

Pik wRiter

Autumn 2019

Jamie Peachy & Jeff Ansell expertly load four spreaders on one shipment.



Leadership



True or False... Good is the Enemy of Great

-Elvin Stoltzfus
President & CEO

Golden rule: “Do unto others as you would have them do unto you.”

When we live this out it changes the way we relate to our families, friends, co-workers and our customers. A day that is consumed with a self-serving agenda pales in comparison to a day spent putting others needs ahead of our own.

Oh to live a life that demonstrates the golden rule! That would be great! 📌

“Whatever you wish that others would do to you, do also to them”

Matthew 7:12

End of Summer

-Kevin Baker
VP of Engineering, Sales & Service

We are in a unique situation, a time of the normal end of summer rush. We have seen the natural gas work slow down, yet have opportunities with other product lines to keep a full funnel of work in our agenda. Sales- it is time for the post pep rally victory! We need to be thorough and accurate with all of our opportunities. We will succeed! 📌

Changing Demands

-Randy Beiler
VP of Operations & Finance

Things are slowing down some, but despite that we are on pace to have a record year. Signs point to a busy year next year as well. It's great to see the team change and adapt as demand for tanks decreases while demand for dumpbodies increases. We have a good crew and have settled in after hiring a great deal of people last year and early this year. Let's continue to work together to improve processes, improve customer satisfaction, and find savings. Just like our favorite sports teams, we are in constant competition. The customer needs a reason to pick Pik Rite, so staying sharp on quality and efficiency is important.

Thank you for all that you do to make Pik Rite a great place to work and a great place to do business. 📌

*I will pour water on him who is thirsty,
And floods on the dry ground:
I will pour my spirit on your descendants,
And my blessings on your offspring.*

Isaiah 44:3

Department News



Products Completed This Quarter

BALANCING PRIORITIES

Janice Shively • Office Manager

While time seems to pass quickly all year long, it is at this time of the year that I begin to sense time going exceedingly fast. My husband and I attended our eighth 100th birthday party together recently. Our friend, Lulu, was overwhelmed by her surprise gathering. (I don't recommend surprises for 100-year old people!) It was a few days after her party that we visited with her to engage in meaningful conversation. I asked her what it was that she attributed reaching age 100. She shared that it was because she worked hard all of her life. My husband asked what she would have liked to accomplish, but didn't. She wanted to go to college to be a school teacher. Lulu finished school in the midst of the Great Depression; there was no money available to attain her goal to further her education. We asked if she had any regrets. She said, "Yes, I worked too much." This was a profound statement. Lulu attributed her long life to working hard, and yet regretted working too much. Everything in life has a balance. What is that balance? Where are our priorities? How do they align? What is most important to God? What is most important

to us? How do our priorities align with the needs of our family and our jobs?

A tremendous amount of gratitude goes out to the entire Pik Rite team for your cooperation during our open enrollment process in September! Thank you for asking great questions to make informed decisions on your elections. That, along with how you spend your dollars on healthcare, are key to keeping our rates in check. Keep asking questions!

Our 2019 Christmas party is coming up on Monday, December 9th. Mark your calendars for our annual gathering at Iron Front in Lewisburg.

In mid-September we hosted the Milton Rotary Club. This group of 17 met at Pik Rite for their weekly meeting and lunch, and then toured our facility. In late September Russell Redding, PA Secretary of Agriculture visited Pik Rite, along with Senator Gene Yaw. ■

Engineering News

Doug Thomas • Engineering Manager

Dump trucks have made a big push this year, making this the best year yet for that product line. Tyrel Kling has been the lead engineer in the design of these bodies, but all of our engineers have worked on them and are fully capable in the drawing, design, and support of this product.

Spreaders: we will be releasing to production a new manure spreader model in this last quarter. We'll be testing many new things on this spreader including an industry supported

spring suspension. We look forward to the building and testing of this new model.

