



January 2020

Pierce Distribution Services Company

Kevin Hogan Writes...

January is upon us and it is cold everywhere. We went to Chicago, cold. We went to Milwaukee, cold. Went to South Carolina—some cold weather mixed with warm and to the state of Washington, rain and cold. We still have February and March to go through. So stay warm where ever you are.

I just finished reviewing the yearend numbers for 2019. The company had a decent year thanks to our customers and all the Pierce associates. Let's continue to keep our customers happy through hard work and being consistent. 2020 looks like it could be a great year with the state of the US Economy. It is my plan to visit Columbia, Houston, Memphis and Ripley in the first quarter of 2020. Con Expo takes place March 10th-14th. This is the show where we spend time with our current customers as well as future customers. We have a booth

to explain to attendees the services that we offer. One or two people will take turns managing the booth while the others will go out and meet with customers/potential customers. The Pierce Team consists of Dino McNabb (COO), Jason Smith (VP), Randy Cantonwine (ICP GM), Larry Hickey (Loves Park, GM), Andy Oltremari (Executive Business Mgr.), Tim Charles (Midwest Business Mgr.), Steve Sabicer (Southwest Business Mgr.) Brad Herr (Northwest Business Mgr.) and me. Our days will be long getting there early in the morning and leaving around 4 pm. We will be standing or walking all day long. Nights are for scheduled dinners with customers/potential customers. Past years, this show has produced some new leads as well as allowing us to spend some quality time with our customers away from the office.

I would like to wish everyone celebrating a birthday in February a Happy Birthday. There were two Milestone Anniversaries in February; Crystal Cooksey (Rockford) 5 years on February 2nd and Andy Oltremari (Corporate) 15 years on February 16th. There are three notable anniversaries: Jerry Hankins (Ripley) 14 years on February 20th, Brett Downey (ICP) 18 years on February 25th and Donna Oliver (Ripley) 19 years on February 5th. I would like to thank everyone celebrating Service Anniversaries in February for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

Kevin Hogan



Russell's Words Of Wisdom...

“Wise sayings often fall on barren ground, but a kind word is never thrown away.”

~Sir Arthur Helps

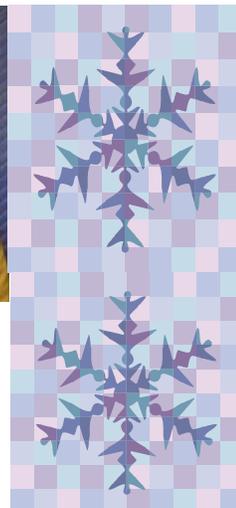


ICP Writes...



L to R: Brett Downey, Sergio Meza, and Jordan Escudero

ICP has several anniversaries this month. Celebrating are Brett Downey, who has 18 years with ICP, Sergio Meza is celebrating 4 years with ICP and most recently, Jordan Escudero celebrates his first year with ICP! Congratulations to all three of you!



ICP Cont...

February forces me to think of Valentine's Day... This in turn reminded me of a "would-be" on-line dating experience I endured a while back. "Sally" was interested in meeting... I agreed, and then got no response from her for ten days. Finally, I sent a HELLO??? email which led to:

Randy,

I did get the message - sorry to not respond sooner... I am re-thinking - I enjoy an urban lifestyle - and am really looking for someone who does also - so I think it might be a waste of everyone's time to meet.

Sally

Since her profile picture showed her in outdoorsy clothing hiking with a canine companion, it struck me as odd that I was too hillbilly for Sally. I couldn't resist...

Sally,

I understand your concern. Sometimes when I go to town (for supplies) gals point and giggle at my Cenex hat and big rubber barn boots. On my last trip though, I did meet one lady who was real friendly. We talked for a fair while. She kept asking questions that I didn't quite understand. I finally realized that she was one those "fancy women" that they have in the big cities. (My Pa warned me about ladies like that, but I never thought I'd really meet one in person and all.) She got plenty mad when I wouldn't let her get in my old truck.

The city's headed my way

though, whether I like it or not. For the last ten years the county has been saying that they'll string electricity out our way any day. That scares some folks, but I'm looking forward to replacing that old hand pump on the well. It's the Indians that I worry about. The Elders still perform their dances and ceremonies, but they say the "singing wires" will change everything.

Let me know if you change your mind about meeting. We could get together on my next trip to town. If it's not raining, I'll ask the storekeeper to load my bacon, beans, and coffee into the back of the truck. That way there'd be room for you to sit up front. Let me know!

Best,
Randy

P.S. You aren't allergic are you? I might need you to hold a couple of chickens on your lap.

Strangely, I did not hear from her again...



