

# Pik wRiter

Spring 2018



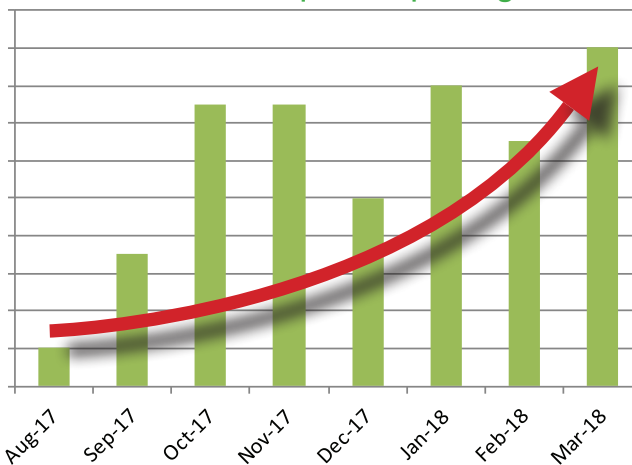
ONE OF TWO RECENTLY COMPLETED HR 880 SPREADERS. THE PIK RITE HR 880 IS THE LARGEST 2-STAGE HYDRAULIC PUSH SPREADER THAT IS MADE IN THE USA.

## Our Vision:

To be the premier producer of agricultural equipment and truck bodies that is recognized across the globe for its superior design, durability and workmanship.

## 8 Month Tank Sales History

See first quarter report-Page 2



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# Department Updates

## Think Spring

It may be difficult to “Think Spring” when the snow is still falling, the plows are still plowing and the spring flowers are struggling to appear. At our house the daffodils are blooming at ground level. It’s just not supposed to be like this. However, it is. And there is beauty in the trees laden with heavy snow, and the yellow flowers on the ground!

Life doesn’t always go according to our schedule. That fall that results in surgery and weeks off work, the flu that invades a home and keeps a family down for a whole week or more, a death in the family that changes everything, the loss of a job, health issues, the unexpected events that challenge us to reset our course. This is life. We don’t have control of many of life’s situations. However, we can control how we deal with these personal life events.

We struggle to control things on the professional level as well. The state of our economy, product availability, increased costs and personnel situations are just a few of the things that can be out of our control. In the midst of the struggle, we have a choice. We can stop in our tracks and wait it out to see how things unfold. Or, we can move forward and do whatever it takes to change our current situation.

The front office staff has experienced many role changes in the first quarter of 2018! Thank you to everyone for your patience during our transition. In conjunction with the changes, we have become super busy! Call volume, orders, accounts receivable, purchasing, accounts payable and human resources have all experienced an increase in activity. While we balance changes in our roles, and being very busy, we are maintaining a positive attitude.

In March we hosted 14 drafting students from Milton School District and a group of Mifflinburg High School sophomores that have an interest in the ag industry. At the end of March we were honored to host DEP Secretary Patrick McDonnell and numerous representatives from DEP, PennTAP and Bucknell SBDC. Jon Noaker and Kevin Baker led the group on a tour of our facility.

As we look forward, on April 12th we will host a group from Triangle Tech. Leadership Susquehanna Valley will gather here for a tour on April 19th. We anticipate a very busy second quarter, and we will selflessly link those in need with the people or information to meet their needs.

Janice Shively • Office Manager

## Very Strong 1<sup>st</sup> Quarter

For most, the transition from Winter to Spring brings a whole new feeling of anticipation, energy and freshness. Sometimes you can’t even put your finger on it. All you know is... you feel better and you can’t wait for what’s to come. For the record, I’m convinced that it’s all because of Easter.

Now, from a Sales Team perspective, the new life that Spring brings implies that there was a dormancy or lack of life. At Pik Rite, this could not be farther from the truth. The results prove that the Sales Team was not hibernating. In fact, it was one of our most active 3 month periods that we’ve had in a long time. Not only was the Team involved with many significant trade shows, including the WWETT Show, NTEA Show, Keystone Farm Show, NY Farm Show, etc., but also the PSMA Conference and numerous Dealer Open Houses. In addition, we were creating new videos for the push-off dumps and spreaders. We have also been busy implementing a new advertising strategy which includes a more prominent emphasis using digital platforms and social media... But, you shouldn’t mistake all this activity with achievement. In the sales world, achievement is measured by results... and the results also indicate that the Sales’ pulses were beating at an exercise rate and not a sleeping rate.

