

THE MILE MARKER

Company Newsletter | Fall 2022



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The Cover

LTI THE MILE MARKER
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This Mile Marker's cover features Stephen Milligan, who recently paid off his first leased truck from LTI, put a driver in it, and is now leasing his second Freightliner truck with LTI! Congratulations Stephen!

On the heels of a successful week celebrating our drivers with Driver Appreciation Week, we had our annual Million Mile Driver recognition lunch.

The honorees this year have accomplished what very few drivers are able to achieve in this industry, one million miles! And to do so safely, and at one company is truly impressive and admirable!

It takes approximately 10 years to reach one million miles. A driver who has driven one million miles will have

Message from the President

LTI always values and appreciates our drivers. But Driver Appreciation Week is a special time where we have an opportunity to take a step back from our day-to-day work and set some time aside for appreciation and recognition of truck drivers, their immense hard work, and the many sacrifices they make. What they do day in and day out is truly impressive, and essential to our economy!

I'm very happy that I got the opportunity to meet many drivers face to face during Driver Appreciation Week. It is always a pleasure to see the faces of those behind the wheels of our operations. I'm also happy our Fleet Managers and employees

of all departments were able to make it to Eagle Park and meet face to face with our many drivers and build stronger relationships.

It's important for us all to remember that going above and beyond for our drivers is not merely an annual, celebratory event, but something we should strive for everyday. As we continue toward the end of 2022 and beyond, let's all remember to continue to recognize, appreciate, and accommodate all our drivers. Thank you!

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

Million Mile Celebration

By Lea Hines, Director of Operations

spent between 18,000 - 20,000 hours on the road. One million miles is equivalent to driving from the earth to the moon three times! Or driving around the world four times!

On September 22nd, we celebrated four LTI drivers for attaining this incredible feat and entering our Million Mile Club:

- Mark White
- Lori Halverson
- Sharon Coleman
- Steve Wiggins

Impressive is an understatement for their accomplishment. These drivers are dedicated, skilled, and safe. They are mentors and a valued part of the LTI family. Their experiences are the catalyst for improvements that have pushed LTI forward. ■



Contracted Freight Remains Strong

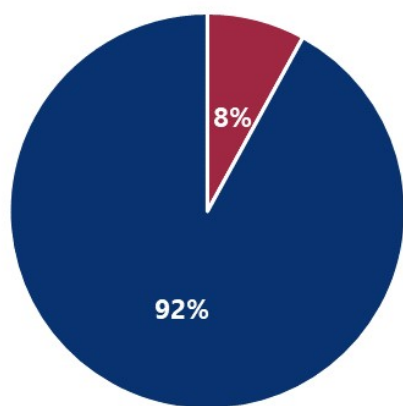
By Brian Gibala, VP of Sales

There are two primary segments in the truckload market – spot and contract. Subcategories for each of those include, refrigerated, dry, and flatbed. Spot market supply and demand levels (in terms of load to truck ratios) remain near the five-year average, but spot market rates have declined month over month for five consecutive months. The contract market has remained strong but will face pressure as spot market rates continue to drop. The refrigerated market continues to hold stronger from a carrier perspective compared to the dry segment.

To our professional driver community: Rest assured, our freight levels are strong and will remain strong as we close out 2022 and look ahead into 2023. Please continue to refer qualified and hardworking professional drivers as we are in need of additional driver capacity to meet the needs of our customers.

At LTI, our niche offerings are focused primarily in the refrigerated, contract market which is the place to be as we enter the next phase of the market cycle. We are well insulated from the spot market and are strongly positioned as we enter the next phase of the market cycle.

Volume By Segment



■ Spot Volume ■ Contract Volume



Our Sales team with a new 2023 Freightliner: Lesla Bault, Brian Gibala, & Tara Burns

- Over 92% of the loads our super-regional fleet has moved in 2022 come from contracted volume with our shipper customers
- Our rates are considerably higher than both spot market and contract market national averages
- The overwhelming majority of our freight is the food vertical; an area that continues to see strong consumer demand compared to other categories
- Many of the types of food commodities we haul are consumer staples that continue to sell during periods of economic decline such as candy, frozen prepared foods, protein, and vegetables, and private label products
- New Business secured in Q3 includes additional freight out of TX, OH, PA, MO, GA, and MN
- multiple drops
- The median wait time across the network is ONE HOUR
- The median wait time across DROP stops is less than 40 minutes
- Lane Density: Nearly 2/3 of our loads are on lanes we move at least 4 times per week – this allows for greater driver familiarity with facility procedures and nuances, improved planning capabilities, and higher levels of on time service

