

Kevin Hogan Writes...

We continue to deal with the Coronavirus and all the challenges that go with it. All of our facilities continue to work as "essential" in order to support our customers and the businesses they support during these tough times. All facilities should be continuing their robust cleaning and sanitizing of facilities. We will continue to follow the guidelines given by the CDC. We must continue to do the best we can to keep our distance while we are working. Again, if you feel sick, contact your team leader or HR person and stay home. Follow the new guidelines put out by the company on returning to work, sent out last Friday. We will get through this together.

While in South Carolina, we lived through 2 hurricanes, the 100 year storm, the biggest snow storm and now the tornado. We knew we had bad weather coming through and knew a tornado was spotted by Rockville across the water from the Marina. As the weather became worse, I looked at our porch and saw our new cushions flying around the porch. I opened up the

hurricane door which was very hard to do. We tried to keep Russell from running out to the porch at the same time, I was getting the cushions and handing them to Donna standing inside the door. I was born and raised in the Midwest and have seen big storms with lots of heavy winds. Nothing like this. After the storm went through we found out that a tornado touched down briefly about 6 blocks away. I drove around the next day, there were lots of trees and branches down but not too much damage to homes. Too close. I have never seen anything like it.

I would like to wish everyone celebrating a birthday in May a Happy Birthday. There was five Milestone Anniversaries in May; Mariela Pinedo (Rockford) 5 years on May 11th, Kimberly Quartaro (ICP) 5 years on May 18th, Neng Nguon (ICP) 15 years on May 2nd, Nestor Canedo Angulo (ICP) 15 years on May 16th and Patricia Douglas (Ripley) 15 years on May 2nd. There are six notable anniversaries: Luis Vazquez (ICP) 13 years on May 24th, Horn Choup (ICP) 17 years on May 25th,

Khun Ngoy (ICP) 18 years on May 30th, Tony Chiodini (Corporate) 22 years on May 26th, John McNabb (Memphis) 24 years on May 28th and Judy Borgmann (Ripley) 47 years on May 24th. As you have heard in the past, when I joined the company, Judy and I became fast friends as she worked on a great deal of my accounts. She is a gem. May was a great hire month for Industrial Craters and Packers. Tony was the best hire our old CFO ever made. John McNabb should have travel miles for how many plants he has been sent to help us with; multiple Rockford area plants, Beloit, Peoria, Houston and now Memphis. I would like to thank everyone celebrating Service Anniversaries in April for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

KEVIN HOGAN

CELEBRANTS

| | |
|---------------|----------|
| Kim Quartaro | 5 years |
| Tommy Sisco | 6 years |
| Luis Vazquez | 13 years |
| Nestor Canedo | 15 years |
| Neng Nguon | 15 years |
| Horn Choup | 17 years |
| Khun Ngoy | 18 years |



Russell's Words Of Wisdom...

Tough times never last, but tough people do.

~Robert H. Schuiller



ICP MILESTONE ANNIVERSARIES!

There are many employees celebrating service anniversaries at our Portland OR facility this month! Please join us in wishing them happy anniversary and we hope for many more.

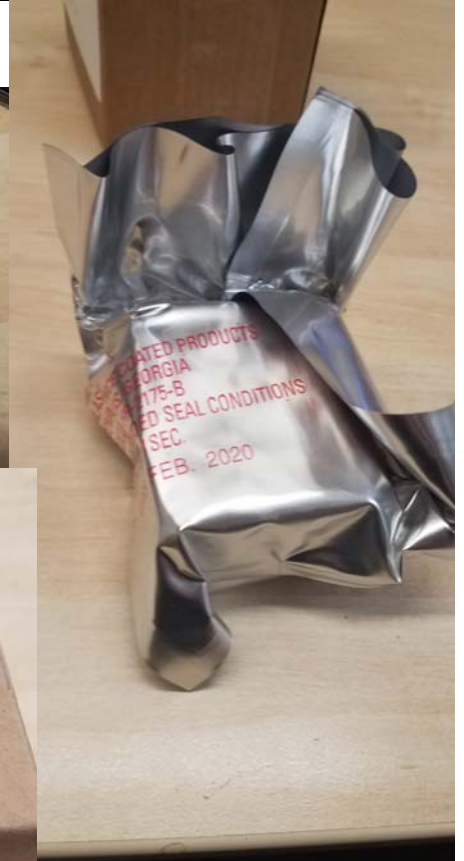


ICP Writes...



