



March 2020

Pierce Distribution Services Company

Kevin Hogan Writes...

We are all dealing with Coronavirus and the challenges it presents. We are fortunate so far as our operations are classified as "essential", because of the industries we serve i.e. Construction, Truck Market (Transportation), Railroad, Mining, Farm Equipment, High Tech, Road Paving and the fact we do work for the United States Military. As I have stated in my letter to all associates, we must follow the direction of the CDC while at work. If you feel sick, contact your boss and stay home. Follow company procedures when you decide to return to work. We have stepped up the cleaning and sanitizing all of our operations. I have authorized additional cleaning and sanitization services. Keep your distance when working. Pierce has been challenged many times during our 66 years of service and this might be the toughest but we will get

through this together. At Pierce we do "Whatever it Takes".

On a personal note, my youngest sister, Debra, died on March 7th in Portland, Oregon. Due to this situation, I had to cancel my attendance to Las Vegas for the Con Expo, but my guys were very understanding. She was 69 years old and had a courageous fight with cancer. Donna and I flew to Portland to see her. We are thankful that we were able to say goodbye. She loved to watch football with me; Bear vs Packer fan. After she passed away, we paid a visit to ICP to see Randy and the ICP Team before returning home. We were introduced to our new ICP associate Loki. Loki is always on the job and checked us out real close. Company titles mean nothing to Loki.

I would like to wish everyone celebrating a birthday in April a Happy Birthday. There was one Milestone Anniversary in April; Chadwick Hawks (Ripley) 5 years on April 27th. There are three notable anniversaries: Jason Smith and Nate Anderson (Corporate) 17 years on April 14th. That was a very good hire day. Maria Medrano (Rockford) 19 years on April 23rd. I would like to thank everyone celebrating Service Anniversaries in April for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.



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

**Don't look
back.**

**You're
not going
that way.**

~anonymous



Kevin Hogan

ICP Writes...



Loss Prevention Officer Loki celebrates his first birthday on April 5. Happy Birthday Loki!

**RANDY
CANTONWINE**



Kevin Hogan Cont...

BACKPACK BUDDIES

(Article from the
Seabrooker)

Backpack Buddies Seabrook Island and Kiawah Women's Foundation Backpack Buddies are overwhelmed with gratitude for the results of the 2020 Gorski and Friends Challenge! For the fourth year in a row, Mike Gorski of Island Transportation and his sponsors have surpassed their fundraising goal. Generous donations from residents of Kiawah, Seabrook and Johns Island kept coming in right until the last day! Mike unveiled the grand total via social media: **Total amount raised in the 2020 Gorski and Friends Challenge: \$80,425.00.** Words cannot express how grateful we are for every donation, large and

small. Combined, our organizations provide food to over 540 children who are food insecure on the weekends. Given the impact of the on-going crisis, we anticipate the numbers of children in need growing dramatically. With the help of our volunteers, we are continuing to get food to hungry families even though schools are closed. We want to formally thank the sponsors listed below—to all the donors, we say thank you. Rest assured, donations will be put to very good use. To Mike Gorski, your dedication to feeding hungry children is above and beyond amazing. We sincerely thank you.

~Theresa Widuch & Terry Weaver

~Bill and Pat Greubel

KWF Backpack Buddies
Backpack Buddies Seabrook Island

*Pierce Distribution made an initial donation of \$1000, then also a second, larger donation. Here's a snippet from Mike's thank you email:

Kevin,

I just sat down and started to read my emails on my phone and just about fell off my chair when I read an email from Tony that you were adding a generous donation to the challenge. Unbelievable. Thank you so much I will be announcing the results tomorrow as you know and your donation will push me into another bracket \$\$ which I was really hoping for these last couple of days. It's going to be big and I can tell you these volunteers are going to be astonished with what we all did. Thanks again for your extra generosity and your support to this worthy

cause. Please extend my thanks to Donna as well as I am aware behind every good man lies a better woman :-)—at least this is what my wife has been trying to teach me for years.



Andy Oltremari Writes...

2020 CON EXPO RECAP (March 10th - 13th)

Every three years the Con Expo-Con Ag is held in Las Vegas NV at the Las Vegas Convention Center. It is the largest trade show in North America for the Construction and Aggregate markets with all the newest technologies, machines and components are on display. The product mix ranges from cranes to excavators, from engines to axles and from road machinery equipment to rock crushing equipment.

