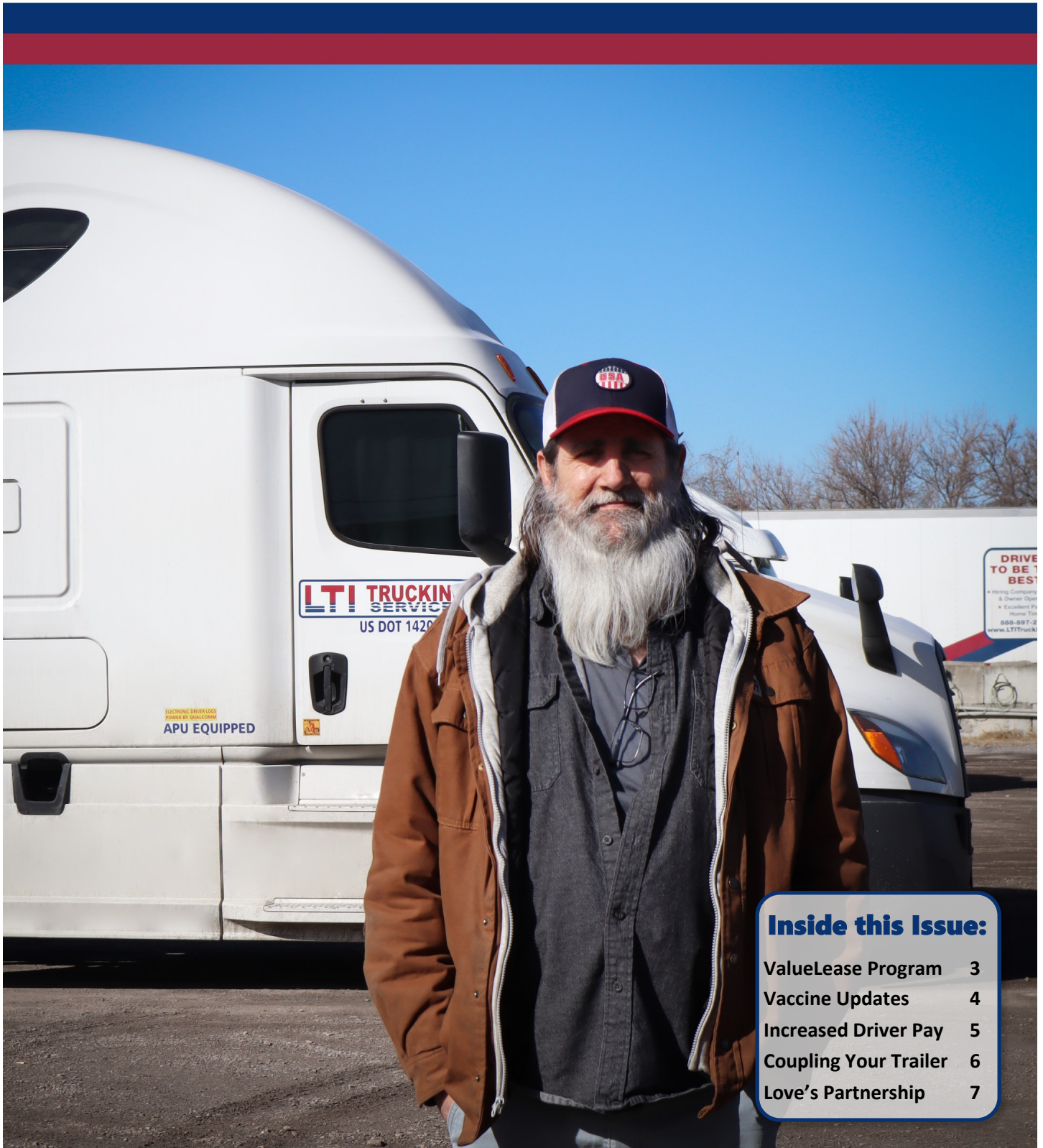


THE MILE MARKER

Company Newsletter | Spring 21



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The Cover

LTI THE MILE MARKER
Company Newsletter | Spring 21



This Mile Marker's cover feature's one of our Company Drivers, Tod Owens. Tod has been with LTI for over 4 years and is an exceptional driver!

