

Kevin Hogan Writes...

We are in the beginning of Summer already of vacations, graduations, and getting together with family and friends. The older you get the shorter the seasons so enjoy while you can.

I made my first trip to the Corporate Office where I spent a week there meeting with all who were there. I also met with one of my advisors on the yearly decisions we make. Unfortunately, I also attended 3 visitations consisting of a close friend, 2 mothers of important friends of mine. It was all very sad.

I hope everyone has a great safe summer. I will continue to spend time at Corporate and with my grandchildren.

I would like to wish Happy Birthday to all celebrating Birthdays in June, July and August.

We had 2 notable Anni-

versaries in June, Tony Strawn (Ripley) 22 years on June 28th; Raul Sanchez (Rockford) 23 years on June 17th.

We have two Milestone Anniversaries in July; Joanne Land (Ripley) 5 years on July 24th; Bertha Gonzalez (Rockford) 25 years on July 19th. We have many notable Anniversaries; Shiman Yee (ICP) 11 years on July 20th; Donnel Mann (Ripley) 12 years on July 20th; Horn Choup, Brett Downey, Steve Edwards, Kuhn Ngoy, Eav Tan, Luis Vazquez (ICP) will celebrate their 16th year on July 1st. Mark Tavares (Vegas) will celebrate his 16th year on July 12th. Tabitha Chandler (Ripley) 19 years on July 2nd and yours truly 47 years on July 9th.

There are no Milestone Anniversaries in August but 3 notables; Ken Holze (Loves Park) 24 years on

August 5th; Tracy Schmitt (Ripley) 27 years on August 11th and Donna Hogan (Corporate) 27 years on August 2nd.

I would like to thank all who are celebrating Anniversaries for the commitment and service to ICP and Pierce.



Russell's Words Of Wisdom...

"Fall seven times, stand up eight."

~Japanese proverb



KEVIN HOGAN





ICP Writes...

How Stress Affects Your Body: 8 Common Symptoms You Shouldn't Ignore

Stress doesn't just affect your mind—it can have a surprising impact on your entire body. While many people recognize the emotional effects of stress, such as feeling overwhelmed or anxious, the physical symptoms often go unnoticed or are mistaken for something else. Learning to recognize these signs can help you take steps to reduce stress before it begins affecting your long-term health.

When you're faced with a challenge, your body activates its natural "fight-or-flight" response. Stress hormones increase your heart rate, breathing, and blood pressure, preparing you to react quickly. In short bursts, this response is helpful. However, when stress continues for weeks or months, it can begin to wear your body down.

One of the first places stress often appears is in your muscles. Tight shoulders, neck pain, headaches, and even jaw soreness can result from constantly tensing without realizing it. Many people also grind their teeth or clench their jaw during stressful periods, leading to tooth pain, earaches, and tension headaches.

Stress can also affect your digestive system. Stomach pain, nausea, heartburn, diarrhea, and constipation are all common symptoms. Some people lose their appetite, while others find themselves reaching for comfort foods high in sugar or fat.

Your sleep may suffer as well. Racing thoughts and constant worry can make it difficult to fall asleep or stay asleep. Over time, poor sleep can leave you feeling exhausted, reduce your ability to concentrate, and weaken your immune system.

Other physical signs of chronic stress include dry mouth, dizziness, hair loss, and a decreased sex drive. Long-term stress can even contribute to high blood pressure, anxiety, depression, and make existing health conditions, such as heart disease or Type 2 diabetes, more difficult to manage.

The good news is that even small lifestyle changes can make a meaningful difference. Regular exercise is one of the most effective ways to reduce stress, and you don't have to spend hours at the gym to see benefits. A daily walk, gardening, stretching, or dancing around your living room can all help lower stress hormones and boost your mood.

Getting enough quality sleep is equally important. Aim for a consistent bedtime, limit screen time before bed, and create a relaxing nighttime routine to help your body unwind.

Spending time outdoors, even for just 20 minutes, has been shown to reduce stress levels. Whether it's walking through a park, sit-

ting on your porch, or enjoying a tree-lined trail, nature can have a calming effect on both your body and mind.

