



May 2020

Pierce Distribution Services Company

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 stepping up the cleaning and sanitizing. 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. We will get through this together.”

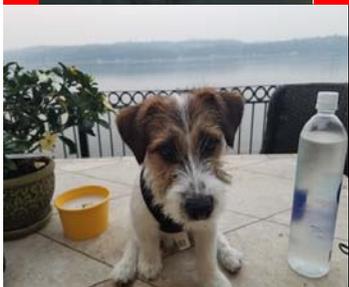
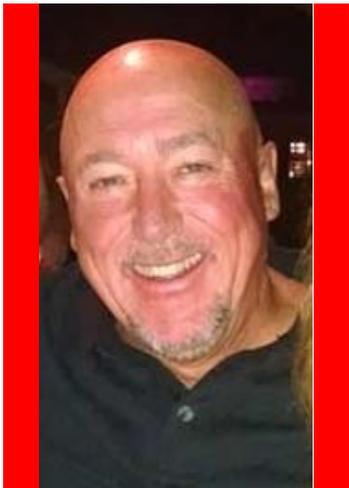
I wrote this in the April Newsletter and it still applies.

I received an email from Judy Borgmann (Ripley) stating that she is retiring at the end of June after 47 years with the company. I first met Judy when she worked at the Blackhawk Park Avenue operation. We became friends as she worked on many

of my projects. She has worked at many of our operations (Blackhawk Park, Broadway, Loves Park to mention a few), mostly recently at Ripley managing the Dealer Returns. She knows returns better than anyone I know. There is a not a trick that a dealer could pull on her that she hasn't seen before. We had spent some time socially together along with her husband, Larry. We always had a good time with an abundance of laughter along with some reminiscing of all the years we both have spent with Pierce. We spend more time with work associates than we do with family so they become part of the family. Judy, we had a good run, now enjoy your retirement and do the things that make you happy.

I would like to wish everyone celebrating a birthday in June a Happy Birthday. There was two Milestone Anniversaries in June; Jose Ramirez (Rockford) 25 years on June 19th and Larissa Hardman (Houston) 5 years on June 1st.

There are four notable anniversaries: Stephanie Gill (Ripley) 14 years on June 26th, Tony Strawn (Ripley) 16 years on June 28th, Seung Chheung (ICP) 16 years on June 7th and Raul Sanchez (Rockford) 17 years on June 17th. I would like to thank everyone celebrating Service Anniversaries in June for their of dedication and commitment to ICP, Pierce Procurement and Pierce Distribution Services.



Russell's Words Of Wisdom...

“You're only one decision away from a totally different life.”
~unknown



KEVIN HOGAN

ICP Writes...

ICP June 2020 Milestones

Seung Chheung	16 years
Steve Rutherford	1 year



Pictured above: Eric Fouts with ramp crate

Above and below: high tech!!



MARINA CHIODINI GRADUATES FROM UNIVERSITY OF MISSOURI 5/17/2020



Marina Chiodini, daughter of CFO Anthony Chiodini, graduated from the University of Missouri on May 17, 2020. Marina was awarded a Bachelor of Science Degree, majoring in Hospitality Management with an emphasis in Conference and Events. Marina also minored in business and completed the requirements for the Multicultural Certificate. Marina was also a member of the Sigma Sigma Sorority and Mizzou Special Events Society during her four years at Mizzou, gaining friendships and invaluable professional experience. Besides working at the Les Bourgeois Vineyards as an Event coordinator, Marina had the privilege of studying abroad in Florence, Italy, completing a wine and beverage Experiential Learning Program.

Marina had secured a position in the Event Manager Voyager Program with Marriott International at their downtown Des Moines, Iowa location but due to Covid and the state of the hospitality industry, all offers for the positions nation wide have been cancelled. She is currently seeking employment in the industry as an Event Coordinator or in Event Sales.

She would like to thank her family and friends for their support and encouragement as well as Pierce Distribution Services Company for being awarded their scholarship.



TONY CHIODINI



Corporate writes...

GET TO KNOW ME AMISHA WADIA!

What's your favorite song?

Billie Jean – Michael Jackson

What's your favorite indoor/outdoor activity?