Message from the President

I want to express my gratitude and appreciation to everyone at LTI for the great job we have all done getting us through the challenges and obstacles that we all faced in 2020. We have made many changes as an organization and it is my belief that we have come out of those challenges stronger and more efficient than ever. This year is looking very good as business opportunity continues to grow and our service is in high demand. We have positioned ourselves well and are on track for great success for 2021.

I would also like to give a big *Thank You* to our drivers for your commitment to LTI and for the excellent job you do taking care of our customers. We cannot be successful without great drivers. Recently, we have made many improvements regarding driver pay and operations, and I hope all of you are as excited about them as we are.

So many changes have been implemented recently that it can be hard to keep up. Here are just some of the great changes we have made that will benefit our drivers and customers:

- Driver pay increase (see p.5)
- Value Lease Program (see p.3)
- Upgraded Operations Software (p.5)
- New Trucks & Trailers
- New Business

We all have the tools for our success as an organization. Together, let's make 2021 a great year for LTI and all of us!

Nicholas Civello
President & CEO
LTI Trucking Services, Inc. ■

On-Time Operations Define Who We Are in the Industry

By Lea Hines, Director of Operations

The rise in e-commerce has had a significant impact on a variety of industries, the trucking industry included. As people are staying home more, the demand at the store level has gone through the roof, and the trucking industry is tasked with the challenge of ensuring our customers get their deliveries on time.

The end result is the same: delays are costly and disruptive to the supply chain as a whole, and ultimately lead to unhappy customers. Consequently, the relationship with the customer suffers. Given how competitive the market is, LTI is committed to provide the best level of service possible or risk losing the relationship.

What are some best practices when it comes to on-time delivery? Managing and maximizing driver hours to be safe and productive while meeting the needs of our customers. LTI wants to be a top-performing

organization with a high percentage of our shippers and receivers' orders picked up and received by the original request date.

Achieving this shows two things: we have developed a proactive strategy to ensure on-time delivery by improving internal operations, and also that we employ drivers that are high performers. Our drivers help establish a greater relationship between Operations and our Customers. In either case, it takes drivers and Operations working together, building a reputation on the foundation of good communication and excellent service.

Being successful in this venture opens up endless opportunities for more dedicated freight and increased miles. ■



Top: Drivers Atila McIntyre and Kelisha Reed with Atila's son Randolph

Bottom: LTI has many truck options for lease purchasing. Learn more on p.3



Drivers Investing in Future with ValueLease

By Christian Civello, Marketing Relations Manager

Back in December, LTI announced our new ValueLease Program. Since then, 37 drivers have taken the step of advancing their careers by joining the ValueLease Program and leasing to own their own truck. These ValueLease Drivers are now independent contractors who are investing in their future as business owners, with no limit to their future earnings.

By becoming independent contractors, these drivers are taking on more expenses in exchange for a larger income. With these differences, Lease Purchase Drivers typically earn much more on a weekly basis, while simultaneously building equity. At the end of their lease, the driver becomes the sole owner of a truck valued at \$25,000 - \$40,000. These drivers achieve far more potential earnings and career opportunities by going down this route.

Who should drive ValueLease?

ValueLease was designed to ensure the success of any motivated driver who wants to take his or her career to the next level by leasing to own a truck. Leasing a truck calls for much responsibility and commitment, as it typically takes several years before the truck is fully paid off. Throughout your career as a lease purchase driver

and owner operator, you'll need to be prepared to consistently drive the mileage you need to maintain profitability. If you're a mileage-seeking driver, willing to stay out on the road, and also have entrepreneurial interests, ValueLease is the right program for you.

