



November 2018

Pierce Distribution Services Company

Kevin Hogan Writes...

I hope everyone is excited like I am about Thanksgiving and the approach of Christmas. Donna Hogan, Russell and I traveled to TN for Thanksgiving. We were able to spend time with our two grandchildren Hartley and Trace, daughter Candice, her husband DJ and Donna's huge family. I spent some time at the Ripley plant talking to Mark Strawn and Moe Jordan. It was nice to see all the familiar faces. The plant was extremely busy as usual. Mike and Donna Moore had decorated the lobby, hallway and break room for Christmas. They did a wonderful job. Judy Borgmann had a terrible accident going home after work. I am so glad that my longtime friend didn't suffer serious injuries even though her car lost a battle with a eighteen wheeler. We return home before I depart once again heading to Rockford to spend some time at the Corporate Office. They had 12 inches of snow last night. I certainly hope it melts before my arrival. While I am in Rockford, I will have few more year end meetings to attend as well as my annual stress test. Like all the plants, we will have our Corporate Christmas get together.

py Birthday. There are no Milestone Anniversaries in December. However we have a one special notable Anniversary in December: Chris Cacciatore (Corporate) celebrates 11 years on December 31st. I would like to thank everyone celebrating Service Anniversaries in December for their years of dedication and commitment to Pierce.

Kevin Hogan



Russell's Words Of Wisdom...

DREAMS DON'T
WORK...

UNLESS YOU DO.

ICP Writes...



At left, Niah Gordon has completed one year with ICP! Congratulations, Niah!



At right: the elves at ICP have decorated a beautiful Christmas tree.



**RANDY
CANTONWINE**



ICP (Portland) Cont...

At right, a couple new pictures of Carter Chheung, first grandson of ICP's Seung Chheung! He looks so content; he must be dreaming about sugarplums.



**RANDY
CANTONWINE**



Rockford writes...

WE'RE GOING BATTY!

We had a bat in the building. You know, a B A T – it's black and ugly and flies. That kind of bat. It was flying in the office hall Tuesday morning. About scared Brenda to death when she opened the door. Somehow Melody trapped it under the garbage can cover in the breakroom. Dexter to the rescue. He got a piece of cardboard, slid it under the cover, lifted it onto a cart and pushed the cart out the overhead door. I followed at a safe distance to be sure it did leave the building. As they exited the building, I told Dexter to let me close the door before he lifted the lid—thank you very much. Then the fun begins. Andrea, Christine and Margaret are outside oohing and ahing over it. Taking pictures and videos. "Isn't it cute?" Ah, that would be a big fat NO. It's a rat with wings. Ugh! Today (Wednesday) the bat is still here. It's tucked into one of the creases in the concrete on the south side of the building. Let the rescue efforts begin. Andrea fed it fruit. It is so fat, Andrea thinks it must be pregnant. She even contacted Hoo Haven about a rescue! So, you know I had to google bats. Now I know more about bats than I ever wanted to know. It might be good for some parts of the environment, but it's still a bat. Larry has named it Louie

as in Louisville Slugger. Hopefully, Louie disappears over the Thanksgiving holiday because when all is said and done bats are still disease carrying, lice infected mammals. We don't need a case of rabies or ebola or who knows what else. To top it off, Andrea pulled up a photo on her phone of a bat they had in Bolingbrook on 11/20/12—six years earlier to the date. How strange is that?

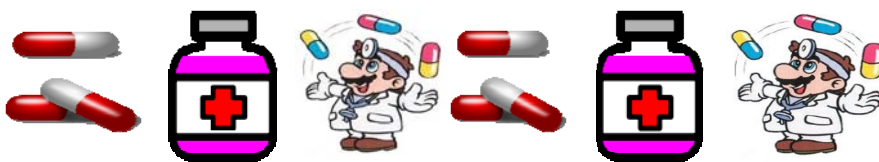
The continuing saga of Louie the bat. He moved off the building and was in some snow. Andrea was about in tears—poor thing was cold. Yes. Since bats hibernate inside for the winter when outside temperatures reach 35-40 degrees, I'm sure Louie was cold. She talked Ken into scooping it up and moving it. Louie was hissing, showing his teeth and flapping his wings in protest, but into the box he went. Ken and Andrea walked Louie out to the street corner. When Andrea left for the day, she had to stop and check on Louie. Surprise, he wasn't in the box. He was gone. Hopefully, never to be seen at Plant 2 again! In addition to the good riddance attitude, I'm just glad no one was injured.

LOIS PATMYTHES



Columbia writes:

Why You Need to Take Your Medications as Prescribed or Instructed



8 Tips to Sticking to Your Medication Routine

Sticking to your medication routine (or medication adherence) means taking your medications as prescribed – the right dose, at the right time, in the right way and frequency. Why is doing these things important? Simply put, not taking your medicine as prescribed by a doctor or instructed by a pharmacist could lead to your disease getting worse, hospitalization, even death.

