

# THE MILE MARKER

Company Newsletter | Fall 2021



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# The Cover

**LTI THE MILE MARKER**  
Company Newsletter | Fall 2021



*This Mile Marker's cover features one of our exceptional ValueLease Drivers, Lamont Johnson, who has been with LTI for over 5 years with an impressive track record.*

We want to highlight LTI Driver, Lori Halverson, for her exceptional fuel management. Her extended idle time, driving MPG, and constant use of cruise control has allowed her to have the most efficient fuel numbers in the fleet!

We interviewed Lori about her fuel performance, and she had a number of amazingly valuable insights. She's shared with us some of the knowledge and driving habits she's developed throughout her 30 years of driving.

- Lori uses cruise control every opportunity she can, with weather and traffic permitting.
- She sets the cruise to 60 MPH even though the truck is capable of running 65 MPH. Running at 60 MPH and being smooth with the accelerator conserves a lot more fuel and in turn allows her to run more miles between filling

## Message from the President

LTI Trucking & Logistics Services celebrates our 16-year anniversary this October, and I couldn't be prouder of where LTI is today!

In 2005, LTI was operating with less than 90 trucks, and today we are one of the largest trucking companies in St. Louis, operating over 270 trucks, with over 370 employees.

During these 16 years, the trucking industry has gone through many changes and has been faced with many challenges. I am proud to say that LTI has faced them

head on and continued to grow and improve year after year.

LTI has become an outstandingly successful company due to the hard work and commitment of our great employees! I want to express my gratitude and appreciation to everyone at LTI for the great job you all do. Let's finish 2021 strong and continue to grow!

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

## When it Comes to Fuel, Lori Knows the Rule

By Robert Brockmeyer, Breakdown & Fuel Administrator

***"As the old adage says, 'Slow and steady wins the race.'"***

up. And, interestingly, the slower transit time does not make Lori late – she maintains an impressive record of always being on-time or early.

- On average, Lori can go 1,000 miles between fill ups, with a quarter tank of fuel to spare. If needed, she could exceed 1,300 miles between filling up depending on headwind and load weight.
- She only uses Optimized Idle when the outside temp is very warm or cool. When on break, Lori will open the windows and plug in her fan that she uses if it gets warm.
- Running the built-in APU only when needed allows her to conserve fuel for the next day. We joke around that with the way she runs, the reefer will run out of fuel before the truck does.

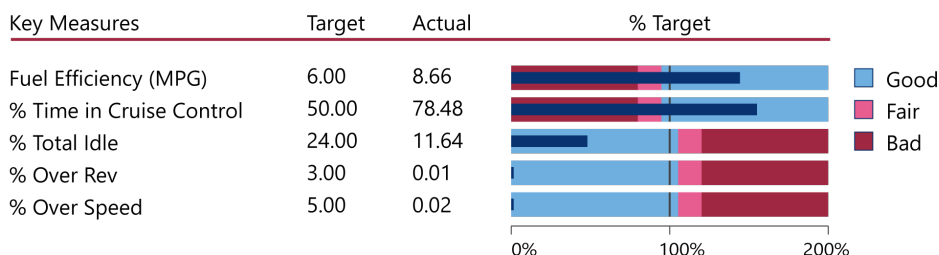
Lori says that when she used to drive

for another carrier, they had trucks limited to 63 MPH. With her finger, she would write on the back of the dirty trailer, "SLOW TRUCK". She didn't mind driving slow, as she's always been mindful of running the truck with the least amount of fuel waste.

It goes to show you that being consistent with your driving habits, being smooth with the accelerator, driving a little slower, and minding your idle time will reap more miles between fill ups. As the old adage says, "Slow and steady wins the race". ■



*Top: Lori Halverson, LTI's top performer in fuel management, with her cat DeDe. Left: Lori's outstanding fuel performance*





## **The New Guaranteed Pay Program**

By Bill Riley, Director of Safety & Recruiting

Do you like to stay out for longer periods of time? Are you worried you won't be properly compensated for that time? You're in luck, LTI has designed a Guaranteed Pay Program for Regional Company Drivers that like to stay out on the road for longer periods of time. The longer you stay out, the more money LTI will guarantee.

This program requires the driver to sign an opt-in agreement to stay out for a minimum of 3 weeks between home times, while guaranteeing a minimum amount of gross pay for that period.