RANDY CANTONWINE

Human Resources Writes...

When we feel bad, we want to get better quickly. And medicines like antibiotics may seem like the answer when you have a problem like a cough, sore throat or sinus pain.

But studies show that probably over 90 percent of upper respiratory infections are viral. And antibiotics do not help viral infections. They only fight infections caused by bacteria.

The Centers for Disease Control and Prevention (CDC) warns that taking antibiotics when you have a virus can do more harm than good. You will still feel sick, and the antibiotic could give you a skin rash, diarrhea, a yeast infection or worse.

Antibiotics also give bacteria a chance to become more resistant to them. This can make future infections harder to treat. That means that antibiotics might not work when you really need them. Antibiotic resistance has become a serious problem in the U.S., and it is getting worse.

Antibiotics are among the most frequently prescribed drugs in the U.S. The CDC estimates that as much as 50 percent of prescriptions for antibiotics are unnecessary or were the wrong treatment. If your doctor prescribes an antibiotic, it's a good idea to ask questions and make sure you really need it.

When It's Bacterial

You may need an antibiotic for:

- A sinus infection that doesn't improve in 10 days, or improves initially and then gets worse
- A sudden-onset illness with a 102-degree fever and colored nasal discharge or mucus or facial pain that lasts for three days in a row or more
- Sudden-onset bacterial pneumonia. Symptoms usually include cough, colored mucus, fever of at least 100.6 degrees, shaking

chills, and shortness of breath or chest pain with a deep breath. This illness is frequently confirmed by a chest X-ray.

- A cough with a severe "whooping" sound that comes in episodes or spasms and is so severe it may take your breath away or cause vomiting
- Strep throat documented by a throat swab. Strep throat accounts for about 1 out of 10 cases of sore throats.

The CDC offers more information about when you may need antibiotics.

When It's Viral

Some ways to treat minor non-bacterial illnesses include:

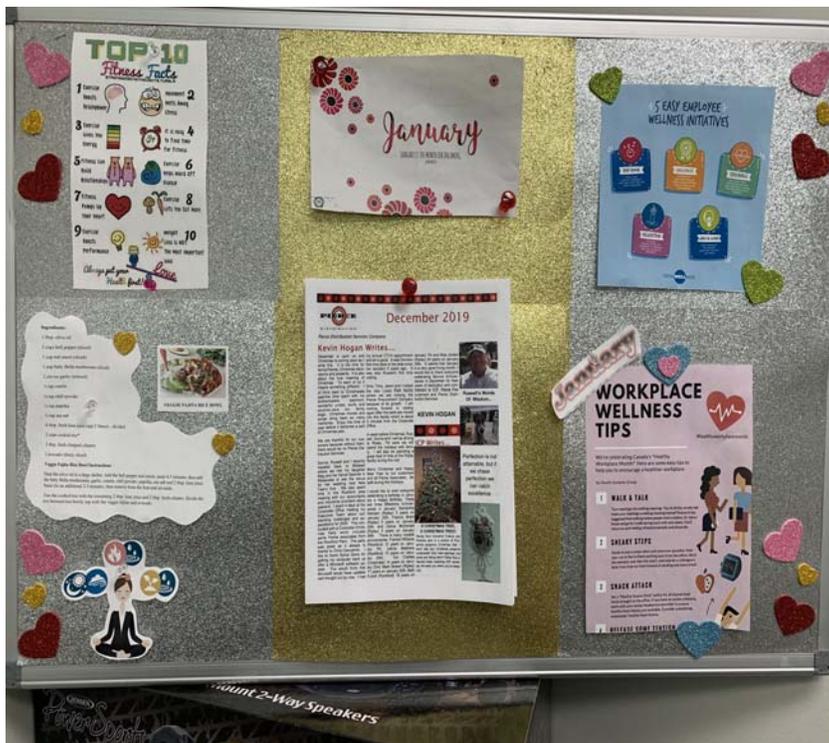
- Ibuprofen or acetaminophen for aches and pains
- Cough suppressants, decongestants or antihistamines as needed for symptoms
- Plenty of fluids
- Rest
- Humidifier (humidified air may improve symptoms of nasal congestion and runny nose)

Parents should talk to their children's health care provider about when and how to treat fever and cough. Please note that for children below age 6, ibuprofen, cough suppressants, decongestants or antihistamines are not recommended because there is no evidence of their effectiveness and they can cause harmful side effects.

*article from BCBS

**Chris Cacciatore
HR Generalist**

Houston writes...



Thank you to Alyssa in Houston for sending in pictures of their wellness boards and the festive decorations for everyone's enjoyment down South!



