



# May 2018

*Pierce Distribution Services Company*

## Kevin Hogan Writes...

Well, it was May so I decided it was time for a road trip. A good friend of mine (Fred Cook) flew from Seattle to Charleston to join me. We had a small two seater with very little room for our luggage. We started on Monday but were delayed ( 4 hours) due to my locking my keys in the car. Once we got started we made our way to Asheville, NC where we visited the Biltmore and took in a few sights. After spending a day there we headed across the Smokey Mountains into TN and made our way to Nashville. We spent the third day wandering around the downtown streets listening to music. The next day, we headed through Kentucky, Illinois and Missouri and found ourselves in Lawrence, Kansas. This is home to the Jayhawks and I wore my Wisconsin Badger shirt. The next day we covered Kansas and Colorado. Kansas is a boring flat drive and eastern Colorado is the same. We drove through Denver and stopped for the night in a ski town called Silverthorne. The day before route 70 was closed due to a foot of snow. Our timing was right as the snow had been cleared and melted

by the time we arrived. The next morning we finished our beautiful drive through Colorado into Utah where we headed south to the National Parks. Table Top, Bryce and Zion. We spent the night at the Bryce Lodge in the park. The next day we finished our touring by going through Zion National Park. There are so many beautiful parks in Utah. We turned north and went through Salt Lake City and spent the night in Boise Idaho. The next day, we finished driving through Idaho, southeastern Oregon and into the state of Washington. We had 3 ways to go over the Cascade Mountain Range, we chose the wrong one and were delayed about 2 hours due to a truck accident. We made it to Port Orchard. A couple things I learned, if you go on a long trip with someone, make sure you get along. Fred and I had a blast together. The second thing is never drive a two seater, 3800 miles, through 12 states and multiple mountain ranges. It was nice to do it once but never again. Our country is sure beautiful. Whenever you can, take a ride.

I would like to wish everyone celebrating birthdays in June a Happy Birthday. There is one Milestone Anniversary in June as follows; Raul Sanchez (Rockford) 15 years on June 17th. We have many notable Anniversaries in June; Manuel Hernandez (ICP) 11 years on June 26th, Stephanie Gill (Ripley) 12 years on June 26th, Seung Chheung (ICP) 14 years on June 7th, Tony Strawn (Ripley) 14 years on June 28th and Jose Ramirez (Rockford) 23 years on June 19th. June was also a great hire month. I would like to thank everyone celebrating Service Anniversaries in June for their years of dedication and commitment to Pierce.

**Kevin Hogan**

## ICP Writes...



The results are in and Nestor Canedo is this year's winner of ICP's annual Jerry Garcia Look-Alike Contest! Congratulations Nestor! (Nestor is on the right.)



## Jack's Words Of Wisdom...

**"Coffee leads men to trifle away their time, scald their chops and spend their money, all for a little base, black, thick, nasty, bitter, stinking, nauseous puddle water."**

~Women's Petition Against Coffee, 1674



## ICP Continues...

## ICP Milestones

### May 2018

Here are photos of a couple recent jobs:

Kim Quartaro	3 year	Micro-brew vats being crated for transport to Alaska
Tommy Sisco	4 years	
Luis Vazquez	11 years	Heavy blast doors being crated for shipment to Lithuania
Nestor Canedo	13 years	Stringers are 4x6
Neng Nguon	13 years	Cleats are tripled 2x6....
Horn Choup	15 years	
Khun Ngoy	16 years	

**RANDY CANTONWINE**



## Rockford Writes...

Komatsu FC currently has a big push on a trolley kit. We've been waiting months to get all the components. Finally, we have everything to complete three kits. The pressure is on to get the components kitted, crated and out the door. Israel Galvin and Jaymes Ellis got everything kitted and moved to the woodshop. Up next...the woodshop crew. Jorge Perez Diaz, Raul Sanchez, Jr. and Richard Strocchia were up to the challenge. Their combination of experience and hard work got the kits crated and shipped in a timely manner. A single kit weighs in at 6,400 pounds and is packed in three crates, so it was not a simple task. After numerous trips to the woodshop to "oversee" the project, I'm probably lucky I wasn't sealed in one of the crates and on my way to Zambia!

I know it's their job, but they did a good job for us and I think they should be recognized for it. Our lives become so routine, we take people and things for granted. No one remembers to tell you you're appreciated or that you did a good job or just plain thank you. I'm taking this opportunity to do that. Thank you for doing a good job. I appreciate it.