Security Packaging recently completed its first leg of a fairly large military packaging project for GrovTec, a growing firearms accessory company hailing from Wood Village,

OR. We just sent off the first crate of 800 units and we expect to have the remaining 6,700 units packaged within the next month. It's a tedious process involving several stages: The units are first placed into custom cut foam inserts, then placed into foil bags. The sealed foil bags are then placed into individual boxes and those boxes are stacked, 10 x 10, in a foam-lined crate. At 8 layers high, the crates are roughly 48 x 48 x 38. The project is a fairly large one for Security Packaging, as it has more than tripled its work force! (Side note – Security Packaging has one employee, so the prior sentence may be a bit hyperbolic). GrovTec has been awarded another contract for 9000 units and we're hoping to package those later this summer.



JASON BIGNALL



Memphis Writes...

GET TO KNOW ME SCHOENECKIE THOMAS

What's your favorite song? "Can't Let Go, by Calvin Richardson"

What's your favorite indoor/outdoor activity? "playing cards and basketball"

What was your favorite food when you were a child? "Spaghetti."

If you could learn to do anything, what would it be? "speak Spanish"

If you could choose to stay a certain age forever, what age would it be? "18"

If you could meet anyone, living or dead, who would you meet? "my mom"

What do you want to be when you grow up? "alive"

When you have 30 minutes of free-time, how do you pass the time? "reading"

What's the last good book you read? "Think Like a Man"

What's your favorite TV show? "Martin"

When was the last time you were nervous? "last month"

Do you have any pets? "no"



GET TO KNOW ME CHARLES CHANEY

What's your favorite song? "Sam Cook, Change"

What's your favorite indoor/outdoor activity? "indoor I like to cook, outside I like to swim"

What was your favorite food when you were a child? "Pizza."

If you could learn to do anything, what would it be? "how to fly a plane"

If you could choose to stay a certain age forever, what age would it be? "25"

If you could meet anyone, living or dead, who would you meet? "Morgan Freeman"

What do you want to be when you grow up? "pilot"

When you have 30 minutes of free-time, how do you pass the time? "brain games"

What's the last good book you read? "48 Laws of Power"

What's your favorite TV show? "CSI"

When was the last time you were nervous? "when I was tested for diabetes"

Do you have any pets? "yes, dog, a teacup Yorkie"



GET TO KNOW ME GLORIA DALE

What's your favorite song? "God Did It, by Shirley Caesar."

What's your favorite indoor/outdoor activity? "basketball"

What was your favorite food when you were a child? "Peanut butter and jelly."

If you could learn to do anything, what would it be? "to speak Spanish"

If you could choose to stay a certain age forever, what age would it be? "45"

If you could meet anyone, living or dead, who would you meet? "Michael Jordan"

What do you want to be when you grow up? "a rich lady"

When you have 30 minutes of free-time, how do you pass the time? "sleep"

What's the last good book you read? "Bible"

What's your favorite TV show? "Wheel of Fortune"

When was the last time you were nervous? "24 years ago"

Do you have any pets? "yes, dog, a pitbull"



Memphis Cont...

OUR GET TO KNOW ME STARS



Pictured, L to R: Gloria Dale, Charles Haney & Schoeneckie Thomas



HR CORNER

ZERO CARD

What if you were given a choice to either pay coinsurance for your MRI, which could be a couple hundred dollars, or you could pay nothing. Which would you choose? If you have elected to take insurance coverage from Pierce through Blue Cross/Blue Shield of Illinois, you also are signed up for the Zero Card, which is a tremendously underused benefit that Pierce offers you, the insured.