ECR's (Engineering Change Requests): This is a reminder to everyone at Pik Rite that when an engineering drawing or bill-of-material is suspected to be needing changed, we have an avenue for that to happen through the database. Team leaders: please remind your people of this tool. I will be around soon to make sure everyone knows how to use it. ■



AG PROGRESS BOOTH

Keeping Your Balance

Seth Zeigler • Sales Manager

Remember when you were a kid and you tried walking on railroad track rails? If you didn't have good balance, you couldn't go as fast or as far as your buddy. You would waiver and then ultimately fall and then you would start over again. Well, good balance is important in many areas of life and also here at Pik Rite. We've seen that balance in the way that the Sales Team has been capturing orders in the past three months. Tanks, Spreaders and Dumps have all been performing in a virtual dead heat. I'm curious to see who the winner will be...

and possibly some more reliable milk prices. Dump growth continued in a controlled aggression approach with several key accounts and relationships. We've actually targeted a specific customer and after two years of persistence, we landed the account. Now that's fun!

Increased digital marketing opportunities, social media posts and Pik Rite website visits by prospective customers all remain important components that contribute to that balance. Now if we could just get those chassis here!

It's startling to reflect on how fast the past three months have passed by. We've seen summer holidays come and go, we've concluded the outdoor ag show season and now we transition to football, back to school, hunting season and of course, the final push for orders and production for 2019. If we keep our balance, we'll stay on the tracks, and even if we stumble, we'll get back on. ■

To recap the past three months, the Gas/Oil sector of the Tank market has cooled which will allow more of our Tank focus to be redirected back to traditional septic. The timing is right for this as we tend to see a bump in orders over the next few months. We are also anticipating some Spreader momentum as a result of the recent ag shows, some direct marketing

"The Lord upholds all who are falling and raises up all who are bowed down."

Psalm 145:14



RECENT DUMP BODY

Striving for the Best

Jon Noaker • Production Manager

Production has been busy on all fronts. Spreaders, Tanks, Dump Bodies, and parts orders for Harvesters. Harvester parts order typically slow down soon, as their season is wrapping up. A thanks to everyone that has helped out in all these rush orders coming through production, and their need to ship ASAP. Your ability to turn this work quickly, keeps customers up and running, and is much appreciated. In production over the past months, we've averaged building three tanks per week, and 1-1/2 to 2 dump bodies per week. We have seen a shift in this work in the past few weeks

though. With tanks averaging two per week, and dump bodies increasing to three per week. Along with this, we are also building some new aluminum dump bodies. Welding has adapted their area and you can really see that when you walk through the department. Well done! With this shift, we see a lot of cross-training happening as well. It's not always easy, but Production's ability to shift, give a helping hand, train someone that hasn't worked on the line, learning a new product, or working in a different area of the plant, is one of its strengths. So thank you, and keep up the good work! ■

Employee News

Employee Birthdays

October

- 2 JORDAN SNOOK
- 10 NICK KOCH
- 13 DEB ENGLE
- 15 CALEB THOMAS
- 15 MARK YODER
- 18 KORDELL BINGAMAN
- 30 ELVIN STOLTZFUS
- 31 IKE MARTIN

November

- 1 RANDALL STRATTON
- 4 TIMOTHY PASSARELLI
- 9 RAFAEL RIVERA
- 10 SUZANNE HENDERSHOT
- 14 MATT HUMMEL
- 17 DAN ZEIGLER
- 21 ALLEN MARTIN
- 24 NATHANIEL MARTIN
- 26 DERRICK ALDERSON

December

- 3 JERE BURKHOLDER
- 12 MADDY WOLTZ
- 13 GABOR CZIVISZ
- 15 ROD KOCH
- 18 JASON NOLT
- 19 JOHN KIEFER
- 22 JASON READER
- 29 JAMES FETTEROLF
- 30 RANDY BEILER
- 31 ANTHONY EBERHART



TRACE WINSTON WEAVER

Congrats to James Fetterolf & Kayla Kratzer on their engagement August 18 and Corey Eberhart & Chelsea Bush on August 24!



