



February 2020

Pierce Distribution Services Company

Kevin Hogan Writes...

The cold wet weather continues for most of the country. I pray for Spring to come early.

Andy Oltremari and Tim Charles continue to prepare for ConExpo even while they have arranged for potential customers to visit our Rockford operations in the last 30 days. I recently met Andy in Columbia, South Carolina for a working dinner to discuss the strategy for ConExpo, the Business Manager's performance and other topics that Andy wanted to cover with me. It was a very productive meeting.

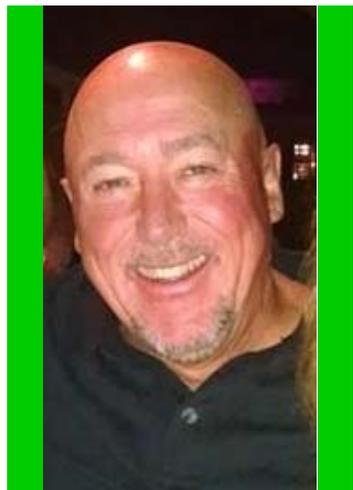
I was also able to recently spend some time with our CFO, Tony Chiodini where we discussed more year end topics and some 2020 happenings. Taxes, Taxes, Taxes.

On a personal level I am preparing for my annual stress test. I hit the gym every morning to prepare

for the treadmill. I don't like this medical event, but it is important to catch a medical issue early in order to avoid a major medical event.

I would like to wish everyone celebrating a birthday in March a Happy Birthday. There were three Milestone Anniversaries in March; Kyle Key (Rockford) 5 years on March 2nd, Misty House (Ripley) 5 years on March 16th and Jackie Hart (Ripley) 5 years on March 16th. There are three notable anniversaries: Steve Edwards (ICP) 12 years on March 3rd, Reth Chey (ICP) 18 years on March 11th and Marianne Lewin (Corporate) 24 years on March 1st. I have known Marianne for many years. Marianne joined Pierce at our lowest point where we had a small Corporate Office at our Loves Park Plant. There were only 4

people on the Corporate Staff, Marianne and I being two of them. She has seen this company go through many transformations. She watched our expense accounts like a hawk to make sure they were correct. When the company started to grow again, we moved our Corporate Office to where it is now. It has been my pleasure to work with Marianne through the years of struggles and growth. I would like to thank everyone celebrating Service Anniversaries in February for their years of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.



Kevin Hogan

WAYS TO STAY SAFE FROM COVID-19

- Wash your hands often with soap and water, especially after you have been in a public place, after blowing your nose, coughing or sneezing.
- If soap and water are not available, use a hand sanitizer that contains at least 60% alcohol.
- Avoid touching your eyes, nose and mouth
- Avoid close contact with people who are sick
- Put distance between yourself and other people.
- Stay home if you're sick
- Cover coughs and sneezes with a tissue when you cough or sneeze, or use the crook of your elbow
- Clean and disinfect frequently touched surfaces every day.

Taking simple precautions now will help slow the spread of this virus. Please do your part.

CHRIS CACCIATORE

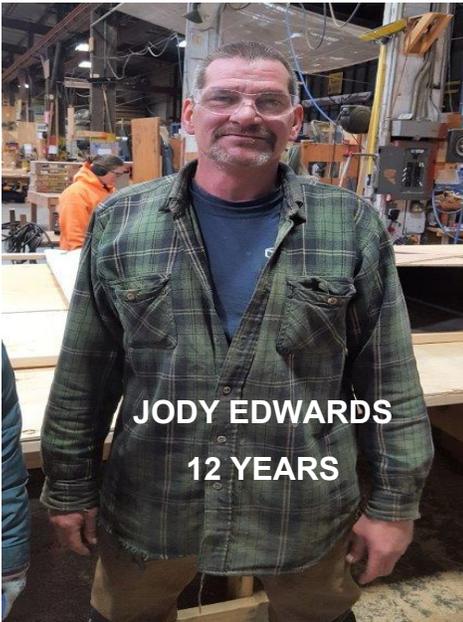
Russell's Words Of Wisdom...

"I never lose. Either I win or I learn."

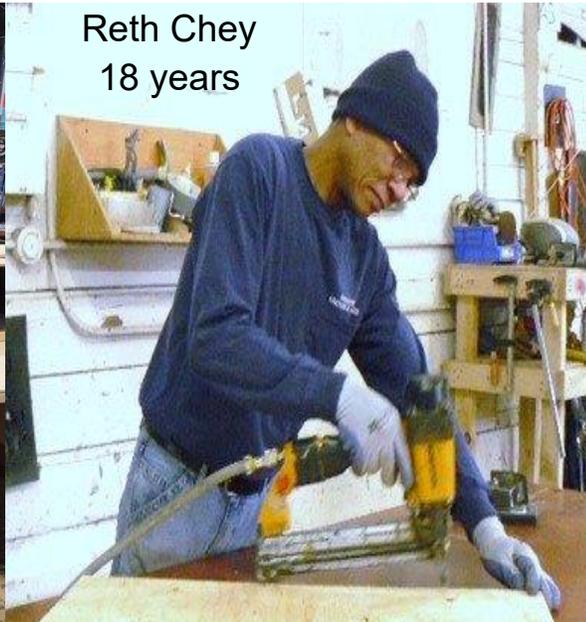
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ICP Continues...



JODY EDWARDS
12 YEARS



Reth Chey
18 years



Submitted by:
RANDY CANTONWINE



UP CLOSE AND
PERSONAL WITH
INDUSTRIAL
CRATERS AND
PACKERS'

**LOSS
PREVENTION
OFFICER**

LOKI



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 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.

CHRIS CACCIATORE

Ripley Writes...