Tanks orders during the past 3 months were the highest that they have been in several years. Wait, that sounds like déjà vu all over again. The past 8 months have shown a steady increase in Tank orders (see front page graph). Spreaders have been solid, Harvester orders have already hit their 2018 projections and we are prepping for several Leaf Unit orders... And look out if the push-off dumps and trailers get rolling.

I know that Ecclesiastes 3 says there is a season for everything, but it sure seems as though Sales has been planting, fertilizing and harvesting at the same time.

Seth Ziegler • Sales Manager

## Doing It Well

The engineering department is busy. The schedules are filling up quickly. New opportunities are in front of us in the form of different models and customization. Our goal for this next quarter is to keep up, but more than that, to find time to develop new products for our sales staff to offer. Cross training is also a goal within the department. We want all of our engineers to be able to design and support all of the products we offer, and to do it well.

Doug Thomas • Engineering Manager

# Busy On All Fronts

2018 started much like 2017 ended; with a lot of work to do. I know for the fabrication and welding employees, overtime has been steady since the beginning of the year. With the amount of work we have, we are now working some Saturday's too. President Elvin Stoltzfus recently talked about attitude during the weekly employee meeting. We found his words to be a good challenge and an encouragement. The abundance of work is a great problem to have. Last year's challenges are behind us. Sometimes it can be hard to look forward, until you look back on where you've been. I'm grateful for the team we have and that they choose to stay positive. While work has picked up, so has the need to add more employees to production. So let's welcome Ben Reamer, and Isaac Bittner to the fabrication department and Tyler Lehman who is working in welding. Work is busy on all fronts, spreaders, tanks, dump truck bodies, and vegetable harvesters all in the mix. Fabrication finished 3 melon harvesters in the first quarter of this year, and welding has two of these three machines welded. Fabrication has started the 190 cucumber harvester, and will start a 3100 cucumber harvester, and a 290 tomato harvester after that. Thank you to everyone for doing their part to meet the needs at Pik Rite, and the needs of our customers.

Jon Noaker • Welding & Fabrication Supervisor

## Perserverance

The first two months of the year were a whirlwind in the warehouse. We had more parts coming in and out of the building than I can remember. For a while, it seemed we would never get caught up! But with hard work and perseverance we have fulfilled customer's orders and gotten the warehouse organized yet again!

Jeff Ansell • Parts Manager

## Very Blessed

Spring is here and things are happening! It can be a little overwhelming when I look at the overall schedule and see what we have to accomplish in the next few months but we're very blessed to have the work. The Paint and Assembly department teams have been focused and are doing an excellent job with the work load.

Mark Yoder • Paint & Assembly Supervisor

## A Great Year For Service

The Service Department's busy schedule has continued to hold throughout the first quarter of 2018 and into the second. During the first quarter, we worked on several dump-boxes, installed blower systems on several pumper-trucks, removed a tank from one chassis and remounted it on another, made repairs to four tanker-trailers, along with interior coating some of them. Currently, we are completely refurbishing and mounting two used tanks a customer purchased and brought to us. The unique thing about your Pik Rite service department is that we do not just work on our products. All of the tank-work, a few of the blower installations, and one of the dump-box projects described above were performed on competitor's equipment. Looking forward into the second quarter, harvester work is filling our calendar. We will be in the field in the next months performing preseason maintenance on machines owned by local growers and offering support during the growing season. Additionally, we have six new machines to start up along with some used Cucumber Harvesters recently purchased by one of our customers. One of the new machines will be sent to the Czech Republic so at least one member of our team will be traveling overseas. If this swell continues, 2018 looks to be a great year for service.

Travis Hill • Service Manager



PICTURED: FOUR RECENTLY COMPLETED TANKS AND TRUCK BODIES



**LEADERSHIP IS THE CAPACITY TO  
TRANSLATE VISION INTO REALITY**

Warren Bennis

# LEADERSHIP

## The Value of Teamwork

-Elvin Stoltzfus

**M**any years ago a few of my brothers and I had a wonderful opportunity to raise money. There was a local man who would stop in at the farm looking to buy pigeons. After many late nights in the local barns most of the pigeons had been captured. It was then that we realized a lot of the crafty birds were still living the dream under the bridge that crossed the Susquehanna river. We then devised a plan. Two of us would crawl under the bridge and sneak up to their hiding spots and grab the unsuspecting fowl before they knew anyone was around. We would lock their wings and drop them to another brother waiting in a canoe in the river below. Many birds were captured that way and we generated income that allowed us to enjoy luxuries that otherwise would have been missed!

