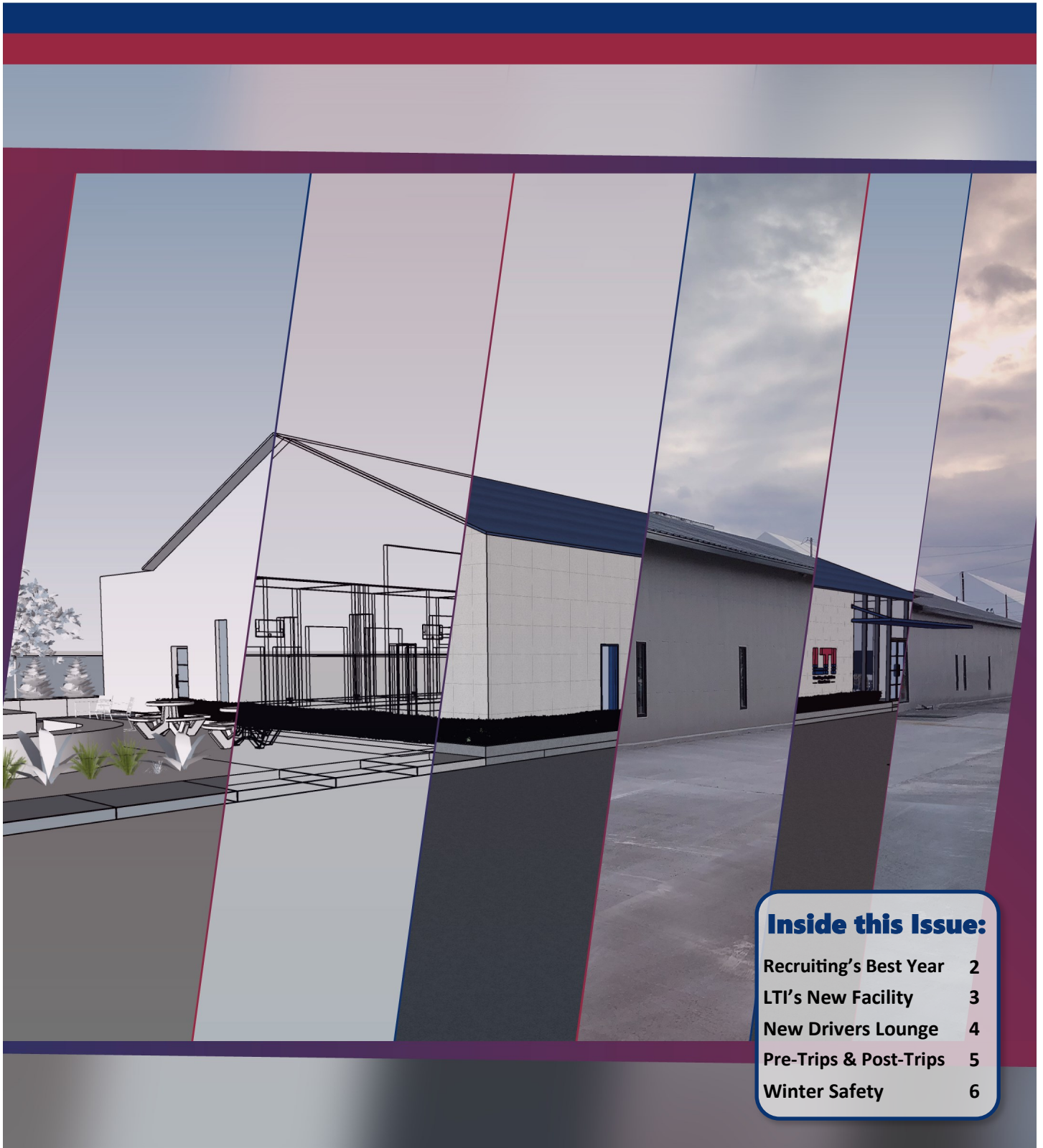


THE MILE MARKER

Company Newsletter | Winter 22-23



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The Cover



This Mile Marker's cover illustrates the many stages of our new building's development, displaying past renderings, its current state, and future stages. The completion of this facility marks the start of a new era for LTI.