Outdoor activity Boating/ Indoor Love to dance and do crafts

What was your favorite food when you were a child?

Pizza, what child doesn't love pizza!

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

Fly! Like Superman.

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?

Oprah and Michael Jackson

What do you want to be when you grow up?

Bollywood Actress

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

Dance!

What's the last good book you read?

Becoming

What's your favorite TV show?

This Is Us

When was the last time you were nervous?

The last time I was nervous was when I had to interview for Pierce.

Do you have any pets?

A dog named Raja, Shiztu/Maltese Mix



Amisha joined the Pierce Corporate office in early April as a Government Analyst. She is currently training under Judy Spitson, our Marketing Operations Pricing Analyst.

Amisha is pictured above with her daughter Ashira and husband, Ankur.

Please join me in welcoming her to the Pierce Distribution team!

CHRIS CACCIATORE

Rockford Writes...



A CAUSE FOR CELEBRATION!

In the past couple of weeks Mariela Patino has hit a couple of milestones. On May 15th Mariela celebrated her 5yr anniversary with Pierce and then celebrated her birthday on May 25th. Mariela is one of those associates that you wish you had 10 more just like her. Her dedication, quality of work and leadership are something all should strive for. Mariela's first duty at Pierce was painting crates in the woodshop. She quickly moved to the Carraro account where she learning to operate all the equipment including forklifts, order pickers and reach trucks. I remember one day she asked if she could bring her two sons in to show them what she does. They didn't believe that she went up 20' in an order picker. The looks on their faces was priceless. When the Paccar Dealer Return account began I moved Eric Cordoba from Carraro to Paccar. He insisted that Mariela move with him. This is another example of her work ethic and respect from her peers. Mariela has since been promoted to the Lead position on the account. Please join me in congratulating Mariela!



LARRY HICKEY



Rockford continues...



Turning the big 2-1 is Daniel Manning from the Rockford plant! Happy birthday and I promise we won't "make you do stuff."



WE REALLY DO WHATEVER IT TAKES!

For Antonio Leach, the day started pretty much like every other work day. Get up, get dressed and out the door. The sun was up. It was warm and already humid with storms promised for later in the day. We were celebrating Bertha's birthday, so Antonio stopped for doughnuts. Antonio stops there frequently and the clerk recognized a familiar face. There was a man leaning over the counter and Antonio wondered what in the world he was doing. When he heard the clerk say "don't take all our money", he realized exactly what the man was doing—he was robbing the place! He was trying to get the cash out of the drawer. Antonio asked him what he thought he was doing. Not much of a response. Antonio told him to put the money back and get out of the store. The would-be robber must have been shocked that someone actually told him to leave, but he did comply. The poor clerk was scared to death. Thankfully, it wasn't an armed robbery Antonio interrupted. This intended robbery had a good ending. No one was hurt. In my book, this good deed makes Antonio a pretty special person. Not everyone would step up to the plate and take action - outstanding job, Antonio. And it most certainly gives new meaning to the Pierce motto "we do whatever it takes"!



Antonio Leach, our hero (and the donut shops!)

HR CORNER

401K – A Primer

Spenders and savers: which one are you? When it comes to retirement, we should all be savers. In this article, I'm going to explain the many advantages of the valuable benefit known as the 401K. Some of you are already participating in the program, while others are not because a) they are new to Pierce, b) they don't understand it, or c) they have misunderstandings about this benefit. Here's a simple explanation of how it works, what its many advantages are, and dispel some of the misconceptions.

First off—I think we all realize that the days of social security being your *only* form of retirement income are gone. If social security is still around when you're ready to retire, it certainly will not be enough to support you as you'd like. That's where having a second retirement income comes in very handy, and in this case we're talking about the money from your 401K.

What is a 401K? A 401K program is a benefit that Pierce Distribution offers its employees who have been here over 90 days that helps you save money for retirement. After that three month waiting period, you can enroll on the first date of the month. Then, every week, money is taken out of your check and placed in your 401K, helping you save for retirement. Here are a few common questions:

How do I enroll? You can enroll online, over the phone, or request a paper application from your HR representative. You can also call the corporate office and ask for assistance. Employees hired after 1/1/19 are automatically enrolled.