The High Cost of Not Taking Your Medicines as Prescribed

The Centers for Disease Control and Prevention (CDC) estimates that non-adherence causes 30 to 50 percent of chronic disease treatment failures and 125,000 deaths per year in this country. Twenty five to 50 percent of patients being treated with statins (cholesterol lowering medications) who stop their therapy within one year have up to a 25 percent increased risk for dying.

Statistically speaking: The problem of not taking medicine as prescribed

- 20 to 30 percent of new prescriptions are never filled at the pharmacy.
- Medication is not taken as prescribed 50 percent of the time.
- For patients prescribed medications for chronic diseases, after six months, the majority take less medication than prescribed or stop the medication altogether.
- Only 51 percent of patients taking medications for high blood pressure continue taking their medication during their long-term treatment.

Source: Centers for Disease Control and Prevention (CDC)

Why Some Don't Take Medications as Prescribed

Many patients do not follow health-care provider instructions on how to take medi-

cations for various reasons. Such as, not understanding the directions, forgetfulness, multiple medications with different regimens, unpleasant side effects or the medication doesn't seem to be working. Cost can also be a factor causing medication non-adherence -- patients can't afford to fill their prescriptions or decide to take less than the prescribed dose to make the prescription last longer. "However, to help you get the *best results from your medications* taking your medicine as instructed is very important," says Kimberly DeFronzo, R.Ph., M.S., M.B.A., a Consumer Safety Officer in FDA's Center for Drug Evaluation and Research.

Tips to Help You Take Your Medicine

Taking your medicine as prescribed or medication adherence is important for controlling chronic conditions, treating temporary conditions, and overall long-term health and well-being. A personal connection with your health-care provider or pharmacist is an important part of medication adherence. "Because your pharmacist is an expert in medications, they can help suggest how best to take your medications," says DeFronzo. However, you play the most important part by taking all of your medications as directed.

Here are 8 tips that may help:

- Take your medication at the same time every day.
- Tie taking your medications with a daily routine like brushing your teeth or getting ready for bed. Before choosing mealtime for your routine, check if your medication should be taken on a full or empty stomach.
- Keep a "medicine calendar" with your pill bottles and note each time you take a dose.
- Use a pill container. Some types have sections for multiple doses at different times, such as morning, lunch, evening, and night.
- When using a pill container, refill it at the same time each week. For example, every Sunday morning after breakfast.
- Purchase timer caps for your pill bottles and set them to go off when your next dose is due. Some pill boxes also have timer functions.
- When travelling, be certain to bring enough of your medication, plus a few days extra, in case your return is delayed.
- If you're flying, keep your medication in your carry-on bag to avoid lost luggage. Temperatures inside the cargo hold could damage your medication.

If you have questions about your medication, don't be shy -- ask your health-care provider or pharmacist and don't delay. Remember, the life you save may be your own!

Information from: <https://www.fda.gov/drugs/resourcesforyou/specialfeatures/ucm485545.htm>

SARAH HINCHEE

Houston writes:



Photographed (L-R) Willie Stone – Facility Safety Manager, Floyd Veal – Winning Team Member, John McNabb – General Manager

HOUSTON'S SAFETY JACKPOT GRAB BAG

Greetings Team! Plant 5 in Houston Texas is all about safety! This November we participated in the Safety Jackpot Program's annual "Cash Grab Bag" sweepstakes contest. We're thrilled to announce that Floyd Veal was the team member selected in the drawing, winning a total of \$200! Congratulations Floyd!

WILLIE STONE



Ripley writes:



L TO R: Ray Brown, Geneva Paris, Rachel Langley

FLU SEASON!

Flu season is upon us! In Tennessee we are on top of it thanks to our safety director Tracy Schmitt! Ripley's plant already has their flu shots. Every associate that received the flu shot was given a sucker and their name was submitted for a prize. The winner of the prize was Dennis Gardner! The most drama award for getting the flu shot was Les Mayberry (he does not like shots at all) but he was strong. Mike took pictures and posted them in the

breakroom along with information about ways to get the flu. If you want to stay healthy:

- Get a flu shot
- Wash your hands
- Encourage your sick friends or coworkers to stay away
- Eat a healthy diet
- Exercise and get plenty of rest!

The main things are to **get a flu shot and wash your hands**, especially before

you eat. Germs are everywhere and our hands touch so many things in our environments that there are bound to be some viruses at some point. Flu viruses can live on surfaces for up to three hours.

Everyone stay well! Eat healthy! Wash your hands!

KRISTI TAYLOR

Ripley cont...