Message from the President

Happy New Year to everyone! I am extremely proud of all the accomplishments we made in 2022. The list is long and impressive! These accomplishments have set us up very well for 2023 and beyond. The great success we have achieved could not have happened without everyone's hard work and commitment! I am excited about our new corporate office building and driver facility, as it will be great for all our employees and drivers. Having Operations, Safety, Recruiting, Sales, Logistics, and drivers under one roof will provide great benefits in efficiency and improve communication between all.

As we move into 2023, we are seeing our economy and industry being faced with

difficulties, which is resulting in a slowdown of freight. Although this year will be challenging, I am confident that LTI can and will overcome the challenges that 2023 will bring because of your commitment and hard work. I have great confidence that our Sales, CSRs, & Operations will obtain our objective load volume goal and our Recruiting department will keep our trucks filled with good quality drivers. Let's all stay highly focused and committed, making sure to always satisfy our customers and our drivers, and let's make 2023 another great year! Thank you for your commitment and hard work in making LTI successful!

Nicholas Civello
President & CEO

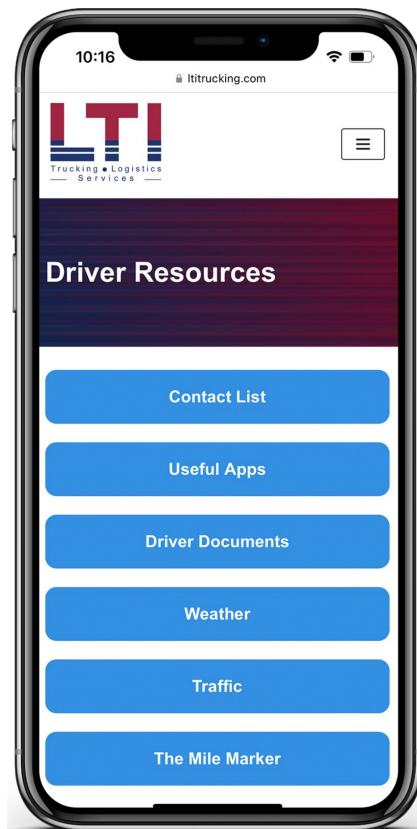
LTI Trucking & Logistics Services, Inc. ■

Recruiting's Record Breaking Year

By Christian Civello, Director of Marketing & Recruiting

2022 concluded with record breaking numbers for the Recruiting Department. Our two Recruiters did a phenomenal job with bringing in more quality, experienced drivers than ever before. In 2022, the Recruiting Department brought in 100 more drivers than they did the year before, resulting in substantially more hires than any year in LTI's history. Their accomplishment is truly an impressive feat. In addition to the Recruiters' efforts, the Safety Department did a great job processing, onboarding, and training this elevated quantity of new drivers while maintaining our safety standards.

This increase in hires allowed LTI to grow our fleet size and add new trucks throughout the year. It's also set us up for continued growth into 2023. There are many organizational improvements in the pipeline this year that I'm excited about that will help us better service our driver population. In 2023, we'll be able to better accommodate our drivers than ever before. Thank you to everyone for your hard work in improving and growing our company. I look forward to the year ahead of us as we continue to transform our company for the better. ■



Do You Use the Driver Resources Page?

LTI's Driver Resources page offers a central hub for many useful tools. The Driver Resources page includes a contact list with phone numbers, download links for useful apps, important documents like insurance certificates, weather forecasts, state traffic sites, and more.

You can access the Driver Resources page by one of three ways:

- A link is included at the bottom of every Weekly Update Email (settlements email).
- A link is accessible through your Mcleod app
- You can access it directly at www.ltitrucking.com/driver-resources/ ■

LTI's New Facility Takes Shape

By Camden Civello, Executive VP

After a year of planning and nine months of construction, LTI's new corporate office and drivers lounge has taken shape.

What started as an industrial warehouse tucked in the corner of our yard, has now been transformed into a progressive company headquarters.

