



December 2019

Pierce Distribution Services Company

Kevin Hogan Writes...

December is upon us and Christmas is coming soon as I write this. It is the time for family/friends, Christmas decorations and presents. It is also about the true meaning of Christmas. To each of us it means something different. I of think back to Christmases past—the time spent with my brother/sisters, dad/mom, wonderful uncles, aunts and cousins—plus our family dogs. Christmas movies and songs bring back so many memories. Enjoy this time of year before it becomes a part of Christmas past.

We are thankful for our customers because without them, there would be no Pierce Distribution Services.

Donna, Russell and I recently traveled back to Midwest where we met my daughter Meg and her fiancé Spencer in Milwaukee to see the venue for her wedding next New Year's Eve. We also spent time in the Rockford area meeting with our accountants and insurance providers about yearend. I spent 4 days at the Corporate Office meeting my Executive Team about outstanding challenges and expectations for 2020. This concluded with a Corporate Christmas Party which included some Pierce associates from the Rockford Plant. The party was great as it always is thanks to Chris Cacciatore. I like to thank Sylvia Davis for getting my computer back up after a Microsoft software update. You would think that Microsoft would have updates well thought out by now. I had

my annual CTCA appointment and all is good. It was Donna's first time back to the area since her accident 5 years ago. It was also Russell's first time visiting.

Dino, Tony, Jason and I visited the new Loves Park facility where we are moving the Pierce Procurement Company because of its growth. I am looking forward to visiting again after the parts are moved into this facility which is about 5 minutes from the Corporate Office.

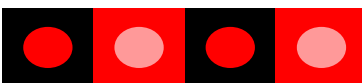
A week before Christmas, Russell, Donna and I will be driving to Ripley, TN where we will spend the holidays with family. I will also be spending a great deal of time at the Ripley facility during this visit.

Merry Christmas and Happy New Year to our customers and all Pierce Associates. Be safe during the Holidays.

I would like to wish everyone celebrating a birthday in January a Happy Birthday. There are three Milestone Anniversaries in January; Samantha Stenson (Ripley) 5 years on January 25th, Francis Brent (Ripley) 5 years on January 25th and Gloria McDonald (Ripley) 5 years on January 26th. There is many notable anniversaries: Frankie Williams (Rockford) 12 years on January 7th, Leticia Medrano (Rockford) 13 years on January 29th, Tim Charles (Corporate) 14 years on January 23rd, Mark Strawn (Ripley) 17 years on January 20th, Beth Futrell (Rockford) 18 years on

January 7th and Moe Jordan (Ripley) 24 years on January 29th. It seems that January is a very good hiring month. I would like to thank everyone celebrating Service Anniversaries in December for their years of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

KEVIN HOGAN



ICP Writes...



O CHRISTMAS TREE, O CHRISTMAS TREE!!

Randy from Industrial Craters and Packers sent in a picture of Portland's gorgeous Christmas tree. I don't see any Christmas presents underneath that tree—perhaps the elves are hiding them? Either that or Santa's been watching ICP cameras. He sees you when you're sleeping!



Russell's Words Of Wisdom...



Perfection is not attainable, but if we chase perfection we can catch excellence.



ICP Cont...

NIBA HOSTS ANNUAL FOOD DRIVE

Thank you all for your participation in the NIBA annual Food drive this year! We had much success and a great time at the holiday celebration at Sasquatch Brewing last night! For those of you who couldn't make it or haven't dropped off your company's contribution, please follow up with me on this email and I can either arrange for someone to pick it up or instruct you where you can take it to. The virtual pantry results so far are at around \$3600 and we are almost to our goal was \$5000 to adopt a low income apartment building to feed tenants 4500 meals for a full year! Once we get all our tally amounts in, we'll be sharing it with everyone. Thanks again for all your help on this and your teams' generous contributions!

(submitted by Greg Madden)

RANDY CANTONWINE

Stressed about seeing family for the holidays?

Whether it's the fear of another political argument with your uncle or feeling the absence of a loved one who passed — family holiday parties can be a stressful experience. To help you tackle some of these tough situations, Leigh Miller, LCSW, a therapist and social worker at Kaiser Permanente, shares tips on how to cope with 6 difficult — but common — family stressors during the holidays.