3 Weeks: ≥ \$1,300 per week

5 Weeks: ≥ \$1,500 per week

7 Weeks: ≥ \$1,600 per week

## **Agree to Stay Out, Guarantee Your Payout.**

And remember, this is a minimum amount, not the maximum amount you can earn. You will still accrue home time at a rate of 1 day off for every week worked. So, if you work 7 weeks, you are able to take 7 days off after. Certain conditions apply, so if you're interested, please reach out to Recruiting for more information. ■

## **Understanding Personal Conveyance**

By Mark Schedler, J. J. Keller and Associates, Inc.

If you've found yourself questioning your Personal Conveyance (PC) status, you're not alone. While there is no regulation covering the use of PC or off-duty driving of a CMV, you'll find FMCSA guidance in Interpretation Number 26 from Part 395 Section 8. In addition, be aware that PC is subject to enforcement's interpretation at a roadside inspection or during an audit.

Compliant PC use depends on affirmatively answering these two questions:

1. Is the driver off duty or released from responsibility for work and free to pursue their chosen activities?
2. Is the move personal and not in support of the business?

If your answer is "YES" to both questions, the move likely qualifies as PC.

### **Appropriate PC Use**

The following are examples of appropriate PC use:

- Traveling from a driver's en route lodging, such as a motel or truck stop, to and from a restaurant or entertainment facility;
- Commuting between the driver's home and a terminal, a drop lot, or work site, provided the driver rests enough to prevent fatigue while at home;
- Traveling to the first nearby, reasonable, and safe location to get a required rest break of eight or ten hours after loading or unloading;
- Moving the CMV at the request of a safety official during off-duty time;
- Transporting personal property while off-duty; and,
- Traveling to a driver's home from a construction or utility job site.

Also, a driver's vehicle is not required to be free of cargo during a PC move.

### **Incorrect Use of PC**

Below are some examples, but not an all-inclusive list, of

some incorrect uses of PC:

- Traveling to a carrier's terminal or driver's home from a shipper or receiver after loading or unloading (considered a continuation of the dispatch);
- Skipping the nearest, safe park location to get closer to the next loading or unloading point after running out of hours;
- Picking up a trailer after delivering another trailer to its destination, even if the vehicle is no longer a CMV;
- Continuing a CMV trip in interstate commerce to fulfill any business purpose, including operating with an empty trailer or repositioning;
- Moving to a maintenance facility, including when on a rest break at home or elsewhere; and
- Driving to get required rest after being placed out of service for exceeding HOS limits, unless directed by a law enforcement officer. ■



*Twinella & Ralph Thurston, a driver team with over a million miles driven at LTI!*

## **Mechanic Appreciation**

By Camden Civello, Executive VP

This year, LTI began its participation in the National Mechanic Appreciation Week. Taking place the week after ATA's Truck Driver Appreciation Week, the appreciation week for mechanics celebrates the skilled contributions of diesel technicians around the country.

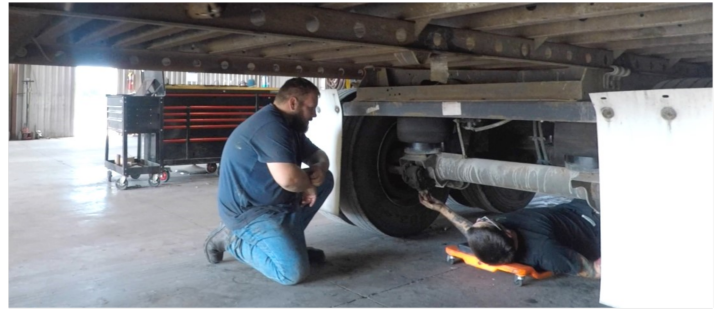
There is no way that LTI could do what it does without the effort and expertise of our mechanics. Their contributions are integral to LTI, the trucking industry, and the economy as a whole. LTI, in particular, has an exceptionally

***"Together they handle nearly 7,500 repair events each year."***

impressive team. Collectively, they work 18 hours a day, 7 days a week (a wider array of hours than what you see at dealers). Together they handle nearly 7,500 repair events each year, and they perform nearly 1,700

oil changes a year. And their contributions are wide-ranging; they know equipment, engines and components, electronics, software and telematics programs, body work and finishing, and much more.

The effort of LTI mechanics makes an imprint on Operations, Sales and Customer Services, Driver Retention



*Top: Mechanics Mark Landry & Zach Dillon  
Bottom: Mechanic Ralph Parker*

and Recruiting, and Safety and Compliance – they have a broad and powerful effect across the organization. As we expressed during Mechanic Appreciation Week, let's remain proud of the team of mechanics at LTI. ■

## Health & Wellness: Think Positive - Feel Good Through Gratitude

Even in challenging times, there's always something to be thankful for. Focusing on the good things in your life can have a positive impact on your physical and emotional well-being.