Creative hobbies such as writing, painting, coloring, crafting, or woodworking also provide healthy outlets for stress. Practicing mindfulness, meditation, gratitude, or simply taking a few slow, deep breaths can help calm your nervous system during difficult moments.

Perhaps most importantly, stay connected with the people who care about you. Talking with family or friends can provide comfort, perspective, and emotional support during stressful times.

If your symptoms persist, worsen, or begin interfering with your daily life, don't ignore them. Your healthcare provider can help determine whether stress is the cause and recommend treatment options that support both your physical and mental well-being.

Managing stress isn't about eliminating it completely—it's about building healthy habits that help your mind and body recover. Small, consistent changes today can lead to better health, greater resilience, and a happier tomorrow.

RANDY CANTONWINE

CORPORATE Writes...

Why Investing in a 401(k) Plan Is One of the Smartest Financial Decisions You Can Make

A 401(k) retirement plan is one of the most powerful tools available for building long-term financial security. Whether you're just starting your career or approaching retirement, contributing to a 401(k) can help you create a stronger financial future while taking advantage of significant tax benefits.

One of the biggest advantages of a 401(k) plan is the ability to save automatically through payroll deductions. Because contributions come directly from your paycheck, saving becomes easy and consistent. Over time, these regular contributions can grow substantially through the power of compound interest, allowing your money to earn returns on both your original investments and previous earnings.

Many employers also offer matching contributions, which is essentially free money added to your retirement account. If your company matches a portion of your contributions, failing to participate could mean leaving valuable compensation on the table.

Another important benefit is tax savings. Traditional 401(k) contributions are made before taxes, reducing your current taxable income. This means you can save for retirement while potentially lowering your tax bill today. In addition, your investments grow tax-deferred until retirement, giving your savings more opportunity to grow over time.

A 401(k) also helps provide financial independence during retirement. Social Security alone may not be enough to maintain your desired lifestyle. Building a substantial retirement account can help cover living expenses, healthcare costs, travel, hobbies, and other goals later in life.

The earlier you begin investing, the greater the potential benefits. Even small contributions can grow into significant savings over several decades. By taking advantage of your employer's 401(k) plan today, you are making an investment in your future self and creating a foundation for a more comfortable and secure retirement.

CHRISTINE CACCIATORE





Corporate Writes...

I run a lot of races, but this was definitely one of my favorite races to complete. The Indy half-marathon is a 13.1 mile race through the streets of downtown Indianapolis, but the highlight is that part of the course is running a full lap on the 2.5 mile track of the Indianapolis Motor Speedway.

I've always enjoyed watching the Indy 500, so the opportunity to run on the track, and look around at everything from that point of view, was something I was looking forward to. This was the 50th anniversary of the Indy half marathon, and there were over 30,000 runners who participated.

TIM CHARLES



CORPORATE Writes...



People Hacking People: The Art of Social Engineering

- ◆ Be cautious of requests that demand immediate action. Whether it's an email claiming your account is at risk or a message that appears to be from a supervisor needing something "ASAP," urgency is a common tactic used to bypass normal procedures and lower your guard.
- ◆ Always verify unusual requests – even from leadership. Cybercriminals often impersonate executives, managers, or other trusted individuals to gain access to information, request gift cards, or bypass normal procedures. If something feels unusual, confirm the request through a phone call, in-person conversation, or another trusted communication channel.
- ◆ It's okay to slow down and double-check. Scammers count on people acting quickly without questioning unusual requests. Pausing to verify details, confirm identities, and follow established procedures is one of the simplest ways to stay safe.

SYLVIA DAVIS





Rockford Writes...

Rockford Plant 2

April was a very "wet" month in Northern Illinois. We got rain, rain and more rain. I guess the upside is "April showers, bring May flowers".

On 4/23, Maria Medrano celebrated a milestone anniversary. Maria has been with Pierce for 25 years. When Maria started working at Plant 2, we were in Belvidere and she worked on the AgCo account. Maria has worked in several departments over the years. For the last six years, she has worked in Komatsu. Maria is dedicated and dependable. She's an asset to our plant and we're happy she's part of our Pierce family. Thank you for your service.

After Larry presented Maria with her gift, we enjoyed a luncheon in her honor catered by Famous Dave's.

