



February 2019

Pierce Distribution Services Company

Kevin Hogan Writes...

February is upon us with many special dates. My wife's birthday, Valentine's Day and the month of Snowmageddon which they call it out here. Yes, people here in the state of Washington rarely get snow. They do in the mountains but rarely the lowlands. If it happens, it is gone by noon. Well, recently we had a string of snow storms come through the area that gave us at the house about 10 inches. Some places in the area like Port Angeles received 3 feet. My inland Port Orchard friends received 2 feet. Of course with limited snow removal equipment, this strangled our area so no one could get out. I think the schools were closed for 5 days. The airlines cancelled two separate flights we had to Chicago. We had plenty of food so we couldn't have gone out but didn't have to—Donna had food delivered to the house right before the storm hit. Then we lost power and cable so my access to emails was limited. We have a big Generac generator with two big tanks. As soon as the storm hit, I check the level of propane I had which was 40%. You would think I would have checked the level before the storm hit. I called our propane provider to get more, I was put on a list. We have had false weather alarms all the time out here. There were crashes everywhere for those who think they could drive in

the snow because they have four wheel drive. We haven't had our mail delivered in 7 days. However, there were many reports of neighbors helping neighbors. The help was overwhelming. We lost power for 36 hours with no internet and two hours before power was restored, our generator ran out of propane and put us in complete darkness. It is not until you experience the loss of electricity, cable (internet) and heat, do you truly appreciate what you sometimes take for granted. It was only yesterday was I able to get out of my driveway after 5 days. At my age, I have learned another valuable lesson, be prepared for weather BEFORE it arrives. By the way, the propane supplier has still not showed up so I guess my name on the list is still on the bottom. Guess what, the weather reports that more snow storms are coming. We will prepare as much as we can. Lesson learned. I will see Jason Smith in March when he visits ICP and me.

I would like to wish everyone celebrating a birthday in March a Happy Birthday. There is one milestone anniversary in March, Tiemeyer Wilson (Columbia) 5 years on March 3rd. We also have one very special notable Anniversary in March: Marianne Lewin (Corporate) 23 years on

March 1st. Marianne and I go back a long time. I remember when she first joined the company, Marianne, Frank (her boss), my secretary shared a very small office above the plant office in Loves Park on Material Avenue. We went through a great deal of ups and downs with the company. Marianne has seen many changes in locations and personnel through her 23 years. She watches the company money like a hawk. She has even changed my expense reports, one in particular was because I was \$0.10 off. She corrected it and sent it back to me. We also have had many laughs including pranks on each other. If I had to start a company over again, she would definitely be one of my first five hires. Happy Anniversary Marianne! I would like to thank everyone celebrating Service Anniversaries in February for their years of dedication and commitment to ICP and Pierce.

Kevin Hogan



**Russell's Words
Of Wisdom...**

**"The
purpose of
life is a life
of
purpose."**

(~prayables)

