



# November 2019

*Pierce Distribution Services Company*

## Kevin Hogan Writes...

November is the month of Thanksgiving and spending time with family. I hope everyone is ready for turkey and the fixings. We are looking forward to spending the week with Candice, Ben, Meggie, Bob, DJ, Hartley and Trace. Missing will be Bob's Katie and Meg's Spencer (to be married in 2020).

Last month, I shared that I was going to Illinois for the 3rd Quarter Manager Meeting. However, the weather had other plans as it laid snow on the ground which cancelled my flight. I was unable to attend the meeting but I was able to participate via Skype, thanks to Jason Smith. The meetings went well and I should say as a company, we have some tough challenges in front of us by our customers. Our motto "We Do Whatever It Takes" comes into play. This company is celebrating its' 65th Anniversary this year rising up to the challenges that we face all the time. As with past challenges, we will meet and find ways to exceed the expectations of our customers. In my 40

years with Pierce, I have seen and experienced it all. Our excellent Executive Management Team led by Dino McNabb (COO), Tony Chiodini (CFO) and Jason Smith (VP of Operations) will always find solutions to the challenges that lie ahead. Our General Managers are seasonal that have seen about everything that could come up in day to day business.

I am trying to get back to the Corporate Office in December. I am sure we will have another Year End Executive Meeting. I will also meet with some of our partners in business to discuss next year's expectations. The Corporate Office will also have our Christmas Party. I will also be heading to Ripley, Tennessee in December to spend time with family and visit the plant. I would like to wish everyone celebrating a Happy Birthday. There were three Mile-

stone Anniversaries in December; Robert Howell (Ripley) 5 years on December 8th, Anthony Turner (Ripley) 5 years on December 8th and Cosandra Walker (Ripley) 5 years on December 8th. There is one notable anniversary: Chris Cacciatore (Corporate) 12 years on December 31st. Chris is one of the best additions to the Corporate Staff. I would like to thank her for all she has done for the company especially going beyond what is required. I would like to thank everyone celebrating Service Anniversaries in December for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.



### Russell's Words Of Wisdom...

*If no one has told you this today; go move your elf.*



**Kevin Hogan**



# WE LOVE BABIES!!



Please welcome to the world Alyssa Diana. She was born on September 26, 2019 to David and Breanne Frye. David is with Pierce as Corporate Quality. Congratulations on your beautiful little wonder woman! Here's a little history on her name, Alyssa Diana:

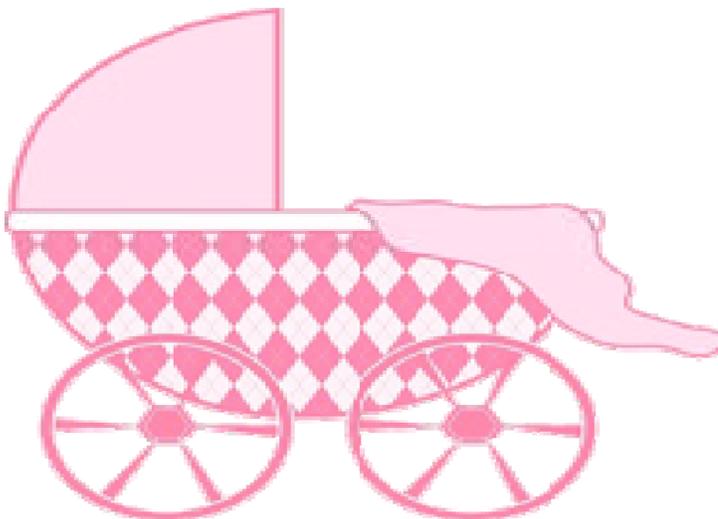
Alyssa = Breanne's middle name. As used in Western countries, the name is usually derived from the name of the flower alyssum. The name of the flower derives from the Greek roots a- ("not") and lyssum (insane) (daughters can be kind of crazy LOL) but if they are "NOT" that's good); the flower was formerly thought to cure skin diseases. A pretty flower (that might be a little crazy) that helps people.

Diana = Wonder Woman, a warrior princess who helps people and fights bad guys to protect those who can't protect themselves. Also probably derived from an old Indo-European root meaning "heavenly, divine" (Pretty, like a flower), related to Dyeus (ZEUS). Diana was a Roman goddess of the moon, hunting, forests, and childbirth, often identified with the Greek goddess Artemis.

Above, meet ALYSSA DIANA FRYE, born 9/26/19 at 8 lbs 3 oz. She looks ready to take on the world!!



Below, meet STAR CHRISTINE JENKINS, born 12/3/19 at 5 lbs 12 oz. She looks ready to take on a big long nap!