I worked somewhere else before, and I have a 401K there. How do I transfer my old 401K to my new Pierce one? You can fill out a form and turn it over to Transamerica, and they do the footwork for you to get your 401K transferred over for you.

How do I figure out what stocks I should pick? Good question, because you want to make choices that are best for you. A stock that I like might not be the one for you. When you enroll, you are given the chance to read a little bit

about each 401K stocks or bonds that Transamerica is offering so you can make the right choice for yourself.

What if I didn't start saving for retirement when I was young? You still can get ahead! You are able to choose a "catch up" policy, which allows you to contribute extra money to your 401K plan... up to an extra \$6000 per year.

I'm young; I don't understand stocks and bonds but want to start saving; is there an option that works for me? Absolutely. There's a "set it and forget it" type of choice called the "retirement date fund". You choose the year you see yourself retiring. Based on your retirement year, the plan figures for you is what will be pulled out of your check each week. Remember, though, the earlier you start saving for retirement, the better off you'll be.

Does the money in my 401K stay mine? Yes. After one year, you're 20% vested. From there, you have an additional 20% vesting each year so after year five, it's all yours.

Is this money taken out before taxes, or after taxes? It's your choice. If you have it taken out pre-tax now, you'll pay tax on it later when you cash it in. If you have it taken out post-tax, you pay no tax on it once you start using it.

I'm going through a rough financial patch. Can I get a loan through my 401K? Yes, you can. Loans through 401k are available, but not encouraged. Repayment arrangements are made shortly after your loan is approved and deducted from your check until you have completely repaid yourself.

Does Pierce Distribution match my contributions to my 401K plan? Although Pierce does not match your contributions exactly, the Company does make frequent and generous contributions to your 401K. It's as if free money is appearing in your account and it adds up fast. Remember, you don't have to save alone; Pierce has a strong history of awarding annual contributions to participating members. **THAT'S FREE MONEY!**

Do you have any further questions? Please feel free to contact either your local HR rep, Chris

Cacciatore at the corporate office, or our Transamerica rep, Ned Gillette. Any one of us will be able to help you figure out how to get enrolled and start working toward your retirement income. It's never too soon, or too late, to start!



CHRISTINE CACCIATORE

HUMOR IS THE BEST MEDICINE

When someone asks what you're doing during the quarantine...



Uh...working.

Zoom meeting, audio only

Zoom meeting with video



Ripley Writes...

HAPPY BIRTHDAY JUDY!



Happy 70th birthday, Judy Borgmann!

With a "small" group of Line Leads and Supervisors on hand, Ripley's Plant 7 celebrated Judy Borgmann's "big" 70th birthday on May 15th. With colorful hanging decorations around her desk, the group sang Happy Birthday and enjoyed chocolate cupcakes in the shape of a numerical "70". A chicken tender lunch with all the trimmings was enjoyed by the group. Please note, Judy still got it going on as she got down (danced) to a few Motown Greatest Hits. Go Judy, Go!

MIKE MOORE



PROUD GRANDPARENTS

L to R: Dorothy Toomes & Mike Moore



Ripley's Plant 7 recognized our 2020 High Scholl Graduates. These two associates are PROUD of their grandchildren who are members of the Class of 2020. Memories of this graduating class will be historical due to Covid-19. These young adults adapted to the unexpected changes and are ready to move on with the opportunities life is offering to each. Associate, Dorothy Toomes, provided information regarding her granddaughter, Nakyia Toomes, as she graduates from Paris, TN's Henry County High School. HR Manager, Mike Moore, shares information regarding his grandson, Jon Brecken Beasley, who graduates from Halls High School. Congratulations to all!

Ripley Continues...

SURPRISE, SURPRISE, SURPRISE!

