



# October 2019

*Pierce Distribution Services Company*

## Kevin Hogan Writes...

The weather is turning and fall is upon us...Halloween, Thanksgiving, Christmas and New Year's Eve are coming.

I had a chance to visit our new Memphis, Tennessee Operation recently. John McNabb gave me a tour and we spent some time talking about the operation and the customer. I tried to make it to Ripley but my schedule didn't allow me to do so. I will return in December and spend about a week between Ripley and Memphis. I will also be going to the Corporate Office in December. It is my plan to visit Columbia in January and Houston in February.

On a personal note, my daughter, Meg (Belvidere Plant) got engaged to Spencer Kucia and they will get married sometime in 2020. They currently reside in Chicago by Wrigley Field. As some of you know my daughter is

one of those lawyers in Chicago.

Donna and I have taken care of our good friend, Lisa Grecco (Komatsu) for a little over two years. She passed away on June 9th. In order to deal with our grief, we packed up the car, took Russell and went on a twenty one day trip to the east coast from Seattle area. We zig zagged across the United State through Washington, Oregon, Idaho, Utah, Colorado, New Mexico, Texas, Oklahoma, Missouri, Tennessee, North Carolina and South Carolina. Door to door it is 3023 miles but when we were done, we drove 5, 360 miles. If you ever get the chance, travel the US, it is spectacular.

I would like to wish everyone celebrating a birthday in November a Happy Birthday. There were two Milestone Anniversaries in November; Brenda Chandler (Rockford) 5 years on November 24th and Dino

McNabb (Corporate) 30 years on November 13th. I remember when I first met Dino when he worked at the Broadway plant driving the Pierce truck. Little did anyone know that he would rise to the top to COO of Pierce Distribution Services Company. It proves that no matter where you start in this company, the limits are in your control. Dino worked hard and kept his career moving forward. We continue to look for rising stars in this company. There are three notable anniversaries: Richard Palm (ICP) 19 years on November 19th, Kristi Taylor (Ripley) 24 years on November 13th and Judy Spitson (Corporate) 42 years on November 16th. I would like to thank everyone celebrating Service Anniversaries in November for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

**KEVIN HOGAN**



## DINO MCNABB ~ 30 YEARS!



Congratulations, Dino! At right, Dino McNabb, who has now over 30 years with the company, is feted with an Italian lunch catered from Nunzios, a chocolate cake, and a 30 year certificate from Pierce Distribution. Dino was joined by the rest of the office and his wife, Kerstin, and their three daughters to enjoy a fantastic lunch and reminisce about all the good old days. Congrats, Dino, and here's to another 30 years!! For his years of service, Dino also received a gift card from Vacations by Veronika to use for future travel.



## Russell's Words Of Wisdom...

"Make every day your masterpiece."

John Wooden,  
[www.idlehearts.com](http://www.idlehearts.com)



# ICP Cont...



## NOVEMBER 2019 MILESTONES

Congratulations to three of our ICP associates—Antonio Damian Pacheco, Jason Bignall and Richard Palm Jr. Antonio and Jason are celebrating three years and Richard Palm Jr is celebrating one year.

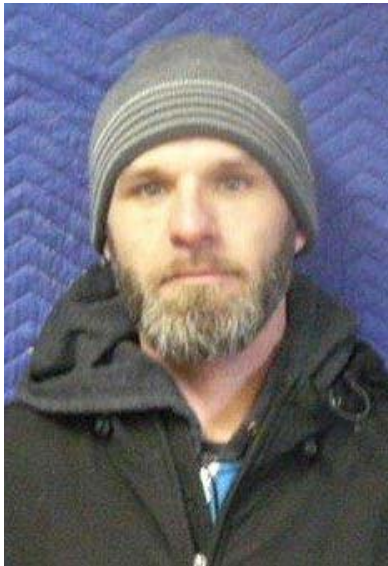


Antonio Damian Pacheco



Jason Bignall

Richard Palm Jr



## Rockford Cont...

**Because it's fun, I asked Paula to fill out a Get to Know Me. We learn so much from these...**

**What's your favorite song?**

U2 – "With or Without You"

**What's your favorite indoor/outdoor activity?**

I love to spend time with my family at home. We LOVE to play Mario Party and Mario Kart.

