

# THE MILE MARKER

Company Newsletter | Spring 2020



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# The Cover Message from the President

**LTI THE MILE MARKER**  
Company Newsletter | Spring 2020



*This Mile Marker's cover features a photo taken by one of our OTR Drivers. For more Photos from the Road, check out p.8!*

As America continues to face the many challenges and uncertainties surrounding the Coronavirus, I could not be more proud of our drivers, and our industry, which is helping America get through it all. It is humbling to see the incredible work and commitment that all of our drivers are doing to provide food, groceries, and essential goods to our stores!

Drivers are truly the American Hero! We all know trucking is the backbone of our country, and now during this pandemic the world knows it too. You should all be very proud of the difference that you are making! Thank You!

As you should already know, LTI has made many precautionary changes to keep our drivers safe while we continue to operate without interruption to our customers.

Some of the measures LTI implemented during the early stages of the outbreak are:

- Providing additional processes,

education, and information on COVID-19 to protect our drivers.

- Implemented new policies and procedures for our Drivers to follow, keeping themselves, and those they encounter, healthy.
- Increasing the cleaning of our facilities that drivers utilize at our Eagle Park terminal.
- Greatly enhancing the cleaning and disinfecting processes of our operating equipment.

LTI is doing everything we can to keep our drivers healthy and safe – but please understand that your health and well-being depend highly on individual behavior. Below, you can find more information regarding COVID-19 and how to prevent getting sick.

Thank you drivers for all that you do, especially during these challenging times! Stay safe and stay healthy! ■

## COVID-19 (Coronavirus) Information

### Symptoms

Common coronaviruses typically cause mild to moderate upper-respiratory tract illnesses, and those affected exhibit cold-like symptoms. The most common symptoms include:

- Headache
- Cough
- Fever
- Sore throat
- Runny nose

Some cases of coronavirus can be more severe, and individuals experience more serious lower-respiratory tract illnesses like bronchitis and pneumonia. For the elderly, infants and those with weakened immune systems, a coronavirus can be deadly.

### Precautionary Recommendations

Your health and wellbeing depends on individual behavior. Take the following measures to stay safe:

- Avoid touching your eyes, nose or mouth with unwashed hands.
- Avoid contact with those who are sick.
- Wash your hands often with soap and water.
- Maintain social distance from others (6 ft)
- When possible, avoid large gatherings

### If You Feel Sick

- Stay home except to get medical care
- Separate yourself from other people and pets in your home, this is known as home isolation
- Call ahead before visiting your doctor
- wear a cloth covering over your nose and mouth
- Cover your coughs and sneezes
- Clean your hands often
- Avoid sharing personal household items
- Clean all "high-touch" surfaces everyday
- Monitor your symptoms

For more information on each of these bullet points, click [here](#).

*All information provided by Cottingham & Butler and the Centers for Disease Control and Prevention*



## Helping St. Louis Stay Healthy

Hal Pascale is a Fleet Manager for LTI who's been with us for less than a year. Since her start, she's proven to be a valuable team member, and a great and positive person to be around. Her positive and caring temperament is clear outside the office as well.

As we're all fully aware, our city, and country, has been enacting many preventative measures in working to fend off the spread of coronavirus and keep our citizens safe and healthy. In addition to many getting sick, many have also lost their jobs. Hal has gone above and beyond by helping those in need during this time, in forming a relief team: Humans Helping Humans Pandemic Relief.

As the situation worsened, and individuals began getting sick, and losing their jobs, Hal cleared out her pantry, bought food and essential items, and started collecting donations to help those in need. She's helping those who have lost their jobs, disabled individuals, those with compromised immune systems, and people unable to go to the store or afford food to support themselves.

Hal has created a network of volunteers who are purchasing and donating food, toilet paper, hand sanitizers, and more. They then sanitize all items, and have created a network for distributing these items to people in need across the city. Hal and her team have helped over a hundred households and continue to help more. In addition, they have been collecting handwritten accounts of how the pandemic is affecting these households.



