



October 2018

Pierce Distribution Services Company

Kevin Hogan Writes...

Well, I traveled back to the Corporate Office in October. I had my annual CTCA checkup which turned out great. I also met with our Insurance provider who recently experienced some health issues. I met with our banker and our accounting firm representative just to catch up on activities of the company. You can't work for a company for 39 years and not make friends with the accountants, lawyers, insurance agents and bankers. I have known my accountant and lawyer for 38 years. We also had the GM Meeting with a bigger group. We had the General Managers, Larry Hickey (Rockford), Gabe White (Columbia), Mark Strawn (Ripley) and Randy Cantonwine (ICP). Judy Spitsen (Government

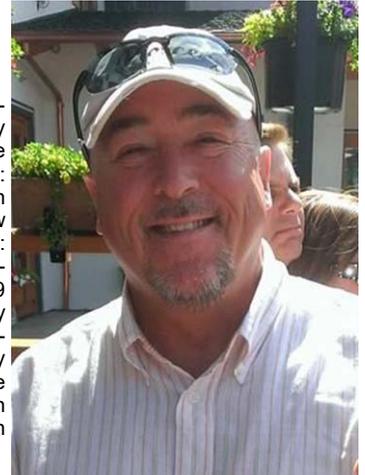
Specialist), David Frye (Corporate Quality), Chris Cacciatore (HR), Andy Oltremari (Executive Business Mgr.) and Tim Charles (Midwest Business Mgr.) also joined Dino McNabb (COO), Tony Chiodini (CFO), Jason Smith (VP of Operations/Director of IT) and me for two days of meetings. There was a great exchange of information and conversations concerning year end and activities of all company departments/locations. Finally, I was able to get together with some of my high school friends and my daughter Meg to watch football on Sunday.

I will return to the Corporate Office in December.

Let's finish 2018 strong and keep our customers happy with our ser-

vice.

I would like to wish everyone celebrating birthday in November a Happy Birthday. There are one Milestone Anniversary in November as follows: Chad Hada (Rockford) 5 years on November 21st. We have a few notable Anniversaries in November: Kristi Taylor (Ripley) 23 years on November 13th, Dino McNabb (COO) 29 years on November 13th and Judy Spitsen (Corporate) 41 years on November 16th. That adds up to many years. I would like to thank everyone celebrating Service Anniversaries in November for their years of dedication and commitment to Pierce.



KEVIN HOGAN

PORTLAND VISIT

On October 9, I traveled to Industrial Craters in Portland to attend the open enrollment presentations by our Kaiser and Guardian representatives, Mary Pierce and Samantha Sardella. It's always great to put a name to the voice or email after you've been communicating for months.

The two reps had informative presentations and took questions from the employees. I learned even more about their two insurance plan offerings and the coverages each one contains. After their presentations, I was able to have lunch with both of them, plus Randy and Kim at the Sasquatch Brewing Company. Unfortunately, it was during work hours or I would have tried a pint.

Or two.

Kim Quartaro printed out the benefit enrollment forms and distributed to the employees and has already sent them back to input into our system; their benefit year runs from November until the end of October every year.

(Conversely, Pierce's benefit year runs from January through December.)

Portland is a beautiful place. Being a Halloween nut, I couldn't resist driving up to St. Helens after work one day to see the village square where the movie "Halloweentown" was filmed. I was a bit overwhelmed at the tiny, decorated village square but I did get to check it off my bucket list. I also got to see Powell's Bookstore which is one of the biggest bookstores I've ever seen. I wandered the aisles with a yummy cup of coffee which I needed to fight the traffic after I left there.

It was great to meet our friendly associates at ICP and see such a beautiful area of our country but you can keep the traffic jams—only there four days and I've had enough of those to last me a lifetime.



Chris Cacciatore



Mary Pierce of Kaiser Permanente gives a benefits presentation for ICP.