How We Compare

If leasing to own a truck sounds attractive to you, LTI is the place to do it. To put it simply, we offer the best lease terms in the industry by providing the most value at the lowest cost. We're confident you won't find better lease options anywhere else.

Typically, when a driver signs a short-term lease on a truck, they end up paying considerably large lease payments. But with our program, drivers have the opportunity to own a truck in as little as two years, with low, affordable lease payments. LTI offers many different lease options, so you can choose the one that best fits your needs and preferences.

Furthermore, ValueLease Drivers receive huge discounts of \$.40-\$.50/gallon on all fuel purchases. These discounts save drivers over \$7,000 each year! We also don't have any

hidden fees like other companies: no trailer rental fees, no ELD fees, and no admin fees!

Not only do Lease Purchase Drivers receive \$1.05/mile... but now with our updated pay (see p.5), they also receive \$.04 Productivity Pay & Safety Pay, with an added \$.06 on shorter loads. You'll also receive fuel surcharge on all miles. The revenue an independent contractor brings in is significantly more than what a company driver earns.

Flexibility in Lease Payments

LTI is not successful unless all our drivers are successful. That's why, on top of the substantial revenue and low expenses we offer, we also provide ValueLease Drivers with flexibility in their lease payments.

On your first week as a ValueLease Driver, you won't have to pay a lease payment. This is to ensure profitability right out of the gate. In addition, we also give you the peace of mind to defer up to two lease payments a year, giving you the security you need to focus on the road and not your weekly payments. This is great at times when a driver wants to increase their income for the week, or take some time off.

Interested in ValueLease?

If you're interested in joining your fellow drivers in the ValueLease Program, or you just want more information, reach out to one of our Recruiters. They can walk you through all the various lease options to find the right one that works for you. ■



Top Row: Charles Fisher, Lesa Smith & Travis Bell, Lamont Carter
Bottom Row: Bryan Purdy, Robert & Maria Briggs, Kelisha Reed

COVID-19 Vaccination Updates

Following is an update from the CDC on vaccinations and what happens after you have been fully vaccinated. The new fully vaccinated guidelines do not change the current policies we have in place at LTI regarding COVID-19.

For our employees who reside in IL and MO, there is much information on social media, the news outlets, and each county and states' Department of Health websites regarding vaccination locations and eligibility.

Illinois – currently in Phase 1B

Phase 1B allows frontline essential workers and residents age 65 and over to get vaccinated. The frontline essential workers includes residents who are unable to work from home, and/or they must work closely with others without being able to socially distance. This link provides vaccine location information:

<https://coronavirus.illinois.gov/s/vaccination-location>

Missouri – currently in Phase 1B-Tier3

Included in Phase 1B-Tier 3 is **Transportation Workers**. This link provides more details for each of Phase:

<https://covidvaccine.mo.gov/residents/>

*****Note – as of the date of this publication, Illinois and Missouri governors are indicating all adults to be eligible for vaccine sometime in April. Please stay tuned to your local news media for more information.***

From the CDC: When You've Been Fully Vaccinated

COVID-19 vaccines are effective at protecting you from getting sick. Based on what we know about COVID-19 vaccines, people who have been fully vaccinated can start to do some things that they had stopped doing because of the pandemic.

We are still learning how vaccines will affect the spread of COVID-19. After you've been fully vaccinated against COVID-19, you should keep taking precautions in public places until we know more.

What's Changed

If you have been fully vaccinated:

- You can gather indoors with fully vaccinated people without wearing a mask.
- You can gather indoors with unvaccinated people from one other household (for example, visiting with relatives who all live together) without masks, unless any of those people or anyone they live with has an increased risk for severe illness from COVID-19.
- If you have been around someone who has COVID-19, you do not need to stay away from others or get tested unless you have symptoms, unless you live in a group setting.