Due to the three year gap between each Con Expo and the weeklong event itself, there is a lot of preparation that has to happen to ensure a successful show. That preparation includes space and booth oversight, hotel prep, travel coordination and scheduling, marketing and prospecting to name a few.

Many Pierce associates had a hand in assisting with these preshow tasks, so thank you to all those involved. It really is a team effort.

One unique and unforeseen factor that played a major role in this year's show was the Coronavirus. There was a lot of doubt whether or not the show would continue, but many of the exhibitors already had employees and equipment in place in Las Vegas, so AEM decided to keep Con Expo open as planned. Some companies both foreign and domestic did decide to pull out at the last minute.

With all the whirling day to day news updates breaking during the week, the show carried on and was in large part a success. It was obvious to see that attend-

ance was down and some booths were empty or had less personnel attending, but the Pierce team worked hard each day to visit with the companies identified to market our services. Everyone did a good job of staying safe, washing their hands and using sanitizer to avoid getting sick.

The attending Pierce team consisted of Dino McNabb (VP/COO), Jason Smith (VP of Operations / Director of IT), Time Charles (Business Manager-Midwest), Steve Sabicer (Southwest Business Manager), Trey Schell (Texas Business Manager), Brad Herr (Northwest Business Manager) and Andy Oltremari (Executive Business Manager). During the course of the week we were able to have good conversations with prospects at their various

booth locations and also secure a few diners with prospects.

The Con Expo provides Pierce a good platform to get out and communicate with people in the industries we serve. OEM's (industrial and machinery) are Pierce's core markets and we have operated in this space for over 65 years providing sound packaging and distribution services.

With another show successfully in the books, we are excited to be reaching out to all of the companies to learn more about their parts business needs and discuss potential opportunities. The Coronavirus will most certainly leave a lasting impression on the 2020 Con Expo for years to come.



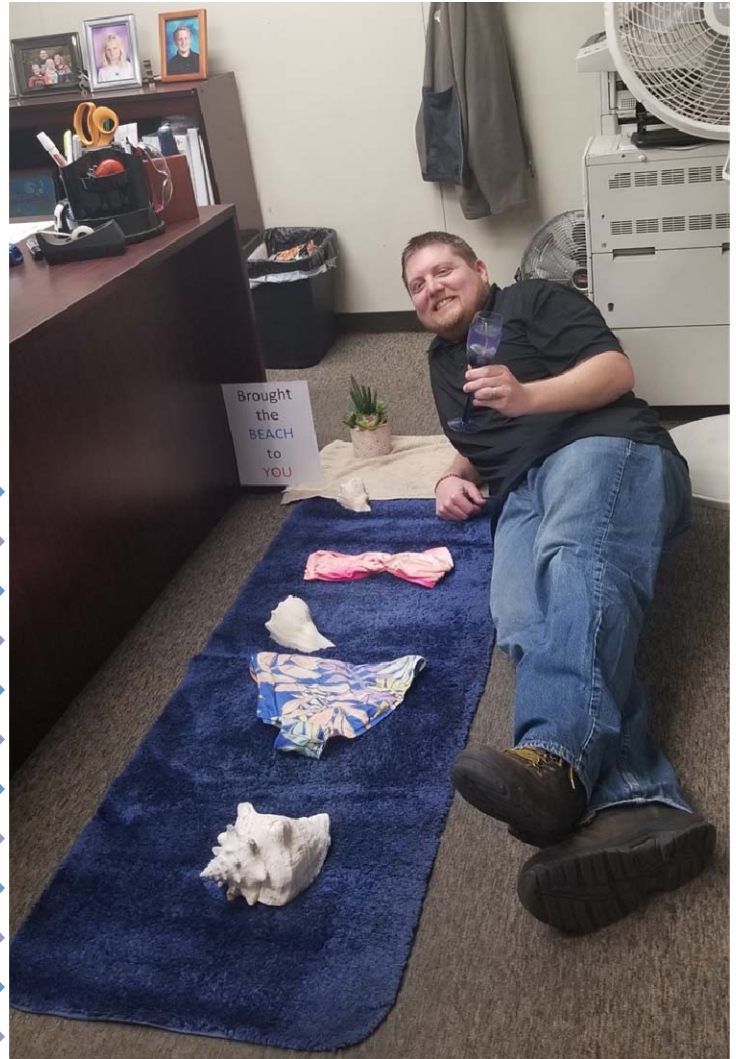
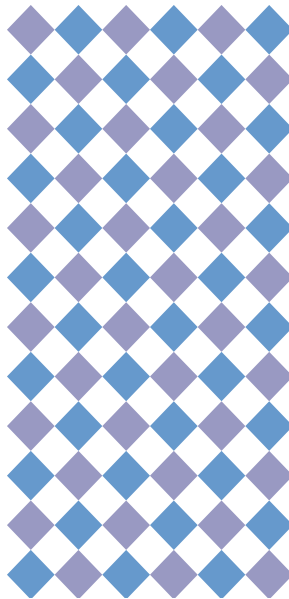
Rockford Writes...