Steve Hendrix in Ripley's
Winter Wonderland

Ripley's Winter Wonderland

All you have to do is ask - we had a vision to turn our lobby into a festive winter wonderland, complete with snow covered trees, with lots of wild life, including red birds, squirrels, hedge hogs and owls nestled in the trees and on the snow covered stumps surrounding the campfire. I needed an "old-fashioned" red pickup truck to complete the scene. I contacted our very own Steve Hendrix of our Woodshop department, who jumped at the opportunity to help out. Steve is so talented and just plain "amazing". He created the wooden red truck with so much detail - wheels that actually rolled including the 5 lug bolts and hubcaps to

match, foot clutch and brake, foot starter, floor gear shift, door locks (made out of golf tees), rearview mirror, tail gate that hinges and a TN license plate. The metallic red painted truck is about the size of a child's go-cart (size was limited to the size of doors in the lobby). We placed a freshly cut cedar Christmas tree in the back of the truck for the color and especially the smell of fresh cut cedar. Many associates have taken advantage of our winter wonderland for picture taking opportunities. We're in the holiday spirit here in Ripley!

MIKE MOORE



Turkey cards!

Ripley's Plant 7 sends appreciation and thanks to Pierce management for the Turkey Gift cards. This kind gesture means the world to our associates during the Thanksgiving holidays. We certainly feel blessed!



MIKE MOORE



Ripley Cont...

TRUCKING TO WOODSHOP



THANKSGIVING POTLUCK!! WE GIVE THANKS!

On Tuesday, November 20th, a Thanksgiving Potluck was enjoyed by Ripley's Line Leads and Supervisors. The wonderful meal included Southern favorites of chicken and dressing, turnip greens, creamed potatoes, creamed corn, shoe peg corn salad, orange fluff, deviled eggs, green beans, hash brown casserole, James Story's famous baked ham, rolls and cornbread, and a wide selection of desserts including cheese cake, blueberry cheese cake, chocolate pie, German chocolate cake, and strawberry pie. Please don't tell management that we all needed a hour nap after consuming all the great food. The fellowship was needed and very much appreciated.



MIKE MOORE

Ripley's Plant 7 is proud to announce our newest Associate of the Month, Mr. James Taylor. Mr. James celebrates his two year anniversary with Pierce on December 5th (worked as a temp for two years). He works in our Woodshop department with whom he calls some of the best guys in the world. Mr. James is a life-long resident of Ripley, TN, and has been married to his bride, Bertha, for almost 30 years. They have one daughter. Mr. James was nominated by his Line Lead, Jerry Hankins, and Supervisor, Tony Strawn, and they thank him for his great service and attendance that he gives every day. Both agree he is the same every day, focused and very much into his job responsibilities. Everyone agrees he is nice, quiet and very caring - he's the first to volunteer for overtime and helps with hot orders to make sure they go out on a timely basis. He is an asset to our Woodshop team. He takes pride in helping whenever and wherever he can. He shared that he's not much into flowers, but he is proud of his yard and keeps it neat and trim at all times. Does he have a background in Woodworking? "No," he replied, "my background is in over the road trucking. I drove an 18-wheeler for over 21 years and decided that was long enough. My friend and fellow worker, Donnell Mann, took me under his wing when we worked on 3rd shift together. Together we learned what it takes to make it in the Woodshop and I am lucky to be a part of such a great team." Congratulations Mr. James Taylor - Ripley's Associate of the Month.

MIKE MOORE

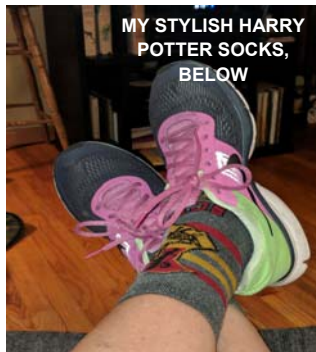


MY HUSBAND IS MARRIED TO A NERD

Yes, I said it. A nerd. I had my nails done Saturday morning at Luxe Nails. I wore my Three Broomsticks t shirt which, as *everyone knows*, is a restaurant/pub in the Harry Potter books and at Universal studios in Florida. While I was at the nail place, I complimented one of the employees on her Harry Potter watch and showed her my t shirt in HP solidarity, and then it happened...a fellow fan popped her head up in excitement and we gabbed about HP for a half hour.

She's 56. I'm 52. I didn't want to scare her and tell her how deeply I'm into Harry Potter and all

things Hogwarts, which is to say REALLY DEEP. I didn't often than not, even though I tell her, for instance, that I bought a set of student Gryffindor robes. I didn't want to tell her that I bought the \$32 tie that goes with it, or that I have an interactive wand that does real spells. (Yes, it does. It really, really does.) I didn't want to tell her that I



DROP DEAD SEXY, I KNOW.

wear Harry Potter socks more possibly keep his hands off my gorgeous self. (His restraint is admirable.)

