



June 2020

Pierce Distribution Services Company

Kevin Hogan Writes...

I received an email to-day from the previous owners of ICP, Cathy and Jeff Knapp congratulating Pierce on the 10 year anniversary of buying ICP. I can't believe it has been that long. The decision to purchase ICP worked out well for Cathy, Jeff and Pierce. The interesting part is that we have become friends during the last 10 years. It is rare that you buy anything and become friends with the sellers. The ICP management team (Randy, Jon, Brett) is strong. This is because of the leadership of Cathy and Jeff. We at Pierce are very happy to have ICP as part of the Team. Congratulations to both companies.

It is sad that I am announcing that Andy Oltremari (Executive Business Manager) is moving on from Pierce. Andy has another position with a

Memphis Construction Company that keeps him within a 70 mile radius of Memphis. For those who didn't know, Andy covered the whole Southeast part of the US. This allows him to spend more time with his wife Elizabeth and his 22 month old son, Andrew. Andy spent 15 years with Pierce and did a great job for us. He will be hard to replace but I am happy for him and his family. If things don't work out with his new company, he is always welcome to come back to Pierce. Andy's three direct reports (Steve Sabicer, Trey Schell, Brad Herr) will report to the COO, Dino McNabb.

Johnson (Rockford) 5 years on 7/6/20, Mark Tavarez (Las Vegas) 10 years on 7/12/20 and Steve Chipman (ICP) 20 years on 7/5/20. There are four notable anniversaries: Tabitha Chandler (Ripley) 13 years on 7/2/20, Eav Tan (ICP) 17 years on 7/30/20, Bertha Gonzalez (Rockford) 19 years on 7/19/20 and yours truly 41 years on 7/9/20. I would like to thank everyone celebrating Service Anniversaries in July for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.

KEVIN HOGAN




Russell's Words Of Wisdom...

Happiness can be found even in the darkest of times, if one only remembers to turn on the light.

~Albus Dumbledore




ICP Writes...

ICP July Milestones

Erick Armenta-Adame	1 year
Shiman Yee	5 years
Eav Tan	17 years
Steve Chipman	20 years



Can you believe these artichokes?? Beautiful examples of nature's finest. These were lovingly tended in the ICP garden by Steve Chipman!



RANDY CANTONWINE



AND SPEAKING OF ANNIVERSARIES...

Industrial Craters & Packers is celebrating 10 years as part of the Pierce family! The anniversary is especially significant to me as I was the first ICP associate hired after the transition. The ten years have gone by fast.

RANDY CANTONWINE



Our C.F.O. Writes...



Wellness & Prevention Newsletter June 2020

EYE HEALTH

Sun damage can be harmful to your eye health and can put you at risk for a corneal sunburn, redness and irritation, and long-term effects like age-related macular degeneration, cataracts, blindness, and even eyelid skin cancer.

People with lighter colored eyes have an increased risk for developing eye diseases related to UV exposure because more UV light can pass through the iris. For that reason, people with light colored eyes may also experience more light sensitivity than people with brown eyes.

Sunglasses are also important for kids as their eyes are still developing. Sun exposure from a young age can contribute to the development of eye disease later in life.

Choosing the Right Pair of Sunglasses

While style and comfort play a big role in choosing the right pair of sunglasses, the right lenses can also make a big difference. The first rule of thumb is to always choose sunglasses that provide 100% UV protection; but don't be fooled, darker lenses don't automatically offer more protection. Look for the 100% UVA/UVB protection sticker or buy from a reputable retailer like your VSP network eye doctor or eyeconic.com.

Different lens tints can be beneficial for different activities. Polarized sunglasses can also help reduce glare and reflection off surfaces like water. Popular lens colors like gray and brown each serve a unique purpose. Gray lenses provide the truest color perception and are typically dark enough to feel comfortable in bright conditions, while brown lens tints can offer better depth perception. Learn more about benefits of different lens tints with this helpful lens color guide.

Larger lenses and wraparound style sunglasses also provide more coverage, and help protect the delicate skin around the eyes. They can also help block irritants like allergens from entering your eyes on windy days.

Starting Healthy Habits

Sun protection is important year-round and UV damage is cumulative within your lifetime. Wearing sunglasses daily when you head out the door is a stylish and easy way to support your eye health.