Congratulations Maria!



APRIL BIRTHDAYS

Gennesis Medrano	4/20
Lois Patmythes	4/14

This approaching month is called May because:

- It MAY rain.
- It MAY snow.
- It MAY be 80 degrees.
- It MAY be 20 degrees.
- Anything MAY occur.

Lois Patmythes



Memphis writes...

Memphis Plant 3

Let's Talk About Safety!!



As we move into the summer season and prepare to observe Memorial Day, it is a great time to refocus on the importance of safety in the warehouse. Warmer temperatures, increased workloads, and busy production schedules can create additional challenges in the workplace, making it even more important for employees to stay alert and follow proper safety procedures each day. Simple actions such as staying hydrated, keeping work areas clean, wearing the proper protective equipment, and remaining aware of forklift and pedestrian traffic can help reduce the risk of accidents and injuries. Teamwork also plays a major role in maintaining a safe environment, as employees who communicate clearly and look out for one another help create a stronger and safer workplace for everyone.

Memorial Day is also a reminder of the importance of responsibility, commitment, and respect for others. As we honor and remember the men and women who served our country, we can also take pride in working together to protect one another on the job. Safety is not just about following rules — it is about creating habits that help every employee return home safely to their families at the end of each shift. By staying focused, prepared, and committed to safe practices, we can make this summer productive, successful, and most importantly, safe for all.



Chris Wright & John McNabb

MEMORIAL DAY

Ripley Writes...

ASSOCIATE OF THE MONTH

MAY

Ms. Casey Richardson is our associate of the month for May 2026!

Kristi Taylor says:

Casey takes so much pride into her work. She goes above and beyond. Casey goes the extra mile; she does whatever it takes. When work gets busy she will work with her team to get things out. She does not mind getting out there and working. She is always willing to help in other departments. She is here all the time. Casey makes my job less stressful.

Thank you Casey for all that you do!

Congratulations Casey!



LEFT to RIGHT:

Casey Richardson (1st Shift Dealer Return Lead)

Kristi Taylor (1st Shift Dealer Return Supervisor)



Misty Harrison
& Evan Hatchel



Ripley cont...

CONGRATS TO THE GRADS!

This is Ms. Quanswela Johnson. She is the niece of Ms. Rosalind Alexander, who works in our Service Parts department.

Ms. Johnson is graduating the Army boot camp. Congratulations Ms Johnson!



This is Dustin Wayne Lunsford. He is the grandson of Ms. Joella Cook, who works in our Service Parts department.

Mr. Lunsford is part of the graduating class of 2026 at Newburn High School.

He loves to fish, loves his dog named Bo, and especially loves when he gets to see his grandma!

Congratulations Dustin!



Ripley cont...

GET TO KNOW ME

Casey Richardson -
1st Shift Dealer Return Lead



What's your go-to drink (coffee, soda, water, tea, etc.)?

Ripley Nutrition Drink

What's your favorite snack—sweet or salty?

Cheez its!

Early bird or night owl?

Early Bird

What's a hobby or interest you enjoy outside of work?

Going to the gun range

What's your favorite type of music, movie, or TV show?

True crime

What's one small thing that makes your day better?

Seeing my granny.

If you could instantly learn one new skill, what would it be?

Fly a plane!

What's your favorite way to spend a day off?

Napping or spending time with my nieces and nephews

What's a place you'd love to visit someday?

Italy!

What's one fun or interesting fact about you?

I can't swim!

Ripley cont...

PERFECT ATTENDANCE

1ST SHIFT

Rachel Langley
 William Winfrey
 Mary Smith
 Greg Jackson
 Casey Richardson
 Rashell Sanchez
 Lesa Leggett
 Justin Henson
 Donna Sangster
 Teresa Scott
 Mary Brown
 Mark Powell
 Victoria Hendrix
 Tristian Davis
 Jerry Hankins
 Jason Howell
 Jeffery Graves
 Donnell Mann
 Timothy Currie
 Steve Hendrix



2ND SHIFT

Jasmine Johnson
 Antonio Lewis
 Tommy Weathers
 Lisa Jerding
 Kim Bailey
 David Miller
 Eddie Cunningham
 Tom Martin
 Gerhard Jerding
 Samantha Stenson
 Frances Brent
 Monica McDonald
 Ciara Maxwell
 Alan Knoke
 Johnny Ward
 Michael Deberry
 Elvis Pugh
 James Summar

**Thank you to ALL our associates who had
 a perfect attendance for the month of
 May! (as of 5/29/2026)**

**Misty Harrison
 & Evan Hatchel**



Ripley cont...

