



August 2019

Pierce Distribution Services Company

Kevin Hogan Writes...

Happy August to everyone! As I mentioned last month, Donna and I traveled to Peoria, Illinois for Don Thrush's retirement party. 44 years on the job is amazing. There was a great turnout and I was able to talk to many of our Komatsu associates. Now, Don moves on to the next part of his life. Spending time with grandchildren, fishing, golfing, attending Packer games and going to the Westin Lagunamar. Enjoy Don!

It wasn't long after we returned to Seattle, we headed out again this time back to Illinois. We were able to visit our daughter who lives by Wrigley Field. Took in a Cub game with her boyfriend

(Spencer), Donna and Meg. We were able to see her apartment and had some great Chicago food. Afterwards, we headed to Rockford where I spent about 5 days in the office. We had some meetings with our key people like the lawyer and insurance representative. I was also able to meet with Tim Charles, Tony Chiodini, Jason Smith and all others in the office. Dino McNabb was on vacation but I was able to meet with him on my last day. We finished the week attending my 45th High School Class Reunion. Happy to see all of my high school buddies.

I would like to wish everyone celebrating a birthday in Sep-

tember a Happy Birthday. There are three Milestone Anniversaries in September: Howard Jones (Columbia) 5 years on September 8th, Brenda Littles (Ripley) 5 years on September 22nd and Johnny Moore (Ripley) 5 years on September 23rd. There are some notable Anniversaries in September: Jon Munchus (ICP) 23 years, Ray Brown (Ripley) 13 years on September 15th and Jorge Perez (Rockford) 26 years on September 20th. I would like to thank everyone celebrating Service Anniversaries in September for their years of dedication and commitment to ICP and Pierce.

Kevin Hogan



ICP September 2019 Milestones

Jon Munchus	23 years
Randy Cantonwine	9 years
Erick Fouts	3 years
Martin Bautista	4 years
Leonard Ables	2 years



RANDY CANTONWINE



Russel's Words of Wisdom...

"Attitude is a little thing that makes a big difference."

~Winston Churchill

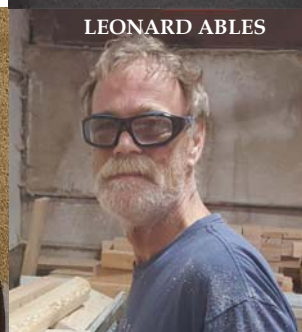


JON MUNCHUS

ERICK FOUTS



Martin Bautista



LEONARD ABLES

CELEBRATING KEVIN HOGAN'S 40TH YEAR ANNIVERSARY!



The second week in August, Kevin Hogan (who celebrated his 40th Pierce anniversary on July 9) and his wife Donna (who was also celebrating her work anniversary, August 2) came into town. While they were here, the corporate office hosted a delicious Italian luncheon for the both of them, complete with cake, cake and more cake. Is there such a thing as too much cake? I think not. Kevin was presented with a lovely plaque and a generous donation in his name was made to the St Jude's Children's Hospital.

Congratulations to both Kevin and Donna!



ICP Continues...



CREW BUILDING SMALL HEAVY DUTY SKIDS AT ICP SHOP

Rockford Writes...

Please join me in congratulating Kyle Key on his promotion to Supervisor on the Doosan account. Kyle has spent the past few years as the account Lead and performed with great success.

Dan Tanner has been promoted to Lead on the account. Previously Dan has worked in almost all areas of the account but

most recently he handled the shipping and returns processes. I have great confidence the account will continue to perform above and beyond all expectations under Kyle's and Dan's leadership.

Larry Hickey

L to R: Kyle Key and Dan Tanner



Rockford Continues...

Plant 2 has had its share of oddities over the years, but you are not going to believe what I received in the U.S. mail. Hint: It's green and has four legs. If you guessed a frog, you would be correct. The frog came with my name and address written on its back with postage affixed on its head. Imagine Beth's surprise when she opened the mailbox. It was mailed as an advertising gimmick by a local employment agency with a "hop to it" message written on a leg. Pretty clever. Most days it sits quietly on my desk. Actually, it's pretty lethargic. However, like "Elf on the Shelf" it does get around. I've found it in the racks, checking out components in a crate and trying to hitch a ride on the stand-up. I've determined this frog is most certainly not even a

distant relative of the famed "Jumping Frogs of Calaveras County" or even Frogger. I've cuddled it, talked softly to it and even kissed it. Much to my disappointment, it did NOT turn into a prince! I think my frog deserves a name. Something dignified or at least distinguished. Unique for sure. I've thought of a couple names, but nothing really seems to fit. So, I'm open to suggestions—a name the frog contest. What do you think? I'd love to hear from you.

