

THE MILE MARKER

Company Newsletter | Summer 2020



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The Cover

LTI THE MILE MARKER
Company Newsletter | Summer 2020



This Mile Marker's cover highlights the unique times we find ourselves in from required face masks and social distancing to employees working from home, with an emphasis on the company as a whole. Thank you to everyone in all different departments for stepping up and working together.

LTI's Precautions with Coronavirus

By Bill Riley, Director of Safety & Recruiting

During the last 3 months, life as we knew it has changed drastically. Many of the conveniences that had been taken for granted for so long are now hard to come by. Through social distancing, sanitizing, masks, and a partial shutdown of our economy, it was believed that the curve had been flattened during April and May.

LTI implemented a work from home program for 60% of our staff to try to reduce the spread of illness and be able to fully support our drivers and customers. We were also forced to close the shop office and parts of the driver's lounge to help reduce the spread of disease.

Additionally, LTI contracted with Cintas to have the restrooms and shower sanitized daily to ensure that they are safe to use for everyone. We will continue to have Cintas sanitize these areas indefinitely; the safety and health of our employees is invaluable. During this time LTI has also made available face masks, gloves, and hand

sanitizer for all employees. We have been putting sanitizer and masks in the driver's lounge weekly for your use. If you are ever in need of additional products please reach out to the Safety Department.

It is important to monitor your health during these times. If you are feeling ill and have any of the symptoms as listed on the [CDC website](#) you should follow the guidance published by the CDC.

As businesses begin to open up and people enjoy their summer activities we are seeing a second wave of COVID-19 cases. It is very important that everyone continues to practice social distancing, wear masks, and monitor how they are feeling continually. Until there is a vaccine for COVID-19, we will need to continue to follow these processes. As always, we thank all of you for the hard work you do each and every day to keep this country running. ■

Drivers Helping Drivers: Trailer Post Trips

By Camden Civello, Executive VP

We want to remind you to always inspect your equipment and report any issues to the Maintenance Department – this includes Drop Trailers.

If you drop a trailer at a customer's facility and that unit has an unreported maintenance issue, it will disadvantage and inconvenience the next driver picking up that unit. Unfortunately, there have been reports of this in the last few months, and as a team, we need to work together to reverse this.

If you drop a trailer with a known issue – e.g. a marker light out, an air leak, tire damage, a missing mudflap – then it should be repaired ahead of time (or at least reported ahead of time to the shop) so that the next driver is not affected. Be fair to the driver taking a trailer after you. We are tracking these occurrences and will be in touch with drivers who do not report needed repairs on equipment they last had.

Be considerate of your coworkers and always notify the shop of needed maintenance while the trailer is in your possession. While this is the right thing to do and sometimes will go unnoticed, it is a great way for drivers to help each other. ■



Justin Braneky: Success from the Start

By Michelle Gill, Recruiting & Driver Resources

Justin Braneky began driving for LTI in April 2019. He reached out to LTI much earlier than that, to learn about our company and the industry. Justin spoke with his recruiter for almost a year before he got his license from school. At exactly one year of communication, he came through orientation at LTI and was hired on as a trainee.

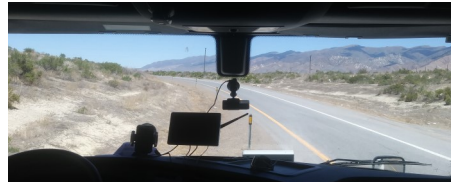
Prior to trucking, Justin did pest control for years, but needed a change and was looking for a new road to go down. He wanted to travel and see America, while also saving money to buy a house, and he saw the trucking industry as the perfect career to reach these goals.

"After just one year at LTI, Justin managed to save over \$40,000."

Justin was also attracted to the industry by the freedom of thought it offers as well as being an integral part of our country's economy. "There is a sense of freedom as I'm travelling across this nation of ours and a sense

of pride as I get to see how products are made from start to finish. A great example of this is the produce loads I pick up at T&A in Spreckels, CA and Yuma, AZ. The produce is picked fresh and within a couple of hours it's transported to the facility, cleaned, pre-cooled, and put directly on my truck to head to the distribution center early in the morning. It's then redistributed to local markets immediately thereafter. It's a cool and prideful feeling to be a part of that process."

"I feel pride in working for LTI and what they did for me." After just one year at LTI, Justin managed to save over \$40,000. He was able to do this by keeping his overhead expenses minimal and only taking 8 days of home time throughout the year.



