



May 2019

Pierce Distribution Services Company

Kevin Hogan Writes...

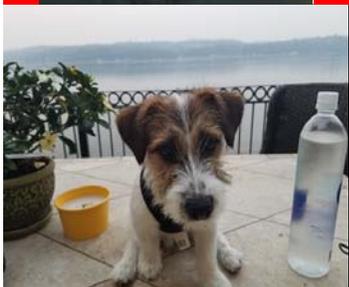
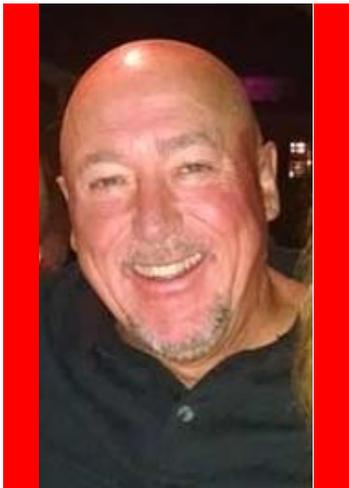
May is upon us and most of the country is experiencing the usual heavy Spring storms. In the state of Washington, we have had up and down weather. One day it is sunny and 80 degrees and the next day it is cloudy with the high of 59 degrees. No rain this spring. I have not traveled much in the first part of 2019. We put off the 1st Quarter Manager Meeting because everyone is super busy. The Ripley operation is busy becoming familiar with the new computer system. Work continues on the new plant in Memphis, Tennessee. Columbia, Las Vegas, Rockford, Houston and ICP are busy with day to day business. I am planning on making two trips back to Illinois in July. One for the Rockford Pro Am, our biggest fund raiser of the year. It might be our last year because of lack of support from the Rockford area businesses. Very sad as we have been a major sponsor for many years. Actually, we are now the oldest sponsor of this event. My second trip is for a very special occasion which I will share more about in the June Newsletter.

Let's continue to do "Whatever it Takes" to keep our customers happy and attract new business that will open doors for everyone.

I would like to wish everyone celebrating a birthday in June a Happy Birthday. There are three Milestone Anniversaries in June: On June 16th Daniel Tanner

(Rockford) celebrates 5 years, Seung Chheung (ICP) celebrates 15 years on June 7th and Tony Strawn (Ripley) celebrates 15 years on June 28th. There are some notable Anniversaries in June; Manuel Hernandez (ICP) 12 years on June 26th, Stephanie Gill (Ripley) 13 years on June 26th, Raul Sanchez Jr. (Rockford) 16 years on June 17th and Jose Ramirez (Rockford) 24 years on June 19th. I would like to thank everyone celebrating Service Anniversaries in June for their years of dedication and commitment to ICP and Pierce.

KEVIN HOGAN



Russell's Words Of Wisdom...

"The most important thing to do in solving a problem is to begin."

-Frank Tyger



ICP Writes...



Seung Chheung (right) celebrates 15 years, while Manny Hernandez (left) celebrates 12 years. Congratulations!!

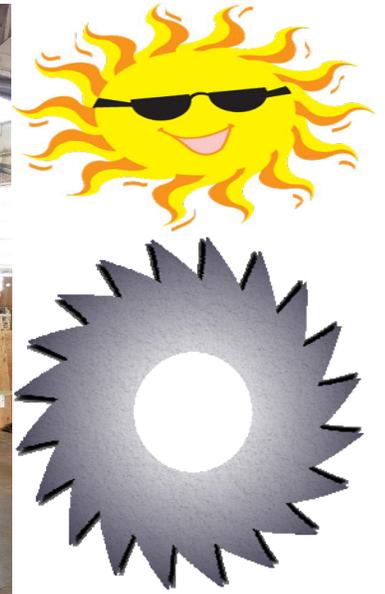


ICP Continues...

ICP just completed a significant equipment upgrade installing a second Hendrick vertical panel saw, shown here with sawyer Antonio Damian.



RANDY CANTONWINE



WELLNESS GARDEN



Last year, ICP associates “shared” a lot of vegetables with a local family of blacktail deer. This year we have a fence. Sorry guys...



Rockford Writes...

In the month of May, we had 20 employees with perfect attendance. They were at work on time every day. Hussein AlThajil, Christine Blazer, Joseph Brown, Brenda Chandler, Crystal Cooksey, Keyshla “Marie” Diaz Rivera, Israel Galvan, Bertha Gonzalez, Chad Hada, Todd Johnson, Leticia Medrano, Maria Medrano, Jose Ramirez, Raul Sanchez, Richard Strocchia, Daniel Taylor, Calvin Wainwright, Melody Wallace, Lolita Walton and Narcissus Williams. Way to set a good example. Keep it up!