Congratulations go out to Ripley's Plant 7 Associate of the Month, Mary Evans. Mary was so surprised to learn she had been selected for this month's honor. Mary is a member of 2nd shift's Breakdown team and has completed 7 years of employment with Pierce Distribution. The normally quiet and laid back associate states she is appreciative of her fellow associates and especially Line Lead, Lisa Finch. The native Haywood Countian (Brownsville, TN) is a 1990 graduate of Haywood High – GO TOMCATS! Single today, but engaged to be married "sometime" later this year is the mother of two. Jarvis is 26 and Tracine is 24. Away from the plant you will find her spoiling 6 year old grandson, Kavion, while expecting her second grandchild in October. A big cook and entertaining her family with big meals, she loves preparing steak and potatoes that keeps the family coming back for more. A faithful member of Woodlawn Missionary Baptist Church, she states she appreciates working at Pierce, it certainly beats working in the fields of Mr. Jack Walden's tomato farm. We're glad you're here, TOO!



MIKE MOORE

"LITTLE CHUNKY"



WE LOVE BABIES!

Latonia Peet of Ripley's Plant 7 is proud to share the great news of the birth of her new grandson, Eli'Ja Dreshun Peet. Grandma Tonia was in Atlanta, GA for his birth on May 19th. She affectionately referred to the newborn as her "Little Chunky" as he came into the world weighing 8 pounds 15 ounces, 20 ½ inches long. Latonia already has 3 granddaughters and now has her first grandson. Mom, Candice Peet, is doing well and we congratulate them on their new baby!

Pictured at right: Eli'Ja Dreshun Peet

Ripley Continues...



Pictured: Mark Strawn & Patricia Douglas

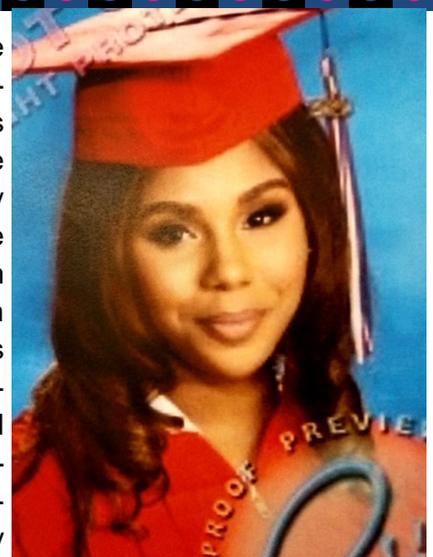
WOW—Celebrating 15 years!!

Help us wish Ripley, TN's Plant 7 associate, Patricia Douglas, "Best Wishes" as she reached a milestone of 15 years with the Pierce Distribution family on May 2nd. We love our Ms. Pat as she is our daily exercise coordinator who puts a "little extra" in her moves and we love to hear her sweet voice over the intercom as she recognizes associates' birthdays. Described as a team member and leader, this spunky wife and mother of two sons, is simply a joy and blessing to all who know her. Working at Pierce has been a rewarding experi-

ence for her. She has met so many people and worked in almost every department. She shares that she has learned to enjoy life and lives each day to the fullest. Her friend and plant manager, Mark Strawn, presented Ms. Pat with a gift card and 15 Year Anniversary certificate. The month of May is a special month for Ms. Pat as she celebrates a birthday, a wedding anniversary and of course, Mother's Day. This Covid-19 business has put a damper on the "big" celebration, but in time I promise there will be a BIG party! Congratulations Ms. Pat!

MIKE MOORE

Nakyia Toomes is the daughter of Leann Fosters and Thomas Toomes. She is the granddaughter of Dorothy Toomes, 1st Shift Service Parts. Graduating from Henry County High School, Paris, TN, this active student is a member of FBLA, FCA and Rock On. She participated as Mistress of Ceremonies for Black History Month for the last two years. She has held part-time jobs all through her high school years which has been challenging, as well as, rewarding. She loves volunteer work at her church, the local Soup Kitchen and is a blood donor. Nakyia plans on attending Middle Tennessee State University working on her Nursing degree and receiving her MSN as a Nurse Anesthetist from Augusta University in Augusta, GA. "Look out world – here she comes!"



Monthly Wellbeing Newsletter May 2020

Grilling Safety Tips

As warmer weather hits, the smell of food on the grill fills the air. According to the National Fire Protection Association, nearly 9,000 home fires each year involve grills, so it's important to brush up on barbecue safety. Consider the following grilling safety tips:

- Grill outside only. Don't grill in a garage, porch or other enclosed space, even if it's ventilated.
- Choose a safe location. Keep your grill on a flat surface at least 10 feet away from your house, garage or other structures.
- Check for leaks. Make it a habit to check the gas tank hose before using it for the first time each year.
- Never leave your grill unattended. Fires can double in size every minute.
- Keep children and pets at least 3 feet away from where food is being prepared or carried.
- Clean the grill regularly. Keep it clean by removing grease or fat buildup.