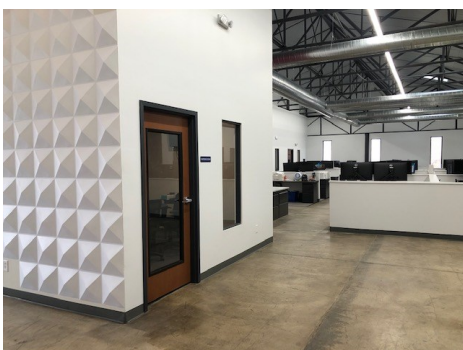
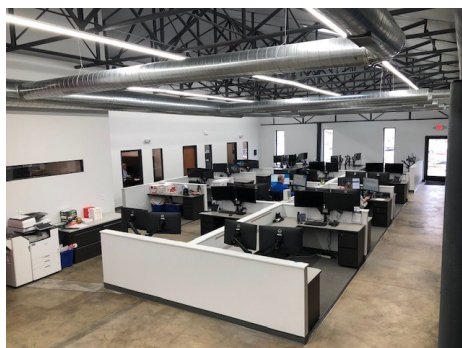
Our goals for this project revolved around our day-to-day operations and our drivers. After a number of years having multiple facilities, and after two years of COVID-related remote working, we felt it was important to reestablish a centralized work facility. This workspace will yield stronger communication, more collaboration, and better teamwork – all of which will be evident to our customers and drivers.

For drivers, it is an opportunity for LTI to further live its mantra *Be a Name, Not a Number*. It is critical that our drivers are well supported and have access to the various resources they need to do their job. This new facility assembles all resource departments into one area. Overall, the new headquarters will contribute to a strong driver experience.

As with any project of this scale, and especially in this era of workforce and supply shortages, there were various delays that impacted our timeline. The corporate office side of the facility has begun modest business operations. A skeleton crew of personnel are breaking in the space while we further set up our IT system to accommodate full-scale operations. As is readily evident, there are additional "finish-up" construction tasks that still need to take place – including concrete

pours for additional parking and patios, installation of gutter downspouts and soffit, construction of a front door canopy, etc. We will continue completing these remaining items and plan to have the majority of them completed in the coming one - two months, with landscaping scheduled for Spring 2023.

Thank you for everyone's participation and patience with regard to this project. We truly are on the home stretch and we invite you to join us in our excitement of this new facility, and what it means for our culture, operations, and drivers. ■



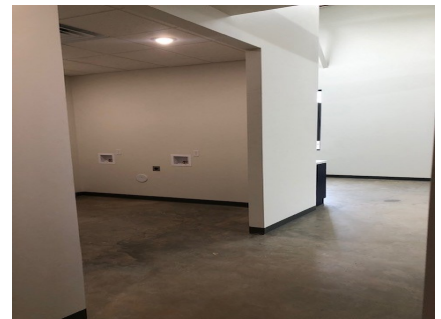
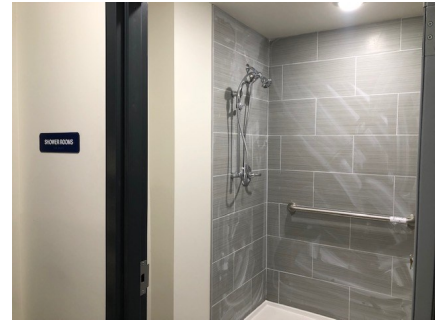
Your New Drivers Lounge By Camden Civello, Executive VP

Drivers are the lifeblood of our operation. Therefore, it is critical that they have a homebase facility that they can utilize and enjoy. Welcome to your new drivers lounge, opening on February 1st, 2023.

Your new drivers lounge is an updated space, featuring all the amenities important to a driver coming off the road:

- Three Sets of Restrooms
- Three Showers
- Two Relaxation Rooms
- Two TV and Lounging Spaces
- Vending Machines
- Kitchenette and Eating Area
- Two Sets of Washers and Dryers
- An Outdoor Patio
- A Computer Station

In the end, we are confident that you will have a 24/7 Drivers Lounge that is comfortable and inviting. This facility is a well-deserved investment for our drivers. Thank you, drivers for all you do! ■



Logistics Moving Into 2023 By Deidra Sanders, Director of Logistics

2022 presented a number of challenges for Logistics, but as we finish out the year, we have managed to still be successful through teamwork and collaboration. Among other factors, changes in the market and rate adjustments have affected the industry as a whole. I expect there will be some of the same challenges persisting into 2023, but we now have a better understanding of the market conditions and trends, have planned accordingly, and will continue to monitor and face them head on.

Going into 2023, with refined strategies we will continue to collaborate with the fleet, add new customers through our sales team, and further develop our team, both professionally and personally.