What Hasn't Changed

For now, if you've been fully vaccinated:

- You should still take steps to protect yourself and

others in many situations, like wearing a mask, staying at least 6 feet apart from others, and avoiding crowds and poorly ventilated spaces. Take these precautions whenever you are:

- In public
- Gathering with unvaccinated people from more than one other household
- Visiting with an unvaccinated person who is at increased risk of severe illness or death from COVID-19 or who lives with a person at increased risk
- You should still avoid medium or large-sized gatherings.
- You should still delay domestic and international travel. If you do travel, you'll still need to follow CDC requirements and recommendations.
- You should still watch out for symptoms of COVID-19, especially if you've been around someone who is sick. If you have symptoms of COVID-19, you should get tested and stay home and away from others.
- You will still need to follow guidance at your workplace.

What We Know and What We are Still Learning

- **We know** that COVID-19 vaccines are effective at preventing COVID-19 disease, especially severe illness and death.
- **We are still learning** how effective the vaccines are against variants of the virus that causes COVID-19. Early data show the vaccines may work against some variants but could be less effective against others.
- **We know** that other prevention steps help stop the spread of COVID-19, and that these steps are still important, even as vaccines are being distributed.
- **We are still learning** how well COVID-19 vaccines keep people from spreading the disease.
 - Early data show that the vaccines may help keep people from spreading COVID-19, but we are learning more as more people get vaccinated.
 - We are still learning how long COVID-19 vaccines can protect people.
 - As we know more, CDC will continue to update our recommendations for both vaccinated and unvaccinated people.

Until we know more about those questions, everyone — even people who've had their vaccines — should continue taking basic prevention steps when recommended.

Have You Been Fully Vaccinated?

People are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, like the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, like Johnson & Johnson's vaccine

If it has been less than 2 weeks since your shot, or if you still need to get your second dose, you are NOT fully protected. Keep taking all prevention steps until you are fully vaccinated. ■

LTI's Increased Driver Pay

By Bill Riley, Director of Safety & Recruiting

Over the last few months, LTI has made several exciting changes that have greatly enhanced our drivers' profitability. There's been so many improvements that it can be hard to keep up with all of it. First, we adjusted our Per Diem structure, adding approximately \$2,500 to drivers' annual take home pay. Then, we restructured our ValueLease Program, making it one of the best lease purchase programs in the industry (see p. 3).

Now, we've also made a number of significant improvements to our driver pay, including an across-the-board pay raise for all company drivers!

Base Mileage Pay

For starters, in February LTI gave all our company drivers a \$.01 per mile raise on their base pay. We also increased company driver pay for loads less than 300 miles by an additional \$.04 per mile, resulting in an extra \$.09 per mile on shorter loads. With these improvements, we can ensure that drivers will always earn a substantial and competitive income, regardless of length of load.

Incentive Pay

In addition, we've increased our incentive pay for all drivers, including lease purchase and owner operators. What used to be a \$.03 monthly productivity and safety incentive is now 2 separate bonuses equating to \$.04, paid weekly. Drivers can earn a \$.02 per mile weekly Productivity Pay for averaging 2,000 miles over a five week period, *and* an additional \$.02 per mile weekly Safety Pay for being safe and responsible while driving. Preventable accidents, roadside inspection violations, and HOS violations of 1 hour or more will prevent drivers from earning their Safety Pay. These incentives now show up weekly on your settlement just below your load information.

We've also increased our max Loyalty Bonus from \$.03 to \$.04! Similar to Productivity Pay, with Loyalty Pay, drivers earn an added *quarterly* bonus when they average over 2,000 miles per week. But the bonus size increases with your longevity at LTI.



One of LTI's latest Orientation Classes: Aaron Williams, Julie Holt, Gregory Pondelick, Kenneth Matthews

These incentive changes alone could potentially add thousands of dollars to your annual salary.

LTI now also offers a \$5,000 Referral Bonus for every driver you refer! The referral bonus is paid out in \$500 increments every other month, beginning when the referred driver delivers their first load. There is no limit to the number of drivers that you can refer. Some of our drivers significantly increase their salaries through referrals. We highly recommend you take advantage of this huge bonus as a great way to build some solid passive income.