Practicing Gratitude May Help You:

- Manage your anxiety so you can see past your worries.
- Boost your resilience, especially in difficult situations.
- Lower your stress and increase your overall happiness.

Find your happy (place) - Try these tips the next time you want to appreciate the people, events, or experiences that matter most to you:

### **Write it Down**

Spend a few minutes each day making a list of things you're grateful for.

### **Connect with Others**

Call, message, or write someone just to let them know they're on your mind.

### **Be in Nature**

Take a walk and notice the simple beauty wherever you go.

### **Embrace your Community**

Thank those who serve in your community – like the store clerk, bus driver, or mail carrier.

### **Do Something Kind**

Volunteer for a cause. Or offer your help to someone in need.

### **Focus on the Good**

Try to find the positives in every situation. ■





## Introducing the New McLeod Driver App

By Bill Riley, Director of Safety & Recruiting

LTI is partnering with McLeod Software to provide a driver app for download on all smart phones or tablets. By downloading and enrolling in the McLeod Driver App, drivers will have access to countless tools on their phone, helping ease the various responsibilities drivers have, and make communication between drivers and fleet managers more accessible and easier than ever.

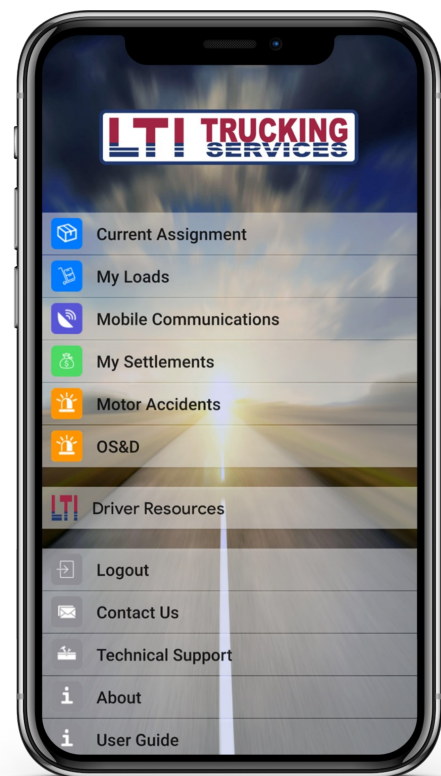
Drivers will have access to retrieve, view, confirm, compose, or reply to messages with their fleet managers along with the following functions:

1. View current loads and pre-assignments: This will allow drivers to see their current load information and pre-assignment load information in one easy to see location. Additionally, LTI has added a feature to allow drivers to provide feedback directly to LTI on our customers and their facilities.
2. Document capture with doc type and indexing: BOLs and lumper receipts can be uploaded, and the load will show if the BOL is missing.
3. Access training videos and other important information: The app

will have a link to the LTI Driver Resource page that provides access to training videos, insurance cards, weather and traffic updates, and other internal resources.

4. Motor Vehicle Accident reporting: A driver will be able to instantly report an accident by completing some basic information, upload photos, and track their accident history.
5. OS&D Reporting: Drivers can initiate the OS&D process through the app and upload product photos to decrease the turnaround time on OS&D processing.
6. Review historical loads: Allows drivers to go back and look at their previous loads.
7. View settlements: Drivers can view their gross income earned for their loads.

The app will be launched sometime in mid-October, so stay tuned! We are confident that this app will significantly improve the process of many driver-related tasks and responsibilities. It will also have a significant impact on communication across the organization.



The implementation of the McLeod Driver App is just one of the many changes that you will see coming, as LTI has committed to making changes to enhance the company and improve the driver experience. ■



*The team from MoLo, a dedicated account of LTI's, came out to visit LTI bearing gifts to show support for Driver Appreciation Week, and even met with some of their LTI dedicated drivers!*

*Left picture: (left to right) Bill Halloran (MoLo), Camden Civello, Mike Fehling (MoLo), Brian Gibala, and Joe Rademacher (MoLo). For more pictures from Driver Appreciation Week, check out p.6!*



# DRIVER APPRECIATION WEEK 2021



## Have you received your gift bag yet?

As a small token of our appreciation, all drivers have a gift bag with their name on it in celebration of 2021's Driver Appreciation Week. If you haven't yet received your gift bag, be sure to stop by the Recruiting trailer the next time you're at the yard! We'll hold onto it until you make it through!