I love to take the dogs and the family for walks at Rock Cut State Park.

**What was your favorite food when you were a child?**

I LOVED fried chicken livers when I was a kid. Don't know why but, I can't stand them now!

**If you could learn to do anything, what would it be?**

I would love to learn how to snow-board

**If you could choose to stay a certain age forever, what age would it be?**

As much as I love my family, I'd love to be 21 again. Phil and I lived in Arizona with minimal financial responsibilities. We traveled all the time!

**If you could meet anyone, living or dead, who would you meet?**

I would LOVE to meet Stephan King. He's my absolute favorite author.

**What do you want to be when you grow up?**

I would love to be an accomplished author and photographer

**When you have 30 minutes of free-time, how do you pass the time?**

I'm always on social media sending pictures to my family. I have four other siblings and tons of cousins scattered all over the country so, it's hard to keep everyone in the loop.

**What's the last good book you read?**

"Insomnia" by Stephan King

**What's your favorite TV show?**

Rick and Morty. I may be 40 but, I LOVE to watch cartoons.

**When was the last time you were nervous?**

I'm nervous EVERY DAY. Both of my kids are dare devils at home and are always trying some new stunt. (jumping their bikes off of ramps, climbing trees, skateboarding)

**Do you have any pets?**

We have a zoo. We have a 5yr old black lab named Bone, a 4mo old Great Pyrenees/Lab mix named Buddy, four cats (Molly, Lulu, Panda and Mario) and a Guinea Pig named Pearl.

**PAULA  
BROCKWELL**

## Corporate Quality Writes ...

### Corporate Quality News

Smartsheet (<https://www.smartsheet.com/?opty=noredirect>) is a web based work collaboration platform that has immense potential to transform Pierce, propel it forward to meet and exceed expectations, and overcome existing and future challenges through enhanced communication, collaboration, and workspace management.

I have been using it for about two years, mostly for Plant 2, but will be expanding its use throughout Pierce as a whole.

There is so much to say about it and not enough space in this newsletter to do it justice, so I'll hit some key points. On November 13, 2019, we will be having our annual Managers meeting and I will provide more in depth information and demonstrations then. For now, consider and imagine these things becoming a reality at your facility.

What you can get:

High level metrics that describe key information about the facility

Centralized, web based repository of operational documentation like contracts, agreements, work instructions, forms, checklists, etc.

Interactive dashboards that depict key performance indicators

Quantitative customized reports sent at predefined and adjustable intervals to key decision makers

Individual Associate, team, departmental, and facility metrics, charts, and graphs that may be view only or interactive

What you can do with these things and why they will drive continual improvement:

The right people will know the right things at the right time so that they may make critical decisions faster and with less effort

Quick access to key data or other forms of information combined with collaborative application attributes ease the process of tracking progress towards goals and objectives

Know what you are up against in terms of deadlines, milestones, and expectations



## Corporate Quality Cont...

Make decisions faster, de-conflict interests, and keep conversations in context without having to search outlook folders for emails that are hard to distinguish from others

The slogan of Smartsheet is, "Achieve More" and Pierce can indeed achieve more...but it will need to embrace change first because no real improvement can be made without change.

So, I leave you with six words of encouragement that combine good advice and a well-known slogan from another successful business that does things like those things mentioned above: Don't be afraid... Just do it.

### Plant 2 Quality News

Plant 2 conducted its quarterly Incentives Program Awards Ceremony on 10/29/2019 and of the more than 50 Associates that are employed at Plant 2, seventeen were eligible for incentives. Of that seventeen, four distinguished themselves from their

co-workers and received the top monetary rewards.

Here is the full list of the seventeen Associates who went above and beyond in continually improving Plant 2 performance. Congratulations to them and thank you for your continued efforts.

