



THE MILE MARKER

Company Newsletter | Fall 2023



Inside this Issue:

Message from the Pres.	2
New President	3
Mech. Appreciation	4
Getting More Miles	6
Driver Appreciation	8

The Cover

LTI THE MILE MARKER
Company Newsletter | Fall 2023



This Mile Marker's cover features one of our amazing teams, Gabe & Maudi Newman, who have recently celebrated their one year anniversary with LTI.

We must continue to service their transportation needs at a level that differentiates us from other carriers.

The second theme is one of focusing on goals. It is extremely important that all LTI team members understand where we are and where we are going. Right now, the focus is on trucking business fundamentals – with a freight economy that has been persistently slower than expected, it is critical for us to execute solidly each and every day. We have made good progress here – there have been more meetings to discuss critical business functions, a new Operations structure and layout that supports our drivers

Message from the President

This Mile Marker note marks my first as President of LTI Trucking Services. I want to reiterate how humbled I am by the opportunity to lead our organization's business operations.

As I think about LTI and the industry-climate that we find ourselves in, I keep in mind a couple of overarching themes that I want to call out.

The first is a focus on our customers and our drivers. Our CEO, Nick Civello, has always made clear that customers and drivers must always be our focus – any successful trucking company needs to be of service to both groups. With each Driver Appreciation Week, I am energized by the interactions I get to have with drivers – this is such a high-quality, hard-working, and loyal group. Similarly, our customers represent a solid group of partnerships.

and overall teamwork, and solid reporting and data to measure ourselves against. These improvements will continue and will be accompanied by a strengthening of the trucking economy. While we wait for the industry conditions to rebalance and improve, we should attack each day proactively – whether you are a Fleet Manager, Driver, Customer Service rep, or Mechanic, be guided by objectives.

The final theme is one of positivity. Now is a demanding time for all of those in the industry – we are looking to everyone to work hard, enhance processes and approaches, and



execute consistently well. And we can do all of that in a way that is exciting, rewarding, respectful, and positive. Our organization is strongest when we collaborate and work together. The goals of a (e.g.) Driver, Load Planner, Recruiter, are not at odds with one another. We mutually support the functions and performance of one another. That's great news – let's celebrate it and capitalize on it.

Camden Civello
President
LTI Trucking Services, Inc. ■

How Can LTI Drivers Help Prevent Accidents?

By Monica Cruthis, Director of Safety & Loss Prevention

At LTI, Safety is our top priority. As we enter the winter driving season, our safety message centers around accident prevention. How can you, the driver, effectively prepare for winter driving conditions? Begin by incorporating these defensive driving habits into your daily routine and take note of the following winter tips as well. Together, we can ensure a safer journey on the roads this winter.

5 Defensive Driving Habits:

1. Aim High in Steering:

- Our eyes are designed to work for us at walking speeds.
- The average person has not adjusted visually or mentally to the higher speeds of motor vehicles.
- Look ahead to where you will be at least 15 seconds into your future.
- A 15-second eye-lead time provides advanced warning and gives you an additional margin of

safety.

- Use improved eye-lead time for more efficient and economical driving.
- #### 2. Get The Big Picture:
- While scanning ahead, do not forget the sides and rear.
 - Consistently update your information.
 - Check at least one of your mirrors every 5 to 8 seconds.
 - Do not focus attention on

LTI's New President

By Nicholas Civello, Chief Executive Officer

As you are all aware by now, Camden Civello has been promoted to the position of President at LTI Trucking Services. Camden joined LTI in 2010 and quickly advanced to become Executive V.P., gaining extensive experience and valuable insights into every department and facet of our organization over the years.

Throughout his 13-year tenure at LTI, he has acquired in-depth knowledge and proficiency both within our company and in the trucking industry. Camden's involvement with the Truckload Carrier Association (TCA) Benchmark Program has further enriched his understanding of the trucking industry. His dedication to personal growth led him to earn an MBA in Business Management from Washington University in 2019, which stands as a testament to his commitment to excellence.

