

THE MILE MARKER

Company Newsletter | Winter 23-24



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The Cover

LTI THE MILE MARKER
Company Newsletter | Winter 23-24



This Mile Marker's cover features company driver Norderick Daniels, who exhibits commendable professionalism and a great work ethic.

How we succeed in 2024: Teamwork

Do not shrug off "teamwork" as a cliché – this is critical and oftentimes overlooked. As an organization, we will not succeed if we do not realize that we all want the same things: our drivers want to avoid an accident just as much as our Safety Department; Maintenance wants to avoid a breakdown just as much as a Fleet Manager; Operations wants to see our fleet maximize its mileage just as much as an individual driver does; and the examples continue.

Collectively, we should be pulling in the same direction. We need to convey our agendas, goals, and considerations to one another while

Looking Forward to 2024

By Nicholas Civello, Chief Executive Officer

I hope that everyone had a happy New Year!

As we embark on the journey of 2024, I want to take a moment to express my gratitude for the hard work and dedication each one of you brings to LTI.

In order for LTI to thrive in the coming year, let's collectively prioritize our commitment to exceptional service to

Message from the President

I would like to extend Holiday and New Year greetings for all of those who are a part of our LTI community. I hope the holiday season treated you well and that you are returning to work feeling refreshed as we enter the new year. Undoubtedly, 2023 was one of the most difficult years that the trucking industry has ever seen, so what do we think as we enter 2024?

How we succeed in 2024: Service

In the last year, there seemed to be more and more dialogue about trucking being a commodity business. But do we agree with that the services we provide are indistinguishable from those of other providers? I strongly disagree. There are a variety of truckload carriers in the marketplace – trustworthy ones vs. 'shady' ones, those always on time vs. those frequently delayed, reliable carriers vs. inconsistent carriers, those that are safe vs.

being equally open to hearing and accommodating those of others.

How we succeed in 2024: Standards

The year ahead will demand a lot of efficiency. We need to have organized and tight operations in all areas to thrive in 2024. Everything from accepting a load tender, to planning a route, to tracking a delivery, to processing paperwork, and all of the miscellaneous functions along the way need to be done with near perfection. The only way to do this is by setting a high bar, and holding one another accountable to that standard.

Stay organized; be punctual; put in the prep. work; pay attention to details; communicate; follow up;

our customers! Our customers are the lifeblood of our company, and without their support, we would not prosper and be successful. Therefore, I urge Fleet Managers, Load Planners, Customer Service, Logistics, and Drivers to not just meet but exceed your job responsibilities to ensure our customers receive the highest quality of service every single day. Please make sure to communicate thoroughly and effectively amongst



those that cut corners. Of course there is a difference.

I am proud of the gains LTI has made in the last couple months with respect to on-time service and I am looking forward to this next year where we will continually improve until we make a statement with our service. This will show the industry that LTI, along with other strong carriers, bring a distinct value proposition in the reliable execution of moving freight.

follow through; etc. These are not recommendations, but requirements for all of us. Each individual at LTI has a responsibility to reinforce these fundamentals which make an organization succeed.

We all want the same thing – success. Success for LTI is good for all of us. This is a company that cares, that shares, that gives back to its associates and its community, a company that invests and reinvests in its future. This is for the benefit of all of us. So let's take charge, get at it and have a stellar 2024!

Camden Civello
President
LTI Trucking Services, Inc. ■

yourselves and our customers to address issues, provide solutions, and provide great support to our customers and each other. Everything that you do will make a difference! Your dedication and hard work are integral to our collective achievements, and I have no doubt that, as a team, we will succeed.

Let's make 2024 a great year! ■

Why Service is Important to All of Us

By Bill Riley, VP of Operations

You constantly hear everyone talking about being on time for picking up and delivering loads. Every trucking company talks about how important customer service is, especially during years like 2023 when the freight market is loose (more trucks available than loads). Service tends to be one of the largest differentiators between trucking companies, but why should you as a driver care about that?

The easiest answer is that being on time and servicing the customer will ultimately result in more miles for you, and thus, more money. If you are on time for your appointments, you will not be a work-in, reducing the amount of time you spend sitting waiting for them to call you when they are ready for you. This means getting in and out quicker and keeping the wheels on the truck turning. That is if you are lucky enough to be a work-in. If you're rescheduled and sit on a load for 24 to 48 hours waiting for a new appointment, those lost hours and miles can never be recaptured.