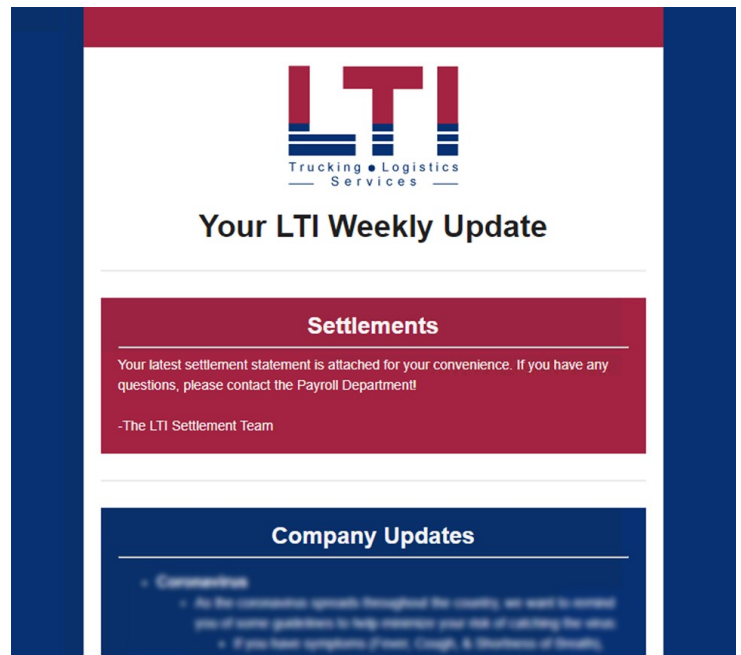
If you are interested in more information, how you can help, or making a donation, you can contact her or her team through the following channels:

Facebook: "Humans Helping Humans Pandemic Relief Outreach -3HP Relief"  
 Email: 3HPrelief@gmail.com  
 Paypal: 3HPrelief@gmail.com  
 Phone: (949) 302-3452



*Hal Pascale and a collection of donations ready to be delivered to those in need by her organization 3HP Relief*

## Drivers, Are You Receiving LTI's Weekly Update Emails?



Are you receiving LTI's Weekly Update Emails? Constant and informative communication is very important to our organization and we want to ensure that all of our drivers are receiving the information we deem as helpful or important.

Every Friday, LTI sends our Weekly Update Email which contains your weekly settlement, company updates and important information, and several useful resources. If you are not receiving these emails, please inform your Fleet Manager and we will get you all set up to receive this information in the future!

## **Earning More Money with Referrals**

By Lea Hines, Director of Operations

LTI offers many ways to make additional money while assisting us with building a team of professionals. Our Referral & Mentor Program is an exciting way to be active in bringing experienced drivers into the family. We have made it easy for you to increase your annual income and all you have to do is tell someone about LTI and work with Recruiting to get them in the door.

Last year, LTI had numerous drivers that received over \$6,000 in additional income through Referral Bonuses. Tamara Brock is a rock star leading the pack, but Luke Lore and Lexi Poyser also deserve big shout outs with each of them referring more than a handful of successful referral's each. This program is only as successful as the feedback other drivers get from our family out on the road and with visitors at the yard. Please remember how important it is to focus on the positive, as it is contagious. Make some extra money and earn a larger income through our Referral & Mentor Program! ■



Referral & Mentor Program

**\$3,000**  
**Per Referral**

<b>1st Dispatch</b>	<b>\$500</b>
<b>3 Month Ann.</b>	<b>\$500</b>
<b>6 Month Ann.</b>	<b>\$1,000</b>
<b>12 Month Ann.</b>	<b>\$1,000</b>

## **LTI Equipment Upgrades**

By Camden Civello, Executive VP

There are a lot of changes and enhancements that LTI is making regarding our trucks and trailers. As a company, we ensure that our equipment is of good quality and up to a high safety standard. An important part of managing the condition of our equipment is to have scheduled equipment capital expenditure plans, where we make equipment trades at set intervals.

LTI is pleased to report that we are moving forward in investing in our fleet. We are currently in the early stages of what will be a very busy and beneficial truck transition this year, and next year.

Here is a summary of our investment:

- LTI had identified 170 tractors that we will trade in 2020 and 2021:
  - We have approximately 50 2015-model year trucks that will be traded.
  - We have approximately 120 2016-model year trucks that will be traded.
- To replace these 170 units, we have the following in place:
  - We have purchase orders for 50 new tractors in 2020.
  - We have purchase orders for 70 new tractors in 2021.
  - We have agreed to lease 50 tractors (and 35 trailers) from a carrier that has excess equipment that has low-usage and is in very good condition.
- We will replace these 50 lease tractors with new units

in 2022. This will allow us to purchase an even amount of equipment over the next three years.