At the age of 27, Camden achieved recognition in the St. Louis Business Journal's esteemed "30 Under 30" list, showcasing his outstanding leadership abilities and remarkable achievements in the business world. Additionally, he's actively pursued personal development courses, including a leadership and team-building program at the National Outdoor Leadership School. This challenging experience involved training and leadership skills surviving as a mountaineer in the rugged and rigorous Alaska mountain range.



Side by side pictures of Camden Civello, announced President in July of 2023, and Nicholas Civello, from a photo featured in the St. Louis Business Journal announcing his takeover as President, CEO, and owner of LTI Trucking Services on October 1st, 2005.

In his new role as President at LTI, Camden is responsible for overseeing and supporting our Operations, Safety, Sales, Recruiting, and Maintenance departments. In his first months as President, Camden has already enacted many positive changes for our organization and has injected a revitalization of our values, culture, and productivity. We are excited and confident in the many developments to come under his leadership. ■

Preventing Accidents, continued:

insignificant objects.

- Stay alert to the relevant information that can assist you in making well-informed decisions.
- Eliminate visual barriers by establishing proper following distance.
- Stay far enough behind other vehicles to obtain the visibility necessary to make your own decisions.

3. Keep Your Eyes Moving:

- Focusing on any object for too long diminishes your peripheral vision.
- Scan all intersections before entering them.
- Keep your eyes moving every 2 seconds.
- Eye activity stimulates the brain. An active mind is better able to resist the effects of fatigue.
- Avoid distractions in your vehicle and your thinking.
- Recognize and avoid drivers who seem distracted.

4. Leave Yourself an Out:

- The safest position in traffic is with few or no vehicles around you.
- When possible, surround your vehicle with space.
- Choose the proper lane and adjust speed accordingly to maintain your space cushion.
- If you lose part of the cushion, work to keep at least

the front and one side open.

- Avoid tailgaters. When one is present, the collision potential is high.

5. Make Sure They See You:

- Detect the presence of potential danger early.
- Send your warning signals as soon as you think they will be recognized, not too soon or too late.
- Seek eye contact by using the warning devices on your vehicle.
- Do not take eye contact for granted. Be sure your warnings are heeded.
- Eye contact is valuable, but it is no guarantee against the unexpected. ■



Mechanic Appreciation

By Brandon Jacoby, Maintenance Terminal Manager

Mechanic Appreciation Week, September 24 - 30, 2023, is an opportunity to recognize the mechanics who work hard every day to keep our equipment moving so we can fulfill the needs of our customers.

The trucking industry is a fast-moving business that takes a lot to keep up with. Our mechanics work hard with a daily proven commitment to our drivers and customers. They make sure our fleet of 250 tractors and 450 trailers are properly maintained to ensure that loads are moved safely and delivered on time. We have immense appreciation for our mechanics and their ability to maintain the safety, integrity, and operation of our equipment.

At LTI, we have a skilled group of technicians that bring many years of experience to our company. Collectively, these individuals bring 147 years of experience to LTI. All of LTI's mechanics are also provided with educational resources to further their knowledge and development to keep up with the ever-changing advancement of equipment

technology.

LTI is privileged to have mechanics who have been loyal and dedicated to our company for many years:

- Steve Haas- 44 Years of service
- Rich Wylie- 34 years of service
- Mike Wilson- 29 years of service
- Gordon Bressler- 11 years of service
- Ralph Parker- 10 years of service
- Al Robinson- 9 years of service
- Jay Landson- 6 Years of service

The need for skilled mechanics is higher than ever and the shortage of available workers continues to grow. LTI works diligently to attract individuals that will continue to enhance our shop legacy, and culture of being the best in the business. This year, the shop welcomed two new members to our team:

- Larry Copeland- 9 months
- Billy Felchlin- 6 months

LTI is very fortunate and proud to have an impressive group of



Trailer Mechanic, Jay Landson, who's been with LTI since 2017

mechanics as part of the LTI family. Please, take the time to thank these individuals for all of their hard work and efforts. ■



LTI's mechanics at work: (Left) Al Robinson, (Center) Ralph Parker, and (Right) Larry Copeland

Meet the Payroll Team

By Paula Naugle, Director of Human Resources

I would like to highlight and recognize two ladies that have very important positions at LTI: Jackie Southerland and Anne Robbins, who make up the Driver Payroll/Settlement Department. They are the ones behind the scenes who process the driver payroll every week for our 250+ drivers.