WELLNESS BOARDS

All plants are welcome to share their Wellness Boards! The boards are not only a colorful addition to an otherwise drab wall, but also chock full of useful information regarding healthy habits, recipes, and information.

Ripley Writes...

And the winner is... BOBO!!

Selected as Ripley's Plant 7 Associate of the month is Kelvin Cole. "Bo Bo", as he is called by all his Pierce friends, was tricked by fellow workers when the whole department came to the conference room for what they thought was a "scolding" because of a damaged part. To Bo Bo's surprise, as he was announced as the winner, the group broke into loud applause and jubilation. Bo Bo states he has been a team member for 7 years and was truly honored by the recognition. He explained he gives credit to his Line Lead, Janice Rice, (who he referred to as "cool") and the whole group for the recognition - we work well together. We also explained the money paid to the selection committee was very much appreciative to which he laughed again. "In seven years you work with lots of people in lots of departments and they are all good people." He states he started out on a packing table in Service Parts, moved to Breakdown, on to the Kits department, Dealer Return, Label Only and now enjoys the PO Line (receiving in parts). Cross trained in so many areas makes him a valuable Pierce associate. Married two years ago to the love of his life, Stephanie, and the father of two children, 23 year old Jasmine and 22 year old Quarn, keeps this guy busy. He enjoys family time - watching sports on TV, especially basketball as he was a star basketball player for Ripley High School back in 1996. Give him credit for being well-liked, trustworthy and just a real gentlemen - Congratulations to our friend, Bo Bo!

MIKE MOORE



Group (PO Line) L-R: Pat Douglas, Mary Smith, Ben Smith, Bo Bo, Mark Strawn, Janice Rice, Ann Littles and Latonia Peet

HATS, HATS, AND MORE HATS...



Gloria McDonald, Hat Specialist

regarding accidents - not necessarily in our plant, we all agreed this action is in the best interest of all associates. As we love colors (we resemble a big bag of M&M's) supervisors wear yellow, full time Pierce associates looking good in red, temporary associates show out in green helmets, Komatsu associates shine in blue and even our plant visitors have the opportunity to stand out in white helmets. I have included several other group pictures of our festive associates for you all to admire.

Thanks to the "lady" pictured here, Ripley's Plant 7 is Styling and Profiling in our new Safety Helmets. Ms. Gloria now has the distinguished title of "Hat Specialist" (and I am sure she received a BIG increase in pay) as she applies name tags to each hat before distributing to the associate. On the direction of Komatsu officials effective January 1, 2020, all associates assigned to the plant are required to wear safety helmets and steel toed safety shoes anytime we are in the work area. After a recent study of safety issues

MIKE MOORE





Ripley Continues...

MORE SAFETY HAT PICTURES



Ripley Continues... CELEBRATING FIVE YEARS

"Love the people we work with every day - we are family" was echoed by all three associates as they celebrated 5 years of employment with Pierce Distribution in Ripley, TN. All three shared they worked as temporary workers for two years before becoming full-time Pierce associates. Second shift's Samantha Stenson and Frances Brent were hired on January 25, 2015, while first shift's Gloria McDonald came on board a day later, January 26, 2015. I really enjoyed reminiscing with each of them with highlights of their work memories with their work families. Gloria got a little sentimental with her appreciation to Pierce for allowing "older people" the opportunity to receive full time employment with benefits. (NO, I did not say she was old). I love the people I work with and have learned so much from the challenges I have been given. Yes, we sometime aggravate each other, but isn't that what families do? Gloria is our safety hat specialists and keeps us all in line with her office duties. Keeping our Plant Manager, Mark Strawn, in line and in step is her biggest and most challenging part of her job - she loves it and I think he loves her for trying. (They test each other daily). Frances and Samantha do their "own thing" on second shift on the pack tables and try to get everyone trained on policy and procedures in the packing processes. Well-respected by their Line Leads and Supervisor, Susan Lovett, their work experience, positive attitudes and encouragement make them "shine brightly" every day. They both tickle me - Frances is a little more reserved than Sam, but with Sam you always know where you stand and what she is thinking. Both suggest that Pierce adopt a perfect attendance policy (giving BIG money and additional vacation days) for those who lead the way in perfect



Samantha Stenson, Gloria McDonald & Frances Brent

attendance as they do. It is true - they are always present and contributing. All three were thankful for their watches they received from Pierce. We are proud to welcome each of them to the 5 Year Club. Congratulations, Ladies!

MIKE MOORE



Ripley Continues...