I am excited to see what 2023 will offer for Logistics as we continue to learn and grow as an organization. ■

Company Store



LTI has restocked our company store. If you would like to purchase an item, you can send an email to christian.civello@ltitrucking.com and we can deduct the cost of the item from your paycheck.

- Hoodie: \$22
- T-Shirt: \$12
- Hat: \$10

Pre-Trips & Post-Trips: A Road to Preventative Maintenance

By Brandon Jacoby, Maintenance Terminal Manager

A proper pre-trip can go a long way. Completing a good pre-trip check on your truck and trailer can help prevent DOT violations and unnecessary breakdowns. A driver pre-trip inspection can find minor issues before they become serious. We see many breakdowns that could have been avoided if a proper pre-trip had been completed.

What do I look for? What are the steps for a good pre-trip? What are red flags to alert the breakdown department? These are all good questions that can be easily answered.

#1 Walk Around

Always start your pre-trip with a walk around. A proper pre-trip can take between 15-30 minutes to inspect your equipment. Do not rush inspections. It's easy to miss things that can put drivers and others at risk. On an initial walk around inspect:

Truck:

- All lights
- Windshield/ wiper operation
- Tires
- Rims and lug nuts
- Brakes
- Any cracks in air lines
- Any cracks in frame
- Bull guard (if equipped) to make sure it is latched
- Air leaks

Trailer:

- All lights
- Tires
- Rims and lug nuts
- Dolly leg operation
- Crossmembers
- Any cracks in frame
- Trailer chute
- Air leaks

#2 Check Tire Condition & Inflation

It is common for tire pressures to fluctuate. Warmer temperatures can cause a tire to inflate, whereas colder temperatures can cause a tire to deflate. Tires should be maintained at the following PSI:

Steer Tires	115-120 PSI
Drive Tires	105-110 PSI
Trailer Tires	105-110 PSI

Truck tires should be checked daily and monitored. Trucks equipped with PSI monitoring systems will trigger an alert when tires are low. Trailer tires should be thumped on every pre-trip. Improper tire inflation can cause blowouts, uneven wear, and cupping.

Pay close attention to rims and lug nuts. Oil around the rim can be a cause of a blown hub cap gasket. Oil on the backside of the rim near the brakes is a sign of a blown wheel seal. Rust streaks running off lug nuts can be a sign of loose lug nuts.

#3 Check Fluids

A good under the hood inspection can be essential to the pre-trip process. Check all fluids: coolant, oil, power steering fluid, and windshield washer fluid. Make sure caps are tight and the dip stick is seated properly. Look around the engine compartment for any leaks.

Recently, we have seen a rise in radiator-related repairs. Most repairs could have been prevented or taken care of quickly if they had been caught on the pre-trip inspection.

Observe the engine block. Check for leaks, or fluids running down the side of the engine.

Use all your senses while performing preventative inspections. Sometimes the best tool you have when catching leaks is your sense of smell. Being aware of the different smells your truck or trailer create while driving can alert you that there is an issue.

#4 Air Leaks

As we discussed with fluids, using all your senses is a useful tool to use while performing pre-trips. Your sense of hearing will help you to catch air leaks. Common places to check for air leaks would be:

- Glad Hands
- Brake chambers
- Under the hood

#5 Warning Lights

Paying attention to your warning lights is vital. Your warning lights can alert you that there is an issue before it becomes a major issue. The most common warning lights we encounter are emission related. Please fill out a breakdown report and send it to the shop if you receive a warning light.

The Regen light is also a common light that we encounter. Your truck will alert you when you need to perform a parked regen. To perform a parked regen please follow these steps:

1. Make sure your truck temperature is at least 150 degrees Fahrenheit. During a regen, the truck will bring up the exhaust temperature. When your truck is at these temperatures, it is consistent with the operating temperature your truck is while driving down the road.
2. Using the controls on your steering wheel, scroll to the warning light and select ok to start the regen
3. The regen should take approximately 45 minutes. ■



Winter Safety Driving Tips

By Bill Riley, VP of Operations

***"Slow Down —
At fault accidents are
almost always due to
excessive speed for
the conditions."***

1. Slow down — At fault accidents are almost always due to excessive speed for the conditions. Driving at the speed limit may be legal, but is often too fast for snow covered or icy road conditions. Take as much time as necessary. DO NOT HURRY! This rule should always be at the top of any winter safety list.