NIBA FOOD DRIVE—Brett Downey at far right

1. Political disagreements

In some families, political discussions can lead to major family disagreements or blowouts.

How to prepare: Make the topic off limits. Miller suggests reaching out to your family before your holiday gathering to let them know you'd prefer not to talk about politics. Instead, make it clear that you'd rather hear about what's going on in their lives.

Day-of tactics: If politics still come up, don't participate in the conversation. You can acknowledge that you didn't want to get into politics this year, so you're not going to discuss it.

2. Financial stress of gift giving

The pressure to give gifts can push some people to buy presents they can't afford — or skip holiday events out of embarrassment.

How to prepare: "Don't spend beyond your means just because it's the holidays," Miller says. Instead, participate in a way that makes sense for your finances. "If you don't have the means, you can let

the host know you and your family won't be participating in the gift exchange this year, but you're looking forward to watching." No need to overexplain, just leave it at that. Or you can ask if your family is interested in doing a Secret Santa gift exchange to keep costs down. That way everyone draws names and gets one person a present.

Day-of tactics: Work on staying present and grounded if you start to feel anxious or upset. "Tune into the sensations in your body and focus your attention on the bottom of your feet," she says. Think about your feet connecting with the floor. Relax your shoulders and focus on your breath going in and out.

3. Religious differences

You and your family don't hold the same religious beliefs, and you feel a little uncomfortable participating in certain religious traditions during the holidays.

How to prepare: Your family dynamics play a major role in

ICP Cont...

how you tackle this. “If you can, it’s best to be as transparent and authentic as possible with your family about your religious views,” says Miller. If it feels safe to, let them know that you don’t feel comfortable with specific traditions like prayer or midnight mass.

Day-of tactics: If it feels unacceptable to share your beliefs, Miller suggests practicing gratitude during religious activities. “During prayer, for instance, tune into your private self and think about what you’re grateful for, like your family or having a place to go for the holidays,” she says.

4. Not enough time to visit loved ones

Maybe you need to visit multiple sides of your family, or both of your divorced parents, plus your partner’s family. Trying to juggle all these events can leave you feeling stressed, guilt-ridden, and exhausted.

How to prepare: “If you have multiple events to attend, it’s best to let each host know about your time limitations in advance,” Miller says. And be honest with yourself about what you can actually handle. You don’t

have to say yes to everything. “Give yourself permission to say no,” she says.

Day-of tactics: When you get to the party, remind your loved ones about your schedule. “But don’t do it in a way where it feels like the clock is being set and you’re counting down until you leave,” she says. “Rather, approach it more like ‘I’m so grateful I get to spend this time with you today, even though it’s just a few hours.’”

5. Grief and loss of loved ones

While you might want to honor the deceased openly during a holiday event, it may be too difficult for others.

How to prepare: Miller recommends approaching your family ahead of time to talk about ways you can honor loved ones. “For example, I’d like to celebrate mom this holiday by going around the table and each of us saying one thing we loved about her,” Miller says. Ask others how they feel about it, and make it clear there’s room for negotiation. If they push back, suggest something smaller like putting up a photo of her or making her favorite food.

Day-of tactics: In stressful or difficult moments, take a few minutes to center yourself. Go for a walk, pet the dog, call a

friend. Or pull up your favorite cat photos or YouTube videos on your phone — whatever helps you. The key is to have a few of these stress-relieving items on hand so you can use them when you need it.

6. Someone who drinks too much

A family member drinks too much alcohol and starts to get offensive, annoying, or aggressive.

How to prepare: Give yourself permission to leave if things aren’t going well. “That means not relying on other people to get to or from the party,” Miller says. So, drive yourself or call a ride service. Set yourself up so you have the freedom to take off if you need to.

Day-of tactics: “If someone is overdrinking and making you feel uncomfortable, steer clear of them,” says Miller. Trying to be rational with them in that moment is not good for you, and it’s just going to cause more conflict. If it gets too tense, leave.

~article courtesy of Kaiser

RANDY CANTONWINE



Rockford writes...