Say you go to your personal physician for an exam, and as part of your yearly physical, your doctor orders lab work. Instead of having the lab work done on site, you can tell the physicians' office that you have The Zero Card. Once you call the helpful people at the Zero Card, they will tell you exactly what to do and where to go (here it would be Quest Diagnostics) to have the necessary lab work done, at zero cost to you.

If you visit your physician with a sore neck, and your physician refers you for an x-ray, you handle it the same way. The best part is that when you elect to use The Zero Card, your health plan will pay 100% of the charges for that x-ray. That means no deductible, no copay, and no coinsurance for your procedure. The Zero Card services include surgeries, orthopedics, lab, x-ray, advanced imaging (CT scan, MRI, and ultrasounds) and many others.

How does it work?

Your doctor informs you that you need a service or procedure. You call the Zero Card Personal Health Assistant at 855-816-0001

That's it! They take care of the details and you always pay \$0. Once I had an MRI of my brain for headaches. . My doctor's office wanted me to have it done at the hospital and let me know that central scheduling would call and set that up. However, I told them I had the Zero Card, so I went home and called them. They set everything up for me, including the appointment time, which was a convenient 6:30 p.m. so I didn't have to miss work. The facility I visited was clean, modern facility. They handled all the paperwork for me so I only had to sign a permission form. My results were given to the doctor within two days.

Since the inception of the program in January of 2017, Zero Card has added many more facilities not only in Illinois, but different states for your convenience. If you've tried to use the service before, only to find out there were no local facilities, call the number and give them another chance. There are far more choices available, and places to choose from now in every state.

CHRIS CACCIATORE

Houston Writes...

GET TO KNOW ME TROY MARTINS

What's your favorite song? "Stairway to Heaven and/or Hotel California, but honestly there are too many to mention"

What's your favorite indoor/outdoor activity? "Really? Is this one a serious question?" (editor's note: it is.)

What was your favorite food when you were a child? "Wednesday night was always Prince spaghetti night"

If you could learn to do anything, what would it be? "Use a human flight wingsuit"

If you could choose to stay a certain age forever, what age would it be? "45"

If you could meet anyone, living or dead, who would you meet? "Leonardo DaVinci, Michelangelo, Jesus Christ, or my grandfather"

What do you want to be when you grow up? "architect or a teacher"

When you have 30 minutes of free-time, how do you pass the time? "read"

What's the last good book you read? "Tip and the Gipper"

What's your favorite TV show? "Johnny Quest or Speed Racer"

When was the last time you were nervous? "My 2nd wedding. Standing at the altar, knowing it wasn't going to work out and still going through with it"

Do you have any pets? "no"



GET TO KNOW ME ALYSSA GONZALEZ

What's your favorite song? "Killing me Softly by the Fugees"

What's your favorite indoor/outdoor activity? "Tubing (snow or water)"

What was your favorite food when you were a child? "pizza"

If you could learn to do anything, what would it be? "Gymnastics"

If you could choose to stay a certain age forever, what age would it be? "25"

If you could meet anyone, living or dead, who would you meet? "Prince"

What do you want to be when you grow up? "astronaut"

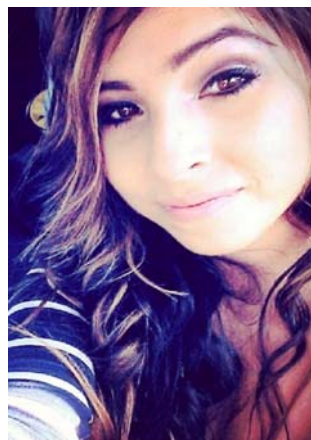
When you have 30 minutes of free-time, how do you pass the time? "online shopping"

What's the last good book you read? "Fifty Shades of Gray"

What's your favorite TV show? "American Horror Story"

When was the last time you were nervous? "yesterday"

Do you have any pets? "No, but I do love them!"