CELEBRATING FIVE YEARS



L-R: Cosandra Walker, Robert Howell & Anthony Turner

Ripley, TN's Plant 7 was eager and PROUD to recognize 3 associates who completed 5 years of employment on December 8, 2019. All three were hired on the same day and all remain good friends. Cosandra works in our Allocation's department on first shift under the supervision of Felicia Bonds. Bob is one of many forklift operators on second shift taking direction from Susan Lovett and James Story, while Anthony is the Bailer on first shift and enjoys working with everyone, especially his cousin, Tabitha Chandler, who is the first shift supervisor. They had all worked as a temporary associates for over two years before getting the call to join Pierce Distribution as full time associates. All three are a blessing and all three can be counted on being at work every day and always on time. Their work ethics are something that I am proud of sharing with our other

associates. As Bob often works hours on both first and second shifts, we begin to wonder where he has a bed hidden where he can get a few minutes of rest. Anthony is always quiet and gentle, but always shares a big smile (mischievous???) when he meets you out in the plant. Everyone loves working with Cosandra who goes above and beyond to help her fellow associates. These three associates are at the top of their class and we are so glad they are part of the Ripley team. Congratulations!

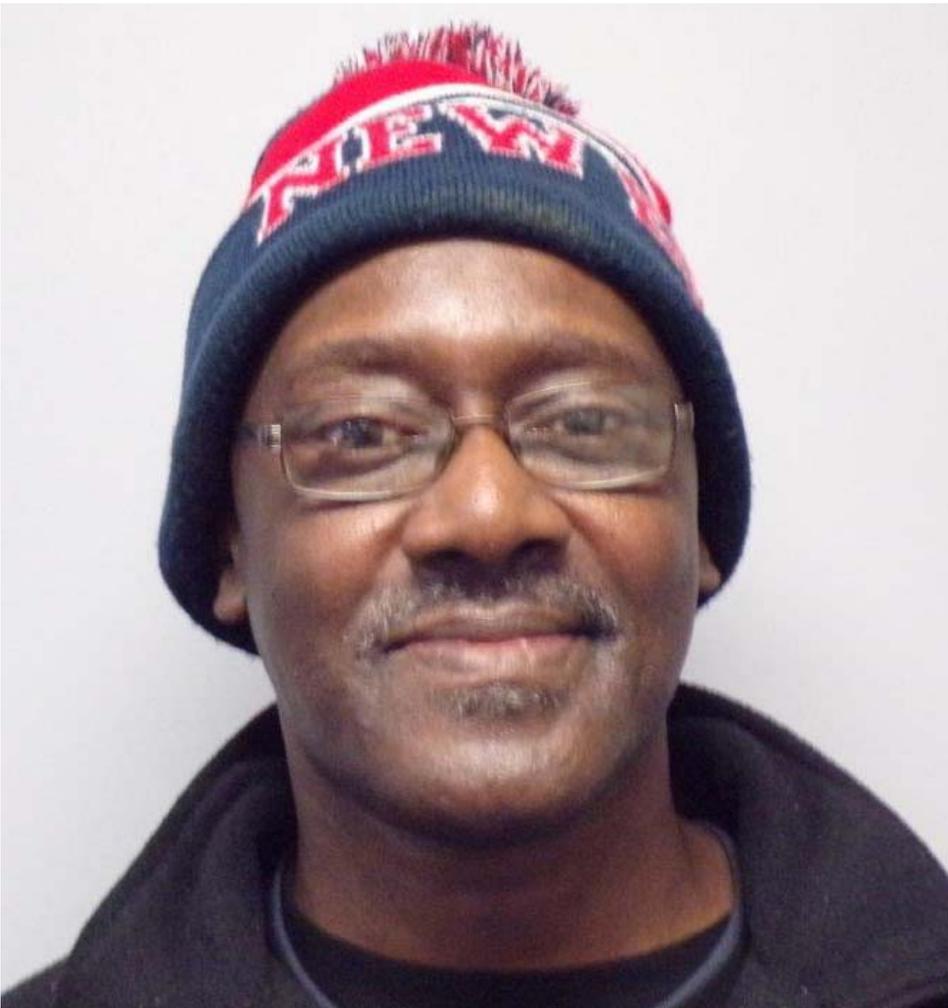
MIKE MOORE





Ripley Continues...