FUN THINGS GOING ON IN ROCKFORD



Larry Hickey & Brenda Chandler

As we are now in the thick of the holiday season we have had a lot of fun things going on.

We had a great Thanksgiving luncheon and celebrated Brenda Chandler's five year service anniversary.

BETH FUTRELL



Above: Jorge Perez, Raul Sanchez & Donaji Maciel



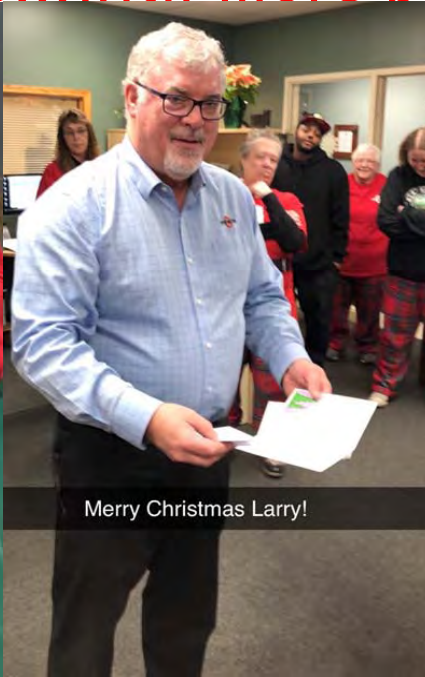
Also, Hussein Al Thajil has recently become a US citizen! Congratulations Hussein!



Rockford continues...with more pictures!



Crystal
Cooksey and
Brenda
Chandler



Merry Christmas Larry!



Larry Hickey and Lois Patmythes drawing numbers for the gift giveaway

Our Christmas luncheon was a blast. The office ladies decided to wear Christmas pajamas this year.



Finally, Christmas is almost here. I have been impatiently waiting for "Elf on the Shelf" to return. Froggie has been watching for Elf, but sadly we haven't seen him this year. Maybe it's been too warm. In the meantime, my poinsettia seems to have taken on a new role – substitute Christmas tree. Actually, Froggie stays right under the leaves. I'm beginning to think he has poinsettia confused with mistletoe. Or maybe it's a multi-purpose Christmas plant.

Merry Christmas to one and all from Plant 2.

LOIS PATMYTHES

Memphis writes...

PICS FROM OUR POTLUCK LUNCHEON!



POT LUCK!!

Memphis held their first annual Christmas pot luck for their associates. As you can tell, food and fun was had by all! Merry Christmas and Happy New Year!



Memphis cont...



We also Gave Schoneckie Thomas and her kids Christmas presents to help brighten the holidays for their family, after the recent loss of her husband.



Columbia writes...



Hello, my name is Tara Yolanda Reaves. I was born in New York but raised in New Jersey until moving here to South Carolina in 1992. I enjoy music, dancing, bingo, board games, debates, etc.. It is a pleasure to have become a part of the Pierce Family and I have great team members who I admire and adore working with. I look forward to great advancements/achievements working together with great people and team members. Again, it is my pleasure and thank you.

Columbia's Plant 4 associate Martin Rodriguez and his fiancé, Seliena Gibson, had identical twin girls on 13 October. Izabella weighed 2 pounds 7 ounces and measured 14 ¼ inches. Gabriella weighed 2 pounds 11 ounces and measured 15 ¾ inches. The girls had to stay in the NICU for 52 days before coming home. Girls and mom are doing great.



Hola! My name is Jasmine. I am 27 years old, with three kids (Destiny 11yrs, Serenity 6yrs, and Noah 5yrs). My husband, kids, and I moved up here to Columbia, SC from Wallace, NC. It will be a year come January 2020 that we have been up here. My mom, brothers, and nephews also live up here but been up here for four years, so yea that's why I came this way. Turtle pie is my favorite dessert, and my family is my hobby besides music and playing games on my phone.



Columbia cont...

Holiday greetings from Plant 4!