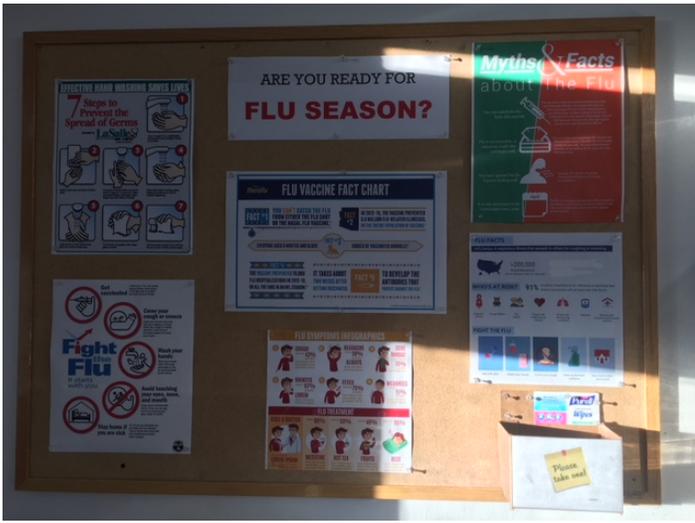
Russell's Words Of Wisdom...

"Money will buy a pretty good dog, but it won't buy the wag of its tail."

~Josh Billings



ICP Writes...



At left: the Wellness Team from Portland sent in a picture of their wellness board. They are concentrating on educating people about the flu. Notes from their meeting reveal that they are scheduling someone from Kaiser to come in and give flu shots, and also they're handing out hand sanitizer samples. Way to go!!

WE LOVE BABIES!

ICP Lead Production Foreman Seung Chheung is a new grandfather with the birth of Carter Alan Vichet Chheung, 7 lbs 9 oz; 20"!



Antonio Damian Pacheco



Jason Bignall



NOVEMBER 2018 MILESTONES

Congratulations to two of our ICP associates—Antonio Damian Pacheco and Jason Bignall, who are celebrating two years with Industrial Craters. Here's to many more!

Rockford Writes... Fighting the Flu

Flu season is right around the corner. To help combat illness in our plant, we had Physician's Immediate Care come and administer flu shots again this year on October 25. Every year, the flu sends over 200,00 people to the hospital. The seasonal flu vaccine reduces the risk of getting the flu by about half. I'm happy that we can once again offer that protection to our associates!



LOIS PATMYTHES

STRETCH AND FLEX SUPERSTARS... LOOK MA, I'M ON TV!

Pierce is partnering with KMK Media to assist us with our website and social media presence. Every month Maegan Shinkle, the Communications Specialist for KMK, asks me, "What's new and exciting with Pierce Distribution?" I told her that all of our plants have instituted the Stretch and Flex program. Being a local (Rockford) company, KMK asked if they could go to the Rockford plant and film the associates stretching and flexing, then submitted the camera footage to our local TV station, WREX. On Wednesday, 10/10/18, the footage aired and our Rockford associates were suddenly famous! Well, sort of. It's on the Facebook page of WREX news in case you'd like to see! Great job, Rockford!

Our C.F.O. Writes...



Annual Safety Jackpot \$500 Grab Bag Contest

October is the annual Pierce Safety Jackpot Grab Bag contest for all associates who collect and submit their game cards. Names for Pierce locations are drawn randomly from all of the submissions. Safety Jackpot cards are awarded for accomplishment of bi-weekly and quarterly safety behavior. Cards can be collected for prizes from the catalog and for submission in to the Peavey Corporation drawings for trips and cash prizes as well.

The chosen contestant selects 2 out of 12 money bags. The bags are then opened to reveal certificates that are in the value of \$50, \$75 and \$500. If the 2 money bags reveal both halves of the \$500 certificates, the contestant wins \$500. If the bag contains certificates other than the \$500, the contestant wins the amounts which are added together. If one bag contains half of the \$500, the contestant wins \$150 plus the amount of the second money-bag. The chosen contestants were as follows: Mariela Pinedo from Rockford, who chose bags containing \$50 and \$75, for a total of \$125.00. Kelli Reynolds from

Ripley was picked to play as well. She chose two bags worth \$150.00. In Portland, Eric Fouts was the lucky winner who picked bags that were worth \$125.00. That's a lot of Halloween candy money! Congratulations to all of the winners. Everyone is always a winner when you demonstrate safe workplace behavior.