MAY BIRTHDAYS!

Jaquesha Murray - 5/2

Steven Hendrix - 5/3

Dorothy Toomes - 5/5

Casey Richardson - 5/8

Jamie Summar - 5/12

Alan Knoke - 5/19

Ryan Tedrow - 5/20

Eric Currie - 5/21

Emily Cunningham - 5/21

James Pearson - 5/26

William Winfrey - 5/27

Join us in celebrating the
May birthdays here at Pierce Plant 7!

Misty Harrison
& Evan Hatchel



W Columbia Writes...

Plant 9 Perfect Attendance for April

Shane Bishop

Amber Boyd

Herbert Chandler

Kenneth Estus

Jessie Forrester

Jesus Hernandez

Tawanda Jennings

Robienetta Johnson

Sherrica Johnson

Jarvois Kennedy

Lisa Lemon

Sergio Santana

Larry Shunkwiler

Maurice Simmons

Tracy Stokes

Persephone Sumter

Tyron Walker

Travis Watson

Robert Wegler

Preston Williamson

Troyce Wilson

W Columbia cont...

Plant 9 - GET TO KNOW ME QUESTIONS

JOHN REED

What's your go-to drink (coffee, soda, water, tea, etc.)?

My go-to drink is iced caramel coffee.

What's your favorite snack—sweet or salty?

I prefer salty snacks.

Early bird or night owl?

Night owl

What's a hobby or interest you enjoy outside of work?

Outside of work, I enjoy playing the piano and listening to music.

What's your favorite type of music, movie, or TV show?

My favorite TV show is *Extracted*.

What's one small thing that makes your day better?

One small thing that makes my day better is knowing when it's finally over.

If you could instantly learn one new skill, what would it be?

If I could instantly learn a new skill, it would be woodworking.

What's your favorite way to spend a day off?

My ideal day off is relaxing by the pool.

What's a place you'd love to visit someday?

A place I'd love to visit someday is Hawaii.

What's one fun or interesting fact about you (your choice)?

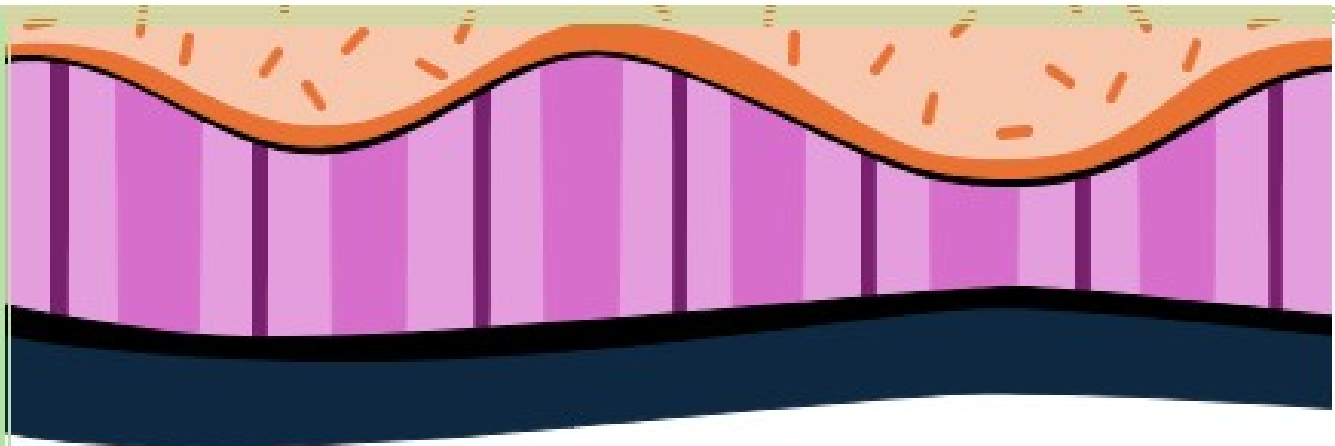
I'm from the north and yet I haven't ridden a snowmobile.