I encourage you to provide feedback through surveys as you see them distributed over the coming months. Your input matters as we continue to enhance the quality of freight. Thank you for all you do! ■

We are focused on continuous improvement of network balance and allocating our capacity to freight with driver friendly characteristics. Some highlights of current network characteristics include:

- Nearly 80% of pickups are on drop trailers
- Nearly 60% of deliveries are drop
- Less than 13% of loads are live load / live unload
- Less than 1% of loads have



Brian Gibala and his son, Jay checking out a new truck.

THANK YOU DRIVERS!



DRIVER APPRECIATION WEEK 2022



Thank you drivers, for all the work you do, the sacrifices you make, and the dedication you've shown. We hope you were able to enjoy Driver Appreciation Week, either on location or out on the road. And we hope to continue to always make our appreciation for you loud and clear. Thank you!

Remember, if you haven't yet received your gift bag, visit the Recruiting trailer during your next stop at Eagle Park to get your gift.



Mechanic Appreciation

By Camden Civello, Executive VP

This September, LTI participated in the American Trucking Association's Mechanic Appreciation Week. LTI took that week as an opportunity to show our thanks to our team of professional mechanics, and emphasize our gratitude for the work they do.

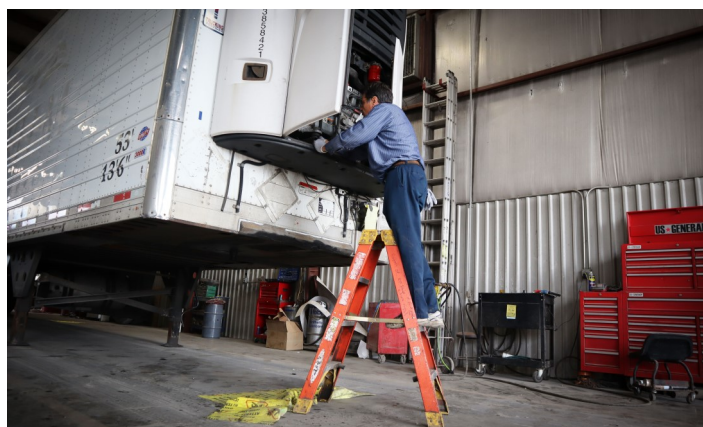
The mechanic team consists of:

- Steve Haas (manager; 43 yrs.)
- Mike Wilson (assistant-supervisor and tractor/trailer mechanic; 28 yrs.)
- Rich Wylie (evening supervisor and truck mechanic; 33 yrs.)
- Alex Hesse (assistant evening supervisor and trailer mechanic; 2 yrs.)
- Keith McDaniel (mobile mechanic; 6 yrs.)
- Gordon Bressler (tractor mechanic; 10 yrs.)
- Ralph Parker (tractor mechanic; 9 yrs.)
- Al Robinson (tractor mechanic; 8 yrs.)
- Jay Lansdon (trailer mechanic; 5 yrs.)
- Zach Dillon (trailer mechanic; 2 yrs.)
- Nathan Radev (trailer mechanic; 3 mo.)

These individuals work very tough, physical, and technical jobs to keep over 850 pieces of LTI's equipment in good working condition. Collectively, they keep LTI's mechanical operation going 7 days a week, nearly 18 hours a day. On average they perform over 7,000 repairs on our equipment each year!

They have been committed and loyal to LTI for years – their contributions to the industry and our company are invaluable.

These individuals do maintenance right. ■



Camden Civello giving a tour of our new equipment to Garrett Doherty of MoLo Solutions

Your New Maintenance & Safety Team

By Camden Civello, Executive VP

September was a busy month for the Maintenance Department as it underwent some exciting restructuring. Here are the new individuals who joined our Maintenance Team:



Brandon Jacoby joined LTI as our Maintenance Terminal Manager. In this role, Brandon will oversee the administrative, support, and operating functions of the Maintenance Department – including those related to breakdown facilitating, parts administration, department accounting, and equipment permitting and licensing. Brandon has a wide breadth

of maintenance experience – ranging from being a technician to managing maintenance facilities. His leadership, organization, and professionalism are tremendous qualities he brings to the department.