Tony Chiodini

SAFETY JACKPOT WINNERS



Mariela Pinedo and Ken Holze



Eric Fouts



Kelli Reynolds

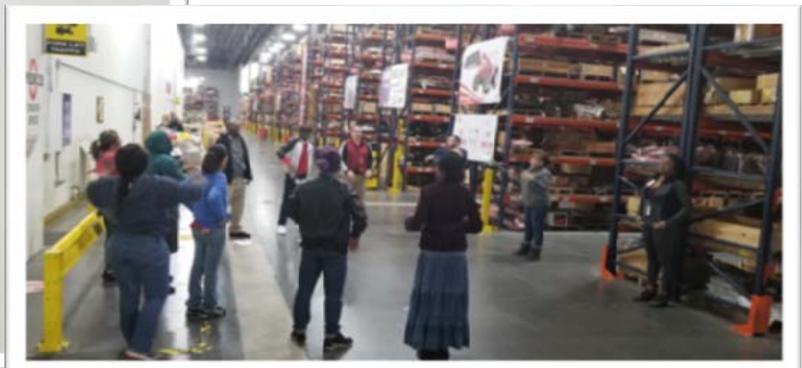


Houston Writes ...

Hello from Houston!

This past May, Plant 5 Houston had the great pleasure of working with Mark Everest & Occupational Athletics to train and implement the warehouse and office Physical Readiness System (PRS). Led twice a day by "Coach Willie" our facility safety manager, we start each shift with smile, some laughs and the Physical Readiness System!

SAMUEL ADELOWO



Willie's Worksite Wellness Ideas

- Purchase fresh fruit for the break room
- Fruit of the month
- Provide cold, purified water to encourage water consumption
- Create a list of healthy lunch options from local area restaurants
- Keep healthy non-perishable snacks in the break room
- Almonds, no added sugar dried fruits
- Highlight good vending machine choices with a health symbol
- Start a walking group at lunch
- Schedule 1 minute stretch breaks throughout the day
- Host a training on time management
- Not having enough time is often a major source of stress and anxiety
- Post signs in the restroom reminding everyone of the proper way to wash hands
- Encourage the use of wellness related phone apps to track goals

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. Willie Stone from Houston did just that by sending me a list of ideas they're gathering that could possibly be implemented in Houston or used to inspire the Wellness Committees at another plant.

These are fantastic ideas he submitted, so feel free to integrate any of them into your wellness routines!

CHRIS CACCIATORE

Ripley Writes... A Real Go-Getter!

"In February 2018 I completed my 6th year with Pierce Distribution" states Rachel Langley of Ripley's Plant 7. "I started out in Dealer Return and I remain in Dealer Return. Yes, I have worked in every department with the exception of Woodshop. I don't think I could handle a nail gun, but I don't think the saw would be such a big deal". Ms. Langley has been selected as our Associate of the Month. I give credit to my success in Dealer Return to the two ladies who trained me, Anne Jarnigan and Daphne Young. I have a great deal of respect for both my supervisor, Judy Borgmann (my good old girl) and Line Lead, Diana Spann (pretty cool lead). I would be amiss if I didn't brag on my Dealer Return team members - they are simply the best and I enjoy working with each of them. Married to her husband, Jeff, for 26 years, Jeff works for the State of TN, Department of Corrections (Boiler Room Operator for West TN Prison) and they are the proud parents of two great children: 25 year old Randy (works at Marvin Windows & Doors of TN) and Brooklyn, age 21 (a full-time student at Dyersburg State Community College). Kristi Taylor is also my supervisor (and she is quite a character). I like my job responsibilities which includes training new associates, attaching tickets to parts, breakdown of parts, rejects, receiving freight and helping Ms. Heddie with UPS. Rachel is also a contributing member of Plant 7's Wellness Committee. After working our scheduled long hours, Rachel enjoys going home and being with her family. On weekends she and Jeff try to schedule their "date night" which is important to the couple. Congratulations, Rachel.



L-R: Diana Spann, Rachel Langley & Judy Borgmann

CAKE? YES, PLEASE!!