We are all very excited to be in the beginning stages of this process. LTI is committed to working diligently to continually invest in our fleet.

During this process, some drivers will have their truck assignment changed. We understand that many of you are familiar with your truck and we will be conscientious to limit the amount of truck-swapping for a driver as we make our way through this process.

Thank you always for your hard work and commitment. ■



*Photo taken by Driver Kristopher Pugh  
For more Photos from the Road, check out p.8!*

## **Taking Care of Your Tires**

By Camden Civello, Executive VP

LTI's Maintenance Department has seen an influx in the number of tire blowouts and tire-related repairs. These occurrences are a waste of money, and as a driver, a waste of your time. Do you want to avoid unnecessary downtime and stay on the road, where you make money? The following are the essentials of what to know when it comes to tires on your truck and trailer.



The first thing that we need to establish is that tire blowouts are 99% preventable. Premature tire replacements are avoidable and are not simply the cost of doing business. How you operate and inspect the equipment makes all the difference.

First, the obvious – how a driver operates the equipment: When it comes to tires, avoiding curbing during turns will make a huge difference. Not only are there tire benefits here, but it also coincides with safe behavior and speaks to the basics of truck driving. Be cognizant of how you are turning; give yourself enough turning width. Never make U-turns. Be aware of your space and always take it smooth and steady. Watch the road intently and calmly avoid potholes. Chunking and curbing tires can easily damage the tire's sidewall and put a gash in the tire that will lead to a blowout or premature replacement.

The predominant cause of tire blowouts has to do with how the tire's pressure is managed and kept up. When a tire is under-inflated it is at serious risk of blowing out. Under-inflation causes the tire's sidewalls to flex outward, meaning it contacts more of the roadway surface. When the tire flexes, more of it contacts the roadway and it will build up heat, and heat is a tire's worst enemy; eventually it will build up and the tire will blow.

A professional driver checks his/her tire pressures regularly. Carry a gauge with you and check the PSI level. You are looking for the following:

PSI Levels	
Steer Tires	120 PSI
Drive Tires	100 - 110 PSI
Trailer Tires	100 - 110 PSI

Note that LTI's trailers (except the 5000 unit number series trailers) are equipped with auto-tire inflation devices. But, it is your responsibility to check the PSI levels on your tractor. Check your PSIs at the beginning of your trip when the truck is "cold", as this will give you an accurate reading. Adhere to these PSI levels even if it is different than what you've experienced in the past – these PSI levels correspond to the ply tire that LTI runs. ■

## **DRUG & ALCOHOL CLEARINGHOUSE**



## **Understanding the Drug & Alcohol Clearinghouse**

By Bill Horn, Training & Compliance Manager

### **What is the Drug and Alcohol Clearinghouse?**

It is a secure on-line database created by the Federal Motor Carrier Safety Administration (FMCSA). To give Employers, State DMV, and State law enforcement agencies real time data informing them of any drug and alcohol violations for CDL and CPL drivers. There has never been a clear way to see drug and alcohol test results because every state has their own recording process and that's why the Clearinghouse was created. Now all drug and alcohol test results including test refusals of all CDL Drivers can be accessible in one location.

### **Who should register?**

Everyone, including owner operators and companies that employ commercial drivers are required to register with the drug and alcohol clearinghouse. There is no charge to register for or monitor your account with the D&A Clearinghouse.

### **Where do I register?**

[Clearinghouse.fmcsa.dot.gov](https://clearinghouse.fmcsa.dot.gov)

Driver's obligations include registration, reviewing of information for accuracy, and giving consent for all full queries, file disputes for any inaccurate records filed, and to select Substance Abuse Professional if needed.

Employer's obligations include making queries for pre-employment from the clearinghouse and past employers until 1/6/2023, perform annual queries for all existing drivers, report all drug and alcohol positive test results, report any refusals to test, and actual knowledge as defined in FMCSA 382.107, update policies and education programs to notify drivers of what's being reported to the D&A Clearinghouse.