Justin sees job security and opportunity as great benefits of this industry. "Safe drivers tend to make more money. So the opportunity for real financial success is afforded to those willing to work for it. This industry does not judge. It doesn't care about your race, sex, sexual orientation, or beliefs. We're all given the same opportunity to succeed. Again, it is up to us to work hard for that, which is what I appreciate about LTI.

"My recruiter was honest with me and everything was spot on with what she said, which as you know, is not always true with other companies," Justin said. "My trainer did a great job with teaching me everything I know and showing respect to others." In further discussing his experiences, he continues, "My



Driver Justin Braneky and photos he has taken on the road throughout the country. For more pictures taken by Justin, check out Photos From The Road on p.7

dispatcher has done a great job and I couldn't be happier with the decision I've made. Also, the family atmosphere at LTI is what has kept me here for over a year now."

Justin says, "I just wanted to tell my story because sometimes we need someone or something to help us get through those days when you feel hopeless. I am thankful for my job and my accomplishments with LTI."

Those who have worked with Justin know what a pleasure it is and how great his attitude is. He is always respectful to his coworkers and is a very driven individual with clear goals. We are proud of Justin for his accomplishments of being so successful in his first year in the industry, and we are proud to call him part of the LTI Family!

If you have a story you would like to tell, please reach out to us; we would love to hear it! ■



COVID's Effects on the Industry

By Lea Hines, Director of Operations

No one could ever have guessed that an invisible and deadly contagion, called COVID-19, would bring the industry, and the world, to a dead stop by mid-March.

In an effort to control the spread of the coronavirus, for which there is no immunization, most countries issued stay-at-home orders and forced the closure of nonessential businesses. These measures resulted in the almost immediate tanking of economies.

Only those businesses deemed essential to maintaining life, such as hospitals, grocery stores and transportation-related companies, like LTI Trucking Services, continued operating.

By mid-April, the outbreak had:

- Raised the nation's unemployment rate to 14.7%, the highest since the Great Depression, with 41 million people out of work
- Closed many businesses, particularly small ones
- Killed more than 25,000 people in the U.S. alone; a number that has since drastically increased

With so many businesses closed or operating at low capacity, truckload shipments plunged.

The trucking industry was swept by the pandemic's economic ravages. Every segment of the industry, especially ours, felt the impact of COVID-19, with refrigerated freight being heavily affected by restaurant closures during the stay at home order. While many decided to stay at home our industry was tasked with providing necessary supplies and essential materials.

LTI was extremely fortunate to have had opportunities to assist in providing essential services which was pivotal in keeping our fleet operational. Management felt the heavy responsibility to do what was necessary to keep supply but also to protect our drivers at a time when it was difficult to obtain protective gear. In an attempt to ease some of the burden we implemented a \$25 stipend to those drivers who stayed out 6 days during the height of the essential shortages.

We received communication daily from facilities with escalating processes and procedure that were being implemented based on the spread of the virus. Drivers were at the forefront of the pandemic and we relied on them to supply feedback to us on what they were experiencing.

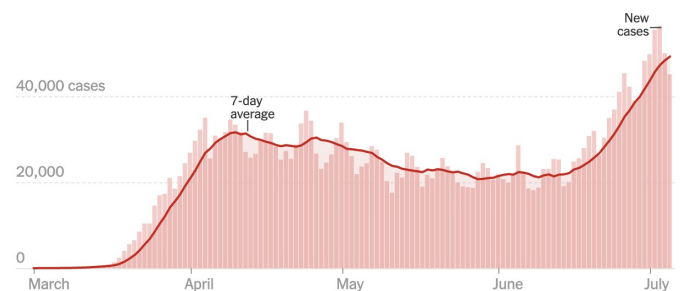
Frustration came with heavy wait times both loading and unloading with the COVID-19 procedures in place at all shippers and receivers. We faced difficulty getting road side services, truck towing and simply food that was typically available at all truck stops. Drivers were faced with not being able to get out of their truck at certain facilities

to utilize their driver lounges.

While we have successfully weathered the storm to this point, we are now seeing what we all feared would come. The second wave of COVID-19 has roared to the forefront of our lives once again. We are of course better prepared as a company but our industry will face another potential decline as many places will not survive the financial destruction of this second wave. LTI has worked closely with our customers and because of our performance over the last year we are confident we can maintain a steady foothold in the industry. OTP and OTD is the highest it has been in over a year, which is a reflection of us working together.