At right, please welcome Star Christine Jenkins. She is the granddaughter of Chris Cacciatore, Corporate HR. She was born to parents Mike and Kellie Jenkins and is welcomed home by her big brother Gino and big sister Emma. I don't know the back story behind her name but I do know Mike loved The Lost Boys movie, and Star was the name of his favorite character. As for her middle name—well, let's just say he loves his momma.

# ICP (Portland) Writes...



## HAPPY ANNIVERSARY!

Niah Gordon, at left, is celebrating two years with Industrial Craters and Packers!

Congratulations, Niah!



Above, the woodshop built saddles so the packaging is secure and snug. Hopefully elf-proof.



RANDY CANTONWINE



# Rockford Writes...

## WINNER WINNER, CHICKEN DINNER (AND SAFETY JACKPOT!)

At left, Frankie Williams is the excited winner of \$100 in the most recent Safety Jackpot drawing! Congratulations to you, Frankie! And at right is Richard Strocchia, who was able to score \$125 in the drawing. All you have to do to win is play—collect and scratch off those cards and keep sending them in and the next Safety Jackpot winner might be you!



KEN HOLZE



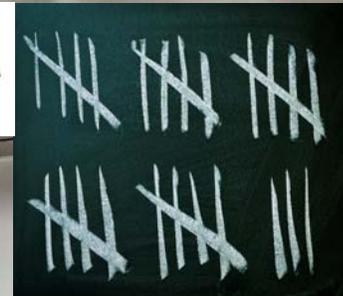


# Memphis Writes...



## MEMPHIS SAYS HELLO!

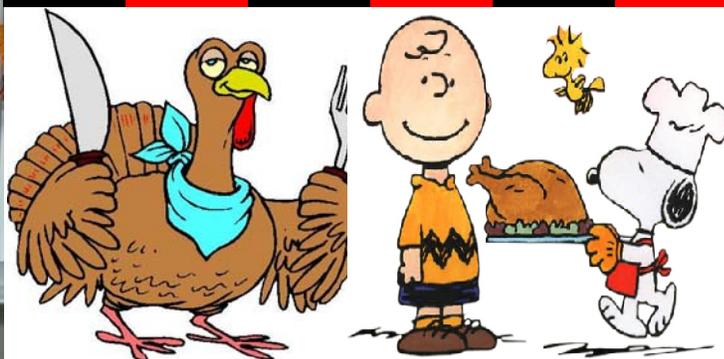
Pictured above: Moe Jordan and Cassandra Farmer, currently preparing for Harsco's physical inventory.



## Houston writes:



At left, a November wellness board sent in by Alyssa Gonzalez (Houston HR). There is some really good information on here! Well done!



### WHAT'S THE MOST OUTLANDISH REASON AN EMPLOYEE HAS GIVEN FOR MISSING WORK?

"The funniest—and cutest—excuse I've ever heard from my employee is that he was helping a kitten get out of the tree and, of course, got stuck himself," said John Breese, founder and chief executive officer of HappySleepyhead, a Los Angeles-based company that reviews sleep-related products.

"They both had to wait for a rescue team to get them on the ground. Well, at least he sent me photos of the kitty."

Another feline-related excuse came from an employee who told Breese that her cat had chewed the wire attached to her bedside clock. The timepiece stopped working, and she overslept.

"It wasn't the first time she used this excuse, so we all chipped in and bought her one of those cute, round, retro alarm clocks that don't have wires."

Dane Kolbaba, co-founder and president of Watchdog Pest Control in Phoenix, had an employee who claimed that his doctor put him on bed rest after he ate too much pizza the previous night.

The worker had gotten a bad case of the munchies after smoking quite a bit of marijuana on a Sunday, Kolbaba explained. He ordered about 10 pizzas to share with a buddy but ended up eating alone.

"He got very sick and dehydrated and had to stay home for a day or two and get better."

One of the craziest excuses Olga Mykhoparkina heard for calling in sick was from an intern who got food poisoning.

"The reason was that [he] had a bet with a friend and lost it," said the chief marketing officer for Chanty, a computer software company headquartered in New York City. "So [he] had to eat a couple of cans of dog food." It's a story still shared around the office.

An employee at Messina Staffing Group in Chicago said he wasn't coming in because he forgot to do laundry and didn't have any clean

clothes.

"It sounded like a joke. I thought he was kidding," said Ellen Mullarkey, vice president of business development. "But it turned out he was completely serious and didn't plan on coming in. Of all the excuses I've heard throughout the years, that was by far the strangest."

Timothy Wiedman was a district supervisor in the retail industry for 13 years and often worked with part-time employees, many of whom were young women handling the early shift while their children were in school.

One young mother provided a memorable excuse for missing work.

"She'd just gotten an appointment to see Dr. So-and-So. Since she sounded OK over the phone, I assumed that one of her kids was sick and I told her I'd find a substitute for her shift," Wiedman said.