John is a laid-back, low-key person who enjoys simple comforts like iced coffee, salty snacks, and relaxing by the pool. Overall, he comes across as calm, practical, and someone who likes to unwind and keep things simple.



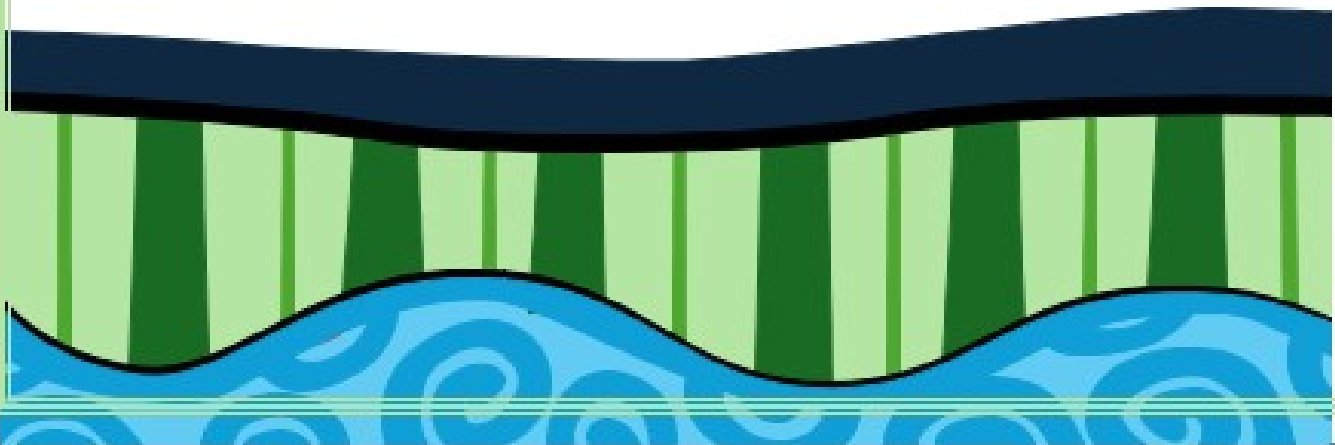


W Columbia Cont...



PLANT 9 BIRTHDAYS

<i>BISHOP, SHANE</i>	<i>04/07</i>
<i>WHITE-LAMPLEY, JAQUIL</i>	<i>04/10</i>
<i>MCCOY, MICHAEL</i>	<i>04/11</i>
<i>STOKES, TRACY</i>	<i>04/18</i>
<i>WALKER, TYRON</i>	<i>05/01</i>
<i>WILSON, TROYCE</i>	<i>05/07</i>
<i>RAEKWAN, MOHAMMED</i>	<i>05/10</i>



W Columbia cont...

Anniversary Shoutouts:

We want to thank you for your service with us. Lisa Lemon just hit her 11 years with Pierce and Cleveland Batie 1 year anniversary.

Wishing you the best, Alice Summerlin !



General Manager writes:

On April 30th we celebrated our Operation Manager Alice's last day with Pierce. Alice was hired in July 2024 from Harsco. From day one Alice was instrumental in helping Pierce establish our culture and processes. She managed the onsite operations at the Harsco building. Alice's experience and knowledge of the Harsco parts helped with Pierce's ultimate success. Alice has decided to follow her personal pursuits. We wish her the best of luck. Her leadership and friendship will be missed.

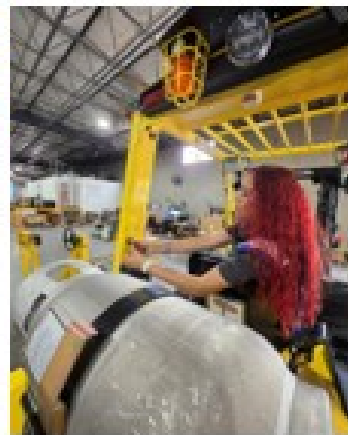


W Columbia Cont...