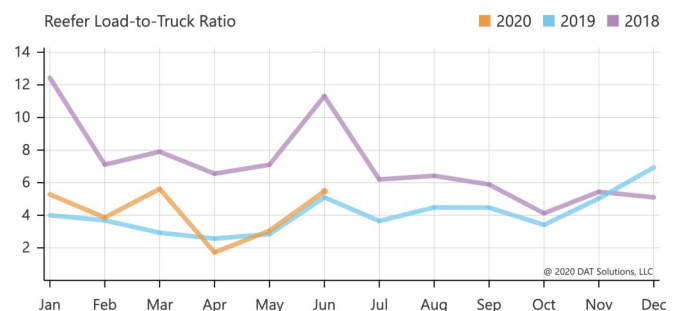
In crisis, companies will look to us to continue to provide excellent, reliable service. This pandemic has bonded us in a way only life altering things can. Thank you to everyone for helping LTI continue making advances during these times. ■

New Coronavirus Cases by Day



Data from The New York Times, as of 7/6/2020

Load to Truck Ratio by Month



Data from DAT Solutions, LLC

Buyer Beware of CBD Oils, DOT Says

By Darren Hansen of JJ Keller & Associates, Inc.

Commercial drivers “should exercise caution” when deciding whether to use CBD oil, the Department of Transportation (DOT) has announced.

Products containing the hemp-derived substance known as cannabidiol have grown in popularity nationwide since 2018 when Congress decided hemp should be treated as an agricultural commodity rather than as marijuana.

However, any hemp product with a concentration of more than 0.3% tetrahydrocannabinol (THC) — the main psychoactive component of marijuana — is treated as a Schedule I substance. This means it cannot legally be prescribed and cannot be used by safety-sensitive employees, including commercial drivers.

THC content is often unknown

The problem with CBD oils is that there is little government oversight or testing to determine just how much THC they contain. Though some states allow use of marijuana and

other products with a high THC content, such products remain prohibited under federal law.

Though the DOT tests for the use of marijuana and not hemp, a truck or bus driver who uses any substance with a high THC content will fail a DOT drug test. The consequences will be the same whether the driver purposefully smoked marijuana or inadvertently used a CBD oil containing a high concentration of THC.

“Buyer beware” with CBD products

The labeling of such products may be misleading, the DOT says, because they could contain higher levels of THC than what the product label states.

The Food and Drug Administration (FDA) does not currently certify the levels of THC in CBD products, so there is no federal oversight to ensure that the labels are accurate.

Inform your drivers of the risks

Drivers should be aware of the risks



inherent in taking any product containing CBD, even when the label says the THC content is 0.3% or less. As harmless as some products may seem, avoiding all CBD products may be the only way to ensure that a driver won't inadvertently fail his or her next drug test and need to be taken off the road and reported to the Drug & Alcohol Clearinghouse.

More information about CBD is available from the FDA [here](#). Warning Letters concerning specific CBD products are available [here](#).

Key to remember: Any product that contains enough THC will result in a positive drug test, no matter the source, so drivers should avoid using products containing CBD. ■

Future Freight in an Altered Industry

By Brian Gibala, VP of Sales

The level of disruption from COVID-19 has brought about dramatic changes to many aspects of life and economic activity. A cloud of uncertainty still hovers above regarding the new normal. LTI has weathered the storm in stride and before looking ahead to the second half of the year, I want to give a big THANK YOU to the professional drivers and professional staff in *all* of LTI's departments, as well as LTI's COVID-19 Team for overcoming numerous obstacles and going above and beyond the call of duty amid this pandemic. I am proud to serve so many talented, determined, hardworking individuals in this organization.

Looking ahead, LTI can expect consistent levels of freight from our customers within our operating areas. Contracts have been secured for over 15,000 loads in the second half of 2020 from our top 25 clients alone. Several open opportunities and prospects for growth are being worked diligently by Sales with long term customers, newer customers, and potential clients.

While our current client roster boasts 5 of the top 6 largest food manufacturers in the country, we are pushing to add more food shippers to our portfolio. In addition to

targeting food and beverage manufacturers that have a presence in the Midwest, we are also targeting major retail consignees that control significant levels of inbound temp control truckload volume. Recently, LTI has contracted with McLane Grocery and Walmart as a result of this strategy.