JULY ANNIVERSARIES

Name	Day	Plant
Kevin Hogan	7/9/79	1
Steve Chipman	7/5/00	ICP
Bertha Gonzalez	7/19/01	2
Eav Tan	7/30/03	ICP
Tabitha Chandler	7/2/07	7
Mark Tavarez	7/12/10	1
Anne Jarnigan	7/5/11	7
Donnell Mann	7/20/14	7
Joella Cook	7/21/14	7
Todd Johnson	7/6/15	2
Shiman Yee	7/20/15	ICP
Brian Neville	7/2/18	7
Candida Ibarra	7/9/18	5
Misty Kirkpatrick	7/9/18	7
Casey Rouser	7/23/18	7
Benjermin Smith	7/23/18	7
Erick Armenta-Adame	7/1/19	ICP
Damaris Hernandez	7/8/19	5
Reginald Vaughn	7/8/19/	5
Jasmine Kerley	7/22/19	5
Nicole McNeal	7/22/19	5
Elvis Pugh	7/29/19	7

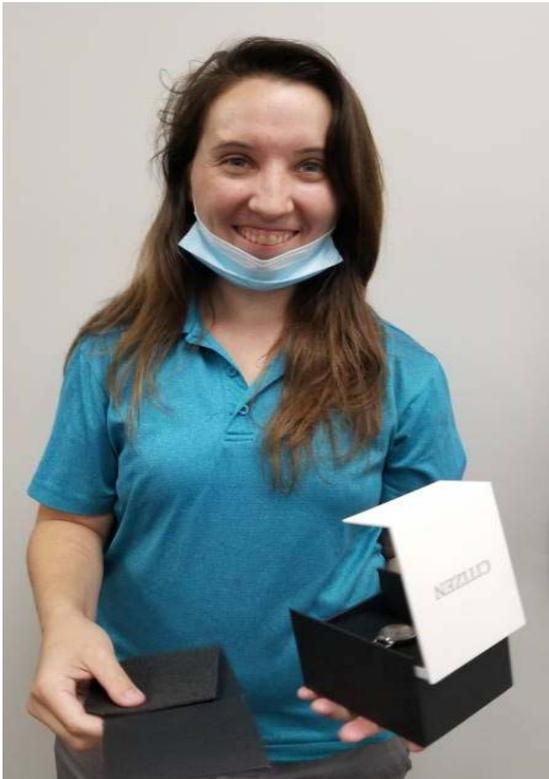
JULY BIRTHDAYS

Name	Day	Plant
Felicia Bonds	1	7
Warren Bouknight	2	4
Robert Howell	2	7
Tyler Reed	5	7
Mellissa Oslund	5	2
Irma Villa DeCantu	5	2
Eav Tan	7	ICP
Gbenga Ogunjobi	8	5
Cole Robison	9	ICP
Brady Robinson	9	5
Judith Spitson	17	1
Jessica V Kercado	21	2
Randy Cantonwine	21	ICP
Felicia Reyes	24	5
Kelvin Cole	26	7
Casey Rouser	27	7
James Ammons	28	7
Marlos Johnson	28	7
Monique Williams	30	5
Reginald Vaughn	31	5

Tony Chiodini

Houston Writes...

LARISSA HARDMAN CELEBRATES FIVE YEARS WITH PIERCE!



Anniversaries around this month!

Pictured at left is Larissa Hardman from our Houston location, who managed to hold still long enough to have her picture taken with her Pierce watch. Congratulations on five years, Larissa!



Ripley Writes...

GET THE JOB DONE—PER FELICIA!



The "city girl" has now gone "country" as Ripley's first shift Line Lead, Felicia Bonds describes herself. Felicia has been selected as our Associate of the Month - a well-deserved recognition for an associate who has worked for Pierce Distribution for eight years. She is the "boss" of our Allocations Department and loves her associates - "we respect each other and do what needs to be done to get the job done." The job can be stressful as she deals with lots of different personalities which is often challenging. Many (especially Stacey) in her department call her "Girly Girl" as her desk has to be "so so", complete with incense to make things smell good. An avid decorator, Felicia loves to decorate and coordinate. Stand still long enough and she will place a beautiful colored ribbon and bow on you! She was raised in the city, but she and her spouse, "Chubb", now live in the country where she is excited about all her beautiful blooming flowers in the yard (she doesn't know what kind of flowers, only knows they are gorgeous in pink, red, yellow colors). Chubb is Ketervion's nickname - given to him by his mother. Felicia and Chubb are the proud parents of Shativion (16 years old and works at McDonalds) and Ketervion, Jr., who is 15 years old. Away from work you will find Felicia working out or walking the track at our local park. She keeps the family happy by cooking her special meatloaf, home-made mac/cheese and real mashed potatoes (no box stuff for her) and topping off the meal with some sweet tea and Butterfinger cake!