High levels of customer service also help to ensure that you have higher freight levels available to you, that the



LTI Driver Norderick Daniels, also featured on the cover.

lanes you are on are quality lanes, and that the customers you're hauling for are top tier. When you demonstrate to a customer that you can service their lanes on time, they are more likely to tender you more loads throughout the year and treat you more favorably during the annual, semi-annual bid, or sporadic mini-bid processes. This can not only result in an increase in freight volume from the customer, but also more favorable lanes with preferred shippers or consignees. A high level of service can also help you secure premium customers that have great drop and hook programs that will help increase miles and reduce the amount of time spent at the customer. All these things together will result in increased productivity and miles for you.

A high level of customer service can also result in obtaining a premium rate from customers. And I know you're probably wondering why that matters to you. The company would make more money, but you won't see any of it. But that's not true. While the cost of equipment and maintenance continue to increase with double digit inflation over the last year, we have not seen rates increase to the same extent. LTI replaces our trucks every 5 years, with a current average truck age of 2.2 years. By having newer trucks, we can decrease the amount of time that trucks are down for service and repairs, which then increases the amount of time you are driving. It also increases the ability of the company to buy additional trailers. As discussed earlier, we all love the benefits of drop and hook trailer programs with customers, but most customers want the trailer for 24-48 hours prior to the pick-up appointment time and another 24-48 hours after the drop appointment time. When you calculate that a trailer could be tied up for a minimum of 5 days on a drop-drop load at a cost of around \$85,000 per trailer, it doesn't take long to figure out why it is important to get full utilization from your trailer pools every week. All of this creates a more efficient network and business which helps all of us –

“Over the last 5 years we have almost doubled our driver pay. Our drivers’ commitment to customer service and our quality customers are reasons we’ve been able to do that.”

especially drivers.

Premium rates also allow for things like increased driver pay. Over the last 5 years we have almost doubled our driver pay when you add in all incentives. Our drivers' commitment to customer service and our quality customers are a reason we've been able to do that.

One more reason that service is important is that you want to work for the same company for a long time. When you came to LTI, you didn't say to yourself, I'm going to work here for 1-2 months, then go work somewhere else for another 1-2 months. You are looking for the right company to retire from, just like we are looking for drivers to work here until they are ready to retire from the industry. Too many times over the last couple of years I have read articles about drivers being stranded on the road, fuel cards shut off, no paycheck for weeks, because their company went out of business. While sometimes these are from financial mistakes made by ownership, a lot of times it comes from not servicing their customers. When we take care of our customers together, we all succeed. LTI's being a quality company to drive for starts with drivers committed to quality service. It all feeds back in. Positive work and improvements in one area will help other areas, and will always be a contributing factor to our success, which benefits all of us, and ensures success for years to come. ■

5 Steps to Reducing Fuel Costs

By Brandon Jacoby, Maintenance Terminal Manager

In the last year, diesel fuel prices have spiked drastically. The cost to fuel is higher than it has ever been. LTI is actively searching for ways to increase fuel economy and eliminate unnecessary idling. On average, LTI's fleet produces 8.14 driving MPG. There are many actions that are currently being taken to improve our fuel economy, but the most effective steps are made by the driver.

1. Monitor Tire Pressure:

Tires should be checked daily. This should be completed on your pre-trip and post trip. Every 1 psi missing from your tires can affect your overall fuel mileage. Under-inflated tires cause the truck to perform harder and use more fuel to overcompensate for the



loss of psi. Under-Inflated tires can also cause blowouts which lead to more severe mechanical issues. Blowouts are one of the fleets highest cost expenses.

2. Use Cruise Control and Regulate Your Speed:

The constant change in acceleration and deceleration causes the truck to use more fuel. Utilizing your cruise control and maintaining a constant speed will allow the truck to burn less fuel. This is why you use less fuel on the interstate as opposed to city driving.

3. Use Momentum:

Using your trucks momentum is related to the concept of regulating speed. Use momentum to your advantage while climbing and descending hills. Avoid sudden accelerations and excessive braking, which increase fuel consumption.