Eric Chapman, Bertha Gonzalez, Kyle Key, Christina Gamoneda and Amy Holmquist have June birthdays. Happy birthday to each of you!

Daniel Tanner will celebrate his 5 year service anniversary on June 16th. Congratulations, Dan, and thank you for your service. Other associates with June service anniversaries: Amy Holmquist, Christie Tennant, Eric Chapman and Raul Sanchez.

LOIS PATMYTHES



Rockford Continues...

Believe it or not, we had snow here in May. Yes, snow. S.N.O.W. You know that nasty, white stuff that falls from the sky. The snow blower is still in my garage and I have 120 pounds of ice melt, just in case. We had visitors from Komatsu at Plant 2 this month. Anthony Rizzo, Jr., Brian Wysocki and Alex Zavertkin ventured out from Rolling Meadows. It was a first visit for Anthony and Brian, so Larry gave them a tour. Anthony, Brian and Alex were here to inspect and evaluate some of the older inventory. It was a productive meeting and we enjoyed their visit.

LOIS PATMYTHES

GOTTA HAVE FAITH!!



I am one proud mama! My daughter Faith won two gold medals in the Spring Games qualifying meet for the Special Olympics Illinois. She competed in the 30 M Motorized Wheelchair Slalom and the Tennis Ball Throw.

This is her first year competing and it was really amazing! With both of her gold medals in tow she will be competing in the 2019 Summer Games in southern Illinois at the beginning of June. The weekend will be packed full of fun events for all of the athletes and families. We can't wait to be a part of it.

My daughter also just had her 8th grade promotion. It is so hard for me to think of my baby as a young lady, but that she is. She is a teen in every sense of the word; she is sassy, smart, funny, kind, caring, happy and loving. Way to go Faith, we are so proud of you!

BETH FUTRELL



SOME NEW HATS!!



Our Komatsu friends gifted us with new hats. Crystal Ruiz, Christina Gamoneda, Crystal Cooksey and Andrea Scott model the latest hats. I opted to wear my "special" pink edition. A big thank you to Komatsu for the wardrobe addition.



ALYSON MCNABB, VALEDICTORIAN OF BELVIDERE NORTH CLASS OF 2019

My daughter Alyson McNabb graduated two weeks ago and was Valedictorian of the Belvidere North 2019 graduating class. My wife (Kerstin) and I are so proud of Alyson for this tremendous achievement. Alyson just recently received an award from ACES (Academic Champions Excelling in School). She has been a straight A student throughout her entire academic life. She is also receiving outside scholarships for academic excellence. Alyson's academic awards were as follows:

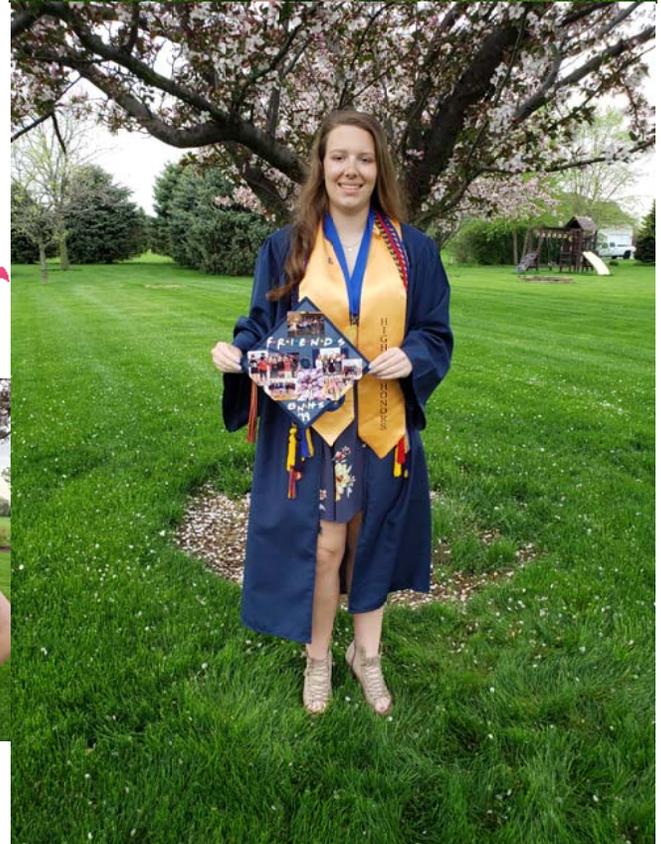
- 2019 Valedictorian
- Highest Honor Award
- National Honor Society
- ACES Award – Top 5% of senior class
- Academic Wall of Fame – SAT of 1240 or higher with a GPA of 4.0
- State Scholar

Alyson also played Basketball & Softball in high school. She is an outstanding athlete and student that we couldn't be more proud of. Alyson has many interests but is focusing in the medical field for a career. Her future is bright and hopefully she will achieve all of her dreams of becoming a doctor.