**LOIS PATMYTHES**





## Rockford Continues...

Greetings from plant 2 in Rockford, IL! We are so excited that it is finally warm outside, and we can start to enjoy this beautiful weather. Speaking of a joyful time, we had another great visit with Tania Ravani from Carraro Italy. She is traveling across the country to visit with customers and distributors and we were excited that she had the time to visit with us here at Pierce! We spoke of implementing some program/software changes to improve our business relationship and it was expressed that Carraro Italy is very happy with the work that we've been doing here; it's a team effort and one that I'm very proud to be a part of!



Photo L to R: Crystal Cooksey, Tania Ravani, Beth Futrell

### CRYSTAL COOKSEY

## Houston Writes...

### "As The Tractor Wheel Turns"

We had a visit from our friends in Ripley this month—Tracy Schmitt and Moe Jordan for our safety audit.

They brought with them trainer Mark Everest from Occupational Athletics to help us embark on our Physical Readiness (Stretch and Flex) physical fitness program.

This program has been well received by the folks on the production floor, as well as in the office, and is performed at the beginning of all shifts during the pre-shift meetings, with 100% participation.

Safety man Willie Stone has been an integral part of carrying the torch for the program, leading and helping with each of the initial physical readiness routines of the shifts, with all supervisors and leads as coaches, as well as others from the floor taking a big interest and stepping up to help lead as well.

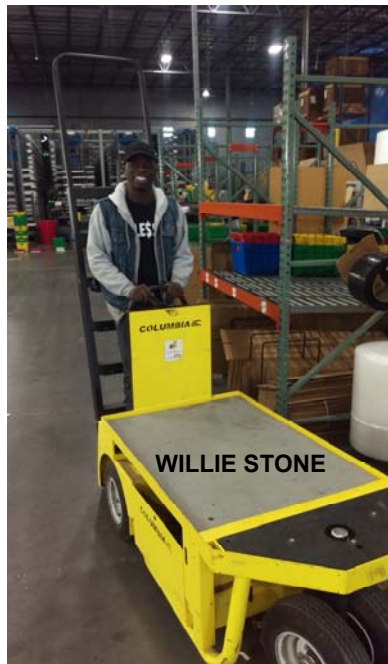
We are focusing on growing our team to be more efficient, utilizing KPI data to see where we are doing well, where we need to improve, and where changes need to be made to affect the greater good. Cross-training is done frequently with team members, making each member more valuable, so that players on the field can be switched in and out of roles whenever necessary in a pinch. Like a coach with a lineup we're shooting for a leaner, meaner and more effective team.

Change isn't always easy. We're affecting change for the overall positive attitude of our work force and staff, and

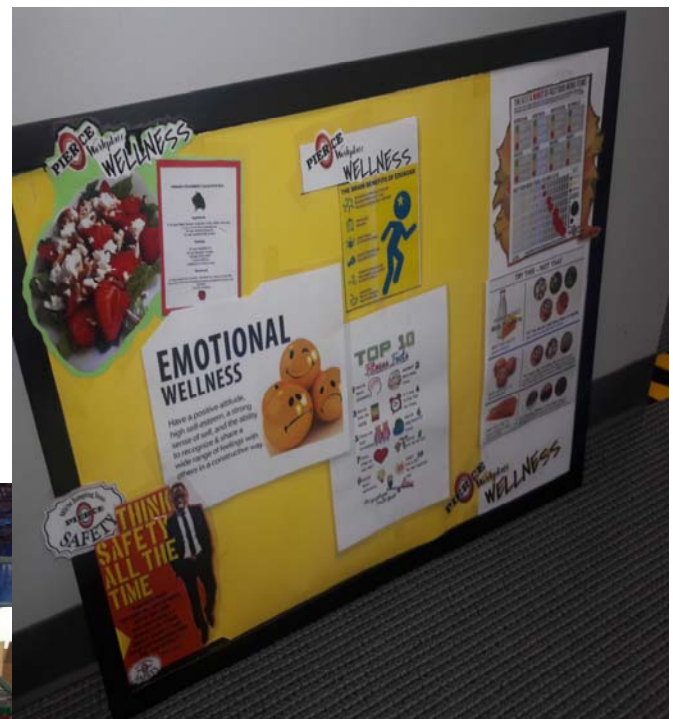
ultimately our customer. It's seen in the growing motivation of team members on our floor, in increased pride in the quality and quantity of their work. It's lead and sustained by all taking ownership of our jobs, our departments and the work we do.