2892 AlThajil, Hussein J

20641 Saleh, Kaskile

20675 Hendrix, Darryl

2899 Chapman, Eric D

2647 Medrano, Maria S

20679 Triplett, Michael

2861 Hada, Chad M

2697 Perez Diaz, Jorge A

20669 Davis, Marcus

20671 Kempthorne, Nichole

2900 Maciel, Donaji

20644 Jones, Parish

20672 Diaz, Keyshla

2910 Valdes, Jessica

2889 Blazer, Christine M

2656 Gonzalez, Bertha A

20649 Combs, Brenda

In a broader effort to promote continual improvement and in recognition of those who performed well, but fell short, two additional Associates demonstrated the most improvement in the areas of accuracy and efficiency and received monetary rewards.

Additionally, there were 29 Associates who had perfect attendance for the period and one was randomly selected to receive a monetary reward.

Below are the monetary reward recipients and a description of their accomplishments.

#### Plant 2 MVP

**Darryl Hendrix**

- ✓ 99.998% Accurate
- ✓ 284% Efficient (Carraro Picking)
- ✓ 2 Attendance Points



#### 1st Runner Up

**Chad Hada**

- ✓ 99.997% Accurate
- ✓ 181% Efficient (Carraro Picking)
- ✓ 2 Attendance Points



#### 2nd Runner Up

**Nicole Kempthorne**

- ✓ 100% Accurate
- ✓ 131% Efficient (Carraro Packaging)
- ✓ 2 Attendance Points



## Corporate Quality Cont...



### Paccar DR MVP

**Brenda Combs**

- ✓ 99.816% Accurate
- ✓ 131% Efficient (PDR STD Lines)
- ✓ 2 Attendance Points



### Most Improved Accuracy

**Will Martin**

- ✓ Reduced Ext Errors by 67%



### Most Improved Efficiency

**Nicole Kempthorne**

- ✓ Improved PPH by 68%



### Perfect Attendance

**Jorge Perez**

- ✓ 0 Attendance Points
- ✓ Random Draw of 29 eligible Associates

Lastly, it cannot be emphasized enough that success is not only the result of the efforts of each individual on the team, but also the willingness, consistency, and courage of Leaders to maintain and uphold standards. Thank you Plant 2 Leadership for your continuing efforts to continually improve Pierce's ability to meet and exceed our customer's expectations in Quality, Delivery, and Value.

**DAVID FRYE**

## GET TO KNOW PAULA BROCKWELL!

Hello, my name is Paula Brockwell. I just joined the Pierce team as a Procurement Analyst on October 1st, 2019.

My background is in supply chain, logistics and Import/Export. I will be focusing on the Ridge Tool account. My main responsibilities will be to ensure that all the China and Finland imports arrive smoothly and on time as well as be the main point of contact for Ridge. I will also be helping with other accounts and daily functions as needed.

I have been married to my wonderful husband Phil for 15 years. We currently live in Rockford, IL with our eight-year-old twins, Chloe and Alexander. We also

have a five-year-old black lab named Bone, a four-month-old Great Pyrenees/lab mix named Buddy and four cats. (Lulu, Molly, Panda and Mario) The kids keep us very busy! I have been coaching their baseball team for four years now. Chloe will be starting basketball, this November. We LOVE, LOVE to attend Ice Hogs games as often as possible. My daughter and I love to watch the Blackhawks play, as well. We love to take the dogs to Rock Cut State Park for hikes and picnics, as well.

I love to cook, read, write and take pictures in my spare time. I love to play

ice hockey, volleyball and softball, as well. We love to play Mario Kart and Mario Party on the weekends.

I am looking forward to all the new challenges this new role will bring as well as sharing all the new wins for the Procurement Team in the future. I'm so very honored to join this group on the "ground floor" and am very excited to see how far we can go!





## Rockford Cont...

# HALLOWEEN FUN!

This fall we combined our incentive luncheon with our Halloween Costume Party.

We had some great costumes this year which made the voting very close. Antonio Leach's creepy voodoo costume complete with scary noise making doll was our winner just a head of Beth Futrell's zombie mother getup. Raul Sanchez was third as everyone's favorite clown.

Thank you all for participating.





# Corporate Writes ...

## CORPORATE WELLNESS CORNER...

Every once in a while, I ask the heads of our Wellness Committees to send in pictures of their Wellness boards or any ideas they had to encourage associates to quit smoking, lose weight, or move more. I also ask for them to send in any ideas they might have that we could share among the other plants. AT RIGHT is the Wellness board I took a picture of while in Houston. Great job, Alyssa! Below is the one I did for our office. Now that Halloween is over, we're going to have to change it up! If you have a clever wellness board to share, send to Chris at the corporate office!