THE LOSS OF A FRIEND



Calvin Fields

03/09/1965 - 01/16/2020

Words cannot adequately describe the shock when Ripley's Plant 7 learned of the death of associate, Calvin Fields. Calvin was a forklift operator on our first shift. In fact, Calvin completed his shift on Thursday, January 16th, leaving the plant at his usual 3:30pm, arriving at his home in Dyersburg around 4:00pm. His family reports he went to "his" chair in the living room and closed his eyes - taking a well-deserved rest after a busy day at the plant. Checking on him a few minutes later resulting in the family calling for an ambulance to transport him to the local hospital. After diligently working with him to no avail, hospital officials pronounced him dead. Calvin came to Pierce in August 2019 as a temporary associate with PPL Temp Agency. He was hired as a full time Pierce associate on December 9, 2019. Known for his great personality and big smile, we will all keep a special place in our hearts of the memory of Calvin. We extend condolences to his precious family.

MIKE MOORE



Our C.F.O. Writes...



Well-Being Website January 2020

Each month Williams-Manny provides The Wellness Well-Being newsletter as a service for distribution to your employees. The newsletter includes information on health, wellness, nutrition and disease. Do take the time to access the newsletter because it's chock full of useful information!

A Cold Is Contagious for Longer Than You'd Think

The winter months are commonly associated with decreasing temperatures and increasing cases of the common cold. Typically, symptoms of the common cold come on gradually, and may start with a sore throat or irritated sinuses.

According to Healthline, when you have a cold, you're contagious approximately one to two days before symptoms start and can continue to be contagious for up to seven days after you've become sick. Unfortunately, many people can't stay home for that long to fully recover. Consider the following suggestions to help avoid becoming ill or passing on a cold:

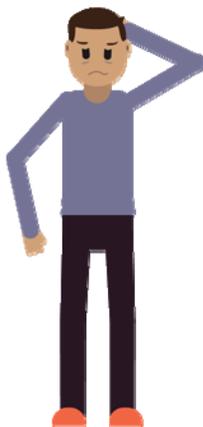
Wash your hands with warm water and soap often.

Avoid touching your eyes, mouth and nose.

Sanitize commonly touched surfaces.

Always cough and sneeze into your elbow—not your hands—to prevent spreading germs.

Is it a **COLD** or the **FLU**?



COLD	FLU
Sore throat	Muscle pain
Sneezing	High fever
Coughing	Fatigue
Vomiting	Chills

Learn about the types of content covered with the 2020 Wellbeing Website Topics Calendar. Start utilizing this toolkit at www.ajg.com/livelifewell and select "download resources."

February ANNIVERSARIES

Name	Day	Plant
Donna Oliver	2/5/01	7
Brett Downey	2/25/02	ICP
Andy Oltremari	2/16/05	C
Jerry Hankins	2/20/06	7
Randy Terrile	2/07/11	10
David Frye	2/20/12	C
Gerhard Jerding	2/26/12	7
Lisa Finch	2/26/12	7
Patricia Wallington	2/26/12	7
Jeffery Graves	2/27/12	7
Violet Glenn	2/27/12	7
Leslie Mayberry	2/27/12	7
Mary Rucker	2/27/12	7
Mary Smith	2/27/12	7
Milton Powell	2/27/12	7
Balinda Hairfield	2/27/12	7
Londell Currie	2/27/12	7
Debra Isom	2/27/12	7
Teresa Scott	2/27/12	7
Marcko Clemons	2/27/12	7
Rachel Langley	2/27/12	7
Terry Johnson	2/27/12	7
Tina Nichols	2/4/14	7
Crystal Cooksey	2/2/15	7
Sergio Meza Garcia	2/4/16	ICP
Yorleyvis Ochoa	2/1/16	5
Rosalia Torres	2/1/16	5
Geneva Paris	2/8/16	7
Dorothy Rouser	2/8/16	7
Rhonda Sparks	2/8/16	7
Teresa Phelps	2/6/17	7
Hussein AlThajil	2/8/17	2
William Schell	2/27/17	C
Daniel Taylor	2/27/17	2
Jordan Escudero	2/11/19	ICP

February BIRTHDAYS

Name	Day	Plant
Tiemeyer Wilson	02	4
James Clark	03	4
Nicholas Wooster	03	7
Crystal Cooksey	05	2
Niah Gordon	05	ICP
Donna Hogan	05	C
James McLeod	05	5
Ricky Tyus	06	7
Sylvan Grazette	07	4
Michael Deberry	08	7
Susan Lovett	08	7
Luz Conchas	09	5
Debra Isom	10	7
David Miller	13	7
Gabriel White	14	4
Ryan Klutts	16	7
Tara Reaves	16	4
Calvin Wainwright	16	2
Leonard Ables	18	ICP
Rachel Langley	19	7
Atlas Gaddy	20	7
Margaret Haycraft	20	7
Sarah Hinchee	20	4
Ann Littles	21	7
Rosa Temple	26	7
Joseph Demps	28	7
Lancer Lowry	28	4