### RICH GRABOWSKI



### HOUSTON IS WORKING ON WELLNESS!



# Houston Continues...



## HR CORNER

### 401K – A Primer

Spenders and savers: which one are you? When it comes to retirement, we should all be savers. In this article, I'm going to explain the many advantages of the valuable benefit known as the 401K. Some of you are already participating in the program, while others are not because a) they are new to Pierce, b) they don't understand it, or c) they have misunderstandings about this benefit. Here's a simple explanation of how it works, what its many advantages are, and dispel

some of the misconceptions.

First off—I think we all realize that the days of social security being your *only* form of retirement income are gone. If social security is still around when you're ready to retire, it certainly will not be enough to support you as you'd like. That's where having a second retirement income comes in very handy, and in this case we're talking about the money from your 401K.

What is a 401K? A 401K program is a benefit that Pierce Distribution offers its employees who have been here over 90 days that helps you save money for retirement. After that three month waiting period, you can enroll on the first date of the month. Then, every week, money is taken out of your check and placed in your 401K, helping you save for retirement.

Here are a few common questions:

**How do I enroll?** You can enroll online, over the phone, or request a paper application from your HR representative. You can also call the corporate office and ask for assistance.

**I worked somewhere else before, and I have a 401K there.**

**How do I transfer my old 401K to my new Pierce one?** You can fill out a form and turn it over to Transamerica, and they do the footwork for you to get your 401K transferred over for you.

**How do I figure out what stocks I should pick?** Good question, because you want to make choices that are best for you. A stock that I like might not be the one for you. When you enroll, you are given the chance to read a little bit about each

401K stocks or bonds that Transamerica is offering so you can make the right choice for yourself.

**What if I didn't start saving for retirement when I was young?** You still can get ahead! You are able to choose a "catch up" policy, which allows you to contribute extra money to your 401K plan...up to an extra \$6000 per year.

**I'm young; I don't understand stocks and bonds but want to start saving; is there an option that works for me?**

Absolutely. There's a "set it and forget it" type of choice called the "retirement date fund". You choose the year you see yourself retiring. Based on your retirement year, the plan figures for you is what will be pulled out of your check

## LET'S TALK ABOUT FINANCIAL FITNESS—YOUR 401K!



## HR CORNER Cont...

each week. Remember, though, the earlier you start saving for retirement, the better off you'll be.

**Does the money in my 401K stay mine?** Yes. After one year, you're 20% vested. From there, you have an additional 20% vesting each year so after year five, it's all yours.

**Is this money taken out before taxes, or after taxes?** It's your choice. If you have it taken out pre-tax now, you'll pay tax on it later when you cash it in. If you have it taken out post-tax, you pay no tax on it once you start using it.

**I'm going through a rough financial patch. Can I get a loan through my 401K?** Yes, you can. Loans through 401k are available, but not encouraged. Repayment arrangements are made shortly after your loan is approved and deducted from your check until you have completely repaid yourself.

**Does Pierce Distribution match my contributions to my 401K plan?** Although Pierce does not match your contributions exactly,

the Company does make frequent and generous contributions to your 401K. It's as if free money is appearing in your account and it adds up fast. Remember, you don't have to save alone; Pierce has a strong history of awarding annual contributions to participating members. **THAT'S FREE MONEY!**

Do you have any further questions? Please feel free to contact either your local HR rep, Chris Cacciatore at the corporate office, or our Transamerica rep, Ned Gillette. Any one of us will be able to help you figure out how to get enrolled and start working toward your retirement income. It's never too soon, or too late, to start!

**CHRISTINE  
CACCIATORE**

## WHAT'S THAT THING IN MY EYE?



You're sitting there, just staring off into the distance when suddenly; something floats across your eyes. You jerk back thinking it may have been a fly, but when you don't hear the annoying buzzing sound zipping by your ears, you know it's not that. But then, from the corner of your eye, there it is again! These black specks seem to appear and disappear every time you think you've locked your gaze on them. What is that?

We promise you're not seeing things! Those black specks are what you call floaters.

