

Pik wRiter

Spring 2019

Grillmaster Ike Martin roasts meat for the annual Pik Rite Venison Dinner



**Company Picnic at
Knoebels**

Sunday, May 19, 2019

**Watch for a memo in your bin to
RSVP!**

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Department News

Winning Team!

Isn't it amazing how fast things (and Seasons) change? How did we get to April already? Weren't we just talking about the Patriots winning the Super Bowl? Well, time really does fly when you are having fun or when you are busy... and here at Pik Rite, it's both... so time goes by twice as fast. The first quarter of any year is always hectic for the Sales Team. We have just wrapped up year end and now there is no time to rest because we start all over with a tight schedule that includes numerous events. The past 3 months were filled with Tanks Shows, Conventions and Conferences and several Farms Shows and many Dealer Open Houses. All of these activities will help to prime the pump for many of the orders that we will receive throughout the year. Interestingly, the Pik Rite Sales Team has also been very successful at selling what we have been featuring at the shows... I mean right off the floor! Our web-site's Marketplace listings have also proven to be very popular and our social media posts have generated a lot of chatter and inquiries. And our Parts sales have shown a nice balance across all Product lines. It's all adding up to keep the time moving fast in 2019.

With Punxsutawney Phil predicting an early spring, it must be baseball season. So recently, I used the analogy that the Sales Team is like a Lead-Off hitter in baseball. We get runners on base with the signed orders and then the All-Star Pik Rite line-up coming to bat behind us drives the orders across home plate to completion/victory. With the team that we have, I think we have a good shot at the World Series!

So, put the ice melt away til November and get the blades sharpened on the mower because things, Seasons and life at Pik Rite goes by quickly... ..and speaking of time and going fast... you ought to see Sales racing Engineering in a K-1 Go-kart Race. Thank goodness for being busy and having a little fun!

Seth Ziegler • Sales Manager

Stepping on the Gas

It's good to reflect on where we were, where we are, and where we're heading. At the last quarter of 2018, we were producing 2-1/2 tanks per week, and 1 dump body every 6 - 7 days. Fast forward to right now, and we produce between 3-4 tanks every week (which also includes 1 aluminum tank), and a dump body, on average, every 4 days. Employees are learning or improving in their trade and stepping up to the tasks at hand. So where can we go? Four to five tanks per week, 2 dump bodies per week? Only time will tell, but it is our hope and expectation to continue to improve. From less hours on welding tanks and dump bodies, improvements on aluminum welding, quality paint jobs, and assembly kicking out a lot of work at the end of the line, we've seen many improvements across the shop. It takes a team to do these things, and we have a very good one. Tanks and dump bodies remain busy, while spreader work has increased recently in production, and harvesters are now started up on the production floor. It's a blessing to have this work in front of us, and to work and serve a great team, and Pik Rite.

Jon Noaker • Fabrication & Welding Manager

Taking on Challenges

With the truck schedule full and some repeat orders in the mix, it allows engineering to get a little ahead and focus on some projects that were previously put on the back burner. We all know the schedule is dynamic, or constantly moving, so we have to watch closely for truck bodies that move up and down the calendar, and react accordingly. Care and diligence is taken to make sure long lead-time items are relayed to the purchasing department in time to be here for production. It's busy, but for our company, that's a good thing. Exciting times are ahead.

Doug Thomas • Engineering Manager

Signs of Spring

Welcome Spring! Yes, spring has sprung! We see daffodils in bloom, green grass and longer day light hours. We hear birds chirping, feel the warmth of the sun and smell hyacinths in bloom and the manure that is being applied to fields. These are all signs of spring!

Most important in this season, though, is Easter! Do you know what it is that determines when Easter falls each year? Why is it in March some years, and not until April in others? Easter is observed on the first Sunday after the first full moon after the Spring Equinox each year. This year, Easter is commemorated on Sunday April 21st. If you don't remember what it is that determines when Easter is observed, please remember what Easter is about. Jesus was crucified (Good Friday) and rose from the dead on Easter Sunday for forgiveness of our sins! That is worth remembering!

Winter has passed, and it was a busy season at Pik Rite! The front office staff greeted many visitors, including a group of 44 Pennsylvania Young Farmers on February 7th. This group wrapped up their annual convention with a visit to Pik Rite that included a plant tour and lunch. On February 27th we hosted 17 Mifflinburg Area High School students and advisors for a plant tour. The George Rohrer family of 10 visited Pik Rite on March 5th, which was Mr. Rohrer's 80th birthday. His birthday wish was a plant tour of Pik Rite with his family. Pik Rite shareholder's visited and walked through the shop on March 15th. They always enjoy seeing what is happening at Pik Rite and interacting with our people. Thank you to all that played a role in making all of these folks feel welcome here!