## Parking at the Terminal

By Melissa Burnett,  
Terminal Manager

We are striving to make improvements in every aspect for our drivers here at LTI. One improvement that we are working on is the parking here at our terminal. Our objective is to have a quality terminal that is organized and orderly so it works best for our drivers and maintenance department.

### Vehicle Parking:

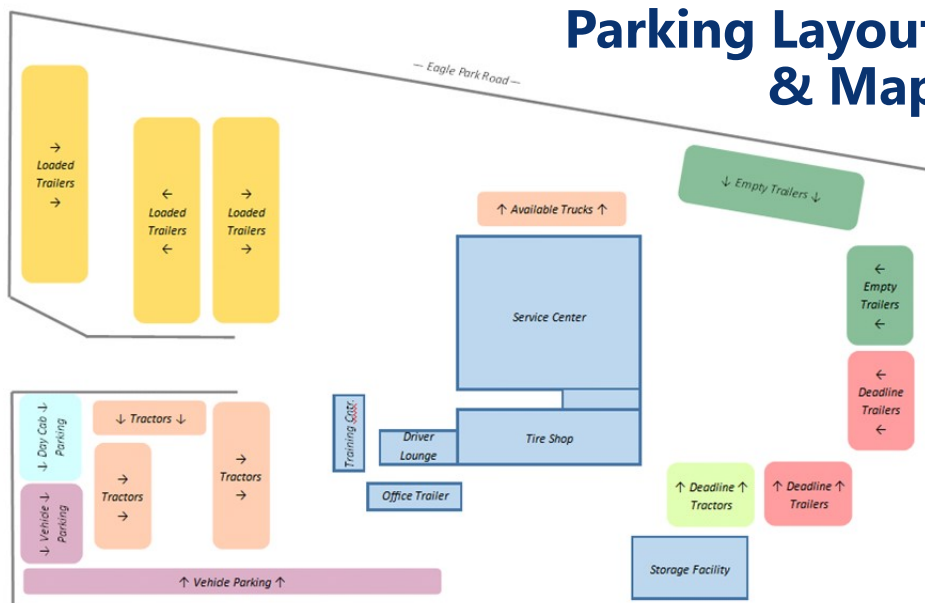
You've all received Omnitrac messages about sending us the make, model, and plate number for any vehicle at our yard. The reason behind this is to identify the vehicle owners in case any issues arise that call for us to contact the vehicle owner directly. In the next couple of weeks, we are working on getting mirror tags implemented for all personal vehicles here at the yard. These tags will need to be displayed on the rearview mirror so that LTI office personnel can easily see them. Each tag will have their own identifying tag number. Once we get these in, a message will be sent out to the fleet to come to the shop's office to have one assigned to your vehicle.

Parking at the yard hasn't always been



*A few longtime employees gathering during Driver Appreciation Week. Combined, these individuals have a collective 91 years at LTI!  
Left to right: Jerry Henrichs, Rodger Yount, Jerry McDonald, Zack Sanders*

## Parking Layout & Map



straightforward. We are aware of the concern of some of the parking areas holding a lot of water when we experience an abundance of rain. We are working on resolving that issue by enhancing our current draining system here at the yard. The designated area for driver's to park their personal vehicle is along the far right side fence line as you are entering the yard. This ensures that your vehicle is safely out of the way of everyday traffic here at the yard.

### General Parking Reminders:

Please see the Parking Layout & Map below for LTI's terminal. This is polite reminder to park in accordance with what is laid out below. This allows us to have a safe, clean, and orderly yard that is efficient for all parties.

When parking at the yard for your 10-hour break, please make sure that you disconnect from your trailer and park your trailer in the correct trailer parking area. There are signs posted on the fence to direct you where loaded trailers and empty trailers are to be parked. Once you have the trailer parked, please make sure that you disconnect from your trailer and move over to the tractor/ bobtail parking area. This is very important so that our mechanics can do a quick check of the reefer unit, and any necessary repairs, without disturbing you or having to unsafely climb on the truck's catwalk. Please do not stay hooked to a tractor to discourage maintenance work from being performed; any necessary DOT repairs can happen interrupting your break or prolonging your delivery. In general, no trucks should be hooked to trailers in the yard unless they are leaving within 30 minutes to head to pick up or delivery.