According to VSP network doctor Nichole Moos, they're actually inside your eye. "Inside the eye there's a jelly material that fills the eye and gives it its shape," explains Dr. Moos. "Little clumps of that jelly floating around in there cast a shadow on the back of the eye and that's what you see as a floater." This jelly-like substance is called the vitreous humour.

You are more likely to notice a floater when you're looking at something plain, like up at a blue sky or a white wall. When you're engaged in something like a conversation, you're not likely to notice the floaters. "It's usually while you're spacing out or bored or there's not a lot to look at," said Dr. Moos.\*

In most cases, floaters are harmless. Eventually they'll sink down to the bottom and you won't see them as much. But Dr. Moos warns there are some instances with floaters that you should see an eye doctor right away.

- If you see bright camera flashes of light in your vision
  - If you see hundreds or thousands of them that are new and sudden
  - If you feel like there's a veil or a black curtain coming over one of the eyes
- ~article courtesy: <https://vspblog.com/ask-an-eye-doc-floaters/>

\*According to Dr. Moos, if you do see a veil or black curtain over one of your eyes, this is an emergency and you need to go see your doctor immediately.

On Wednesday, May 23rd, Dealer Return associates gathered in the conference room for cake and ice cream to celebrate the retirement of our friend, Larry Borders. Larry has been a Pierce associate since November 2012, and part of the Dealer Return department team. Some think of Larry as quiet and shy, but those who work with him on a daily basis, know Larry to be quite a character - his wit and humor will be missed. Larry has no real retirement plans, but will be taking care of his wife and family and completing a long "honey-do" list. Congratulations and good luck, Larry.

## Ripley Writes...



Larry Borders (seated, centered)

## Ripley Writes...

### HAPPY BIRTHDAY JUDY!



Plant 7's Judy Borgmann celebrated her birthday on May 15th with a variety of pizzas (one pizza even had BBQ - it's a southern thing in TN) and a beautifully decorated cake for Line Leads and supervisors. The group shared many "entertaining and interesting" stories (just ask Moe Jordan - we all learned a lot). Thanks to Tracy Schmitt for pulling the event together - we had a great time celebrating our dear friends' special day.

~Mike Moore

L-R Front Row: Misty House, Judy Borgmann & Tabitha Lee; Second Row: Tracey Strawn & Tracy Schmitt

## AND NOW, THE REST OF THE STORY...

Nominated by his Line Lead, Felicia Bonds, Ripley's Plant 7 has selected Zachary Sanders as its Associate of the Month. Zachary has been with Pierce Distribution since March 2016 (hired through Metro 2 years earlier) as he started out in the Service Department, transferring to Label Only, back to Service Parts and for the last year a team player in the Allocations Department. Being a team player is one of the reasons his Line Lead likes him so much. He makes the work fun and enjoys helping out in all areas - he states he has come a long way. A life-long resident of Lauderdale County, he graduated from Ripley High in 2011 taking vocational subjects and enjoyed woodworking/carpentry (various saws and nail guns) classes at the local vocational school. Carpentry skills were developed from spending time with his grandfather - he showed pictures of a unique computer desk he recently designed and built and is part of the

single 26 year old's home which is recently purchased. The 3 bedroom home, although not completed furnished, is a work in progress. He is one of 4 siblings - with younger sister, Sara, currently employed by Pierce. (His brother, Mack, was previously an associate, so we had three family members all working for Pierce at one time.) With a current interest in film making, the self-taught videographer had earlier thought about attending the New York Film Institute, Art Institute of Nashville or the Full-Sail Florida Institute as a way of developing a new career. "I can't wait to visit New York City and take in the sights and basically enjoy the historical and entertainment culture". He recently gave up (or slowed down) playing video games to take time to learn to play the guitar. And yes, he does sing, but he does not want anyone to know about his musical talents, yet. The future is bright for this young associate as one day we will surely see his name "up in

lights" as he is given credit for writing plays and movies, filled with drama from this rural West Tennessee town of Ripley. And the Oscar goes to . . . Zachary Sanders! (Zack, was this too much?)