Processing driver payroll is so much more complex than just paying employees an hourly or salary rate each week. There are so many components that make up driver pay; per diem, rate per mile, reimbursements, and deductions, just to name a few. These two ladies work diligently to ensure drivers are paid correctly. But sometimes, the information is only as good as the data they receive, and it may either be incorrect or missing information. This is where they truly shine to try to resolve issues quickly by working with the driver, operations, and billing to make sure they receive the correct information and get the driver paid timely and correctly.

Jackie has been with LTI since November of 2017. Prior to her role in driver settlements, Jackie held other positions at LTI, each with increasing responsibility, from starting as our receptionist to roles in Accounts Payable, Customer Service, and Billing. Outside of LTI, Jackie enjoys spending time with her family and friends.

"In 2021, I become an aunt to the funniest little girl who just turned two in July. She brings so much joy to our lives. In October, my husband and I will be celebrating our nine-year wedding anniversary. I really am just a simple person who loves my family and friends."

Anne was hired to work in driver settlements in February of 2022 and quickly became a valuable asset in the department. In Anne's spare time she helps sell her mom's



home made all-natural bug spray called SKITOPEL which is kid and pet friendly (www.skitopel.org). She has a cat named Smokey who happens to have the same birthday as Anne.

"Jackie and I are considered thick as thieves and we love making LTI a fun place to be."

If you've ever popped into their workspace at Eagle Park, it is always a ray of sunshine. They love to decorate their office for every holiday! Jackie and Anne always greet you with a smile. We could not ask for a better team to handle this important process for LTI.

Thank you, Jackie and Anne, for your hard work and dedication! ■



LTI was invited to be part of Gateway Truck and Refrigeration's annual customer event. Gateway is LTI's provider for all reefer units installed on our trailers. The event was held at the World Wide Technology Raceway for the NHRA Drag Races.

Right Picture: (from left to right) Courtney Butcher, Kim Aylward, Shelley Campbell, Brandon Jacoby, and Darryl Losh

So, You Say You Want More Miles?

By Bill Riley, VP of Operations

I spend a lot of time talking to drivers about numerous topics from safety issues, life on the road, their families, and even current events in the news. During most conversations that I have with a driver the same question often comes up: How do I get more miles? This is a multifaceted question, and there is usually a different answer for everyone, but one thing is static: *being away from home is a challenge*. I believe the question should really be how I, as an LTI driver, can utilize my support team and my hours to achieve my goals on the road.

I am going to try to outline some key points that are basic, but always affect your miles and productivity, and will help you achieve your goals. I know these things can help each driver reach his or her potential as I have seen many drivers retire from LTI after decades of successful driving, and this is how they were able to be successful.

Communication:

Good communication is critical to your success as a driver. It is always important to communicate your Depart Shipper and Empty Calls as that is what triggers the TMS to plan for your next load. But more than that, it is important to communicate with your Fleet Manager your ETA to the customer, especially with a drop, as this allows them to update the system to plan your next loads more accurately. During the load it is important to communicate any changes to the ETA you provide due to traffic, weather, personal issues, etc. Don't wait until you are already late or going to be late to let someone know. Early communication allows more options with the customer and with repowering a load.

There is no such thing as overcommunicating if it is done professionally. While we are a 24/7 operation, communication about miles, loads, time off, or issues should be directed to your individual Fleet Manager during the day. Communicating this information only to the night or weekend staff who don't know "you" or "your" situation leads to miscommunication.