Metso and Pierce had their 3rd Annual Tree Decorating Contest. Metso provided the trees. It was up to each team to come up with a theme and provide their own decorations. It was a hard start for each team since work has been busy all around. Our tree went up thanks to Devon Mitchum and Tara Reaves. They both admitted that it had been years since they had done that and enjoyed working together. No decorations until that last couple of days due to everyone's work load. Lisa Lemon became creative with scrapped parts and made "Crusty the Angel." Crusty is made of an oil filter as the head, eyes out of hex nuts, and body out of paper. We had cards for all associates to make out to the Metso/Pierce work family. On 12/18/19 the winner was announced.....Metso Pumps CSR team wins!!! Well, there is always next year and we cannot win them all!



SARAH HINCHEE



Columbia cont...

GET TO KNOW...



PETER HUNTER

Hello, my name is Peter Hunter. I was born in Jacksonville, Florida. I moved to Columbia, South Carolina a few months ago and so far, it is a nice place to live. My hobbies are playing basketball, playing cards, and just having fun. I am a people person. I can get along with anyone. I am a die-hard Cowboys and Philadelphia 76ers fan. I enjoy operating the forklift and the work environment here.



JAMES CLARK

My name is James Clark. I'm more of a go with the flow kind of a guy. Hobbies include riding my bike (motorcycle!), playing basketball, shooting pool, traveling, and reading. Big time Lakers fan! I've lived in Columbia for eight years now, originally a country boy still haven't gotten used to the city life. My favorite quote "Failure is not defeat, unless you give up."

Ripley writes...

It's beginning to look a lot like Christmas.... Well let's just say associates' hearts are feeling the spirit!!! I would like to share a story with you. Our Ripley plant is having our big fund raiser for the Carl Perkins Center. Just one of many activities was ugly sweater and PJ day. You donate money and you can wear your sweater or PJs that day. We have a contest—I am sure you will see an article on that. Our Woodshop Dept. was not sure what to wear but wanted to do their part. After the contest the associates in Woodshop gave me this can full of money!!! When I asked what the money was for, they began to tell me. They didn't dress up because of the work

they do but wanted to do their part. They took up money as if they wore their Sweaters and PJs!!! Tears came to my eyes! I was so moved and just wanted to let them know how much it meant. They did not do it for the recognition but we wanted to recognize them and say thanks! I know lots of kids will appreciate this so much!!! Thanks, guys, you are the best!

We would also like to take this time to thank all the associates for all you do throughout the year! We have had associates give money and donate toys and so much more. Thanks for all you do!

KRISTI TAYLOR



Houston writes...



HOUSTON HAS A HOLIDAY!

...PARTY, that is! The associates down in our Houston facility took a day to have a holiday luncheon and make the festivities a little brighter. As you can tell from the pictures, they had a wonderful time! All the smiles must be from the good food...

Happy Holidays!

Ripley cont...

Tasmanian Devil a/k/a Debbie Chipman



L-R: Tabitha Chandler, Tracy Schmitt, Debbie Chipman and Mark Strawn

Ripley, TN's Plant 7 is so excited to announce our Associate of the Month, as Debbie Chipman. I needed a little help with background information and went straight to our QC Supervisor, Tracy Schmitt, who was quick to respond with great information (some info I cannot share!). A few years back, Tracy was desperately needed an additional Quality Inspector. She needed someone reliable, sharp and with a positive attitude. "I wanted someone from within the company who already had knowledge of the operation. I was at a loss because I didn't want to take an associate who was already in a key position. A few days later I was walking to my car after first shift and met this "wild woman" rushing in for second shift - the woman shouting, "Hey Ms. Tracy - have a good night". A light immediately came on - just like the strike of lightning! I emailed Debbie that night inquiring if she might be interested in moving over to Quality - She accepted my invitation and then the most difficult part was getting our second shift supervisor, Susan Lovett, to give her up. Not only does "Whirlwind Debbie" handle all QC as our Lead, she has the monumental task of "cost savings" which is an entirely different challenge. And, If you go near her desk, you will always hear Debbie talking - "talking to herself and also answering her own questions". She comes

"running" in everyday - multi-tasking every day giving urgency and attention to every detail. The associates on the floor "adore" Ms. Debbie and appreciate the opportunity to work with her on a daily basis." Debbie shared that she and the love of her life, John, have been married for 30+ years. They have two daughters, Stephanie and Tiffany. Debbie loves spoiling her two grandsons, Grant - age 6 and Gavin - age 2. The family excitement is really building as baby Ella is due March 20, 2020. Spending time with family, especially the "grands", is number one. A little shopping and cleaning (you have to clean every once in a while) keeps our precious "Whirlwind" moving right along. Debbie states she works with a great group of people (even you, Chad) and she enjoys coming to work every day! Thanks, Tracy! You made a wonderful decision in selecting Debbie for this job!