Janice Shively • Office Manager

Warranties

A positive purchasing experience involves a fair price, a quality product, and continued support of the product after purchase. Pik Rite warrants all of its products of manufacturer defects to varying degrees. New Harvesters are warranted for a period of one full harvest season barring normal wear and tear. New manure spreaders carry a two year warranty from the date of purchase. Aluminum tanks carry a five year warranty on a prorated scale with the first year covered 100% and a reduction of 25% every year thereafter. Since February 2014, Carbon-steel and stainless-steel tanks have been covered under a fifteen year warranty. Warrantable repairs are covered in full for the first five years, then on a prorated scale decreasing 10% per year.

What does that have to do with your Service Department? Many of those warranty claims are handled in house or in the field by Pik Rite Service technicians. If production flow of new products is to be maintained, it cannot be interrupted. Someone other than Production personnel must get the job done. This is another way that your Service Department completes the team here at Pik Rite.

Travis Hill • Service Manager

Productivity

As the Motley Crue song goes, "It's the same ol' situation." Huge volumes of inbound deliveries and a lot of parts sales add up to make the warehouse a very busy and PRODUCTIVE department. We continually meet the needs of our customers and production.

Jeff Ansell • Parts Manager



NEWLY UPDATED HR880



PIK RITE WWETT SHOW BOOTH



RECENTLY COMPLETED TANK

Leadership



Worry

-Elvin Stoltzfus
President & CEO

“Worry is a thin stream of fear trickling through the mind that, if encouraged, cuts a channel into which all other thoughts are drained.” -Winston Churchill

And he said to his disciples, “Therefore I tell you, do not be anxious about your life, what you will eat, nor about your body, what you will put on. For life is more than food, and the body more than clothing. Consider the ravens: they neither sow nor reap, they have neither storehouse nor barn, and yet God feeds them. Of how much more value are you than the birds!”

Luke 12:22-24

Thank you!

-Randy Beiler
VP of Operations & Finance

This past quarter saw more than the normal changes but that didn't slow people down. There were quite a few groups that worked Saturday and went the extra mile to organize and set themselves up to be more efficient. Thank you for making your role more than just a job.



Remember the “Why”

-Kevin Baker
VP of Engineering, Sales & Service

Keeping focus on the why- It can be easy to get busy and focus on the end of the job/day/week- you get the idea. It can become even more hectic when you're learning something new and working with someone new or both. Chances are, though, that somewhere along the way you will need help, or be asked for help. In the moment the likely thing to do is get an answer and keep moving along. More than likely, though, that answer is a short term fix, support the answer with a why. The why will give a better end result when trying to help train/develop a stronger team. The why can give a different perspective to a person that may have a better solution when they understand the process.

Employee News

Employee Birthdays

April

- 6 JASON SAUERS
- 12 DEREK GOSS
- 13 CLINT MORRIS
- 14 WYATT EBERSOLE
- 23 BEN WEBBER
- 24 SERGEY PERMYASHKIN

May

- 4 DAVE GEARHART
- 9 DON WHITESEL
- 9 ELIJAH EMENS
- 16 LUKE MARTIN
- 18 DEVIN WEAVER
- 19 AARON BENNER
- 20 CINNAMON DIGAN

June

- 22 NOAH ROMIG
- 22 SAM BEILER
- 25 CODY NACE
- 25 JUNIOR GEARHART
- 26 TIM LIGHTNER
- 30 RYAN BRESSI
- 7 DAVID BOHANNON
- 10 TRAVIS HILL
- 14 FRANCO BEARDSLEY
- 14 DAKOTA ETTINGER
- 22 COREY EBERHART



TYLER KOCH

Congratulations to Pik Rite employee Nick & his wife Danielle Koch on the birth of their baby Tyler. He was born March 14. Proud Grandpa is PR employee Rod Koch.



QUINTON DEREK NOLT

Congratulations to Pik Rite Employee Jason & his wife Elva Nolt on their first child! Quinton was born March 17 at 1:54pm. He weighed 7lb 14oz and was 21" long.