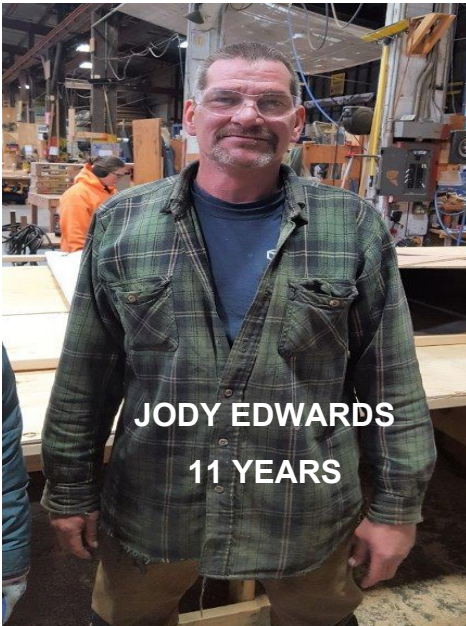


ICP WRITES

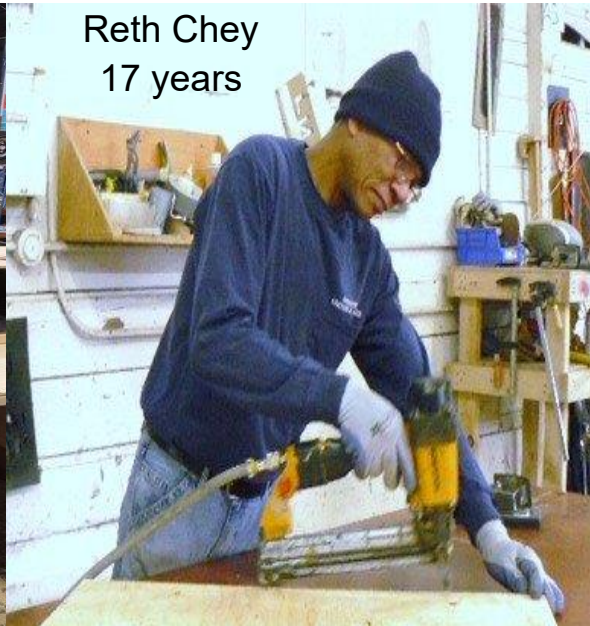
This piece of equipment is two wide for one of our big forklifts to bring in the door... and it is too heavy to expect our overhead crane to do more than lift one end... So we had to be creative.



ICP Continues...

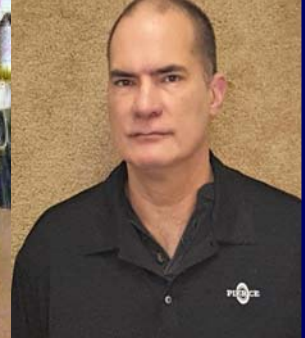


JODY EDWARDS
11 YEARS



Reth Chey
17 years

Submitted by:
RANDY CANTONWINE



Columbia writes...



February 1st was Job Shadowing Day for Pierce at Plant 4. The day gives opportunity to observe someone doing their job. When people begin looking into a career target they often choose a career without a clear idea of what the job may look like day to day. Job shadowing offers clear benefits to discovering the work force they are leaning towards. It may even give them an idea of fields

they did not know about. They learned about the different equipment that helps us do our daily jobs. They learned about different areas such as receiving, shipping, purchasing, and other important areas of the warehouse. These kids had an amazing day learning about the different areas and how much more goes into keeping a warehouse stocked for customers in need of parts for their equipment.

Top right: Sarah Hinchee and daughter Olivia

(AT RIGHT) One of the favorite activities of the day was quality Bingo, where identifying a part was key in being the winner of a delicious cupcake.

These kids were also allowed to go into the warehouse to see us in action with a stress on safety. A few were asked what they had learned at the end of the day. Turns out they remember the "safety of this place".

CHARITY YANCY



Human Resources Writes...

TIPTOE THROUGH THE TULIP

A couple months ago, our eight year old black lab Cooper had a seizure and passed away in our back yard. As difficult as it was to witness, my husband and I were so very happy that we were both home to talk to Cooper and soothe him. He was surrounded by the smells of his own back yard and the voices of his "parents" and we clung to that in our grief.

Fast forward a couple of months. We missed having a furry friend to greet us at the door and watch play in our yard. To that end, we submitted an adoption application in to the Chicagoland Lab Rescue (CLLR) for a puppy. Both of the labs we owned previously were rescue dogs; it's the only ones we would consider. At any rate, things happened very quickly after that—we were approved for a home visit and lo and behold, on the CLLR Facebook page, there was a little female black lab named Winnie. She is five months old. I knew immediately she was going to be ours and we renamed her Tulip. (She wasn't much of a Winnie.) Last Sunday, we picked her up, and the fun began.

She slept all the way home from Naperville and made herself right at home in our house. We were thrilled at the way she seemed to settle right in...and that should have been our first clue.

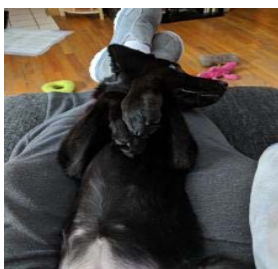
Things I love about having a puppy: the puppy breath. Her tiny little eyes and equally tiny bark. The way she cocks her tiny head when she hears another dog outside. The way she belly crawls across the room once she's let out of her crate because she's so happy to see us. Her excitement at eating her dog food and her enthusiasm at the sheer volume of dog toys we have for her. The fact that we're going to be able to teach her how to be the best dog for our family.



I AM THE BEST DOG. LOOK AT HOW CUTE I AM.