This venture would not have been possible if we wouldn't have worked together as a team. Working together has many benefits that we miss if we attempt to do this life alone!

## More Opportunity for Success

-Randy Beiler

**W**e are blessed to be busy. For me the excitement of each new sale has not worn off yet. The schedule is full and it's the kind of work that gives us more opportunity for success. We work hard to build trust with our customers, and when sales increase there is a spike in work that follows. We get busy. I know that for many employees and their families the phrase "busy at work" doesn't equate to good times. Let me assure you, being busy is good for business, it's good for this team, and it's good for you. Consider a farmers perspective; when his crops produce better yields than expected, he works harder to harvest the excess. That's where we want to be. Busy provides us the opportunity to be successful. It can provide financial stability for the business, and opportunity to invest in our team and the tools and equipment we need. Hang in there! Reinforcements are on the way.

*Let each of you look not only to his own interests, but also to the interests of others.*

*Phillippians 4:2*

## Making a Mole Hill out of a Mountain

-Kevin Baker

**W**e have been blessed with an abundance of orders, a good situation! In turn we have to react with delivering these products, now the fun begins! With the variety and complexity of all that we have sold, it will take teamwork to make it all happen! And I am confident that we have the team to do it! We need to be smart and efficient about how we approach it, but in the simplest form it is just one step at a time. Trying not to be overwhelmed with the thought of how many hours we need to get it done and focusing on how much we can get done in a day will make things seem less mountainous to tackle. And being as efficient as we can, while we are here working will help! There is a difference between "doing things" and "getting things done", getting them done lets you move on to the next things. It will create an infectious atmosphere that can empower everyone around them, focus on the task and the mountain will crumble.

*Hard work doesn't guarantee success, but it improves its chances!* - B.J. Gupta

# EMPLOYEE SPOTLIGHT

**Ryan Wert** has been employed as an engineer with Pik Rite, Inc. for nearly 14 years. He graduated from Penn College of Technology with an Associate Degree. Ryan is heavily involved with the vacuum tank engineering process. What Ryan enjoys most about working at Pik Rite is the variety of work that comes across his desk.

When asked about his definition of success his response was “I think about things like, how many people will come to my funeral? Did I pass as much knowledge to the next generation as possible? Have I helped my children to be more successful than myself? Have I passed my story and my love of Christ to my youth group and will they continue to disciple someone after they leave the group? So it comes down to how many people I have helped with the time I spent on earth.”

Ryan’s family consists of his wife and their 2 little girls. He is happiest when his daughters are laughing and having fun. He likes to bowl and is very good at it. Ryan also enjoys history but is most fascinated with the eruption of Mt. St. Helens. It shows some amazing destruction all caused by Mother Nature.

Ryan was asked what true leadership means to him and his response was that he did a study on leadership a couple months ago and the main thing he pulled from it was that the greatest leadership story ever told was of Jesus Christ. People followed Him and worshiped Him; yet Jesus was put here to serve us. He healed us and died for us. He feels that leadership is not what everyone can do for you but what you can do for the people you are leading; how can you help them and how can you serve them so they want to serve you. So in short, to Ryan, true leadership is Servant Leadership.



**PICTURED: RYAN WITH HIS TWO DAUGHTERS CAILYN 1, CHLOE 7 & THE FAMILY PET “BUDDY”**

## Employees of the Week

**Pik Rite congratulates the following employees for their hard work and character qualities that earned them “Employee of the Week” during the last quarter.**

- BEN CLARK
- BRANDON KRATZER
- CALEB HEIDLER
- CHARLES GEARHART JR.
- DEREK GOSS
- JAMES DORMAN
- JASON NOLT
- MATT WILLOW
- NICK KOCH
- ROD BINGAMAN
- TRAVIS BINGAMAN
- TRAVIS SNOOK
- ANTHONY EBERHART
- CHRIS GARDNER
- CHRISTIAN KURTZ
- LARRY STEWART