With all of these changes, it is an exciting and rewarding time to be part of the LTI family. ■

LTI Upgrades Operations Software

By Chris Selby, Director of Information Systems & Operations Analyst

In June, LTI will upgrade our Transportation Management Software (TMS) from McLeod. Our Fleet TMS, Logistics TMS, and imaging software will all be upgraded to the newest versions. The new McLeod software will offer many operational efficiencies, and expand our organization's capabilities.

The Fleet Management Planning

Board has been upgraded to show all crucial information in one screen. Fleet managers will also be able to keep numerous 'boards' open in different tabs, allowing for quick monitoring of multiple fleets.

Logistics will be able to take advantage of 'waterfall' load tendering, automatically offering loads to multiple carriers with a set

response time interval for each carrier.

Upgrading our TMS, paired with new servers purchased in November 2020, will give LTI a faster, more stable, more efficient software environment to service our drivers and customers. LTI will continue to invest in our technologies, and in doing so, improve our productivity and efficiency as a company. ■

How to Properly Couple & Uncouple a Trailer

By Melissa Burnett, Terminal Manager

One of the many responsibilities of a driver is coupling and uncoupling from a trailer. Many underestimate the difficulties and importance of trailer coupling. To master this skill is a necessary endeavor, and it shows the professionalism and pride a driver takes in his or her job.

A life expectancy of a Fifth Wheel is 750,000 miles – with LTI's trading schedule for trucks, we should rarely have to replace a Fifth Wheel. However, LTI is replacing a large number of Fifth Wheels. In fact, just in the month of March we have replaced 10 Fifth Wheels. All of those replacements were determined to be caused by damage or operator error. With all the professional, skilled drivers we have here at LTI we feel as a fleet we can do a better job.

At LTI, you will find yourself dropping and hooking numerous trailers a week due to all the drop and hook locations we service. Below is a step-by-step process that everyone should follow to ensure that your truck is always moving with a load and not hung up in a shop due to Fifth Wheel failure or any damages that could occur by improperly trying to hook or unhook from your trailer.

Pre-Inspection:

Before coupling to a trailer, you must do a visual walk around inspection of the Fifth Wheel plate on the truck and the kingpin on the trailer. Always make sure your Fifth Wheel is properly greased - that way you have a smooth locking connection. Always inspect your Fifth Wheel to make sure there is no damage before trying to couple to your trailer. The Fifth Wheel must be in the open position before coupling, that way the jaw and wedge do not block the throat of the Fifth Wheel. It is very important to make sure that the Fifth Wheel is in the open position or damage to the Fifth Wheel components is very likely. Once the Fifth Wheel is confirmed to be in the open position, you will then need to look under the trailer at the kingpin and kingpin plate for possible damage and proper lubrication.



Coupling to a Trailer:

Once the inspection is completed, and everything passes inspection, you can now back up to the trailer to couple. Make sure that you back up slowly and straight to the trailer. Never back up to a trailer at an angle, as you can push the trailer sideways and damage the landing gear.

Backing up to a trailer at an angle will almost certainly break the cab extenders on your tractor.



Correct kingpin height before coupling to a trailer

As you back up to the trailer, do so with caution. If you back up too fast you can cause serious damage to the trailer and the truck. Approach slowly, and then stop before making contact with the trailer. Apply the parking brake and make sure you are in neutral. **One of the most common mistakes is trying to couple at the wrong kingpin height.** Trying to couple at an improper kingpin height can result in Fifth Wheel damage and/or truck and trailer damage. If the trailer is too high it will not strike the trigger and could miss the Fifth Wheel all together, hitting the truck against the trailer. If the trailer is too low you can easily damage the Fifth Wheel and the trailer. At the proper coupling height, the upper portion of the Fifth

Wheel approach ramp strikes the leading edge of the trailer. To adjust your trailer height, use the crank handle to raise or lower the landing gear of the trailer. Once you are aligned, you can use the lowest gear and back up slowly to your trailer. The trailer will lift slightly and you will hear the kingpin locking into the Fifth Wheel.