2. Don't "Over" Do It — Reduced traction can result in skidding and jackknife accidents. The leading causes for these accidents are driving too fast for conditions, over-acceleration, over-braking, and over-steering.
3. Braking — Some drivers like to use the Jake brake in less than perfect weather conditions. Do not engage the Jake brake on icy roads. Try to avoid overusing your foot brake, unless the entire unit is absolutely straight on the road. Do not over-brake if the entire unit is not straight... the trailer can slide and spin you out of your position... the truck slows down, and the trailer does not. This is especially true when the trailer is empty.



4. Keep a safe buffer zone around your truck — When possible, leave plenty of room between your vehicle, the vehicle in front of you, and the vehicles beside you.
5. Don't travel as part of a pack — Traffic seems to move in 'packs' on the highway. Find a safe way to get away from the pack and travel alone, with the goal being to maximize the distance around your vehicle.
6. Don't follow the taillights of the vehicle ahead — When the snow is heavy and visibility is low, seeing the taillights of the vehicle ahead means you are following too closely.
7. Keep a safe driving distance from the vehicle ahead at all times — If the leader makes an error, you will too. Trucks can leave the road, and yours could follow the lead vehicle off the road, so keep a safe driving distance, especially in bad weather.
8. Interaxle differential lock — Use the lock position only when one or more wheels may slip. DO NOT slam the accelerator pedal while engaged, apply gentle pressure to creep out of the slippery area. As soon as you are clear from the hazard, stop and then



- disengage the interaxle differential lock.
9. Use good, solid judgment — If the weather is so severe that you need to pull off the road... do it! Find a place to get off the road safely and wait until conditions are safe.
10. Don't stop on the shoulder of the road, especially in low visibility situations — Other vehicles can mistake your position for being on the road and as a result, may slam into the back of your rig.
11. Don't try to be a hero — When the road conditions are severe, you need to recognize that it can be very dangerous to be out there. There are many factors like hours of service, appointment times, etc. but your safety is the most important. Don't feel that you're letting anyone down by taking it slow and not meeting a scheduled appointment.
12. Ensure 'all systems' are a go — Be absolutely certain during your circle check before you leave that the defroster and heater are working properly. Check your wipers, wiper motor, lights, washer fluid, etc. Drain moisture from the air tanks, ensure all brakes are set up, and windows and mirrors are completely clean before departure.
13. Keep fuel tanks topped up for extra weight over the drive tires to aid with traction — Good quality lug tires, with the proper tire pressure, are essential for good traction for the best safe winter driving.
14. Keep tractor and trailer lights clean — When you're able to stop in a safe place, clear the lights of snow and ice, which build up in foul weather - they are more vital than ever when visibility is poor. LED lights especially accumulate snow and grime. Keep everything clean, so you can be seen!
15. Pack winter driving essentials — You never know when the worst might happen and you get stranded in bad weather. Besides the mandatory roadside emergency kit, make sure you have proper clothing, extra food, water, gloves, a blanket, snow scraper, etc.
16. Continually monitor weather conditions for the area you are in and the areas you are going through. The Driver Resources page has a weather forecast tool you can reference (see p. 2).
17. A smart trucker always uses common sense and their best judgment... one of the most critical words of wisdom for winter trucking safety tips. ■

Happy Birthday to You!

January

Lori Halverson
Dala Rai
Alberto Hinojosa
Alfred Robinson
Dwayne Steele
Sherry Vetetoe
Sammie Robinson
James Cain
Paula Vaughn
Joshua Schildroth
Terry Copeland
Deandre Rush
Shelley Campbell
Valencia Hunter
Sharon Coleman
Roscoe Gatewood
Larry Copeland
Ronald Biddle

Robert Carlson
Theresa Horn
Jeffrey Partlow
Deidra Sanders
Russell Budd
Drake Richardson
Shane Holt
Glenna Curtis
Michael Rosso
Malcolm Glover
Scott Myers
Sean Mauk
Edward Martin
Tiffany Driver
Tara Sullivan
Mark Summers

February

Audrey White

Sebastian Mitchell
David Roberts
Larry Jones
Jeffrey Miller
Michelle Butcher
Franchesca Johnson
Stephen Scott
Kasaan Speed
Timothy Cheek
Stephen Allums
Dan Allison
Joanna Campbell
Cori Dallas
Steven Johnson
Bill Jackson
Christopher Long
Latonya Reed
Glenn Campbell
Lyndon Spencer