Drive:

While this might seem like a no brainer, you must drive to get miles. This comes in 2 parts:



#1: There are no perfect loads, there is only the load you have today. I have listened to Jo Ann Collins tell drivers day after day that *there is no next best load*, and that is true. Yet drivers still want to refuse a load and sit, hoping for a better load tomorrow. Then they wonder on Friday why their miles are not what they want. A short load today that keeps you moving to another load is better than sitting hoping that a longer load comes tomorrow. There are certain areas when you land that are close to other areas and therefore, they create shorter loads. We have numerous different lengths of loads, anything from 11 miles to 1,600 miles, but at the end of the day we must service our customers and deliver the loads safely and on time for them. If you just keep moving, more times than not you will get your miles and your incentives.

#2: Get ahead of the load. Simply put, drive the miles as soon as you can. Do not wait to leave to get to a customer until exactly the last minute that it says you can to make an on-time pick up or delivery. Getting ahead of the load means you are taking your breaks at the customer waiting for them. You can control yourself and your clock, but you cannot control the weather, the other 290.8 million cars in the U.S., or road construction. By being ahead of the load, you reduce the chances of missing appointments and requiring reschedules, or being a work-in. With some customers they might even take you early. Also, always check with your Fleet Manager on drops to see how early you can drop them, some can be dropped as soon as possible, some 48 hours early, some 24 hours early and some must be in a drop window, but that information is a game changer in keeping you moving.

Be Safe and Legal:

This is so important for so many reasons, not only for your ability to get the miles you want, but for you to operate legally on the roadway and not be routed to the yard to meet with Safety for retraining. Accidents, bad roadside inspections, and hours of service violations are a quick way to meet our Safety team, reduce your miles, and lose your safety incentive. By being safe and responsible, you can avoid that trip to the yard.

Another part of this though, is understanding HOS. Many times we see drivers in violation because they don't sit still during their breaks—then they have to shut down for an extra break. These drivers in violation do not take the full 7 hours of sleeper berth, or 10 hours combined sleeper berth and off duty, and sometimes take off from their 30-

More Miles, continued:

minute break prior to its completion. They then must stop and take another 30-minute break. All of these HOS issues can cause a reduction in driver miles and cause drivers to get behind on their loads. A great tool to have as a driver is knowing how to properly do a 7 – 3 split to allow you to maximize your drive time while still loading or unloading at customers. This allows you to maximize your drive time by reducing your down time and can lead to extra miles and help you achieve your goals.

Work:

This is once again another one that people will read and say that is what I am here for, but I cannot tell you how many drivers complain to me about

their miles yet continually extend their home time. If you are not available to work, you will not be able to get enough miles. Being available to work is the single most important factor in achieving your miles. The difference in weekly miles between drivers that work 5-7 days per week and drivers that work 3-4 days per week is on average a little over 800 miles per week. Availability to work is one of the single biggest indicators of a driver's success. Use it to your advantage.

We know how valuable home time is to a driver and we will always try to honor home time commitments but please, communicate with your Fleet Manager—is your home time flexible or is it a hard-set time and date because you have a birthday,

anniversary, etc. This allows more flexibility and allows the Load Planer to get you the most miles before getting you home, as freight does not always connect perfectly with each requested home time.

These 4 simple things make a huge difference in achieving the miles that you are wanting. You are also more than welcome to use the Driver Feedback document in Samsara to ask questions or you can always feel free to stop by Eagle Park and visit the office. The front door to the office stays open from 0830-1530, Monday through Friday, so that you can have access to come interact with Fleet Managers, Load Planners, and other office personnel that you might want to talk to. ■



(Left) Brian Gibala, VP of Sales, visits our valued customer, The Hershey Company at their HQ in Hershey, PA. (Center) Brian Gibala with Chris Stang, Logistics Analyst for The Hershey Company, at CSCMP Edge event in Orlando. EDGE delivers specialty sessions, with opportunities to network with thought leaders and decision makers throughout the entire supply chain. (Right) Chris Caplice, Chief Scientist for DAT Freight & Analytics and co-director of the MIT FreightLab and Steve Raetz, Sr Director of Research and Market Intelligence for CH Robinson present on dealing with uncertainty in transportation at CSCMP Edge in Orlando.

