



March 2019

Pierce Distribution Services Company

Kevin Hogan Writes...

Well, in the Northwest, Spring is upon us after a terrible winter. Finally, the sun is out and we reach the 70s on four days. With that, the pollen is out as well.

This week, it was nice to hear that Andy Oltremari and Dino McNabb (COO) were working on an opportunity that could lead to a new facility. We had a conference call that also included Tony Chiodini (CFO) and Jason (VP of Operations/Director of IT) to discuss this opportunity. I wish Dino and Andy continued success with their negotiations. Next week,

Jason Smith is coming to visit with me to perform maintenance on our computers as well as upgrade our cell phones. Afterwards, Jason will head to Portland to visit ICP where he will be joined by Dino McNabb spending time visiting with Randy Cantonwine (GM). I will be joining them on Thursday as well. On Friday, ICP will have a picnic and I will join in on the festivities.

I would like to wish everyone celebrating a birthday in April a Happy Birthday. There are no milestone anniversaries in

April. We have three notable Anniversaries in April: Nathan Anderson (Corporate) 16 years on April 14th, Jason Smith (Corporate) 16 years also on April 14th and Maria Medrano (Rockford) 18 years on April 23rd. I would like to thank everyone celebrating Service Anniversaries in April for their years of dedication and commitment to ICP and Pierce.

Kevin Hogan



ICP Writes...

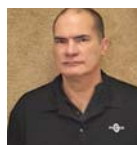


This month ICP crated statues advertising the City of Portland for shipment to London (they just came from Japan). We stored them for several days before they came up on our crating schedule. It was a bit of a nuisance because every morning when our crew showed up, it seemed that someone had moved the pieces around. Some of them

would be amusingly positioned as if they were trying to unlock the doors to get out. Most would be facing each other, almost as if they were plotting something. Some jokester even placed one appearing to be trying run 440 volt power from a circuit box to the door knob where the crew enters! Fortunately it was not fully connected. But



hey, to whoever that was, NOT FUNNY! We did look at the security cameras, but strangely could only see the statues. Our crew seems oddly relieved that they are gone.



RANDY CANTONWINE



Russell's Words Of Wisdom...

"You can judge your age by the amount of pain you feel when you come in contact with a new idea."

(John Nuveen)



ICP Continues...



This a group photo of all those statues

- Waitress
- Guy throwing stick for dog
- o Dog
- Powell's Books customer on bench
- Portland naked bike ride participant (sigh...)
- Baker
- o Chicken (goes with baker for some reason)

The artist removed most of the heads for shipment or I would get more photos...



Human Resources Writes...

PRIME MAIL...WHAT IS IT?

Not every condition can be treated with generic drugs even they're quite satisfactory in maintaining your health. Sometimes the only drug to treat your condition might be a brand name drug. In that situation, what do you do? Well, you could go to the pharmacy and pay for it every month. It's a benefit covered under your health plan. But if you're planning on taking the same brand name drug for some time...say, six months...not only would it get expensive, but you would be running to the pharmacy every month to pick it up.

"But mine's a brand name drug, and you said that only generics were covered under RX 'N Go. What should I do?"

Luckily, there is another choice for those of us who would need drugs that wouldn't be covered under RX 'N Go. It's called Prime Mail by Walgreens mail service.

Prime Mail delivers your long term or maintenance medicines right where you want them. There is no driving to the pharmacy and no waiting in line once you're there for your prescriptions to be filled.

Here are a few of the high points of using the mail order pharmacy through Walgreens:

- Walgreens mail service delivers up to a 90 day supply of long-term medicines. This may reduce what you pay out of pocket, and includes free standard shipping.
- Prescriptions are delivered to the address of your choice, within the US.
- You can order from the comfort of your own home – either online or over the phone. Your doctor can fax or send your prescription electronically to Walgreens mail service.
- You can receive up to a 90 day supply of long term medicine at a time.
- You can ask for refills online or over the phone.
- Plain-labeled packaging protects your privacy.
- You can receive notifications by email, phone, or through the mail when your prescription is received and when your orders are shipped.
- You can reach service agents 24/7 by

going online at Walgreens.com/primemail or call 877-357-7463.

- Licensed, US based pharmacists are available seven days a week.
- Choose to receive refill reminder notifications by phone or email.
- Standard delivery is included at no additional cost
- Walgreens Mail Service pharmacies are located in the US.
- Walgreens mail service will notify you when your prescription is received, when it ships, and when it's due for a refill.

To sum it up, Pierce Distribution is able to offer its associates two convenient ways to get the medications you need to maintain your health.

If you have any further questions, please see your local HR rep or contact Chris Cacciatore at the Pierce Corporate office.