4. Do Not Overfill Your Tank:

When a tank is overfilled, it can expand and overflow when heated. Overflowing fuel can be dangerous to other drivers on the road. This also adds extra weight that can slow down the truck. As a reminder, do not add anti-gel to your fuel tank. The wrong amount of anti-gel added to your fuel



tank can cause complications with fuel injectors and the injection system. It can also void the trucks warranty related to the fuel system.

5. Minimize Idling:

Idling is the #1 cause for excess fuel usage. The Maintenance Department is actively taking steps to eliminate excessive idling. These steps include: parameter changes, battery options, and driver conversations. As a driver, you can decrease idling by:

- Plugging in your truck or utilizing shore power when available
- Limiting appliance usage
- Setting your APU

"Idling is the #1 cause for excess fuel usage."



Left: LTI's Ugly Christmas Sweater participants; Middle: Driver, Jon Stewart and Recruiter, Michelle Butcher; Right: Director of Safety, Monica Cruthis, and Michelle Butcher.

What Are CSA Scores and Why Should You Care?

By Monica Cruthis, Director of Safety & Loss Prevention

CSA scores are the ever-popular topic in the trucking industry. But seriously, what is a CSA score and how does it affect drivers and carriers? Let's dive deep into the nitty-gritty and explore the what's behind CSA scores for both drivers and carriers. Read along to discover all the details about LTI's CSA scores and how you can help us level up in 2024!

So, what is a CSA Score?

CSA (Compliance, Safety, and Accountability) scores are fancy percentages calculated by the FMCSA (Federal Motor Carrier Safety Administration) to figure out how safe carriers are. Basically, it's like giving carriers a report card based on the following categories (aka BASICS):

- Unsafe Driving - speeding, texting, no seatbelt, bad lane change, you name it!
- Hours of Service - violations like overtime, no paper logs, missing info, and more.
- Vehicle Maintenance - issues like faulty brakes, bad tires, and other vehicle issues.
- Driver Fitness - driving with an expired physical or one that's not connected to CDL.
- Hazmat - violations related to transporting hazardous materials

safely.

- Crash Indicator - reportable crashes like fatalities, injuries, and tow-worthy damage.
- Controlled Substances & Alcohol - drugs or alcohol violations (not including random or pre-employment testing).

Now, what makes a CSA score good or bad?

Like golf, the lower the score, the better. Each BASIC has a scale of 0 to 100 percent, and there's an alert threshold for each one. So, we're proud to say that LTI's CSA scores are currently below the alert threshold in all the BASICS. What does that mean for our awesome drivers?

- Fewer surprise inspections on the roadside.
- More green lights, which means better chances of bypassing weigh stations.
- The satisfaction of knowing you're part of a top-notch company.

Do Drivers Have a CSA Score?

No, Drivers do not have a CSA scores, but violations affect both the driver and the carrier. Drivers will notice the impact on their PSP (Pre-Employment Screening Program). This is a report that carriers run to ensure they are



hiring safe qualified drivers. The roadside inspection and DOT crashes that drivers are involved in will follow them on this report for 3-5 years.

How Can you Help Improve CSA Scores?

CSA scores are like a roller coaster ride, always changing with new inspections and crashes hopping on and older ones dropping off. So, what's the secret to boost our score? Simple: drive safely and steer clear of new violations and accidents. As we gear up for the new year, let's join forces to uphold our stellar CSA Scores and make them even better. In the past, our Achilles' heel has been Hours of Service and Crashes, but fear not, we've got you covered with more safety tips and training on these fronts in the New Year!

Keep truckin' with LTI! We're all about safety and success on the road. ■



Left: Employees drawing for our ornament exchange during our Christmas celebration; Left Center: LTI Drivers, Martin Wenger & Dabreisha Young; Right Center: Recruiter, Michelle Butcher and Driver, Craig Campbell; Right: Michelle Butcher between our Payroll Specialists, Anne Robbins & Jackie Southerland

How to Manage Stress as a Truck Driver

By Shawn Dunn, Training & Compliance Manager

Truck driving is difficult. It requires long hours, strict pick-up and drop off schedules, and delivering goods safely and on-time. The work is rewarding, but it may also be tricky. Truck drivers must control their stress levels to maintain their physical and emotional well-being and their capacity to do their jobs effectively.