MIKE MOORE

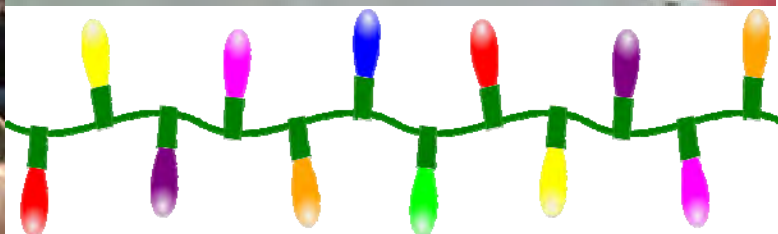
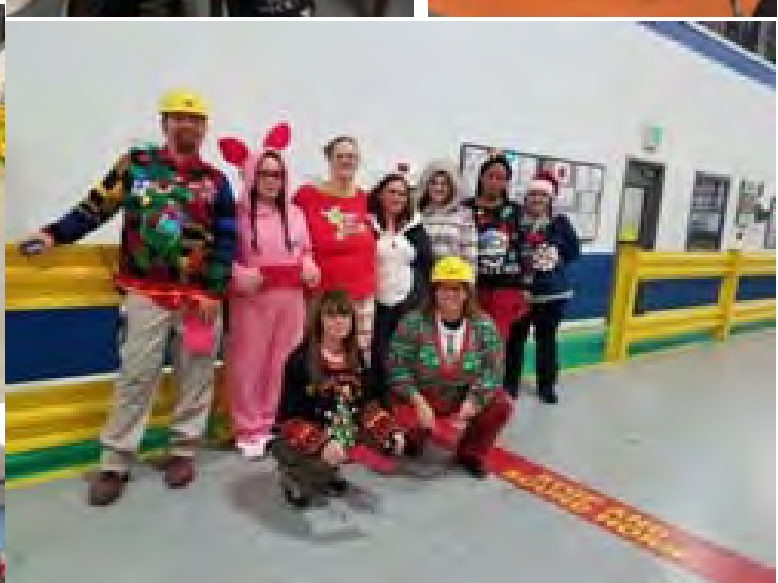
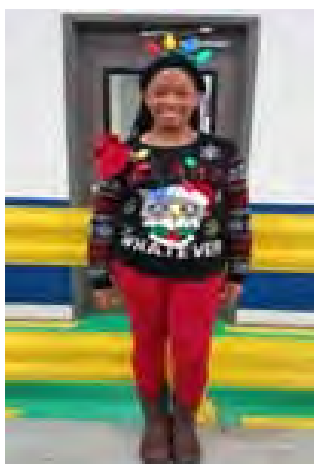
HELEN TUCKER SINGERS!



Ripley cont...

We kick off December with fund raising efforts for our Lauderdale County Carl Perkins Center. Each year we try and think of new and fun ways to raise money for families in need during the Christmas season. Can you say Ugly? Wednesday December 11th we held our first Ugly sweater day. All associates donated \$2.00 to wear their ugliest pair of Christmas pj's or sweater. A lot of our associates made their sweaters and they were very unique. I was not aware that we had so many talented and crafty people working here in Ripley. This event was so much fun we will have to do it again next year!

TRACY SCHMITT



Ripley cont...