Coming Changes for Idling

By Jerad Burch, Maintenance Compliance Manager

I hope many of you had the opportunity to come to the yard and join us for Driver Appreciation Week or Mechanic Appreciation Week. Thank you to all of you for being such valuable team members at LTI.

With summer behind us and cooler temperatures around the corner, now is a great time to roll the windows down and let the fresh air in. With your help, we can make a big difference going forward with our fuel economy. Any time you can use your optimized idle, please do so. We have begun the process of updating new parameters for idle for

each truck. This update will be installed the next time you come to the yard for service. This idle parameter update will increase the productivity and performance of your truck. This will cut down on lost driving time due to forced regens and increase your fuel mileage. This is a needed update to optimize your time in the seat and earn more miles, which is both our goals. In the end, this not only benefits you, but also the organization as a whole. You are our biggest asset, and we look forward to working together to make this happen. Thank you for all you do. See you soon. ■

DRIVER APPRECIATION WEEK





Did You Get Your Gift Bag?

Thank you drivers! We hope you were able to enjoy some of the events and celebrations of Driver Appreciation Week, wherever you were. If you weren't able to celebrate with us at Eagle Park, don't worry—we have a gift bag with your name on it waiting for you!

The next time you come through Madison, IL, make a stop at Eagle Park and swing by the Recruiting office where we're holding onto driver gift bags for you. We'll hang onto them for several more weeks, but be sure to grab it the next time you come through!

Enjoy, and thank you again for all the incredible work you do! ■

Health & Wellness: 4 Ways Toward a Healthy Lifestyle as a Truck Driver

According to AMAXX Workers' Compensation Resource Center, truck drivers have a disproportionate number of musculoskeletal injuries compared to workers in other workforces. Due to the nature of their work, spending long periods seated followed by brief periods of strenuous labor — it's not surprising that truck drivers are more prone to injuries. Especially when you consider other risk factors that are common in the industry, like irregular sleep habits, lack of exercise, weight issues, and poor overall health.

So, how can a truck driver stay healthy? Small changes add up and lead to healthy habits. Here are some tips to get you started:

FOOD CHOICES

- Eat more fruits and vegetables— Aim for 5-10 servings a day to



make sure you are getting enough vitamins and minerals.

- Avoid stimulants — Stimulants give your mind and body a short-term artificial boost of energy and alertness. If you enjoy coffee and energy drinks, try to cut back on the amount you drink.
- Eat light meals — Eating a big, heavy meal can leave you feeling sleepy. If you pack your own meals and snacks, try packing smaller portions. Replace junk food with healthier snacks like nuts, seeds, fruit, vegetables, hummus, cheese, boiled eggs, jerky, peanut butter, protein drinks, rice cakes, or homemade muffins.

EXERCISE

No gym needed! Just 15 minutes a day can strengthen your body. If you can't find 15 minutes, what about 5 minutes? Short bursts of physical activity are better than no physical activity. Here are some ideas to get you started:

- Short walks can increase your blood oxygen level and improve your mood and cognitive focus
- Push-ups against the ground, a building, or truck are good for your chest, shoulders, triceps, and core

- Squats benefit your legs, stomach, and lower back
- Lunges are good for your legs and core
- Planks, which can be done on the ground, against a wall, or the side of your truck, benefit your core, back, and shoulders

SLEEP

Sleeping seven or more hours each night would be great. Try these tips to improve your sleep:

- Block light from coming into your cab
- Use noise-canceling earbuds
- Limit blue light that would be emitted from iPads, smartphones, and other devices
- Avoid eating right before bed

POSTURE

Poor posture can lead to lower back pain, sciatica, and other issues. Here are some tips for improving your posture:

- Invest in a proper driver seat
- Try to adjust your position every 30 minutes
- Keep your seat high and elbows tucked — low seating can lead to slouching ■

Winter Driving Tips

By Monica Cruthis, Director of Safety & Loss Prevention

It is well known that roads covered in ice and snow can have significant and dangerous effects on traffic conditions. As the winter months arrive, truck drivers face challenging and hazardous conditions, if they are unprepared. In addition to ensuring that your truck is properly winterized, it is essential to refresh your winter driving skills in order to safely navigate the winter driving season.