According to new data from the American Transportation Data Institute, the primary health issue affecting truck drivers is stress. Stress may cause drowsiness, headaches, muscle tightness, worry, melancholy, and trouble concentrating. Chronic stress may also increase the long-term risk of obesity, cardiovascular disease, and other health problems.

LTI has put together some advice and strategies to help truck drivers maintain balance and manage stress.

Knowing the Stress of Truck Drivers

Stress is a physical and emotional response to a perceived danger or difficulty. Recognizing the sources of stress is the first step in learning how to handle it:

Several unavoidable dynamics stress truck drivers, including:

- Traffic
- Unfavorable weather
- Limited pick-up and delivery windows
- Limited physical movement for long periods of time
- Social isolation



Depending on the individual and their particular circumstance, various additional factors might also be involved. Being aware of the factors contributing to your stressful life and

employing techniques to manage them can make it easier to lessen your stress.

Techniques for Time Management

As a truck driver, using time management techniques is an effective way to reduce stress:

- Organize your routes in advance.
- Plan stops to give your mind and body a break.
- Keep up with any traffic-related news to help you mentally prepare for the journey.
- Scheduling time for regular stretching, moving around, and mindful breathing may reduce physical and mental fatigue and improve general well-being.
- Keeping your documentation and logistics organized so you don't have to spend time looking for information when you need it.
- Think proactively about how any changes in your schedule will impact your downstream schedule and make adjustments accordingly.

Stay Healthy While Traveling

Truck driving can be a fairly sedentary occupation. You sit in your vehicle for hours while driving along a highway, concentrating on the road and trying to stay awake. Keeping healthy habits is, therefore, another way to manage your stress as a truck driver.

Exercise and Stretching

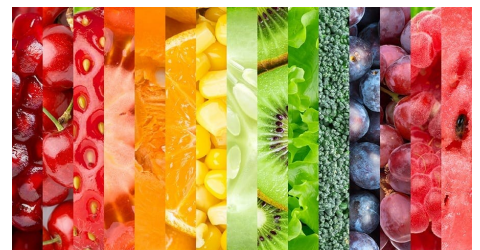
Stretching and exercising regularly reduces physical and mental fatigue and improve general well-being. For example, driving while engaging in low-impact workouts like walking, yoga, or bodyweight training can help reduce stress. Even just some simple stretching throughout the day can



keep your blood flowing and help you feel fresh.

Maintaining a Healthy Diet

Maintaining a healthy diet is key, no matter what your profession is. As a truck driver, eating healthy is especially crucial, as a balanced and supportive diet can lessen both physical and emotional exhaustion. Healthy meals can be hard to come by on the road, so drivers should prepare nutritious meals and snacks to bring with them before they start driving.



Getting Sufficient Rest

Getting good rest is essential for reducing stress and promoting general well-being. Truck drivers must especially prioritize sleep and rest because tired driving presents a safety risk. Truck drivers should keep a regular sleep schedule and avoid coffee and other stimulants before bed.

Meditation and Deep Breathing

By calming the body and mind, deep breathing and meditation may help reduce stress and anxiety. Meditation and deep, mindful breathing can also help drivers focus and become more in tune with other wellness needs their bodies may be asking for.

Positive Affirmations and Visualization

Cultivating and maintaining a positive outlook, using motivating visualizations, and repeating encouraging words can also help reduce stress. Remember your own value, the value of the work you are doing and the impact it will have on others.

Continued on next page...

How to Manage Stress, continued:

Seeking Professional and Peer Help

From time to time, stress is inevitable. Seeking professional and peer support may be a helpful coping mechanism for stressed-out truck drivers. When out on the road, there are online communities available for drivers who want to connect with one another or with people who have similar interests. When more formal help is desired or necessary, drivers should enlist the help of a mental health professional. Unfortunately, there are occasions when getting treatment for mental health issues has a stigma that prevents truck drivers from getting the support they need. However, it is essential to remember that asking for help is a sign of strength and may help truck drivers better manage their stress and

general well-being.