Avoid hitting the Kingpin too hard. Despite what you may think, it only requires 30 pounds of pressure to trigger the kingpin lock and couple to the trailer. After you are coupled to your trailer, connect the electrical lines and air lines from the truck to the trailer.

Make sure the lines are secure and not dragging or tangled. Raise the landing gear slightly off the ground to perform the "tug test". While the trailer brakes are still engaged, put the tractor in gear and ease forward just enough to feel the resistance of the load. If the coupling feels secure, place the transmission in neutral, engage the parking brake, and shut off the engine.

After coupling, you must get out of the cab and perform a visual inspection before moving the tractor and trailer. Visually inspect to make sure the pull handle is retracted, there is no gap between the Fifth Wheel and trailer, and the kingpin is secured by the jaw and wedge. Using a flashlight will help you get a better visual that the kingpin is secured. Once all steps are followed you are good to roll with your load.



Inspecting the jaws and kingpin connection once coupled to the trailer

Article continued on p.7...

Couple & Uncouple a Trailer, continued:

Uncoupling from a Trailer:

Before uncoupling, make sure that you align the tractor and trailer. Ensure that the truck and trailer are parked on a flat, level surface that can support the trailer and its loaded weight. Also make sure the air ride suspension is inflated (all LTI trucks are equipped with air ride suspension). Make sure that the air bags are never deflated when trying to uncouple from the trailer as this will make the Fifth Wheel very difficult to open and could actually damage the Fifth Wheel and king pin.

Lock the trailer brakes and back up slightly and slowly to ease pressure on the Fifth Wheel locking jaw. Now engage the parking brake while the tractor is pushing against the kingpin, this will help you release the Fifth Wheel locking lever. Now you can

lower the landing legs. Since our tractors are equipped with air suspension you should lower the landing legs until they touch the ground and then add one additional turn. Disconnect the air lines and electrical lines and secure them to the tractor.

For *manual* Fifth Wheels, pull the release handle straight out and up until the locking mechanism is secured in the open position. If your truck is equipped with the air release system you will need to visually inspect that the jaws are all the way opened. If they are not, then you will need to pull the manual handle to release the jaws all the way. Now ease the tractor forward until the Fifth Wheel comes out from under the trailer, let the trailer slowly slide down the Fifth Wheel approach ramps. Stop

with the tractor frame still under the trailer – this prevents the trailer from falling if the landing gear fails or sinks into the ground. Engage the parking brake and go out and inspect that the landing gear is supporting the trailer properly. Once everything checks out, you can then release the parking brake and slowly pull out from under the trailer.

Following the proper steps and procedures to coupling and uncoupling a trailer is very important and helps keep you and all your co-workers out on the road with less down time due to Fifth Wheel, truck, or trailer damages. If at any time you have any questions or concerns about this topic, or any other maintenance concerns, please feel free to reach out to our team here at your maintenance facility in Madison, IL. ■

LTI Expands Relationship with Love's

By Bill Riley, Director of Safety & Recruiting

LTI is proud to announce that we have strengthened our partnership with Love's and we will be using them as LTI's sole fuel provider. Effective May 1st, Love's Travel Centers will be the only authorized fueling location.

Recently, LTI conducted a thorough look at our fleet's fueling options. We have watched as Love's has expanded

their driver and carrier services and carriers. They have seen their locations grow at a rate of 25 per year. We also concluded that Love's offers one the best driver rewards programs, the cleanest and newest facilities, and numerous industry-leading amenities. Love's is continuing to grow at a rate of 25 locations per year, which will



make them a great partner for years to come.