IT/Safety . . .



Our facility recently welcomed a new forklift, and the team is already seeing the benefits. Drivers are excited to have updated equipment that supports safer, more efficient operations.



In addition, our I.T. and Safety teams have collaborated to install cameras on most units, with more installations in progress to further enhance visibility and security. Management also partnered with Lift One to provide hands-on training, ensuring our drivers are fully prepared to operate the new equipment with confidence.

W Columbia cont...

Recognition



"Kenneth Estus, John Reed, Amber Boyd, Maurice Simmons and GM-Gabe White"

As we celebrate the first month of our incentives program, we're excited to recognize four outstanding winners who have earned gift cards for their hard work and dedication.

Since launching the program, we've seen noticeable improvements in attendance, production activity, and overall employee engagement. The positive impact has been felt across the facility, making this initiative a great success so far.

We look forward to building on this momentum and continuing the great work in the months ahead.

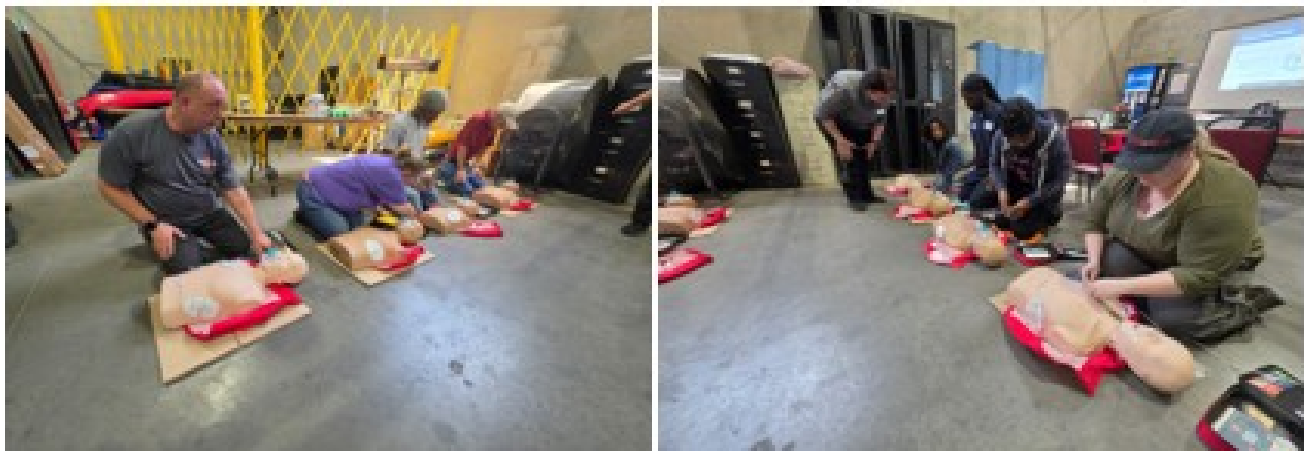
W Columbia cont...

Mother's Day Cookout

In celebration of Mother's Day, we hosted a special cookout to recognize the many mothers working throughout our facility.



First AID, CPR/AED Training



Pierce is proud to support associates who are taking the initiative to complete CPR/AED training classes. We are happy to have more trained first responders on board at our facility and appreciate the time and effort each associate dedicated to this important training. Their commitment helps create a safer environment for everyone.

W Columbia cont...

SAFETY

🔧 APRIL Safety Update: Review & Reset – Building on Success Together

We're proud of the progress made following our recent safety and insurance inspection. This month has been about reviewing our results, recognizing our wins, and resetting our priorities to align with a stronger, more proactive safety strategy.

👤 Safety Leadership Insight

“Our safety culture is strongest when people continue to work safely and do the right thing—even when no one is watching.”

This mindset continues to guide our actions and decisions as we move into a new quarter focused on accountability and awareness.

🚛 Monthly Focus: New Forklift Equipment Rollout

We are investing in new forklift equipment to support both our team and overall safety performance. This rollout ensures improved operational efficiency while reinforcing safe equipment practices and operator accountability.