GET TO KNOW ME FELICIA REYES

What's your favorite song? "One and Only by Adele"

What's your favorite indoor/outdoor activity? "Indoor would be watching movies and snacking"

What was your favorite food when you were a child? "pizza and still is"

If you could learn to do anything, what would it be? "fly"

If you could choose to stay a certain age forever, what age would it be? "21"

If you could meet anyone, living or dead, who would you meet? "Selena"

What do you want to be when you grow up? "I always wanted to be a lawyer"

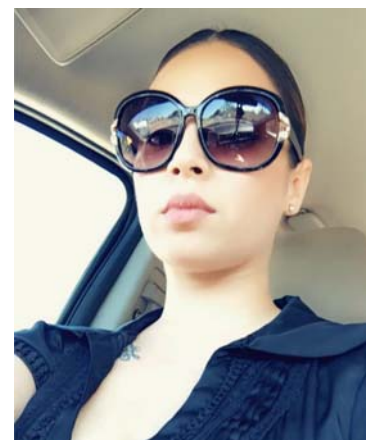
When you have 30 minutes of free-time, how do you pass the time? "Facebook"

What's the last good book you read? "Mentor"

What's your favorite TV show? "Grey's Anatomy"

When was the last time you were nervous? "3/31/18"

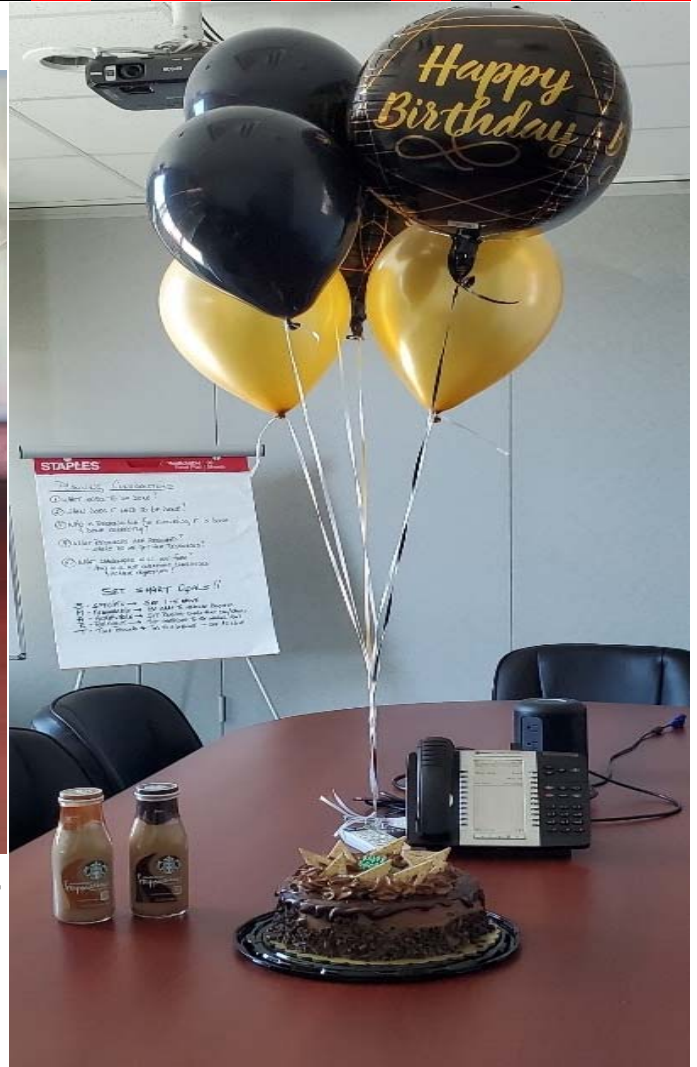
Do you have any pets? "No"



Houston continues...



Our fearless leader Troy Martins celebrated another 29th birthday in Houston with a couple of Starbucks coffee drinks and a chocolate cake to end all chocolate cakes. Happy birthday, Troy!



ALYSSA GONZALEZ

Ripley writes...