Things I hate about having a puppy: the jump-

ing up on the couch, the love seat, the kitchen table, me. The way she wakes us up at the crack of dawn because she has to go potty. The teeny tiny bladder she must possess because we are outside every half hour. The way we take her outside and march around the back yard in the snow for twenty minutes, only to have her pee on the floor the second she gets in the house. (We did NOT think that through—the fact that it's like minus 500 degrees outside and we are trying to potty train a new puppy.) The fact that at night I'm afraid to even clear my throat too loudly so I don't wake her up.



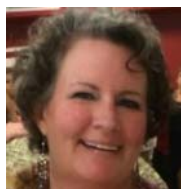
**Me? Piddle in the house?
Never.**

Then there's the best of all—biting with those needle-like tiny teeth, which have alternately bruised me and bloodied my arm. There are SO MANY TEETH. It's like the little guy with the sword from Trilogy of Terror is chasing me all around the house. We have used the trick of spraying her with a spray bottle when she nips but she just doesn't seem to care—and in fact enjoys the water game. We end up having scarred arms and a dog with a wet head.

I suddenly understand why Tulip's foster mom gave us a \$30 crate to take him with us...I thought she was just being nice but now I understand it was more a matter of survival.

However, we went through this puppy stage with Sammy, then with Cooper, and now with Tulip. I will load up on Band-Aids and get her in a puppy training class. I know things will get better, eventually.

Won't they?



**Chris Cacciatore
HR Generalist**



PIERCE DISTRIBUTION SCHOLARSHIP PROGRAM

Pierce Distribution has established a scholarship program to assist employees' children who plan to continue education in college or vocational technical school. Renewable scholarships are offered each year for full-time study at any accredited institution of the student's choice.

This scholarship program is administered by PDSC Scholarship Committee who seeks to assist the children of Pierce employees in expanding educational opportunities and encouraging educational achievement. Awards are granted without regard to race, color, creed, religion, gender, disability, or national origin.

Who's eligible?

- Applicants to the PDSC Scholarship program must be dependent children, age 24 and under, of full time Pierce Distribution employees who have a **minimum of one year of full time employment** with the company as of the application deadline date (May 1) and who continue PDSC employment through funds disbursement dates.
- High school seniors or graduates who plan to enroll or students who are already enrolled in a full-time undergraduate course of study at an accredited two or four year college, university, or vocational technical school.

Awards—if selected as a recipient, the student will receive an award ranging from \$500 to \$3000. Awards may be renewed within the same range, for up to three additional years or until a bachelor's degree is earned, whichever occurs first. Renewal is contingent upon satisfactory academic performance in a full time course of study.

If interested, please contact Chris Cacciatore, HR at Pierce Corporate, at 815-636-5656 x 1006 and she will get you the application and more information.

Ripley Writes...

MY LIFE IS MY BABIES

And the winner is - "Misty Kirkpatrick" as Ripley's Plant 7's Associate of the Month. Nominated by Dealer Return Line Lead, Diana Spann and Breakdown Line Lead, Janice Rice, Misty is a winner in everyone's book. Diana states Misty first came to Pierce as a temporary associate in the Service Department and was quickly moved to making labels. I count myself as lucky to get her in Dealer Return where she was soon hired as a full time Pierce associate (07/09/18) and has proven to be trustworthy and invaluable. Her duties have increased in the last few months - she is now responsible for receiving freight, logging and sending SIE's to inspection, as well as, recording and scanning rejects and packing lists to Komatsu. She is so talented and also receives in PIPS when needed and helps Janice and I make labels as needed. I wish everyone's attendance and promptness was as good as Misty's. Misty is the mother of two children - Karlee, age 22 and Stone, age 23. She is so excited over her two grandsons, Coleson,

age 2 and Cason, age 1. The excitement does not end here as she is expecting her first granddaughter, Emerson, the first of April. And of course, babysitting, is never a chore as she states, "my life is my babies". The family enjoys "eating out" as a family and everyone participates. For extra excitement, she and the family can be found down in the bottom riding on their side by side utility vehicles (but not right now as the flooding of the Mississippi River has over 10,000 acres of land under water at the present time). Congratulations, Misty - you are definitely an asset to our company.



Mike Moore

THE VOICE

One, two, three, four, five . . . comes the direction and cadence from "the voice" of Patricia Douglas as she leads us through Flex and Stretch each day here at Ripley's Plant 7. The volunteer position pays well as she enjoys the fellowship of her work family. She encourages everyone to count with her as we stretch those muscles. It is also amusing to watch her break out into a couple of dance moves and she often sings along with the music - she knows the lyrics to all the songs! Another job responsibility she enjoys is sharing everyone's birthdays over the PA system. When Ms. Pat talks - everyone listens! We are fortunate to have Ms. Pat as a part of the Pierce family. A BIG Thank You is extended to Ms. Pat - we appreciate what you do!