Thursday, October the 11th we had the pleasure of celebrating the 23rd birthday for William Warren. Will is our fabulous IT guy and has been with us a little over 2 years. Will is such a patient man; he always helps us with our tech issues with a smile and a joke. We love working with Will and most definitely love hearing his stories of Eli, his 1 year old son. So we could think of no better way to celebrate than with pizza and a cake with their picture on it. Happy Birthday Will! We wish you many, many more.

MIKE MOORE



TRACY SCHMITT



Ripley Continues... What It Means to Celebrate 15 Years!

Ripley's Jason Howell celebrated 15 years of employment with Pierce Distribution on October 7, 2018. Jason admits this is his second time to work for Pierce as his first employment was January 2, 2002. He shared that he worked at the Pierce Humboldt plant in the "Milestones" department. I was not familiar with Milestones – Jason explained that we built/constructed "stepping stone" kits made out of concrete. He operated the cement machine creating different style concrete steps, some with decorative stone, different colors and sometimes included lettering to satisfy the customer's orders. The second time around Jason returned to Pierce on October 7, 2003, and was assigned to the Woodshop department (matched up with his woodworking skills). He has many fond memories of people he has worked with other the years, but

had me laughing when he stated he had given a lot to this job, specifically, one-half of his right finger (cut-off during an accident with a saw) and receiving a nail in the finger of his left hand (I remember transporting him to the local ER). But, his comment to my question regarding the best thing about his job was his response, "My two bosses, Tony Strawn and Jerry Hankins, are the greatest guys to work for – I appreciate the opportunity to work with them." Supervisor, Tony Strawn, shared that Jason is the veteran in Woodshop. "He has taught me a great deal. In fact, Jason was here when I started at Pierce. Jason is a true perfectionist and I feel comfortable with him training our new associates. His dedication to Pierce is unquestionable." Thanks, Jason – we appreciate you and thankful for your 15 years of service – we look forward to many more years.

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.

Cancer is a personal disease. Review your personal and family history, and do some research to learn how you can limit your risk.



Tony Chiodini

Most Common Types of Cancer

- Non-melanoma skin cancer. Skin cancer can form on any part of the body, but usually develops on skin that has been exposed to the sun. Age and immune system-issues also increase your risk.
- Melanoma. Another type of skin cancer, melanoma forms in skin that contains a lot of pigment and frequently begins in moles. It's important to get irregular, new or changing moles checked immediately.
- Lung cancer. This cancer is by far the leading form of cancer-related deaths for men and women. Don't smoke and avoid second-hand smoke to reduce your risk! If you do smoke, consider a tobacco-cessation program.
- Breast cancer. The most common cause of cancer in women, breast cancer often appears without any symptoms. That's why you can't rely solely on self-exams — regular checkups are a must.
- Kidney cancer. Found mostly in people over the age of 40, kidney cancer forms inside the tissues or ducts of the kidneys.
- Prostate cancer. The most common form of cancer for men (and in particular, men over the age of 50). Prostate cancer develops in the tissues inside the prostate gland, which is found at the base of the bladder.
- Colorectal cancer and bladder cancer. The older you are, the more important it is to get checked regularly. If you feel any unusual discomfort in these areas, see a doctor!
- Non-Hodgkin lymphoma. This term applies to a variety of related cancers that involve white blood cells. Anyone can get non-Hodgkin lymphoma; symptoms include swollen lymph nodes, fevers, and weight loss.
- Leukemia. Leukemia is found in men, women and children, and results in the death of more children under the age of 20 than any other cancer. Leukemia can be slow-growing and begin without symptoms or acute, which causes symptoms to progress rapidly.

Ripley Continues... OUR RIPLEY TEAM REALLY PULLS TOGETHER!

I have said many times over my nearly 20 years here with Pierce Distribution of how blessed I am to work with such an amazing group of people and I have to say it again. Everyone knows we each spend the majority of our time with the people we work with. I am not saying it is always sunshine and rainbows; some days we are busy, tired, overwhelmed with issues whether it be personal or professional and sometimes we are short or snippy with each other. Just like any family, good days / bad days... My point is, that no matter what we are going through or how we feel, our Ripley team always pulls together when we have one of our team members in need.