ASSOCIATE OF THE MONTH

“ JUMPED IN WITH BOTH FEET”

Congratulations to our newest Associate of the Month, Timothy Currie. Ripley's Plant 7 is appreciative of the efforts of our new associate who has been with us full-time since January 27, 2020. That's not long, but his work ethics don't go *(article continues on next page)*

Picture: L-R: Tabitha Chandler, Timothy Currie & Kristi Taylor



Ripley continues...

unnoticed. Nominated by Supervisor, Kristi Taylor, (who is not even Timothy's supervisor) who took notice when she walked out the plant's loading dock area and saw the organization and cleaning in the area. Who done this, she asked? She soon learned that Timothy had taken on the responsibility and was doing a FANTASTIC job. Many others in Leadership commented on how well he takes direction and how positive and impressive he is with taking care of business. He is included in the Woodshop department but takes care of working the bailer area and shines as he rides the "floor scrubber" all over the plant. He definitely takes pride in his work. After working at TN Electroplating for 13 years, he is impressed by the workforce here at Pierce, enjoys the associates and daily follows his late grandmother's (Ivory Mae Jones - who he calls "Mom") philosophy, "Look Out For Number One" and "Always Make Number One Look Good". Happily married to Sheritta - who is a cafeteria worker at Ripley High School - they are the parents of 3 grown children who have blessed them with 6 grandchildren, Timothy stays busy working outside in his yard and always "looks busy". Timothy's goal in life, "Work and Make Money"! Thanks for jumping in and doing your part to make us look good.

MIKE MOORE



"Ask and you shall Receive"

Woodshop Supervisor Tony Strawn sits atop one of the refurbished picnic benches

Ripley's Plant 7 was proud to respond to a "Plea for Picnic Tables" by the Lauderdale County Fair Board. Our county's fair is relatively new and striving to become a major event in West Tennessee. After evaluation of our 2019 fair by the State Fair Committee, recommendations for picnic tables for our fair participants was heard by county officials. The metal tables were part of Komatsu's inventory of old (and worn out) tables. Under the direction of Plant Manager, Mark Strawn, Tony Strawn, Supervisor and Jerry Hankins, of our Woodshop Department, tackled the project replacing nuts and bolts and adding new weather treated boards. The final project resulted in ten 8-foot picnic tables donated to the Lauderdale County Fair. We appreciate all the hard work and the opportunity to give back to our community. You make Pierce look good!

MIKE MOORE

STILL GOOD AS WE CELEBRATE FIVE YEARS

On April 27, 2020, Chad Hawks celebrated his 5 Year Work Anniversary with the Ripley Pierce Plant. Words of wisdom were shared with Chad's work family, his momma, Debbie Chipman (QC Line Lead), grandma, Tracy Schmitt (QC Supervisor) and running partner, Mark Strawn (Plant Manager). Chad serves in QC as back-up line lead and helps out in every department in the plant. We count on Chad big time - he's as dependable as they come complimented by his kind spirit as he loves to "cut up" with everyone. On Fridays, they call him "Mr. BIG Daddy" and there is never a dull moment between him and his momma (Ms. Debbie). Great accolades for a great man who enjoys working with everybody. A husband for over 20 years, he admits, "I don't know Mandy puts up with me - I know I am a challenge." The father of two sons and grandfather to a beautiful baby girl, his continued relationship with Pierce is strong. Thanks, Chad, for what you do!



L-R: Tracy Schmitt, Chadwick Hawks, Debbie Chipman & Mark Strawn



Wellbeing Resources Newsletter – April 2020

Each month Gallagher Williams-Manny provides The Wellbeing Resources to you as a service for distribution to your employees. Utilize the **toolkit** at www.ajg.com/livelifewell and select 'download resources.'

Fun in the Sun, without the Sunburn

The sun plays a vital role in our health by promoting the growth of nutrient-rich plants that support strong immune function, regulating hormones that impact sleep quality, and facilitating the synthesise of vitamin D.