Each year during the Christmas season we in Ripley have so many events taking place. Another one of my favorite days is when we hold our plant Christmas race. It all started years ago in Humboldt; Jay Hogan came up with a team building idea for the holidays. The plant is split up into 6 teams. There were 6 plywood cut outs of reindeer and it was each team's responsibility to decorate these reindeer and a day would be set to race our deer. So the tradition began. Our tradition changed a bit this year and instead of cutting and decorating plywood, we decided to decorate team members. It was hilarious; so much creativity. We had a few Grinch's. Santa and his elf, an elf on a shelf, Grandma and the reindeer that ran her over, and even a visit from Cousin Eddie!! Ready, set, go.... Our Office, QC, Allocation, and Break Down team won the race. I guess Cousin Eddie's RV was too fast for everyone. Santa and his elf and Grinch won best decorated. It was a BLAST.

Shortly after our race we wrapped up our week long fund raiser benefiting the Carl Perkins Center of Lauderdale County. We were able

to fill a shipper completely with new toys for the children and raised an astonishing amount of \$1523.00 for the center. I cannot tell you how in awe I am of all our associates here in Ripley. They are some of the kindest, most generous people I have ever known.

Merry Christmas to you all and your families. I hope 2020 brings you all much joy and prosperity.

TRACY SCHMITT

ANNUAL CHRISTMAS RACE!



Our C.F.O. Writes...



**Gallagher's
Monthly
Wellbeing News-
letter December
2019**

SIX TIPS FOR A HEALTHIER, HAPPIER DAILY ROUTINE

Busy schedules often lead to excess calories. It is easy to grab the most convenient option when you are running two hours behind schedule, but a little planning and focus can help you avoid binge eating.

1) Set a bedtime alarm.

You probably already set an alarm to wake up in the morning, but to ensure you are getting enough restful sleep, try setting a bedtime alarm too. It might just help you avoid accidentally staying up too late.

2) Move your body.

According to the Physical Activity Guidelines for Americans, most adults need about 150 to 300 minutes of physical activity each week—that is just around 30 minutes each day. Regular exercise can help regulate weight, mood, energy levels, and medical conditions like diabetes and hypertension (high blood pressure).

3) Start early.

The early morning hours are a great time to meditate, stretch, practice yoga,

read, or engage in other activities that help you get grounded and focused on the day ahead.

4) Stay Hydrated.

Fill a water bottle in the morning and refill it in the afternoon to ensure you are staying hydrated throughout the day.

5) Book it.

Plan your morning, afternoon, and evening routines in advance. By reserving time on your calendar, you will be more likely to follow through, especially if your workdays are already full.

6) Create a checklist.

Use a checklist to make sure you complete the most important tasks each day. By monitoring your progress over the course of the day, you will know where to focus your energy as the day progresses.



TONY CHIODINI

JANUARY BIRTHDAYS

Name	Day	Plant
William Brenner	03	4
Brenda Chandler	03	2
Samantha Stenson	03	7
James Bailey	05	4
Carol Walker	05	4
Juanita Jordan	07	2
Christopher Burroughs	08	5
Zachary Sanders	10	7
Jackie Hart	11	7
Mariela C Ibanez	12	5
Diana Spann	14	7
Jasmine Kerley	16	5
Misty Kirkpatrick	17	7
Parish Jones	19	2
Dana Gibbons	20	4
Angela Colgrove	22	7
Marianne Lewin	23	C
Teresa Scott	28	7

JANUARY ANNIVERSARIES

Name	Day	Plant
Moe Jordan	01/29/96	3
Beth Futrell	01/07/02	2
Mark Strawn	01/20/03	7
Tim Charles	01/23/06	C
Leticia Medrano	01/29/07	2
Frankie Williams	01/07/08	2
Diana Spann	01/24/11	7
Mary Evans	01/28/13	7
Samantha Stenson	01/25/15	7
Frances Brent	01/25/15	7
Gloria McDonald	01/26/15	7
Monique Williams	01/15/18	5
Martha Cheney	01/15/18	5
Jose Ramirez	01/29/18	2
Ronnie Thompson	01/02/19	4
Darrell Whetstone	01/02/19	4
Bobby Horton	01/02/19	4
John Gadson	01/02/19	4
Lancer Lowry	01/02/19	4
Denishea Baker	01/02/19	4
Donald Walton Jr	01/14/19	5