Kim Latham in our Allocation department is having a few health issues and on top of the four weeks missed due to the issues, she had to take another eight weeks off for surgeries. Kim is a single mom with three children and a few fur babies. Twelve weeks with no income will put quite a strain on anyone. With very short notice—just a couple of days—an email was sent asking for donations to begin a fund raising project.

Upon discussing we decided to have a raffle and bake sale. Boxes were placed in our break room and a meeting was held asking for everyone to bring what they could to help with groceries and daily household items. Within two days, our supervisors, leads, and floor associates donated enough money to build two lottery trees, Jeff Schmitt donated a \$100.00 VISA card in which we were able to buy an air fryer, Ms. Geneva Paris donated a beautiful fall mailbox topper, and Angela Colgrove made and donated two Halloween treat buckets for the raffle. We began selling raffle tickets on Monday. Thursday several generous team members brought baked

goods and Balinda Hairfield made a gorgeous fall basket with a candle to auction.

This is where I have to say that our team members absolutely make my heart dance and bring tears to my eyes.... By Friday, after the bake sale auction and raffle we raised \$956.00 in cash, in addition, we were able to pay eight weeks of her insurance, and had enough food and household items to completely fill a six foot roller cart for Kim. To say our team members are kind, generous, and just down right AWESOME would be a huge understatement. I just want to thank every single person here in Ripley for everything you do and it is an honor to work with such giving people. Please, let's all continue to keep Kim and her family in our thoughts and prayers.



TRACY SCHMITT



Ripley Continues...

Celebrating Manufacturing Day in Lauderdale County, TN

On October 4th, Ripley's Plant 7, received distinguished visitors from the State of TN, Mr. Mike Codega, Mayor of Ripley, Jon Pavletic, and Executive Director of the Lauderdale County Chamber of Commerce/ECD, Susan Worlds. The group expressed their appreciation for Pierce Distribution's operation in Ripley and Lauderdale County, for our participation and support of community activities and continued success as a reliable manufacturer in West Tennessee. The gift of donuts was very much appreciated by associates.



MIKE MOORE

L-R: Ripley Mayor Jon Pavletic, Mike Moore - Pierce HR Manager, Susan Worlds - Lauderdale County Chamber/ECD Executive, Michael Codega - UT Consultant for Institute For Public Service and Mark Strawn - Ripley Pierce Plant Manager

BAGS OF CASH!

What a busy, busy, fun filled Halloween here in Ripley! We began early, preparing for a very tasty lunch for everyone. Everyone was in the Halloween spirit and there were quite a few unique costumes worn. While Mike Moore passed out candy and the air was full of the smell of a freshly started grill, everyone was getting geared up and excited to find out if they were chosen to grab those bags of cash! After our very own Felicia Johnson won the BIG drawing a few years ago, we all have been very diligent in sending our Entry cards in hopes of winning big. Our three top people chosen this year were Kelli Reynolds, Gloria

McDonald, and Kristi Taylor. We all gathered and I announced that Kelli was the top pick. I couldn't resist naming the following two also. As you see in the picture, they were very happy for Kelli who is all smiles. Kelli won \$150.00 cash! I would say that was quite a Halloween treat. I hope everyone had a wonderful day as well. Stay safe and keep sending in those cards!!

TRACY SCHMITT



Ripley Continues...



Ripley Continues...



2nd shift Scary Associates

Scary Time in Tennessee

What a wonderful time we had on October 31st as we celebrated Halloween and Appreciation for our associates. Many associates took the opportunity to “dress” for the occasion in their finest Halloween costumes to the delight of their fellow associates. Management took the opportunity to provide a meal for both 1st and 2nd shift associates, cooking over 200 hamburgers and hotdogs complete with all the trimmings including homemade baked beans, chips, cookies and a beverage. Our associates have been working 10 hours shifts, plus working on many Saturdays – making it a long week. We appreciate their efforts and are thankful for everyone’s patience and participation – Thanks for what you do!