The D&A clearinghouse was created to improve the safety of all drivers on the roadway. It additionally provides a way for companies to verify that a driver has not tested positive for drugs or alcohol with a previous employer that was omitted from their application. ■



# Employee Spotlight

## Mary Sherrin



Mary Sherrin has been with LTI for nearly 12 years, working in various positions within our CSR group, and currently holds the role of Customer Service Manager. Throughout her years with us, she has shown admirable dedication to our organization and has grown with the changes and challenges within our industry.

No matter how hectic or busy things get, Mary is always able to keep things under control and support her team. She always remains focused on our goals and directs her team members in a positive manner, and she isn't afraid to ask for help and guidance in overcoming obstacles. In solving problems with her team, she doesn't ask how "you" will fix the problem, but rather, how "we" will fix it. Mary is always willing to teach, and to learn, to better herself, her team, and our organization.

Mary is an invaluable member of our team and a compassionate and caring person. She is an inspirational team member and manager, and we are truly appreciative of having her with us. Thank you Mary! ■

## What is the Employee Spotlight?

LTI features profiles on our associates and drivers who consistently go above and beyond. We encourage these profiles to be nominated and written by anyone who wants to recognize a fellow employee. Please contact Christian Civello to learn more.



## A New Face In the Office

My name is John Hall, and I am excited to join the LTI family as a Fleet Manager. I was born in Highland Park, IL, but grew up in Ft. Wayne, IN. I have a 15 year old son, Donavan, who's a sophomore at Liberty High School. I have been

married to a fantastic wife, Cindi, for 2 years now. We live in St. Charles, MO with two dogs, Cass and Sugar.

In Indiana, I worked at UPS for 10 years, fulfilling many different job positions there. In 2006, I moved to St. Louis and began working for Sysco Foods. I've since worked for logistics in the Target corporation, some smaller transportation and logistics companies, and most recently, I worked at Artur Express as a Fleet Manager.

When I'm not working, I enjoy following sports and current events, and cooking with my wife Cindi. We enjoy experimenting with new creations. Additionally, I spend as much time as I can with my son, Donavan. We love playing golf together, and just about any other sport. Also, we are both car enthusiasts and enjoy going to car shows together. St. Louis auto show is one of our favorites. We both have a great sense of humor and are always up for a good practical joke.

I look forward with great optimism to a fun and action packed career with all of you in the LTI family. Stop by sometime to say hello, and tell me your latest joke! ■



"Before Trucking vs After Trucking"

Todd Smith (left) & Kristopher Pugh (right). Left picture taken in 2018 before starting trucking, right picture in 2020, 2 years in!

## **Happy Birthday to You!**

### **April**

Christopher Anthony  
Lesa Bault  
Denise Bennett  
Morgan Braithwaite  
Tara Burns  
Sarah Butler  
Ryan Chizer  
Norderick Daniels  
Leroy Grandison  
Kenya Hall  
Phil Hamel  
Laura Holcomb  
Meriha Houle  
Lawrence Jones  
Yolvalda Jones  
Randall Kutchma  
Robert Lee Jr  
Dereck Mcdonald  
Colleen Mcdonnough  
Ian Mulcahy  
Timothy Owens  
Tod Owens  
Sheril Pringle  
Michael Rood

Mark Rosenkoetter  
Robert Stagliano  
Kevin Vanderpool  
Cadee Velten  
Kennedy Ware  
Tyrone White  
Joseph Wright  
Mark Yarborough

### **May**

Adam Bachhofer  
Tamara Brock  
Robert Brockmeyer  
Tim Camp  
Roy Carter  
Brandon Crawford  
Deville Drayton  
Chrisell Ford  
Rodney Hatch  
Lea Hines  
Reuben Howard  
Jeffrey Jones  
Telly Jones  
Mike Little  
Roy Melinchak

Steven Melson  
Hasan Muftarevic  
Amy Nelson  
Christopher Price  
Desiree Robinson  
Zach Sanders  
Mary Sherrin  
Lesa Smith  
Jeff Snelling  
Pam Sommer  
Shawn Stifal  
John Sturm  
Gilbert Summers  
Isabelle Taylor  
Termilder Wallace  
Carlos Williams

### **June**

Joe Barker  
David Bradley  
Nathan Chartrand  
William Childs  
Wayne Edwards  
Charles Ford  
Kenneth Frank