It is important to know that LTI offers our employees an Employee Assistance Program (EAP) through our insurance partner which includes confidential emotional support, work-life solutions, legal guidance, financial resources, online support, and more. This is a great resource to receive no-cost professional help. The CompPsych GuidanceResources program offers someone to talk to whenever and wherever you need them.

Call: 877.533.2363
TTY: 800.697.0353

You can also access resources online at: www.guidanceresources.com
App: GuidanceNowSM
Web ID: MY5848i

Takeaways

Truck drivers must effectively manage their stress to maintain general health and well-being. Otherwise, their already-demanding job may start to feel even heavier. Truck drivers may reduce their stress levels and improve their general quality of life by using the suggestions and techniques covered. Prioritizing physical and emotional health can not only increase work efficiency, but also improve one's overall quality of life. During the moments when the stress becomes intolerable, do not hesitate to seek assistance from your communities or from a professional. Keep in mind that success on the road requires taking care of oneself. ■

Direction of Customer Service

By Lesa Bault, National Account Manager

Customer service refers to support and assistance given before, during, and after customers purchase a product or service. It includes a wide range of activities such as answering questions and finding solutions, resolving complaints, interacting with customers, following up on customer issues and providing guidance and offering advice.

2023 was a challenging year for the trucking industry, and LTI was not the exception. With those challenges considered, we have many goals for 2024 highly focusing on customer service. More now than ever, customers are watching performance metrics closely and relying on their partnered carriers to honor their

commitments and provide on time pick up and delivery at high levels.

The customer service team is a key part of our organization. They are the direct contact to each of our customers. They see the load from start to finish and everything in between. It's not just an administrative role, it's about having a close relationship with the customer and meeting their expectations when it comes to communication and all other service-related requirements. LTI's customer service does a great job, and we could not do it without them!

There will be some exciting changes within the department in 2024. We

are always looking for new tools and ways to help with efficiency and improve overall service and customer growth!

Even though 2024 will be another challenging time, I'm optimistic and looking forward to achieving our goals and having a successful 2024!

Thank you, customer service, for all that you do!

Customer Service Team:

Amanda Lewis
Lisa Barton
Cori Dallas
Samantha Barton
Tara Burns ■



Left: Our annual company Halloween costume contest participants

Right: A truck filled to the brim with Christmas donations for SWIC's Foster Grandparent Program. Jo Ann Collins collected toy donations, monetary donations amounting to over \$550, and an entire pallet of laundry detergent donated so generously from Dial. They were thrilled to have such huge donations. Thank you everyone for your generous contributions!

Prepping for Winter Conditions

By Monica Cruthis, Director of Safety & Loss Prevention



As a truck driver, get ready to face a wild mix of conditions on your journey: snow, ice, sleet, wind, and bone-chilling cold. Cozy up with these tips to stay safe and conquer the chilly season like a pro!

Prepare Your Truck:

Don't hit the road without giving your truck some the care and attention it needs. Perform a thorough pre-trip inspection every time to make sure it's road-ready.

Also, remember, pack your truck with all the essentials to keep you warm, dry, comfortable, and well-fed. These tips will help you safely tackle those winter driving challenges!

1. Are All Systems a Go?

Driving in a cold cab is extremely uncomfortable, but did you check everything? Defrost, heater, lights, wipers, brakes, tires, fluids, etc. Your pre-trip inspection could save your life and the lives of people you share the road with this winter. In some situations, it could even be dangerous. Check to ensure that everything is working properly and time to get the necessary repairs or replacement if needed.

2. Clean And Visible

Visibility is crucial during the winter months. Keep everything on your truck clean, so you can BE SEEN! When you're able to stop in a safe place, clear the lights of snow and ice, which builds up in foul weather.... They are vital, more than ever when visibility is poor. LED lights especially accumulate snow and crud. Constantly check and clean them if needed.

3. Brakes

It is no surprise to anyone that slick roads during the winter can cause accidents. Your braking system is your first line of defense. You should check all the component parts to make sure that they are in optimal condition.

4. Electrical System & Battery

Nothing is more frustrating than trying to start your truck and encountering a dead battery. Power drains from a battery more quickly in wintry weather. This is true regardless of whether the battery is large or small. Perform

a load test on each battery and check its condition and age as well.