Aaahhhh it's finally here SPRING BREAK! Or it was supposed to be anyway. Until this angry virus reared its ugly head causing delays, cancellations and an abundance of stupidity. You see, I horde my vacation like a prepper hordes T.P. to be able to use it for trips my family will remember forever. We were going to be under the sun, on the beach, in the pool. Grandma was going to watch the kids so me and the wife could go down the road to eat blackened Mahi Mahi tacos at an open air coastal oasis without the kids screaming for more ketchup. I had booked a fishing guide for me and my son to slay bass on Lake Seminole for a day. I'm sure my wife and daughter would have found something equally exhilarating to do... Oh the memories we would have made. Yes I'm angry, bitter and pouting like a child. But I'm also thankful. Thankful that I get to come to work in this time of despair unlike so many others. Thankful that my family is healthy. Thankful that I was refunded for the booked accommodations. Canceling was the right thing to do. All of those things will still be there when all is said and done. We will still make

those memories....and eat those tacos.

And since I couldn't go to the beach Brenda and Melody brought the beach to me.

**KEN
HOLZE**



Houston Writes...

Alyssa Gonzalez from Pierce Houston sent in a copy of their Wellness Board. Perfect timing for this board!



Ripley Writes...

'I LIKE TO FIX THINGS'

Ripley's Plant 7 is proud to announce our Winner of Associate of the Month as Gerhard Jerding. My friend, Gerry, has been a full-time Pierce associate for 8 years (hired in February 2012) and worked as a temp (Metro Industrial) for one and half years. During this time, our Chicago native, has had numerous work experiences as he started out in Heavy Pack, Label Only, Breakdown, Dealer Return and now excels as a QC worker on second shift. Nominated by his supervisor Susan Lovett, Gerry is a man of all trades, but most of all he is dependable! He admits having a background in wood framing and carpentry, but has never worked in the Woodshop department - that is, not as of today! Gerry has lived in many different areas such as Charleston, SC to Jacksonville, FL. He

calls Dyersburg, TN as home and is a 1987 graduate of Dyer County High School (Go Choc-taws!) Ms. Lisa keeps him busy and on track as the self-described "tinkerer" enjoys fixing things, mostly around the house and loves a challenge. Growing up he had an appreciation for working on model cars, ships, planes and army tanks - probably kept me out of a lot of trouble he admits. I certainly enjoy my job. Really, I love my job and love the people at Pierce Distribution. Congratulations, Gerry!



Above, Gerhard Jerding & Gloria McDonald



Mike Moore



**ARE YOU READY
TO HUNT
EASTER
EGGS??**

Mike Moore

Ripley's Plant 7 is ready for Easter. We have decorated our little red Pierce truck with "bunches of eggs" housed in our office lobby. Visitors and associates seem to enjoy the seasons as our decorations change with the seasons. Hope you enjoy!

Corporate HR Writes...

A LITTLE ABOUT PRIME MAIL!

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.

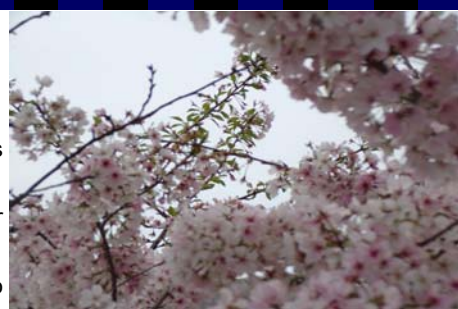
If you have any further questions, please see your local HR rep or contact Chris Cacciatore at the Pierce Corporate office.



**Chris
Cacciatore
HR Generalist**

RIPLEY CONTINUES...

Check out our parking lot at Ripley, TN's Plant 7. All of our cherry trees are in full bloom! What a beautiful site for our associates to see as they come and go in the parking area. Yes, spring has sprung with temperatures nearing the 80 degree mark with plenty of rain (rain 15 days consecutively).