Chris Cacciatore
HR Generalist



Kim Quartaro from Industrial Craters and Packers sent in a copy of their Wellness Board. Great work to their wellness committee!!



Rockford Writes...

Please join me in congratulating two more of the Rockford associates who have become American citizens. Donaji Maciel and Maria Medrano had their ceremonies on the same day in Chicago. Both are hardworking dedicated associates and a great addition to our melting pot. Donaji works in the Carraro account and has learned all of the processes from receiving to shipping. She is a great help to Chad (lead) and can fill in for him when if he is out. Maria is 18 year Pierce associate that has worked in many accounts but currently is the lead packer in the Procurement Company. Because of her work ethic and experience you can often find her in Komatsu or Carraro when help is needed.

MARIA MEDRANO



DONAJI MACIEL and her husband and son



LARRY HICKEY

Ripley Writes...

OUTSTANDING

Nominated and described by his Line Lead, Jerry Hankins, as "Outstanding", Ripley's Plant 7 is proud to announce Jeffery Graves as this month's Associate of the Month. Jeff is truly a family man, both at home and at work, and appreciates being identified and recognized as a leader from first shift's Woodshop department. Jeff started out with Pierce in Humboldt, TN as a temporary associate and worked in Dealer Return for about one month and later transferred to Woodshop. "I love the Woodshop department, especially fond of all the guys I work with every day. My Supervisor, Tony Strawn, and Line Lead, Jerry Hankins, are the simply the best!" He became full-time in February 2012. Jerry shared working with Jeff is

easy - he has the best personality, unbeatable work ethics, great attendance (never tardy) and excels in leadership and communications skills. Everyone is a part of Jeff's team and they all have benefitted from working together. No complaints from our "Tool in Training" - hot orders move swiftly through the department, even if it means working through breaks or meal time. This busy man is the father of FIVE children (Laskoshia, Takena, Valarie, J.T. and Markeithan with a couple of them having worked at Pierce). And to his delight, he has ELEVEN grandchildren - who now call him Granddaddy, but in the beginning he answered to Granddaddy BOO! Ms. Vanessa has been a big part of his life for nearly 30 years and he appreciates the experiences

they have had growing together. Jeff is a life-long resident of Lauderdale County and graduated from Ripley High School - Class of 1980. Away from his daily work life, this family man can be found watching and attending sports games, visiting family and friends, fishing and cooking a little BBQ. Did we say how much he appreciates the opportunity to work with such a great group of guys in the Woodshop? Well, he does! Congratulations, Jeff!!

MIKE MOORE

L TO R: JEFFREY GRAVES AND JERRY HANKINS



Ripley Writes...

IMPRESSED



This beautiful, kind and impressive young lady visited Pierce Distribution in early March as part of her Job Shadowing experience. Taylor Schmitt, daughter of our own beautiful Tracy Schmitt, visited Ripley, TN's Plant 7. After a short tour, Taylor visited with 1st Shift Floor Supervisor, Tabitha Lee, who showed her the ropes in the Service Parts area. Taylor was introduced to several associates and closely watched them deal with tickets; she was explained what to look for on the tickets and the abundance of information required to properly pack the parts and get them across "the wall" (Komatsu Warehouse). Ms. Tabitha was also involved with completing associate's evaluations and Taylor was allowed to listen to the questions, concerns and associate's response to the evaluations. Participating in our daily Stretch & Flex program was also a highlight of the day's activities. Of course, Mom – Tracy, took advantage of Taylor's talents and put her to work re-designing bulletin boards (and YES, they look great!). Ms. Tabitha noted how impressed she was with Taylor's observation of assigned colors for

our daily movement of parts (Monday – blue, Tuesday – green, etc.). Job Shadowing can't be taken lightly – this experience will allow students to see how Moms & Dads deal with the everyday challenges of providing a living for their families. Taylor will be graduating in May 2019 from Jackson's Northside High School. Her current plans call for her to enroll in Cosmetology School and live "forever" with her loving parents (Sorry, Jeff). Pierce would like to say thanks for visiting with us – we hope only the best for your future life choices – and never stop reaching for the moon – CONGRATULATIONS Taylor!



Mike Moore



"It's A Girl!"

Misty Kirkpatrick of Ripley's Plant 7 announces the birth of her first granddaughter, Emerson Noel Taylor. This is Misty's third grandchild, the first two are boys and the family is excited to have a beautiful and healthy baby girl. Just take a look at those "chubby" cheeks! Emerson was born March 28th in Memphis' Baptist Women's Hospital weighing 5 pounds and 11 ounces. Emerson's dad is Misty's son, Stone Taylor. Congratulations to this happy little family!

Ripley Continues...