Jerad Burch is heading up Driver Services for the Maintenance Department. Jerad's LTI background was previously within the Safety Department – now he is bringing his helpfulness, organizational skills, and pro-driver attitude to the front desk of the Maintenance Department. Jerad's role is to facilitate the driver experience in working with

our shop – e.g. checking in for service, reporting in-shop maintenance items, being trained on equipment use, etc. Additionally, he oversees STL-area repairs and manage our inventories of empty trucks and trailers. Jerad has wasted no time having a positive impact on LTI's Maintenance Operation.



Shelley Campbell is our shop's Administrative Specialist. Shelley's role is integral to the behind-the-scenes operations for the various maintenance activities – this includes creating and managing fuel cards, processing invoices for maintenance account payable, managing LTI's various system equipment / asset listings, and

spearheading the entire fleet's registrations, licensing, and permitting. Shelley's role is critical and her extensive

experience within the trucking industry is very valuable to our organization. She displays attention to detail in everything that she does and her presence in the office has been fun and positive.



Jaelan Sellars is the newest addition to the Safety Department. She will take over the multitude of duties associated with building new driver files, assist with orientation and various aspects of insurance. She has a background with DCFS, providing her with strong interpersonal skills focusing on problem

resolution. Jaelan brings a youthful enthusiasm to the team with an eagerness to learn, already demonstrating her ability to contribute to our organization positively.

These are the newest faces who have joined our team at Eagle Park and we are thrilled to have them. ■

Health & Wellness: What's In Your Medicine Cabinet?

According to a Walgreens survey, the average American opens their medicine cabinet 468 times each year. However, nearly 3 in 4 people (74%) admit that they often forget to replace their expired products. When it comes to handling illnesses or injuries in your home, it's essential to be prepared with a well-stocked and up-to-date medicine cabinet. That way, you'll be able to respond quickly to help yourself or others when accidents occur.

As the seasons change, now is a great time to check the expiration dates of medicine cabinet items and refresh them as needed. It's also important to make sure you have any cold- and flu-related items on hand. Check out the infographic below for a list of medicine cabinet essentials, and make it a habit to check expiration dates every three months so you're always prepared. ■

Medicine Cabinet Essentials



Tips for Keeping You, Your Belongings, and Cargo Safe on the Road

By Lea Hines, Director of Operations

Most companies will spend a lot of time going over their policies and processes for keeping the cargo, trailer, and truck safe. They don't spend much time discussing ways the driver can perform their job and take their downtime in a safe manner.

Building a company culture that understands the needs of not just their assets but the person behind the wheel is the key this industry desperately needs. This is the focus for LTI, and in October we will be posting tips and information on what we as a team can do.

Rest stop parking lots typically have poor lighting, and such dark areas tend to be more prone to accidents and crime. Between the lack of security and quick access to the highway, rest areas are very appealing to criminals who look for unsuspecting truck drivers. However, well-lit parking lots are not free of crime either, but they do tend to be more secure with cameras, police presence, and lighting.

Cargo theft has skyrocketed since the start of the pandemic as overstressed supply chains and the rising costs of everyday goods have turned truckers into easy targets. The US Bureau of Labor Statistics continually lists trucking as one of the most dangerous occupations for vehicle accidents and health concerns, and cites a high level of violent crimes against truckers.

There are also a few safety tips to keep in mind when traveling

overnight to ensure you are as safe as possible. Be sure to always keep your cell phone charged and carry it with you whenever you leave your truck. Also, take the time to scan the area before you get out of the truck, and avoid accessing ATM's when someone is loitering.

Below are key items to think about when trucking alone:

Be Aware of Your Surroundings.

Always be aware of what's going on around you when you're outside of your truck. If you can, park in the front line at a truck stop or under a light. When planning your route, plan your stops as well as you can, and know the best accommodations with the best reputations on your route.

Prepare With the Appropriate Gear.