Stephen Milligan
Teresa Thompson
Brandon Jacoby

March

James McGary
Anel Avdic
Anthony Williams
Dolphus Clark
Mike Wilson
Michael Wilson
Brandon Goodle
Justin Fairley
Jerome Henrichs
Larry Lansdon Jr
Krystal Garrison
Craig Campbell
David George
Duane Galyean

Kenneth Gebhardt
Austin Thielen
Gerald Distad
Walter Harris
Rolanda Wisdom
Karen Shipp
Twinella Thurston
Ralph Thurston
Earon Randle
Carl Wiggins
Tonya Lovette
James Budd
Lisa Barton
Willard Myers
Christopher Curry
Jacqueline Higgins

Upcoming Anniversaries:

1 Year

Douglas Boner
Robert Carlson
Derice Collins
Cori Dallas
Roscoe Gatewood
David George
James Glassmeyer
Malcolm Glover
Brandon Goodley
Leroy Grandison
Demetrius Gross
Alberto Hinojosa
Kurtis Hurst
Kenyatte Kimble
Robert Martini
Cornelius Rawls
Anne Robbins
Dalarion Royal
Stephen Scott

Eric Talbert
Richard Williams
Rolanda Wisdom

2 Years

Keith Craft
Shad Demerson
Alexander Hesse
Aaron Lewis
Katie Mettillie
Stephen Milligan
Robert Noto
Paul Robbins
Deandre Rush

3 Years

Thomas Hunsberger
Larry Rutherford
Karen Shipp
Roscoe Teague

Vernell Thunderbird

4 Years

Tricia Betts
Cadee Velten

5 Years

Ronald Biddle
Rebecca Howard
Terry Perrell
Sheril Pringle
Desmond Ritchie

6 Years

Nathan Chartrand
Michael Jacobs
Tod Owens
Mickey Stahlman
Mark Summers

7 Years

Dennis Loux

8 Years

Erika Bolton

9 Years

Jeffrey Hamblen
Norman Nelson
David Roberts

10 Years

Lori Halverson
Mark Rosenkoetter
Saundra Snowden

12 Years

Dan Allison

13 Years

Paula Naugle
Ralph Thurston

19 Years

Travis Murray

22 Years

Jon Howell

32 Years

Rodger Yount

38 Years!

Kevin Boeckmann

Do you follow LTI on Social Media?

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



Every Christmas season Jo Ann Collins collects gifts & monetary donations from employees & drivers to go to SWIC's Foster Grandparent program for Christmas gifts. This year, Jo Ann raised an impressive \$550, which LTI then matched.

We received a Thank You message from Jennifer Friederich, the Director of the Foster Grandparent Program, expressing their immense gratitude to LTI for our contributions and the positive impact it has on their holidays. You can read their message below:



To all the Mr. and Mrs. Claus's of LTI Trucking:

Once again, your generosity has brought the Christmas spirit to life this December. I am blown away by the kindness that you extend to our Foster Grandparents- people you have never met and do not know. However, I know them well, and make no mistake- each dollar was a true investment to a kind hearted, loving individual that despite their aches and pains, devotes endless love and time to the next generation. Your donation has inspired us enough to last all of 2023: to be more giving and kinder to others- especially those in need.

I hear about struggles to buy medication, a tank of gas, or pay an electric bill. I hear incredible challenges that our senior volunteers face, and yet they continue to invest their love and energy into the children of their community. I have already gotten a note from one of our grannies that she was so happy to be able to get her OTC medicines because of your gift card.

There is a moment in time during our holiday celebration that they open their present and I see nothing but joy and gratitude come over their face. All of those challenges and worries melt away during that moment, and it's beautiful to be a part of. It's not just a gift card- it's a true blessing from others.

We have 50 Foster Grandparents in our program – my secretary Taylre and I are so lucky that we got to share this moment with our grannies! Thank you for continuing to be such a strong support to our program. Realizing there is a whole group of people out there that want to do good for others is a true Christmas gift.

It is my hope that the joy circles back to you all with incredible force, and 2023 continues to offer blessings to all those at LTI Trucking. Included are few pictures from this years gathering... and some of our grannies in action with their kids. Sending you all our thanks and Holiday Love!

Sincerely, Jennifer Friederich