SLY AND SHY

Ripley, TN's Plant 7 is proud to announce our associate of the month winner as Cosandra Walker. Oh, excuse me, she may have answered "shy" and not "sly" when I asked Cosandra to describe herself. Employed for 7 years with Pierce, Cosandra has a wealth of knowledge having worked on the pack table, Tokyo, QC and now Allocations. She is curious to learn the tricks of the Breakdown department and is enjoying the great folks in the department. "Great Folks" seem to be the keyword as she describes the great relations she has with all her fellow workers. Her Line Lead, Felicia Bonds, had great words of praise to describe her work ethics and the ability to catch on to new ways and ide-

as that come her way. She describes her greatest goal in her life is to take care of her children. Her son, Zayden, is 7 years old and her daughter, Zoe, is 4. Cosandra is the baby in her family of seven children as she was born and raised in Henning Tennessee. She and her family attend Fountain of Life Church in Halls, TN. Enjoying the "simple life" of shopping and eating out, Cosandra says she can cook a mean lasagna – sounds good, can't wait to be invited over to try it out. Congratulations on your honor!



Pictured Tabitha Chandler, Cosandra Walker, and Felicia Bonds



Mike Moore



WING DING CELEBRATION



Picture: Breakdown & Dealer Return Associates Ripley's Plant 7's Line Leaders, Diana Spann & Janice Rice say "thanks" to their associates in Breakdown and Dealer Return with a Chicken Wing luncheon on February 28th. The group came together for 8 different flavored chicken wings and all the trimmings and a great time of fellowship. This close knit group can be counted on to "get it done" as they do whatever it takes. We certainly appreciate the efforts of both our Line Leads and associates. You guys rock!

Mike Moore

Ripley Continues...



Pictured: Tony Strawn, Felicia Bonds, Diana Spann, Debbie Chipman, Benton Mills - Instructor, Susan Lovett, Mark Strawn, Donna Oliver, Jerry Hankins, Balinda Hairfield and not pictured, Janice Rice & Mike Moore

CODE BLUE, CODE BLUE

On February 12, 2020, Ripley, TN's Plant 7 associates participated in CPR /First Aid Training from local resident Benton Mills. Benton is a EMT and is employed by the Ripley Fire Department. This elite group is our First Responders for our plant with representatives from both first and second shifts. Many of the group had received training/certification in previous classes which included Mark Strawn, Mike Moore, Jerry Hankins, Diana Spann, Balinda Hairfield, Donna Oliver and Susan Lovett. We welcomed "newbies" Tony Strawn, Felicia Bonds, Janice Rice and Debbie Chipman to this year's class. This training is critical as we prepare for the unexpected and/or unplanned illness or injury of our work family. We dread hearing the words, "Code Blue, Code Blue" come across the intercom system as we immediately know there is some type of medical emergency. I feel com-

fortable with this selected group as the training and their participation went extremely well. Addressing the "what if or how we respond" to any emergency situation is part of our whatever it takes mentality. Can we do it? Yes we can! We appreciate all you guys for your acceptance of this additional responsibility - You make us Proud!

MIKE MOORE



Our C.F.O. Writes...



Well-Being Website February 2020

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!

Eating Healthy Doesn't Have to Be Expensive

Eating a well-balanced diet is a key component of living a long, healthy life. Many Americans think that eating healthy means they have to empty their wallets, which isn't necessarily the truth. Keep the following money-saving tips in mind next time you're grocery shopping:

- Make a weekly meal plan. Before you go to the store, think about what meals and snacks you want for the week. Read recipes thoroughly so you can make an accurate list of everything you need, reducing the risk that you'll have to run back to the store later in the week.
- Create a list—and stick to it. Make a detailed list of what you need to buy before you go to the store. When you get to the store, don't buy anything besides what's on the list.
- Plan where you're going to shop. Many grocery stores run sales or offer coupons for various healthy foods. Check out the ads and plan your grocery list around what's on sale.
- Don't go grocery shopping when you're hungry. According to the Journal of the American Medical Association, going grocery shopping when you're hungry can cause you to spend more money than you initially planned to and can increase the odds that you'll buy unhealthy options.
- Cook at home as often as possible. Many foods prepared at home are cheaper and more nutritious than fast food. Go back to the basics and find a few simple and healthy recipes that your family enjoys.
- Buy in bulk. For healthy, nonperishable items, it might be more cost-effective to purchase them in bulk. While the initial cost may be more expensive, doing so could help you save money in the long-run.
- Shop seasonally. Fresh fruits and vegetables are usually easier to find and may be a lot less expensive when purchased in season.



March ANNIVERSARIES

Name	Day	Plant
Marianne Lewin	3/1/96	C
Reth Chey	3/11/02	ICP
Jody Edwards	3/3/08	ICP
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
Antonio Leach	3/14/16	2
Lisa Knotts	3/12/18	C
Irma Viilla DeCantu	3/19/18	2

March BIRTHDAYS

Name	Day	Plant
Tracey Strawn	2	7
Richard Palm Jr.	4	ICP
Paula Brockwell	5	2
Howard Meadows	8	7
Tracy Schmitt	9	7
Geneva Paris	10	7
Anton Taylor	11	7
Trevis Crook	12	7
Frankie Williams	12	2
Antonio Lewis	13	7
David Frye	13	2
Johnny Ward	13	7
Denishea Baker	14	4
Violet Glenn	17	7
Tina Nichols	18	7
Jannys Arias Lima	24	5
Sandra Hernandez	24	8
Jerry Hankins	24	7
Daniel Tanner	25	2
Tim Charles	26	C
Gerhard Jerding	26	7
Misty House	28	7
Stefan Curtis	31	7