Thank you for your cooperation. If you have any questions, please feel free to reach out. ■

## We want to hear from YOU!

LTI is dedicated to continuously improving as an organization and employer. We are currently conducting an employee survey, and your input is important to us in our efforts to provide a great workplace!

All office employees have been emailed the link to the survey, and drivers can find a link to the survey in their Weekly Update Emails! Please take a few moments to complete the survey to help us with our annual company review process.

***All participants will be rewarded with a \$10 Amazon Gift Card!***

## Breast Cancer Awareness Month

In participation of Breast Cancer Awareness Month, LTI is fundraising donations for the Susan G Komen Breast Cancer Fund. As the world's largest and most impactful breast cancer organization, Susan G. Komen supports more breast cancer research than any other nonprofit outside the U.S. government, while providing real-time help to those facing the disease.

Donate \$5 and you'll receive a Breast Cancer Awareness Pin. Donate \$10 and you'll receive a pin and a wrist band. LTI will match all funds raised up to \$1,000!

You can place your donation in person, at the 411 office or the Recruiting Trailer, or you can place it online through our Facebook page or the link in your email.

## Happy Birthday to You!

### October

Stanley Travis  
Jo-Ann Gorth  
Anderia Ezeofor  
Rhonda Delaware  
Michael Paige  
Nicholas Civello  
Robert Rackley  
Shawn Dunn  
Amanda Lewis  
Craig Latona  
Vernell Thunderbird  
Brian Klecz  
Micquell Cotton  
James Topps  
Charles Hoak  
Brian Gibala  
Colette Hehle

Ronnie Ball  
Laveda Gomiller  
Jon Howell  
Paula Naugle  
Courtney Butcher  
Christopher Selby  
Matthew Kern  
Matthew Hicks  
Larry Hamilton  
Charles Fisher  
Jackie Southerland

### November

Joann Collins  
Andrew Bachhofer  
Mary Wilcox  
William Horn  
Terry Perrell

Howard Mccraw  
Richard Burd  
Gordon Bressler  
Darrius Thomas  
Keith Craft  
Joseph Vaughan  
Erika Bolton  
Rex Golden  
Roderick Perkins  
Christopher Hall  
David Teddlie  
Wendy Weatherman  
Kevin Boeckmann  
Mark White  
Christopher Echols  
Jean Solfest  
Richard Sexton  
Roscoe Teague

Christian Civello  
Janis Alfred  
Steven Riddell  
Ricky Stroud

### December

Daniel Conley  
Carnera Young  
Jasmine Fleming  
James Marshall  
Tricia Betts  
Christopher Ivie  
Lamont Johnson  
Alfred Mims  
Jason Hunter  
Michael Jacobs  
David Yeisley  
Walter Macleod

Mandi Clark  
Tommy Huy  
Homer Mcclern  
William Page  
Rodger Yount  
Eduardo Wells  
Edward Dennis  
Joshua Fuoss  
Steven Haas  
Kenneth Owens  
John Seaholm  
Paul Robbins  
Doucette Sylvain  
Robbie Middlebrooks

## Upcoming Anniversaries:

### 1 Year

Ricky Binion  
John Boerner  
Joanna Campbell  
Lashanda Carter  
Wade Gaston  
Malcolm Glover  
Michael Heard  
James Topps

### 2 Years

Janis Alfred  
Robert Brockmeyer  
Bruce Claiborne  
Chrisell Ford

Jo-Ann Gorth  
Darryl Losh  
Sammie Robinson  
Michael Rosso  
Michael Vinson  
Wendy Weatherman

### 3 Years

Craig Campbell  
Kenneth Frank  
Kenneth Greenwood  
Jimmie Kelley  
Amanda Lewis  
Sean Mauk  
Trenten Stout

### 4 Years

Christopher Echols  
Larry Lansdon Jr  
Timothy Owens  
Bill Riley  
Jackie Southerland  
Gilbert Summers

### 5 Years

Mellodi Coll

### 6 Years

Stephen Allums  
Leroy Grandison

### 7 Years

Danielle Rist  
Deidra Sanders  
Jimmie Shepard

### 8 Years

Katie Mulholland  
Rita Swenson

### 10 Years

Sharon Coleman

### 11 Years

Dennis Connor

### 12 Years

William Bowling  
Camden Civello  
Michael Rood

### 15 Years

Craig Brennfoerder

### 21 Years

Jeff Snelling

### 27 Years!

Mike Wilson