Pictured above: Janice Rice, Misty Kirkpatrick & Diana Spann



At right: Felicia Bonds & Her Valentine Monkey (and friends)

Happy Valentine's Day



Felicia Bonds Ripley's Plant 7 celebrated the Valentine Day with a "Valentine Monkey Giveaway". In an effort to raise funds to help with the cost of Health Insurance premiums when an associate is off work due to an extended illness, associates were given the opportunity to donate \$1.00 and a chance to win. Our lucky winner was our first shift Allocation Line Lead, Felicia Bonds. I am so fortunate to work with such good hearted associates who are always eager to help out their work family in a time of need - their generosity of \$144.00 is greatly appreciated.

Mike Moore

Ripley Continues...



Mike Moore



Preventive Healthcare month!

What is preventive health? Preventive Health consists of measures taken for disease prevention, as opposed to disease treatment. Just as health comprises a variety of physical and mental states, so do disease and disability, which are affected by environmental factors, genetic predisposition, disease agents, and lifestyle choices.

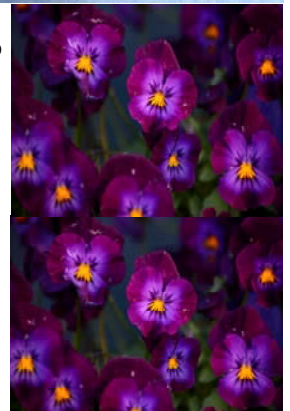
Each year, millions of people die of preventable deaths. Lead-

ing causes include cardiovascular disease, chronic respiratory disease, unintentional injuries, and diabetes.

There are many methods for prevention of disease. Adults and children should visit their doctor for regular check-ups, even if they feel healthy, to perform disease screening, and stay up with immunizations and boosters, and maintain a good relationship with a healthcare provider. Some common screenings include checking for high blood pressure, diabetes, high cholesterol, and colon and

breast cancer.

For your health and family... go each year to your check up!



KRISTI TAYLOR

Ripley Continues...

WELCOME KHLOE GABRIELLE
WILSON!!

SPRING, REALLY??



Donna's First GREAT Grandbaby !

Ripley's Donna Oliver (Line Lead in Label Only) is beaming with pride with the birth of her first "Great" grandbaby! Ms. Khloe Gabrielle Wilson was born February 22nd weighing 7 pounds, 12 ounces and 20 and ½ inches long. Little Miss "Gabby" is the daughter of Donna's granddaughter, Carrie. Memaw states the new baby may not look like her, but she is sure she will have Memaw's disposition – LOOK OUT world! Congratulations to Donna and David and the rest of the family!



Ripley Continues...



Annual Appreciation Lunch 2019



This is how we do it at Ripley's Plant 7. First shift Line Leads, Diana Spann (Dealer Return) and Janice Rice (Breakdown) wanted to let their associates in their department how much they appreciate each and every one of them. The crazy and loveable Leads organized an appreciation luncheon consisting of 150 Chicken Wangs (Wings) in assorted flavors of BBQ, Lemon Pepper, Mild and Hot with lots of chips and dranks (drinks). We have been working really long hours and sometimes things get pretty hectic, but we do whatever it takes to get the job done. This group works well together as a team and they always get it done. This is just a small way to let these wonderful associates know how much we appreciate each of them. We appreciate Janice and Diana recognizing the Breakdown and Dealer Return crew - this is their second year to host this wonderful meal. However, things really slowed down in the afternoon as many associates needed "naps" before completing their shift. You guys "rock"!



WE BELIEVE

At Ripley's Plant 7 - we are fighting the spread of germs during this yucky season of flu and stomach viruses. Thanks to our Purchasing Agent, Tracey Strawn, we understand the importance of sanitizing our hands frequently as germs may make us sick. A lot of the time it is our common everyday activities that harbor the most germs - our telephones (25,000 germs per square inch), our desk top (20,000 germs per square inch) and compared to the average toilet seat (only 49 germs per square inch) we might be better off working in the bathroom than at our own desk. The attached information will help stop the spread of germs as we spread the word as part of our Workplace Wellness. Use Purell after you shake hands, before you eat/snack, after

using the restroom, after handling money, every time you return to your desk/work area, after using the vending machine, when you sneeze or cough, before you leave to go home (don't take work germs to your home) and simply when you feel the need to refresh. We appreciate Purell Hand Sanitizer for this helpful and beneficial info. A big thanks to our custodians, Rhonda Sparks and Ruby Colegrove, who go above and beyond to clean common areas, especially door knobs and door handles - you do make a difference!