I didn't tell her that I'm perilously close to having an entire room devoted to Harry Potter and/or Halloween and/or witchy stuff. Maybe even closer than perilously.

Yes, my husband is married to a nerd. But I take solace in the fact that the fellow fan at the nail shop—her husband's married to a nerd too.



CHRIS CACCIATORE

Our C.F.O. Writes...

Gallagher's 2018 Monthly Wellbeing Newsletter

Each month Gallagher provides The Wellbeing Newsletter to you as a service for distribution to your employees. This month the focus is on metabolic risk factors.

Metabolic Risk Factors

The five risk factors detailed below can occur individually but are often found together. A person must have at least three of the risk factors to be diagnosed with metabolic syndrome.

1. A large, round waistline. Excess fat around the stomach is a bigger predictor of coronary heart disease than excess fat stored in other parts of the body.
2. High triglyceride levels. Your body converts calories it can't immediately use into triglycerides, which are a type of fat found in the blood. High levels also lead to coronary heart disease.
3. Low HDL cholesterol levels. The so-called "good" cholesterol, HDL actually helps remove cholesterol from your arteries. That means a low HDL cholesterol level can lead to clogged arteries and coronary heart disease.
4. High blood pressure. Blood pressure is a measure of the force of your blood pushing against the walls of your arteries as your heart pumps. High blood pressure can be a sign of tension or abnormal stress, and if it stays high over time, it can damage your heart.
5. High fasting blood sugar. Even mildly high blood sugar could be an early indicator of diabetes.

Combating Metabolic Syndrome

Do you have three or more risk factors? If so, you're at increased risk for coronary heart disease, diabetes and stroke—and the danger grows with each metabolic risk factor you add. How can you stem the tide and take back your health?

- Be more active. Being overweight goes hand-in-hand with many of the metabolic risk factors. Get moving to lose weight and improve your health! As always, consult your physician before beginning any exercise program.
- Improve your diet. Eat a low-fat, heart-healthy diet complete with vegetables and lean meats to improve your cholesterol and blood pressure.
- Have your insulin levels checked. The hormone insulin helps your cells convert blood sugar into energy; insulin resistance occurs when your body cannot process insulin properly and can lead to high blood sugar levels, which is a metabolic risk factor.

A rise in obesity rates has also led to a rise in metabolic syndrome. However, it's important to remember that we can all combat metabolic syndrome simply by making healthier lifestyle choices. If you are concerned about your health or know you have at least three metabolic risk factors, take the first step and call your doctor!

After you get the go-ahead to start exercising, all you need is a plan. After all, a little willpower and long-term commitment go a long way—especially since you'll become more and more motivated to live healthy as you start to feel the results of increased activity and better nutrition.



TONY CHIODINI

DECEMBER BIRTHDAYS

Name	Day	Plant
Tommie Givens	01	4
Daniel Delgado	01	5
Daniel McClendon	02	2
Barbara B Gonzalez	02	2
Kristi Taylor	06	7
Howard Barnes	06	4
Janice Rice	09	7
Dinna Vath	09	ICP
Mary Rucker	10	7
Frank Williams	12	7
Michael Moore	15	7
Lisa Finch	15	7
Kimberly Latham	17	7
Juana Medrano	17	2
Kevin Hogan	17	C
Raynette Holloway	17	4
Dylan Sanders	18	7
Dennis Gardner	20	7
Jose Ramirez	20	2
Vickie Curtis	20	7
Brian Neville	22	7
Alejandra Sanchez	23	7
Christopher Leneau	24	4
Oral Welborn	26	4
Eric Brazzle	27	4
Martin Rodriguez	28	4
Howard Jones	29	4
Stephan Sabicer	30	C

DECEMBER ANNIVERSARIES

Name	Day	Plant
Chris Cacciatore	12/31/07	C
Christopher Leneau	12/01/14	4
Charity Yancy	12/01/15	4
Lisa Lemon	12/01/15	4
Sylvan Grazette	12/01/15	4
Iva Williamson	12/07/15	5
Cosandra Walker	12/08/14	7
Robert Howell	12/08/14	7
Anthony Turner	12/08/14	7
Raynette Holloway	12/05/16	4
Katy Akers	12/05/16	7
Calvin Brackett	12/05/16	4
Angela Colegrove	12/05/16	7
Willie Hancox	12/05/16	7
Jasmine Johnson	12/05/16	7
Krystal McKinnis	12/05/16	7
James Taylor	12/05/16	7
Rosa Temple	12/05/16	7
Oral Welborn	12/05/16	4
James Willingham	12/05/16	4
Julian Rogers	12/12/16	7
Stefan Curtis	12/12/16	7