Thanks, Girly Girl, for what you do!

MIKE MOORE

Pictured above L-R: Felicia Bonds & Tabitha Chandler

Ripley Cont...

WE LOVE YOU, JUDY!!



Pictured L-R: Dino McNabb, COO, Judy Borgmann, newly retired, and Jason Smith, VP of Operations

Representing Pierce Corporate on June 11th at Ripley's Plant 7 was COO Dino McNabb and VP of Operations, Jason Smith. The guests stopped by to present Judy Borgmann a retirement plaque at her reception as Judy is retiring after "FORTY SEVEN YEARS". Ms. Judy will be missed! Starting out in Rockford's Blackhawk plant, stopping at the plant in Loves Park on to the Broadway plant before transferring in 1993 to Tennessee. The plant was located on Hollywood Street in Jackson, TN. A few years later the plant moved to the edge of Madi-

son and Gibson county in the Three Way community near Humboldt. (Judy and Larry lived close to the facility in nearby Oakfield). Several years later the move was made to its current facility in Ripley, TN (The daily commute to Ripley is 65 miles one way for Judy). Thank goodness for Dino's memory as he shared stories of Judy and her husband, Larry (Larry was a former Pierce associate) over the years. In fact, Judy met Larry at the Broadway plant and they have been married 38 years. Judy is retiring as the supervisor of Dealer Return - she remembers in the early days the

whole Dealer Return was only two pack tables. She has history of working with JI Case, Caterpillar, Teledyne, International Harvester, White Farm, Government contracts and lastly, Komatsu. What's on her bucket list? She is eager to get an RV and do some traveling at a leisurely pace, sleeping late in the mornings (at least sleeping to 6:30am), and reminiscing about the friends she has made over the years. We laughed as she said she started the job with Pierce at \$1.75/hour and topped out at \$10.00/hour - way to

go Judy! What an honor and blessing to know this sweet and beautiful lady - we wish her continued good health, joy and happiness in her next chapter of her life! God is good!

MIKE MOORE

**MORE PICS FOLLOW
ON NEXT PAGE...**

Ripley Cont...



Ripley Cont...

WE LOVE YOU, DONNA!



Pictured at left:
Santa and Donna
Oliver

Late in the evening of June 4th tragedy struck at the home of our associate, Donna Oliver, who lives in rural Darden, TN (near the TN River). Confined in a dog pen for 10 years were her two outside rescue dogs. Donna heard the startled dogs barking during weather filled with wind, rain, lightning and thunder. In an effort to calm her loving companions who had never shown signs of aggression, Donna opened the front door to her home with the tremendous wind slamming the door, agitating the dogs even more. To Donna's surprise the dog pen door had opened releasing the

dogs who rushed to the front porch violently attacking her as they did not recognize her. The dogs knocked her down a flight of stairs, breaking several ribs and continuing to bite and tear her body from her neck to her toes. Donna was taken to a local hospital and soon transported to Nashville's Vanderbilt Hospital for her first surgery. (Several additional surgeries will be required). As a Pierce Distribution associate since February 2011, the Label Only Line Lead is a valuable member of our leadership team. What can we do to help our friend? Associates immediately put a plan in action to raise funds and pay her

weekly health and life insurance premiums. What an outstanding group we have here at Ripley's Plant 7 as we celebrated Donna's recovery efforts on June 19th with a raffle of wonderful homemade goodies donated and made by associates such as strawberry cakes, Elvis Presley cake, chess pies, chess bars, strawberry cookies, lemon cookies, chocolate chip cookies. We also sold lottery tickets, ice cream bars, Under Armour Cooler with mugs, and a \$25 gift card. Talented and creative associates made floral arrangements, basket of cleaning supplies and basket of assorted goodies. Our talented wood-

working crew made a large Welcome sign that was presented to Donna for her new home. Hard work pays off as WE RAISED \$2,133.00!!! The most exciting part is our President, Kevin Hogan, agreed to match our fund raising efforts. Tears of joy and Thanksgiving were abundant when Donna and her family learned of our successful campaign. We love you Donna and wish you a speedy recovery!

MIKE MOORE

Ripley Cont...



**FUND RAISER
BENEFITING
DONNA OLIVER**

**RAFFLE AND BAKE SALE
JUNE 19TH**

**RAFFLE TICKETS WILL BE
SOLD THE WEEK OF
JUNE 15 TO JUNE 19**

**1 TICKET- \$3.00
3 TICKETS- \$5.00**