While you can track the kind of weather you'll be driving into, nothing is guaranteed. Always be prepared for the worst-case scenario. Have these essentials in your cab: raincoat, first aid kit, work gloves, boots, and flashlight or headlamp. And always carry your cell phone and any other safety devices with you outside of your truck, such as mace or a rape whistle.

Always Have Your Own Food.

While there are a lot of opportunities to conveniently purchase food on the road, they're not always the best or healthiest options. Many new trucks have mini fridges in them, so it's easy to pack your own healthy food and not risk it spoiling. Doing so not only provides you a better lifestyle, but it



also minimizes excess stops for food, especially at odd hours.

Talk With Other Drivers.

Lastly, stay connected and talk with other drivers to get ideas for safety on the road. Build relationships and rapport with your driver peers as they're a great source for information and tips through experience.

LTI has taken your safety a step further and purchased ratchet straps that are long enough to secure both the passenger door and the driver side door, adding a line of security in preventing entry from anyone outside. These are available in the Shop for any drivers who would like one and will be offered to new drivers in orientation when they receive their truck assignments.

We are excited to kick off October focused on our best asset. YOU. ■

Do you follow LTI on Social Media?

Check us out on Facebook, Twitter, Instagram, YouTube, and now, TikTok for more tips, information, giveaways & more!



New!

Happy Birthday to You!

October

Stanley Travis
Jo Ann Gorth
Samantha Goree
Nicholas Civello
Robert Rackley
Shawn Dunn
Amanda Lewis
Preston Barnett
Vernell Thunderbird
Brian Klecz
Charles Hoak
Brian Gibala
Cornelius Rawls
Lawrence Hoadley
Lyonl White
Colette Hehle
Darrell Streeter
Richard Fisher

Bobby Everett
Nhan Ha
Jon Howell
Paula Naugle
Christopher Selby
Jackie Southerland
Darrin Mosley
Lucas Branon

November

Jo Ann Collins
Willis Hawkins
Bill Horn
John Holliday
Terry Perrell
Willie McMillan
Lemarcus Lee
Gordon Bressler
Jose Cruz

Keith Craft
Erika Bolton
Rex Golden
Christopher Hall
David Teddlie
Wendy Weatherman
Thomas Panzino
Kevin Boeckmann
Mark White
Loren Clem
Christopher Echols
Jean Solfest
Christian Civello
Roscoe Teague

December

Katrina Mackey
Daniel Conley
Ronnie Ward

Douglas Boner
Jaelan Sellars
James Marshall
Gary Bergquist
Tricia Betts
Jeremy Powell
Demetrius Gross Jr
Lamont Johnson
Alfred Mims
Michael Jacobs
David Yeisley
Sheldon Cyrus
Benjamin Smith
Darek Sellers
Donald Stewart
Jerome Foster
Tommy Huy
Angel Lopez
Aarika Taylor

William Page
John Cochran
Rodger Yount
Bradley Gibbs
Edis Hazirovic
Eduardo Wells
Shane Mullins
Edward Dennis
Joshua Fuoss
Steven Haas
Paul Robbins
Anthony Galloway
John Seaholm
Doucette Sylvain
Antonio Burrell
Eric Talbert

Upcoming Anniversaries:

1 Year

Abdullah Adams
Timothy Bayne
Brittany Bickel
Angelique Boden
Jerad Burch
Loren Clem
Daniel Conley
April Defell
Richard Donk
Anthony Douglas
Kenneth Gebhardt
John Holliday
Devante Joseph
Michele Pierce

James Smith
David Yeisley

2 Years

John Boerner
Joanna Campbell

3 Years

Robert Brockmeyer
Jo Ann Gorth
Darryl Losh
Sammie Robinson
Michael Rosso
Wendy Weatherman

4 years

Craig Campbell
Jimmie Kelley
Amanda Lewis
Sean Mauk

5 Years

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

6 Years

Mellodi Coll

7 Years

Stephen Allums

8 Years

Deidra Sanders

9 Years

Katie Mulholland
Rita Swenson

11 Years

Sharon Coleman

13 Years

Bill Bowling
Michael Rood

16 Years

Craig Brennfoerder

22 Years

Jeff Snelling

28 Years!

Mike Wilson



Left: taken by Preston Barnett, in a rest top in Montana; Right: taken by Donald Monk at Smuckers in Memphis.