Her mother and I will support her no matter what she decides to do as long as it makes her happy and is productive. She is our pride and joy and we couldn't have asked for a better daughter. I love her with all my heart.

Good luck in the future, your mom and dad are very proud of you!

DINO MCNABB



L to R: Gabby, Alyson, and Paige McNabb



Columbia writes...

SAFETY WEEK MAY 13-17 AT PLANT 4, COLUMBIA

On Monday, May 13, the guest speaker was from Richland County Sheriff Department who had a presentation on Active Shooter. Tuesday guest speaker was from Lexington Medical Center who talked about Health and Wellness. Wednesday Metso had Jason Hall talk about Who are we? Thursday there was a guest speaker from South Carolina Highway Patrol who talked about Driver Safety. Everyone had the opportunity to attend each session and get a ticket to enter a drawing for a Family 4 pack to the Columbia Fireflies along with a parking pass and \$40 in "Glow Dough" which could be spent on anything in the stadium. The grand prize winner was Carli Rutkowski, Metso Operational Procurement. Second place winner was Christopher Leneau, Pierce Inbound Supervisor. Jeff Robinson presents Carli and Christopher with a Metso cap, t-shirt, plus tickets. On Friday the Metso/Pierce Engagement Committee provided lunch for everyone in the facility. They fried fish, chicken tenders, French fries, onion rings, and hushpuppies. It was a great week for everyone!



SARAH HINCHEE

Christopher Leneau

GIRL SCOUTS CAMPING TRIP!

I arrived home from a couple of days of great corporate human resource meetings on Thursday 16 May and Friday attended the last day of Safety week 13-17 May at Plant 4 for the Metso/Pierce Engagement Committee luncheon. After work around 5:30pm left to go camping for the weekend with Girls Scout Troop 690, where I am a leader for the Senior group 9th & 10th grade girls. We left to go up to Chimney Rock. Chimney Rock is a village in Rutherford County, North Carolina about 2 1/2 hour car ride with girls singing the whole way up. We had great weather for tent camping. We arrived when it was dark out but we all got to work to get the four tents up, beds ready, and brushed our teeth to get to

bed. Saturday started with me cooking cheesy grits, shrimp & sausage, potatoes, and of course coffee. We rolled up our sleeping bags and challenged ourselves to climb as much as we could that day. My cellular phone captured over 10,000 steps by mid-day but it was worth me challenging myself to keep up with those girls. Lunch time we just had sandwiches, chips, and water. I put my head on the picnic table and took a nap to only wake up to my name about a half an hour later to get ready to take the girls to the waterfall. The water was freezing but well worth it to cool my inner core down. Everyone had a great time. Dinner I made mac n' cheese, pulled chicken sandwiches or the

kids made chicken tacos. Night time we had a wonderful fire to roast marshmallows and singing songs. I fell asleep first but woken up to my two girls asking for money to play games. Sunday morning came quicker than I wanted it to. I got ready to get things prepared before everyone started to wake up. Breakfast time we had pancakes, bacon, yogurt, and fresh fruit. After we packed everything up and went to town to walk around a couple hours before heading home.



(PICS ON NEXT PAGE)

SARAH HINCHEE



Columbia writes...



Girl Scouts®
Where Girls Grow StrongSM

HR CORNER

401K – A Primer

Spenders and savers: which one are you? When it comes to retirement, we should all be savers. In this article, I'm going to explain the many advantages of the valuable benefit known as the 401K. Some of you are already participating in the program, while others are not because a) they are new to Pierce, b) they don't understand it, or c) they have misunderstandings about this benefit. Here's a simple explanation of how it works, what its many advantages are, and dispel some of the misconceptions.

First off—I think we all realize that the days of social security being your *only* form of retirement income are gone. If social security is still around when you're ready to retire, it certainly will not be enough to support you as you'd like. That's where having a second retirement income comes in very handy, and in this case we're talking about the money from your 401K.

What is a 401K? A 401K program is a benefit that Pierce Distribution offers its employees who have been here over 90 days that helps you save money for retirement. After that three month waiting period, you can enroll on the first date of the month. Then, every week, money is taken out of your check and placed in your 401K, helping you save for retirement.