When to Put PURELL® Hand Sanitizer to work:

- After you shake hands
- Before you snack or eat lunch at your desk
- After using the restroom
- After handling money (one study showed 94% of \$1 bills carry germs that may cause infections)
- Every time you return to your desk (that's where the germs are)
- After getting coffee, using the vending machine, or visiting other shared areas
- When you cough, sneeze or blow your nose
- Before you leave for the day (Don't take those nasty germs home with you!)
- Anytime you feel the need to refresh

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Our C.F.O. Writes...



Well-Being Website February 2019

Each month Gallagher Williams-Manny provides The Wellness Well-Being newsletter as a service for distribution to your employees. The newsletter includes information on health, wellness, nutrition and disease. Do take the time to access the newsletter because it's chock full of useful information!

Wholesome Habits Lead to Holistic Heart Health

Almost every decision you make across every aspect of your health—your nutrition, physical activity, personal knowledge and personal level of stress—will have a positive or negative impact on your heart health. Live a holistically healthy lifestyle to greatly reduce your risk of heart disease! How can you get started?

Get some exercise. For most healthy people, being physically active at least 150 minutes each week will increase physical and mental wellbeing across the board, which of course includes reducing your risk of heart disease.

Don't smoke cigarettes or drink in excess. This one is kind of a "duh," but it still needs to be said. Tobacco and alcohol weaken your heart, stiffen or clog your arteries, and often lead to additional unhealthy behaviors (you're probably not eating a fresh spring salad after the bar closes). In general, two drinks per day for men and one drink for women is considered moderate.

Reduce your stress. We know, we know—easier said than done. But excess stress causes your body to release adrenaline, which temporarily raises your blood pressure and makes your heart work harder. Ongoing high levels of stress combined with other factors, such as poor diet, lack of exercise or lack of sleep, can wreak havoc on your heart and your overall wellbeing. Try breathing techniques or brief daily meditation breaks to reduce your stress level.



Know your numbers and consider your family history.

Knowledge is power. If you have high blood pressure, cholesterol or weight, or if your family has a history of heart disease, it is important to take extra precaution!

Sleep the recommended 6-8 hours each night. For most people, this amount of sleep improves focus and energy while reducing risks of heart disease and other health risks.

Eat a nutritious diet. Keep reading for tips on eating heart-healthy foods.

Monthly Activity

Four Chambers of Heart Health

Almost everything you do can affect your heart, which is why this activity helps you enhance your health in four different areas—activity, nutrition, health education and stress management.



March ANNIVERSARIES

Name	Day	Plant
Marianne Lewin	3/1/96	C
Reth Chey	3/11/02	ICP
Jody Edwards	3/3/08	ICP
Fernando Patino	3/1/10	2
Alejandra Sanchez	3/22/10	7
James Story	3/28/11	7
Brian Cutts	3/28/11	7
Tiemeyer Wilson	3/3/14	4
Kyle Key	3/2/15	2
Misty House	3/16/15	7
Jackie Hart	3/16/15	7
Nicholas Wooster	3/7/16	7
Donna Sangster	3/7/16	7
Zachary Sanders	3/7/16	7
Sara Sanders	3/7/16	7
Antonio Leach	3/14/16	2

March BIRTHDAYS

Name	Day	Plant
Leslie Whitehead	2	7
Tracey Strawn	2	7
Richard Palm Jr	4	ICP
Howard Meadows	8	7
Tracy Schmitt	9	7
Geneva Paris	10	7
Frankie Williams	12	2
Antonio Lewis	13	7
Johnny Ward	13	7
David Frye	13	2
Denishea Baker	14	4
Violet Glenn	17	7
Tina Nichols	18	7
Tina Aliu	23	5
Jannys Arias Lima	24	5
Jerry Hankins	24	7
Daniel Tanner	25	2
Tim Charles	26	C
Gerhard Jerding	26	7
Misty House	28	7
Stefan Curtis	31	7