LOIS PATMYTHES



Columbia Writes...

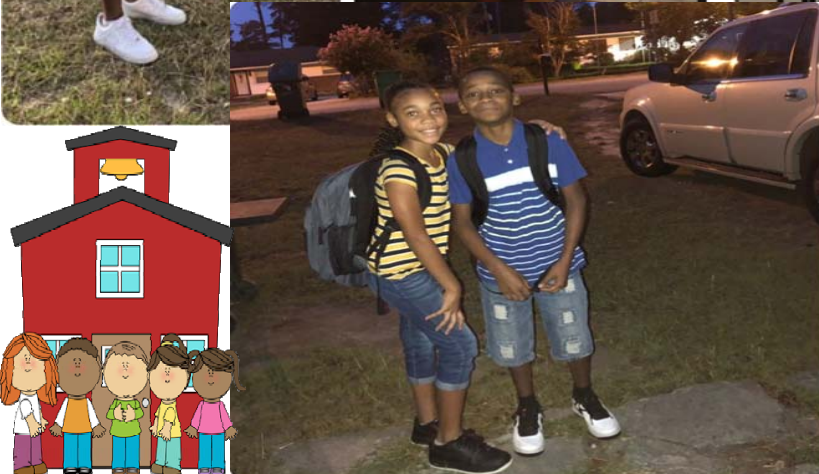


Plant 4 had four tickets and parking pass to attend Columbia Fireflies baseball game against Rome Braves. Any Pierce associates who wanted to attend the 8/15/19 game entered their name into the raffle. Names were placed into a cup and the winner was pulled. WINNER is Eric Brazzle! Eric was excited to win the tickets but now he had to decide which three friends to take

SARAH HINCHEE

Metso/Pierce held their 2nd Annual Back to School Drive for our families here at Metso! ALL supplies collected went to our families here in our facility that needed a little help with school supplies. If being prepared is the key to success, then think of the impact it has for children to have the tools they need. The simplicity of a pencil or having paper for class can make a big difference. This year we were able to help 20 kids with all they needed to start off the year right. Below are some of the happy recipients.

SARAH HINCHEE



Columbia Cont...

ICE CREAM SOCIAL!

Metso/Pierce Engagement Committee hosted an Ice Cream Social. They had vanilla, strawberry & chocolate ice cream, ice cream floats, ice cream sandwiches, topping of all kinds, and cookies. Everyone came out from their work area to enjoy the treats and social environment.

Below, Fernando Bodon serving Howard Barnes some strawberry ice cream.

At right, Metso/Pierce Engagement Committee ready to start serving!!



At right, Martin Rodriguez looks like he is about to enjoy a cup full of ice cream.



Ripley Writes...

We are family!!

Ripley's Pierce Family came together to assist our brother, William Warren. Will is our plants' IT guy. His two year old son, Eli, was scheduled for major surgery (intestinal) on August 26th. However, Eli was hospitalized in Memphis's LeBonheur Childrens Hospital on August 24th with an intestinal virus. A picc line inserted in his heart caused a bacterial infection resulting in elevated fever and body discomfort for Eli. We're happy to report that Eli was moved from the ICU into his own room on August 29th. He still has a long way to go before the original surgery will be re-scheduled. As you all know, the expense of staying with a loved one in any medical facility for a long period of time gets costly in meals, parking, gas for the auto, etc. Will is trying to work every day and check on Eli. I am so PROUD of our Ripley associates, both first and second shift, who came together collecting \$300.00 to donate to this family in their time of need. Will was humbled by this expression of love and support by his fellow workers and sends Thanks and Appreciation! This is what we do here in Ripley, TN. Did you hear me? So PROUD of our associates and keep lifting Eli and his family in your prayers .

MIKE MOORE



Above: Will Warren with his friends



SITES/APPS

The most popular 'science' sites:

1. HowStuffWorks.com
2. NASA.gov
3. Discovery.com
4. LiveScience.com
5. ScienceDaily.com
6. ScienceDirect.com
7. Space.com
8. ScientificAmerican.com
9. Nature.com
10. PopSci.com
11. SmithsonianMag.com
12. TreeHugger.com
13. NewScientist.com
14. ScienceMag.org
15. RedOrbit.com

Ripley Continues...