When confronted with a winter storm, icy roads, or other wintry conditions, it's always wiser to err on the side of caution. Making sure your truck is current on preventive maintenance (PMs) checks for a or assembling an emergency kit can truly make a world of difference. Nevertheless, there are additional measures you can take to ensure your safety while driving your truck during the winter season.

In this article, we'll go over our top 6 tips and tricks for driving a semi-truck safely in the winter.

1. Drive cautiously

When driving on icy or snow-covered roads, it is crucial to proceed with caution and take your time. If you are not accustomed to driving in winter conditions, it is important to drive slowly and be mindful of your vehicle's capabilities. For example, if your vehicle has low clearance, it may not handle well in snowy conditions, so it is best to drive at a slower pace to prevent snow build-up. Navigating winter road conditions requires careful control and deliberate actions. Avoid sharp turns, sudden acceleration, and abrupt braking, as these can reduce traction and increase the risk of an accident. Stay alert and maintain a consistent speed while keeping a safe distance from the vehicle in front of you. This will also give you enough space to use your brakes effectively when needed. It is essential to be honest with yourself about your own limits; know your limits and know when to stop.

2. Stock up on essentials

Given the unpredictable nature of inclement weather, it is crucial to have the necessary essentials at all times. This ensures that if you find yourself stranded amidst these harsh climatic conditions, you will be well-prepared and safe.



Your emergency kit should include:

- Tire chains
- Spare fuel
- An extra fuel filter and wrench
- Coolant, washer fluid, and oil
- Vinegar
- A flare gun
- Flares
- A flashlight and extra batteries
- A CB radio (if one is not already in your cab)
- A first aid kit
- Blankets
- Hats, scarves, and gloves
- Snow boots
- Snow shovel
- Canned food and bottled water
- Daily medications
- Extra clothing

We also suggest keeping a few bags of cat litter on hand. This unconventional emergency item can serve as a safe and environmentally friendly solution to regain traction if your tires become stuck on an icy surface. Just scatter some litter underneath your tires, gradually press the accelerator, and let your tires do the rest.

3. Use your signals

Using your turn signals may seem obvious, but it can make all the difference between a safe journey and a preventable accident. The general guideline is to signal for three blinks before changing lanes, but during inclement weather, it's wise to stay safe and signal for five blinks before making a move. Additionally, remember to use your signals before making a turn. To provide ample warning to drivers behind you, activate your signal before you start decelerating for the turn.



Winter Driving Tips, continued:

If the weather conditions make you uncomfortable, activate your hazard lights and move to the passing lane to allow other vehicles to overtake you. By doing this, you can encourage other drivers to exercise caution and prevent potential pileups.

During your pre-trip inspection, it is crucial to remember to check your turn signals. The harsh winter weather takes a toll on your truck, often leaving the signals covered in dirt and grime from the road. Ensure visibility by wiping or cleaning your turn signals, so that others can see you clearly.

4. Let your truck warm up

When temperatures drop below freezing, it can be challenging for your heavy-duty diesel engine. Therefore, it is crucial to give your truck sufficient time to warm up before embarking on your trip. This precaution will prevent your engine from refusing to start and ensure its longevity throughout the winter months.

Pro Tip: While your rig warms up, turn on the defroster to unfreeze your windshield. Kill two birds with one stone!

5. Be aware of your surroundings

In addition to driving cautiously, it is crucial for you as a driver to be acutely aware of your surroundings when driving in icy conditions. For instance, observing water splashing from another vehicle's tires can serve as a valuable indicator of the road's treacherousness. If there is a significant amount of water spray, the roads are wet, while a decrease in spray signifies that the streets are freezing over. Furthermore, it is imperative to remain vigilant for the presence of black ice on the roadways.



6. Check your tires, fuel, and lights

One of the most important tips to follow before hitting the road is to ensure your tires, fuel, and lights are in proper condition. Regular tire inspections are crucial for truck drivers, regardless of the season. However, during colder weather, it becomes even more essential to thoroughly examine your tires. Underinflated, damaged, or worn-out tires can lead to problems on the road, such as low traction.