Due to various policies restricting travel and onsite visits, the Sales staff has been unable to interact with clients face to face since March. Thanks to LTI's investments in IT infrastructure, we have been able to stay connected to customers remotely and have pivoted to increasing our use of technology to cultivate and foster relationships.

Another major pillar of our Sales strategy is continuous improvement of freight mix to strengthen our network balance. LTI's network balance has improved by securing and supporting the right businesses that fit our strengths and capabilities, robust strategy, dependable On Time Delivery, communication from our drivers, and stellar execution from the Operations staff led by Lea Hines, Mary Sherrin, and Melissa Holtmann. Network balance and discipline lead to higher load counts, more miles each week, sustainable levels of superb service, and growth with key customers. Thanks again to everyone out there for making it happen! ■



Caring for Equipment

By Camden Civello, Executive VP

A truck means a lot of things to a truck driver – it is your job's most important tool, it is your home away from home, it is an extension of your livelihood. Given its importance, drivers must care for the equipment by operating it well and keeping it clean and organized.

How you care for your equipment, manifests in a number of ways and there are ways to check all of the boxes:

What are your Actions and Routines? Be a Professional; Care for your Equipment

How do you accelerate, brake, shift, and steer?

Don't ride the vehicle hard. Quickly accelerating and braking does nothing for your efficiency – it simply dangerous and abusive. Operate your truck smoothly and with care. Even how you handle something simple (like a sleeper curtain, a cabinet door, or window switch) speaks volumes.

How cautious do you drive and maneuver your tractor on a road, on a parking lot?

Trucks are large and maneuvering them should never be taken for granted – you should always have a level of humility and caution. Carefully positioning your truck, and double checking clearances and getting out to look, will prevent bumps and bruises that shouldn't be on your truck.

How thoroughly do you check over and inspect your vehicle?

Consistent with DOT regulations, you must check over your vehicle each day. If you care about maintenance, safety, and service then ensure your fluids are topped off, your belts are tight, your tires are inflated.

How do you treat your living space?

Keep your space organized and it will feel clean, spacious, and comfortable. Dispose of trash each day; wipe down surfaces and clean up spills. Appreciate and respect your pet policy and clean up after your pet. Take above/beyond measures to disinfect during these times of the COVID-19 pandemic.

How much do you help preserve your truck's value?

A truck's value can be quickly eroded with certain actions that seem harmless. Never put any adhesives on your dash, don't put holes through plastic to mount devices, and never make customizations to shelving. Damages to dashboards, bunk shelves, seats, wall upholstery can turn a valuable asset into an undesirable truck.

The care that you have for your tractor represents the level of respect you have for your company, your industry, and your career. Have pride in being a professional and care for your equipment.


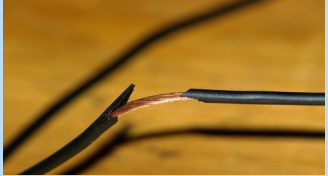




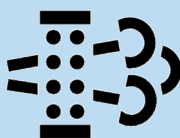



Here are some photos of Driver Kevin Chrostoski's truck (above & below) that we thought was a great example of how to care for one's equipment. ■



Photos from the Road



Truck & Trailer Fire Prevention

Wiring Damage		
	<p>While LTI mechanics always inspect for wire damage, you should too. During a pre-trip look for any wire casings that appear frayed and report it to the shop immediately. An exposed wire can arc on metal and creates temperatures up to 5,000°.</p>	
Electronics		
	<p>Never self-install auxiliary electronics that are meant to be hardwired into the truck. These devices need to be properly installed with correct wiring hookups and with fuse protection.</p>	
Electronic Housings		
	<p>Even something as simple as replacing a fuse should never be done without the shop's involvement. Fuse panels can be hazardous, and the fuse housings are complicated and need to be installed perfectly to protect against water entry.</p>	
Cargo Storage		
	<p>Never store anything (especially metal items - flashlight, hammer, wrench) inside the battery compartment. This can accidentally cross the positive, negative terminals and create a fire. Never store diesel fuel or DEF in your cargo boxes – oil, coolant, and wiper fluid only.</p>	
Regen Locations		
	<p>When you are prompted to do a parked regen, you should always be on hard pavement – never on grass or around any vegetation. During a regen exhaust is discharged at temperatures exceeding 1,200° degrees and can easily catch grass, leaves, etc. on fire.</p>	
Brakes & Wheels		
	<p>During your pre-trip always look for broken wheel seals to ensure lubrication is sufficient. If brakes lock-up they can drag and create a fire. Always notice low readings on your air pressure gauge and respond to audible alarms.</p>	
Driver Activity		
	<p>Always be careful of any in activities that pose a fire hazard in the sleeper berth. Cigarettes, cooking devices, and heaters should all warrant extra caution. The simplest oversight can be very dangerous.</p>	

Happy Birthday to You!