**MIKE MOORE**



L-R: Felicia Bonds and Zachary Sanders, below





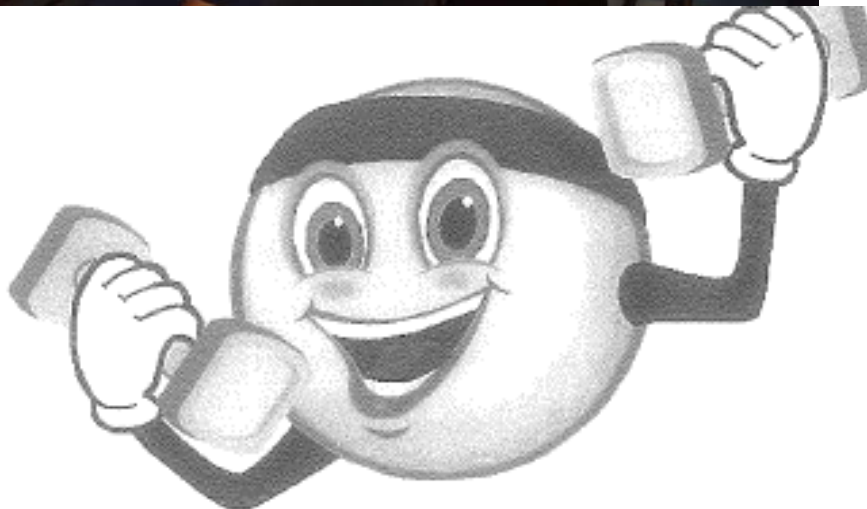
## Ripley Cont...

### Let's Get Moving!

Kristi Taylor volunteered to organize our May Wellness Bulletin Board located in our associate's breakroom. During the month of May we are promoting Physical Fitness. We challenged all associates to "write down" on their hand-out calendar the exercise they complete on a regular basis and the amount of time involved - we think everyone will be pleasantly surprised with the results. For those who are not presently exercising, we encouraged them to accept the challenge and start with something as small (but achievable) as walking/jogging for 10-15 minutes per day with a goal of one hour of exercise 5-6 days per week. On June 1, 2018, we will collect the completed calendars and we will "surprise" and reward one associate with a monetary gift! Come on guys, Let's Get Moving!



Rhonda Sparks & Ripley, TN's Wellness Bulletin Board



Let' get moving!

## MIKE MOORE



May is Promote physical fitness month!

Please join us by filling out attached sheet on how much you exercise this month! Let's make a change! We don't care if it is 5 mins or 1 hour! Let's just move this month!

Please turn in sheets to Kristi Taylor by June 1<sup>st</sup>

## Ripley Cont...

# THUMBS UP!

History has been made in Ripley, TN's Plant 7 as Judy Borgmann celebrated her 45th year with Pierce Distribution on May 24, 2018. The whole plant celebrated this milestone with a celebration right in the middle of Dealer Return Department where Judy serves as Supervisor.

Assistant Plant Manager, Mark Strawn, marked the occasion with presentation of her 45 Year Certificate and words of congratulations to which Judy unexpectedly responded in her "dance mode" (with Mark) as music blasted "She's a Bad Mama Jama" as the associates went wild with laughter and applause while they danced. Judy, adorned with her 45 year ribbon sash, enjoyed the well-appointed refreshment table which held a large decorated cake with "Congratulations, Judy" with pink flowers, arrangement of a dozen hot pink roses and a crystal punch bowl full of pink lemonade served by Rachel Langley and Kristi Taylor.

Earlier in the day, Ms. Judy was treated to lunch at the Bald Butcher in nearby Covington with the plants' supervisors in attendance.

We asked Ms. Judy to tell us a little about her 45 years with Pierce and she responded, "It's been a long and winding road! I began employment with Pierce in 1973 in Rockford, Illinois at the Broadway plant where Dealer Return consisted of two tables. I also worked at the Blackhawk and Loves Park plants. The returns I was involved with were Allis Chalmers, International Harvesters, JI Case, White Farm Equipment, International Hough and Komatsu Returns. My husband, Larry, and I transferred to Jackson, TN in 1994 to help start a new Pierce plant on Hollywood Drive, then on to the Humboldt, TN facility and to our present location in Rip-



ley, TN. There have been many changes over the last 45 years, and more to come as new procedures are put into place. There are a "few" interesting stories I could share regarding my friends, Kevin Hogan and Dino McNabb, but this is not the place (and I still need my job). I still keep in touch with my Rockford friends. I want to thank everyone for the remarkable and memorable 45 years—it has been a long and winding road."