5. Blankets & Warm Clothing

Always carry extra blankets and/or a sleeping bag with you when driving in the winter. They can help prevent frostbite if you become stranded and the heater goes out. Also make sure you have hats, gloves, insulated overalls and a scarf with you to keep warm when you do have to work outside. Dressing in layers will enable you to dress warmer or cooler, depending on the circumstances.

6. Chains

Stopping a large truck on slippery roads sometimes requires extra traction. Tire chains can provide it. Some state governments have recognized this and passed laws requiring chains under certain conditions. In the winter it's important to always keep them with you to remain in compliance with these laws.



7. CB Radio

A CB radio allows you to communicate with fellow truck drivers and learn about road conditions. Though it may seem like an outdated mode of communication, for a trucker it can be a lifesaver to stay in touch with other fellow drivers to learn what weather conditions are ahead and whether it is safe to proceed.

8. Emergency Supplies

You should pack supplies that can help keep you safe if you get stranded in winter weather. Examples include an AM/FM radio, flashlight, extra batteries, first-aid kit, water, canned/dried food, flares, reflective vest, hand, and feet warmers.

You should also pack supplies that may help you get back on the road again:

- Anti-gel fuel additives and extra fuel filters
- Heavy-duty tow straps
- Sand or salt
- Shovel
- Tool kit

In addition, inspect the belts, cooling system, hoses, and tires for signs of wear. It is not only before cold weather hits that you should do this, but prior to every winter trip. ■

Real Time Pricing

By Deidra Sanders, Director of Logistics

In the digital age, where instantaneous access to information and services is the norm, real-time pricing has emerged as a pivotal strategy. Real-time pricing refers to the dynamic adjustment of prices based on current market demand, supply, and other external factors. LTI Logistics is excited to bring this technology to our department with Tabi Hubtek, which we started with one customer in June 2023 and plan on adding another in Q1 of 2024.

Real-Time Pricing is an exciting technology with an array of benefits and immense opportunity. Here are some important features and considerations of this tool:

Key Characteristics:

1. **Adaptability:** Real-time pricing allows us to adjust prices rapidly in response to changes in market conditions. This flexibility ensures that prices remain competitive and optimized for maximum profitability.

2. **Data-Driven Decisions:** Leveraging advanced algorithms and real-time data analytics, we can make better-informed pricing decisions. These algorithms analyze multiple variables, including demand, competition, seasonality, and even weather patterns, to determine the optimal

price point.

3. **Personalization:** Real-time pricing can be tailored to individual customers or segments. By analyzing customer behavior, preferences, and purchasing history in real-time, LTI can offer personalized pricing or discounts, enhancing customer loyalty and satisfaction.

Benefits:

1. **Increased Revenue:** By optimizing prices based on current market conditions, we can capture additional revenue opportunities. Dynamic pricing strategies, such as surge pricing in the transportation sector, have demonstrated the potential for significant revenue gains.

2. **Competitive Advantage:** Real-time pricing enables businesses to respond swiftly to competitive threats. By adjusting prices in real-time, we can maintain a competitive edge, attract customers, and secure market share.

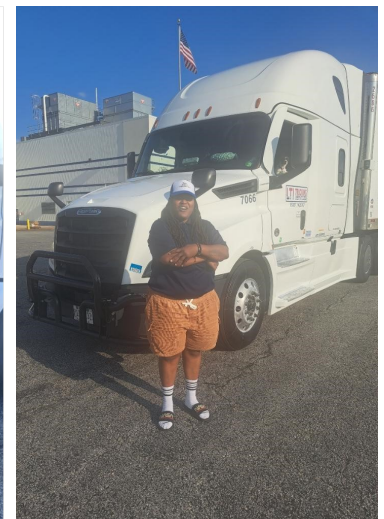
Challenges and Considerations:

1. **Consumer Perception:** Implementing real-time pricing also requires careful consideration of consumer perception. Price fluctuations, if not communicated effectively, can lead to confusion or mistrust among customers.

2. **Algorithmic Complexity:** Developing and maintaining sophisticated pricing algorithms requires expertise in data science and analytics. Ensuring the accuracy and reliability of these algorithms is crucial to avoid pricing errors or inconsistencies.

