hogan continues...

moved on. down the center aisle and great to meet you. 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 sec-

the margarita. We moved ond row next to the pushed up on to the area where they chair. All the doors were were selling boots and closed and in walked President drinks and had a margari- Bush with two Secret Service ta. After a short time, we agents. They walked to where noticed a group of people we were and he looked right at making their way through us before he sat down and the crowd toward us. As said, did you guys behave last they came closer, we no- night? Johnny said, George I ticed the Secret Service think I drank too many margaand guess who appeared ritas last night. He laughed. ... Former President Bush They introduced him, he gave holding a margarita. He his speech and left. When he said, Johnny and Kevin, I was sitting in front of us, he will join you for that mar- was so close we could almost garita. We laughed and touch him. I tried to get the talked briefly before he Secret Service agent to talk to The next me as he sat directly behind morning, we had to be in the President and he would the hall sitting early be- just look at me. I will never cause the Secret Service forget this encounter and the would not bring him into picture of President Bush, the hall until everyone Johnny and me hangs in my was seated. We walked office in Loves Park. It was

> RIP President George H. W. Bush #41.

> > **KEVIN HOGAN**

DINNA AND

JORDAN

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.

Randy Cantonwine

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

> here are some saddles ICP recently made for a large pressure vessel. The lumber is 12x12.

Above & left.



Rockford writes...

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 fleeting images. No evi- to. dence at all that ELF had around the corner. 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-

"ELF on the Shelf" has eon, I broke away and moved been a holiday trend for 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 forup with him. Last year, no tune. I snapped a quick pho-Down the stairs and 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 trolley around the kit crates. Darn, he's quick. OK, keep looking. I snuck a peek down aisle "C" and found ELF innocently sitting on crate. (Like he hadn't led me on a merry chase.) Snapped

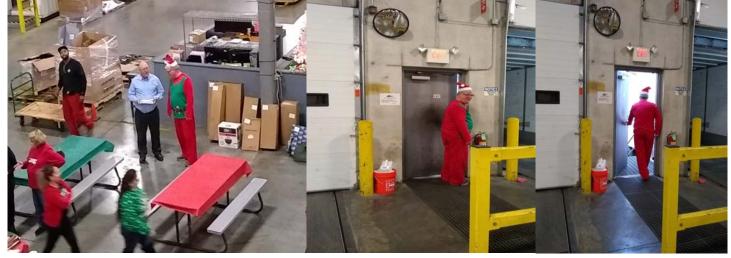
another photo. I needed proof that ELF was indeed As I stood there here. watching, ELF brazenly walked passed me and headed to the exit. ELF stopped, turned his head and said "Merry Christmas you and see next year." With the wink of an eye, he was out the door. I certainly hope he got the names correct 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 fare-food. This year we had had fun posing for picwas a little more special. Kevin Italian cuisine. Hogan was at Corporate earlier cious. We, also, had an "ugly" ford wish you a very Merry this month and as luck would have it, Kevin was able to join Holmquist took first place, Cal- Year. us for our Christmas lunch- vin Wainwright was second eon. Kevin and Larry played and Santa and passed out Christ- third. mas presents. After the pre- backdrop for our own version

sents, it was on to the main of a photo booth. Everyone sweater contest. Beth Futrell scored Beth created a winter

It was deli- tures. All of us here in Rock-Amy Christmas and a Happy New

LOIS PATMYTHES





Rockford continues... PHOTOS FROM OUR CHRISTMAS LUNCH



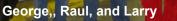


Margaret & Denise, below

LETTY MEDRANO AND KEVIN HOGAN



SAFET AGRA KINARD, BELOW



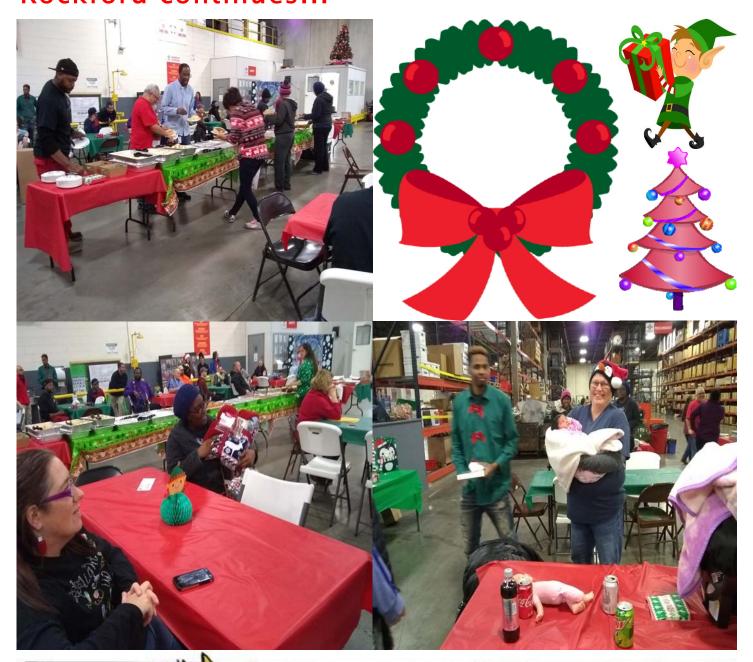


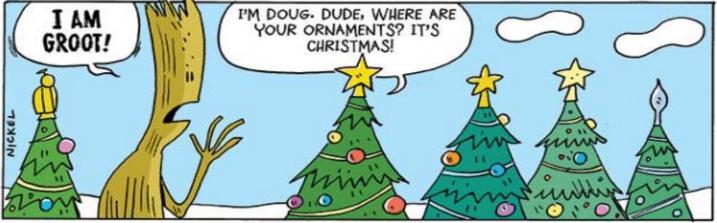
12/12/2018





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

xpect Result

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 Marine Reservist local which he did. The Reservist went above and beyond coordinating and collecting over 5,000 toys outside the Warner Brothers Movie theatre the first CHARITY YANCEY 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).



Our C.F.O. Writes...



Gallagher's Monthly Wellbeing Newsletter 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 anoth-





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	С
James Shaw	25	7
Teresa Scott	28	7
Sammia Smith	28	7

JANUARY ANNIVERSARIES

Name	Day I	Plant
Frankie Williams Beth Futrell Juana Medrano Jackie Jackson Rachel Brewer Mark Strawn Tim Charles Diana Spann Samantha Stenson Frances Brent Gloria McDonald Mary Evans Moe Jordan Leticia Medrano Todd Rice Floyd Veal	1/07/08 1/07/02 1/08/01 1/10/96 1/16/12 1/20/03 1/23/06 1/24/11 1/25/15 1/26/15 1/26/15 1/26/15 1/29/96 1/29/07 1/31/05 1/23/17	222777C77777275

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

OThe

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







Ripley writes... THE BALD BUTCHER SUPERVISOR LUNCH

t que

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 CARL PERKINS CENTER RAFFLE WINNERS





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



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

Helen Tucker Singers

The Joy of Christmas

Ripley cont... HE'S OUR RUNNER



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

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!

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.