



DISTRIBUTION

September 2019

Pierce Distribution Services Company

Kevin Hogan Writes...

September has come and gone, leaving us high school, college and pro football. Yes, it won't be long before the leaves start to disappear from the trees. I really like the fall. It won't be long before the snow will begin in some parts of our country.

As some of you know Pierce Distribution is celebrating its 65th Anniversary this year. As part of that celebration, we are sending Pierce 65th Anniversary shirts and hats to all the plants. They look really nice. If you have not received the shirts & hats contact Tim Charles at the Corporate Office.

I saw this the other day and thought I would share it:

10 Things that require zero talent.

**Being on Time
Work Ethic**

- Effort**
- Energy**
- Body Language**
- Passion**
- Doing Extra**
- Being Prepared**
- Being Coachable**
- Attitude**

I will be heading to Loves Park in early November for the General Manager Quarterly Meeting. This meeting will also include Andy Oltremari and Tim Charles.

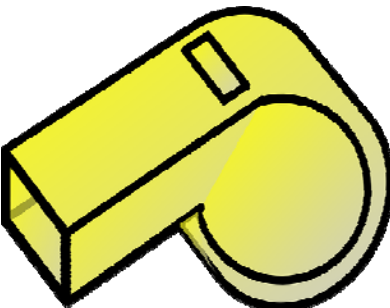
I would like to wish everyone celebrating a birthday in October a Happy Birthday. There are no Milestone Anniversaries in October. However there are five notable anniversaries: Andrea Scott (Rockford) 13 years on October 30th, Janice Rice (Ripley) 13 years on October 30th, Larry Hickey (Rockford) 13 years on October 23rd, Jason Howell (Ripley) 16 years on October 7th and Tracey Strawn (Ripley)

23 years on October 4th. I would like to thank everyone celebrating Service Anniversaries in October for their years of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

Kevin Hogan



Russel's Words Of Wisdom...



“A fellow who is always declaring he’s no fool usually has his suspicions.”

~Wilson Mizner

ICP Writes...

ANNIVERSARIES

Celebrating anniversaries this month are Martin Bautista Jr (1 year) and Lat Long (3 years)



MARTIN BAUTISTA JR



LAT LONG

3rd QUARTER LUNCH



(see any familiar faces?)



HR Corner

Teledoc—what is it?

Teledoc is a little known, little used Pierce benefit that I'd like to shine a spotlight on today.

What is it? Some information from their website:

With **Teledoc**, you can request a visit with a doctor 24 hours a day, 365 days a year, by web, phone, or mobile app. First, you have to enter in some patient history; this way they know where you are in the nation. The doctor will review your medical records. Your medical history provides valuable information to the doctor regarding past conditions, medications, allergies as well as information about your family's medical history. Your health information is kept private and encrypted.

You can see the doctor by choosing "video" or if you're feeling a little camera shy you can choose "phone". You can also pick the best time for you by choosing the option "schedule" so you are calling the shots.

Once you've made those choices, you can choose the type of doctor you need—a medical doctor, a dermatologist, or a therapist, and the **Teledoc** system matches you with the right doctor to see you or answer your questions. The cost? Free to you.

Teledoc differs from the doctor's office in that your wait time is minimal, and once you have the doctor on the phone, you can take all the time you need with him or her. You can be treated for colds, flu, bronchitis, UTIs, skin infections or rashes, or get help with depression, domestic abuse, or grief counseling. (See the **Teledoc** website for more information)

If you end up needing a medication, the **Teledoc** professional will prescribe one and you can have it sent to your pharmacy.

This service has come in handy for some of our employees and their families. It's come in very handy for some of our insureds who have been traveling and needed medication.

Why not get signed up for **Teledoc**? You might be saving yourselves some time, money, and aggravation down the line and best of all, it's free to you.



CHRIS CACCIATORE

Our C.F.O. Writes...

Gallagher's Monthly Wellbeing Newsletter September 2019

Plan your meals, make a list and don't shop hungry

Know what you're going to the store for and stick to those items! Unplanned purchases add up in a hurry, and they're usually items that dent your diet as well as your bank account.

Use coupons when you shop

This one seems obvious because it is. Most people don't make an effort to look online or in newspapers for grocery coupons, but those that do save a lot of money over time! Start clipping coupons (or seeking out deals and specials online). If you track how much you save, you'll be pleasantly surprised by the results!

Compare brands

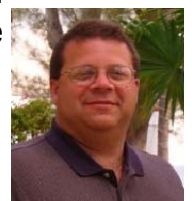
When you want to purchase a name-brand item (e.g., soda, cereal, even health and beauty products), compare it with cheaper brands and see if you can tell the difference—often, you really are just paying for the name on the box.

Join your store's loyalty program

Many grocery store chains offer additional discounts, coupons or incentives to customers who sign up for a loyalty program. Most of these programs are free to join. If your local store offers one, take advantage of it!

Buy in bulk

If there are non-perishable, durable items you know you'll use, see if it's cheaper to buy in bulk! You'll typically see cost savings and avoid adding another small purchase to your list each time you go to the store.



Tony Chiodini

Rockford writes...

It has been quite some time since I have written an article for our newsletter... The Rockford plant has been keeping me busy with the Procurement Account! I have been with Pierce close to 13 years. I have been here in Rockford Plant 2 for 6 of those years. The Procurement Account has been growing and growing!! We recently added a new supplier line for Paccar Parts; which is Gates Hose. We ship

Gate's hoses direct to Paccar's Dealers. We have about 30 parts and ship to over 800 locations. We also have a new Customer "Ridge Tool", which is a sister company to our Greenlee account. Right now Ridge Tool has 55 parts! Greenlee has been growing as well. When I started working with the Procurement account 4 years ago, we had about 40 parts. Today we have over 200 parts!