Employees of the Week

- | | |
|--------------------|-----------------|
| • ADAM HOCKENBROCK | • JASON NOLT |
| • ANTHONY EBERHART | • JEREMY BUCK |
| • BEN WEBBER | • JON NOAKER |
| • BRANDON KRATZER | • MARK YODER |
| • CALEB HEIDLER | • MATT WILLOW |
| • CHRIS MATOS | • RAFAEL RIVERA |
| • CODY HEIDLER | • ROD BINGAMAN |
| • COREY EBERHART | • RON RENNER |
| • DAKOTA ETTINGER | • RYAN BRESSI |
| • DAN ZEIGLER | • STAN WEAVER |
| • DEVIN WEAVER | • TAYLOR MORGAN |
| • ELVIN STOLTZFUS | • TRAVIS SNOOK |
| • ISAAC BITTNER | • TYREL KLING |
| • JAMES DORMAN | • WILL PARKER |

Employment Anniversaries

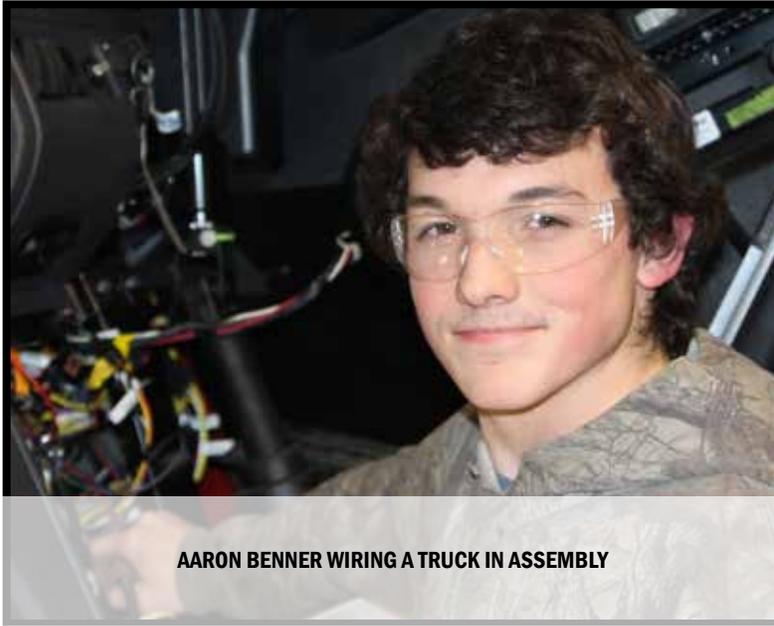
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|----------|--------------------|----------|
| • JUN 1 | DAVE GEARHART | 32 YEARS |
| • APR 22 | JAMES DORMAN | 23 YEARS |
| • APR 22 | RANDY BEILER | 23 YEARS |
| • MAY 12 | SUZANNE HENDERSHOT | 22 YEARS |
| • APR 5 | CLINT MORRIS | 15 YEARS |
| • MAY 18 | RYAN WERT | 15 YEARS |
| • JUN 7 | MATT WILLOW | 15 YEARS |
| • JUN 9 | TIM LIGHTNER | 11 YEARS |
| • APR 23 | BRANDON KRATZER | 7 YEARS |
| • MAY 20 | LUKE MARTIN | 6 YEARS |
| • APR 17 | CODY NACE | 2 YEARS |
| • APR 18 | TYLER PEACHEY | 2 YEARS |
| • APR 24 | WILL PARKER | 2 YEARS |
| • MAY 8 | CALEB HEIDLER | 2 YEARS |
| • MAY 8 | TAYLOR MORGAN | 2 YEARS |
| • MAY 15 | TYREL KLING | 2 YEARS |
| • APR 11 | CODY HEIDLER | 1 YEAR |
| • MAY 22 | CINNAMON DIGAN | 1 YEAR |
| • JUN 11 | AARON BENNER | 1 YEAR |
| • JUN 11 | NOAH ROMIG | 1 YEAR |
| • JUN 11 | CHRIS MATOS | 1 YEAR |

“Work and family are at the center of our lives, the foundation of our dignity as a free people.” Ronald Reagan

Employee Spotlight

Aaron Benner, in assembly, has been an employee of Pik Rite, Inc. since June 11, 2018. When asked what Aaron enjoys most about working at Pik Rite, Aaron says that he enjoys that everyone is very welcoming here.

Aaron graduated high school at East Juniata and attended Mifflin County Vo-Tech. He is the youngest of



AARON BENNER WIRING A TRUCK IN ASSEMBLY

three boys. He resides in Richfield and his favorite place to be is on his Pap's farm; Aaron is very close to his grandfather. Aaron enjoys hunting and fishing but is happiest when riding his Harley. His favorite food is ham and green bean soup and he said that one thing he cannot live without is his Bronco. Aaron had the opportunity to visit Hawaii for vacation one time and he said that was the best place he has traveled to because it is amazing there.

A true leader is defined by Aaron as someone who will take the time to show people how to do what they are asking of them; a leader who lives by example in their life as well as on the job.

"I'm a success today because I had a friend who believed in me and I didn't have the heart to let him down."

-Abraham Lincoln



EMPLOYEES JASON NOLT & DAVE GEARHART CHECKING OUT A TRUCK FOR THE WWETT SHOW