Checking your fuel level is another critical step in ensuring safety. Keeping your fuel tank filled adds extra weight to your rig, which helps improve tire traction and stability.

Once you've concluded your journey for the day, take the time to inspect and clean your headlights, taillights, and license plate. These components are likely to be covered in a mixture of dirt and snow. For semi-trucks, it is crucial to have highly visible lights that are clean and functioning correctly. ■

Breast Cancer Awareness Month

October is Breast Cancer Awareness Month, and LTI is once again raising money to help Susan G. Komen save lives and end breast cancer forever.

Breast cancer affects 1 in 8 women in the U.S. during their lifetimes, making it the most common cancer in the world.

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.



Donations go directly toward research, community-based health programs, education, and advocacy programs.

LTI will be giving LTI breast cancer awareness t-shirts to anyone who makes a \$25 donation or more. You can make a donation through LTI's

page at:

www.info-komen.org/goto/litruckingservices

Thank you for supporting us as we work together to end breast cancer forever! ■

Happy Birthday to You!

October

Jason Marrs
Stanley Travis
Jo-Ann Gorth
Samantha Goree
Nicholas Civello
Robert Rackley
Shawn Dunn
Amanda Lewis
Charles Hoak
Brian Gibala
Lawrence Hoadley
Stephen Smith
Cornelius Cotton
Colette Hehle
Darrell Streeter
Larry Grissom
Nikki Pearson
Desiree Williams
Corey Boyd
Michael Cotton
Jon Howell

Vonda Beckford
Courtney Butcher
Paula Naugle
Christopher Selby
Dabreisha Young
Dennis Bullock
Jackie Southerland

November

Thomas Floyd
Joann Collins
Toshiba Roberson
John Jackson
Robert Lee
John Holliday
Bill Horn
Terry Perrell
Gordon Bressler
Keith Craft
Charles Downey
Terry Johnson
Christopher Hall

David Teddlie-
Wendy Weatherman
Douglas Hanson
Loren Clem
Mark White
Christopher Echols
Jean Solfest
Christian Civello
Roscoe Teague
Andrew Allen
Jamillah Weatherspoon

December

Katrina Mackey
Julio Miranda
Jaelan Sellars
James Marshall
Jeremy Powell
Lamont Johnson
Michael Jacobs
Emmanuel Okudare
David Yeisley

Benjamin Smith
Darek Sellers
Jerome Foster
Tommy Huy
Monica Cruthis
Ryan Pashia
Richard Howell
Angel Lopez
Aarika Taylor
Rodger Yount
Emmanuel Zarzar
Edis Hazirovic
Jennifer Mitchell
Eduardo Wells
Joshua Fuoss
Jonathan Stewart
Steven Haas
John Seaholm
Kuwyn Diggs
Doucette Sylvain
Eric Talbert

Upcoming Anniversaries:

1 Year

Sherie Byrd
James Cain
Cornelius Cotton
Brian Dancy
Marquis Daniel
Lagina Daniels
Franchesca Johnson
Lamont Johnson
Frank Milos
Nikki Pearson
David Perry
Kasaan Speed
Martin Wenger
Carl Wiggins
Scott Wilson

Jerad Burch
Loren Clem
April Defell
Richard Donk
Kenneth Gebhardt
Michele Pierce

3 Years

Joanna Campbell

4 Years

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

2 Years

Timothy Bayne

5 Years

Craig Campbell

Jimmie Kelley
Amanda Lewis
Sean Mauk

6 Years

Christopher Echols
Larry Lansdon Jr
Bill Riley
Jackie Southerland

9 Years

Deidra Sanders

10 Years

Katie Mulholland
Rita Swenson

12 Years

Sharon Coleman

14 Years

Bill Bowling
Camden Civello
Travis Rood

17 Years

Craig Brennförderer

23 Years

Jeff Snelling

29 Years!

Mike Wilson

Do you follow LTI on Social Media?

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