3. **Regulatory Compliance:** Real-time pricing can be subject to regulatory oversight. Businesses must ensure compliance with applicable laws and regulations, particularly concerning pricing transparency and fairness.

Real-time pricing represents a transformative approach to pricing strategy, offering businesses the ability to adapt swiftly to changing market dynamics and consumer behavior. While the implementation of real-time pricing presents challenges, the potential benefits in terms of increased revenue, competitive advantage, and operational efficiency are compelling. As technology continues to advance and data-driven decision-making becomes increasingly prevalent, real-time pricing is likely to become a cornerstone. ■



Who knew Santa Claus drove for LTI in his off season? LTI Driver, Richard Donk as Santa Claus for his 12th year in a row!

One of our stellar Regional Drivers, Rolanda Wisdom alongside her 2022 Freightliner leased through our ValueLease program.

7 Key Safety Measures for Winter

By Monica Cruthis, Director of Safety & Loss Prevention

Driving a truck demands careful attention to the road year-round, but winter brings a special set of challenges. When the cold weather strikes, stay safe by keeping these truck driving tips in mind!

Remember, it is crucial to KNOW YOUR LIMITS! Keep a vigilant watch on the weather and road conditions during your trip. And know when it's time to pull over and say, "enough is enough!" Safety comes first, always!

1. Lower Your Speed and Increase Your Following Distance

When snow or freezing rain hit the road, all vehicles can become professional ice skaters. Can you outperform them in a dance of slipping and sliding? Be quick to react to out-of-control vehicles, ice slicks, snow pileups, and other road hazards.

In winter, giving yourself extra reaction time is necessary. Slow down, keep your distance, and add some extra driving time to your schedule. And remember, even if you're an expert, not everyone on the road is. Stay sharp!

In ideal weather conditions, it is recommended to maintain a minimum following distance of 6 seconds. For each additional hazard encountered, such as fog or snow, an extra second should be added to the total following distance. For instance, if the starting value is 6 seconds, and there are additional hazards like fog (+1) and snow (+1), the total following distance should be 8 seconds.

2. Understand How to Brake Effectively

Braking on slippery roads isn't like stopping on dry pavement. When you find yourself driving in snow and ice, always remember to brake as gently as you can to steer clear of skidding. Keep in mind that anti-lock brakes may make your truck slide, but lightly pumping your brakes will help you stay in control.

3. Watch For Black Ice

One of the most dangerous hazards you'll encounter on the road, black ice, can appear out of nowhere.

When a road first starts to ice over, you might not realize that you're driving on a frozen surface. If the road appears wet but lacks the typical spray, chances are you're driving on black ice. Keep an eye out for the spray produced by the vehicles ahead of you. Reduce your speed, stay vigilant, and prepare for slippery road conditions. Remember, other drivers may not be aware of the presence of black ice, so maintain a safe distance between your vehicle and the one in front.

4. Maintain Higher Fuel Levels

Winter storms can shut down roads and gas stations, leaving your fuel supply compromised. Under ideal driving conditions, you can plan your route to perfection, stopping at your favorite service stations until you're on empty. But

in the winter, you should fuel up more frequently to avoid getting stranded during a storm. Staying fueled means staying safe!

5. Pack the Truck for Winter

No trucker should hit the road without a complete stash of winter driving gear. Make sure to prepare for the unexpected. Load up on spare layers, multiple pairs of gloves, and waterproof boots to keep you warm and dry. Don't forget to stock up on windshield washer fluid and an ice scraper to keep your truck running smoothly. And just in case, have sand, tire chains, and jumper cables within reach for any emergency situation.

In the unfortunate event of getting stranded, be prepared with nonperishable food, plenty of water, a flashlight with spare batteries, and sufficient supplies of any medications.

6. Avoid Personal Injury

To maintain your safety while entering and exiting your truck, it's important to keep the steps clean and clear of snow, ice, and debris. Always remember to use three points of contact, face the truck, and avoid carrying anything in your hands while climbing. Additionally, never rush across wet, icy, or snow-filled surfaces. Take your time, choose your steps carefully, and proceed with caution. Utilize handrails, walls, door handles, or any other secure objects for support when stepping onto icy or snowy surfaces. Take a page out of a penguin's book, take small steps, and walk with confidence!