SURPRISE!

"Surprise and Amazement" were expressed by Ripley's Plant 7 associate, Atlas Gaddy, as he was crowned, Associate of the Month! Atlas has been with Pierce for 8 years (2 years as a temp). Presently, he is our caretaker of "the cage" where he maintains our supply inventory (everything on the shelves that our associates need from card board boxes, safety glasses, zip ties, labels to tape). Plus, he is always in demand to help out in all the other departments as a forklift operator. Versatile, hard-working, talented, great attitude and with the willingness to take on new challenges - Atlas is your man! Turning a negative into a positive is just his way and he strives to pass this along to his 4 children. With the goal of continuing to be involved with all his children, Olivia (age 16) plays basketball for Ripley High School, Atlas, Jr. (age 10) & Jeremiah (age 10) both play baseball and who know what Eli (age 4) will be active in when he becomes older, keeps our friend extremely busy. The family is active in Nelson Chapel Baptist Church which is very important to Atlas. A lover of all flavors of music - rock, rhythm & blues, and lots of gospel is what makes him the happiest. In fact Atlas (who plays the bass) along with his late father, and other family members were known as "The Spirituals of Ripley" - an accomplished gospel group traveling to churches all over West Tennessee. Atlas was nominated by his supervisor, Tracey Strawn, who was quick to point out his dependability, being team-minded, always smiling and bragging on how well the cage is maintained. Thanks, Atlas, for being our friend and for what you do for Pierce Distribution!

Mike Moore



Associate of the Month

ATLAS GADDY
AND TRACEY
STRAWN



ENJOYING OUR SUMMER COOKOUT

Thanks, Pierce, for the wonderful cookout enjoyed by both first and second shift associates. The hearty menu of grilled burgers and dogs with baked beans, chips and cold beverages served by Refreshments Catering in the cool breakroom was appreciated. Great time of fellowship with all our associates and our Komatsu friends.

Mike Moore



Ripley Continues...

Happy 29th Birthday - AGAIN!



All the QC associates in Ripley gathered to celebrate Ms. Opal's re-occurring 29th birthday on August 5th. As you can tell from her attached picture, Ms. Opal is a "little camera shy", but we caught her enjoying the pizza birthday party provided by her fellow associates. A great time of fellowship was enjoyed by all - Happy Birthday Ms. Opal!

Mike Moore



IT'S HOT IN TENNESSEE!

When the temperature is 100 degrees and the heat index is hovering around the 120 degree mark, we get serious about keeping our associates cool as best we can with no air conditioning in the plant. One of our main responsibilities is to keep everyone hydrated. Pierce does its part by providing lots of different flavored Gatorade (we make it in 5 gallon containers), multi-flavored popsicles and all the water you can drink, as well as extended breaks. Supervisors and Line Leads constantly monitor associates to make sure no one gets "too hot". Today, as the heat index approached 110+, we served cold watermelon in the breakroom as a little "extra" for our associates. Everyone seemed pleased with the event and enjoyed the watermelon. As you can see by the attached pictures - "We love us some watermelons here in Ripley, TN".

Mike Moore



Ripley Continues...

Well, somebody's gotta do it!

With a "can do" attitude and "whatever it takes" to get the job done, our Tracy jumps in with both feet to take care of the task at hand and most the of the time she is running (and running fast). Notice in the attached picture she is operating a forklift - and her mindset of "somebody's got to do it" - let's get 'r done. Yes, she is "our" Tracy, but we have to share her with all the other plants as she is our Corporate Safety Director. Here in Ripley we love and respect her for supervising the Quality Control associates and monitoring the safety of all associates. Can you believe she has been a part of the Pierce family for 20 years? Tracy started this part of her work life on August 11th, 1999, taking pride in every job assignment she was asked to handle. She loves her fellow associates and always gives them her support and guidance. Corporate followed this young associate, liked what they saw, and promoted her to Director of Safety for all our plants - a great decision. Tracy shared several bits of information - trapped her loving husband, Jeff, 22 years ago (yes, they married after dating 4 years), they have two beautiful daughters (one son-in-law), three huge pit bulls, a great aunt to a beautiful baby boy, one "ugly" sister (they are really close), loves to cook, loves spending time at the lake (or any type of recreational water), loves Harry Potter and she is going to be the "flower girl" at her niece's wedding in November. Thanks, Tracy, for your first 20 years - looking forward to bigger and better things in your next 20 years. Congratulations! (Please note I did not include a picture with Tracy "eating" as I am trying to be respectful to my friend).