When she returned to work the next day, he asked if her child was feeling better. She replied that her children rarely got sick.

Turns out the doctor was a vet.

She had to take her pet ferret to the clinic because he seemed lethargic. The vet never did find anything wrong with the woman's pet, Wiedman added.

An employee at the Lucas Group, a Houston-based accounting and finance firm, failed to show up for multiple days and wasn't calling in to explain his absence.

"So I had one of my managers text him and ask if everything was OK, as we were obviously worried about him," said Bob Prather, the company's general manager.

"We got a text back from his phone number saying, 'This is his mother texting from his phone. He has unexpectedly passed away.'"

As it turned out, he was alive! Needless to say, that was our last communication with that employee."

ARTICLE COURTESY OF:

<https://www.shrm.org/hr-today/news/hr-news/Pages/Whats-the-Most-Outlandish-Reason-an-Employee-Has-Given-for-Missing-Work.aspx>

# Ripley writes: RIPLEY'S SAFETY JACKPOT GRAB BAG

Excitement is in the air here at our Ripley facility! October 31st we had our annual Safety Jackpot Grab Bag event where our 2nd time big winner Felicia Bonds pulled two bags with \$50.00 certificates totaling a \$100.00 Win! You may remember Felicia was the winner of the nationwide drawing a few years back winning a \$4,000.00 Gift Card to Home Depot. I believe she has a four leaf clove in her pocket!

Last week I received an email from David Welch stating that we had another associate chosen from Ripley to participate in this year's nationwide quarterly Grab Bag event! Debra Isom. I can say she was over the moon happy to grab! Debra chose two bags; one contained the half certificate for \$10,000.00 and the other con-

tained \$375.00 bringing her total win to \$1,375.00!

That's enough to make you want to get your cards together and send them in! Congratulations Felicia and Debra!



## TRACY SCHMITT



time spending it! Debbie is our Quality Control lead, as you know we are all more like family rather than just coworkers. Debbie is so well loved around here. She always meets you with a smile and everyone raves about how kind and helpful she is. That is if you can catch her. She is nicknamed Taz as she is all over the place. I couldn't ask for a better person to work alongside of. Happy Birthday Debbie! We love you BIG.



Today we celebrated Debbie Chipman's 21st birthday. A lot of wonderful food, Mike played the Temptations, tons of laughing, and some dancing as well. She just returned to us from her birthday vacation in Las Vegas no less. She didn't win any cash but she said they sure had a great

**KRISTI TAYLOR**



# Ripley cont...



Picture: L-R: Misty House, Donna Sangster & Tabitha Chandler

## Looking For A Bargain

Congratulations to Plant 7's Associate of the Month, Donna Sangster. Ms. Donna is one of our favorite trainers in Service Parts. She states she learned from the Best! She gives credit to good friend, Mary Rucker Smith, who trained her in Service Parts 4 years ago. Donna has experience in working in Dealer Return, Tokyo and Breakdown, but loves the folks in Service Parts, especially Line Leads, Misty House and Balinda Hairfield. I'm kinda partial to my supervisor, Tabitha Chandler, too! Ms. Tabitha is fair to work for and I want her to know I give of my best when I train the new associates. When I'm through training, I hope the new associates know as much as I do and can do a better job than what I am doing. Pierce is a fun place to work. And you have to work when you love "shopping" as much as I do. I used to love going to the stores, but now I'm pretty good at shopping on line - always looking for a bargain. I'm helping my boyfriend raise his 16 year old grandson. We were raising twin grandson and granddaughter, but granddaughter has moved in with other family. I'm not selfish when shopping - I have nieces and nephews that I shower with gifts on regular basis. Growing up in Gates, TN with two brothers and three sisters (I'm right in the middle), I learned quickly that if you wanted something special, you had to work for it. Living in Brownsville, TN now, makes it a little more challenging to regularly attend my home church, Antioch Curve Baptist Church, in Gates, but I do my best. We love you Ms. Donna!



## IT'S A BOY!



Proud parents Katy Akers and Joseph Dems welcome Jaxxon Dems, who was born on November 14, 2019, at 7:32 am at Baptist Hospital—Union City. Jaxxon was 6 pounds, 11 ounces, and 19 inches long. Mom and baby are doing well—and daddy Joseph is sleeping!!



## MIKE MOORE



**CHRISTMAS SHOPPING— ONE FOR YOU AND ONE FOR ME...**

Two things on my Christmas list every year: One, a good pair of silver hoops for everyday wear (read: days when I'm too lazy to look at my earring "shirt" and find something color coordinated) and also a soft, comfy black cardigan.

I'm the one who does the most Christmas shopping (I'm a control freak) and when I see something around Christmas time that I want, I get it.