🌟 Wins & Highlights

We've hit several key milestones this April:

- Proactive safety planning initiatives
 - Successful integration preparation for new equipment
 - Enhanced training standards for operators
 - Stronger leadership communication reinforcing safety culture
-

👁️ Looking Ahead

Next month, our focus will be:

- Updating ergonomics in the Shipping Department
- Reducing physical strain and preventing injuries
- Improving efficiency and overall workplace safety

“Our goal is to create a safer, more efficient environment that benefits everyone.”



WELLNESS NEWS YOU CAN USE!

KEEP YOUR BLOOD PRESSURE HEALTHY!

Keeping your blood pressure in a healthy range is one of the most important things you can do for your long-term health. High blood pressure, often called the "silent killer," usually has no obvious symptoms, yet it can quietly damage your heart, brain, kidneys, and blood vessels over time.

When blood pressure stays too high, your heart has to work harder to pump blood throughout your body. This extra strain increases your risk of heart attack, stroke, heart failure, kidney disease, and vision problems. The good news is that maintaining healthy blood pressure can significantly reduce these risks and help you live a longer, healthier life.

Simple lifestyle changes can make a big difference. Eating a balanced diet rich in fruits, vegetables, and whole grains, limiting sodium, staying physically active, maintaining a healthy weight, managing stress, getting enough sleep, and avoiding smoking all support healthy blood pressure. If your healthcare provider prescribes medication, taking it as directed is equally important.

Regular blood pressure checks are essential because high blood pressure often develops without warning signs. By monitoring your numbers and making healthy choices every day, you can protect your heart, improve your overall well-being, and reduce the risk of serious health complications for years to come!

Tony Chiodini

APRIL ANNIVERSARIES

Maria Medrano	4/23/01	2
Jason Smith	4/14/03	C
Nate Anderson	4/14/03	C
Johnny Ward	4/16/12	7
Sara Stanley	4/20/20	3
Juan S Camara	4/26/21	ICP
Kleiy Koun	4/10/23	ICP
Cleveland Batie	4/7/25	9
Alma Killingsworth	4/21/25	7

APRIL BIRTHDAYS

Name	Day	Plant
Mark Strawn	1	7
Andy Oltremari	6	C
Shane Bishop	7	9
Tony Chiodini	7	C
Greydon Curran	7	7
Travis Shaw	10	7
Jaquil W Lampley	10	9
Detayus Mason	11	7
Michael McCoy	11	9
Brett Downey	12	ICP
Mark Powell	12	7
Lois Patmythes	14	2
Marcko Clemons	15	7
Timothy Goodwin	18	7
Tracy Stokes	18	9
Brandon Whitelow	18	7
Gennisis Medrano	20	2
Zykira Graves	21	7
Monica McDonald	25	7
Mark Tavarez	30	10

MAY ANNIVERSARIES

Name	Day	Plant
John McNabb	5/28/96	3
Tony Chiodini	5/26/98	C
Sylvia Davis	5/13/13	C
Michael Deberry	5/11/14	7
Margaret Haycraft	5/18/15	7
Kim Quartaro	5/18/15	ICP
Antonio Lewis	5/14/18	7
Charles Chaney	5/4/20	3
Karina Jimenez	5/2/24	2
Spencer Foster	5/20/24	7
Lakyrá Beard	5/5/25	7
Rashell Sanchez	5/5/25	7
Richard Terry	5/5/25	7
Christian G Pineda	5/5/25	ICP
Benjamin Pratt	5/5/25	ICP
Amber Boyd	5/12/25	7
Stefan Curtis	5/13/25	7
John Butler Jr.	5/19/25	7
Courtney T Durr	5/19/25	7

MAY BIRTHDAYS

Name	Day	Plant
Tyrone Walker	1	9
Jaquesha Murray	2	7
Steven Hendrix	3	7
Jason Smith	3	C
Crystal Ruiz	4	2
Chris Wright	4	3
Dorothy Toomes	5	7
Troyce Wilson	7	9
Casey Richardson	8	7
Mohammed Raekwan	10	9
Jamie Summar	12	7
Ken Holze	13	2
Juan S Camara	13	ICP
John McNabb	15	3
Alan Knoke	19	7
Emily Cunningham	21	7
Eric Currie	21	7
James Pearson	26	7
Chris G Pineda	27	ICP