## MIKE MOORE





# Ripley Cont...

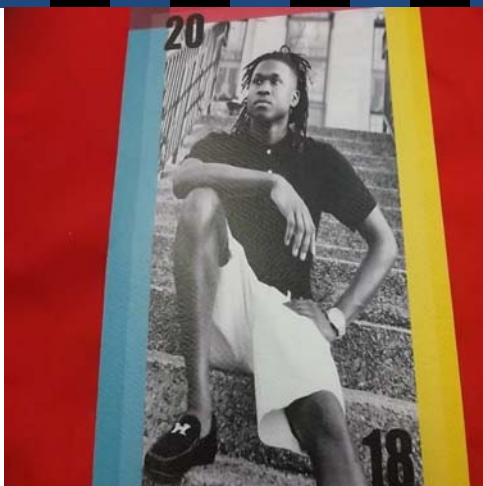




## Ripley Cont...

### PROUD MOM—MICHELLE THEUS

Michelle Theus of Ripley's Second Shift and Line Lead is the PROUD mother of her 2018 Ripley High School graduate. The graduation was held on the Ripley High Football field (Tiny Knee Stadium) in the rain on May 17th. Demetrius Holland, son of Michelle and Demetrius Holland, Sr., will be attending Lincoln Tech Institute in Nashville, TN this fall. Michelle states Demetrius is very smart and is a quiet young man. In high school he loved to participate in basketball and football. The sky is the limit and we wish him the best - Congratulations!



**Demetrius Holland**

**MIKE MOORE**

## Our C.F.O. Writes...

### Monthly Wellbeing Newsletter May 2018

#### STRESS MANAGEMENT TIPS

1. Talk to people you trust. Sharing concerns with someone else helps you feel better, even if the problem can't be solved immediately.
2. Be physically active throughout the day. What that means could be different for everyone, but a consistently active lifestyle reduces mental tension and your risk of depression.
3. Plan and organize. A little preparation goes a long way. Create to-do lists, plan out your time and prepare in advance to make your day go a little bit smoother.
4. Sleep—and give up other bad habits. It really is incredible how much poor habits impact a person's stress level.
5. Let yourself laugh. Even when you're by yourself. You don't win any awards for not laughing, so you might as well have a little fun.
6. Donate time to others. Helping others is a great way to help yourself. Selfless acts improve a person's immediate outlook and, with regular practice, sense of self-worth.
7. Keep perspective. In the long-term, it really doesn't matter if you mow the lawn today. When you feel the tension rising, ask yourself what tasks need to be taken care of and what tasks can wait.
8. Find time for yourself. It could be as simple as 5-15 minutes each day. Find a pocket of time where you can be alone, then use that time for quiet reflection, or to practice deep breathing techniques and empty your mind.



**Tony Chiodini**

### JUNE ANNIVERSARIES

Name	Day	Plant
Larissa Hardman	6/1/15	5
Mike Moore	6/02/11	7
Seung Chheung	6/07/04	ICP
Susan Lovett	6/13/11	7
Daniel Tanner	6/16/14	2
Sam Ratcliff	6/16/14	5
Raul Sanchez	6/17/03	2
Jose Ramirez	6/19/95	2
Stephanie Gill	6/26/06	7
Manuel Hernandez	6/26/07	ICP
Christie Tennant	6/27/16	2
Amy Holmquist	6/27/16	2
Tony Strawn	6/28/04	7

### JUNE BIRTHDAYS

Name	Day	Plant
Casey Sessions	02	ICP
Ray Brown	04	7
Lat Long	05	ICP
Bertha Gonzalez	07	2
Krystal McKinnis	07	7
Eric Chapman	07	2
Yorleyvis Ochoa	10	5
Teresa Phelps	11	7
Jamar Williams	11	5
Morgan Halliburton	13	7
Jeffery Graves	14	7
Kyle Key	16	2
Antonio Pacheco	16	ICP
Samuel Adelowo	16	5
William Schell	19	C
Carol Hebel	23	2
Steven Chipman	23	ICP
Jacqueline Haley	24	7
Michelle Theus	25	7
Kelli Reynolds	25	7
Heddie Henderson	27	7
Shiman Yee	27	ICP
Amy Holmquist	27	2
Nathan Anderson	28	C
Ross Hartleroad	28	7
Patricia Wallington	29	7
Sara Sanders	29	7
Larry Glass	29	7
Victor Morales	30	ICP