## Long Standing Employment

**The following employees will celebrate anniversary milestones this quarter.**

- |                  |                    |          |
|------------------|--------------------|----------|
| • JUNE 1, 1987   | DAVE GEARHART      | 31 YEARS |
| • APRIL 22, 1996 | RANDY BEILER       | 22 YEARS |
| • APRIL 22, 1996 | JAMES DORMAN       | 22 YEARS |
| • MAY 12, 1997   | SUZANNE HENDERSHOT | 21 YEARS |
| • APRIL 5, 2004  | CLINT MORRIS       | 14 YEARS |
| • MAY 18, 2004   | RYAN WERT          | 14 YEARS |
| • JUNE 7, 2004   | MATT WILLOW        | 14 YEARS |
| • JUNE 9, 2008   | TIM LIGHTNER       | 10 YEARS |
| • APRIL 23, 2012 | BRANDON KRATZER    | 6 YEARS  |
| • MAY 20, 2013   | LUKE MARTIN        | 5 YEARS  |

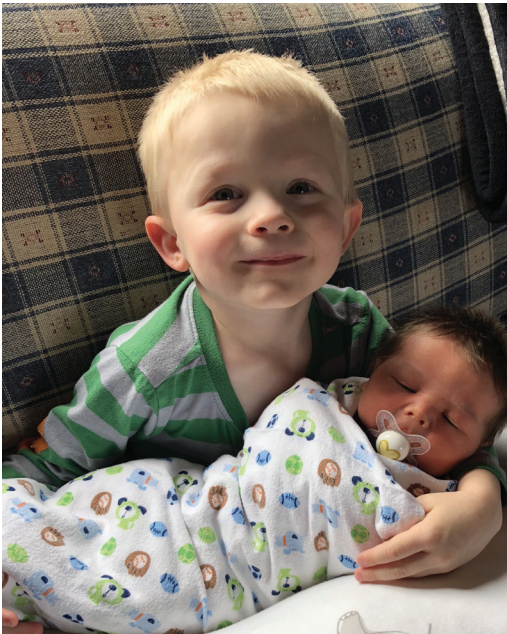
# DEP Visit Celebrates Pik Rite Accomplishments

DEP Newsroom - Press Release 03/29/2018



The Wolf Administration today celebrated the environmental accomplishments of Pik Rite, Inc., a nationally acclaimed leader and innovator in improving energy efficiency in the manufacturing sector and a recipient of DEP's Small Business Advantage Grant. DEP Secretary Patrick McDonnell and representatives from Pik Rite discussed the company's efforts to reduce its environmental footprint and toured the facility. Pik Rite manufactures agricultural and other heavy equipment used around the world. "This Pennsylvania-grown small business has been a huge environmental leader by example," said McDonnell. "We are pleased to have been a partner in Pik Rite's work to examine its energy usage. After conducting studies, Pik Rite committed to upgrading its interior and exterior LED lighting, which dramatically reduces energy usage. This saves the company money while reducing the pollutant emissions associated with energy generation." Pik Rite was named the 2017 "Small Business Environmental Stewardship Award" winner by the National Small Business Environmental Assistance Programs. Pik Rite was chosen for the award because of the company's accomplishments in environmental compliance, energy efficiency, pollution prevention practices, and innovation. DEP recently announced that Pik Rite was awarded a 2017 Small Business Advantage Grant. The company matched the \$7,000 grant with over \$14,000 of private investment to buy new energy efficient lighting to lower their electricity consumption by over 54 percent. Pik Rite estimates an annual cost savings of \$6,600, a reduction of 82,000 kWh of electricity, and improved lighting conditions on the production floor as a result of the project. DEP's Small Business Advantage Grant program provides 50% matching grants to enable Pennsylvania small businesses to purchase energy efficient or pollution prevention equipment or adopt waste reduction processes. Well-designed energy efficiency and pollution prevention projects can encourage growth of the energy infrastructure by helping businesses cut operating costs, while simultaneously protecting the environment.

## Congratulations!



Travis Hill on the birth of his son Bryce Luke Hill, born January 31st. Bryce was 7 lbs 15 oz, 17 ½" long.



Rod Koch on the birth of his granddaughter Annalee Grace Koch, born February 19th. Annalee was 5lbs 3oz 18.5" long.



Congrats and best wishes to Jason Nolt and his bride Elva. Jason and Elva were married 3/1/2018 and we wish them the very best.

## Condolences:

Our condolences to Brandon Kratzer and family at the passing of his grandmother on December 27th.

Our condolences for Clint Morris and family at the passing of his grandmother on February 27th, at the age of 92.