Mike Moore

JUST MARRIED—MARY & RUFUS



"Bam" (Mary's nickname) done jumped the broom! Excitement here in Ripley, TN, as one of our favorite associates, Mary Rucker, got married on Monday, August 5th. After being together for 24 years, Mary states she finally got Rufus trained and decided he was a "keeper". It was just time for us to make it legal and get to the courthouse before either one of us changed our minds. Over a dozen close family and friends gathered to support the newlyweds on their big day. Their daughter, Destiny, and Mary's other two daughters, Lasonja and Makein, were also present for the festivities. We want to say congratulations and best wishes to the newlyweds!

Mike Moore

Our C.F.O. Writes...



Wellbeing Resources Newsletter August 2019

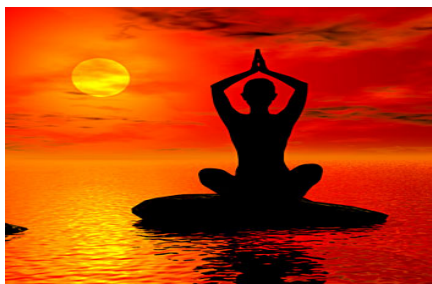
Each month Williams-

Manny provides **The Wellbeing Resources 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.

THE BIG HEALTH BENEFITS OF YOGA

PHYSICAL HEALTH BENEFITS

- Increased flexibility
- Improved respiratory health and posture
- A decrease in chronic pain issues, such as lower back pain, arthritis, headaches, and carpal tunnel syndrome
- Stronger muscles



MENTAL HEALTH BENEFITS

- Reduced stress
- Improved focus and concentration
- Deeper sleep
- Slower, deeper rate of breathing, which creates a sense of calm
- Raises self-awareness about your own body, leading to an increased focus on self care



Tony Chiodini

SEPT. BIRTHDAYS

Name	Day	Plant
Hussein AlThajil	1	2
Benjerman Smith	3	7
Heather Wagner	3	7
Chadwick Hawks	4	7
Candida Ibarra	4	5
Reth Chey	6	ICP
Gloria McDonald	6	7
Donna Sangster	7	7
Luis Vazquez	7	ICP
Anne Jarnigan	9	7
Donnell Mann	9	7
Leticia Medrano	10	2
Kimberly Quartaro	10	ICP
Dayami Arias Guerra	12	5
Lisa Lemon	15	4
Brenda Littles	15	7
Khun Ngoy	15	ICP
James Currie	16	7
Jody Steve Edwards	16	ICP
Bobby Jones	16	7
Ronetta Pringle	16	4
Moe Jordan	19	7
Tony Strawn	21	7
William Williams	22	4
Lisa Knotts	24	C
Yvonne Ridges	24	4
Linda Rhyne	25	7
Mary Evans	26	7
Calvin Goodwin	26	4
Donald Walton	27	5
Melody Wallace	29	2

SEPT. ANNIVERSARIES

Name	Day	Plant
Jorge Perez	9/20/93	2
Jon Munchus	9/6/96	ICP
Ray Brown	9/15/06	7
Randy Cantonwine	9/20/10	ICP
Frank Williams	9/26/11	7
Atlas Gaddy	9/9/13	7
Dennis Gardner	9/9/13	7
David Miller	9/9/13	7
Mary Quinton	9/9/13	7
Crystal Ruiz	9/9/13	2
Howard Jones	9/8/14	4
Brenda Littles	9/22/14	7
Johnny Moore	9/23/14	7
Erick Fouts	9/29/14	ICP
Christine Blazer	9/12/16	2
William Warren	9/12/16	7
Doniel McClendon	9/19/16	2
Martin Bautista	9/26/16	ICP
Leonard Ables	9/18/17	ICP
Winston Starks	9/4/18	7
Sheila Wilson	9/4/18	7
Pearline Pride	9/17/19	7
Dustin Cessac	9/17/18	7
Christina Gamoned	9/17/18	2
Marlos Johnson	9/17/18	7
Eric Jones	9/17/18	7
Frederic Nixon	9/17/18	7
Heather Wagner	9/17/18	7
Daphne Young	9/17/18	7
Ricky Tyus	9/24/18	7
James Currie	9/24/18	7
Bobby Jones	9/24/18	7
Kimberly Robinson	9/24/19	7
William Smith	9/24/19	7