Joseph Freeman  
Sharon Gabay  
Reginald Gillenwater  
John Hall  
Jeffrey Hamblen  
Sherry Hehle  
Thomas Hunsberger  
Jimmie Kelley  
Frank Kuzmanic  
Patrick Leflore  
Andre Lewis  
Ricky McGee  
James Moad  
Amber Nattier  
Trabeion Nobles  
Joshua Quinn  
Clarence Rhodes  
James Tunstall  
Davor Vidovic  
Bert Waligora  
Floyd Young

## **Celebrating Anniversaries:**

### **1 Year**

Andrew Bachhofer  
Ann Brands  
Justin Braneky  
Jamal Burton  
Kelvin Cartwright  
Jesse Chamberlin  
Deville Drayton  
Joseph Freeman  
Marques Glover  
Michael Kopfer Jr  
Kimecea Lipscomb  
Ian Mulcahy  
Keith Owens  
Stephen Russell  
Pam Sommer  
Anthony Vance

### **2 Years**

Rex Golden  
Donald Greer  
Dallas Hawkins  
Mark Heniff  
Dakota Holcomb  
Telly Jones  
David Kowalkowski  
Willard Myers

Amber Nattier  
William Page  
Garney Pinnix  
Angel Poole  
Christopher Price  
Lesa Smith  
Quantrell Strickland  
David Teddlie

### **3 Years**

Tara Burns  
Kenneth Harris  
Melissa Holtmann  
Ashley Mann  
Stephen Milligan  
Christopher Selby  
Karl Wernsing

### **4 Years**

Larry Adams  
Steven Haas  
Howard Mccraw  
Robert Mims  
Zachary Sanders  
James Tunstall

### **5 Years**

Keith Diester  
Brian Fenton  
Christopher Hall  
Jeffrey Miller  
James Tunstall  
Carlos Williams

### **6 Years**

Samantha Barton  
Christian Civello  
Penny Eaves  
Alfred Robinson

### **7 Years**

Dave Seib

### **8 Years**

Steve Wiggins

### **12 Years**

Joseph Wright

### **13 Years**

Mark Yarborough

### **16 Years**

Mark Robke

### **17 Years**

Joann Collins  
Dave Higbee

### **21 Years**

Travis Murray

### **24 Years**

James Marshall

### **26 Years**

Jerry McDonald

### **31 Years**

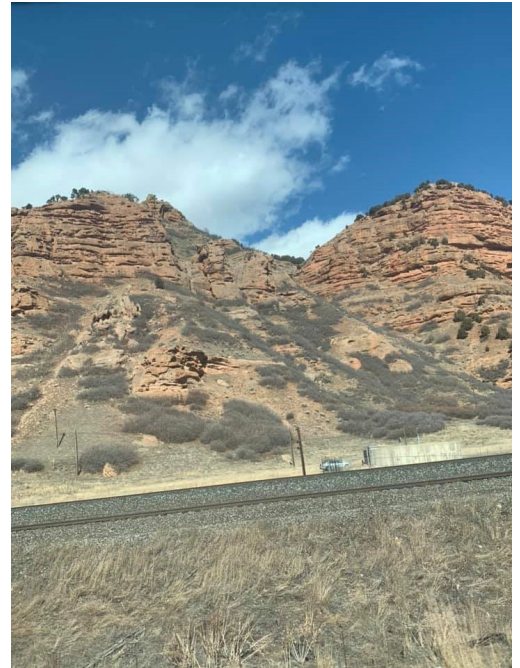
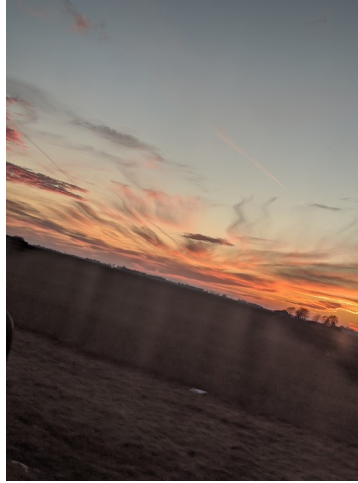
Richard Wylie

### **36 Years!**

Sherry Hehle



# Photos from the Road



## Credits:

Top (left to right): Ryan Spadafore & Vanessa Briton, Joseph Vaughan, Lexi Poyser

Middle (left to right): Joseph Vaughan, Marques Glover, Ryan Spadafore & Vanessa Briton

Bottom (left to right): Kristopher Pugh, Anthony Berry