Despite these benefits, prolonged exposure to ultraviolet radiation is the leading cause of skin cancer, and damage can occur with or without a visible sunburn. That is why taking proper precautions when you plan to spend time outdoors is critical.

Before you have fun in the sun, remember these easy tips:

- **Apply Sunscreen!** While some health experts recommend modest sun exposure to support sufficient vitamin D synthesis, if you plan to be in the sun for more than 10 to 15 minutes, choose a sunscreen with a sun protection factor (SPF) of at least 30. Be sure to reapply at least every two hours.
- **Bring a Hat** Wear a wide-brimmed hat to protect your face and neck from the sun's harmful rays. Not only does it help prevent skin damage, but it also offers additional protection for your eyes.
- **Avoid Mid-day Sun** The sun's rays are most intense between 10:00 AM and 4:00 PM, so limiting mid-day sun exposure can help minimize sun-related damage.
- **Wear Long Sleeves** Long-sleeved shirts with built-in SPF protection act as a shield against UV radiation. This type of clothing can be particularly useful when reapplying sunscreen is not possible or practical.
- **Spend Time in the Shade** Seeking out shady areas is another easy strategy to limit sun exposure. Take advantage of natural shade structures, like trees and shrubs, or bring along an umbrella or tent.

MAY ANNIVERSARIES

| Name | Day | Plant |
|--------------------|---------|-------|
| Judy Borgmann | 5/24/73 | 7 |
| John McNabb | 5/28/96 | 3 |
| Tony Chiodini | 5/26/98 | C |
| Khun Ngoy | 5/30/02 | ICP |
| Horn Choup | 5/25/03 | ICP |
| Patricia Douglas | 5/2/05 | 7 |
| Nestor Canedo | 5/16/05 | ICP |
| Neng Nguon | 5/2/05 | ICP |
| Luis Vazquez | 5/24/07 | ICP |
| Sylvia Davis | 5/13/13 | C |
| Michael Deberry | 5/11/14 | 7 |
| Margaret Haycraft | 5/11/14 | 7 |
| Tommy Sisco | 5/19/14 | ICP |
| Mariela Pinedo | 5/11/15 | 2 |
| Kim Quartaro | 5/18/15 | ICP |
| Allester Hightower | 5/9/16 | C |
| Jose Ramirez | 5/8/17 | 2 |
| Antonio Lewis | 5/14/18 | 7 |
| Erick Fouts | 5/16/18 | ICP |
| William Brenner | 5/6/19 | 4 |
| Carol Walker | 5/6/19 | 4 |

MAY BIRTHDAYS

| Name | Day | Plant |
|---------------------|-----|-------|
| Stephanie Gill | 1 | 7 |
| Tierra Baker | 1 | 3 |
| Patricia Douglas | 2 | 7 |
| Steven Hendrix | 3 | 7 |
| Jason Smith | 3 | C |
| Crystal Ruiz | 4 | 2 |
| Milton Powell | 4 | 7 |
| Dorothy Toomes | 5 | 7 |
| Sherina Ollie | 5 | 4 |
| Christopher Waylick | 7 | 7 |
| Latonia Peet | 8 | 7 |
| Casey Richardson | 8 | 7 |
| Veronica Conchas | 9 | 5 |
| Joseph Boyle | 10 | 7 |
| Tommy Sisco | 12 | ICP |
| Lucian Deberry | 12 | 7 |
| Ken Holze | 13 | 2 |
| Aaron Pough | 14 | 4 |
| John McNabb | 15 | 3 |
| Londell Currie | 15 | 7 |
| Judy Borgman | 15 | 7 |
| Brian Cutts | 16 | 7 |
| William Smith | 18 | 7 |
| Dexter Washington | 23 | 2 |
| Sergio Meza Garcia | 24 | ICP |
| Amisha Wadia | 24 | C |
| Brittany Webb | 25 | 7 |
| Mariela Pinedo | 26 | 2 |
| Zachary Hopkins | 29 | 4 |
| Donna Oliver | 29 | 7 |

Tony Chiodini