I am very grateful to have my team! They have worked very hard and adjusted to the new work load; as well as helped us maintain the ISO Certification! Procurement would not be what we are today if not for our team!

ANDREA SCOTT

Pictured below: the hard-working Procurement team!



Rockford Cont... ALWAYS A GOOD TIME FOR CAKE!!



All birthdays are worth celebrating but this one is a special one! Melody Wallace turned 60. Not just any cake was served, either—it was Bundt cake! Happy birthday, Melody!

LARRY HICKEY

Houston Writes...

On September 19th, Imelda dumped as much as 43 inches of water on some parts of southeast Texas in a span of just 72 hours. The deluge flooded thousands of homes and vehicles. Imelda is the most significant storm to hit greater Houston since Hurricane Harvey ravaged the city two years ago. It was a rough two days for the plant, a lot of the streetways were blocked and multiple employees were called to pick up their children from schools. Luckily, no one

from our plant was greatly affected.

On a much happier note on September 26th, 2019, one of our temp employees, Gbenga Ogunjobi had a beautiful baby girl.

Last but not least, Mariela Ibanez's attendance has been perfect for the entire month. Way to go, Mariela!

ALYSSA GONZALEZ



Ripley Writes... OUR RIPLEY FAMILY IS SO GENEROUS!



Once again I am in awe of how gracious and giving our Ripley family is. We recently had a team member and his family suffer a tremendous loss. To help with their expenses, we decided to hold a small fundraiser. With a day's notice, our associates were told the situation, given a date for a silent

auction, and asked to give money or donate any items that they were able. Anything given would be greatly appreciated. Again, everyone pulled together in true fashion donating money, bringing in yummy baked goods, handmade crafts, and other items. We were able to raise \$655.00 and a huge thank you to Kev-

in Hogan for matching what we raised to further help. Acts of love and kindness is what life is all about. Thank you, Ripley team, for all you do!

TRACY SCHMITT

Ripley Continues...

“WE LOVE MS. PAT!!”

One, two, three that is the sound we hear every day at Plant 7 as Ms. Pat Douglas leads the whole plant in our Flex & Stretch program. You will also see a couple of "wiggles" from Ms. Pat as she "jams" to our oldies, but goodies music. She really shows out when "Brick House" is the musical selection. Ms. Pat has been with Pierce for 15 years come May 2nd. She has done it all, worked in all departments, and "yes" she can drive a forklift (she was forklift driver at a former job), but has not been asked to drive as of this date/time. In her spare time you will find her directing her church choir (New Hope Baptist Church, Jackson, TN) and gets everyone excited when she breaks out in a solo. Being the President of the choir is also very demanding, but she loves it. She and her husband, Raymond, have been together for 30+ years. Ms. Pat is proud of her three sons, missing her deceased son, Sherick, every day, but enjoying

her other two sons, Terrence - age 38, and Tavaris - age 37. She is blessed beyond measure boasting about her 7 grandchildren - 2 boys and 5 girls, ranging in age from 6 years to 20 years of age. Would you believe she loves riding horses? She and Raymond care for a total of 8 horses daily, but she only rides Lucy - a real sweetheart of a horse (Lucy belongs to Raymond & Pat). With this size family, cooking is a must! Shopping is her idea of a good relaxing time - we would have never thought of that - especially those of us who call her our friend. Congratulations, Ms. Pat, on being selected as our Associate of the Month.



MIKE MOORE



At right, Ms. Pat!



OCTOBER BIRTHDAYS

Name	Day	Plant
Nestor Angulo	01	ICP
Preston Martin	01	4
Willie Hancox	02	7
Horn Choup	04	ICP
Johnny Moore	04	7
Anthony Turner	05	7
Maria Medrano	06	2
Ulysses Brown	08	4
Daniel Palma Flores	09	ICP
Dino McNabb	11	C
William Warren	11	7
Sylvia Davis	14	C
Rhonda Sparks	16	7
Katy Akers	17	7
Cosandra Walker	17	7
Christie Tennant	17	2
Raphael Owoloye	18	5
James Taylor	19	7
Jeffery Gwaltney	20	7
Calvin Brackett	22	4
Bobby Horton	24	4
Richard Proscia	25	4
Chris Cacciatore	25	C
Damon Ballou	28	5
Balinda Hairfield	29	7
Leslie Mayberry	29	7
Joella Cook	31	7



OCTOBER ANNIVERSARIES

Name	Day	Plant
Tracey Strawn	10/04/96	7
Jason Howell	10/07/03	7
Larry Hickey	10/23/06	2
Janice Rice	10/30/06	7
Andrea Scott	10/30/06	2
Heddie Henderson	10/17/11	7
Mark Powell	10/17/11	7
William Williams	10/01/12	4
Dana Gibbons	10/01/12	4
James Bailey	10/14/13	4
Calvin Wainwright	10/21/13	2
Veronica Conchas	10/03/16	5
Lat Long	10/31/16	ICP
Amanda Akins	10/01/18	7
Toneyo Johnson	10/01/18	7
Ryan Klutts	10/01/18	7
Stacy Perry	10/08/18	7
Martin Bautista-Angel	10/22/18	ICP