Here are a few common questions:

How do I enroll? You can enroll online, over the phone, or request a paper application from your HR representative. You can also call

the corporate office and ask for assistance. Employees hired after 1/1/19 are automatically enrolled.

I worked somewhere else before, and I have a 401K there.

How do I transfer my old 401K to my new Pierce one? You can fill out a form and turn it over to Transamerica, and they do the footwork for you to get your 401K transferred over for you.

How do I figure out what stocks I should pick? Good question, because you want to make choices that are best for you. A stock that I like might not be the one for you. When you enroll, you are given the chance to read a little bit about each 401K stocks or bonds that Transamerica is offering so you can make the right choice for yourself.

What if I didn't start saving for retirement when I was young? You still can get ahead! You are able to choose a "catch up" policy, which allows you to contribute extra money to your 401K plan... up to an extra \$6000 per year.

I'm young; I don't understand stocks and bonds but want to start saving; is there an option that works for me? Absolutely.

There's a "set it and forget it" type of choice called the "retirement date fund". You choose the year you see yourself retiring. Based on your retirement year, the plan figures for you is what will be pulled out of your check each week. Remember, though, the earlier you start saving for retirement, the better off you'll be.

Does the money in my 401K stay mine? Yes. After one year, you're 20% vested. From there, you have an additional 20% vest-

ing each year so after year five, it's all yours.

Is this money taken out before taxes, or after taxes? It's your choice. If you have it taken out pre-tax now, you'll pay tax on it later when you cash it in. If you have it taken out post-tax, you pay no tax on it once you start using it.

I'm going through a rough financial patch. Can I get a loan through my 401K? Yes, you can. Loans through 401k are available, but not encouraged. Repayment arrangements are made shortly after your loan is approved and deducted from your check until you have completely repaid yourself.

Does Pierce Distribution match my contributions to my 401K plan? Although Pierce does not match your contributions exactly, the Company does make frequent and generous contributions to your 401K. It's as if free money is appearing in your account and it adds up fast. Remember, you don't have to save alone; Pierce has a strong history of awarding annual contributions to participating members. **THAT'S FREE MONEY!**

Do you have any further questions? Please feel free to contact either your local HR rep, Chris Cacciatore at the corporate office, or our Transamerica rep, Ned Gillette. Any one of us will be able to help you figure out how to get enrolled and start working toward your retirement income. It's never too soon, or too late, to start!



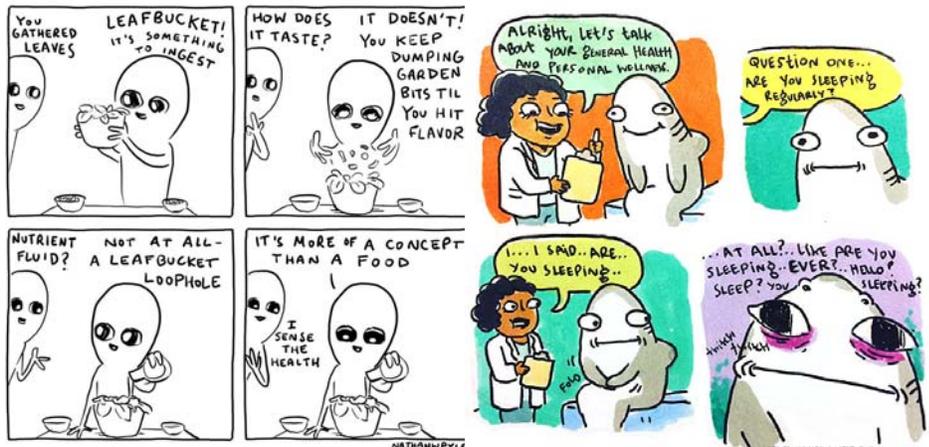
CHRISTINE CACCIATORE

WELLNESS CORNER

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"Let's take a walk together. You do two miles and I'll follow you on Twitter."



Ripley Writes...

HAPPY BIRTHDAY JUDY!



Judy's 69th birthday was May 15th! If you know Judy, you know she does not act her age! She was the spirit of a 20 year old. You can catch Judy out on the floor with a smile and sometime even dancing a little. Judy also had an anniversary with Pierce on May 24th. She has been with Pierce almost all her life!!! She has worked with Pierce for 46 years! We celebrated her birthday a little differently this year; we had a salad lunch. Everyone brought different kinds of salads. It was yummy. We had birthday cake and just enjoyed spending our lunch with Judy. Judy will make you laugh because out of the blue, she says something that you are not expecting. She makes the best fudge I have ever tasted, and you can't eat just one piece. Judy, we hope you had a Happy birthday. We wish you many more! Stay young at heart—we love you!