Ripley Continues...



DAILY 7AM WOODSHOP MEETING

Ripley, TN is the home of "Southern Traditions". At Plant 7 our Woodshop Department begins every day by gathering as a group for announcements and job assignments. But that's not all for this group of men. They also share a morning devotion and prayer time. Led by supervisor Tony Strawn and Line Lead Jerry Hankins, this group starts the day off on the right foot, praying for not only each other, but for concerns of family and friends in this work community. Good health concerns are obviously a major topic as prayers for relief of the pandemic Covid-19 are covered daily. Is this tradition unusual in the workplace? Yes! Is attendance mandatory? No! Ask any member of the group of why they support this activity and they will give you their honest answer - it serves a purpose! Rejoice in the Lord always and I again I say REJOICE!

Mike Moore

HAPPY ANNIVERSARY Y'ALL



Ripley's Plant 7 is proud to recognize Misty House and Jackie Hart on their 5 year anniversary. NO! Not wedding anniversary, but their 5 years of employment with Pierce Distribution as they both started in March of 2015. Misty started out on 3rd shift under the direction of Supervisor Susan Lovett who taught her the tricks of

the trade. Misty has worked in most every department, with exception of Woodshop. Today, she serves as Line Lead on first shift's Breakdown department. Jack also started out under the direction of Supervisor Susan Lovett and he admits it took him a while to "warm-up" to Ms. Susan - in fact, he didn't think she actually knew his name for the last 5

years as Jack works in our Woodshop department. As you can tell, both associates love working at Pierce, both enjoy the people they work with and that's why they are both successful in what they do. We appreciate both of you so much and look forward to the future.

Mike Moore



Ripley Continues...



"Go Away Virus"



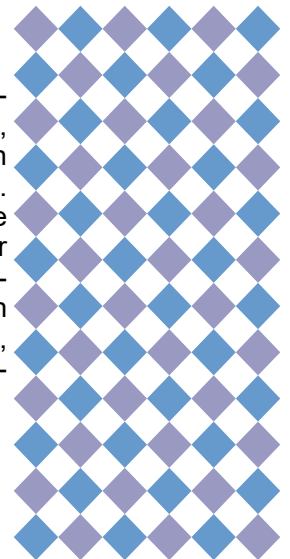
L to R: Rhonda Sparks and Ruby Colegrove

Often times we take people for granted. We all have job responsibilities and we think our job is the "most important" in the scheme of things. We get paid for what we do. We want to take this opportunity to send a BIG and SPECIAL "Thank You" to our custodians here at Ripley's Plant 7. Both first shift's Rhonda Sparks and second shift's Ruby Colegrove are daily going

above and beyond cleaning and sanitizing our plant during this pandemic crisis. They are both so pleasant and helpful in making their job look easy. But, due to the current "virus" situation, they are going the extra mile by sanitizing "everything" and "everybody". Every door handle/knob is being sprayed and wiped. The breakroom is receiving extra attention after each scheduled break (not only table tops), but

chairs, door facings, bathroom fixtures, towel holders, time clocks, rails and even the salt/pepper containers. The positive efforts of these two associates (and other volunteers) might be the action that actually saves an associate's life. Again ladies, "Thanks for What You Do" - we appreciate you!

MIKE MOORE



WE LOVE BABIES!!



Plant 7's QC Line birth of Miss Ella to you and Lead Debbie Chip-Drew Maclin on your little family! March 7th. Baby Ella weighed in at 5 pounds 4 ounces & 17 1/2 inches long. Let the spoiling begin! Congratulations!



Ripley Continues...

PATHWAY TO POSSIBILITIES

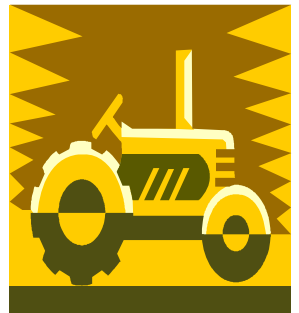


Ripley, TN's Plant 7 jumped at the opportunity to participate in a Job Expo targeting 8th grade students from 11 counties in West TN. Our county, Lauderdale, was the host site with over 3,000 students participating in the two day event. The purpose was to give incoming high school students the opportunity to have "hands-on" opportunities and see area businesses, industry (Pierce Distribution, FedEx, Unilever, State Parks, etc.), health providers (St. Jude Research Hospital, Baptist Hospital, Hospital Wings), education choices (Dyersburg State, TN College of Applied Sciences, etc.) in helping the students determine career pathways as far as college, technical training, military or other areas of interest. Pierce may not have had the number one booth (as Unilever was probably #1, as they were giving away free ice cream), but our Pierce booth was running a close second with our