MIKE MOORE

Below, associates of Ripley's Plant 7 Line UP for FLU Shots!



Dennis Gardner - Winner of Flu Shot Door Prize *Also, in the picture is my daughter, Kristen Beasley - RN, MSN, FNP-C (Nurse Practitioner), and nurses from Christian Family Medicine presenting Dennis with his door prize.



A big Thank You is extended to the representatives of Christian Family Medicine who came to the plant on Tuesday, October 23rd, for our annual Free Flu Shots. This is part of our Wellness Program (Preventive Illness) that is extended to all associates (Full-time & Temps). As volunteers lined up in the lobby, they were greeted with decorative balloons and the opportunity to sign up for the Flu Shot Door prize. Tracy Schmitt and Kristi Taylor helped with the paperwork as each associate completed the required documents. Lots of oohs and aaahs could be heard from the group as over 50 associates received their shots - no one passed out and no one cried (with the exception of manly Leslie Mayberry). The winner of the Door Prize was Dennis Gardner (2nd shift - Woodshop) and the winner of the Drama Award went to Leslie Mayberry (2nd shift - Woodshop). Thanks Pierce for providing this benefit for our deserving associates.

MIKE MOORE



Winner of Drama Award—Leslie Mayberry



Leading the Pack - Mark Strawn



Happy Halloween!



L to R: Crystal Cooksey, Beth Futrell, Christina Gamoneda, and Andrea Scott



DENISSE



PACCAR GEORGE & KEN HOLZE

At right, Sylvia Davis, proud Slytherin, & Chris Cacciatore, equally proud Gryffindor. We represent our respective houses nicely. Also, if you look closely between us, you might see a certain CFO. Avada Kedavra & Happy Halloween!



L TO R: ANTONIO, AMY, & CALVIN



BETH & AMY



Kim Quartaro (ICP) do you know who these spooky little girls are? #grandies



GROUP SHOT



CALVIN



CHRISTINE

ICP "leaves" you with...



NOV. BIRTHDAYS

Name	Day	Plant
Priscilla Longoria	01	7
Billy Cobb	01	4
Dorothy Rouser	01	7
Randy Terrile	02	10
James Story	03	7
Devon Mitchum	03	4
German Howard	04	2
Daniel Taylor	06	2
Jacqueline Jackson	10	7
Raul Sanchez	12	2
Charity Yancey	13	4
Antonio Leach	15	2
Kai Mills	16	7
Deborah Chipman	17	7
Jorge Perez	17	2
Dustin Cessac	17	7
Yvonna Turner	18	7
Frances Brent	18	7
Lolita Walton	21	2
Henry Cobb	25	4
Martin Bautista	27	ICP
Micah Tyler	27	ICP
Jon Munchus	29	ICP
True Matyja	29	5



NOV. ANNIVERSARIES

Name	Day	Plant
Kelli Reynolds	11/03/14	7
Kelvin Cole	11/06/12	7
Deborah Chipman	11/06/12	7
Tiffany Robinson	11/06/12	7
Steven Hendrix	11/06/12	7
Latonia Peet	11/06/12	7
Ann Littles	11/06/12	7
Benny Taylor	11/06/12	7
Antonio Pacheco	11/07/16	ICP
Jason Bignall	11/07/16	ICP
Luz Conchas	11/07/16	5
Dinna Vath	11/08/17	ICP
Lois Patmythes	11/12/10	2
Kristi Taylor	11/13/95	7
Dino McNabb	11/13/89	C
Devon Mitchum	11/13/14	4
Judy Spitsen	11/16/77	C
Sarah Hinchee	11/29/09	4
Chad Hada	11/21/13	2

NOV. ANNIVERSARIES

Name	Day	Plant
Brenda Chandler	11/24/14	2
Tommie Givens	11/29/10	4
Warren Bouknight	11/29/10	4
Billy Cobb	11/29/10	4
Henry Cobb	11/29/10	4
Darryl Peoples	11/29/10	4
Ronetta Pringle	11/29/10	4
Preston Martin	11/29/10	4
Gabriel White	11/29/10	4
Denise Christian	11/29/10	4