July

Ann Brands
David Callan
Alexandra Poyser
Alfie Jackson
Darryl Losh
Gerald Stearn
Glenn Lane
Darwin McAllister
Camden Civello
Donnie Harden
Aaron Corley
Eddie Gaston
Sonny Fieger
Emmanuel Joffre
Brandon Benton
Craig Brennfoerder
Richard Stapleton
Garney Pinnix
Glenn Harris
Stephen Burks
Julian Haywood
Carolyn Rangel
Monea Kimple
Waymon Daniels
Hal Pascale
James Smith

Thomas Binnie
Cornell Wyatt
Dennis Loux

August

Edward Frye
Trenten Stout
Richard Wylie
Mickey Stahlman
Fred Frost
Krambria Harris
Robin Rebman
Patriece Breland
Rebecca Howard
Dale Visser
James Glassmeyer
Saundra Snowden
Michelle Gill
Samantha Barton
Norman Nelson
Desmond Ritchie
Michael Hale
Damon Hutson
Mellodi Coll
Franco Knox
Brian Neal
Quantrell Strickland

Tony Benjamin
Paula Hemm-Vushaj
Alexander Hesse
Eddie Calloway
Jimmie Shepard
Preston Dover
James Mathews
Kelvin Cartwright
Dallas Hawkins
Elise Jones
Timothy Tyree
Jerry Mcdonald

September

Anthony Berry
Harry Burton
Patrick Collins
Zane Patrick
Ed Wolters
Kevin Jackson
Steven Mesiarik
Timothy Shea
Larry Rutherford
Katie Mulholland
Demarlo Scott
Steve Wiggins
Dave Gordon

Jeremy Baker
Ben Handy
Angela Wallis
John Collins
Nathan Ehrich
Daniel Minnick
Freddie Ivory
George Johnson
Mark Taylor
Angie Christopher
William Riley
James Chumley
Ashley Mann
Ralph Parker
Todd Lovallo
Stevie Seachrist
Patrick Henrichs
Rita Swenson
Travis Murray
William Bowling
Aaron Cross

Celebrating Anniversaries:

1 Year

David Bradley
Michelle Butcher
Ryan Chizer
Shawn Dunn
Anderia Ezeofor
Edward Frye
Eddie Gaston
Michael Hale
Ben Handy
Paula Hemm-Vushaj
George Johnson
Ibn Johnson
Yolvalda Jones
Frank Kuzmanic
Todd Lovallo
Steven Mesiarik
Trabeion Nobles
Devin Parker
Hal Pascale
Downing Pryor
Kristopher Pugh
Drashay Spadafore
James Swanson
Percy Watson
Jesse Webb
Cornell Wyatt

David Yeisley

2 Years

Courtney Butcher
James Glassmeyer
James Glassmeyer
Walter Harris
Lea Hines
Charles Hoak
Laura Holcomb
Brian Klecz
Gerald Stearn
Dale Visser

3 Years

Tanner Gress
Donnie Harden
Jason Hunter
Mike Little
David Yeisley

4 Years

Mandy Lansdon
Keith Mcdaniel
Alfred Mims
Joseph Reece

5 Years

Randall Kutchma
Walter Macleod
Clarence Rhodes

6 Years

Duane Galyean
Brian Gibala

7 Years

Ralph Parker
Hank Sigsby
Mark White

8 Years

Gordon Bressler
William Horn
Kenneth Owens

9 Years

David Callan
Hasan Muftarevic
Sonya Oppenhuis

12 Years

Mary Sherrin

17 Years

Robert Gilmore

19 Years

Ed Wolters

21 Years

Lesla Bault

28 Years

Jerry Henrichs
Wesley Smith

30 Years

Carolyn Rangel

41 Years!

Steven Haas