KRISTI TAYLOR

YOU CAUGHT ME SMILING...

Look at this big "cheesy" smile. Excitement and appreciation is pictured when Plant 7's, Anthony Turner, was announced as our Associate of the Month. Always happy go lucky, always serious, always at work (at least 30 minutes early EVERYDAY) and ready to help out anyway he can is the best way to describe Anthony. He has been employed full time at Pierce since December 2014. He states he worked as a temporary for two years before being hired full time. Officially, he is assigned to the Service Parts department as a Heavy Pack (meaning he can handle the big stuff). He is trained in many other areas besides working on the pack tables. "I enjoy making the shippers and helping out in the Bailer area. I like staying

busy, don't have time to talk (or visit) and pretty much keep to myself." A lifelong resident of Dyer County, he lives in Dyersburg and loves working in his yard - keeping the grass cut is a priority. A 1990 graduate of Dyersburg High School where he states his major was "just getting out of high school". I was surprised to learn he enjoys cooking. In fact, he said his BBQ chicken was "simply the best". The family loves it when he cooks fish with all the trimmings (hush puppies, fries & onion rings) - makes me hungry! "Working at Pierce is a job - and I appreciate the job and the people I work with every day. On my list of things to do, I would love to return to the Smoky Mountains in East Tennessee and take in the beauty of the mountains, the

beautiful mountain streams and even a bear or two." Congratulations Anthony!



MIKE MOORE

Below, Anthony Turner



SALES & MARKETING ANNOUNCEMENT

The Sales and Marketing Department is pleased to announce the hire of Brad Herr. Brad will serve in the newly created Northwest Business Manager position. Brad has worked for over fourteen years at Industrial Craters & Packers (ICP), where he currently supervises HAZMAT & MIL-SPEC packaging functions. Brad has also spent time with direct sales interacting with current and prospective ICP customers. Brad will cover the local Portland area for ICP and Pierce, but will also sell services to an area that encompasses several states in the Northwest U.S. We are excited to bring Brad aboard.



Congratulations!



ANDY OLTREMARI

Monthly Wellbeing Newsletter May 2019

THEY CALL IT QUALITY TIME FOR A REASON

When You're Headed Outdoors

- Play hide and seek
- Visit a park
- Ride bikes, roller blade or walk around the neighborhood
- Walk a pet or a neighbor's pet
- Play active games in the backyard

When You're Staying In

- Play card games or board games
- Create an indoor obstacle course
- Make inexpensive arts and crafts
- Plan a treasure hunt
- Build a fort
- Play dress up or use your imagination

Monthly Activity
Plan Family Activities

Spend time with those closest to you and complete a different activity each week.

During the Day

- Play mini-golf
- Hike trails
- Work in a garden
- Visit a museum or sculpture garden
- Take a class together
- Visit a farmer's market

For the Night Owls

- Look at the stars
- Catch fireflies
- Make healthy snacks and have a movie night
- Camp indoors
- Simply talk about your day



TONY CHIODINI

JUNE ANNIVERSARIES

Name	Day	Plant
Jose Ramirez	6/19/95	2
Raul Sanchez Jr.	6/17/03	2
Seung Chheung	6/07/04	ICP
Tony Strawn	6/28/04	7
Stephanie Gill	6/26/06	7
Manuel Hernandez	6/26/07	ICP
Mike Moore	6/2/11	7
Susan Lovett	6/13/11	7
Daniel Tanner	6/16/14	2
Larissa Hardman	6/1/15	5
Christie Tennant	6/27/16	2
Amy Holmquist	6/27/16	2

JUNE BIRTHDAYS

Name	Day	Plant
Erick Fouts	01	ICP
Martin Bautista-Angel	01	ICP
Casey Sessions	02	ICP
Ray Brown	04	7
Lat Long	05	ICP
Bertha Gonzalez	07	2
Eric Chapman	07	2
Yorleyvis Ochoa	10	5
Byron Reed	11	5
Teresa Phelps	11	7
Jeffery Graves	14	7
Kyle Key	16	2
Antonio Pacheco	16	ICP
Sam Adelowo	16	5
Trey Schell	19	C
Kimberly Robinson	20	7
James Jarrett	21	7
Daphne Young	23	7
Steven Chipman	23	ICP
Christina Gamoneda	24	2
Kelli Reynolds	25	7
Michelle Theus	25	7
Heddie Henderson	27	7
Shiman Yee	27	ICP
Amy Holmquist	27	2
Darrell Whetstone	28	4
Nathan Anderson	28	C
Larry Glass	29	7
Sara Sanders	29	7
Patricia Wallington	29	7
Victor Bravo Morales	30	ICP