Safe Food Temperatures

Use a food thermometer to check whether meat has reached a safe internal temperature that is hot enough to kill harmful bacteria. Food poisoning could spoil a good time.



Source: U.S. Department of Agriculture (USDA)

How to Reduce Your Food Waste

According to the U.S. Environmental Protection Agency, the average American produces about 219 pounds of food waste each year. Start small and consider the following tips to reduce your food waste:

- **Shop smart** to avoid buying more food than you need. Make a list of what you need and then stick to it.
- **Store food properly** by learning what should be refrigerated or kept at room temperature.
- **Keep your fridge organized** so you can see foods and know when they were purchased. Place newer packages behind old ones.
- **Save leftovers** in clear glass containers so you don't forget about them.
- **Freeze food** to preserve leftovers, meats, soups, herbs or greens.
- **Understand expiration dates** to know the difference between "sell by," "best by" and "use by" labels.



TONY CHIODINI

JUNE

ANNIVERSARIES

Name	Day	Plant
Jose Ramirez	06/19/95	2
Raul Sanchez Jr	06/17/03	2
Seung Chheung	06/07/04	ICP
Tony Strawn	06/28/04	7
Stephanie Gill	06/26/06	7
Mike Moore	06/02/11	7
Susan Lovett	06/13/11	7
Daniel Tanner	06/16/14	2
Larissa Hardman	06/01/15	5
Amy Holmquist	06/27/16	2
Christie Tennant	06/27/16	2
Eric Chapman	06/19/17	2
Mariela C. Ibenez	06/11/18	5
Jose Ramirez	06/28/18	2
Rone Brown	06/03/19	2
Steve Rutherford	06/03/19	ICP

JUNE

BIRTHDAYS

Name	Day	Plant
Erick Fouts	1	ICP
Martin Bautista-Angel	1	ICP
Casey Sessions	2	ICP
Ray Brown	4	7
Lat Long	5	ICP
Eric Chapman	7	2
Bertha Gonzalez	7	2
Gloria Dale	9	3
Sajid Baloch	11	5
Teresa Phelps	11	7
Brent Harris	11	4
Damaris Cruz Hernandez	14	5
Jeffery Graves	14	7
Kenneth Beasley	14	7
Antonio Damian Pacheco	16	ICP
Pearl McGee	16	7
Kyle Key	16	2
Trey Schell	19	1
Kimberly Robinson	20	7
Rocio Ramos Anselmo	22	3
Schoneckie Thomas	22	3
Steven Chipman	23	ICP
Christina Gamoneda	24	2
James Sparkman	24	7
Juan Parra	24	5
Kelli Willis	25	7
James Worley	25	4
Yunus Raji	26	5
Amy Holmquist	27	2
Shiman Yee	27	ICP
Heddie Henderson	27	7
Nate Anderson	28	1
Darrell Whetstone	28	4
Patricia Wallington	29	7
Victor Bravo Morales	30	ICP



Brecken is the son of John and Kristen Beasley. He is the grandson of HR Manager, Mike Moore. Keeping his grandparents busy, Brecken played 4 years of varsity football (6'05" 230 lbs.) at Halls High School receiving the Casey Hogue Memorial Football Award his Senior year. He participated in FFA all four years serving as an officer and competition team member (Sheep Shows and Parliamentary Procedure). A junior member of the Lauderdale County Soil Conservation Board for four years, Brecken is the recipient of the Jon Michael Moore Memorial Scholarship, Gladys Crain Leadership Scholarship and Halls First United Methodist Church Hardin Scholarship. Fellow senior classmates honored him in Who's Who selection as "Most Outgoing". Brecken will continue his studies at Tennessee College of Applied Technology (Ripley Center) majoring in Manufacturing Technology and Industrial Electricity. Proud of my grandson!



MIKE MOORE