**CHRIS CACCIATORE**



### NOV. BIRTHDAYS

Name	Day	Plant
Billy Cobb	1	4
Dorothy Rouser	1	7
Randy Terrile	2	10
John Gadson	3	4
Devon Mitchum	3	4
James Story	3	7
Daniel Taylor	6	2
Raul Sanchez	12	2
Charity Yancey	13	4
Antonio Leach	15	2
Dustin Cessac	17	7
Deborah Chipman	147	7
Jorge Perez	17	2
Frances Brent	18	7
Cassandra Farmer	21	3
Lolita Walton	21	2
James Dodds	22	7
Rone Brown	24	2
Martin Bautista	27	ICP
Jordan Escudero	28	ICP
Nicole McNeal	28	5
Jon Munchus	29	ICP

### NOV. ANNIVERSARIES

Name	Day	Plant
Judy Spitson	11/16/77	C
Dino McNabb	11/13/89	C
Kristi Taylor	11/13/95	7
Lois Patmythes	11/12/10	2
Sarah Hincee	11/20/10	4
Gabe White	11/29/10	4
Denise Christian	11/29/10	4
Billy Cobb	11/29/10	4
Tommie Givens	11/29/10	4
Ronetta Pringle	11/29/10	4
Preston Martin	11/29/10	4
Deborah Chipman	11/6/12	7
Kelvin Cole	11/6/12	7
Steven Hendrix	11/6/12	7
Ann Littles	11/6/12	7
Latonia Peet	11/6/12	7
Tiffany Robinson	11/6/12	7
Brenda Chandler	11/24/14	2
Luz Conchas	11/7/16	5
Jason Bigal	11/7/16	ICP
Antonio Pacheco	11/7/16	ICP

### NOV. ANNIVERSARIES

Name	Day	Plant
Donaji Maciel	11/20/17	2
Richard Palm Jr.	11/19/18	ICP

## Ripley Writes... ASSOCIATE OF THE MONTH

### “WHERE’S THE PARTY?”

A six year associate of Ripley's Plant 7, Stefan Curtis, was nominated and selected as our Associate of the Month. Stefan is a life-long resident of Ripley, TN. He attended and graduated in 2012 from Ripley High School, where he played 4 years of football. Stefan's Line Lead, Jerry Hankins, nominated Stefan for this big honor for his dedication to the Woodshop department. Stefan enjoys keeping up with emergency orders and shares this information with his Line Lead and Supervisor, Tony Strawn, in order to get the parts expedited. A very respectful and kind

young man, Stefan enjoys the "good people" he works with every day. Did I mention, "single and looking"? Yes, ladies! He is looking for a good woman and would be pleased if she knew her way around the kitchen - interested applicants, please apply. His "big secret" is his desire to pass the CDL driving test as he would love to drive an 18 wheeler. (He is studying for the test now). When he was younger he had the opportunity to ride with his uncle who was a long haul driver driving across the country and he loved the experience. Cooking, especially grilling, playing video games and watching TV movies, and a few weekend parties take up the rest of his time. Congratulations, Stefan!



Pictured left to right: Tony Strawn, Stefan Curtis & Jerry Hankins



MIKE MOORE

Each month Gallagher provides The Monthly Wellbeing 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.

## What Is Metabolic Syndrome?

Basically, "metabolic syndrome" is the name for a group of five health risk factors. To be diagnosed with metabolic syndrome, you must have at least three of the five risk factors:

- 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 helps remove cholesterol from your arteries. That means low HDL cholesterol levels can lead to clogged arteries and coronary heart disease.
- 4 High Blood Pressure**  
Blood pressure measures the force of your blood pushing against the walls of your arteries as your heart pumps. Higher than normal blood pressure can be triggered by your diet and/or abnormal stress, and it can damage your heart over time.
- 5 High Fasting Blood Sugar (Glucose)**  
It's important to know this number, as high blood sugar is often an early indicator of diabetes.



**Tony  
Chiodini**