CALEB & KERRI THOMAS

Congratulations to Pik Rite Employee Stan and Heather Weaver on the birth of their son. He was born July 20 at 7:28 PM, weighing in at 7lbs 8oz and 17 1/2 inches.

Congratulations to Pik Rite Employee Caleb and Kerri (Booker) Thomas on their wedding. They were married August 11 in Milton.

Employees of the Week

- TRAVIS SNOOK
- IKE MARTIN
- CODY HEIDLER
- JAMES FETTEROLF
- MATT WILLOW
- ADAM HOCKENBROCK
- JIM DORMAN
- COREY EBERHART

Employment Anniversaries

- | | | | | | |
|----------|-----------------|----------|----------|----------------|--------|
| • NOV 7 | JUNIOR GEARHART | 28 YEARS | • NOV 5 | MADDY WOLTZ | 1 YEAR |
| • DEC 28 | JANICE SHIVELY | 21 YEARS | • NOV 6 | LEVI MELLOTT | 1 YEAR |
| • DEC 6 | LARRY STEWART | 9 YEARS | • NOV 8 | GABOR CZIVISZ | 1 YEAR |
| • OCT 31 | CANDY DAVIS | 8 YEARS | • NOV 11 | BERT PRONKOSKI | 1 YEAR |
| • NOV 14 | JEFF ANSELL | 8 YEARS | • NOV 11 | RYAN BRESSI | 1 YEAR |
| • DEC 16 | COREY EBERHART | 6 YEARS | • NOV 12 | LANCE HULSE | 1 YEAR |
| • DEC 18 | TRAVIS BINGAMAN | 6 YEARS | • NOV 20 | DON WHITESEL | 1 YEAR |
| • OCT 13 | NICK KOCH | 5 YEARS | • NOV 27 | MATT HUMMEL | 1 YEAR |
| • NOV 23 | CHRISTIAN KURTZ | 5 YEARS | • DEC 17 | JEREMY BUCK | 1 YEAR |
| • NOV 2 | AARON ALLRED | 1 YEAR | | | |

Service for Sales

Travis Hill • Service Manager

Pik Rite works with ag dealers and truck dealers who stock our equipment on their lots. Sometimes these dealers will have a customer who is interested in our product, but would like a few modifications and does not want to wait for a new build. This is where the Pik Rite Service department comes in. The Sales department will quote a price to make the changes and the Service department will perform the work. We might install a scale system in a spreader or swap

out a pump system on a vacuum tank truck. We currently have a brand new dump body in our schedule. The customer wants two more coal doors added to the tailgate and a pintle-plate installed between the frame rails. Running jobs like this through the Service Department allows us to meet our customer's needs quickly without interrupting the flow of production. This is another way your Service Department compliments the company as a whole. 📦



COLTON HARE

Employee Spotlight: Colton Hare

Candy Davis • Human Resources

Colton Hare has been an employee of Pik Rite, Inc. since April 15, 2019. He has worked in both the fabrication and welding departments, and is currently welding dump bodies. Colton graduated from SUN Area Vocational Technical school's welding class this past June. He resides in Mifflinburg and has one younger brother.

Colton has three places that he loves to be: In the weight room, in the woods or in the water. He calls these favorite places "WWW". Colton is happiest when doing one of his favorite

things which is lifting weights; he does both power lifting and body building lifting.

Some facts about Colton are that his favorite food is venison, he enjoys watching Alaska: Last Frontier and he says that some people would be surprised to find out that he is actually a nice guy.

A true leader is defined by Colton as someone who takes ownership. They lead others into being better than the leader is and the best that person can be. 📦

"Never give in. Never give in. Never, never, never, never—in nothing, great or small, large or petty—never give in, except to convictions of honour and good sense. Never yield to force. Never yield to the apparently overwhelming might of the enemy."

-Winston Churchill



JASON NOLT TAKES A BREAK AT FARM SCIENCE REVIEW

Harvest Season

Jeff Ansell • Parts Manager

Harvest season is winding down and parts sales are heading in the same direction (standard for this time of year)... I wish I was back in Alaska. 📦