7. Know When to Shut Off Your Engine

As a truck driver, you're accustomed to adhering to a strict schedule and navigating through challenging conditions. However, it's crucial to exercise caution and not venture out onto the road during severe storms. Know when it's appropriate to pull over, locate a secure parking spot, and wait until road conditions improve. Effective communication in advance is key to avoiding winter accidents and hazards.

With these tips, we are confident that you will be driving through the winter with less stress and less danger. Nothing can guarantee 100% safety, but prepping your mind and your truck for snow, ice, and cold will help you get home safely. ■



Happy Birthday to You!

January

John Shoemaker
Lori Halverson
Alberto Hinojosa
Alfred Robinson
Jasmon Gates
Ryan Curry
Sammie Robinson
James Cain
Lee Whitt
Deandre Rush
Clarence Dandy
Shelley Campbell
Marcus Brown
Justin Valdez
Valencia Hunter
Sharon Coleman
Larry Copeland
Ronald Biddle
Theresa Horn
Deidra Sanders
Drake Richardson
Aaron Williams
Michael Rosso
Roy Ware

Malcolm Glover
Sean Mauk
Edward Martin
Mark Summers

February

Perry Tucker
Sebastian Mitchell
David Roberts
Roman Anselmo
Jeremey Allen
Kevin Harris
Carmel Smith
Franchesca Johnson
Michelle Price
Terence Goffer
Dieugo Cenejuste
Michelle Butcher
Kasaan Speed
Heather Wagner
Jamal Burton
Ariel Huether
Stephen Allums
Terald Richardson
Dan Allison

Bonny Bonaparte
Joanna Campbell
Cori Dallas
Albert Baker
Brandon Boutwell
James Allen
Latonya Reed
Christopher Long
Camilla Durr
Nathan Portee
Stephen Milligan
Lorenzo Watson
George Marshall
Brandon Jacoby

March

Wilburn Mcintyre
Ida Coney
James Mcgary
Phineas Borntrager
Ronda Osterberg
James Williams
Anel Avdic
Michael Ratley
Dwight Dabney

Mike Wilson
Brandon Goodley
Jerry Henrichs
Larry Lansdon Jr
Matthew Dunn
Jesse Wilson
Craig Campbell
Duane Galyean
Kenneth Gebhardt
Austin Thielen
Robert Walp
Milton Banks
Walter Harris
Zacharias Whitaker
Rolanda Wisdom
Carl Johnson
Ralph Thurston
Carl Wiggins
Daniel Wright
Justin Braneky
Stacey Scheib
Willard Myers
Lisa Barton
Jacqueline Higgins

Upcoming Anniversaries:

1 Year

Andrew Allen
Stephen Allums
Larry Copeland
Waymon Daniels
Jose Fraser
Nicole Fray
Jasmon Gates
Douglas Hanson
Richard Howell
Kathleen Lansing
Carl LaRue
Richard Layton
Dennis Loux
Roy Melinchak
Ryan Pashia
Michael Ratley
Stacey Scheib

Jonathan Stewart
Rashad Stewart
Austin Williams
Jesse Wilson
Emmanuel Zarzar

2 Years

Cori Dallas
Malcolm Glover
Brandon Goodley
Leroy Grandison
Alberto Hinojosa
Kurtis Hurst
Robert Martini
Anne Robbins
Eric Talbert

3 Years

Keith Craft
Aaron Lewis
Katie-Marie Mettillie
Stephen Milligan
Robert Noto
Deandre Rush

4 Years

Thomas Hunsberger
Larry Rutherford
Roscoe Teague

5 Years

Cadee Velten

6 Years

Ronald Biddle

Rebecca Howard
Terry Perrell
Sheril Pringle
Desmond Ritchie

7 Years

Michael Jacobs
Tod Owens
Mickey Stahlman
Mark Summers

10 Years

Norman Nelson
David Roberts

11 Years

Lori Halverson

Mark Rosenkoetter
Saundra Snowden

13 Years

Dan Allison

14 Years

Paula Naugle
Ralph Thurston

20 Years

Travis Murray

23 Years!

Jon Howell
Rodger Yount

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