toy remote control forklifts loading and unloading toy flatbed trucks and placing wooden crates on the warehouse shelves. Very popular, not only with the students, but interesting to the teachers, adult chaperones, organizers of the event, as well as elected officials, many stood in line to have their chance with the controls at putting boxes on the shelves at our booth titled, "Come Grow With Us" depicting a 16 foot tree with colored leaves with all our employees names on each leaf. Our Pierce associates (Rachel Langley, Gloria McDonald, Stacy Perry, Will Warren, Mark Strawn) engaged with the students and assisted the students with the controls and answered the very inquisitive questions. Who knows what the future may hold. Our participation may have assisted a young person in making a career



choice that may change a life forever. Many Pierce associates played a big part in the success of this event. We have a talented group of associates – proud of my woodshop gang, appreciative of the set-up group and the take-down friends – I could not have done it without! Thanks, Friends!



Ripley Continues...



Ripley Continues...



Our C.F.O. Writes...



Well-Being Website March 2020

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!

Defeat Your Diet-Killers

Have your weight loss efforts come to a standstill? Is what worked in the past no longer working? Consider these potential diet-killers and adjust your strategies to continue pushing toward your weight loss goals:



Alcohol

Happy hours are a great way to connect with friends and coworkers on a social level, but they can wreak havoc on your health over time. While moderate drinking¹—up to one drink for women and two drinks for men each day—has been correlated with good health², it does not do much in terms of furthering your weight loss efforts. At roughly 7 calories per gram, alcohol contains nearly double the number of calories as carbohydrates and proteins. If weight loss is your goal, alcohol can pose a pretty significant obstacle.



Sugary Drinks

Sugar lurks in many foods and beverages, but sweetened drinks are a double-edged sword. Not only do empty-calorie sugary drinks offer very little in terms of nutritional value, they are also digested quickly. The result? You are more likely to over-indulge and rack up more calories than you intended. Research has shown that drinking just one sugary drink daily can add 5 pounds³ to your waistline each year.



Your Social Network

Look beyond your plate and consider who you are spending the most time with. Researchers⁴ have discovered that our eating behaviors are highly influenced by our circle of friends.



Snacking

While you may have heard that eating several small meals each day is good for you, it can also increase your overall daily caloric intake. Frequent snacking can interfere with your body's ability to regulate hunger and fullness, and defeat your weight loss attempts.

1. <https://www.cdc.gov/alcohol/faqs.htm>

2. <https://www.mayoclinic.org/healthy-lifestyle/nutrition-and-healthy-eating/in-depth/alcohol/art-20044551>

3. <https://www.hsph.harvard.edu/nutritionsource/healthy-drinks/sugary-drinks/>

4. <https://www.nejm.org/doi/full/10.1056/NEJMsa066082>

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

April ANNIVERSARIES

Name	Day	Plant
Maria Medrano	4/23/01	2
Nate Anderson	4/14/03	C
Jason Smith	4/14/03	C
Felicia Bonds	4/16/12	7
Johnny Ward	4/16/12	7
Chad Hawks	4/27/15	7
Jorge Chavarria	4/30/18	5
Bernie Fong	4/8/19	5

April BIRTHDAYS

Name	Day	Plant
Mark Strawn	1	7
Rosalia Torres	1	5
Terry Johnson	3	7
Andy Oltremari	6	C
Frederick Nixon	6	7
Tony Chiodini	7	C
Neng Nguon	7	ICP
Erick-Armenta-Adame	8	ICP
Seung Chheung	10	ICP
Larissa Hardman	10	5
Mark Powell	12	7
Brett Downey	12	ICP
Israel Galvan	12	2
Quenton Pettigrew	14	7
Lois Patmythes	14	2
Marcko Clemons	15	7
Troy Martins	15	5
Mary Quinton	15	7
Todd Johnson	17	2
Tiffany Robinson	19	7
Denisse De Paz Diaz	21	2
Andrea Scott	23	2
Alyssa Gonzalez	26	5
Brenda Combs	27	2
Martha Cheney	27	5
Angelina Steele	28	7
Bradley Herr	29	ICP
Mark Tavarez	30	10