Between now and May 1st, we would like the fleet to make arrangements to primarily fuel at Love's (which many of our drivers are currently doing). After May 1st, the expectation is that Love's is utilized for fueling needs – any fuel purchased at non-Love's facilities will be reserved for extenuating circumstances, and the amounts will be capped at 25 gallons.

We will also continue our partnership with Love's for on-the-road maintenance. The Maintenance Department will continue to direct drivers to Love's facilities for minor repairs and tires – including flats, tire swaps, brakes, batteries, lights, air bags, mudflaps, etc. Love's growing locations coupled with LTI's integration in the Love's maintenance portal (ShopConnect) will allow for getting drivers back on the road quicker. ■



Open Enrollment

Effective May 1, 2021 the following LTI Trucking Services, Inc. benefit plans will be renewing:

**MEDICAL • DENTAL • VISION
SHORT-TERM DISABILITY • LONG-TERM DISABILITY
OPTIONAL LIFE INSURANCE
CRITICAL ILLNESS • ACCIDENT**

More information will be communicated soon regarding the dates of the Open Enrollment period, any changes to the current plans along with instructions on how to make changes and enroll.

In addition, LTI will be rolling out electronic enrollment of benefits.
No more paper forms!
Stay tuned for more information.

As a reminder, you are eligible for benefits if you are a full-time employee and have been with LTI for 90 days.

Please contact LTI Human Resources if you have questions.

Paula Naugle / 314-932-6972 / pnaugle@ltitrucking.com

Happy Birthday to You!

April

Ricky Binion
Meriha Houle
Tara Burns
Timothy Owens
Yolvalda Jones
Joseph Wright
Mark Klein
Kennedy Ware
Denise Bennett
Morgan Braithwaite
Shannon Eads
Mark Yarborough
Cadee Velten
Ian Mulcahy

Michael Rood
Randall Kutchma
Ryan Chizer
Dereck McDonald
Mark Rosenkoetter
Robert Stagliano
Phil Hamel
Tod Owens
Leroy Grandison
Lesa Bault
Sheril Pringle
Robert Esch

May

Anthony Jew

Christopher Price
Robert Brockmeyer
Hasan Muftarevic
John Sturm
Gilbert Summers
Chrisell Ford
Deville Drayton
Mike Little
Amy Nelson
Roy Carter
Roy Melinchak
Donald Goehring
Zachary Sanders
Jeff Snelling
Lea Hines

Jarrell Rogers
William Perry
Lesa Smith

June

Harry Rush
Aaron Lewis
Jeffrey Hamblen
Jacob Couch
Lee Crabtree
Kenneth Frank
Jimmie Kelley
Robert Sims
Thomas Hunsberger
Steven Griffin

Sherry Hehle
Gerald Cass
Trabeion Nobles
Bryan Purdy
Clarence Rhodes
Michael Heard
Joe Barker
Amber Nattier
James Tunstall
Charles Ford
Nathan Chartrand
Frank Kuzmanic
Davor Vidovic

Upcoming Anniversaries:

1 Year

Stephen Burks
Evelins Elewel
Robert Esch
Jarrell Rogers
Ricky Stroud
Anthony Williams

2 Years

Justin Branecky
Ian Mulcahy
Keith Owens
Stephen Russell

3 Years

Rex Golden
Willard Myers
Amber Nattier
William Page
Garney Pinnix
Christopher Price
David Teddlie

4 Years

Tara Burns
Ashley Mann
Christopher Selby
Karl Wernsing

5 Years

Christian Civello
Howard Mccraw
Zachary Sanders

6 Years

Keith Diester
Christopher Hall
Jeffrey Miller
James Tunstall

7 Years

Samantha Barton
Christian Civello

Penny Eaves

Alfred Robinson

9 Years

Steve Wiggins

13 Years

Joseph Wright

14 Years

Mark Yarborough

17 Years

Mark Robke

18 Years

Joann Collins

25 Years

James Marshall

27 Years

Jerry McDonald

32 Years

Richard Wylie

37 Years!

Sherry Hehle