Case in point...ordering from Kohl's online today. Got everything I needed for other people but WHAT'S THAT??? Pajama pants with **penguins** on them? Yes, please. *Click!*

Sometimes I buy gift cards for the kids because I don't have a personal shopper. Because I am not very

good at picking out things that my children would actually wear.

The only things I'm pretty safe buying for them are camisoles (for the girls, and maybe one for me) and funny t shirts (for the boy, and maybe one for me). I don't really have any sort of sense of style or color matching ability. What this means is I wear black pants a LOT.

Popular gifts for the youngsters: McDonalds gift cards. Victoria's Secret gift cards. Walmart, or Target, or gas station gift cards. A gift card at virtually *any* store that would actually prevent me from picking out actual clothes, thinking, "Oh, (fill in name of unfortunate child) would just love this. It would look so great on them. So smart. She/he could even *start a fad*."

No matter what you gift your children with, or how soon or late you shop, it's a wonderful time of year for sharing with friends and family. That's my focus. In the hustle and bustle of baking, shopping, holiday parties, etc, it's really easy

to lose sight of that.

And that leads me to remember one more thing that is on my Christmas list, every single year...that my family stay happy and healthy. It is really the most important thing in the world to me. Every year I hug my family a little tighter. And my family seems to be getting bigger and bigger every single year!!

Merry Christmas!

**CHRIS CACCIATORE**

**Our C.F.O. Writes...**

Gallagher's 2019 Monthly Wellbeing Newsletter

**Sleep Schedules Make the World a Happier Place**

Sticking to a sleep schedule—even on weekends—carries some pretty substantial health benefits. Getting enough sleep has been shown to improve immune function, reduce stress, and promote a healthier weight.

According to the Centers for Disease Control and Prevention<sup>4</sup>, most adults need at least seven hours of sleep each day, but almost a third are not getting enough rest on a regular basis.

Your Circadian rhythm<sup>5</sup> is your natural internal clock that runs in the background, helping you to shift between feeling tired and alert. When your sleep schedule is more consistent, your clock functions at its best. Thankfully, these rhythms can adjust themselves, but it does take time. When you move between time zones or deviate from your normal daily routines, it takes a little time to catch up.

Having a sleep routine can help ensure you get adequate sleep consistently. Here are some ways you can create a sleep schedule that supports your wellbeing:

**Pick a bedtime** Pick a bedtime, and stick to it. Set an alarm if you need to. The more consistent you are with getting to bed, the easier it will be to ease into your new routine.

**Avoid sleep disruptions** Caffeine, alcohol, nicotine, high-intensity exercise, and large meals can interfere with sleep, so do your best to avoid them just before bedtime.

**Create a sleep zone** Remove distractions like TV and electronic devices from your bedroom if you have a tendency to lose track of time in the evening.

**Make changes slowly** Shift your sleep schedule gradually. For example, go to bed 15 minutes earlier every day until you reach your desired bedtime.



DECEMBER BIRTHDAYS		
Name	Day	Plant
Tommie Givens	01	4
Faith Stone	01	7
Daniel McClendon	02	2
Keyshla Diaz Rivera	04	2
Howard Barnes	06	4
Kristi Taylor	06	7
Janice Rice	09	7
Dinna Vath	09	ICP
Mary Smith	10	7
Lisa Finch	15	7
Michael Moore	15	7
Elvis Pugh	15	7
Kevin Hogan	17	C
Kimberly Latham	17	7
Vickie Curtis	20	7
Dennis Gardner	20	7
Jose Ramirez	20	2
Brian Neville	22	7
Oral Welborn	26	4
Eric Brazzle	27	4
Martin Rodriguez	28	4
Howard Jones	29	4
Stephan Sabicer	30	C

DECEMBER ANNIVERSARIES		
Name	Day	Plant
Chris Cacciatore	12/31/07	C
Robert Howell	12/08/14	7
Anthony Turner	12/08/14	7
Cosandra Walker	12/08/14	7
Sylvan Grazette	12/01/15	4
Lisa Lemon	12/01/15	4
Charity Yancey	12/01/15	4
Iva Williamson	12/07/15	5
Katy Akers	12/05/16	7
Calvin Brackett	12/05/16	4
Angela Colegrove	12/05/16	7
Willie Hancox	12/05/16	7
James Taylor	12/05/16	7
Rosa Temple	12/05/16	7
Oral Welborn	12/05/16	4
James Willingham	12/05/16	4
Stefan Curtis	12/12/16	7
Daniel Palma Flores	12/04/17	ICP
Howard Barnes	12/04/17	4
Eric Brazzle	12/04/17	4
Zachary Hopkins	12/04/17	4
Devon Mitchum	12/04/17	4
Yvonne Ridges	12/04/17	4
Martin Rodriguez	12/04/17	4
Niah Gordon	12/18/17	ICP
Howard Meadows	12/03/18	7

**TONY CHIODINI**