C.A.T. TRAINING IN RIPLEY



(L-R) Tracy Schmitt, Taylor Schmitt, Diana Spann, Felicia Bonds, David Frye, Debbie Chipman, Chad Hawks, Judy Borgmann, Tabitha Lee (not pictured) Mike Moore

Ripley's Plant 7 welcomed Corporate Director of Quality, David Frye, for Combat Application Tourniquet training on March 11 - 12, 2019. David explained in his training that a tourniquet is a constricting band placed around an arm or leg to control bleeding. Key Pierce associates (First Responders, Supervisors and Line Leads) listened intently to his presentation to be prepared to respond to an traumatic amputation. As "practice makes perfect", David put each participant through a mock trial of using the tourniquet should an accident happen as means of controlling amputations/arterial bleeding until emergency medical technicians arrive. The group pictured were only a few associates who were trained on both first and second shifts. Appreciation is extended to David for this extremely important life-saving training - Great Job!

Mike Moore



Ripley Continues...

LOBBY FURNITURE UPDATE



Ripley's Plant 7 has updated the furniture in the plant's lobby creating a "more inviting and hospitable environment" for our guest. Thanks Ms. Donna for the additional details - Looking Great!

WOW! What An Outstanding Group of Students!

Ripley's Plant 7 was proud to host two groups of students from our local Halls High School on Tuesday, March 19th. The first group of 76 high school Juniors were welcomed to our facility by Mike Moore, HR Manager. The group then met in our Breakroom for discussion of Pierce's history, relationship with Komatsu and the distribution/warehousing of Komatsu parts. Sharing other information included remarks by Plant Manager, Mark Strawn, IT Manager, William Warren and Komatsu Representative, Kelli Reynolds. The next group of 62 high school Seniors visited the plant one hour later as we shared the same information. Due to the large size of the two groups, the visitors viewed the work floor behind

the safety railings after being told about the different area work departments. This elite group of teenagers elected to visit local industry in hopes of making decisions on career choices. Many admitted they were not on the "college pathway" and interested in "vocational/technical" career opportunities. Well-mannered and very respectful, both groups seemed to enjoy the opportunity to visit Pierce Distribution and learn about the skills and work ethics expected to make them successful future associates. Pierce appreciates the Lauderdale County Board of Education and especially leaders from Halls High School in coordinating this educational and successful event.



Juniors & Seniors from Halls High School

Mike Moore





Our C.F.O. Writes...



Well-Being Website March 2019

Each month 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!

THE MANY NAMES OF SUGAR AND SUGAR SUBSTITUTES

Read food labels closely, and you'll be shocked how many foods marketed as "healthy" contain massive amounts of added sugar. In fact, many foods labeled as "diet," "low-fat" or "no-fat" simply replace the fat content with sugar or sugar substitutes. To make it even more complicated, you're not just looking for the word sugar on the food label! There are at least 61 different names for sugar on food labels depending on the specific type of sugar used.

To steer clear of the most common ones, look for and avoid:

- Sucrose • Aspartame • Saccharin • Molasses • Cane juice • Agave nectar • Barley malt • Dextrose • Maltose • Glucose • Maltodextrin • Rice syrup • High fructose corn syrup (yes, it's just as bad for you as you've heard)

The best way to avoid hidden sugars is to primarily consume fresh foods that don't have labels or contain single ingredients: whole grains, fruits and vegetables, lean protein, nuts, seeds and legumes.

Learn more about the types of content covered with the 2019 Wellbeing Website Topics Calendar.

Start utilizing this toolkit at www.ajg.com/livelifewell and select "download resources."



April ANNIVERSARIES

Name	Day	Plant
Jason Smith	4/14/03	C
Nathan Anderson	4/14/03	C
Johnny Ward	4/16/12	7
Felicia Bonds	4/16/12	7
Maria Medrano	4/23/01	7
Chadwick Hawks	4/27/15	7
Stephan Sabicer	4/30/12	C
Daniel Palma	4/01/10	ICP

April BIRTHDAYS

Name	Day	Plant
Mark Strawn	01	7
Rosalia Torres	01	5
Terry Johnson	03	7
Andy Oltremari	06	C
Frederick Nixon	06	7
Neng Nguon	07	ICP
Tony Chiodini	07	C
Seung Chheung	10	ICP
Larissa Hardman	10	5
Korey Smith	10	7
Mark Powell	12	7
Brett Downey	12	ICP
Israel Galvan	12	2
Lois Patmythes	14	2
Marcko Clemons	15	7
Troy Martins	15	5
Mary Quinton	15	7
Todd Johnson	17	2
Larry Borders	18	7
Tiffany Robinson	19	7
Donaji Maciel	21	2
Andrea Scott	23	2
Martha Cheney	27	5
Amanda Akins	27	7
Bradley Herr	29	ICP
Mark Tavarez	30	10